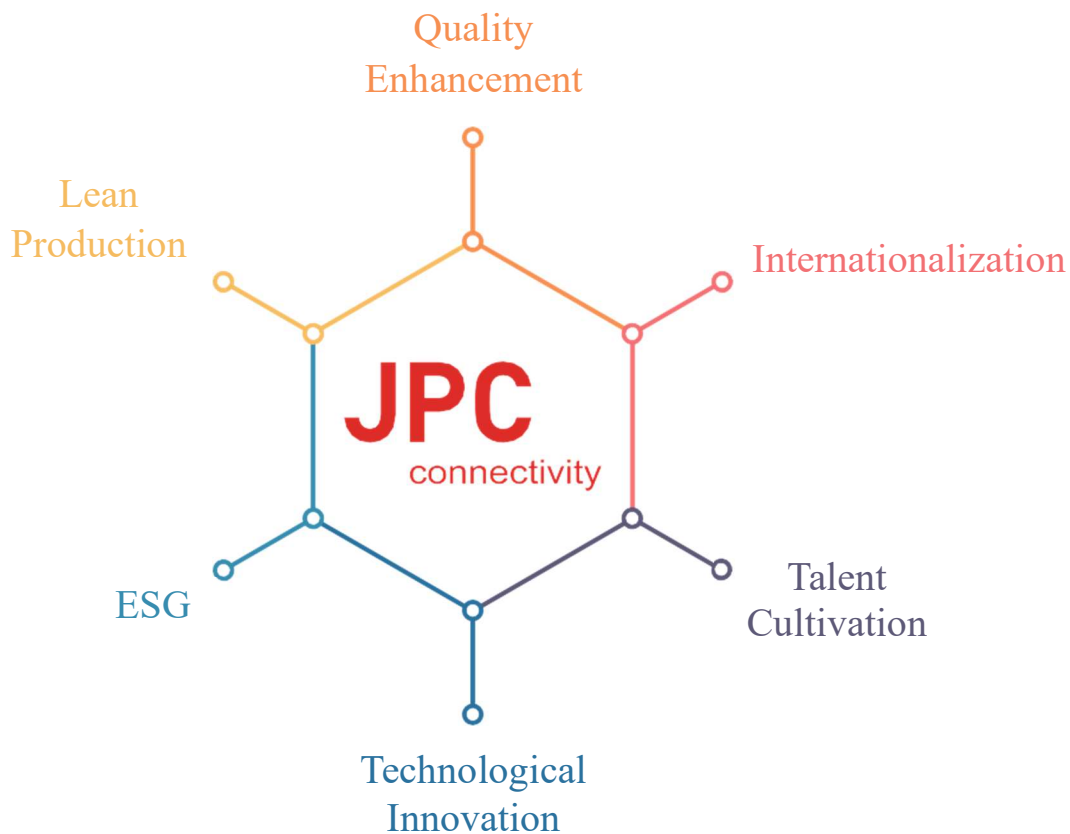


Stock Code: 6197

JPC connectivity Inc.

2024 Annual Report



Publication Date: April 30, 2025

The designated website for information disclosure by the Financial Supervisory Commission and the Market Observation Post System

Market Observation Post System: <https://mops.twse.com.tw>

Official Website of JPC: <https://www.jpcco.com>

I. Spokesperson

Name: Wei-Ling Yi

Title: Special Assistant to the Chairman and Manager of Human Resources & Administration

Tel: (02) 8227-1658

Email: weiling_yi@jpcco.com

Deputy Spokesperson:

Name: Chih-Ping Cheng

Title: CFO

Tel: (02) 8227-1658

Email: jave_cheng@jpcco.com

II. Address and phone number of the headquarter, branch office, and factories

Headquarter: 9F, No.176, Jian-Yi Rd., Zhonghe Dist., New Taipei City, Taiwan

Tel: (02) 8227-1658

Branch: None

Factory: 6F-1, 2, 3, No. 176, Jian 1st Rd., Zhonghe Dist., New Taipei City, Taiwan

Jinxiaotang Industrial Park, Zhutang Village, Fenggang Town, Dongguan City, Guangdong Province, China

No. 1, Xitou Fumin Road, Houjie Town, Dongguan City, Guangdong Province, China

Factory 15, Liando U Valley, No. 1001, Yuyang Road, Yushan Town, Kunshan City, Jiangsu Province, China

Factory No. 3, Lot I-3b-1, N6 Road, Hi-Tech Park, Tan Phu Ward, Thu Duc City, Ho Chi Minh City, Vietnam

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Tel: +886 8227-1658 / +86 0769-87757688 / +86 0769-85915620 / +86 0512-57650286 /

+84 2866851089 / +84 936619618

III. Contact Information of Stock Transfer Agency

Name: KGI Securities Co., Ltd.

Address: 5F, No. 2, Sec. 1, Chongqing S. Rd., Taipei City, Taiwan

Telephone: (02) 2389-2999

Website: www.kgi.com.tw

IV. CPAs of financial statements for the most recent year

Name of accounting firm: PricewaterhouseCoopers Taiwan

Name of CPAs: Jen-Chieh Wu, Ya-Hui Lin

Address: 27F., No. 333, Sec. 1, Keelung Rd., Taipei City, Taiwan

Tel: (02) 2729-6666

Website: www.pwc.tw

V. Name of Overseas Securities Exchange: None

Method to inquire the information on overseas securities: None

VI. Company Website: www.jpcco.com

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Chapter 1. Report for Shareholders

Dear Ladies and Gentlemen:

First of all, we would like to thank all shareholders for attending the 2025 Annual Shareholders' Meeting and for your support to the Company during the past year. The 2024 business results and the 2025 business plans are as follows:

I. 2024 Business Results

(I) Implementation result of business plan:

For 2024, the Company's consolidated revenue was NT\$6,765,078 thousand, the consolidated operating profit was NT\$1,203,828 thousand, and the after-tax net profit attributable to the owners of parent company was NT\$1,060,644 thousand.

(II) Implementation status of budget:

The Company had not announced its financial forecast for 2024.

(III) Analysis of financial income, expenditure and profitability:

1. Analysis of financial income and expenditure:

Driven by the surging demand for AI server applications, the Company's revenue from the Data Center/Networking/Telecom segment in 2024 experienced significant growth compared to 2023. The Smart Connection Industry segment also sustained robust momentum through continuous expansion of our client base and optimization of our product portfolio. Furthermore, the performance of our subsidiaries, JPCPT Inc. and ASTRON Connectivity CO., LTD., yielded notable results, contributing to the ongoing growth in both overall revenue and profitability this year.

Unit: NT\$ thousand

Item	2024	2023	Variance	+(-)%
Revenue	6,765,078	4,962,135	1,802,943	36.33%
Gross profit	2,242,340	1,436,531	805,809	56.09%
Gross profit margin	33%	29%	4%	14%
Operating profit	1,203,828	641,210	562,618	87.74%
Profit before income tax	1,410,706	810,411	600,295	74.07%
Profit for the year	1,140,009	660,319	479,690	72.65%
Profit attributable to owners of the parent company	1,060,644	635,395	425,249	66.93%

2. Analysis of profitability:

Item		2024	2023
Return on assets (%)		17.92	13.48
Return on equity (%)		27.94	19.28
Ratio in paid-in capital (%)	Operating profit	98.60	52.52
	Before-tax net profit	115.55	66.38
Net profit ratio (%)		16.85	12.35
Earnings per Share (Note)		8.69	5.20

Note: It is calculated based on the weighted average number of outstanding shares in the current year after adjustment has been made to the weighted number of outstanding shares that were increased due to employees' profit-sharing in the previous years, i.e., basic earnings per share.

(IV) R&D Status:

1. Annual R&D expenses invested in the past three years:

Unit: NT\$ thousand

Item/Year	2024	2023	2022
Consolidated net revenue	6,765,078	4,962,135	4,339,428
Consolidated R&D expenses	192,336	163,891	151,244
Ratio of consolidated R&D expenses to consolidated net revenue	3%	3%	3%

2. Overview of 2024 R&D results:

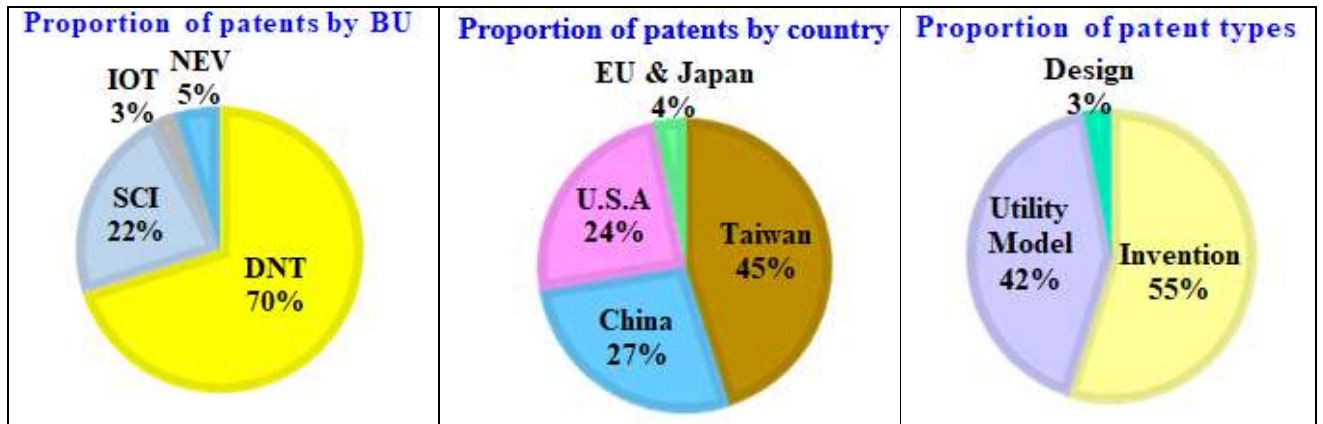
In 2024, our R&D efforts are focused on three major industry sectors, with ongoing investment in the development of high-speed transmission and high-voltage/high-current connectors, wire harnesses, and optical modules. These advancements are being continuously integrated into applications such as AI servers, cloud service providers (CSPs), data center switches, 5G communication, and ISP data centers. Simultaneously, we are expanding into the Internet of Things (IoT) and smart connectivity industries, enhancing the diversity of our product technologies and strengthening our market competitiveness.

R&D Item	Application Domain
Optical communication module (800G/1.6T)	Cloud switches, NIC, DPU
PCIe Gen6 high-speed connectors and cables	AI servers, hyperscale data centers
ORV3 AC Whip Cable, Busbar clip cable and connector, inner busbar	High-performance computing power module
UQD liquid-cooled quick-release connector	Cloud equipment cooling, server thermal management
High-voltage automotive connectors and wire harnesses	EV, agricultural machinery, AMR
IoT Module (sensor/communication)	Smart factory, health, energy-saving applications

3. 2024 patent achievements:

We continue to strengthen our global intellectual property portfolio, with patents covering major markets such as Taiwan, U.S.A., China, Japan, and Europe. As of 2024, our total number of accumulated patents has reached 264, encompassing core areas such as high-speed structures, optics, liquid cooling, and automotive technologies.

The proportion of patents by BU, country and type as of 2024:



II. Overview of 2025 Business Plan

(I) Business policies:

1. Core business:

Focus on technologies such as high-speed connectors, wire harnesses, and optical modules, serving sectors including AI, cloud computing, automotive, and industrial automation.

2. Strengthen international collaborations, customer relationships and deepen the CSP strategy.

3. Global production sites:

JPC has established a comprehensive network of production and sales locations worldwide to enhance supply chain resilience, meet the immediate demands of regional markets, and improve global customer service efficiency.

Major sites:

Region	Site	Function	Through global production strategy and cross-disciplinary R&D integration, JPC will continue to enhance product supply flexibility and customer service
Taiwan	New Taipei City	Headquarter and R&D center	
China	Dongguan Kunshan	Manufacturing base	
Vietnam	North Vietnam South Vietnam	The expansion is completed, increasing production capacity by 30%, and it has officially entered the mass production phase.	

U.S.A.	Milpitas, CA	North America sales and technical support center	responsiveness, solidifying our presence in the global market.
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(II) Sales strategies:

Strategic Direction	Key Actions
Deepen engagement with AI and CSP clients	Integrate resources from our U.S. subsidiary, JPCPT Inc., to expand our customer base and product lines in the U.S., Japan, and Europe.
Expand local presence	Strengthen sales networks in Southeast Asia, Northeast Asia, and Europe to drive brand internationalization.
Enhance brand visibility	Continue to participate in international exhibitions such as DesignCon, OFC, OCP, and COMPUTEX.

(III) Production strategies:

Execution	Key Actions
Implementation of smart manufacturing	Standardized modules and automated equipment to enhance flexibility and efficiency.
Strengthening supply chain resilience	Diversified strategies with partners and suppliers, and regional factory integration to reduce risks and minimize delivery delays.
On-demand production and small-batch diversification	Customized module design to reduce inventory and meet diverse customer needs.
Green and sustainable manufacturing	Promote ESG, reduce carbon emissions in production, and implement energy-saving processes.

III. Future Development Strategies

Development	Key Actions
Global production line integration	<ul style="list-style-type: none"> ● Expansion in North Vietnam ● Strengthen the presence in North America and expand warehousing and production facilities in the U.S., enhancing supply flexibility and delivery efficiency.
Technology innovation	Launch PCIe Gen 7 connectors and cables, 1.6T optical modules, liquid-cooled quick-release connectors, and high-current products.
Customer expansion and diversification	Strengthen relationships with CSP clients, expand into EV, energy storage, and IoT applications.
ESG sustainable governance	Develop green products and promote ESG Committee to achieve sustainable growth.

IV. Impacts of External Competitive Environment, Regulatory Environment and Overall Business Environment

Aspect	Content	JPC's response strategies and actions
External Competitive Environment	Exchange rate fluctuations, rising raw material costs, and demographic shifts (declining birth rates)	Focus on high value-added and customized differentiation strategies to seize emerging opportunities in AI, new energy, and other rising industries.
Regulatory and ESG development	Strict regulations and sustainability becoming core topics.	The Sustainability Development Committee is responsible for the medium- and long-term ESG planning, ensuring transparency of information, balancing stakeholder interests, regulatory compliance, and fostering a culture of sustainable governance.
Public welfare and social contribution	Unequal access to educational resources and talent development	<ul style="list-style-type: none"> ● Collaborate with Chung Cheng University on industry-academia partnership to cultivate international talent. ● Donate equipment to National Taiwan University and National Taipei University of Technology to support academic and research applications. ● Provide long-term funding to the Taiwan Fund for Children and Families and the Education Sprout Project. ● Host annual Christmas charity sale, where the proceeds from the sale of employees' donated items are donated to charitable organizations. ● Sponsor sports and cultural development initiatives such as the "Dancing Dandelion" for rural education and supporting young tennis players. ● Sponsor the documentary "Wholeheartedly" to promote the spirit of contribution among foreign clergy in Taiwan. ● Establish the Yang Ming Chiao Tung University Scholarship to support Ukrainian students in completing their education.

V. Conclusion

Deepen the strategic deployment of production lines across North America and dynamically coordinate the supply chain in response to tariff challenges.

JPC integrates global resources with a strategic focus on AI servers, cloud networking, 5G, and data center applications, while also actively expanding into emerging sectors such as new energy, automotive, Industry 4.0, and medical electronics. Our growth momentum is driven by high-frequency, high-performance, and high-margin products.

In 2024, we strengthened our presence in North America by establishing new warehousing and production facilities in the United States. These efforts, combined with our manufacturing hubs in Taiwan and Vietnam, enable agile allocation and localized supply, significantly enhancing delivery efficiency and global service capacity. This

strategic move also boosts our resilience in the face of evolving international trade dynamics and tariff policies, further solidifying clients' trust.

In 2025, JPC participated in DesignCon and attended NVIDIA GTC. Several of our products have been integrated into the MGX Ecosystem, deepening technical collaboration with CSPs, SIs, and ODMs, expanding our global market footprint, and strengthening synergies with partners across the AI ecosystem.

Rooted in innovation and guided by a service-first philosophy, JPC is committed to building a faster, more precise, and value-driven global support system. We also embed ESG principles into our operations, striving to fulfill our promise of "happy workplace, shared prosperity, and a sustainable Earth."

We sincerely thank all our shareholders for your trust and support throughout the years. JPC will continue to collaborate with global partners to create sustainable growth in the new era of AI.

Chairman : Shu-Mei Chang

General Manager : Shu-Mei Chang

Accounting Supervisor : Chih-Ping Cheng

Chapter 2. Corporate Governance Report

I. Information on the Directors, General Managers, Deputy General Managers, Assistant Vice Presidents, and Managers of Divisions and Branch Units

(I) Directors

1. Information on Directors (I)

March 29, 2025 ; Unit: shares

Title	Nationality/ Place of Registration	Name	Gender/ Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Current Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who are Spouses or within the Second Degree of Kinship			Remark
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Chairman	R.O.C.	Shu-Mei Chang	Female 61-70	2022.06.15	3	1992.05.07	18,472,480	15.13	18,472,480	15.13	—	—	6,000,000	4.92	Education: Department of Economics, Tunghai University Experience: General Manager of Taian-Ecobar	The Company: General Manager Other companies: (Note 2)	—	—	—	(Note 1)
Vice Chairman	R.O.C.	Mega Power Investments Limited	Male 71-80	2022.06.15	3	2009.06.10	2,295,750	1.88	2,295,750	1.88	—	—	2,179,000	1.78	Education: Military Academy Experience: Founder of Hung Fu Information Co., Ltd.	The Company: Vice Chairman Other companies: Chairman of Mega Power Investments Limited Chairman of Hung Fu Information Co., Ltd. Director of Mega Power Investments Limited (Samoa)	—	—	—	—
	Representative: R.O.C.	Representative: Cin-Chih Jiang					8,705	0.01	8,705	0.01	—	—	—	—			—	—	—	—
Director	R.O.C.	Tone Investments Ltd.	Female 61-70	2022.06.15	3	2016.06.15	4,394,000	3.60	4,500,000	3.69	—	—	—	—	Education: Department of Law, National Taiwan University Experience: (Note 3)	The Company: None Other companies: (Note 4)	—	—	—	—
	Representative: R.O.C.	Representative: Yu-Ling Tsai					—	—	—	—	—	—	—	—			—	—	—	—
Director	R.O.C.	Top Point Investment Ltd.	Male 61-70	2022.06.15	3	2016.06.15	6,144,750	5.03	6,144,750	5.03	—	—	—	—	Education: Sanchong Elementary School Experience: Chairman of Main Super Enterprises Co., Ltd.	The Company: None Other companies: Director of SciVision Biotech Inc. Director of Ivy Life Science Co., Ltd. Supervisor of Young and Lee Co., Ltd.	—	—	—	—
	Representative: R.O.C.	Representative: Ming-Kung Yang					825,120	0.68	855,120	0.70	—	—	—	—			—	—	—	—

Title	Nationality/ Place of Registration	Name	Gender/ Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Current Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Remark
							Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio			Title	Name	Relationship	
Director	R.O.C.	FSP Technology Inc.	Male 31-40	2022.06.15	3	2022.06.15	9,820,000	8.04	10,010,000	8.20	—	—	—	—	Education: MBA- Politecnico di Milano School of Management; Department of Public Finance, National Chengchi University Experience: Marketing Supervisor/Overs eas Business Supervisor/Marke ting Strategy Supervisor of FSP Technology Inc., Segment Marketing of Shanghai Philips Lighting	The Company: None Other companies: (Note 5)	—	—	—	—
	Representative: R.O.C.	Representative: Ming-Hsiang Cheng					—	—	—	—	6,000	—	—	—						—
Independent Director	R.O.C.	Jing-Hua He	Male 61-70	2022.06.15	3	2004.05.27	—	—	—	—	7,500	0.01	—	—	Education: Master of Computer Science, University of Maryland Experience: President of A. Best Shopping Mall and Supermarket Chain Store, President of Yonyou Software Group, COO of Kelote Group	The Company: None Other companies: Representative of the corporate director of MAYO Human Capital Inc. Independent Director of Appier Inc.	—	—	—	—
Independent Director	R.O.C.	Li-Chih Lo	Male 51-60	2022.06.15	3	2022.06.15	—	—	—	—	—	—	—	—	Education: EMBA of National Taiwan University Experience: President of Visual Computing Division, ASRock Inc.	The Company: None Other companies: None	—	—	—	—

Title	Nationality/ Place of Registration	Name	Gender/ Age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Current Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Remark
							Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio	Number of Shares	Sharehold ing Ratio			Title	Name	Relationship	
Independent Director	R.O.C.	Shu-Ling Wang	Female 61-70	2022.06.15	3	2022.06.15	—	—	—	—	—	—	—	—	Education: Institute of Finance, College of Management, National Taiwan University Experience: Senior Vice President of Delta Electronics, Inc. and CFO of Delta Group Consultant of Chenbro Micom Co., Ltd Director of CTBC Bank	The Company: None Other companies: Adjunct Expert (Professor), Institute of International Business, College of Management, National Cheng Kung University Independent Director of AVerMedia Technologies, Inc. Independent Director of United Microelectronics Corporation Director of Snail Travel Village Co., Ltd. General Manager of MAYO Human Capital Inc.	—	—	—	—
Independent Director	R.O.C.	Chih-Feng Lin	Male 51-60	2022.06.15	3	2022.06.15	—	—	—	—	—	—	—	—	Education: Master of Laws, National Taiwan University Experience: Chief Legal Officer of Taiwan Broadband Communications Consulting Co., Ltd. Vice President of Legal Affairs, New Century InfoComm Tech Co., Ltd. Senior Attorney, Jones Day International Law Firm	The Company: None Other companies: Director of Lin Chih- Feng Law Firm Senior Law Consultant of EMQ Limited Taiwan Branch Consultant of Private Tech Co.	—	—	—	—

- Note 1: The Chairman and the General Manager are the same person, which is mainly due to the Company has been promoting transformation in recent years, and the Chairman concurrently serving as the General Manager can better implement the transformation policy. The number of independent directors was increased to 4 through the re-election of directors at the Company's 2022 Annual Shareholders' Meeting, and more than half of the directors do not hold concurrent post of employees or managers.
- Note 2: Chairman of: Tone Investments Ltd. and Very Mulan Investment Co., Ltd.; CEO of JPCPT INC.; Representative of the Corporate Director of: Cha Shin Chi Investment Co., Ltd., Main Super Enterprises Co., Ltd., Techill Co., Ltd., JYH Eng Technology Co., Ltd., ASTRON Connectivity CO., LTD., Best Link Properties Ltd., JPC (HK) Company Ltd., Lucky Star Investment Corp, Best Match Investments Limited, Best Sky Limited, Hung Fu (Samoa) International Co., Ltd., Diamond Creative Holding Limited, and SWS Group Company Limited.
- Note 3: Government Affairs Member of the Executive Yuan, Chief Legal Officer of IBM Greater China (Hong Kong, Taiwan, Mainland China), District Court Judge of Taipei Shilin, Changhua, Taoyuan, etc.
- Note 4: Member of Taipei City Government Smart City Committee, Member of Taipei City Government International Affairs Committee, Member of Taipei City Government Data Governance Committee, Director of the K.T. Li Foundation for Development of Science and Technology, Director of Chenbro Micom Co., Ltd., Co-founder of Lee, Tsai & Partners, Chairman of Taiwan Financial Technology Association, Founding Honorary Chairman of Taiwan Women on Boards Association, Supervisor of Huafan University, Independent Director of Asia Pacific Telecom, Director of the Cleaner Production and Regional Development Foundation, Supervisor of the Artificial Intelligence Foundation, Executive Director of the Monte Jade Science and Technology Association of Taiwan, Managing Supervisor of the Taiwan Impact Investing Association, Director of the Chinese Arbitration Association, Director of the Taiwan Jurist Association, and Director of J-REACH Co. Ltd.
- Note 5: Legal representative of FSP TECHNOLOGY VIETNAM CO., LTD., Director of CHAMP-RAY INDUSTRIAL CO., LTD., Director of Stockfeel Co., Ltd., Supervisor of the Jiangsu Subsidiary of FSP Group, Chairman of Xiangzan Investment Co., Ltd., Chairman of Jinyu Investment Co., Ltd., Supervisor of FSP CAPITAL CO., LTD.

2. Major shareholders of corporate shareholders

Mar 29, 2025

Name of Institutional Shareholder	Major Shareholder of Institutional Shareholder	Shareholding Ratio
FSP Technology Inc.	Chuan Han Investment Co., Ltd.	8.11%
	Fu-An Yang	6.30%
	Ya-Jen Cheng	5.96%
	First Commercial Bank Trust Account of Chung-Shun Wang	4.33%
	Hsiang Tsan Investment Co., Ltd.	3.90%
	Wang Kuang Tung Investment Co., Ltd.	3.50%
	2K Industries Inc., British Virgin Islands	2.77%
	Pai Chuang Investment Co., Ltd.	2.67%
	Chung-Shun Wang	1.87%
	Bicheng Investment Advisory Limited	1.67%
Mega Power Investments Limited	Mega Power Investments Ltd., Samoa	100%
Top Point Investment Ltd.	Top Point Investments Ltd., Samoa	100%
Tone Investments Ltd.	Shu-Mei Chang	100%

3. Major Shareholders of Institutional Shareholders with Corporations as Their Major Shareholders

March 29, 2025

Name of Legal Person	Major Shareholder of Legal Person	Shareholding Ratio
Chuan Han Investment Co., Ltd.	Ya-Jen Cheng	37.50%
	Fu-An Yang	37.50%
	Pik-Ling Cheng	9.00%
	Hsiang Tsan Investment Co., Ltd.	7.50%
	Ji Chuang Investment Ltd.	7.50%
	Ming-Hsiang Cheng	1.00%
Hsiang Tsan Investment Co., Ltd.	Ya-Jen Cheng	55%
	Ming-Hsiang Cheng	45%
Wang Kuang Tung Investment Co., Ltd.	ALTOS INTERNATIONAL CORPORATION	100%
2K Industries Inc., British Virgin Islands	ALTOS INTERNATIONAL CORPORATION	65.30%
	ETERNAL WELTH HOLDINGS LIMITED	34.70%
Pai Chuang Investment Co., Ltd.	Ya-Jen Cheng	49.50%
	Fu-An Yang	49.50%
	Pik-Ling Cheng	1.00%
Bicheng Investment Advisory Limited	Xiu-Qin Huang	95.00%
	Pei-Qi Huang	2.50%
	Ning-Qi Huang	2.50%
Mega Power Investments Limited, Samoa	Cin-Chih Jiang	100%
Top Point Investments Ltd., Samoa	Shu-Lan Li Yang	100%

4. Information on Directors (II)

I. Information on Professional Qualifications of Directors and Independence of Independent Directors:

Qualifications Name	Professional Qualification and Experience (Note)	Independence Criteria (Note)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Shu-Mei Chang	Has the work experience in the areas of commerce and otherwise necessary for the business. Ms. Shu-Mei, Chang has practical experience in strategy setting, management and leadership, and product marketing experience and ability, and is able to propose relevant business strategies and policies and provide management opinions to the Board of Directors. Not under any of the categories stated in Article 30 of the Company Act.	(1) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. (2) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years. (3) Not a spouse or a relative within the second degree of kinship to any other director of the Company. (4) Not a governmental or judicial person or a representative thereof as defined in Article 27 of the Company Act.	—
Mega Power Investments Limited (Representative: Cin-Chih Jiang)	Has the work experience in the areas of commerce and otherwise necessary for the business. Former founder of Hung Fu Information Co., Ltd. Current Chairman of Hung Fu Information Co., Ltd. and Director of Mega Power Investments Limited (Samoa). Not under any of the categories stated in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or any of its affiliates. (3) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2). (4) Not a director, supervisor or employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights. (5) Not a director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company. (6) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. (7) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that	—

<div>Qualifications</div> <div>Name</div>	Professional Qualification and Experience (Note)	Independence Criteria (Note)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
		provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years. (8) Not a spouse or a relative within the second degree of kinship to any other director of the Company.	
Tone Investments Ltd. (Representative: Yu-Ling Tsai)	A Professional or Technical Specialist who Has Passed a National Examination and Has Been Awarded a Certificate such as Judge and Attorney. Former Government Affairs Member of the Executive Yuan, Chief Legal Officer of IBM Greater China (Hong Kong, Taiwan, Mainland China), District Court Judge of Taipei Shilin, Changhua, Taoyuan, etc. Current Member of Taipei City Government Smart City Committee, Member of Taipei City Government International Affairs Committee, Member of Taipei City Government Data Governance Committee, Director of the K.T. Li Foundation for Development of Science and Technology, Director of Chenbro Micom Co., Ltd., Co-founder of Lee, Tsai & Partners, Chairman of Taiwan Financial Technology Association, Founding Honorary Chairman of Taiwan Women on Boards Association, Supervisor of Huaan University, Independent Director of Asia Pacific Telecom, Director of the Cleaner Production and Regional Development Foundation, Supervisor of the Artificial Intelligence Foundation, Executive Director of the Monte Jade Science and Technology Association of Taiwan, Managing Supervisor of the Taiwan Impact Investing Association, Director of the Chinese Arbitration Association, Director of the Taiwan Jurist Association, and Director of J-REACH Co. Ltd. Not under any of the categories stated in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or any of its affiliates. (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or is ranked in the top 10 in shareholdings. (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2) and (3). (5) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. (6) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years. (7) Not a spouse or a relative within the second degree of kinship to any other director of the Company.	—
Top Point Investment Ltd. (Representative: Ming-Kung Yang)	Has the work experience in the areas of commerce and otherwise necessary for the business. Former Chairman of Main Super Enterprises Co., Ltd. Current Director of SciVision Biotech Inc. Director of Ivy Life Science Co., Ltd. Supervisor of Young and Lee Co., Ltd. Not under any of the categories stated in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or any of its affiliates. (3) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2). (4) Not a director, supervisor or	—

Qualifications Name	Professional Qualification and Experience (Note)	Independence Criteria (Note)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
		<p>employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights.</p> <p>(5) Not a director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company.</p> <p>(6) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years.</p> <p>(7) Not a spouse or a relative within the second degree of kinship to any other director of the Company.</p>	
FSP Technology Inc. (Representative: Ming-Hsiang Cheng)	<p>Has the work experience in the areas of commerce and otherwise necessary for the business.</p> <p>Former Marketing Supervisor/Overseas Business Supervisor/Marketing Strategy Supervisor, FSP Technology Inc., Segment Marketing of Shanghai Philips Lighting.</p> <p>Current Legal representative of FSP TECHNOLOGY VIETNAM CO., LTD., Director of CHAMP-RAY INDUSTRIAL CO., LTD., Director of Stockfeel Co., Ltd., Director of Weiyi Sustainable Co., Ltd., Supervisor of the Jiangsu Subsidiary of FSP Group, Chairman of Xiangzan Investment Co., Ltd., Chairman of Jinyu Investment Co., Ltd., Supervisor of FSP CAPITAL CO., LTD., Chairman of Jin Yu Investment Co., Ltd., and Supervisor of FSP Capital Co., Ltd.</p> <p>Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the Company or any of its affiliates.</p> <p>(2) Not a director or supervisor of the Company or any of its affiliates.</p> <p>(3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or is ranked in the top 10 in shareholdings.</p> <p>(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2) and (3).</p> <p>(5) Not a director, supervisor or employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights.</p> <p>(6) Not a director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company.</p> <p>(7) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal,</p>	—

Qualifications Name	Professional Qualification and Experience (Note)	Independence Criteria (Note)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
		financial, or accounting service with compensation in the past two years. (8) Not a spouse or a relative within the second degree of kinship to any other director of the Company.	
Jing-Hua He	Has the work experience in the areas of commerce and otherwise necessary for the business. Former President of A.Best Shopping Mall and Supermarket Chain Store, President of Yonyou Software Group, COO of Kelote Group. Current representative of the corporate director of MAYO Human Capital Inc. and Independent Director of Appier Inc. Not under any of the categories stated in Article 30 of the Company Act.	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or any of its affiliates. (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or is ranked in the top 10 in shareholdings.	—
Li-Chih Lo	Has the work experience in the areas of commerce and otherwise necessary for the business. Former President of Visual Computing Division, ASRock Inc. Not under any of the categories stated in Article 30 of the Company Act.	(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2) and (3). (5) Not a director, supervisor, or employee of an institutional shareholder that directly holds 5% or more of the total number of issued shares of the Company, or that ranks among the top 5 in shareholdings, or that designates its representative to serve as a director or supervisor of the Company under Paragraph 1 or 2, Article 27 of the Company Act.	—
Shu-Ling Wang	Has the work experience as an instructor or higher position in the department of commerce, accounting, or other academic department related to the business needs in a public or private junior college or university. Former Senior Vice President of Delta Electronics, Inc. and CFO of Delta Group, Consultant of Chenbro Micom Co., Ltd., and Director of CTBC Bank. Current Adjunct Expert (Professor), Institute of International Business, College of Management, National Cheng Kung University, Independent Director of AVerMedia Technologies, Inc., Director of United Microelectronics Corporation , Director of Snail Travel Village Co., Ltd., and General Manager of MAYO Human Capital Inc. Not under any of the categories stated in Article 30 of the Company Act.	(6) Not a director, supervisor or employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights. (7) Not a director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company. (8) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company.	2
Chih-Feng Lin	A Professional or Technical Specialist who has passed a national examination and has been awarded a certificate such as judge and attorney. Former Chief Legal Officer of Taiwan Broadband Communications Consulting Co., Ltd., Vice President of Legal Affairs, New Century InfoComm Tech Co., Ltd., and Senior Attorney at Jones Day International Law Firm. Current Director of Lin Chih-Feng	(9) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service	—

Qualifications Name	Professional Qualification and Experience (Note)	Independence Criteria (Note)	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
	Law Firm, Senior Law Consultant of EMQ Limited Taiwan Branch, and Consultant of Private Tech Co. Not under any of the categories stated in Article 30 of the Company Act.	with compensation in the past two years. (10) Not a spouse or a relative within the second degree of kinship to any other director of the Company. (11) Not a governmental or judicial person or a representative thereof as defined in Article 27 of the Company Act.	

Note: In accordance with the Listing Review Standards and the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, the Company has obtained a Declaration of Independence from the independent directors and confirmed that they meet the independence criteria set forth in laws and regulations.

II. Diversity and Independence of the Board of Directors:

(I) Diversity of the Board of Directors:

1. The Company's Corporate Governance Best Practice Principles stipulate that the composition of the Board of Directors should be diversified and promote the development of the composition and structure of the Board of Directors. The candidates for directors are nominated according to the candidate nomination system specified in the Company's Articles of Association. The number of members of the Board of Directors who are also managers of the Company shall not exceed one-third of the total number of directors, and all members shall have different professional backgrounds, work areas and knowledge, skills and qualities necessary for the execution of their duties. The Company's Board of Directors shall have the following abilities as a whole: operational judgment ability, accounting and financial abilities, business management ability, crisis management ability, industry knowledge, international market perspective, leadership, laws, and risk management.

The Company also places attention to gender equality in the composition of the Board of Directors and aims to have at least one-third (included) of female Board members. At present, 67% (6) of the Board members are male and 33% (3) are female.

2. Diversity of Board of Directors:

Diversity Item Name	Gender	A Concurrent Employee of the Company	Basic Composition						Diversified professional and industrial experience									
			Age				Independent Director Seniority			Operational judgment ability	Accounting and financial abilities	Business management ability	Crisis management ability	Industrial Knowledge	International Market Perspective	Leadership	Law	Risk Management
			31~40	51~60	61~70	71~80	Below 3 years	3~9 years	9 years and above									
Shu-Mei Chang	Female	✓			✓					✓		✓	✓	✓	✓	✓		✓
Mega Power Investments Limited (Representative: Cin-Chih Jiang)	Male					✓				✓		✓	✓	✓	✓	✓		✓
Tone Investments Ltd. (Representative: Yu-Ling Tsai)	Female				✓					✓		✓	✓	✓	✓	✓	✓	✓
Top Point Investment Ltd. (Representative: Ming-Kung Yang)	Male				✓					✓		✓	✓	✓	✓	✓		✓
FSP Technology Inc. (Representative: Ming-Hsiang Cheng)	Male		✓							✓		✓	✓	✓	✓	✓		✓
Jing-Hua He	Male				✓				✓	✓		✓	✓	✓	✓	✓		✓
Li-Chih Lo	Male			✓			✓			✓		✓	✓	✓	✓	✓		✓
Shu-Ling Wang	Female				✓		✓				✓	✓	✓	✓	✓	✓		✓
Chih-Feng Lin	Male			✓			✓			✓			✓	✓	✓	✓	✓	✓

3. Achievement of Management Objectives:

The Company's Board has already met the diversity requirements, but will continue to review the elements of diversified composition to meet future development needs and continue to strengthen the diversity goals of the Board during the re-election.

(II) Independence of the Board of Directors:

The Board consists of nine directors, including four independent directors, and the number of independent directors accounts for 44% of the total number of directors. All independent directors comply with the regulations of the Financial Supervisory Commission and the Securities and Futures Bureau regarding independent directors, and all directors and independent directors are not under any of the categories stated in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act. Therefore, our Board of Directors conform to the requisite standards of independence.

(II) Information on the General Manager, Deputy General Manager, Assistant Vice Presidents, and Managers of Divisions and Branch Units

April 15, 2024; Unit: Shares; %

Title	Nationality	Name	Gender/ Age	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Experience (Education)	Other Position Concurrently Held at Other Companies	Manager who is a Spouse or within the Second Degree of Kinship			Remark
					Share	Ratio	Share	Ratio	Share	Ratio			Title	Name	Relation	
Chairman and General Manager	R.O.C.	Shu-Mei Chang	Female 61-70	2022.06.15	18,472,480	15.13	—	—	6,000,000	4.92	Education: Department of Economics, Tunghai University Experience: General Manager of Taian-Ecobar	The Company: Chairman Other companies: (Note 2)	—	—	—	(Note 1)
COO	R.O.C.	Wei-San Chang	Male 61-70	2022.12.16	40,000	0.03	—	—	—	—	Education: Department of Industrial Engineering, Feng Chia University Experience: Director of Marketing Operations Division, ACES Electronics Co., Ltd.	Chairman of Astron Connectivity Co., Ltd. Representative of the Corporate Director of JBL Connectivity Co. Ltd.	—	—	—	—
Deputy General Manager of Smart Connection Industry BU	R.O.C.	Wei-Ting Chen	Female 41-50	2022.11.04	193,000	0.16	—	—	—	—	Education: Master of Management of Technology , Fu Jen Catholic University Experience: Assistant Vice President of Smart Connection Industry BU	Representative of the Corporate Director of JBL Connectivity Co. Ltd.	—	—	—	—
Deputy General Manager of Key Account	R.O.C.	Kang-Chiang Chen	Male 41-50	2023.01.02	71,000	0.06	—	—	—	—	Education: Department of Business Administration, National Chengchi University Experience: INTERPLEX BDM	—	—	—	—	—
Deputy General Manager of DNT - Department I/II	R.O.C.	Yu-Te Weng	Male 41-50	2025.01.01	11,000	0.01	—	—	—	—	Education: Master, Institute of Technology, National Tsing Hua University Experience: INTERPLEX BDM	—	—	—	—	—
Corporate Governance Officer/CFO	R.O.C.	Chih-Ping Cheng	Male 51-60	2010.12.01	153,250	0.13	—	—	—	—	Education: Department of Accounting, National Chung Hsing University Experience: Senior Auditor of KPMG Taiwan; Auditor of Natural Beauty Cosmetics Co., Ltd.	Representative of the Corporate Director of SWS Group Company Limited and Ultraspeed Electronics Co., Ltd.	—	—	—	—
Deputy General Manager of COO Office	R.O.C.	Li-Ling Huang	Female 51-60	2013.01.31	52,312	0.04	4,000	—	—	—	Education: Department of Banking and Insurance, Ming Chuan University Experience: Sales Specialist, Invax System & Trading Corp	—	—	—	—	—

Assistant Vice President of DNT-SPM	R.O.C.	Chi-Hsien Sun	Male 31-40	2021.06.30	150,000	0.12	16,000	0.01	—	—	Education: Doctor of Electrical Engineering, Tamkang University Experience: Senior R&D Engineer of Zinwell Corporation; Chief R&D Engineer of Axcen Photonics Corporation	—	—	—	—	—
Assistant Vice President of High Frequency Development Division	R.O.C.	Yun-Chang Yang	Male 51-60	2022.06.01	20,000	0.02	—	—	—	—	Education: Master, Department of Mechanical Engineering, National Cheng Kung University Experience: Assistant Vice President of Research and Development, Main Super Enterprises Co., Ltd.	—	—	—	—	—
Assistant Vice President of High Frequency Development Division	R.O.C.	Kun-Chan Wu	Male 51-60	2022.06.01	28,000	0.02	155	—	—	—	Education: Department of Electronic Engineering, National Taipei University of Technology Experience: Electrical Engineer, Forward Electronics Co., Ltd.	—	—	—	—	—
Assistant Vice President of DNT - Department I/II	R.O.C.	Chia-Wen Hung	Female 31-40	2023.01.02	60,000	0.05	—	—	—	—	Education: Department of English, Jinwen University of Science and Technology Experience: PM of Billion Electric	—	—	—	—	—
Assistant Vice President of DNT - Department III/IV	R.O.C.	Ju-Jung Chang	Female 41-50	2024.01.01	10,250	0.01	—	—	—	—	Education: Department of Information Management, National Taiwan Ocean University Experience: INTEL Component sourcer	—	—	—	—	—

Note 1: The Chairman and the General Manager are the same person, which is mainly due to the Company has been promoting transformation in recent years, and the Chairman concurrently serving as the General Manager can better implement the transformation policy. The number of independent directors was increased to 4 through the re-election of directors at the Company's 2022 Shareholders' Meeting, and more than half of the directors do not hold concurrent post of employees or managers.

Note 2: Chairman of: Tone Investments Ltd. and Very Mulan Investment Co., Ltd.; CEO of JPCPT INC.; Representative of the Corporate Director of: Cha Shin Chi Investment Co., Ltd., Main Super Enterprises Co., Ltd., Techill Co., Ltd., JYH Eng Technology Co., Ltd., ASTRON Connectivity CO., LTD., Best Link Properties Ltd., JPC (HK) Company Ltd., Lucky Star Investment Corp, Best Match Investments Limited, Best Sky Limited, Hung Fu (Samoa) International Co., Ltd., Diamond Creative Holding Limited, and SWS Group Company Limited.

II. Compensation Paid to the Directors, General Manger and Deputy General Managers during the Most Recent Fiscal Year

(I) Compensation Paid to Directors and Independent Directors

Compensation Paid to Directors and Independent Directors (disclosed individually)

2024; Unit: NT\$1,000; 1,000 shares

Title	Name	Compensation Paid to Directors								The total of four items (A~D) and their proportion to the net income after tax				Compensation for acting as adjunct employee								The total of seven items (A~G) and their proportion to the net income after tax				Compensation from Invested Companies Other than Subsidiaries or the Parent Company
		Bonus (A)		Pension (B)		Compensation (C)		Business Operating Expenses (D) (Note 2)						Compensation and Special Allowance (E)		Pension (F)		Bonus (G) (Note 1)								
		The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company		All Companies in Consolidated Financial Statements		The Company	All Companies in Consolidated Financial Statements			
																		Cash	Share	Cash	Share					
Chairman	Shu-Mei Chang	-	-	-	-	600	600	90	90	690	0.07%	690	0.07%	5,252	5,252	-	-	4,000	-	4,000	-	9,942	0.94%	9,942	0.94%	-
Vice Chairman	Cin-Chih Jiang	-	-	-	-	600	600	75	75	675	0.06%	675	0.06%	-	-	-	-	-	-	-	-	675	0.06%	675	0.06%	-
Director	Ming-Kung Yang	-	-	-	-	600	600	75	75	675	0.06%	675	0.06%	-	-	-	-	-	-	-	-	675	0.06%	675	0.06%	-
Director	Yu-Ling Tsai	-	-	-	-	600	600	75	75	675	0.06%	675	0.06%	-	-	-	-	-	-	-	-	675	0.06%	675	0.06%	-
Director	Ming-Hsiang Cheng	-	-	-	-	600	600	90	90	690	0.07%	690	0.07%	-	-	-	-	-	-	-	-	690	0.07%	690	0.07%	-
Independent Director	Jing-Hua He	-	-	-	-	600	600	90	90	690	0.07%	690	0.07%	-	-	-	-	-	-	-	-	690	0.07%	690	0.07%	-
Independent Director	Li-Chih Lo	-	-	-	-	600	600	75	75	675	0.06%	675	0.06%	-	-	-	-	-	-	-	-	675	0.06%	675	0.06%	-
Independent Director	Shu-Ling Wang	-	-	-	-	600	600	120	120	720	0.07%	720	0.07%	-	-	-	-	-	-	-	-	720	0.07%	720	0.07%	-
Independent Director	Chih-Feng Lin	-	-	-	-	600	600	120	120	720	0.07%	720	0.07%	-	-	-	-	-	-	-	-	720	0.07%	720	0.07%	-

Aside from the disclosures above, the compensation the directors received in the most recent fiscal year for services rendered to all companies within the financial report (such as serving as consultants): None.

Note 1: The 2024 bonus for employees and directors has been approved by the Board of Directors on February 25, 2025 and it is the proposed distribution amount.

Note 2: Business Operating Expenses include compensation for concurrently serving as a member of the Compensation Committee.

Note 3: Please explain the independent director compensation policy, system, standard, and structure, and the connection between the amount of compensation and the considered factors such as their job responsibilities, risks, and working time: The compensation to the directors is determined by the Board in accordance with the Company's Articles of Association, taking into account the degree of participation in and the contribution to the Company's operations. If the Company makes a profit, the Board shall determine the amount of compensation to directors in accordance with the Company's Articles of Association. The independent directors are members of the Audit Committee and mainly receive compensation and travel expenses.

(II) Compensation Paid to General Manager and Deputy General Manager

Compensation Paid to General Manager and Deputy General Managers (aggregate disclosure of names in accordance with tiered classification.)

2024; Unit: NT\$1,000; 1,000 shares

Title	Name	Salary (A)		Pension (B)		Allowance (C)		Bonus (D) (Note 1)				The total of four items (A~D) and their proportion to the net income after tax		Compensation from Invested Companies Other than Subsidiaries or the Parent Company
		The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company		All Companies in Consolidated Financial Statements		The Company	All Companies in Consolidated Financial Statements	
								Cash	Share	Cash	Share			
Chairman and General Manager	Shu-Mei Chang	17,270	17,270	—	—	—	—	9,875	—	9,875	—	27,145 2.56%	27,145 2.56%	—
COO	Wei-San Chang													
Deputy General Manager of Smart Connection Industry BU	Wei-Ting Chen													
Deputy General Manager of Strategic Procurement Division	Chun-Hsing Ho (Note 2)													
Deputy General Manager of Key Account	Kang-Chiang Chen													

Note 1: The 2024 bonus for employees has been approved by the Board of Directors on February 25, 2025 and it is the proposed distribution amount.

Note 2: Chun-Hsing Ho, Vice President of Strategic Procurement Division, retired on February 28, 2025.

Range of Compensation

Range of Compensation Paid to General Manager and Deputy General Managers	Name of General Manager and Deputy General Managers	
	The Company	All Companies in Consolidated Financial Statements
Less than NT\$1,000,000	-	-
NT\$1,000,000 (inclusive)~NT\$2,000,000 (exclusive)	-	-
NT\$2,000,000 (inclusive)~NT\$3,500,000 (exclusive)	Chun-Hsing Ho (Note)	Chun-Hsing Ho (Note 1)
NT\$3,500,000 (inclusive)~NT\$5,000,000 (exclusive)	Wei-Ting Chen, Kang-Chiang Chen	Wei-Ting Chen, Kang-Chiang Chen
NT\$5,000,000 (inclusive)~NT\$10,000,000 (exclusive)	Shu-Mei Chang, Wei-San Chang	Shu-Mei Chang, Wei-San Chang
NT\$10,000,000 (inclusive)~NT\$15,000,000 (exclusive)	-	-
NT\$15,000,000 (inclusive)~NT\$30,000,000 (exclusive)	-	-
NT\$30,000,000 (inclusive)~NT\$50,000,000 (exclusive)	-	-
NT\$50,000,000 (inclusive)~NT\$100,000,000 (exclusive)	-	-
Over NT\$100,000,000	-	-
Total	4	4

Note : Chun-Hsing Ho, Deputy General Manager of Strategic Procurement Division, retired on February 28, 2025.

(III) Compensation of the Top Five Highest Paid Executives

2024; Unit: NT\$1,000; 1,000 shares

Title	Name	Compensation (A)		Pension (B)		Bonus and Special Allowance (C)		Employee Compensation (D) (Note 1)				Total Compensation (A~D) and Ratio to Net Income (%)		Compensation from Invested Companies Other than Subsidiaries or the Parent Company
		The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company	All Companies in Consolidated Financial Statements	The Company		All Companies in Consolidated Financial Statements		The Company	All Companies in Consolidated Financial Statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Chairman	Shu-Mei Chang	5,252	5,252	—	—	—	—	4,000	—	4,000	—	9,252 0.87%	9,252 0.87%	—
COO	Wei-San Chang	4,296	4,296	—	—	—	—	2,310	—	2,310	—	6,606 0.62%	6,606 0.62%	—
Deputy General Manager of Smart Connection Industry BU	Wei-Ting Chen	2,454	2,454	—	—	—	—	1,800	—	1,800	—	4,254 0.40%	4,254 0.40%	—
Deputy General Manager of Key Account	Kang-Chiang Chen	2,726	2,726	—	—	—	—	750	—	750	—	3,476 0.33%	3,476 0.33%	—
Deputy General Manager of DNT - Department III/IV	Ju-Jung Chang	1,670	1,670	—	—	—	—	600	—	600	—	2,270 0.21%	2,270 0.21%	—

Note 1: The 2024 bonus for employees has been approved by the Board of Directors on February 25, 2025 and it is the proposed distribution amount.

* The compensation disclosed in this table differ from the income concept under the Income Tax Act, therefore the purpose of this table is solely for informational disclosure and not for taxation purpose.

(IV) Names of the managers who received 2024 bonus.

December 31, 2024; Unit: NT\$1,000

	Title	Name	Share	Cash	Total	Ratio of Total Amount to Net Income (%)
Managerial Officer	Chairman and General Manager	Shu-Mei Chang	—	20,500	20,500	1.93%
	COO	Wei-San Chang				
	Deputy General Manager of Smart Connection Industry BU	Wei-Ting Chen				
	Deputy General Manager of Strategic Procurement Division (Note 2)	Chun-Hsing Ho				
	Deputy General Manager of Key Account	Kang-Chiang Chen				
	CFO	Chih-Ping Cheng				
	Assistant Vice President of COO Office	Li-Ling Huang				
	Assistant Vice President of DNT-SPM	Chi-Hsien Sun				
	Assistant Vice President of High Frequency Development Division	Yun-Chang Yang				
	Assistant Vice President of High Frequency Development Division	Kun-Chan Wu				
	Assistant Vice President of DNT - Department I/II	Chia-Wen Hung				
	Assistant Vice President of DNT - Department III/IV	Ju-Jung Chang				

Note 1: The 2024 bonus has been approved by the Board of Directors on February 25, 2025 and it is the proposed distribution amount.

Note 2: Chun-Hsing Ho, Deputy General Manager of Strategic Procurement Division, retired on February 28, 2025.

(V) Analysis of Total Compensation, as a Percentage of Net Income Stated in the Parent Company Only Financial Statements, Paid by the Company and All Companies in Consolidated Financial Statements during the past two fiscal years to the Directors, General Manager, and Deputy General Manager, along with Description of Compensation Policies, Standards, and Packages, Procedure for Determining Compensation, and Linkage Thereof to Operating Performance and Future Risk Exposure.

1. Analysis of the total compensation paid by the Company and all entities included in the consolidated financial statements to the Company's directors, general manager, and deputy general managers over the past two fiscal years, as a

proportion of the after-tax net income reported in the individual or separate financial statements:

Title	2023	2024
	Total compensation, as a percentage of net income, paid by the Company and all companies in consolidated financial statements to the directors, general manager, and deputy general managers	Total compensation, as a percentage of net income, paid by the Company and all companies in consolidated financial statements to the directors, general manager, and deputy general managers
Director	0.99%	0.59%
General Manager and Deputy General Managers	2.91%	2.56%

2. The Company's compensation policies and systems are established in accordance with its Articles of Association and relevant regulations. They are designed to align with individual performance, corporate operational results, and future development strategies, thereby ensuring the reasonableness of the compensation framework and its effectiveness as an incentive. The details are as follows:

(1) Director's compensation (including independent director's compensation and expenses)

- In accordance with Article 16, Paragraph 1 of the Company's Articles of Association, directors are entitled to receive fixed compensation irrespective of the Company's operational profit or loss. The compensation standards are determined based on the directors' annual performance, individual contributions, and the Company's operational outcomes for the year. These standards are reviewed by the Compensation Committee and submitted to the Board of Directors for approval.
- Expenses are disbursed based on the actual number of meetings attended.

(2) Manager's compensation (including salary and profit-sharing)

- Salary: determined with reference to external market standards, based on the manager's responsibilities, the significance of their position, professional expertise, and level of contribution.
- Profit-sharing: In accordance with Article 19, Paragraph 1 of the Company's Articles of Association, if there is a profit for the year, no less than 7% shall be allocated as bonuses. The issuance of bonuses to managers is also based on the results of their annual performance evaluations, which include individual performance metrics (such as achievement rates of revenue and operating profit), contributions to overall operations, and performance indicators related

to sustainable development. The aforementioned bonuses are reviewed by the Compensation Committee and submitted to the Board of Directors for approval.

(3) The performance evaluation method for directors and managers

- Directors: at the end of the year, a self-assessment is conducted, covering indicators such as the alignment with company goals, understanding of responsibilities, involvement in operations, interaction with internal teams, professional performance, and ongoing professional development.
- Managers: two semi-annual performance evaluation is conducted each year, with assessment criteria including financial indicators (such as profitability achievement and progress in new technology development), the demonstration of core values (such as customer satisfaction, quality management, and leadership decision-making abilities), as well as sustainability and diversity performance indicators.

(4) Review and adjustment of the compensation system

The Company continuously reviews and makes rolling adjustments to its compensation system, taking into account industry trends, changes in the business environment, risks, and regulatory amendments. The Human Resources and Administration Department consolidates recommendations and submits them to the Compensation Committee, which regularly examines the system's reasonableness and appropriateness.

3. The Company has established a succession plan for the Board of Directors and key management personnel, with the following specific implementation details:

(1) Succession plan for board members:

The Company has established a diversified composition policy for the Board of Directors in accordance with the Director Election Regulations and Corporate Governance Best Practice Principles, emphasizing a balanced allocation of professional backgrounds and industry experience. Current board members possess extensive industry and management experience, covering areas such as finance, legal affairs, and management. The Company arranges relevant training courses annually to assist directors in enhancing their professional knowledge, staying up-to-date, and strengthening the governance functions and supervisory responsibilities of the board.

(2) Succession plan for key management personnel:

The Company places significant emphasis on the succession plan for its key

management team, aligning with its medium- and long-term development strategies. Each year, the Company designs training programs for the management team, covering areas such as leadership development, strategic thinking, trend analysis, and practical exchanges. Through internal and external courses, knowledge transfer, and participation in forums, the management team is supported in strengthening key competencies and broadening their macro perspectives. The effectiveness of these initiatives is regularly reviewed to ensure that potential successors remain aligned with the Company's future operational needs.

III. Implementation of Corporate Governance

(I) Operation Status of the Board of Directors

A total of 6 meetings of the Board of Directors were held in 2024. The attendance of the directors is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remark
Chairman	Shu-Mei Chang	6	-	100.00	
Director	Mega Power Investments Limited (Representative: Cin-Chih Jiang)	5	1	83.33	
Director	Top Point Investment Ltd. (Representative: Ming-Kung Yang)	5	1	83.33	
Director	Tone Investments Ltd. (Representative: Yu-Ling Tsai)	5	1	83.33	
Director	FSP Technology Inc. (Representative: Ming-Hsiang Cheng)	6	-	100.00	
Independent Director	Jing-Hua He	5	1	83.33	
Independent Director	Shu-Ling Wang	6	-	100.00	
Independent Director	Chih-Feng Lin	6	-	100.00	
Independent Director	Li-Chih Lo	5	1	83.33	

Other matters to be recorded:

- I. With regard to the implementation of the Board of Directors, if any of the following circumstances occurs, the dates, terms of the meetings, contents of motions, all independent directors' opinions and the Company's handling of such opinions shall be specified.
 - (I) Matters referred to in Article 14-3 of the Securities and Exchange Act:
The Company has established an audit committee in accordance with Article 14-5 of the Securities Exchange Act, hence not applicable. For matters listed in Article 14-5 of the Securities Exchange Act, please refer to the Major Resolutions of Board Meetings on pages 54 to 56.
 - (II) Any recorded or written Board resolutions to which independent directors have objections or reservations to be noted in addition to the above: None.
- II. Recusal of directors from voting due to conflicts of interest:
The resolution regarding the adjustment of the General Manager's salary at the 11th meeting of the 11th Board of Directors was discussed. Acting as Chairman and General Manager, Shu-Mei Chang is considered a stakeholder and thus abstained from participating in the discussion and voting on this matter.
- III. TWSE/TPEX listed company shall disclose information on the cycle and duration, scope, method and content of the self-evaluation (or peer evaluation) of the Board of Directors, and fill in the following information on the implementation of the board evaluation:
Evaluation of the Board
At the Board of Directors' meeting held on February 25, 2025 (the 1st meeting in 2025), the Company reported the performance evaluation results of the Board of Directors for 2024. For detailed results of the internal and external Board performance evaluation, please refer to "(III) Implementation Status of Corporate Governance and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof"; in addition, the Rules for Performance

Evaluations of the Board of Directors are disclosed on the Company's website.

2024 Performance Evaluation of the Board of Directors:

(1) Self-evaluation:

Evaluation Period	January 1, 2024 to December 31, 2024		
Date of Report to the Board Meeting	February 25, 2025		
Evaluation Method	At the end of each fiscal year, the Board Secretariat assists in collecting relevant information regarding Board activities, which is then used to carry out an internal self-assessment of the Board's performance. Self-evaluations are conducted using questionnaires for the Board, individual directors, and all functional committees. The results are compiled, analyzed, and submitted to the Board for review.		
Evaluation Content	Evaluation Criteria		
	Board Performance Evaluation	Member Performance Evaluation	Functional Committee Performance Evaluation
	1. Level of involvement in the Company's operations. 2. Enhancement of the quality of board decision-making. 3. Composition and structure of the Board. 4. Selection of directors and ongoing professional development. 5. Internal control.	1. Understanding of the Company's goals and objectives. 2. Awareness of the director's responsibilities. 3. Level of involvement in the Company's operations. 4. Management of internal relationships and communication. 5. Professional expertise and ongoing professional development. 6. Internal control.	1. Level of involvement in the Company's operations. 2. Awareness of the responsibilities of functional committees. 3. Enhancement of the decision-making quality within functional committees. 4. Composition of functional committees and selection of members. 5. Internal control.
Evaluation Result	The internal self-assessment of the performance of the Board of Directors, individual directors, and individual members of the functional committee yielded results indicating that the performance of the Board, individual directors, and all functional committees met the standards.		

(2) External evaluation:

Appointed Institution	Ernst & Young Business Advisory Services Inc. (An institution with no business dealings with the Company and has full independence.)
Evaluation Period	January 1, 2024 to December 31, 2024
Date of Report to the Board Meeting	February 25, 2025
Evaluation Method	Relevant documents were reviewed, interviews conducted, and Board performance evaluation questionnaires distributed. A comprehensive Board performance evaluation report was subsequently compiled and presented.
Evaluation Result and Expert Recommendations	Three Key Dimensions / Eight Major Aspects 1. Board structure: Board structure, processes, and composition of members. ● Evaluation result: "Top Tier"

	<ul style="list-style-type: none"> ● It is recommended to assess the establishment of a risk management team based on the Company's organizational needs. <p>2.Member: corporate and organizational structure, roles and responsibilities, behavior and culture.</p> <ul style="list-style-type: none"> ● Evaluation result: "Advanced" <p>3.Processes and Information: Director training and development, supervision of risk control, reporting, disclosure, and performance monitoring.</p> <ul style="list-style-type: none"> ● Evaluation result: "Advanced" ● It is recommended to simultaneously disclose information from directors to the public, ensuring the investors remain informed of the latest developments. 																
<p>IV. Goals for improvement of the Board of Directors' functions and evaluation on their implementation in the current year and the most recent year:</p> <table> <tr> <th>Objective of Improvement</th><th>Assessment of Implementation Status</th></tr> <tr> <td>Enhance the quality of decision-making</td><td>Assist directors and independent directors in the performance of their duties by providing necessary information and arranging further training.</td></tr> <tr> <td>Standard operating procedures for addressing directors' requests</td><td>"Corporate Governance Best Practice Principles," "Rules of Procedure for Shareholders' Meetings," "Rules of Procedure for Board Meetings," "Ethical Corporate Management Best Practice Principles," "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct," "Operational Procedures and Code of Conduct for Ethical Corporate Management," and "Regulations for Board Performance Evaluation."</td></tr> <tr> <td>Internal control system and risk management</td><td>The chief auditor regularly communicates during each quarterly Audit Committee meeting and also conduct business reports in accordance with the suggestions of independent directors.</td></tr> <tr> <td>Regularly assess the independence of the CPAs</td><td>Referencing AQIs, the independence and competence of the CPAs are evaluated on an annual basis to ensure the reliability of the Company's financial reports.</td></tr> <tr> <td>Establish an Audit Committee</td><td>For information on the operations of the Audit Committee, please refer to pages 28~30.</td></tr> <tr> <td>Strengthen the independence of the Compensation Committee</td><td>Currently, the committee is composed of two independent directors and one member, with the aim of further enhancing the independence of the Compensation Committee.</td></tr> <tr> <td>Appoint a Corporate Governance Officer</td><td>In 2019, a Corporate Governance Officer was appointed to provide the necessary information and other essential assistance for the directors in the performance of their duties, in accordance with the law.</td></tr> </table>		Objective of Improvement	Assessment of Implementation Status	Enhance the quality of decision-making	Assist directors and independent directors in the performance of their duties by providing necessary information and arranging further training.	Standard operating procedures for addressing directors' requests	"Corporate Governance Best Practice Principles," "Rules of Procedure for Shareholders' Meetings," "Rules of Procedure for Board Meetings," "Ethical Corporate Management Best Practice Principles," "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct," "Operational Procedures and Code of Conduct for Ethical Corporate Management," and "Regulations for Board Performance Evaluation."	Internal control system and risk management	The chief auditor regularly communicates during each quarterly Audit Committee meeting and also conduct business reports in accordance with the suggestions of independent directors.	Regularly assess the independence of the CPAs	Referencing AQIs, the independence and competence of the CPAs are evaluated on an annual basis to ensure the reliability of the Company's financial reports.	Establish an Audit Committee	For information on the operations of the Audit Committee, please refer to pages 28~30.	Strengthen the independence of the Compensation Committee	Currently, the committee is composed of two independent directors and one member, with the aim of further enhancing the independence of the Compensation Committee.	Appoint a Corporate Governance Officer	In 2019, a Corporate Governance Officer was appointed to provide the necessary information and other essential assistance for the directors in the performance of their duties, in accordance with the law.
Objective of Improvement	Assessment of Implementation Status																
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Internal control system and risk management	The chief auditor regularly communicates during each quarterly Audit Committee meeting and also conduct business reports in accordance with the suggestions of independent directors.																
Regularly assess the independence of the CPAs	Referencing AQIs, the independence and competence of the CPAs are evaluated on an annual basis to ensure the reliability of the Company's financial reports.																
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Strengthen the independence of the Compensation Committee	Currently, the committee is composed of two independent directors and one member, with the aim of further enhancing the independence of the Compensation Committee.																
Appoint a Corporate Governance Officer	In 2019, a Corporate Governance Officer was appointed to provide the necessary information and other essential assistance for the directors in the performance of their duties, in accordance with the law.																

(II) Operation Status of the Audit Committee

A total of 6 meetings of the Audit Committee were held in 2024. The attendance of independent directors is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remark
Independent Director	Jing-Hua He	5	1	83.33	
Independent Director	Shu-Ling Wang	6	-	100.00	
Independent Director	Chih-Feng Lin	6	-	100.00	
Independent Director	Li-Chih Lo	5	1	83.33	

Other matters to be recorded:

- I. With regard to the implementation of the Audit Committee, if any of the following circumstances occurs, the dates, terms of the meetings, contents of motions, all Audit Committee resolutions, and the Company's handling of such resolutions shall be specified:
- (I) For the matters specified in Article 14-5 of the Securities Exchange Act, please refer to the Major Resolutions of Board Meetings on pages 54 to 56.
- (II) Other matters not approved by the Audit Committee but approved by two-thirds or more of all directors: None.
- II. Recusal of independent directors from voting due to conflicts of interest: None.
- III. Communication between the independent directors, chief internal auditor, and CPAs:
1. Communication policy between independent directors and chief internal auditor:
- (1) The Chief Internal Auditor shall submit audit reports and deficiency tracking reports on the implementation status of the Company's annual audit plan and the improvement of internal control deficiency tracking to the independent directors for review on a regular basis.
- (2) Report to the independent directors on the progress of the audit at least once a quarter. In the event of any significant abnormal events, immediately prepare a report and notify the independent directors. There were no such abnormal conditions in 2024.
2. Summary of communications between the Independent Directors and the Chief Internal Auditor:

Item	Date of meeting	Summary of the key points of communication	Communication status and results
1.	2024/03/06	(1) The Company's Statement on the Internal Control System for 20223 was issued. (2) The progress report of the Company's auditing work in the fourth quarter of 2023.	1. After deliberation and approval, the proposal was submitted to the Board of Directors and passed with unanimous consent from all attending committee members upon the chairperson's inquiry. 2. No objection.
2.	2024/05/08	The progress report of the Company's auditing work in the first quarter of 2024.	No objection.
3.	2024/08/06	The progress report of the Company's auditing work in the second quarter of 2024.	No objection.
4.	2024/11/05	The progress report of the Company's auditing work in the third quarter of 2024.	No objection.
5.	2024/12/13	Discussed the Company's Audit Plan for 2025.	After deliberation and approval, the proposal was submitted to the Board of Directors and passed with unanimous consent from all attending committee members upon the chairperson's inquiry.
Results: All of the above matters were discussed and approved by the Independent Directors of the Audit Committee, and the Independent Directors had no objection.			

3. Communication Policy between Independent Directors and CPAs:

- (1) The independent directors of the Audit Committee and the CPAs will hold regular quarterly corporate governance meetings, and when necessary, the CPAs will also communicate and discuss in writing. The scope includes the independence of the CPA's audit of the Group's consolidated financial statements and related responsibilities, audit plan related matters, material findings of the audit (including adjustments of journal entries and significant deficiencies in internal control), audit report contents, and the review results of interim consolidated financial statements.
- (2) The Audit Committee will complete the review report according to the Group's consolidated financial statements audited by professional CPAs and the audit opinion report.

4. Summary of communications between the independent directors and the CPAs:

Item	Date of meeting	Summary of key communication points
1.	2024/03/06	(1) Audit Status of the Company's 2023 financial statements. (2) Key matters communicated with the governance unit and recent significant regulatory updates.
2	2024/05/08	(1) Audit Status of the Company's 2024 first quarter financial statements. (2) Key matters communicated with the governance unit and AQIs (Audit Quality Indicators).
3	2024/08/06	(1) Audit Status of the Company's 2024 second quarter financial statements. (2) Key matters communicated with the governance unit.
4	2024/11/05	(1) Audit Status of the Company's 2024 third quarter financial statements. (2) Key matters communicated with the governance unit.
5	2025/02/25	(1) Audit Status of the Company's 2024 financial statements. (2) Key matters communicated with the governance unit and recent significant regulatory updates.

Note: The independent directors expressed no objections to the aforementioned matters of communication.

IV. Annual work focus and operation of the Audit Committee:

Work Focus	Operation Status	
	Resolution	The Company's response to committee members' opinions
Evaluation on the effectiveness of internal control system	Approved	Independent Directors have no opinion
Appointment and compensation of CPAs	Approved	Independent Directors have no opinion
Evaluation of the independence and competence of the CPAs with reference to the Audit Quality Indicators (AQIs)	Approved	Independent Directors have no opinion
Annual Financial Statements	Approved	Independent Directors have no opinion

(III) Implementation Status of Corporate Governance and Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof

Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
I. Does the company establish and disclose its corporate governance best-practice principles based on the Corporate Governance Best-Practice Principles for Listed Companies?	✓		<p>A. The Company has established its corporate governance best-practice principles and set a corporate governance officer to perform corporate governance-related matters. For related regulations, please refer to the important internal regulations on the official website.</p> <p>B. The Company's Board of Directors resolved on March 21, 2019 to appoint CFO Chih-Ping, Cheng as the corporate governance Officer to protect shareholders' rights and interests and strengthen the functions of the Board of Directors. CFO Chih-Ping, Cheng has over 20 years of experience in accounting, auditing and financial management of listed companies. The main responsibilities of the Corporate Governance Officer are to handle affairs related to the Board of Directors and Shareholders' Meeting, prepare minutes of board meetings and shareholders' meetings, assist directors in their assumption of duty and continuing education, provide directors with the materials required for performance of their duties, and assist directors in legal compliance.</p> <p>C. The business execution status for 2024 is as follows:</p> <ol style="list-style-type: none"> 1. Assisted independent directors and directors in carrying out their duties, provided the materials required and arranged for directors' continuing education: <ol style="list-style-type: none"> (1) Provided members of the Board of Directors with the latest revisions and developments of laws and regulations related to the Company's business scope and corporate governance at the time of their appointment, and updated the relevant information on a regular basis. (2) Provided directors with the necessary company information and ensure smooth communication and interaction between directors and department managers. (3) Assisted in arranging meetings between the independent directors and the Chief Internal Auditor or CPAs when it is necessary to understand the Company's financial operations in accordance with the Corporate Governance Best Practice Principles. (4) In accordance with the industry characteristics of the Company and the education and experience background of the directors, assisted the independent directors and directors in preparing annual continuing education plans and arranging courses. 2. Assisted in legal compliance of the rules of procedure and resolution compliance of the Board of Directors' and Shareholders' Meetings: <ol style="list-style-type: none"> (1) Reported to the Board of Directors, Independent Directors and the Audit Committee on the Company's corporate governance implementation status, and confirmed whether the Company's shareholders' meetings and board meetings were held in compliance with the relevant regulations of Corporate Governance Best Practice Principles. (2) Assisted and reminded the directors of the rules and regulations that should be observed when conducting business or making formal resolutions of the Board of Directors, and put forward suggestions to the Board of Directors when illegal resolutions were about to be made. (3) Reviewed the release of material information on important resolutions of the Board of Directors after the meeting to ensure the legality and correctness of the content of the material information and ensure the equivalence of investors' transaction information. 3. Prepared the agenda of the Board of Directors' meetings, notified 	—

Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
			<p>the directors seven days in advance, convened the meetings and provided meeting information, reminded those who should avoid themselves from any issues due to conflict of interests in advance, and completed the meeting minutes of the Board of Directors within 20 days after the meeting.</p> <p>4. Handled pre-registration for the date of the shareholders' meeting, prepared the notice of meeting, meeting manual, and meeting minutes within the legal time limit, and registered the changes in case of amendment to the Articles of Association or the re-election of directors in accordance with the law.</p>	
<p>II. Shareholding structure & shareholders' rights</p> <p>(I) Does the company establish and implement internal operating procedures to deal with shareholders' suggestions, doubts, disputes, and litigations?</p> <p>(II) Does the company possess a list of its major shareholders with controlling power as well as the ultimate owners of those major shareholders?</p> <p>(III) Does the company establish and execute a risk management and firewall system within its affiliates?</p> <p>(IV) Does the company establish internal rules against insiders using undisclosed information to trade in securities?</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>(I) The Company has set up a Spokesperson and a Deputy Spokesperson to handle related matters in accordance with the regulations, and the Company also has a dedicated section on the website to receive questions or suggestions.</p> <p>(II) The Company keeps track of changes in insider shareholdings and may obtain a list of major shareholders and their ultimate controllers, and discloses relevant information on a regular basis.</p> <p>(III) The Company's investment matters are handled in accordance with the Company's "Internal Control System", "Internal Audit System" and relevant laws and regulations.</p> <p>(IV) Prior to each quarter of 2024, the Company has conducted briefings for all directors and insiders regarding the prohibition of stock trading. Additionally, the Company periodically reinforces awareness of relevant legal regulations among insiders. Furthermore, the Company has established the "Procedures for Handling Material Internal Information" to prevent insider trading, protect investors, and safeguard the Company's interests. Upon the appointment of new directors and managerial officers, the Company also provides relevant regulatory information and guidance, along with reminders on key points to prevent insider trading.</p>	<p>—</p> <p>—</p> <p>—</p> <p>—</p>
<p>III. Composition and responsibilities of the Board of Directors</p> <p>(I) Does the Board of Directors establish a diversity policy and specific management objectives and implement them?</p>	<p>✓</p>		<p>(I)</p> <ol style="list-style-type: none"> 1. The Company's Board of Directors has formulated the Corporate Governance Best Practice Principles (third amendment was approved by the board on November 5, 2024), where a diversity policy is stated in Chapter 3 "Enhancing the Functions of the Board of Directors." The nomination and election of members of the Board of Directors is conducted in accordance with the Articles of Association, wherein a candidate nomination system is adopted. In addition to the evaluation of the education background and work experience of candidates, stakeholders' opinions are also taken into consideration in accordance with the "Regulations Governing Election of Directors" and the "Corporate Governance Best Practice Principles" in order to ensure the diversity and independence of members of the Board of Directors. 2. Among the nine members of the Board of Directors of the Company, there are three female members (Chairman Shu-Mei Chang, Director Yu-Ling Tsai, and Independent Director Shu-Ling Wang) and four independent directors (Independent Director Jing-Hua He, Independent Director Chih-Feng Lin, Independent Director Li-Chih Lo, and Independent Director Shu-Ling Wang), making the composition of the Board more diversified. The board members are specialized in different fields: Chairman Shu-Mei 	<p>—</p>

Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(II) Does the company voluntarily establish other functional committees in addition to the legally-required Compensation Committee and Audit Committee?	✓		<p>Chang, Vice Chairman Cin-Chih Jiang, Director Ming-Kung Yang, Director Ming-Hsiang Cheng, Independent Director Jing-Hua He, and Independent Director Li-Chih Lo are specialized in leadership, operational judgment, business management, crisis management with industry knowledge and international market perspective; Director Yu-Ling Tsai and Independent Director Chih-Feng Lin are specialized in the field of law, and Independent Director Shu-Ling Wang are specialized in the field of accounting and finance.</p> <p>3. The proportion of Independent Directors is 44.44% and the proportion of female directors is 33.33%. One of the Independent Directors has a seniority of more than five years and three of the Independent Directors have a seniority of less than three years. The Company values the importance of gender equality in the composition of the Board of Directors, and the proportion of female directors is more than one-third.</p> <p>4. Further information concerning the Board diversity policy can be found on the company website and the MOPS.</p> <p>(II) In addition to the Compensation Committee and Audit Committee, the Company established the Sustainable Development Committee on November 4, 2022 to establish an ESG-related promotion and implementation unit, consisting of Chairman Shu-Mei Chang, Independent Director Shu-Ling Wang, CFO Chih-Ping Cheng, and Deputy General Manager of Strategic Procurement Division Chun-Hsing Ho, with Chairman Shu-Mei Chang as the convener and chairperson.</p> <p>JPC extends the concept and practice of corporate social responsibility to the supply chain and implements energy-saving and carbon-reducing activities to realize effective utilization of resources. From 2022, JPC promotes GREEN supply chain, practices the concept of "Reduce", "Reuse" and "Recycle."</p>	—
(III) Does the company establish standards and methods to evaluate the performance of the Board of Directors, conduct the evaluation annually and regularly, report the results of evaluations to the Board of Directors, and use them as a reference for individual directors' compensation and nomination and renewal?	✓		<p>(III) The Company has disclosed its "Regulations for Board Performance Evaluation" on the MOPS and the Company's official website. For details on the Board performance evaluation results, please refer to "Chapter 2. Corporate Governance Report" on page 7.</p>	—
(IV) Does the company regularly evaluate the independence of the CPAs?	✓		<p>(IV) The Company regularly evaluates the independence, suitability and professionalism of the CPAs at least once a year, focusing on the scale and reputation of the accounting firm, the number of years of continuous provision of audit services, the nature and extent of non-audit services provided, the audit fee, peer review, the absence of any legal proceedings or cases amended or investigated by the competent authorities, the quality of audit services, the availability of regular continuing education, and the interaction with the management and Chief Internal Auditor. The Company has confirmed that the CPAs have no financial interests or business relationships with the Company other than the fees for audit and tax cases, and that they meet the Company's independence evaluation standards and are qualified to serve as the Company's CPAs. The CPAs are required to provide a disinterested and independent written statement and Audit Quality Indicators (AQIs), based on which the Board of Directors will perform its evaluation. The evaluation results for the most recent two years were completed on December 15, 2023 and May 8, 2024</p>	—

Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof										
	Yes	No	Summary Description											
			respectively. For the 2024 self-assessment results of the appointed CPAs and the Audit Quality Indicators (AQIs), please refer to page 36.											
IV. Does the company appoint adequate persons and a chief governance officer to be in charge of corporate governance matters (including but not limited to providing directors and supervisors required information for business execution, assisting directors and supervisors in following laws and regulations, handling matters in relation to the Board meetings and shareholders' meetings and keeping minutes at the Board meetings and shareholders' meetings according to law)?	✓		<p>The Company has established a corporate governance unit with CFO Chih-Ping, Cheng as the Corporate Governance Officer to handle business related to corporate governance and learn related courses in accordance with the law.</p> <p>The education status of the corporate governance officer for 2024:</p> <table border="1"> <thead> <tr> <th>Date of Continuing Training</th><th>Training Institution</th><th>Course Name</th><th>Training Hours (Hours)</th><th>Total Training Hours (Hours)</th></tr> </thead> <tbody> <tr> <td>2024/11/07 ~ 2024/11/08</td><td>Taiwan Accounting Research and Development Foundation</td><td>Continuing Education Course for Accounting Supervisors of Issuer, Securities Dealers and Stock Exchanges (3 hours of finance + 3 hours of accounting + 3 hours professional ethics and legal responsibility + 3 hours of corporate governance)</td><td>12</td><td>12</td></tr> </tbody> </table>	Date of Continuing Training	Training Institution	Course Name	Training Hours (Hours)	Total Training Hours (Hours)	2024/11/07 ~ 2024/11/08	Taiwan Accounting Research and Development Foundation	Continuing Education Course for Accounting Supervisors of Issuer, Securities Dealers and Stock Exchanges (3 hours of finance + 3 hours of accounting + 3 hours professional ethics and legal responsibility + 3 hours of corporate governance)	12	12	—
Date of Continuing Training	Training Institution	Course Name	Training Hours (Hours)	Total Training Hours (Hours)										
2024/11/07 ~ 2024/11/08	Taiwan Accounting Research and Development Foundation	Continuing Education Course for Accounting Supervisors of Issuer, Securities Dealers and Stock Exchanges (3 hours of finance + 3 hours of accounting + 3 hours professional ethics and legal responsibility + 3 hours of corporate governance)	12	12										
V. Does the company establish communication channels and a dedicated section on the company website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material CSR issues in a proper manner?	✓		The Company has set up a Spokesperson and a Deputy Spokesperson to handle related matters in accordance with regulations, and has set up "Investor Relations" and "Consultation & Opinions" on the Company's website to establish communication channels with stakeholders. In addition, a stakeholder section has been set up on the Company's website for investors' use.	—										
VI. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The Company has appointed KGI Securities to handle shareholder affairs.	—										
VII. Information disclosure														
(I) Does the company have a website to disclose the financial operations and corporate governance status?	✓		(I) The Company has a website (https://www.jpcco.com) to disclose the financial operations and corporate governance status.	—										
(II) Does the company have other information disclosure channels (e.g., building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, and making the process of investor conferences available on the corporate website)?	✓		(II) The Company has set up a spokesperson system in accordance with the regulations, and the spokesperson is Wei-Ling Yi; the Company has also set up an English/Japanese website at the following address: https://www.jpcco.com .	—										
(III) Does the company publicly announce and file the annual		✓	(III) (1) The company convened the Board of Directors meeting prior	—										

Evaluation Item	Implementation Status (Note)			Deviations from the Corporate Governance Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
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?			<p>to the statutory deadline to approve the financial reports for each quarter, and on the same day announce the statements and XBRL information for investors to review.</p> <p>(2) The Company's Board of Directors approved the 2024 financial statements on February 25, 2025, and on the same day, released the material information and XBRL data.</p> <p>(3) The financial information is also published on the Investor Relations section of the Company's website.</p>	
VIII. 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, rights of stakeholders, directors' and supervisors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchase of liability insurance for directors and supervisors)?	✓		<p>(I) The Company attaches importance to labor safety and welfare, and has established relevant measures to provide employee protection.</p> <p>(II) The Company has joined the Responsible Business Alliance (RBA) and rigorously follow the regulations.</p> <p>(III) Based on the responsibility for protection of investors, the Company will disclose information in accordance with relevant laws and regulations, and promote good interaction with its investors.</p> <p>(IV) The Company has good interactive and cooperative relationship with suppliers and provides good and efficient information communication to establish a long-term cooperation and economic operation model.</p> <p>(V) The Company regularly provides education courses for directors from time to time, and purchases liability insurance for directors in accordance with the Articles of Association.</p> <p>(VI) The Company's website has a stakeholder section and a corporate governance section to provide information about risk management policies.</p> <p>(VII) For information on the succession plan of the Company's board members and key management and its implementation status, please refer to page 24.</p>	—
IX. Please explain the improvements made in accordance with the Corporate Governance Evaluation results released by the TWSE's Corporate Governance Center, and provide the plans for improvement with items yet to be improved.		✓	<p>1. The range of 2024 (11th term) corporate governance evaluation is 66%~80%, and the Company will work towards improving various corporate governance matters.</p> <p>2. The Company has completed the 2024 self-assessment on the Corporate Governance Evaluation Platform of the Securities and Futures Institute. Moving forward, the Company will continue to align with regulatory authorities' corporate policies, formulate improvement measures, and progressively enhance corporate governance to elevate its overall governance standards.</p> <p>The following matters have been improved:</p> <p>(1) On November 5, 2024, the Board of Directors approved the "Related Party Financial and Business Operations Procedures" and the "Insider Trading Prevention Management Procedures."</p> <p>(2) The convener of the Audit Committee personally attended the 2024 Annual Shareholders' Meeting and uploaded the meeting uninterrupted audio and video recording after the meeting.</p> <p>(3) Ernst & Young Business Advisory Services Inc. was appointed to complete the 2024 external performance evaluation of the Board of Directors. Please refer to page 27.</p> <p>(4) The Company has disclosed the total water usage and waste weight for the past two years on its website (https://www.jpcco.com).</p>	—

Note: The Implementation Status, regardless of whether "Yes" or "No" is checked, should be explained in the Summary Description column.

JPC CONNECTIVITY INC.

2024 Annual Assessment of the CPAs' Competence and Independence

I. Evaluation explanation:

According to Article 29 of the Company's "Corporate Governance Best Practice Principles," a professional, responsible, and independent certified public accountant should be selected. The independence and competence of the appointed accountant should be assessed regularly (at least once a year) based on the Audit Quality Indicators (AQIs).

II. Basic information:

Name of Accounting Firm	Name of CPA
PricewaterhouseCoopers Taiwan	Jen-Chieh Wu
	Ya-Hui Lin

III. Evaluation content:

Evaluation Item	Compliance with Independence and Competence Requirements
1. The CPA has no direct or significant indirect financial interest in the Company.	Yes
2. The CPA has not engaged in any financing or guarantee arrangements with the Company or its directors.	Yes
3. There is no close business relationship or potential employment relationship between the CPA and the Company.	Yes
4. Neither the CPA nor members of the audit team currently serve, or have served within the past two years, as directors, managers, or in positions with significant influence over the audit at the Company.	Yes
5. The CPA has not provided any non-audit services that could directly affect the audit work.	Yes
6. The CPA has not acted as an agent for the issuance of the Company's shares or other securities.	Yes
7. The CPA has not served as a legal representative or advocate for the Company in resolving disputes with third parties.	Yes
8. The CPA has no familial relationship with any of the Company's directors, managers, or individuals in positions significantly influencing the audit.	Yes

IV. Evaluation result:

The Company's Audit Committee evaluates the independence and competence of the appointed accountants annually. In addition to requiring the accountant to provide an "Independence Statement" and "Audit Quality Indicators (AQIs)," the evaluation is conducted based on the aforementioned assessment criteria and the 13 AQI indicators. It has been confirmed that, aside from fees related to audits and tax matters, there are no other financial interests or business relationships between the accountants and the Company. Therefore, the accountants meet the Company's independence assessment standards and are deemed qualified to serve as the Company's accountants.

(IV) Composition, Responsibilities, and Operations of the Compensation Committee

In accordance with the "Regulations Governing Establishment and Exercise of Authority of the Compensation Committee of Listed Companies", the Company's Board of Directors established the Compensation Committee on December 23, 2011.

Information on the Compensation Committee members

Title	Qualifications Name	Professional Qualification and Experience	Independence Criteria	Number of Other Public Companies where the Individual Concurrently Serves as a Compensation Committee Member
Independent Director	Chih-Feng Lin	Please refer to Section 4. Information on Directors on page 11.	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or any of its affiliates. (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding shares of the Company or is ranked in the top 10 in shareholdings. (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the persons in the preceding subparagraphs (2) and (3). (5) Not a director, supervisor, or employee of an institutional shareholder that directly holds 5% or more of the total number of issued shares of the Company, or that ranks among the top 5 in shareholdings, or that designates its representative to serve as a director or supervisor of the Company under Paragraph 1 or 2, Article 27 of the Company Act.	-
Independent Director	Shu-Ling Wang	Not under any of the categories stated in Article 30 of the Company Act.	(6) Not a director, supervisor or employee of a company controlled by the same person who has shares over half of the Company's director seats or voting rights. (7) Not a director, supervisor, or employee of another company or institution who, or whose spouse, is a chairman, president, or person holding an equivalent position of the Company. (8) Not a director, supervisor, manager, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company.	-
Others	Kuo-Ming Peng	Graduated from the University of Wisconsin-Madison with a Master degree of Industrial Technology. Previously held positions as General Manager of the Taiwan and Shanghai office of Molex Inc., General Manager of Singatron Group, CEO of ACES Group, and Consultant of the Chairman Office of JPC connectivity Inc.	(9) Not a professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, managerial officer or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with compensation in the past two years. (10) Not a spouse or a relative within the second degree of kinship to any other director of the Company. (11) Not a governmental or judicial person or a representative thereof as defined in Article 27 of the Company Act.	-

Responsibilities of the Compensation Committee:

In accordance with Article 2 of the Company's "Compensation Committee Charter," the scope of responsibilities of the Compensation Committee is as follows:

1. To establish and regularly review the policies, systems, standards, and structures for performance evaluation and compensation of directors and managerial officers.
2. To regularly assess and determine the compensation of directors and managerial officers.

Compensation Committee Operational Information

1. There are a total of 3 members in the Compensation Committee of the Company.
2. The term of office of the current Compensation Committee is from June 15, 2022 to June 14, 2025. A total of 2 meetings of the Compensation Committee were held in 2024, with the qualifications of members and attendance records as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remark
Independent Director (Convener)	Chih-Feng Lin	2	-	100.00	-
Independent Director	Shu-Ling Wang	2	-	100.00	-
Committee Member	Kuo-Ming Peng	2	-	100.00	-
Other matters to be recorded: I. If the Board of Directors refuses to adopt or amends a recommendation of the Compensation Committee, the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the company's response to the Compensation Committee's opinion (e.g., if the compensation passed by the Board of Directors exceeds the recommendation of the Compensation Committee, the circumstances and cause for the difference shall be specified) shall be specified: None. II. If there are resolutions of the Compensation 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. The date and session of the 2024 Compensation Committee meetings, the content of the motion, resolution, and the Company's response to the Compensation Committee's opinions.

Compensation Committee	Content of Motion and Follow-up	Resolution	The Company's response to the Compensation Committee's opinions
The 6th meeting of the 5th term Compensation Committee March 6, 2024	1. The allocation of the profit-sharing of employees and directors for 2023. 2. Review of the performance evaluation of managers and the compensation policy.	Approved with the unanimous consent of all committee members.	Submitted to the Board of Directors and approved with the unanimous consent of all directors present.
The 7th meeting of the 5th term Compensation Committee December 13, 2024	1. Review of the performance evaluation of managers and the compensation policy.	Approved with the unanimous consent of all committee members.	No objection.

(V) Implementation Status of Promoting Sustainable Development and Deviations from the Sustainable Development Best Practice Principles for Listed Companies and Reasons Thereof

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
I. Does the company establish a governance structure and an exclusively (or concurrently) dedicated unit to implement sustainable development and have management appointed by the Board of Directors to be in charge of sustainable development and to report the supervision results to the Board of Directors?	✓		The Company's Board of Directors approved the establishment of the Sustainability Committee on November 4, 2022. The Committee was authorized to promote and strengthen the decisions and supervision on promoting and strengthening sustainable development and ESG development in accordance with its responsibilities.	—
II. Does the company conduct risk assessments on environmental, social and corporate governance issues related to the business operations and formulate relevant risk management policies or strategies based on the materiality principle?	✓		The Company established the risk management policy on March 20, 2020. The Sustainable Development Committee identifies the risk assessment standards, processes, results and risk management policies or strategies for environmental, social and corporate governance-related material issues to ensure the Company's sound operation and sustainable development, and uses them as the basis for various risk management and implementation to strengthen corporate governance and to reasonably ensure the achievement of the Company's objectives.	—
III. Environmental issues (I) Does the company establish an environmental management system proper to its industry's characteristics?	✓		(I) The Company has established establish an environmental management system proper to JPC Group's characteristics and obtained ISO14001, SONY GP and other environmental management related certifications.	—
(II) Does the company endeavor to utilize energy sources more efficiently and use renewable materials that have low impact on the environment?	✓		(II) The Company has implemented recycling of waste products to improve the utilization efficiency of all resources. The Company also implements a policy of not using conflict minerals and guarantees that the gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), tin (Sn), mica (Mica) and other metal minerals used in materials, parts and products delivered to our customers in the past and in the future are not mined through anarchic or illegal groups or from the mining areas involved in armed conflict, human rights infringement or in conflict area in the	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(III) Does the company assess the potential risks and opportunities of climate change for its current and future operations and undertake response measures with respect to climate change?	✓		Democratic Republic of the Congo, or obtained through illegal smuggling. The Company understands and recognizes the value of human rights and does not use minerals mined under any circumstances involving armed conflict or human rights infringement. (III) In response to global warming caused by climate change, the Company actively promotes the environmental protection concept of energy saving and carbon reduction, makes contribution to society, and strengthens employees' awareness of green energy and environmental protection in corporate governance in order to reduce greenhouse gas emissions.	—
(IV) Does the company calculate the amount of greenhouse gas emissions, water consumption, and waste production in the past two years and implement policies to cut down greenhouse gas emissions, water consumption and waste production?	✓		(IV) JPC Group promotes and implements the policy of reducing electricity consumption in offices and installing energy-saving lamps to reduce greenhouse gas emissions. The Company has obtained local production permits and ISO14001 certification for each production site; conducts annual internal audits of environmental performance to reduce resource waste and waste generation and to implement the concept of sustainable operation. The greenhouse gas emissions for the past two years (Table 9-1), water consumption, and total waste volume have been disclosed on the Company's website (https://www.jpcco.com).	—
IV. Social issues (I) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	✓		(I) The Company protects the legal rights and interests of its employees in accordance with labor laws and regulations, and provides pensions and establishes the Employee Welfare Committee. The Company is also committed to complying with the International Bill of Human Rights, International Labour Convention, the Labor Standards Act of Taiwan, and other relevant laws and regulations, implementing the Code of Conduct - Responsible Business Alliance (RBA), as well as other	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(II) Does the company appropriately reflect the business performances or achievements in the employee compensation policy (including salary, annual leave and other benefits)?	✓		applicable industry standards and international conventions, and continuously improving the working conditions and employee benefits of all employees. (II) The Company has established the relevant performance and achievement regulations to reward employees and review their achievement of work objectives through regular evaluations. At present, the Company rewards employees with reasonable compensation in accordance with the Rules for Employee Benefits, the Rules for Bonus Management, and the Rules for Performance Bonus Management, etc.	—
(III) Does the company provide a healthy and safe work environment and organize health and safety training for its employees on a regular basis?	✓		(III) The Company regularly reviews the working environment to create a zero-hazard workplace, and regularly conducts employee health examinations and holds safety and health education trainings for employees to raise their awareness of safety. In addition, the Company has also obtained the OHSAS 18000 (International Safety and Health Management System Certification Standard) certification for employee safety and health to ensure a safe and secure working environment for employees. The Company also complies with the national regulations and sets up relevant work safety management personnel with professional licenses, and provides regular trainings to ensure that the work safety skills can be effectively implemented. EX. Class A occupational safety and health business supervisor, occupational safety and health manager, fire control manager, organic solvent operation supervisor, and first-aid personnel; we are committed to creating a work environment with no occupational hazard.	—
(IV) Does the company establish effective career development and training plans for its employees?	✓		(IV) The Company will hold seminars or lectures on various topics to train employees' career abilities, or hold education and training courses related	—

Promotion items	Implementation Status			Deviations from the Corporate Social Responsibility Best-Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
(V) Does the company comply with relevant regulations and international standards regarding customer health and safety, right to privacy, marketing and labeling of its products and services and set up relevant consumer or customer protection policies and complaint procedures?	✓		to their duties from time to time. (V) The marketing and labeling of the Company's products and services are in accordance with the relevant laws and regulations and international standards. We have currently obtained ISO 9001 for quality management, QC080000 for hazardous material management, ISO 14001 for environmental management, and OHSAS 18000 for employee safety and health, covering both quality and environmental safety. For consumer rights and interests, the Company also sets up a website (https://www.jpcco.com) to provide a channel of consultation & opinion exchange to all consumers or business related personnel.	—
(VI) Does the company formulate and implement supplier management policies that require suppliers to follow relevant regulations on environmental protection, occupational safety and health or labor human rights?	✓		(VI) The Company requires suppliers to provide raw materials certified to be free of hazardous substances and to sign a social responsibility commitment in accordance with RBA standards. When selecting suppliers, the Company takes into account their integrity and their performance in fulfilling social responsibility obligations.	—
V. Does the company refer to internationally-used standards or guidelines for the preparation of reports such as sustainability reports to disclose non-financial information? Are the reports certified or assured by a third-party accreditation body?		✓	The Company currently discloses information on the fulfillment of ESG on the Company's website (https://www.jpcco.com) and on the Market Observation Post System. In accordance with the "Sustainable Development Action Plan for Listed Companies" issued by the Financial Supervisory Commission, the Company plans to complete the preparation and filing of its Sustainability Report by the end of August 2025.	—
VI. If the company has established sustainable development best-practice principles based on the "Sustainable Development Best Practice Principles for Listed Companies," describe the implementation and any deviations from such principles: N/A.				
VII. Other important information to facilitate a better understanding of the implementation of sustainable development: The Company is committed to raising the awareness of environmental protection among all employees, and requires compliance with relevant environmental protection requirements in product manufacturing processes and recycling of scrapped products.				

(VI) The risks and opportunities posed by climate change to the Company and the response measures adopted by the Company.

Item	Implementation Status																							
I. The supervision and governance of climate-related risks and opportunities by the Board of Directors.	The Board of Directors serves as the supreme governing body for climate-related issues, responsible for coordinating overall climate strategies and overseeing senior management in executing climate-related risk management and key performance indicators. As the Sustainability Development Committee is directly subordinate to the Board of Directors, the members are authorized by the Board and have expertise in corporate sustainability, comprising one Independent Director, CFO and Assistant Vice President of Strategic Procurement Division. This committee convenes annually to formulate, promote and reinforce action plans and capital expenditures concerning policies on sustainable development (including climate-related issues) across all entities in the group. It periodically reviews, tracks and revises the policies and effectiveness and submits reports to the Board.																							
II. Identification of the influence on the Company’s operations, strategies and finance in the short-term, medium-term and long-term caused by of climate risks and opportunities.	<div>The Company identifies climate-related risks and opportunities by studying findings from the International Energy Agency (IEA), the Intergovernmental Panel on Climate Change (IPCC), and leading industry peers. Transition risks are assessed with reference to the IEA’s Net Zero Emissions (NZE) scenario, while physical risks are evaluated based on the IPCC’s most extreme climate projections. These assessments are conducted in close collaboration with departmental managers and external experts, focusing on the most pertinent climate issues to our business across the short term (within one year of the reporting period), medium term (2026–2030), and long term (2031–2050).</div> <table><tr><th>Type</th><th>Time</th><th>Climate-related Topic</th><th>Potential Financial Impact</th></tr><tr><td rowspan="2">Transition Risk</td><td rowspan="2">Short-term</td><td>Technology – The emergence of low-carbon technologies replacing existing products and services</td><td>The Company continues to enhance the energy-efficient design of its products and develop solutions with higher transmission efficiency, which in turn leads to increased research and development expenditures.</td></tr><tr><td>Technology – Unsuccessful investments in new technologies</td><td>Remaining in existing markets may constrain the Company’s growth potential. Should these markets gradually contract while emerging sectors rise, the Company could face the risk of declining revenue.</td></tr><tr><td>Physical Risk</td><td>Long-term</td><td>Long-term – Rising sea levels</td><td>The global rise in sea levels may submerge low-lying areas, resulting in damage to assets.</td></tr><tr><td rowspan="3">Opportunity</td><td>Short-term</td><td>Market – Entering new markets</td><td>In response to regulations banning the sale of gasoline vehicles, the electric vehicle and associated automotive electronics industries have flourished. The Company is investing in the development of products in these related fields to boost revenue.</td></tr><tr><td rowspan="2">Mideum-term</td><td>Products and Services – Research and innovation in the development of new products and services</td><td>Enhancing the transmission efficiency and lifecycle management of products to strengthen their future competitiveness and market share, thereby meeting the potential demands of future customers.</td></tr><tr><td>Energy Sources – Utilization of low-carbon energy</td><td>Expand the Company’s use of renewable energy, reducing reliance on coal-based power and the associated carbon fees.</td></tr></table>	Type	Time	Climate-related Topic	Potential Financial Impact	Transition Risk	Short-term	Technology – The emergence of low-carbon technologies replacing existing products and services	The Company continues to enhance the energy-efficient design of its products and develop solutions with higher transmission efficiency, which in turn leads to increased research and development expenditures.	Technology – Unsuccessful investments in new technologies	Remaining in existing markets may constrain the Company’s growth potential. Should these markets gradually contract while emerging sectors rise, the Company could face the risk of declining revenue.	Physical Risk	Long-term	Long-term – Rising sea levels	The global rise in sea levels may submerge low-lying areas, resulting in damage to assets.	Opportunity	Short-term	Market – Entering new markets	In response to regulations banning the sale of gasoline vehicles, the electric vehicle and associated automotive electronics industries have flourished. The Company is investing in the development of products in these related fields to boost revenue.	Mideum-term	Products and Services – Research and innovation in the development of new products and services	Enhancing the transmission efficiency and lifecycle management of products to strengthen their future competitiveness and market share, thereby meeting the potential demands of future customers.	Energy Sources – Utilization of low-carbon energy	Expand the Company’s use of renewable energy, reducing reliance on coal-based power and the associated carbon fees.
Type	Time	Climate-related Topic	Potential Financial Impact																					
Transition Risk	Short-term	Technology – The emergence of low-carbon technologies replacing existing products and services	The Company continues to enhance the energy-efficient design of its products and develop solutions with higher transmission efficiency, which in turn leads to increased research and development expenditures.																					
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Opportunity	Short-term	Market – Entering new markets	In response to regulations banning the sale of gasoline vehicles, the electric vehicle and associated automotive electronics industries have flourished. The Company is investing in the development of products in these related fields to boost revenue.																					
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		Energy Sources – Utilization of low-carbon energy	Expand the Company’s use of renewable energy, reducing reliance on coal-based power and the associated carbon fees.																					

III. The financial influence on extreme climate and transition actions.	Please refer to the table in Item II above for the potential financial impacts of transition risks, physical risks, and opportunities. The corresponding response strategies for the identified climate-related risks and opportunities are detailed in the following table in Item IV below..																		
IV. Description of how the process of identifying, assessing and managing climate risks is integrated into the overall risk management system.	<p>Identification and Assessment Process of Climate-Related Risks:</p> <p>The Company follows the ISO 31000 framework for the assessment of climate risks and opportunities. Department heads, in collaboration with external experts, evaluate the likelihood and impact of each climate-related issue. The assessment results of these issues are used to prioritize climate significance for the Company.</p> <p>Management Process for Climate-Related Risks and Opportunities:</p> <p>The Company’s Sustainability Management Committee, in accordance with the "Risk Management Policies and Procedures," manages the identification, analysis, evaluation, and control of operational risks within the group. Climate-related risks are integrated into the overall risk management framework, with processes in place for risk identification, evaluation, strategy formulation, and oversight. The committee is responsible for supervising relevant units and reporting execution outcomes to the Board of Directors. The detailed process is as follows:</p> <ul style="list-style-type: none">● Developing Response Strategies for Significant Risks and Opportunities: After evaluating and consolidating risks and opportunities, department managers develop appropriate response strategies for the top three significant risks and opportunities, based on their ranking.● Reviewing Risk and Opportunity Management: Department managers are responsible for monitoring the implementation of risk and opportunity management within their scope and management processes, ensuring follow-up tracking and improvement● Reporting and Disclosure: Department managers report on the implementation process and results to the Sustainability Committee on a regular basis. All reports must pass through appropriate mechanisms for documentation and review, and are ultimately presented to the Board of Directors for decision-making. <p>For the top three ranked climate-related risks and opportunities, the Company has outlined the following management measures to mitigate, transfer, or control the impact of climate risks on operations and to capitalize on climate change opportunities as much as possible:</p> <table><tr><th>Type</th><th>Climate-related Topic</th><th>Response Strategies</th></tr><tr><td rowspan="2">Transition Risk</td><td>Technology – The emergence of low-carbon technologies replacing existing products and services</td><td>Continue investing in the development of low-carbon products, and the Company’s current core products are already aligned with future market trends.</td></tr><tr><td>Technology – Unsuccessful investments in new technologies</td><td>Actively develop high value-added products to enhance the competitiveness of our offerings, while closely tracking market trends and industry developments to initiate product innovation that meets evolving market demands.</td></tr><tr><td>Physical Risk</td><td>Long-term – Rising sea levels</td><td>Continuously monitor climate-vulnerable operational sites and reinforce emergency response plans.</td></tr><tr><td rowspan="2">Opportunity</td><td>Market – Entering new markets</td><td>Invest in cutting-edge technology development, actively focusing on EV energy vehicle connectors and wiring harnesses for new energy storage systems in alignment with market commercialization demands.</td></tr><tr><td>Products and Services – Research and innovation in the development of new products and services</td><td>Focus on key technologies in emerging markets, continuously advancing and integrating research and development across diverse fields.</td></tr></table>			Type	Climate-related Topic	Response Strategies	Transition Risk	Technology – The emergence of low-carbon technologies replacing existing products and services	Continue investing in the development of low-carbon products, and the Company’s current core products are already aligned with future market trends.	Technology – Unsuccessful investments in new technologies	Actively develop high value-added products to enhance the competitiveness of our offerings, while closely tracking market trends and industry developments to initiate product innovation that meets evolving market demands.	Physical Risk	Long-term – Rising sea levels	Continuously monitor climate-vulnerable operational sites and reinforce emergency response plans.	Opportunity	Market – Entering new markets	Invest in cutting-edge technology development, actively focusing on EV energy vehicle connectors and wiring harnesses for new energy storage systems in alignment with market commercialization demands.	Products and Services – Research and innovation in the development of new products and services	Focus on key technologies in emerging markets, continuously advancing and integrating research and development across diverse fields.
Type	Climate-related Topic	Response Strategies																	
Transition Risk	Technology – The emergence of low-carbon technologies replacing existing products and services	Continue investing in the development of low-carbon products, and the Company’s current core products are already aligned with future market trends.																	
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Opportunity	Market – Entering new markets	Invest in cutting-edge technology development, actively focusing on EV energy vehicle connectors and wiring harnesses for new energy storage systems in alignment with market commercialization demands.																	
	Products and Services – Research and innovation in the development of new products and services	Focus on key technologies in emerging markets, continuously advancing and integrating research and development across diverse fields.																	

		Energy Sources – Utilization of low-carbon energy	Since 2023, the Company has conducted internal greenhouse gas inventories, progressively reducing direct emissions from operational activities (Scope 1), indirect emissions from energy consumption (Scope 2), and value chain-related indirect emissions (Scope 3). We are proactively establishing a secondary supplier database to mitigate the risk of operational disruptions caused by climate change, while continuously guiding supply chain partners to set science-based carbon reduction targets, driving the entire value chain toward net-zero emissions.
V. Description of the scenario, parameters, assumptions, analytical factors, and financial influence if the scenario analysis to evaluate resilience to climate change risks is conducted.	Based on the Company's prioritization of climate-related risks and opportunities, transition risks are assessed with reference to the Net Zero Emissions (NZE) scenario published by the IEA, while physical risks are evaluated according to the most severe scenario presented by the IPCC. For the analytical factors and primary financial impacts, please refer to Item II.		
VI. Description of the transition plan in response to climate risks, including its content, and indicators and objectives used in identifying the physical and transition risks.	To develop a greenhouse gas reduction strategy, the Company plans to complete its inventory along with the 2025 consolidated financial reporting, which will serve as the base year. In response to greenhouse gas regulations and the global trend toward carbon pricing, the Company will dynamically adjust its operational strategies to align with carbon reduction management timelines—proactively mitigating the impact of carbon emissions while enhancing its competitive advantage.		
VII. Description of the pricing foundation if internal carbon pricing is used as a planning tool.	The Company does not yet meet the criteria for carbon fee assessment, and therefore has not implemented internal carbon pricing at this time. We will continue to monitor domestic and international carbon pricing mechanisms, evaluate the benefits of adopting internal carbon pricing, and strive to align with international standards.		
VIII. Description of the transition plan in response to climate risks, including its content, and indicators and objectives used in identifying the physical and transition risks.	The Company plans to complete the greenhouse gas inventory for its consolidated financial reporting boundary by 2025, with the base year for emission reduction targets set as 2025. To plan the greenhouse gas reduction strategy, the Company has gradually conducted a greenhouse gas inventory for the parent company in 2023, and on December 13, 2024, the Sustainability Development Committee presented the findings to the Board of Directors for approval. A short-term target has been set for energy indirect greenhouse gas emissions (Scope 2), aiming for a 2% reduction by 2027 compared to 2025. In the future, the Company will adjust its operational strategies in response to greenhouse gas-related regulations and international carbon pricing trends, with a rolling review to ensure alignment with carbon reduction management plans. The Company remains committed to proactively reducing carbon emissions' impact and enhancing operational competitiveness.		
IX. Calculations of greenhouse gas emissions.	Please refer to Appendix 9-1 and 9-2 below. By 2024, the Company has completed the emission calculations and greenhouse gas inventory reports, along with assurance, for the headquarters and five major overseas production sites. Starting in 2025, the coverage will be expanded to include subsidiaries within the consolidated financial reports, with plans to complete the inventory for subsidiaries by 2026.		

9-1 Greenhouse gas emission audits and verification in the most recent two years

9-1-1 Greenhouse gas emissions audits:

Greenhouse gas emissions for the past two years in terms of volume (tonnes of CO₂e), density (tonnes of CO₂e per million dollars), and the scope of data coverage.

Basic information on the Company	The following should be disclosed according to the Sustainability Development Pathway for listed companies
<input type="checkbox"/> Company with capital exceeding NT\$10 billion, steel industry, and cement industry <input type="checkbox"/> Company with capital exceeding NT\$5 billion but below NT\$10 billion <input checked="" type="checkbox"/> Company with capital below NT\$5 billion	<p>In accordance with the Financial Supervisory Commission's order No. 11103849344, the Company is required to begin conducting individual inventory starting in 2026.</p> <p>In accordance with the Financial Supervisory Commission's order No. 11103849344, the Company's subsidiaries under the consolidated financial reports are required to begin conducting inventories starting in 2027.</p>

Scope of Coverage	2023		
	Total emission volume of Scope 1 (tonnes of CO ₂ e)	Total emission volume of Scope 2 (tonnes of CO ₂ e)	Density (tonnes of CO ₂ e per million dollars)
Taiwan headquarter and Taipei production site	24.45	298.34	
Dongguan Hung Fu Electronic Technology Co., Ltd.	85.25	1,058.59	
Dongguan Houjie Hua-Bao Electronics Technical Limited Co.	18.51	1,139.93	
ASKA Technologies Inc.	72.92	314.08	
PEC Vietnam	31.84	207.99	
Total	232.97	3,018.93	0.82

Note: Completed ISO 14064-1 inventory and third-party verification.

Scope of Coverage	2022		
	Total emission volume of Scope 1 (tonnes of CO ₂ e)	Total emission volume of Scope 2 (tonnes of CO ₂ e)	Density (tonnes of CO ₂ e per million dollars)
Taiwan headquarter and Taipei production site	22.89	283.10	
Dongguan Hung Fu Electronic Technology Co., Ltd.	89.20	1,125.18	
Dongguan Houjie Hua-Bao Electronics Technical Limited Co.	27.72	1,266.05	
ASKA Technologies Inc.	63.89	284.94	
PEC Vietnam	29.48	296.58	
Total	233.18	3,255.85	0.91

Note: It is inventory conducted internally by the Company in compliance with ISO 14064-1 and is has not been verified by an external auditor.

9-1-2 Greenhouse gas emissions verification:

Verification status for the two most recent years up to the printing date of the annual report, including the scope, verifying agency, criteria, and opinion.

	Scope of Verification of 2023	Verifying Agency of 2023	Description of Verification Status
Scope 1	Total of 5 sites: Taiwan headquarter and Taipei production site, 3 factories in China, and 1 factory in Vietnam.	Ernst & Young	In 2024, the Company obtained verification report for its 2023 greenhouse gas inventories covering the headquarters and five major overseas production sites.
Scope 2			Total greenhouse gas emission volume of Scope 1 is 232.97 tonnes of CO ₂ e. Total greenhouse gas emission volume of Scope 2 is 3,018.93 tonnes of CO ₂ e. The verification was conducted by the verifying agency in accordance with the ISO 14064-1:2018 standard, and a limited assurance opinion was issued.

Note: According to the Financial Supervisory Commission's order numbered 11103849344, the Company has capital below NT\$5billion and thus should complete the verification starting in 2028, and the verification for subsidiaries should be completed starting in 2029.

9-2 Greenhouse gas reduction targets, strategies, and specific action plans:

The Company plans to complete the greenhouse gas inventory for its consolidated financial reporting boundary by 2025, with the base year for emission reduction targets set as 2025. To plan the greenhouse gas reduction strategy, the Company has gradually conducted a greenhouse gas inventory for the parent company in 2023, and on December 13, 2024, the Sustainability Development Committee presented the findings to the Board of Directors for approval. A short-term target has been set for energy indirect greenhouse gas emissions (Scope 2), aiming for a 2% reduction by 2027 compared to 2025. In the future, the Company will adjust its operational strategies in response to greenhouse gas-related regulations and international carbon pricing trends, with a rolling review to ensure alignment with carbon reduction management plans. The Company remains committed to proactively reducing carbon emissions' impact and enhancing operational competitiveness.

(VII) Implementation Status of Ethical Corporate Management, Measures, and Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
I. Establishment of ethical corporate management policies and programs				
(I) Does the company establish the ethical corporate management policies approved by the Board of Directors and declare its ethical corporate management policies and procedures in its guidelines and external documents, as well as the commitment from its Board to implement the policies?	✓		(I) On March 20, 2020, the Company established the Ethical Corporate Management Best Practice Principles to implement the ethical corporate management policy and to actively prevent unethical conduct. In accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and the relevant laws and regulations of the regions where the Company and the Group's companies and organizations operate, the Company formulates the specific regulations on the matters to be noted by our personnel when performing business and discloses them on the Company's official website.	No deviation
(II) Does the company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include those specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	✓		(II) In order for the Company's directors, managers and employees to understand and truly follow the Company's ethical corporate management philosophy, we have established the "Ethical Corporate Management Best Practice Principles" and the "Rules for Handling Reports on Illegal, Unethical or Dishonest Conducts" and a reporting system in 2020, which include ethical management of commercial activities, prohibiting any illegal or unethical conduct such as giving or receiving bribes or other improper benefits. In addition, the Company's managers and employees will sign the "Employment and Confidentiality Agreement" and the "Letter of Commitment for Employee Business Ethics" when they are newly recruited. In 2024, all new employees of the Company had signed (55 new employees, 100%).	No deviation
(III) Does the company specify in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implement them and review the prevention	✓		(III) The Company has established an effective internal control system to prevent integrity violations. The Company provides the provisions of the Ethical Corporate Management Best Practice Principles on its official	No deviation

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
programs on a regular basis?			website, which specifies the operating procedures to strengthen the corporate governance mechanism. The grievance mechanism has been disclosed on the Company's website (https://www.jpcco.com).	
II. Fulfillment of ethical corporate management				
(I) Does the company evaluate business partners' ethical records and include ethics-related clauses in the business contracts signed with the counterparties?	✓		(I) The Company operates based on the principle of integrity, conducting business activities in a fair and transparent manner. Before entering into business relationships, we assess the legality and integrity of our agents, suppliers, clients, and other business partners to avoid engaging with parties involved in dishonest practices. Contracts signed with our agents, suppliers, clients, or other business partners include clauses that require adherence to our integrity-based business policies, with provisions allowing for the termination or cancellation of the contract if any party is found to be involved in dishonest behavior.	No deviation
(II) Does the company establish an exclusively dedicated unit supervised by the Board of Directors to be in charge of ethical corporate management and report to the Board of Directors the implementation of ethical corporate management policies and prevention programs on a regular basis (at least once a year)?	✓		(II) The Company's legal department is in charge of ethical corporate management, evaluates whether there is any violation of ethical corporate management within the Company or by the Board of Directors. On December 13, 2024, the implementation status of ethical corporate management was reported to the Board of Directors and disclosed on the Company's website.	No deviation
(III) Does the company establish policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?	✓		(III) The Company's "Code of Integrity" clearly defines conflict of interest provisions and situations of conflict, requiring relevant personnel to avoid such conflicts. It also provides appropriate channels for directors, managers, and other stakeholders attending board meetings to proactively disclose any potential conflicts of interest with the Company.	No deviation
(IV) Does the company establish effective accounting systems and internal control systems to implement ethical corporate management, with the internal audit unit being responsible for	✓		(IV) The Company's audit department, which is under the Board of Directors, is responsible for the operation of the internal control system and reporting to the Board of Directors and the Audit Committee regularly.	No deviation

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
<p>devising relevant audit plans based on the results of assessment of any unethical conduct risk, examining accordingly the compliance with the prevention programs, or engaging a certified public accountant to carry out the audit?</p> <p>(V) Does the company regularly hold internal and external training on ethical corporate management?</p>	✓		<p>(V) The Company holds seminars and education trainings on various topics from time to time to train employees on the concept of ethical corporate management.</p> <p>(1) On June 19, 2024, a training session on "Trade Secrets" was held, with 201 participants trained (1 hour).</p> <p>(2) On November 12, 2024, a training session on "Preventing Insider Trading" was held, with 102 participants trained (1 hour).</p>	No deviation
<p>III. Operation of the whistle-blowing system</p> <p>(I) Does the company establish both a reward/whistle-blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to the accused party?</p>	✓		<p>(I) The Company has established the "Rules for Sexual Harassment Prevention, Complaint and Investigation", and maintains unblocked communication channel between employees and the management, so that they can report and complain to the management immediately.</p> <p>On March 20, 2020, the Company established the Rules for Handling Reports on Illegal, Unethical or Dishonest Conducts, specifying the whistle-blowers and related operating procedures, and disclosed them on the Company's website.</p> <p>In addition, to comply with the latest legal requirements, the Company revised its relevant policies in 2024 to further strengthen the whistleblowing and investigation mechanisms, ensuring compliance with the latest regulations and safeguarding employee rights.</p> <p>2024 Training Session Results: On February 23 and September 13, 2024, a 1-hour training session on "Prevention of Workplace Infringements" was conducted, with 280 participants attending.</p>	No deviation
<p>(II) Does the company establish the standard operating procedures for</p>	✓		<p>(II) The Company's above measures have clear standard operating procedures for</p>	No deviation

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
<p>investigating reported misconduct, follow-up measures to be taken after the investigation, and related confidentiality mechanisms?</p> <p>(III) Does the company provide protection for whistle-blowers against receiving improper treatment?</p>	✓		<p>investigation and related confidentiality mechanism to protect the privacy and safety of the whistle-blowers.</p> <p>(III) The Company's above measures have clear mechanism to protect the whistle-blowers.</p>	No deviation
<p>IV. Enhanced disclosure of ethical corporate management information. Does the company disclose the ethical corporate management policies and the results of its implementation on the company website and MOPS?</p>	✓		<p>The Company has disclosed the Code of Integrity on the Company's official website and the Public Information Observation System and has regularly updated relevant information. Additionally, the Company is committed to adhering to the Responsible Business Alliance (RBA) Code of Conduct to ensure that its operations align with ethical standards and sustainability principles.</p> <p>To strengthen information transparency and the implementation of integrity-based business practices, the Company has taken the following measures:</p> <ul style="list-style-type: none"> ● Policy Disclosure and Promotion: The Code of Integrity is disclosed on the Company's website and promoted through internal announcements and training programs to enhance employees' understanding and execution of integrity-based practices. ● Internal Auditing and Grievance Channels: The Company has established internal auditing mechanisms and whistleblowing channels to ensure that its operations comply with the Code of Integrity and protect the rights of employees and stakeholders. ● Supply Chain Management: Suppliers are required to adhere to the principles of integrity-based business practices, and their compliance is regularly reviewed to ensure ethical and regulatory adherence within the supply chain. ● Board Supervision and Reporting: The Company regularly reports on the implementation of integrity-based practices to the Board of Directors and continuously reviews and improves these practices to ensure the 	No deviation

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for Listed Companies and Reasons Thereof
	Yes	No	Summary Description	
			effectiveness of the related policies.	
V. If the company has established the ethical corporate management best-practice principles based on the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies," please describe the implementation and any deviations from the Principles: the Company has established the ethical corporate management best-practice principles, but the implementation of the Principles is consistent with the spirits, so there is no significant deviation.				
VI. Other important information to facilitate a better understanding of the company's ethical corporate management practices: None.				

(VIII) Other important information to enhance understanding of the Company's governance operations:

The Company continues to invest resources to strengthen the operation of corporate governance and has set up a dedicated corporate governance section on its website to provide detailed information about the Company's governance practices.

(IX) The following matters concerning the implementation status of internal control system shall be disclosed:

1. Internal Control Statement

JPC CONNECTIVITY INC.

Internal Control Statement

Date: February 25, 2025

The Company makes the following statement according to the self-evaluation conducted of the internal control system in 2024:

- I. The Company acknowledges that it is the responsibility of the Board of Directors and managerial officers to establish, implement, and maintain the established internal control system. Its purpose is to reasonably ensure that operational effectiveness and efficiency (including income, performance, and asset safety) and reporting are reliable, timely, and transparent, as well as to ensure compliance with relevant regulations and laws.
- II. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its 3 stated objectives above. Moreover, the effectiveness of an internal control system may be subject to changes due to extenuating circumstances beyond control. Nevertheless, the internal control system contains self-monitoring mechanisms, and the Company takes immediate remedial actions in response to any identified deficiencies.
- III. The Company evaluates the design and operating effectiveness of the internal control system based on the criteria provided in the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (herein below, the "Regulations"). The criteria adopted by the Regulations identify 5 components of internal control based on the process of management control: 1. control environment; 2. risk assessment; 3. control activities; 4. information and communication; and 5. monitoring operations. Each key component includes several items. Please refer to the Regulations for the aforementioned items.
- IV. The Company has evaluated the design and operating effectiveness of the internal control system according to the Regulations.
- V. In accordance with the aforementioned evaluation, the Company has found that the design and implementation of the internal control system (including the assessment and management of subsidiaries), as of December 31, 2024, including the efficacy of understanding operations, the efficiency of achievement of objectives, reporting reliability, timeliness, transparency and compliance with the relevant guidelines and laws, are effective and can reasonably provide assurance of the aforesaid goals.
- VI. This statement is an integral part of the Company's annual report and prospectus and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. This statement has been approved by the Board of Directors on February 25, 2025. Out of the 9 board members attended, none has objected to this statement and all consented to the content expressed herein.

JPC CONNECTIVITY INC.

Chairman: Signature

General Manager: Signature

2. If a CPA has been hired to carry out a special audit of the internal control system, the CPA audit report shall be disclosed: N/A.

(X) Major Resolutions of Shareholders' Meeting and Board Meetings during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

1. Major Resolutions of Shareholders' Meeting during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

Meeting Type	Date	Important matters to be resolved	Important matters to be resolved
Annual Shareholders' Meeting	2024.06.13	<ol style="list-style-type: none"> 1. Proposal for approval on the Company's 2024 financial statement. 2. Proposal for approval on the distribution of the Company's 2023 earnings. 	<p>Implementation status: Approved the Company's 2023 business report and financial statement.</p> <p>Implementation status: July 10, 2024 was set as the record date for dividend distribution.</p> <p>In accordance with the resolution passed at the Annual Shareholders' Meeting, the cash dividend of NT\$3.6 per share was fully distributed on July 29, 2024.</p>

2. Major Resolutions of Board Meetings during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

Session	Date	Important matters to be resolved
1st meeting in 2024	2024.01.22	<ol style="list-style-type: none"> 1. Approved the acquisition of a warehouse in Wugu District, New Taipei City, with a transaction amount not exceeding NT\$380 million and the authorization to the Chairman to handle all related matters.
2nd meeting in 2024	2024.03.06	<ol style="list-style-type: none"> 1. Approved the Company's 2023 business report, parent company only financial statements and consolidated financial statements. 2. Approved the Company's distribution of 2023 earnings. 3. Approved the distribution of cash dividends from capital surplus of the Company. 4. Approved the Company's distribution of employees' and Directors' 2023 profit-sharing. 5. Approved the Internal Control Statement issued by the Company in accordance with the "Regulations Governing the Establishment of Internal Control Systems by Public Companies." 6. Approved the amendment to the Company's "Audit Committee Organizational Regulations."

		<p>7. Approved the amendment to the Company's "Board Meeting Regulations."</p> <p>8. Approved the compensation adjustment for the General Manager.</p> <p>9. Approved the date, location, and agenda for the 2024 Annual Shareholders' Meeting.</p> <p>10. Approved the Company's 2024 business report.</p>
3rd meeting in 2024	2024.05.08	<p>1. Approved the amendment to the Company's "Internal Control System."</p> <p>2. Approved the 2024 assessment of the independence of the Company's CPAs.</p> <p>3. Approve the renewal of the Company's 2024 credit and financial product transaction limit application with Mega International Commercial Bank and Cathay United Bank.</p>
4th meeting in 2024	2024.08.06	<p>1. Approved the Company's third issuance of unsecured domestic convertible bonds.</p> <p>2. Approved the renewal of the Company's 2024 credit and financial product transaction limit application with Far Eastern International Bank.</p>
5th meeting in 2024	2024.11.05	<p>1. Approved the amendment to the Company's "Articles of Audit Committee."</p> <p>2. Approved the amendment to the Company's "Rules of Procedure for Board Meetings."</p> <p>3. Approved the amendment to the Company's "Procedures for Financial and Business Transactions with Related Parties."</p> <p>4. Approved the amendment to the Company's "Insider Trading Prevention Procedures."</p> <p>5. Approved the amendment to the Company's "Corporate Governance Best Practice Principles."</p>
6th meeting in 2024	2024.12.13	<p>1. Approved the Company's 2025 business plan.</p> <p>2. Approved the amendment to the Company's "Internal Control System."</p> <p>3. Approve the Company's 2025 audit plan.</p> <p>4. Approved the Company's 2024 audit fees for the CPAs.</p>
1st meeting in 2025	2025.02.25	<p>1. Approved the Company's 2024 business report, parent company only financial statements and consolidated financial statements.</p> <p>2. Approved the Company's distribution of 2024 earnings.</p> <p>3. Approved the Company's distribution of employees' and Directors' 2024 profit-sharing.</p> <p>4. Approved the Internal Control Statement issued by the Company in accordance with the "Regulations Governing the Establishment of Internal Control Systems by Public Companies."</p> <p>5. Approved the amendment to the Company's "Articles of Association."</p> <p>6. Approved the proposal of complete re-election of the Company's Board of Directors.</p> <p>7. Approved the nomination and review of the list of director</p>

		candidates. 8. Approved the proposal to lift the non-compete clause on the Company's new directors and their representatives. 9. Approved the convening of the Company's 2025 Annual Shareholders' Meeting.
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(XI) The Major Contents of Any Dissenting Opinions Expressed by Directors or Supervisors with Respect to Major Resolutions Approved by the Board of Directors during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report, where Said Dissenting Opinions Have Been Recorded or Prepared as a Written Declaration: None.

IV. Information on CPA Professional Fees

Unit: NT\$1,000

Name of Accounting Firm	Name of CPA	Audit Period	Audit Fees	Non-audit Fees	Total	Remark
PwC Taiwan	Jen-Chieh Wu	2024.01.01~ 2024.12.31	4,880	1,660	6,540	(Note 1)
	Ya-Hui Lin					

Note 1: The services include transfer pricing service fees, actual investment allowance verification of undistributed earnings, business tax certification using direct debit method, and full-time employee salary declaration audit.

- (I) When the CPA firm is changed and the audit fees paid for the fiscal year of such fees are lower than those for the previous fiscal year, the amounts of audit fees before and after the change and the reasons thereof shall be disclosed: None.
- (II) When the audit fees paid for the year are at least 10% less than those paid for the previous year, the decreased amount, percentage and reason thereof shall be disclosed: None.

V. Information on Replacement of CPAs: Not applicable.

VI. When the Chairman, General Manager, or any managerial officer in charge of finance or accounting matters holding a position at the accounting firm or at an affiliate of such firm in the most recent fiscal year, the name, title, and period of employment in the CPA firm or its affiliate shall be disclosed: None.

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

publication of the annual report.

(I) Change in Equity Interests by Directors, Managerial Officers, and Major Shareholders

Unit: Shares

Title	Name	2024		2025 As of March 29, 2025	
		Change in Number of Shares Held (Note 1)	Change in Number of Shares Pledged	Change in Number of Shares Held (Note 1)	Change in Number of Shares Pledged
Chairman and General Manager	Shu-Mei Chang	—	—	—	—
Vice Chairman	Cin-Chih Jiang	—	—	—	—
Director	Mega Power Investments Limited (Representative: Cin- Chih Jiang)	—	—	—	—
Director	Tone Investments Ltd. (Representative: Yu-Ling Tsai)	—	—	—	—
Director	Top Point Investment Ltd. (Representative: Ming-Kung Yang)	—	(6,144,000)	—	—
Director	FSP Technology Inc. (Representative: Ming-Hsiang Cheng)	—	—	10,000	—
Independent Director	Jing-Hua He	—	—	—	—
Independent Director	Chih-Feng Lin	—	—	—	—
Independent Director	Li-Chih Lo	—	—	—	—
Independent Director	Shu-Ling Wang	—	—	—	—
COO	Wei-San Chang	10,000	—	30,000	—
Deputy General Manager	Wei-Ting Chen	—	—	—	—
Deputy General Manager	Yu-Te Weng (Note 2)	—	—	10,000	—
Deputy General Manager	Chun-Hsing Ho (Note 3)	—	—	—	—
Deputy General Manager	Chih-Ping Cheng (Note 4)	—	—	—	—
Deputy General Manager	Kang-Chiang Chen	5,000	—	—	—
Senior Manager	Li-Ling Huang	(9,000)	—	—	—
Senior Manager	Chi-Hsien Sun	5,000	—	—	—
Senior Manager	Yun-Chang Yang	—	—	—	—
Senior Manager	Kun-Chan Wu	(27,000)	—	—	—

Title	Name	2024		2025 As of March 29, 2025	
		Change in Number of Shares Held (Note 1)	Change in Number of Shares Pledged	Change in Number of Shares Held (Note 1)	Change in Number of Shares Pledged
Senior Manager	Chia-Wen Hung	—	—	4,000	—
Senior Manager	Ju-Jung Chang	10,250	—	—	—

Note 1: The Change in Number of Shares Held includes the decreased number of shares due to cash capital reduction and the increased number of shares due to treasury stock subscription.

Note 2: Deputy General Manager Yu-Te Weng was transferred on January 1, 2025.

Note 3: Deputy General Manager Chun-Hsing Ho retired on February 28, 2025.

Note 4: Deputy General Manager Chih-Ping Cheng was transferred on January 1, 2025.

(II) Transfer of Equity Interests: No equity interests were transferred to/from related parties.

(III) Pledge of Equity Interests: No equity interests were pledged to/from related parties.

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

March 29, 2025; Unit: shares; %

Name	Shares held by themselves		Spouse & Minor Shareholding		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.		Remark
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Name	Relationship	
Shu-Mei Chang	18,472,480	15.13	—	—	6,000,000	4.92	Tone Investments Ltd. Very Mulan Investment Co., Ltd.	The chairmen are the same person	
FSP Technology Inc. Representative: Ya-Jen Cheng	10,010,000	8.20	—	—	—	—	—	—	
Top Point Investment Ltd. Representative: Shu-Lan Li Yang	6,144,750	5.03	—	—	—	—	—	—	
Tone Investments Ltd. Representative: Shu-Mei Chang	4,500,000	3.69	—	—	—	—	Shu-Mei Chang	The chairmen are the same person	
Mega Power Investments Limited Representative: Cin-Chih Jiang	2,295,750	1.88	—	—	—	—	Su-Mei Tsai Chiang	Husband and wife	
Mega Rise Investments Limited Representative: Su-Mei Tsai Chiang	2,179,000	1.78	—	—	—	—	Cin-Chih Jiang	Husband and wife	

Name	Shares held by themselves		Spouse & Minor Shareholding		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.		Remark
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Name	Relationship	
Very Mulan Investment Co., Ltd. Representative: Shu-Mei Chang	1,500,000	1.23	—	—	—	—	Shu-Mei Chang	The chairmen are the same person	
JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund	1,165,887	0.95	—	—	—	—	—	—	
Ching-Fu Huang	1,130,000	0.93	—	—	—	—	—	—	
Chenbro Micom Co., Ltd Representative: Mei-Chi Chen	1,000,000	0.82	—	—	—	—	—	—	

IX. Total Number of Shares and Total Equity Stake Held in Any Single Enterprise by the Company, Its Directors, Managerial Officers, and Any Companies Controlled Directly or Indirectly by the Company

December 31, 2024; Unit: 1,000 shares; %

Investee Business	Investment by the Company		Investment by Directors, Managerial Officers and Companies Directly or Indirectly Controlled by the Company		Total Ownership	
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio
Cha Shin Chi Investment Co., Ltd.	28,000	100	—	—	28,000	100
Main Super Enterprises Co., Ltd.	1,500	100	—	—	1,500	100
Techill Co., Ltd.	1,275	51	—	—	1,275	51
Ultraspeed Electronics Co., Ltd.	1,093	70.11	—	—	1,093	70.11
ASTRON Connectivity Co., Ltd.	1,020	51	—	—	1,020	51
JPCPT INC. (Note 2)	10	100	—	—	10	100
JPC CONNECTIVITY CO. LTD.	111,394	100	—	—	111,394	100
JPCCO CORP.	—	—	293	100	293	100
BEST LINK PROPERTIES LTD.	29,200	100	—	—	29,200	100
JPC (HK) COMPANY LTD. (Note 1)	—	—	HKD\$15,500	100	HKD\$15,500	100
BEST MATCH INVESTMENTS LIMITED (Note 1)	—	—	USD\$2,000	100	USD\$2,000	100
BEST SKY LIMITED (Note 1)	—	—	USD\$5,850	100	USD\$5,850	100
HUNG FU (SAMOA) INTERNATIONAL CO., LTD. (Note 1)	—	—	USD\$7,000	100	USD\$7,000	100
LUCKY STAR INVESTMENT CORP. (Note 1)	—	—	USD\$5,150	100	USD\$5,150	100
Dongguan Celesta Electronics Limited Company (Note 1)	—	—	HKD\$5,000	100	HKD\$5,000	100
ASKA Technologies Inc. (Note 1)	—	—	USD\$5,050	100	USD\$5,050	100
Dongguan Hung Fu Electronic Technology Co., Ltd. (Note 1)	—	—	USD\$6,000	100	USD\$6,000	100
Dongguan Houjie Hua-Bao Electronics Technical Limited Company (Note 1)	—	—	USD\$5,000	100	USD\$5,000	100
Guangzhou JPC Electronics Technical Limited Company (Note 1)	—	—	CNY\$5,000	100	CNY\$5,000	100
SWS Group Company Limited	198	49.87	—	—	198	49.87
PEC MANUFACTURING VIETNAM COMPANY LIMITED (Note 1)	—	—	VND 23,000,000	100	VND 23,000,000	100
JBL Connectivity Company Limited	3,675	49	—	—	3,675	49

Note 1: The amount and percentage of capital contribution (unit: NT\$1,000) shall be filled in for non-limited liability company.

Note 2: The original name was SACO ENTERPRISES, INC. and was changed to JPCPT INC. on December 18, 2024.

Chapter 3. Capital Overview

I. Capital and Shares

(I) Source of Capital

Year/ Month	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares (shares)	Amount (NT\$)	Number of Shares (shares)	Amount (NT\$)	Source of Capital	Capital Increase by Assets Other than Cash	Others
1992.05	10	500,000	5,000,000	500,000	5,000,000	Establishment	None	May 7, 1992, Jing-(081)-Shang-Zi No. 081635633
1998.07	10	3,000,000	30,000,000	3,000,000	30,000,000	NT\$25,000 thousand, issuance of shares for cash capital increase	None	July 16, 1998, Jing-(087)-Shang-Zi No. 087304423
1999.06	10	6,000,000	60,000,000	6,000,000	60,000,000	NT\$30,000 thousand, issuance of shares for cash capital increase	None	June 24, 1999, Jing-(088)-Shang-Zi No. 088303940
2000.08	10	40,000,000	400,000,000	14,500,000	145,000,000	NT\$55,000 thousand, issuance of shares for cash capital increase NT\$30,000 thousand, capital increase from earnings	None	August 1, 2000, Jing-(089)-Shang-Zi No. 089126957
2000.10	10	40,000,000	400,000,000	18,000,000	180,000,000	NT\$35,000 thousand, issuance of shares for cash capital increase	None	October 11, 2000, Jing-(089)-Shang-Zi No. 089137607
2001.05	10	40,000,000	400,000,000	28,800,000	288,000,000	NT\$72,000 thousand, capital increase from earnings NT\$36,000 thousand, capital increase from capital surplus	None	May 18, 2001, Jing-(90)-Shang-Zi No. 0900117700
2002.08	10	65,000,000	650,000,000	41,210,000	412,100,000	NT\$109,700 thousand, capital increase from earnings (including NT\$8,900 thousand of employee bonuses) NT\$14,400 thousand, capital increase from capital surplus	None	August 28, 2002, Jing-Shou-Shang-Zi No. 091013050320
2003.08	10	103,000,000	1,030,000,000	54,613,000	546,130,000	NT\$113,425 thousand, capital increase from earnings (including NT\$10,400 thousand of employee bonuses), and NT\$20,605 thousand, capital increase from capital surplus	None	August 8, 2003, Jing-Shou-Shang-Zi No. 09201242880
2004.08	10	103,000,000	1,030,000,000	69,796,250	697,962,500	NT\$124,526 thousand, capital increase from earnings (including NT\$15,300 thousand of employee bonuses), and NT\$27,306.5 thousand, capital increase from capital surplus	None	August 17, 2004, Jing-Shou-Shang-Zi No. 09301148750
2004.10	10	103,000,000	1,030,000,000	70,866,250	708,662,500	NT\$10,700 thousand, issuance of shares for conversion of employee stock options	None	October 22, 2004, Jing-Shou-Shang-Zi No. 09301201910
2005.01	10	103,000,000	1,030,000,000	71,065,250	710,652,500	NT\$1,990 thousand, issuance of shares for conversion of employee stock options	None	January 19, 2005, Jing-Shou-Shang-Zi No. 09401008400
2005.04	10	103,000,000	1,030,000,000	71,273,583	712,735,830	NT\$2,083 thousand, issuance of shares for conversion of convertible corporate bonds.	None	April 25, 2005, Jing-Shou-Shang-Zi No. 09401071050
2005.07	10	103,000,000	1,030,000,000	71,357,666	713,576,660	NT\$320 thousand, issuance of shares for conversion of employee stock options, and	None	July 21, 2005, Jing-Shou-Shang-Zi No. 09401138020

Year/ Month	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares (shares)	Amount (NT\$)	Number of Shares (shares)	Amount (NT\$)	Source of Capital	Capital Increase by Assets Other than Cash	Others
						NT\$521 thousand, issuance of shares for conversion of convertible corporate bonds.		
2005.09	10	120,000,000	1,200,000,000	84,353,283	843,532,830	NT\$13,458 thousand, issuance of shares for conversion of convertible corporate bonds, NT\$80,965 thousand, capital increase from earnings (including NT\$9,900 thousand of employee bonuses), and NT\$35,532 thousand, capital increase from capital surplus	None	September 12, 2005, Jing-Shou-Shang-Zi No. 09401177790
2006.01	10	120,000,000	1,200,000,000	84,966,726	849,667,260	NT\$4,950 thousand, issuance of shares for conversion of employee stock options, and NT\$1,184 thousand, issuance of shares for conversion of convertible corporate bonds	None	January 16, 2006, Jing-Shou-Shang-Zi No. 09501008840
2006.04	10	120,000,000	1,200,000,000	87,039,168	870,391,680	NT\$1,000 thousand, issuance of shares for conversion of employee stock options, and NT\$19,724 thousand, issuance of shares for conversion of convertible corporate bonds	None	April 13, 2006, Jing-Shou-Shang-Zi No. 09501065900
2006.06	10	130,000,000	1,300,000,000	87,201,034	872,010,340	NT\$120 thousand, issuance of shares for conversion of employee stock options, and NT\$1,499 thousand, issuance of shares for conversion of convertible corporate bonds	None	June 30, 2006, Jing-Shou-Shang-Zi No. 09501132930
2006.08	10	130,000,000	1,300,000,000	101,308,708	1,013,087,080	NT\$97,551 thousand, capital increase from earnings (including NT\$4,500 thousand of employee bonuses), and NT\$43,526 thousand, capital increase from capital surplus	None	August 28, 2006, Jing-Shou-Shang-Zi No. 09501189440
2006.10	10	130,000,000	1,300,000,000	101,437,502	1,014,375,020	NT\$100 thousand, issuance of shares for conversion of employee stock options, and NT\$1,188 thousand, issuance of shares for conversion of convertible corporate bonds	None	October 16, 2006, Jing-Shou-Shang-Zi No. 09501232100
2007.01	10	130,000,000	1,300,000,000	105,309,905	1,053,099,050	NT\$38,724 thousand, issuance of shares for conversion of convertible corporate bonds	None	January 16, 2007, Jing-Shou-Shang-Zi No. 09601010440
2007.04	10	130,000,000	1,300,000,000	106,455,600	1,064,556,000	NT\$11,457 thousand, issuance of shares for conversion of convertible corporate bonds	None	April 10, 2007, Jing-Shou-Shang-Zi No. 09601070320
2007.07	10	130,000,000	1,300,000,000	106,461,216	1,064,612,160	NT\$56 thousand, issuance of shares for conversion of convertible corporate bonds	None	July 16, 2007, Jing-Shou-Shang-Zi No. 09601164470
2007.08	10	200,000,000	2,000,000,000	120,357,336	1,203,573,360	NT\$85,730 thousand, capital increase from earnings (including NT\$32,500 thousand of employee bonuses), and NT\$53,230 thousand, capital increase from capital surplus	None	August 24, 2007, Jing-Shou-Shang-Zi No. 09601208980
2007.11	10	200,000,000	2,000,000,000	128,357,336	1,283,573,360	NT\$80,000 thousand, issuance of shares for cash capital increase	None	November 26, 2007, Jing-Shou-Shang-Zi No. 09601289780

Year/ Month	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Number of Shares (shares)	Amount (NT\$)	Number of Shares (shares)	Amount (NT\$)	Source of Capital	Capital Increase by Assets Other than Cash	Others
2008.07	10	200,000,000	2,000,000,000	128,582,336	1,285,823,360	NT\$2,250 thousand, issuance of shares for conversion of employee stock options	None	July 15, 2008, Jing-Shou-Shang-Zi No. 09701168470
2008.07	10	200,000,000	2,000,000,000	128,782,336	1,287,823,360	NT\$2,000 thousand, issuance of shares for conversion of employee stock options	None	July 31, 2008, Jing-Shou-Shang-Zi No. 09701190510
2008.08	10	200,000,000	2,000,000,000	147,498,040	1,474,980,400	NT\$84,291 thousand, capital increase from earnings (including NT\$20,000 thousand of employee bonuses), and NT\$102,866 thousand, capital increase from capital surplus	None	August 28, 2008, Jing-Shou-Shang-Zi No. 09701217030
2010.09	10	200,000,000	2,000,000,000	162,247,843	1,622,478,430	NT\$58,999 thousand, capital increase from earnings, and NT\$88,499 thousand, capital increase from capital surplus	None	September 9, 2010, Jing-Shou-Shang-Zi No. 09901204100
2011.08	10	200,000,000	2,000,000,000	173,447,843	1,734,478,430	NT\$112,000 thousand, issuance of shares for cash capital increase	None	August 9, 2011, Jing-Shou-Shang-Zi No. 10001182140
2017.08	10	200,000,000	2,000,000,000	130,085,882	1,300,858,820	NT\$433,620 thousand, cash capital reduction	None	August 1, 2017, Jing-Shou-Shang-Zi No. 10601106330
2018.12	10	200,000,000	2,000,000,000	122,085,882	1,220,858,820	NT\$80,000 thousand, cancellation of treasury stock for cash capital reduction	None	January 4, 2019, Jing-Shou-Shang-Zi No. 10701164640

March 29, 2025; Unit: share

Share Type	Authorized Capital			Remark
	Issued Shares	Unissued Shares	Total	
Common stock	122,085,882	77,914,118	200,000,000	Including 10,000,000 shares of warrants, preferred shares with stock options or bonds with stock options, which were used by exercising the stock options.

Note 1: On October 8, 2004, the Company's shares were approved by the Taiwan Stock Exchange Corporation to be listed on the centralized securities market.

(II) List of Major Shareholders

March 29, 2025; Unit: share

Shareholding		Shares Held	Shareholding Ratio
Name of Major Shareholders			
Shu-Mei Chang		18,472,480	15.13%
FSP Technology Inc.		10,010,000	8.20%
Top Point Investment Ltd.		6,144,750	5.03%
Tone Investments Ltd.		4,500,000	3.69%
Mega Power Investments Limited		2,295,750	1.88%
Mega Rise Investments Limited		2,179,000	1.78%
Very Mulan Investment Co., Ltd.		1,500,000	1.23%

JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund	1,165,887	0.95%
Ching-Fu Huang	1,130,000	0.93%
Chenbro Micom Co., Ltd	1,000,000	0.82%

(III) Dividend Policy and Its Implementation

1. Dividend policy:

The contents of Article 19-1 of the Company's Articles of Association are summarized as follows:

The Company's dividend policy takes into account the Company's capital needs, financial structure and earnings, as well as the overall environment and industry growth characteristics. Since the Company needs to continuously invest capital in investments and research and development to create competitive advantages and take into account the interests of shareholders, the Company will distribute dividends to shareholders at a rate of not less than 50% of the after-tax earnings for the current year; dividends to shareholders may be distributed in cash or in stock, with cash dividends of not less than 30% of the total dividends.

2. Distribution of dividends proposed in the shareholders' meeting:

The proposed dividend distribution at the shareholders' meeting is based on the resolution of the Board of Directors on February 25, 2025, and the proposed cash dividend is NT\$7 per share.

(IV) Effect on the Operating Performance and Earnings per Share of Distribution of Bonus Shares Proposed in the Most Recent Shareholders' Meeting: Based on the resolution of the Board of Directors on February 25, 2025, the shareholders' meeting proposed not to distribute stock dividend.

(V) Profit-sharing to Employees and Directors

1. The basis for estimating the profit-sharing amount for employees and directors, for calculating the number of shares to be distributed as employee profit-sharing, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

If there is a significant change in the distribution amount approved by the Board of Directors prior to the date of approval of the annual consolidated

financial statements, the original annual expenses shall be adjusted on the date of the change; if there is any change in the amount after the date of approval of the annual consolidated financial statements, such change shall be treated as a change in accounting estimate and adjusted and presented in the following year.

2. Distribution of profit-sharing approved by the Board of Directors:

- (1) The amount of profit-sharing to employees and directors in cash or stock. If there is any difference with the estimated amount of the recognized expenses in the year, the difference amount, reason and treatment shall be disclosed:

The Company's distribution of employees' and directors' 2024 profit-sharing has been approved by the Board of Directors on February 25, 2025, and the distribution is as follows:

Unit: NT\$1,000

	Distributed amount resolved by the Board of Directors	Estimated amount of the recognized expenses in the year	Difference	Reason for Difference
Profit-sharing for employees	138,914	138,914	—	—
Profit-sharing for directors	5,400	5,400	—	—
Total	144,314	144,314	—	—

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

3. The actual distribution of employee, director and supervisor compensations in the previous year (including the number of shares distributed, amount and share price), and if there is a difference with the recognized employee, director and supervisor compensations, the difference amount, reason and treatment shall be stated:

The actual amounts of 2023 profit-sharing paid to employees and directors in 2024 was NT\$84,510 thousand and NT\$5,400 thousand, respectively, which were not different from the amounts of profit-sharing distribution approved by the Board of Directors on March 6, 2024.

(VI) Share Repurchases: None.

II. Status of Corporate Bonds:

(I) Outstanding and still-in-issuance-progress corporate bonds

Type of Bond	Third Domestic Issuance of Unsecured Convertible Bonds (61973)
Issued Date	October 15, 2024
Issuance and Trading Location	Not applicable
Issuance Price	Issued at 117.45% of the par value
Total Amount	The actual amount raised was NT\$1,174,513 thousand
Interest Rate	The nominal annual interest rate is 0%
Issuance Period	3 years, from October 15, 2024 to October 15, 2027
Guarantor Institution	Not applicable
Trustee	Mega International Commercial Bank
Underwriting Institution	Yuanta Securities
Legal Counsel	Handsome Attorneys-at-Law
Auditor	Jen-Chieh Wu and Ya-Hui Lin, CPAs at PwC Taiwan
Repayment Method	In accordance with Article 6 of these regulations, unless bondholders convert their bonds into the Company's common stock pursuant to Article 10, or the Company redeems the bonds early in accordance with Article 17, or the Company repurchases and cancels the bonds through a securities firm's business premises, the Company shall repay the bondholders in cash, at the bond's face value, within seven business days after the maturity of the convertible bonds. If the aforementioned date falls on a non-business day for the Taipei Exchange, the repayment will be deferred to the next business day.
Outstanding Amount	One billion New Taiwan Dollars
Redemption or Early repayment Terms	Pursuant to Article 17 of the Company's third domestic issuance and conversion regulations for unsecured convertible bonds.
Restriction Clauses	None
Credit Rating Agency Name, Rating Date, and Rating Result	Not applicable
Conversion Status as of the publication date of this annual report	No conversion has been made as of the publication date of this annual report.
Issuance and conversion regulations	Please refer to the Company's third domestic issuance and conversion regulations for unsecured convertible bonds.
Issuance, conversion,	Prior to conversion, convertible bonds do not result in any dilution of

exchange, or subscription regulations, issuance terms, potential dilution of equity, and the impact on the rights of existing shareholders	the Company's equity, as bondholders have not yet requested conversion; the dilution effect is deferred. Before conversion, the convertible bonds will slightly increase the Company's liabilities. However, once the bonds are converted into common stock, not only will the liabilities be reduced, but shareholder equity will also increase significantly, thereby enhancing the net asset value per share. In the long term, the impact on the rights of existing shareholders will be minimal.
Name of the custodian institution for the exchange target	None

(II) Information on the Convertible Bonds

Type of Bond		Third Domestic Issuance of Unsecured Convertible Bonds (61973)
Item	Period	As of April 30, 2025 (Note 2)
Market Price of the convertible bonds	Highest	NTD 115.10
	Lowest	NTD 101.75
	Average	NTD 100.96
Conversion Price		NTD 160
Date and Conversion Price of Issuance		October 15, 2024 ; NTD 160
Method of fulfilling conversion obligations (Note 1)		Issuance of new shares

Note 1: Delivery of outstanding shares or issuance of new shares.

Note 2: Information for the current year up to the date of the annual report's publication must be provided.

III. Preferred Shares: None.

IV. Global Depositary Receipts: None.

V. Employee Stock Options: None.

VI. New Restricted Employee Shares: None.

VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None.

VIII. Execution Status of fund utilization plan: Regular disclosures are made in the "Capital Utilization Plan Execution" section on the Market Observation Post System. Please refer to the MOPS website: https://mopsov.twse.com.tw/mops/web/bfhtml_q2

Chapter 4. Operational Overview

I. Business Activities

(I) Scope of Business

1. Main business of the Company

- (1) Trading, import and export of computer hardware, software and peripherals, electronic products and parts.
- (2) Trading, import and export of communication equipment, sports equipment, handicrafts, electrical appliances, machinery, hardware, building materials, and furniture.
- (3) Agency for bidding, quotation, and distribution of above products produced by domestic and foreign manufacturers (except futures).
- (4) General import and export trading business.
- (5) CC01070 Wireless Communication Equipment and Apparatus Manufacturing.
- (6) CC01050 Data Storage and Processing Equipment Manufacturing.
- (7) CC01060 Wired Communication Equipment and Apparatus Manufacturing.
- (8) CB01020 Transaction Machine Manufacturing.
- (9) F119010 Wholesale of Electronic Materials.
- (10) F113050 Wholesale of Transaction Machine and Equipment.
- (11) F113070 Wholesale of Telecommunications Equipment.
- (12) F114030 Wholesale of Automobile and Motorcycle Parts and Equipment.
- (13) F401010 International Trade.
- (14) F106030 Wholesale of Molds.
- (15) F206030 Retail of Molds.
- (16) CQ01010 Mold Manufacturing.
- (17) I501010 Product Design.
- (18) ZZ99999 In addition to the permitted business, the Company may conduct business that is not prohibited or restricted by laws and regulations.

2. Revenue Composition

The Company's revenue is primarily concentrated in the Datacenter/Networking/Telecom sector, accounting for 53.79%, and the Smart Connection Industry sector, contributing 39.82%, together comprising over 90% of total revenue—demonstrating a clear focus on core operations. The Internet of Things and Other Industries sectors provide diversification and growth flexibility.

Unit: NT\$1,000

Type of Product	2024 (Consolidated)	
	Revenue	Proportion to Total Revenue
DNT (Datacenter/Networking/Telecom)	3,639,240	53.79%
SCI (Smart Connection Industry)	2,694,035	39.82%
IoT (Internet of Things)	100,372	1.48%
Other Industries (Note)	331,431	4.91%
Total	6,765,078	100.00%

Note: Other Industries refer to the trading of e-commerce, computer peripherals and other products.

3. Current products and services

(1) Datacenter/Networking/Telecom (DNT)

The Company provides high-speed transmission products in the DNT sector, applied to hyperscale data centers, AI servers, traditional servers, edge computing servers, storage devices, 5G communications, network switches, and more. These products include copper cables, fiber optics to optical modules, and high-current connection solutions. As global demand for AI and cloud computing continues to expand, DNT has become a major revenue source for the Company, leveraging its stable manufacturing capacity and technological integration advantages, which will also serve as a key driver for future growth.

(2) Smart Connection Industry (SCI)

Building on its research and manufacturing capabilities for high-end consumer electronics, the Company has progressively expanded into the following application areas:

- Consumer Electronics: OEM/ODM services for major Japanese brands, including televisions (TVs), digital cameras (DSCs), gaming consoles

(GAME), and other products.

- Automotive Electronics: Electric vehicle (EV) power systems, ADAS (Advanced Driver Assistance Systems), automotive cameras, and electric assistance systems.
- Energy Storage and Power: Energy storage battery management systems (ESS), electric farming machinery, and electric buses.
- Medical Equipment: Various precision instruments and control systems.
- Industrial Applications: Autonomous mobile robots (AGV/AMR), robotic arm communication, and control integration solutions.

By integrating domestic and international R&D and production resources and collaborating with strategic partners, the Company has successfully enhanced its vertical integration capabilities and product value-added services. Leveraging its customized OEM/ODM solutions and technological integration advantages, the Company has effectively entered the supply chains of several major international brands, driving steady revenue growth and significantly improving gross profit margins.

(3) Internet of Things (IoT)

With the maturation of technology and decreasing costs, the IoT has been widely applied in fields such as smart homes, transportation, manufacturing, and energy management. In recent years, the integration of Artificial Intelligence (AI) has enabled smart decision-making and automated control through data collection and analysis.

The IoT business unit has introduced modular communication and sensor designs, applied in industrial environments to enhance equipment connectivity, operational efficiency, and safety.

4. New products (services) planned to be developed

(1) Datacenter/Networking/Telecom (DNT):

The Company continues to invest in the development of technologies such as high-speed transmission, server connectivity, and optoelectronic integration. Key product offerings include:

High-speed connectivity solutions – cables and connectors	1. EDSFF to SFF-TA-1016 cable for storage 2. PCI-E Gen 5 external cables (e.g. FP 16X) 3. Gen Z 4C+ riser cable for CXL application
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	4. Gen 6 Multi-Trak with 21A/55A cable and connector 5. Innovative connector design such as M.2 extended cable 、SOCAMM socket
Passive/Active high-speed copper cables (DAC/ACC)	1. 800G OSFP & QSFP-DD single-channel 112Gbps DAC 2. 800G OSFP & QSFP-DD ACC (low-power active copper cables)
Optical transceiver modules	1. 1.6T optical transceiver modules 2. 1.6T Active LoopBack Transceiver modules 3. 800G OSFP SR8 optical transceiver modules
Other key components	1. Paddle-less SFF-TA-1016 Plug 2. SFF 8639 vertical Receptacle 3. Examax to MCIO Gen 5/6 Cable 4. Ipex to 4* SFP28 5. QSFP-DD for PCI-E Gen 5

(2) Smart Connection Industry (SCI):

The Company develops essential connectors and cables with focus on audio-visual, automotive, energy storage, industrial, and high-performance computing applications:

Audio-visual and consumer applications	1. HDMI 3.0 、2.1 and Mini DisplayPort 2.1 board-to-board connectors 2. PCIe 5.0 X16 extension cables (for gaming applications)
Automotive electronics and electric vehicles	1. USB4 Type-C (40Gbps) high-performance connectors 2. Busbar power cables and XL60/TL series high-voltage, high-current wiring harnesses 3. ADAS camera cables (FAKRA/HSD), automotive communication control wiring harnesses 4. Customized wiring harnesses for EVs, electric farming machinery, and buses
Energy Storage System (ESS)	1. High-voltage wiring harnesses (e.g., PSL200), connectors for battery modules and recycling modules
Industrial applications	1. Waterproof M8/M12 connectors and cables 2. Customized wiring harnesses for AGV/AMR 3. Industrial machine vision cables (GigE, USB 3.0, Camera Link)

	4. US/European standard AC whip cables (32A~200A)
High-performance computing (HPC)	1. Liquid cooling quick-connect connectors (UQD04)

(3) Internet of Things (IoT):

With the integration of AI and big data technologies, IoT applications are becoming increasingly widespread, with development focused on three key areas:

Telecommunication module technology.	The development of low-power Sub-GHz modules (e.g. 802.11ah) with characteristics such as long-range, low power consumption, high penetration, and interference resistance, applied in smart homes, agriculture, and industrial automation.
Industrial Internet of Things (IIoT).	Develop all-in-one sensing modules that support predictive maintenance, air quality monitoring (gas/VOC/PM sensors), edge computing, and cloud analytics, aimed at enhancing industrial production efficiency and environmental quality.
Energy harvesting modules (Battery-free solutions).	Dedicated to low-power and battery-free designs, applied in television remotes, electronic tags, wearable devices, and sensors, driving the development of sustainable products.

(II) Overview of the Industry

1. Current status and development of the industry

(1) Datacenter/Networking/Telecom (DNT):

Driven by AI technology, the server market continues to heat up. While shipments of general-purpose servers declined in 2024, strong demand for AI and high-performance computing (HPC) is driving global cloud providers to actively invest in infrastructure. The global server market is projected to grow at a compound annual growth rate of 6% from 2024 to 2029, with AI servers emerging as the primary growth driver.

(2) Smart Connection Industry (SCI):

Smart factories, electric vehicles, and automation equipment are the core growth engines of the connector industry. Driven by AI and 5G, the demand for industrial intelligence is on the rise, while both the traditional and electric vehicle markets are growing in tandem. Automotive market components have become one of the key

revenue sources.

Electric Vehicle (EV)	Battery technology, charging infrastructure, and intelligent driving are driving rapid market expansion. JPC focuses on high-voltage, high-current connectors, BMS, and ADAS-related wiring harnesses, supporting the integration of automotive power and control systems.
Electric agricultural machinery	Driven by smart agriculture and environmental policies, JPC offers electrification-required connectivity solutions with advantages such as low noise and low pollution, enhancing applications in autonomous driving and remote monitoring.
AGV/AMR Autonomous Mobile Systems	Logistics automation is driving the expansion of AGV/AMR applications. JPC provides specialized wiring harnesses for cameras and communication control (such as FAKRA/HSD, M8/M12), meeting the demands for autonomous navigation and smart delivery.
Energy Storage Systems (ESS)	Amid the trends of carbon neutrality and energy transformation, the demand for ESS is growing rapidly. JPC focuses on high-voltage connectors and battery management system wiring harnesses, supporting clients in enhancing energy storage efficiency and safety.

(3) Internet of Things (IoT):

The AIoT market is experiencing rapid growth, with the global scale expected to reach USD 482 billion by 2025. The primary areas of application include:

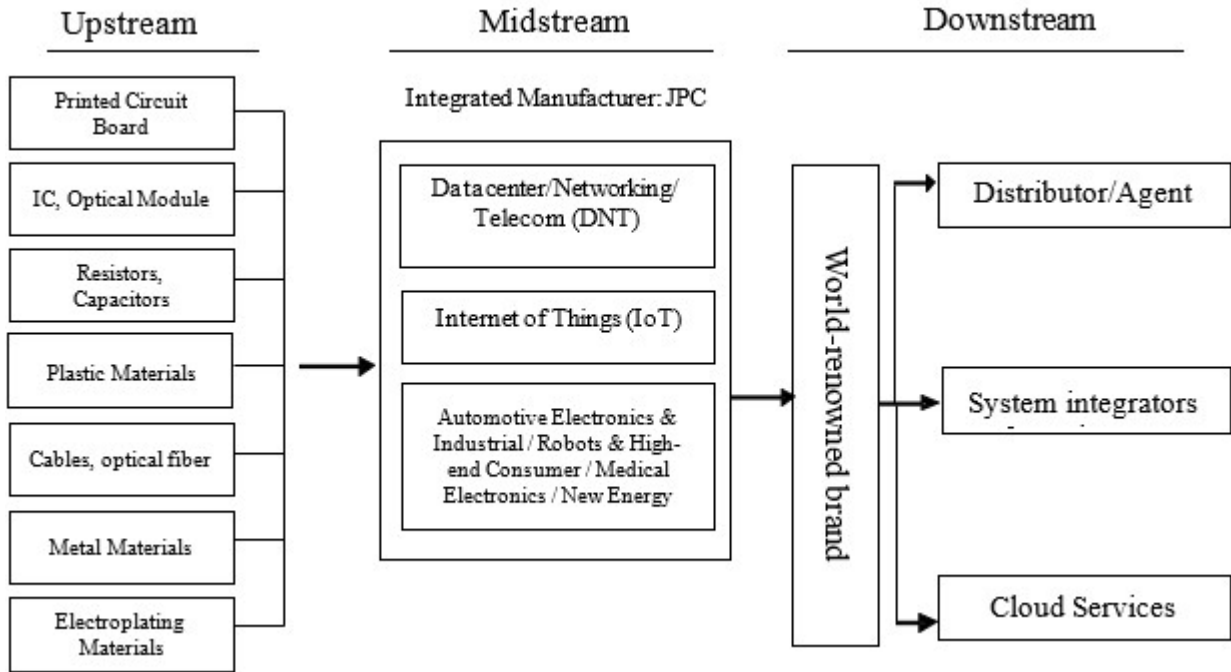
Industrial Internet of Things (IIoT)	Enhancing manufacturing efficiency and predictive maintenance capabilities of equipment.
Smart Healthcare	Supporting telemedicine, health monitoring, and intelligent diagnostics.
Smart Transportation	Developing autonomous vehicles, vehicular networks, and intelligent traffic signal control systems.

JPC continues to focus on low-power communication modules, sensor technologies, and energy harvesting modules, expanding into industrial, medical, and green application markets.

2. Correlation among Upstream, Midstream, and Downstream of the Industry

JPC is positioned in the midstream integration and manufacturing segment of the industry, bridging upstream electronic materials and components. We provide versatile connectivity solutions for a wide range of applications, supplying renowned global brands.

Our downstream channels encompass distribution, system integration, and cloud services.



3. Product development trends and competitions

(1) Product development trends

a. Datacenter/Networking/Telecom (DNT):

The rapid development of AI applications is driving demand for cloud computing, smart cities, autonomous driving, and healthcare AI. Data centers are continuously being upgraded to meet the growing demands for high computational power and storage. It is anticipated that the industry will experience steady growth over the next five years, becoming a critical foundation for digital transformation in businesses.

b. Smart Connection Industry (SCI):

The global connector market is projected to reach USD 98.2 billion by 2030, with a CAGR of 3.6%. The primary growth drivers stem from communications, consumer electronics, industrial automation, and automotive electronics.

Industrial connectors and wiring harnesses	<ul style="list-style-type: none"> ● Miniaturized, high-density design, enhancing integration efficiency. ● Waterproof, dustproof, and highly reliable, meeting the demands of harsh environments. ● Introduction of smart monitoring functions, improving early warning and maintenance capabilities. ● Material innovation and process optimization, enhancing durability and production efficiency. ● Standardized designs such as M8/M12, helping reduce costs and improve versatility.
Automotive connectors and wiring harnesses	<ul style="list-style-type: none"> ● High-speed transmission and high-frequency design, supporting ADAS, autonomous driving, and multimedia systems. ● Intelligent modular design, integrating diagnostic functions to enhance safety. ● Lightweight and compact, improving energy efficiency and space utilization. ● High-durability design to withstand extreme temperature and humidity conditions. ● Green manufacturing trend, incorporating recyclable and low-pollution materials.
High-voltage, high-current connectors and wiring harnesses	<ul style="list-style-type: none"> ● The market was valued at USD 3.2 billion in 2022 and is projected to reach USD 6.5 billion by 2030, with a CAGR of 9.6%. ● Applied in high-power sectors such as electric vehicles, industrial applications, and energy storage. ● Emphasizing safety, modular design, and material innovation. ● Supporting high-density wiring and meeting environmental and energy-saving requirements.

c. Internet of Things (IoT):

The AIoT market is projected to reach USD 482 billion by 2025, encompassing smart homes, healthcare, industrial applications, and transportation. The product trends are focused on:

- Edge computing and 5G: Enhancing real-time processing capabilities and communication stability.
- AI/ML integration: Strengthening data analysis and device intelligence.
- Sub-GHz low-power modules: Supporting medium to short-range communication and energy-efficient applications (802.11ah).
- Energy harvesting modules: Developing battery-free designs, powered by solar energy and supercapacitors.
- All-in-one sensor modules and communication interfaces: Enhancing cross-platform compatibility.
- JPC continues to develop modular communication and sensor integration solutions, expanding into industrial and environmental IoT applications, while investing in Battery-Free technology to strengthen our sustainable

product line.

(2) Competition

a. Datacenter/Networking/Telecom (DNT):

Global cloud infrastructure continues its rapid expansion, with major cloud service providers—such as AWS, Microsoft Azure, and Google Cloud—significantly increasing capital investments in artificial intelligence and high-performance computing. Global expenditures are projected to grow by 19% in 2025. Leveraging over 15 years of expertise in high-speed connectivity technologies, JPC delivers stable, high-efficiency solutions for high-speed and high-current connections tailored to CSP customer demands, actively deepening collaboration to strengthen its competitive edge in the market.

b. Smart Connection Industry (SCI):

JPC has transformed into a provider of integrated solutions, combining its own manufacturing capabilities with strategic partner resources to strengthen its advantages in customization and innovative R&D.

In the automotive electronics, electric farming machinery, and AGV/AMR markets, JPC has already been adopted by Japanese, European and American brand clients, demonstrating its full-process integration capabilities from design simulation, mechanical and electronic integration, quality verification, to production processes.

JPC has adopted the JDM (Joint Design and Manufacturing) model, collaborating with clients from the initial design phase, and conducting comprehensive testing and verification through stringent quality assurance processes and equipment, enhancing product consistency and reliability.

Moving forward, JPC will continue to expand its industrial waterproof M-series connectors and high-voltage, high-current product lines, targeting industrial automation, automotive electronics, and energy storage system markets, establishing a differentiated competitive advantage and a foundation for stable growth.

c. Internet of Things (IoT):

The AIoT industry is rapidly evolving, encompassing 5G, cloud computing, edge computing, and AI-integrated applications, with market competition becoming increasingly fierce. Major corporations, startups, and traditional manufacturers are actively positioning themselves to drive comprehensive

integration across the perception, transmission, and processing layers.

JPC focuses on low-power communication modules and all-in-one sensing technologies, continuously investing in R&D to strengthen its technological leadership and product differentiation. Through cross-platform compatibility design, JPC is actively participating in the construction of the complete AIoT ecosystem.

(3) Product and Technology Overview

Key technological trends in 2025 will continue to drive enterprise digital transformation. JPC is concentrating on three major product domains, advancing high-speed, high-power, and intelligent application technologies to fortify its core competitiveness.

Flagship Products	Research Focus and Core Technologies		Technology Roadmap
Datacenter/ Networking/ Telecom (DNT)	JPC continuously monitors evolving standards such as PCIe, OCP, CXL, and JEDEC, driving the development of high-speed connectors, optical modules, and high-current cable assemblies for AI servers, large-scale CSP data centers, and 5G applications.	<ul style="list-style-type: none"> • PCIe Gen 6/7 high-speed connectors and cables, including MCIO, MultiTrak, Gen-Z, EDSFF, and SFF-TA-1020 series • SOCAMM interface modules • 800G/1.6T active copper cables, optical modules, and AOCs • High-frequency transmission products integrated with Re-driver/Re-timer active chips • Liquid-cooling quick-release connectors (UQD series) and high-power power delivery components (ORV3 AC Whip Cables, Busbars) 	JPC continues to expand the application of PCIe Gen 7 technology, deepening its connectivity solutions for AI servers and high-performance computing, while strengthening product synergy and standards integration with global CSP partners.
Smart Connection Industry (SCI)	Through the integration of global R&D and manufacturing resources, JPC develops high-performance connectivity solutions tailored for automotive, energy storage, and industrial automation applications.	Core Application Domains and Technologies: <ul style="list-style-type: none"> • Automotive high-voltage, high-current cable assemblies (PDU, MCU, OBC, BMS, etc.) • Industrial waterproof connectors and hybrid optical-electrical cable assemblies (M8/M12 series) • Liquid-cooling quick-release connectors (UQD04), ORV3 AC Whip Cables, and Busbar series • PCIe 5.0 x16 high-speed graphics card extension cables for gaming • OEM/ODM/JDM diversified collaboration models, with strong capabilities in customized design and module integration 	With the rise of AI servers and edge AI PCs, JPC will continue to develop liquid cooling, low-power, and intelligent connectivity solutions, while strengthening its business presence and FAE team in Europe and North America, accelerating the market promotion of high-value-added products.

Flagship Products	Research Focus and Core Technologies		Technology Roadmap
		<ul style="list-style-type: none"> Support for localized services in European and American markets, enhancing client project efficiency and supply speed 	
Internet of Things (IoT)	Focusing on low-power communication modules and energy harvesting module technologies, JPC integrates AI, Sub-GHz communication, and sensor modules to expand green and sustainable applications.	<ul style="list-style-type: none"> Develop low-power modules supporting 802.11ah (Sub-GHz), offering strong signal penetration and energy efficiency Advance Battery-Free technologies, developing optical energy harvesting modules and supercapacitor energy storage solutions Product applications encompass smart homes, e-paper, wearable devices, health monitoring, and environmental sensing Support UDP/TCP-IP for optimized design of medium to short-range IoT communications 	With a focus on sustainable development, IoT module designs incorporate eco-friendly materials and carbon-reduction principles, promoting the application of low energy consumption and renewable energy solutions to help clients achieve their green product goals.

(III) Overview of Technologies and R&D

1. R&D Expenses for the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

Unit: NT\$1,000

Item/Year	2024 (Consolidated)	First Quarter of 2025 (Consolidated) (Note)
Net Revenue	6,765,078	1,674,698
R&D expenses	192,336	44,980
R&D expenses as a percentage of total revenue	3%	3%

Note: The financial data for the most recent quarter prior to the publication date of the annual report is based on self-prepared figures and has not yet been reviewed by the auditor.

2. Technologies or Products Successfully Developed for the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

Year	R&D Technologies or Products
2024	Automotive Type C USB4.0 board connectors and cable assemblies

	Mini DP 2.1 board connectors
	HDMI 3.0 board connectors
	AI Gaming PC: PCIe 5.0 x16 Riser Cable Assembly
	Customized M-Series (M8/M12) industrial waterproof connectors
	Power Rack solutions
	Customized high-voltage, high-current cable assemblies
	Customized automotive cable assemblies for AGV/AMR
	Customized cable assemblies for ESS battery module recycling in energy storage systems
	High-voltage connectors and cable assemblies for autonomous vehicle battery modules
	High-voltage, high-current cable assemblies for EV charging systems
	Sub-GHz communication technologies, with R&D focused on 802.11ah products
	Battery-Free technology development and IoT products
	ORV3 AC Whip Cable
	UQD04 liquid-cooling quick-release connectors
	EDSFF Hybrid E3-1C to SFF-TA-1016 Cable
	EDSFF Hybrid E3-2C to SFF-TA-1016 Cable
	EDSFF Hybrid E3-2C to Multitrak 8X Cable
	PCIe Gen 6 SFF-TA-1016 8X VT Connector
	Multitrak 16X+55A VT Connector
	Multitrak 8X+55A VT Connector
	EDSFF Hybrid 38-pin VT Connector (SFF-TA-1016)
First Quarter of 2025	SOCAMM Socket for HBM memory
	PCI-E Gen 6 CEM Conn

(IV) Long-term and Short-term Business Development Plans

1. Short-term Business Development Plans

● Organizational Upgrades and Talent Development:

Strengthen vertical integration and foster team collaboration, actively attract fresh talent, and promote training initiatives while ensuring the continuity of

corporate culture.

- **Deepening Existing Markets and Expanding Overseas Presence:**
Continue to solidify relationships with clients in the United States, Japan, China, and Taiwan, while accelerating the expansion into European and Southeast Asian markets. Establish additional overseas offices and agents to enhance local service capabilities.
- **Enhancing Brand Exposure and Digital Marketing:**
Actively participate in a variety of international exhibitions to enhance brand visibility, stay attuned to emerging trends, and develop products with distinct market niches.
- **Developing E-Commerce Platforms and Driving Digital Transformation:**
Introduce diverse e-commerce business models, establish digital channels, and achieve diversified operations, thereby expanding new sales avenues.

2. Long-term Business Development Plans

- **Strengthening Global Market Presence:**
Consolidate the foundation in the U.S., China, and Taiwan markets, while continuing to develop emerging markets and deploying professional local sales personnel.
- **Expanding Global Distribution and Sales Network:**
Build an international network of distributors and a sales consultant system to enhance overseas sales efficiency and service capabilities.
- **Establishing Strategic Alliances for Mutual Success:**
Seek partners with complementary strengths to form strategic alliances, integrating resources to jointly create new market opportunities.

II. Market and Production/Sales Overview

(I) Market Analysis

1. Main product (service) sales (provision) territories

Unit: NT\$1,000

Year Sales Territory		2023 (Consolidated)		2024 (Consolidated)	
		Amount	%	Amount	%
Domestic Sales		754,712	15.21	1,101,403	16.28
Foreign Sales	Asia	2,513,808	50.66	3,006,954	44.45
	Americas	1,444,120	29.10	2,117,949	31.31

	Europe	174,631	3.52	393,075	5.81
	Others	74,864	1.51	145,697	2.15
	Total	4,962,135	100.00	6,765,078	100.00

2. Market Share

The Company has been actively developing high-speed transmission interconnection products, smart electronic devices and peripheral accessories required for data centers. In recent years, the Company has also actively entered the smart industrial, smart automotive, and smart medical markets. In view of the strong growth momentum of AI and 5G, the Company has set its target markets and is making smooth deployment and development. However, since our products are not end-user products, and the reports available in the market only present partial market information, we are unable to predict the market share accurately.

3. Future Market Supply and Demand Outlook and Growth Potential

(1) Datacenter/Networking/Telecom (DNT):

The rapid proliferation of AI and cloud applications is driving the continuous expansion of global data centers and network infrastructure.

- By 2025, global data volume is expected to reach 175 ZB, more than five times the growth seen since 2018.
- By 2030, the energy consumption of data centers is projected to increase nearly threefold.
- Driven by AI, cloud services are advancing towards greater efficiency and lower latency.

(2) Smart Connection Industry (SCI):

Smart manufacturing, automotive electronics, energy storage, and agricultural electrification are driving rapid growth in the connectors and cable assemblies market:

- Smart Factories and Industry 4.0: The rising demand for industrial automation and sensors is expanding the market for industrial connectors and high-performance cable assemblies.
- Electric Agricultural Machinery: With the rise of smart agriculture policies and environmental trends, electric farming machinery is experiencing rapid growth, with JPC already making strategic investments.
- Energy Storage Systems (ESS): In response to carbon neutrality policies and

energy transformation, the demand for high-voltage, high-current cable assemblies and BMS management cables is growing rapidly.

Leveraging its technological integration strengths and vertical manufacturing capabilities, JPC continues to strengthen its product portfolio in high-value applications while deepening global supply chain collaborations.

(3) Internet of Things (IoT):

The AIoT market is rapidly developing, with a projected global market size of USD 482 billion by 2025, driven primarily by:

- AI, 5G, and ML are driving the expansion of IIoT (Industrial Internet of Things) applications.
- Advancements in sensor and communication technologies are enhancing device performance while reducing costs.
- Government subsidies and the adoption of smart manufacturing by enterprises are fueling market growth.

JPC focuses on low-power modules (such as 802.11ah), Sub-GHz communication technologies, and Battery-Free energy harvesting modules to develop intelligent connectivity products for medium to short-range applications. These solutions span smart homes, wearable devices, electronic tags, and environmental sensors, supporting customers in developing green and sustainable products.

4. Operational Hubs and Competitive Advantages:

Strengthening the global operational footprint	To meet the growing demand for AI servers and international markets, we continue to reinforce the global supply chain and strategically expand our production base layout.	<ul style="list-style-type: none"> • Vietnam Plant Expansion to Boost Capacity With two production bases located in Northern and Southern Vietnam, the Northern facility has recently completed its expansion and commenced mass production. This enhancement has increased overall capacity by 30%, fully supporting shipment demands from AI server clients and strengthening supply chain flexibility and delivery reliability across the Asia-Pacific region. • U.S. Subsidiary Expansion and Upgrade The U.S. subsidiary, JPCPT, is integrating more deeply with group resources to enhance service efficiency in the North American market. In response to growing demand, it will relocate to a new facility twice the size of the current one, featuring additional NPI (New Product Introduction) lines and expanded warehousing. These upgrades aim to fortify local supply capabilities, shorten lead times, and improve responsiveness.
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Competitive Edge	Through technological innovation, a globally integrated presence, and a flexible service model, we have established a distinct competitive advantage within the industry.	<ul style="list-style-type: none"> • Robust R&D Capabilities Across Diverse Applications Backed by a highly skilled team of R&D experts, engineers, and project managers, we develop a wide range of products spanning AI servers, 5G edge computing, electric vehicles and agricultural machinery, energy storage systems, AGVs/AMRs, autonomous robots, smart healthcare, and IoT systems. • Comprehensive Global Manufacturing Footprint With production facilities strategically located in Dongguan, Kunshan, Vietnam, North America, and Taipei, we remain close to our customer base—minimizing lead times and logistics costs while enhancing real-time supply capabilities and localized service efficiency. • Well-Established Sales Channels and Swift After-Sales Support Our global network of sales and service centers ensures prompt technical assistance and responsive support. The adoption of digital marketing tools—such as an upgraded website and e-catalogs—further boosts sales efficiency and brand visibility. • Diversified Product Portfolio to Meet Varied Market Needs Our product lines span three major domains: data and telecom networking, intelligent connectivity, and the Internet of Things. We deliver high-value, modular, and customized solutions to fulfill the evolving demands of diverse markets. • Stable Quality Recognized by Leading Global Brands Years of technical expertise and manufacturing excellence, combined with a rigorous quality management system, have earned the trust of top international clients. Through strategic partnerships, we continue to deepen market insights and expand our regional penetration.
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5. Favorable and Unfavorable Factors in Development Outlook and Corresponding Strategies

(1) Favorable Factors

- **Comprehensive Product Portfolio Aligned with Emerging Trends, Ensuring Long-Term Growth**

Our core offerings span data networking and telecommunications, IoT systems, and intelligent connectivity—industries with high growth potential that align closely with future technological trends. This strategic focus supports sustained revenue stability and reinforces our competitive edge in the market.

- **Certified by Global Industry Leaders, Establishing High Technical and Trust**

Barriers

With years of deep expertise in cloud and intelligent connectivity sectors, we possess extensive experience in customized development and collaborative innovation. Our close co-development partnerships with international clients have forged strong, trust-based relationships and created high entry barriers, both technologically and strategically, for competitors.

(2) Unfavorable Factors and Response Strategies

- Intense Market Competition and Margin Pressure

As market demand fluctuates rapidly, product life cycles shorten, and price competition intensifies.

Response Strategy: Actively develop high-value-added products to differentiate from competitors, strengthen partnerships with premium suppliers to reduce material costs, and optimize the balance between in-house production and outsourcing to enhance overall manufacturing efficiency.

- Rising Labor Costs and Limited Production Efficiency

Some processes remain unable to fully automate, relying on manual labor, which faces upward cost pressures.

Response Strategy: Strengthen vertical integration in factories and invest in automation equipment to improve process efficiency, reduce labor dependency, and optimize product quality.

- Exchange Rate Fluctuations Affecting Operational Stability

Due to the high proportion of exports, revenue is highly sensitive to exchange rate fluctuations.

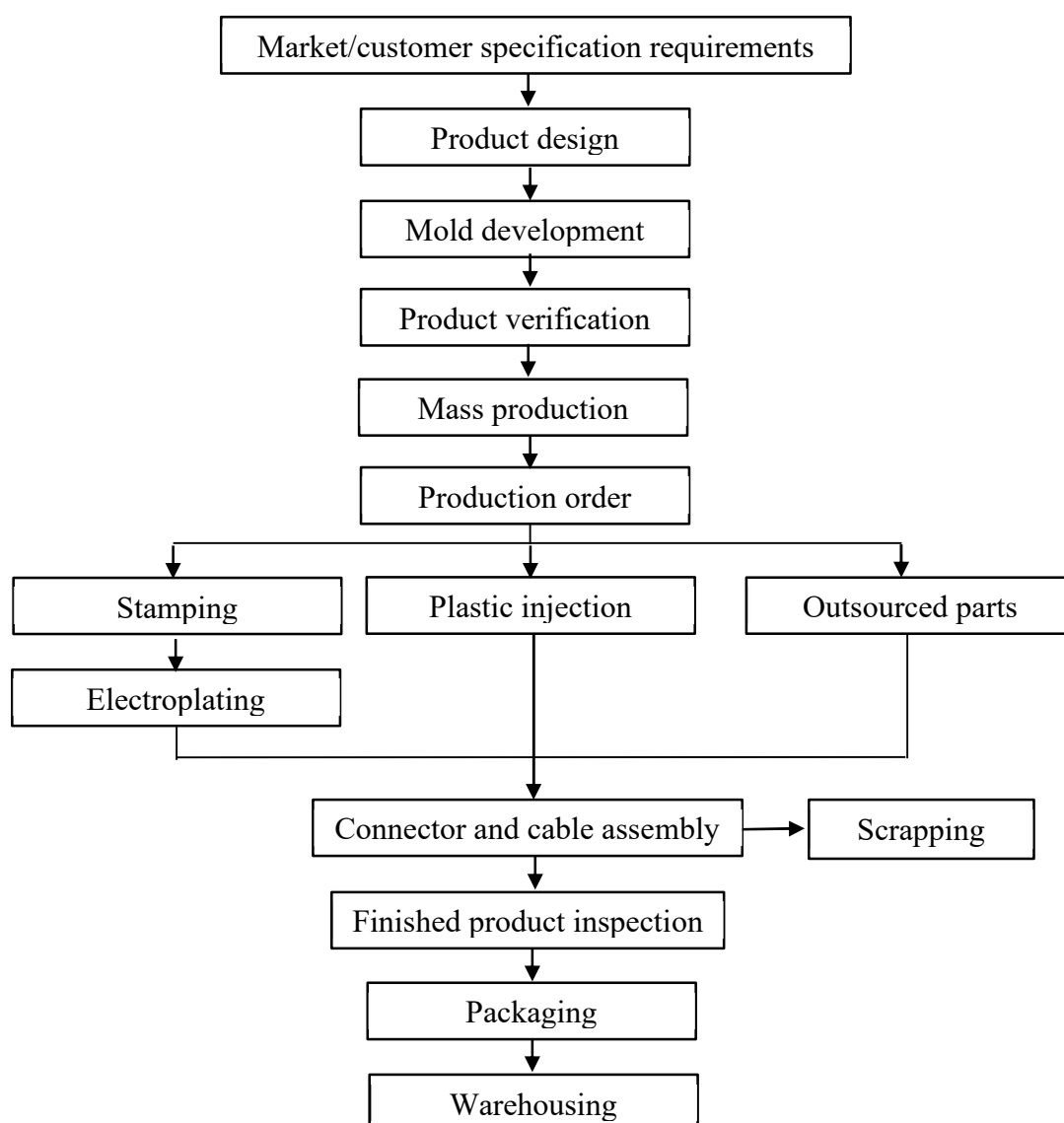
Response Strategy: Implement natural hedging strategies (such as matching receivables and payables in the same currency) and closely monitor international exchange rate trends. Collaborate with professional advisors and banks to conduct currency exchange at optimal times, minimizing foreign exchange risk.

(II) Usage and Manufacturing Processes of Main Products

1. Usage of Main Products

Main Products	Usage
Datacenter/Networking / Telecom (DNT)	<ol style="list-style-type: none">1. Hyperscale data center2. Server and Switch3. 5G and telecom
Smart Connection Industry (SCI)	<ol style="list-style-type: none">1. High-End Consumer Electronics: Connectors and wiring harnesses such as HDMI, DP, and USB Type-C, used in audio-visual equipment, automotive interfaces, and customized designs for OEM/ODM applications.2. AI Gaming PCs: Riser cables supporting PCIe 5.0 high-speed transmission, suitable for high-performance PCs and AI applications.3. Industrial and Automation Applications: Including robotic arms, IPCs, PLCs, sensor modules, AGVs/AMRs, automated control systems, and IoT modules, paired with industrial-grade waterproof connectors and custom wiring harnesses.4. Automotive and Energy Storage Systems: Providing high-voltage power transmission and signal control connectivity solutions for EV electric vehicles, electric agricultural machinery, and ESS battery cabinets.5. Medical Equipment: Connectors and wiring harnesses for power supply, signal control, and protection modules.

2. Manufacturing Processes of Main Products



(III) Supply Status of Major Raw Materials

Major Raw Materials	Domestic and International Supplier Sources	Supply Status
Cables	Singapore/United States/China	Good
Connectors	United States/Mexico/China	Good

(IV) The names of clients who accounted for more than 10% of the total amount of goods imported (sold) in any of the most recent two years, the amount and proportion of goods imported (sold), and the reasons for their increase or decrease

(1) List of Major Suppliers in the Most Recent Two Years

Unit: NT\$1,000

	2023				2024				As of March 31, 2025 (Note)			
Item	Name	Amount	Proportion to Net Purchase for the Year (%)	Relationship with the Issuer	Name	Amount	Proportion to Net Purchase for the Year (%)	Relationship with the Issuer	Name	Amount	Proportion to Net Purchase as of the First Quarter of the Year (%)	Relationship with the Issuer
1	Supplier C	363,162	14.77	—	Supplier C	287,929	8.59	—	Supplier B	50,013	6.13	—
	Others	2,095,870	85.23	—	Others	3,062,115	91.41	—	Others	765,408	93.87	—
	Net Purchase	2,459,032	100.00	—	Net Purchase	3,350,044	100.00	—	Net Purchase	815,421	100.00	—

Note: As of the printing date of the annual report, the financial data for the previous quarter is based on unaudited figures and has not yet been reviewed by the CPAs.

Reasons for increase or decrease:

The purchase amount and proportion of the Company's major suppliers for the most recent two years changed with the Company's product development strategy and the demand of upstream customers, and there were no significant abnormalities.

(2) List of Major Clients in the Most Recent Two Years

Unit: NT\$1,000

	2023				2024				As of March 31, 2025 (Note)			
Item	Name	Amount	Proportion to Net Sale for the Year (%)	Relationship with the Issuer	Name	Amount	Proportion to Net Sale for the Year (%)	Relationship with the Issuer	Name	Amount	Proportion to Net Sale as of the First Quarter of the Year (%)	Relationship with the Issuer
1	Client G	579,777	11.68	—	Client G	587,814	8.69	—	Client G	99,396	5.94	—
	Others	4,382,358	88.32	—	Others	6,177,264	91.31	—	Others	1,575,302	94.06	—
	Net Sale	4,962,135	100.00	—	Net Sale	6,765,078	100.00	—	Net Sale	1,674,698	100.00	—

Note: As of the printing date of the annual report, the financial data for the previous quarter is based on unaudited figures and has not yet been reviewed by the CPAs.

Reasons for increase or decrease:

The sales amount and proportion of the Company's major clients for the most recent two years changed with the Company's product development strategy and the demand of upstream customers, and there were no significant abnormalities.

III. Number of employees, average years of service, average age, and education distribution in the most recent two years and as of the publication date of the annual report

Year		2023	2024	As of Apr 30, 2025
Number of Employees	General employees	701	763	767
	Direct employees	879	931	1142
	Total	1,580	1694	1909
Average Age		29.01	30.92	31.66
Average Years of Service		4.11	4.21	3.84
Education Distribution (%)	PhD	0.07%	0.06%	0.05%
	Master	3.37%	3.72%	3.82%
	Bachelor	27.39%	28.51%	28.65%
	High school	29.28%	29.81%	30.02%
	Below high school	39.89%	37.9%	37.45%

IV. Disbursements for Environmental Protection

For the most recent year and up to the date of publication of the annual report, there were no major penalties due to pollution.

V. Labor-Management Relations

(I) List the Employee Benefit Plans, Continuing Education, Training, and Retirement Systems and the Status of Their Implementation, and the Status of Labor-management Agreements and Measures for Preserving Employees' Rights and Interests

1. Employee Benefit Plans, Continuing Education and Training

The Company has established an Employee Welfare Committee, with members appointed by employees themselves, to allocate funds for welfare activities in accordance with the law. Additionally, various measures are implemented to enhance employee benefits and foster a diverse, inclusive, equitable, and friendly workplace.

(1) Employee benefits:

- Year-end bonus and performance bonus.
- Birthday bonus, Mid-Autumn Festival gifts, Dragon Boat Festival gifts, and departmental birthday gatherings.
- Wedding and funeral allowances, group activities and club subsidies.

(2) Employee care:

- Regular health check-ups and monthly occupational health visits and consultations. For employees with abnormal health check-up data, we provide follow-up management and care.
- Lactation room, ping pong room, library and equipments for club activities. Snacks are also provided on each floor for colleagues to enjoy during breaks.
- Regularly hold health-promoting activities, competitions, and seminars to improve the physical and mental well-being of employees.
- Hold labor-management meetings to ensure effective communication between employees and management.
- Employees can express their opinions through the Human Resources and General Affairs service window at any time.

(3) Family-friendly:

- Paternity leave, paternity check-up leave, coordinating with daycare services, family care leave, parental leave without pay, flexible working hours...etc.
- Annual trip and family day.

(4) Others:

- Establishment of professional competence subsidy management measures and incentives for professional certification, such as patent bonus.
- Encouragement of internal and external professional trainings.
- Encouragement of team building activities across departments to foster team spirit and facilitate the exchange of professional expertise.

2. On-the-job training

In addition to having dedicated personnel responsible for employees' pre-service and on-the-job training, each department also plans and executes internal and external trainings according to its needs to cultivate employees' professional skills. This is aimed at enhancing the company's service quality and management performance. Through a systematic performance assessment method, employees can gradually achieve their career goals as their experience and skills grow.

3. Employee insurance

In addition to complying with government regulations by providing labor insurance and health insurance, the Company offers a comprehensive group insurance plan, including life insurance, critical illness insurance, group

hospitalization medical insurance, accident insurance and cancer insurance, to provide employees with enhanced insurance coverage and protection.

4. Retirement system and implementation status

(1) The Company has established an employee retirement policy and organized a Retirement Savings Supervisory Committee in accordance with the law. This committee is responsible for overseeing the saving, management, and utilization of retirement funds to ensure the well-being of employees after retirement.


(2) Since July 1, 2005, the Company has implemented a retirement policy in accordance with the Labor Standards Act and the Labor Pension Act for Taiwanese employees. When employees meet the retirement criteria, they can apply for retirement through the retirement procedure to ensure their well-being after retirement.

5. Labor-management agreements and measures for preserving employees' rights and interests

The Company has established personnel management rules and personnel operating guidelines, and all matters from the hiring, promotion to retirement of employees are clearly stated in the work rules. The Company's work rules were formulated in accordance with the relevant regulations of the Labor Standards Act and approved by the New Taipei City Labor Bureau. The Company has maintained harmonious labor-management relations since its establishment, and in order to continue to maintain harmonious labor-management relations, the Company's management attaches great importance to communication channels between employees and management.

- (II) List all losses (including labor inspection results in violation of the Labor Standards Act; the date of penalty, penalty document number, applicable law violated, content of the law, and content of penalty shall be disclosed) incurred due to labor disputes in the most recent year and up to the date of publication of the annual report, and disclose the currently estimated amount and future potential amount, and future countermeasures: None.

(III) The implementation status of workplace diversity and gender equality policies of 2024:

JPC Key Indicators				
Gender Ratio Better than industry average  High-Tech Manufacturing Industry Female ratio : 37.4%	Average Age Equivalent to industry average 42 High-Tech Manufacturing Industry age 31~50 : 60.9%	Managers Gender Ratio Better than industry average 59:41 High-Tech Manufacturing Industry Female manager ratio : 11%	New Recruits Ratio of Recent Year Higher than industry average ↑ 23.3% High-Tech Manufacturing Industry New recruits ratio : 22.8%	Turnover Rate of Recent Year Slightly better than industry average ↓ 18.2% High-Tech Manufacturing Industry Turnover Rate : 23.4%

VI. Cyber Security Management

(I) 1. Cyber security risk management framework:



JPC's cyber security authority is the Information Management Department, which is responsible for planning cyber security and protection related policy, implementing cyber security operations and promoting cyber security information, raising employees' cyber security awareness, regularly monitoring network traffic, understanding and grasping the latest cyber security information and cyber security attack situation, and immediately notifying the emergency response joint defense

personnel to minimize the damages.

2. Cyber security policy and specific management plans:

(1) Corporate cyber security management policy framework

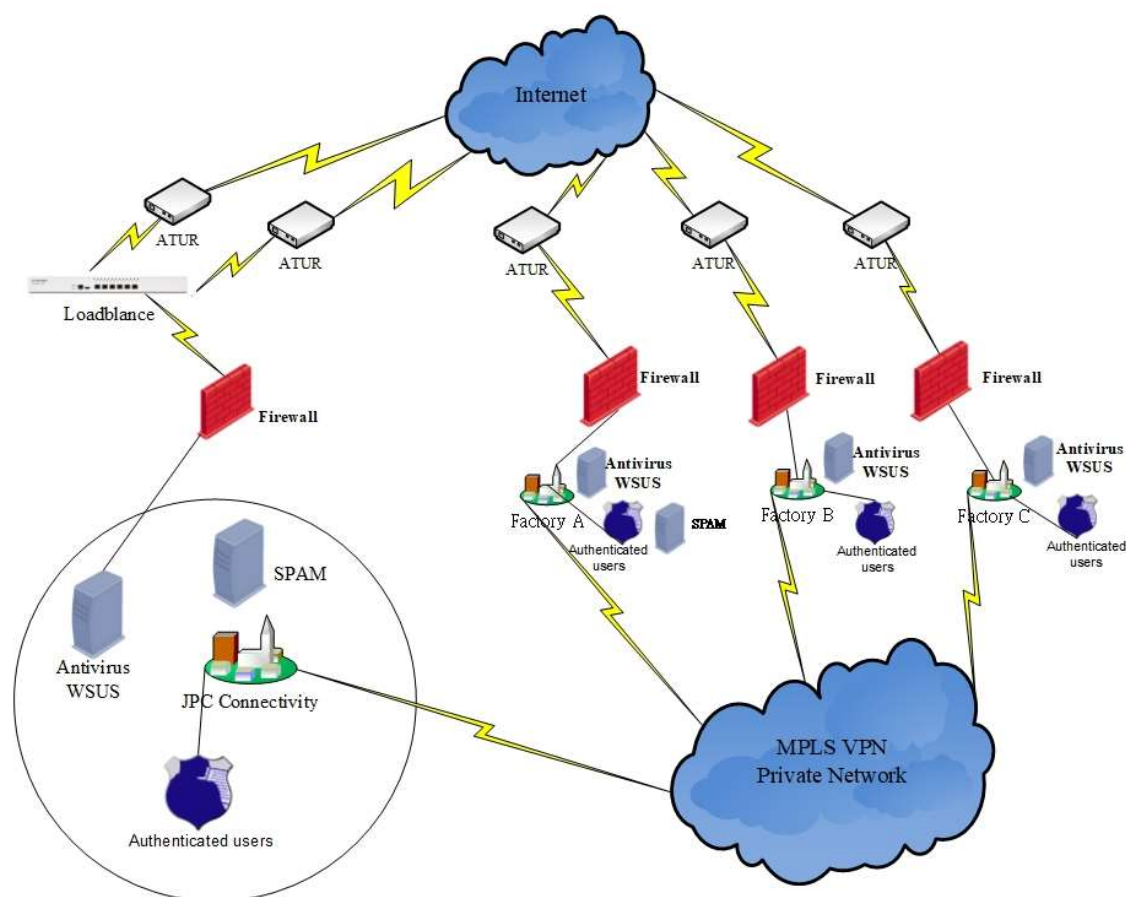
- The Company's cyber security authority is the Information Management Department, which has an information supervisor and a number of professional information personnel responsible for formulating internal cyber security policies, planning and implementing cyber security operations, and promoting and implementing cyber security policies, and regularly reporting to the Board of Directors on the Company's cyber security governance status.
- The Company's Auditing Office is the supervisory unit for cyber security monitoring. The Office has an auditor who is responsible for supervising the implementation of internal cyber security, and if deficiencies are found, the audited unit is required to propose relevant improvement plans and specific actions, and the effectiveness of improvement is tracked regularly to reduce internal cyber security risks.
- Organizational operation mode - PDCA (Plan-Do-Check-Act) cycle management is adopted to ensure the achievement of the reliability goal and continuous improvement.

(2) Specific management plan and resources invested in cyber security management:

- ① The cyber security management mechanism of the Company consists of the following three aspects:
 - A. System and regulation: establish the Company's cyber security management system and regulate the personnel's operation behavior.
 - B. Use of technology: Set up cyber security management equipment and implement cyber security management measures.
 - C. Personnel training: Conduct education and training on cyber security to raise the cyber security awareness of all employees.

② Cyber security management measures:

The Company regularly reviews internal cyber security regulations and analyzes internal risk levels based on network structure, vulnerabilities, threats and effects, and use the risk assessment results to formulate security measures and enhancement items, o as to improve and enhance the overall cyber security environment. The cyber security management mechanism includes the following:



▲ Group Network Security Framework

In order to strengthen the technical application and experience exchange of cyber security, JPC has joined the CISO Alliance in Taiwan this year, and its main vision and objectives are as follows:



Objective 1: Core Competency Development for Cyber Security Supervisors

Cyber security supervisor study courses are opened to improve the core competencies of cyber security supervisors through cyber security practices, cyber security governance sharing activities and cyber security threat information analysis services.

Objective 2: Training and preparation of professional cyber security personnel

Operate cyber security personnel training mechanism, conduct industry-academy exchange, enterprise internship, and talent matching activities, and set up physical and virtual learning platforms to help enterprises to improve professional cyber security personnel.

Objective 3: Energy linkage of cyber security industry services

By combining the resources of cyber security industry services, assist cyber security supervisors to grasp resources and effectively eliminate cyber security problems by conducting case studies on cyber security incidents, consulting cyber security governance advisors, and introducing cyber security solutions.

Objective 4: Establishing a compliant cyber security management system

Act as a communication bridge between the government and the industry, and conduct policy and regulation promotion and legal compliance consultation service activities to help enterprises establish cyber security management systems that comply with relevant regulations.

Source of picture: Taiwan CISO Alliance

JPC adopts the "centralized control and decentralized monitoring and control method" in the strategy of cyber security management mechanism. The Information Management Department of the head office will make unified planning, and each factory will establish its own management plan. Functionally, the central server and database system are installed in Taipei, and a managed mechanism is set up in other factories to monitor the status of PC online security protection in each factory in real time, and connected to the central server through the network for unified control.

(II) Major cyber security incidents

The Company currently has no significant cybersecurity incidents that have resulted in business losses.

VII. Important Contracts

Type of Contract	Party	Contract Duration	Contract Content	Restrictions
Lease contract	Admiral Overseas Corporation	2023/11/01-2027/10/31	Leasing of office	None
Lease contract	Turning Precision Industrial Co., Ltd.	2024/01/01-2028/12/31	Leasing of office	None
Lease contract	Kunshan Liandong Jinkun Industrial Co., Ltd.	2024/03/31-2027/03/30	Leasing of plant	None
Lease contract	Dongguan Nanzhuo Industry Co., Ltd.	2020/06/01-2025/05/31	Leasing of plant	None
Lease contract	TLD HI-TECH CO., LTD.	2023/11-2025/10	Leasing of plant	None
Lease contract	2260 Trade Zone Property LLC	2023/07-2028/06	Leasing of office	None
Lease contract	Cooperage Ames Partnership	2022/01-2027/02	Leasing of warehouse	None
Lease contract	Cromadit CO., LTD	2023/9-2026/8	Leasing of office	None

Chapter 5. Review and Analysis of Financial Position and Financial Performance, and Listing of Risks

I. Financial Position

Main reasons and effects of major changes in assets, liabilities and equity for the most recent two years, and future response plans if the effects are significant

- (I) Main reasons for changes of 20% or more in the most recent two years:
1. The Company's assets have changed by more than 20% in the most recent two years is primarily due to current financial assets at amortised cost, accounts receivable, and property, plant, and equipment.
 2. The Company's liabilities have changed by more than 20% in the most recent two years is primarily due to the rise in accounts payable, other payables, and the issuance of corporate bonds.
- (II) Effects of changes of 20% or more in the most recent two years: No significant effect on financial performance.
- (III) Future response plans if the effects are significant: N/A.

II. Financial Performance

Main reasons for major changes in operating income, net operating income, and net income before tax for the most recent two years, the expected sales volume and the basis thereof, the possible effects on the Company's future financial operations, and the response plans:

- (I) Main reasons for changes of 20% or more in the most recent two years
1. Sales revenue: The Company's revenue for 2024 increased by NT\$1,802,943 thousand compared to 2023, marking a change of 36.33%. This growth is primarily attributed to increase in market demands and orders.
 2. Operating profit: The Company's operating profit for 2024 increased by NT\$562,618 thousand compared to 2023, marking a change of 87.74%. This increase is mainly due to increased market demand, improved product mix leading to higher gross profit, and a decrease in the expense ratio.
 3. Profit before income tax: The Company's profit before income tax for 2024 increased by NT\$600,295 thousand compared to 2023, marking a change of 74.07%. This increase is primarily due to the rise in operating profit in 2024.

(II) Expected sales volume and basis thereof

Based on the sales experience in previous years, future customer demand and possible mass production of products with new technology applications, the Company expects that the sales volume for the year will be within the budget execution.

(III) Possible effects on the Company's future financial operations: No significant effect.

(IV) Future response plans: N/A.

III. Cash Flows

Analysis of changes in cash flow in the most recent year, improvement plan for insufficient liquidity and cash liquidity analysis for the coming year

(I) Analysis of changes in cash flow in the most recent year

1. Operating Activities

The net cash inflow from operating activities was NT\$1,530,083 thousand in 2024, which mainly came from the revenue and profit.

2. Investing Activities

The net cash outflow from investing activities was NT\$1,339,686 thousand in 2024, which was mainly due to the acquisition and disposal of financial assets measured at fair value through other comprehensive income, current financial assets at amortised cost, and capital expenditures such as acquisitions of property, plant, and equipment.

3. Financing Activities

The net cash inflow from financing activities was NT\$480,888 thousand in 2024, which was mainly due to short-term borrowings and repayments, and issuance of convertible corporate bonds.

(II) Improvement plan for insufficient liquidity: None.

(III) Cash Liquidity Analysis for the Coming Year

Unit: NT\$1,000

Cash Balance at Beginning of Year	Estimated Net Cash Flows from Operating Activities for the Year	Estimated Net Cash Flows from Investing Activities and Financing Activities for the Year	Estimated Cash Surplus (Inadequacy)	Remedial Measures for Estimated Cash Inadequacy	
				Investment Plan	Financing Plan
1,603,816	1,938,000	(1,434,000)	2,107,816	—	—

The Company expects a net cash inflow from operating activities in the coming year, and expects to have a cash balance of NT\$2,107,816 thousand after the distribution of cash dividends.

IV. Effect on Financial Operations of Any Major Capital Expenditures during the Most Recent Fiscal Year.

The Company signed a contract to acquire the land and building in Wugu District, New Taipei City, on February 5, 2024, with a total transaction amount of NT\$365 million. The related rights transfer procedures were completed on April 30, 2024.

V. 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 Coming Year

- (I) Reinvestment policy: Increase the investment as needed for the Company's operation scale to ensure stable production capacity and serve the needs of clients.
- (II) Reasons for profit or loss on reinvestment:

December 31, 2024; Unit: NT\$1,000

Name of Investee Company	Cost of investment	Carrying Value	Profit (Loss) (Note 1)
BRIGHTON NET COMPANY LTD.	4,720	7,423	(323)
JUN CHEN GLOBAL CO.,LTD.	91,000	91,309	(29)
APEX connectivity LTD.	12,848	12,665	(183)
JS CONNECTIVITY CO.,LTD.	5,268	5,352	(89)

Note 1: The Company recognizes investment gains and losses based on the shareholding ratio, in accordance with the 2024 audited financial statements of the affiliated companies through equity investments.

Note 2: As some affiliated companies are still in their early stages of establishment, they will continue to enhance operational efficiency and actively expand their business to ensure steady revenue growth.

- (III) Up to now, there is no investment with an estimated investment amount in excess of 5% of the Company's paid-in capital.

VI. The Following Risk Matters Shall Be Analyzed and Assessed for the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report

(I) Effect on the Profit (Loss) of Interest and Exchange Rate Fluctuations and Changes in the Inflation Rate, and Response Measures to Be Taken in the Future

1. Effect on the Profit (Loss) of Interest Rate Fluctuations and Response Measures to be Taken in the Future

The Company's interest rate risk arises primarily from variable rate interest accruing on short-term debts. In order to avoid the risk of interest rate fluctuations, the Company evaluates the changes in the financial market and selects a relatively low level of commitment, so that even if interest rates fluctuate due to uncertainties, the Company will not be significantly affected.

2. Effect on the Profit (Loss) of Exchange Rate Fluctuations and Response Measures to be Taken in the Future

As a global enterprise, the Company's accounts receivable and payable include NTD, USD, EUR, JPY, HKD and CNY...etc, therefore the Company faces potential exchange rate risks in its operations. The net foreign exchange gain (loss) was NT\$40,823 thousand and NT\$40,983 thousand in 2023 and 2024 respectively, which accounted for 0.82% and 5.04% of sales revenue and profit before income tax of 2023 respectively, and 0.61% and 2.91% of the sales revenue and profit before income tax of 2024 respectively.

The Company's accounts receivable and accounts payable are primarily denominated in USD. The currency holdings must align with the actual foreign currency requirements for the Company's import and export transactions. The company's overall net position is balanced internally to mitigate overall foreign exchange risk and reduce foreign exchange transaction costs.

The Company engages in derivative financial instrument transactions for hedging purposes. The total amount of hedging contracts should not exceed the amount of accounts receivable generated by the operations within the next six months, or should not exceed the net position of assets offsetting with liabilities.

3. Effect on the Profit (Loss) of Changes in the Inflation Rate and Response Measures to be Taken in the Future

The Company continuously monitors the inflation situation to adjust the selling price of products and the inventory of raw materials appropriately. Up to now, inflation has had no effect on the Company's operations.

- (II) Policy regarding High-risk Investments, Highly Leveraged Investments, Loans to Other Parties, Endorsements/Guarantees, and Derivatives Transactions, Main Reasons for the Profit (Loss) Generated Thereby, and Response Measures to be Taken in the Future

The Company did not engage in high-risk or highly leveraged investments. The Company did not engage in any endorsement/guarantee, loans to other parties or derivative transactions in the most recent year or as of the date of publication of the prospectus. If the Company needs to engage in endorsement/guarantee, loans to other parties or derivative transactions in the future, it will follow the policies and measures set forth in the Company's "Procedures for Endorsement and Guarantee", "Procedures for Loans to Other Parties", "Procedures for Acquisition or Disposal of Assets" and "Procedure of Financial Derivative Transactions".

- (III) R&D to be Carried Out in the Future and Further Expenditures Expected for R&D

The Company adheres to the belief of R&D autonomy, and the main technologies are self-developed by R&D personnel trained by the Company through project research programs. We also maintain close technical cooperation with major long-term clients. For future R&D plans, please refer to "Chapter 4. Operational Overview." The Company's R&D expenses in 2023 and 2024 were NT\$163,891 thousand and NT\$192,336 thousand respectively, accounting for 3% and 3% of the operating revenues respectively. To align with industry development and maintain market share, the company places great importance on research and development, aiming to gradually realize its benefits and outcomes in the coming years. It is estimated that R&D expenses for the upcoming year will account for approximately 4% of revenue, with adjustments made based on operational performance and demand.

- (IV) Effect on the Financial Operations of Important Policies Adopted and Changes in the Legal Environment at Home and Abroad, and Measures to be Taken in Response

The Company's operations are carried out in accordance with the laws and regulations of the competent authorities, and the Company's financial operations are not affected by changes in important policies and laws at home and abroad in the most recent year and up to the date of publication of the prospectus. The Company will keep an eye on domestic and foreign policy development trends and regulatory changes to

fully grasp changes in the market environment and adopt appropriate strategies to reduce the effect of changes in important policies and laws at home and abroad on the Company's financial operations.

(V) Effect on the Financial Operations of Developments in Science and Technology and Industrial Change, and Measures to be Taken in Response

The Company keeps abreast of technological changes and developments in the industry in which it operates, grasps the market trends and industry information, and develops products to meet market needs and maintain the Company's competitiveness. For the most recent year and up to the date of publication of the prospectus, technological changes and industry changes have not yet had a significant impact on the Company.

(VI) Effect on the Crisis Management of Changes in the Corporate Image, and Measures to be Taken in Response

Since establishment, the Company has been upholding the principles of professional and ethical management, and has been actively strengthening its internal management and enhancing its quality management capabilities to build up its professional image and further increase the trust of customers to the Company. The Company has a good corporate image and there is no circumstance that affects its corporate image in the most recent year and up to the date of publication of the prospectus.

(VII) Expected Benefits and Possible Risks Associated with Any Mergers and Acquisitions, and Measures to be Taken in Response

The Company has no plan to merge or acquire other companies in the most recent year and up to the date of publication of the prospectus. However, if there is a plan to merge and acquire other companies in the future, the Company will make a prudent evaluation on whether the merger will bring concrete and comprehensive benefits to the Company in order to protect the interests of the original shareholders.

(VIII) Expected Benefits and Possible Risks Associated with Any Plant Expansion, and Measures to be Taken in Response

The Company has no plant expansion plan in the most recent year and up to the date of publication of the prospectus. The Company will make a prudent evaluation on whether the plant expansion will bring concrete and comprehensive benefits to the Company in order to protect the interests of the shareholders.

(IX) Risks Associated with Any Consolidation of Sales or Purchasing Operations, and

Measures to be Taken in Response

The Company's largest sales customer accounted for approximately 8.69% of net sales in 2024, and there was no single customer who accounted for more than 30% of sales; the purchase from the largest supplier accounted for approximately 8.59% of total purchases, and there was no single supplier who accounted for more than 30% of purchases; therefore, the risk of consolidation of sales or purchasing operations is limited.

- (X) Effect on and Risk to the Company in the Event a Major Quantity of Shares Belonging to a Director, Supervisor or Shareholder Holding Greater than a 10% Stake in the Company has been Transferred or has Otherwise Changed Hands, and Measures to be Taken in Response

In the most recent year and up to the date of publication of the prospectus, there has been no transfer of a major quantity of shares belonging to a director, supervisor or shareholder holding greater than a 10% stake in the Company.

- (XI) Effect on and Risk to the Company Associated with Any Change in the Right of Management, and Measures to be Taken in Response: None.
- (XII) List major litigious, non-litigious or administrative events that: (1) involve the company and/or any company Director, any company supervisor, the General Manager, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10 percent, and any company or companies controlled by the company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the company's securities, the annual report shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute as of the date of publication of the annual report: None.
- (XIII) Other significant risks and response measures: None.

VII. Other Important Matters: None.

Chapter 6. Special Disclosure

I. Information on Affiliated Enterprises

For related information, please visit the Market Observation Post System (MOPS) and select “Electronic Document Download / Affiliated Enterprises Statements Section” under the individual company page.

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

II. Private Placement of Securities during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report:

None.

III. Other Necessary Supplementary Information: None.

IV. Specify the Situations Listed in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act, which Might Materially Affect Shareholders' Equity or the Price of the Securities, Occurring during the Most Recent Fiscal Year and during the Current Fiscal Year up to the Date of Publication of the Annual Report: None.

JPC connectivity Inc.

Chairman : Shu-Mei Chang

Datacenter / Networking / Telecom

Smart Connection Industry

Electronic Products



JPC connectivity

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