

Stock Code: 8105

GIANTPLUS TECHNOLOGY CO., LTD.

2024 Annual Report

**Notice to readers**

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

Taiwan Stock Exchange Market Observation Post System: <http://mops.twse.com.tw>

Corporate Website: <http://www.giantplus.com>

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**CPA of the most recent financial report**

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**Overseas Securities Exchange:** Not applicable

**Corporate Website**

<http://www.giantplus.com>

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## **I. A Letter to Shareholders**

Dear shareholders,

The year 2024 was filled with challenges. Unfavorable factors such as war, inflation, and interest rate hikes, all impacted the global economic activities and end-consumer spending power. Thanks to a well-established customer base and a sound product portfolio, the Company's overall operations remained stable. Revenue for 2024 reached NT\$8.767 billion, representing only a slight decline of 3.04% compared to 2023. Looking ahead, the Company will continue to drive growth by increasing the proportion of customized differentiated products and non-display technologies.

1. Operational Results, Business Layout and R&D Report, Regulatory Environment, Financial Income and Expenditure, Budget Execution:

1.1 In terms of financial income and expenditure, the net cash inflow from operating activities in 2024 decreased by NT\$694 million compared to the previous year. The net cash outflow from investment activities in 2024 decreased by NT\$65 million compared to the previous year. The net cash outflow from financing activities in 2024 decreased by NT\$469 million compared to the previous year. The consolidated year-end cash balance in 2024 was NT\$2.412 billion, which, given Giantplus' current operating scale, indicates a relatively abundant financial situation.

1.2 In terms of profitability, the total annual revenue in 2024 was NT\$8.767 billion, a decrease of 3.04% compared to 2023. The total consolidated annual gross profit was NT\$448 million, with a gross profit margin of 5.11%. The operating net loss was NT\$270 million, and the total consolidated net profit for the year was NT\$67 million, resulting in an earnings per share of NT\$0.15 and a book value per share of NT\$18.07.

1.3 Regarding budget execution, Giantplus Technology did not publicly disclose financial forecast information for 2024, so there is no need to disclose budget execution details.

1.4 Operational Results:

- (1) Automotive Applications: Leveraging the advantage of small-volume, high-mix production, the Company is committed to the development of differentiated products. Circular display modules are used to replace traditional button-type controls and are applied in high-end European vehicles for front-end HVAC control interfaces and passenger seat armrest display modules. The Company is also continuously expanding cooperation with strategic customers on irregular-shaped rearview mirror displays.

(2) Industrial and Non-Consumer Applications: In line with the next-generation product development plans of branded strategic customers, the Company is developing the overall functional architecture of wearable panel/module displays, optimizing power consumption and outdoor display performance, and incorporating these into customer product development projects. In the medical field, the Company has obtained development approval for a customized display module from the world's largest sleep apnea device manufacturer, and the project has entered the customer sample verification phase.

1.5 Non-Display Applications: In terms of research and development, Giantplus continues to deepen and diversify its efforts, focusing on enhancing its core business by optimizing TFT-LCD display panels optical quality, launching green products that meet ESG energy-saving and carbon reduction requirements. These include outdoor displays with low-power reflective panels, ultra-low-power modules for low-frequency displays, and thin displays integrating touch functionality into the same glass. Additionally, Giantplus actively explores non-traditional liquid crystal display applications to diversify its product offerings.

1.6 In the regulatory environment, Giantplus Technology is committed to achieving indicators in corporate governance evaluations while pursuing commercial interests. It has established relevant management systems and policies in accordance with legal requirements and is promoting balanced development in economic interests, social welfare, and environmental protection to achieve sustainable business operations.

## 2. Business Plans Overview for 2025 in Response to Industry and Market Changes:

Looking forward, the global economic environment in 2025 remains filled with uncertainty. In the face of a highly challenging business landscape, Giantplus will continue to closely monitor market dynamics and tariff-related issues, and will respond prudently and proactively to any changes. Enhancing profitability will be the Company's top priority. To achieve this goal, the Company will continue to promote quality improvements, boost production efficiency, strengthen internal operations, and expand its portfolio of high value-added products to mitigate the impact of external market volatility. By leveraging the advantage of small-volume, high-mix production inherent to small- and medium-sized panel generations, the Company aims to build a stable and sustainable profit-generating business over the long term.

Chairman:

President:

Accounting Supervisor:

## II. Corporate Governance Report

### 2.1 Directors, Supervisors General Manager, Deputy General Manager, Assistant General Manager, Department Heads, And Branch Managers Information

#### 2.1.1 Director's Profile

December 31, 2024

Title	Nationality / Country of Origin	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Underage Children Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	Japan	TOPPAN HOLDING Inc.	Male 51-60 years old	06/23/2022	3	05/15/2017	234,481,757	53.10%	234,481,757	53.10%	-	-	-	-	Department of Production Planning and System Management Engineering, Kogakuin University / ORTUS Business Division, Electronics Business Division, TOPPAN Co., Ltd.	1. GIANPLUS' Chairman 2. TOPPAN INC., Electronics Business, Head of Display Solutions Division 3. GIANTPLUS (SAMOA) HOLDING CO., LTD. Legal Representative 4. GIANTPLUS HOLDING L.L.C. Legal Representative	NA	NA	NA	
		TAMURA Takayuki					-	-	-	-	-	-	-	-						

December 31, 2024

Title	Nationality / Country of Origin	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Underage Children Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	Japan	TOPPAN HOLDING Inc.	Male 61-70 years old	01/01/2024	1	01/01/2024	234,481,757	53.10%	234,481,757	53.10%	-	-	-	-	Department of Environmental Safety, Fukui University of Technology, Japan / TOPPAN INC. Senior General Manager	1. Generalplus Technology Inc. Director and General Manager 2. TOPPAN INC. Senior General Manager	NA	NA	NA	
		SUGIMOTO Katsum					-	-	-	-	-	-	-	-						
Director	Japan	TOPPAN HOLDING Inc.	Male 61-70 years old	06/23/2022	3	07/01/2020	234,481,757	53.10%	234,481,757	53.10%	-	-	-	-	Bachelor of Engineering, Department of Electric and Electrical Engineering, Yamagata University/ Senior Vice President, Marketing and Business Division, Generalplus Technology Inc.	1. Generalplus Technology Inc. Director and Chairman's Assistant 2. TOPPAN INC. Senior General Manager, Electronics Division	NA	NA	NA	
		NUMAZAWA Sadahiro					-	-	-	-	-	-	-	-						

December 31, 2024

Title	Nationality / Country of Origin	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Underage Children Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	Japan	TOPPAN HOLDING Inc.	Female 41-50 yearsold	04/01/2023	2	04/01/2023	234,481,757	53.10%	234,481,757	53.10%	-	-	-	-	Department of Political Science, School of Political Science and Economics, Waseda University/ TOPPAN INC. Electronics Business Unit Head of Accounting	1. GIANPLUS' Director 2. General Manager of Accounting Department, TOPPAN INC. Electronics Division 3. Auditor, TOPPAN ELECTRONICS PRODUCTS CO., LTD. 4. Director, ORTUSTECH (MALAYSIA) SDN. BHD.	NA	NA	NA	
		TOMOBE Minako					-	-	-	-	-	-	-	-						



December 31, 2024

Title	Nationality / Country of Origin	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Underage Children Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	Taiwan	JAU-SHIN HON	Male 61-70 years old	06/23/2022	3	06/24/2013	-	-	-	-	-	-	-	-	Ph.D. of Management Science, National Chiao Tung University/ Associate Professor, Department of Engineering Economics, Tunghai University	1. GIANPLUS' Independent Director 2. Associate Professor, Department of Engineering Economics, Tunghai University 3. Independent Director, World Known MFG (Cayman) Limited.	NA	NA	NA	
Independent Director	Taiwan	JIA-LI SHIH	Female 51-60 years old	06/23/2022	3	06/23/2022	-	-	-	-	-	-	-	-	University of Wisconsin- Madison Law School Doctor of Juridical Science/ Associate Professor, Department of Law, Tunghai University	1. GIANPLUS' Independent Director 2. Partner, Bruce Stone LLP	NA	NA	NA	

December 31, 2024

Title	Nationality / Country of Origin	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Underage Children Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	Taiwan	Po-Tsun Liu	Male 51-60 years old	30/6/2023	2	26/06/2018	-	-	-	-	-	-	-	-	Doctor of Philosophy, Institute of Electronics, College of Electrical and Computer Engineering, National Chiao Tung University /Director of the Department of Photonics, National Chiao Tung University	1. GIANPLUS' Independent Director 2. Chair Professor of the Department of Photonics, National Yang Ming Chiao Tung University 3. Director of the Display Technology Joint Research Center, National Yang Ming Chiao Tung University	NA	NA	NA	

# 1. Major shareholders of the institutional shareholders

	April 7, 2025		
Name of Institutional Shareholders	Major Shareholders (Note)		
TOPPAN HOLDINGS Inc.	1.	The Master Trust Bank of Japan, Ltd. (Trust Account)	15.19%
	2.	Custody Bank of Japan, Ltd. (Trust Account)	5.07%
	3.	Nippon Life Insurance Company	4.73%
	4.	artience Co., Ltd.	2.99%
	5.	Kodansha Ltd.	2.11%
	6.	Employees' Stock Club	1.89%
	7.	TOPPAN Holdings Business Partner Shareholding Association	1.73%
	8.	ジェイピー モルガン チェイス バ ンク 380055	1.69%
	9.	ステート ストリート バンク ウェスト クライアント トリーティー 505234	1.54%
	10.	The Asahi Shimbun Company	1.22%
Juyi Investment Co., Ltd.	1.	JIA,JHIH-JIE	95.00%
	2.	JIA,WUN-JHONG	5.00%

Note: The name and shareholding of top ten shareholders of the institutional shareholders.

## 2. Major shareholders of the Company's major institutional shareholders

April 7, 2025

Name of Institutional Shareholders	Major Shareholders (Note)		
The Master Trust Bank of Japan, Ltd.	1.	Mitsubishi UFJ Trust & Banking Corporation	46.50%
	2.	Nippon Life Insurance Company	33.50%
	3.	Meiji Yasuda Life Insurance Company	10.00%
	4.	The Norinchukin Trust & Banking Co., Ltd.	10.00%
Custody Bank of Japan, Ltd. (Trust Account)	1.	Sumitomo Mitsui Trust Holdings, Inc.	33.30%
	2.	Mizuho Financial Group, Inc.	27.00%
	3.	Resona Bank, Limited	16.70%
	4.	The Dai-ichi Life Insurance Company, Limited	8.00%
	5.	Asahi Mutual Life Insurance Company	5.00%
	6.	Meiji Yasuda Life Insurance Company	4.50%
	7.	Japan Post Insurance Co., Ltd.	3.50%
	8.	Fukoku Mutual Life Insurance Company	2.00%
Artience Co., Ltd.	1.	TOPPAN Holdings Inc.	20.59%
	2.	The Master Trust Bank of Japan, Ltd. (Trust Account)	11.83%
	3.	The Master Trust Bank of Japan, Ltd. (Trust Account)	4.96%
	4.	Nippon Shokubai Co., Ltd.	3.27%
	5.	Artience Employee's Stock Club	2.73%
	6.	STATE STREET BANK AND TRUST COMPANY 505001	2.16%
	7.	Artience Group Business Partner Shareholding Association	1.85%
	8.	THE BANK OF NEW YORK, TREATY JASDEC ACCOUNT	1.40%
	9.	STATE STREET BANK AND TRUST COMPANY 505103	1.33%
	10.	BNYMSANV RE BNYMIL RE WS MORANT WRIGHT NIPPON YIELD FUND	1.04%
ジェイピー モルガン チェイス バンク 380055	1.	Vanguard Group Inc	9.74%
	2.	Blackrock Inc.	7.39%
	3.	State Street Corporation	4.55%
	4.	Morgan Stanley	2.46%
	5.	Geode Capital Management, LLC	2.12%

April 7, 2025

Name of Institutional Shareholders	Major Shareholders (Note)		
	6.	Bank of America Corporation	1.77%
	7.	FMR, LLC	1.72%
	8.	NORGES BANK	1.24%
	9.	Northern Trust Corporation	1.21%
	10.	Capital International Investors	1.17%
ステート ストリート バンク ウェスト クラ イアント トリーティ 505234	1.	ステートストリートコーポレーション	100.00%
The Asahi Shimbun Company	1.	The Asahi Shimbun Employee Shareholding Association	26.45%
	2.	Kosetsu Museum of Art	21.02%
	3.	TV Asahi Holdings Corporation	11.88%
	4.	Ueno Seiji	11.02%
	5.	TOPPAN Holdings Inc.	7.31%
	6.	Asahi Broadcasting Group Holdings Corporation	2.31%
	7.	Ueno Takao	1.56%
	8.	Ueno Shinzō	1.54%
	9.	Konishi Katsuhide	1.11%
	10.	Shiono Ritsuko	1.03%

Note: The names and shareholding of the top ten institutional shareholders.

### 3. Disclosure of professional qualifications of directors and independence of independent directors

December 31, 2024

Criteria Name	Professional Qualifications and Experience (Note 1)	Independent situation (Note 2)	Number of independent directors of other public companies
TOPPAN INC.: TAMURA Takayuki	Have working experience related to company business. Director of Business Strategy, ORTUS TECHNOLOGY CO.; Vice General Manager and General Manager of Business Strategy, ORTUS Division, Electronics Business Unit, TOPPAN; Head of Ortus Business, TOPPAN INC., Electronics Division; Chairman of the Board of Directors of GIANPLUS Not covered by Article 30 of the Company Act.		0
TOPPAN INC.: NUMAZAWA Sadahiro	Have working experience related to company business. Executive Director, Ltd., Head of Mobile Display Business Division, Japan Display Co.; Director, Manufacturing Department, Executive Director, Japan Display Co.; COO, Representative Director of Japan Display Co.; General Manager of Business Strategy Department, TOPAN INC., Electronics Division; Director and Special Assistant to the Chairman of the Board of Directors of GIANPLUS Not covered by Article 30 of the Company Act.		0
TOPPAN INC.: SUGIMOTO Katsumi	Have working experience related to company business. Former positions Director of Product Technology Department; Director of Automotive Display Application Technology Department, Limited Liability Company; TOPPAN Printing Co., Ltd., Electronic Business Division Business Division Consultant; TOPPAN INC. Senior General Manager Director and General Manager of GIANPLUS Technology Not covered by Article 30 of the Company Act.		0
TOPPAN INC.: TOMOBE Minako	Have working experience related to accounting and company business. Head of Accounting Department and Financial Planning Department, Finance Division, Toppan Printing Co. Head of Accounting, Electronics Business Unit, Toppan Printing Co. Director of GIANPLUS Technology,		0

Criteria Name	Professional Qualifications and Experience (Note 1)	Independent situation (Note 2)	Number of independent directors of other public companies
	Not covered by Article 30 of the Company Act.		
JAU-SHIN HON	<p>A lecturer or above from a public or private college or university in a relevant discipline required for the company's business.</p> <p>Have working experience related to company business.</p> <p>Associate Professor of Industrial Engineering, Tunghai University,</p> <p>Associate Professor of Industrial Engineering, Tunghai University,</p> <p>Director of Chinese Society for Management of Technology in Taichung,</p> <p>Committee member of Chinese Institute of Industrial Engineers.</p> <p>Independent director of GIANPLUS Technology,</p> <p>Not covered by Article 30 of the Company Act.</p>		1
JIA-LI SHIH	<p>A lecturer or above from a public or private college or university in a relevant discipline required for the company's business.</p> <p>Have working experience related to company business.</p> <p>Researcher of Consumers International / Trans-Atlantic Consumer Dialogue.</p> <p>Attorney at the Phoenix office of Schmeiser, Olsen &amp; Watts LLP, USA</p> <p>Visiting teacher of the Law Department and Law Research Institute of Fudan University Law School.</p> <p>Associate Professor, Department of Law, Tunghai University.</p> <p>Partner, Bruce Stone LLP.</p> <p>Independent director of GIANPLUS Technology,</p> <p>Not covered by Article 30 of the Company Act.</p>	<p>An independent director, and meets the circumstances of independence,</p> <p>Including but not limited to the person, spouse, relatives within the second degree who do not serve as directors, supervisors or employees of the company or its related companies; do not hold shares in the company; do not serve as directors or supervisors or as employees of companies that have a specific relationship with the company; have not provided the company or its affiliates with business, legal, financial, accounting and other services in the past 2 years.</p>	0
Po-Tsun Liu	<p>Possessing a position equivalent to lecturer or higher in public or private universities or colleges in relevant fields required for the company's business.</p> <p>Having the necessary work experience required for the company's business.</p> <p>Previously served as Visiting Professor at the Electrical Engineering Department of Stanford University, Director of the Institute of Display Technology at National Chiao Tung University, Department Head of the Department of Photonics at National Chiao Tung University, and Chair Professor of the Department of Photonics, National Yang Ming Chiao Tung University.</p> <p>Independent director of GIANPLUS Technology,</p> <p>Not covered by Article 30 of the Company Act.</p>		0





## 2.1.2 Management Team

April 30, 2025

Title	Nationality / Country of Origin	Name	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remarks
				Shares	%	Shares	%	Shares	%			Title	Name	Relation	
President	Japan	SUGIMOTO Katsumi	01/01/2024	-	-	-	-	-	-	Department of Environmental Safety, Fukui University of Technology/ Director and President, Giantplus Technology Co., Ltd.	NA	NA	NA	NA	
Vice President	Japan	FUJIWARA Shigeaki	05/23/2024	-	-	-	-	-	-	Department of Economics, Nagoya Gakuin University/Director and Deputy General Manager of Business Planning Division, Giantplus Technology Co., Ltd.	NA	NA	NA	NA	
Assistant Vice President	R.O.C	YI-TSAI HSU	6/16/2021	-	-	-	-	-	-	Master of Computer Science & Information Engineering in National Central University/ Assistant Vice President of Manufacturing Department, Giantplus	Legal representative and Director of KGO	NA	NA	NA	

April 30, 2025

Title	Nationality / Country of Origin	Name	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience ( Education )	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remarks
				Shares	%	Shares	%	Shares	%			Title	Name	Relation	
										Technology Co., Ltd.					
Assistant Vice President	R.O.C.	YI-YAN LIAO	05/01/2018	-	-	-	-	-	-	Bachelor of International Trade, Chinese Culture University/ Assistant Vice President of Operation Planning Department, Giantplus Technology Co., Ltd.	Legal Supervisor of KGO	NA	NA	NA	
Assistant Vice President	R.O.C.	MIN-RONG LI	04/01/2024	-	-	-	-	-	-	Master's degree in Philology and Literature, Kyoto University; Assistant Vice President of Operating Strategy Department, Giantplus Technology Co., Ltd.	NA	NA	NA	NA	
Financial and Accounting supervisor Head of Corporate Governance	R.O.C.	DE-QI LIU	07/1/2020	-	-	-	-	-	-	Master of Accounting, National Taiwan University/ Director, Finance & Accounting Division, Giantplus Technology Co., Ltd.	NA	NA	NA	NA	

**2.1.3 The Chairperson of The Board of Directors and The President or Person of An Equivalent Post (The Highest-Level Manager) of A Company are the same person, spouses, or relatives within the first degree of kinship: NA**

## 2.1.4 Remuneration of Directors, Supervisors, President, and Vice President

### 1. Remuneration of Directors

Unit: NT\$ thousands, 1,000 shares

Title	Name (Note 1)	Remuneration								Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Note 10)		Relevant Remuneration Received by Directors Who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%) (Note 10)		Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary or the Parent Company (Note 11)
		Base Compensation (A) (Note 2)		Severance Pay (B)		Bonus to Directors (C) (Note 3)		Allowances (D) (Note 4)				Salary, Bonuses, and Allowances (E) (Note 5)		Severance Pay (F)		Profit Sharing- Employee Bonus (G) (Note 6)						
		The Company	All Companies in the Consolidated Financial Statements (Note 7)	The Company	All Companies in the Consolidated Financial Statements (Note 7)	The Company	All Companies in the Consolidated Financial Statements (Note 7)	The Company	All Companies in the Consolidated Financial Statements (Note 7)	The Company	All Companies in the Consolidated Financial Statements (Note 7)	The Company	All Companies in the Consolidated Financial Statements (Note 7)	The Company	All Companies in the Consolidated Financial Statements (Note 7)	Cash	Stock	Cash	Stock	The Company	All Companies in the Consolidated Financial Statements (Note 7)	
Chairman	TOPPAN Holdings Inc. Representative: TAMURA Takayuki	-	-	-	-	414	414	-	-	0.62%	0.62%	5,261	5,261	-	-	-	-	-	-	8.46%	8.46%	None
Director	TOPPAN Holdings Inc. Representative: SUGIMOTO Katsumi																					
Director	TOPPAN Holdings Inc. Representative: NUMAZAWA Sadahiro																					
Director	TOPPAN Holdings Inc. Representative: TOMOBE Minako																					
Independent Director	JAU-SHIN HON	900	900	-	-	339	339	225	225	2.18%	2.18%	-	-	-	-	-	-	-	-	2.18%	2.18%	None
Independent Director	JIA-LI SHIH																					
Independent Director	PO-TSUN LIU																					

Remunerations of Directors	Name of Director			
	Total of A+B+C+D		Total of A+B+C+D+E+F+G	
	The Company (Note 8)	All companies in the financial statements (Note 9) H	The Company (Note 8)	All companies in the financial statements (Note 9) I
Under NT\$ 1,000,000	TAMURA Takayuki, SUGIMOTO Katsumi, NUMAZAWA Sadahiro , TOMOBE Minako, JAU-SHIN HON, PO-TSUN LIU, JIA-LI SHIH	TAMURA Takayuki, SUGIMOTO Katsumi, NUMAZAWA Sadahiro , TOMOBE Minako, JAU- SHIN HON, PO-TSUN LIU, JIA-LI SHIH	TAMURA Takayuki, NUMAZAWA Sadahiro, TOMOBE Minako, JAU- SHIN HON, PO-TSUN LIU, JIA-LI SHIH	TAMURA Takayuki, NUMAZAWA Sadahiro, TOMOBE Minako, JAU- SHIN HON, PO-TSUN LIU, JIA-LI SHIH
NT\$ 1,000,000 (included) ~ NT\$ 2,000,000 (excluded)				
NT\$ 2,000,000 (included) ~ NT\$ 3,500,000 (excluded)				
NT\$ 3,500,000 (included) ~ NT\$ 5,000,000 (excluded)				
NT\$ 5,000,000 (included) ~ NT\$10,000,000(excluded)			SUGIMOTO Katsumi	SUGIMOTO Katsumi
NT\$ 10,000,000 (included) ~ NT\$ 15,000,000 (excluded)				
NT\$ 15,000,000 (included) ~ NT\$ 30,000,000 (excluded)				
NT\$ 30,000,000 (included) ~ NT\$ 50,000,000 (excluded)				
NT\$ 50,000,000 (included) ~ NT\$ 100,000,000 (excluded)				
Over NT\$ 100,000,000				
Total				

Note 1: The names of directors should be listed separately (for institutional directors, both the institution and the representative are required). Directors and independent directors should be listed separately, and the amount of each payment is disclosed in a summary. A director who is concurrently a president or a vice president shall be included in this form and in the following form 3-1, or in form 3-2-1 and form 3-2-2.

Remunerations of Directors	Name of Director			
	Total of A+B+C+D		Total of A+B+C+D+E+F+G	
	The Company (Note 8)	All companies in the financial statements (Note 9) H	The Company (Note 8)	All companies in the financial statements (Note 9) I
Note 2:	Refers to remuneration of directors in the most recent year (including directors' salary, duty allowance, severance pay, various bonuses, incentives, etc.)			
Note 3:	Refers to the amount of director's remuneration distributed by the board of directors in the most recent year.			
Note 4:	Refers to director's related expenses from professional practice in the most recent year, including travel expenditures, special disbursement, various allowances, accommodation, company cars, in-kind supplies, etc. If residences, cars (or other means of transportation) or personal expenses are provided, information about the assets (including the nature, cost, actual or fair market values of the rent, gasoline expenses and other perks) must be disclosed. Compensation paid to personal drivers must be noted, when applicable, but not included in the remuneration received.			
Note 5:	Refers to the collection including salary, a duty allowance, severance pay, various bonuses, travel expenditures, special disbursement, various allowances, accommodation, company car and in-kind supplies, etc. for persons who are concurrently directors and employees (including the concurrent president, vice president, other managers and employees). If residences, cars (or other means of transportation) or personal expenses are provided, information about the assets (including the nature, cost, actual or fair market values of the rent, gasoline expenses and other perks) must be disclosed. Compensation paid to personal drivers must be noted, when applicable, but not included in the remuneration received. Salary expenses including acquisition of employee stock warrants, new restricted employee shares, and participation in capital increases by cash subscription recognized in accordance with IFRS 2 "Share-based Payment" shall all be included.			
Note 6:	Refers to employee compensation (including stocks and cash) for directors who are concurrently employees (including the president, vice presidents, other managers and employees). The amount of compensation received as resolved by the board of directors in the most recent year should be disclosed. If it is not possible to estimate, the estimated amount of this year will be calculated based on the proportion of the actual distribution amount last year, and Attachment Form 1-3 shall be filled in.			
Note 7:	All of the remuneration of all the companies in the consolidated financial statements (including the Company) paid to the director of the company should be included.			
Note 8:	The total remuneration the Company pays to each director should be disclosed along with the names of the directors in the designated bracket.			
Note 9:	The total remuneration of each director of the company paid by all companies in the consolidated report should be disclosed, and disclose the name of the directors in the designated bracket.			

Remunerations of Directors	Name of Director			
	Total of A+B+C+D		Total of A+B+C+D+E+F+G	
	The Company (Note 8)	All companies in the financial statements (Note 9) H	The Company (Note 8)	All companies in the financial statements (Note 9) I
<p>Note 10: After-tax net income refers to the net profit after tax in the most recent year; if the international financial reporting standard has been adopted, the after-tax net income is the net profit after tax of standalone or individual financial report in the most recent year.</p> <p>Note 11:</p> <ol style="list-style-type: none"> <li>This column should clearly fill in the amount of remuneration paid to directors from an invested entity other than a subsidiary or from the parent company (fill in “None” if there’s no such remuneration paid).</li> <li>If a director of a company receives remuneration from an invested entity other than a subsidiary or from the parent company, the remuneration of the director paid by the invested entity other than a subsidiary or by the parent company shall be added to column I of the remuneration range table, and change the name of the column to “The parent company and all investment business”.</li> <li>Remuneration refers to the remuneration, wage, employee profit sharing, and allowances paid by the invested entity other than a subsidiary or from the parent company to directors who are also their directors, supervisors, or managers.</li> </ol> <p>* The remuneration disclosed in this form is different from that required by the income tax law. Therefore, the purpose of this form is for information disclosure and is not intended for taxation purposes.</p>				

**2. Supervisor's remuneration: Not applicable.**

### 3. Remuneration of the President and Vice President

Unit: NT\$ thousands														
Title	Name	Salary(A) (Note 2)		Severance Pay (B)		Bonuses and Allowances (C) (Note 3)		Profit Sharing-Employee Bonus (D) (Note 4)				Ratio of total Compensation (A+B+C+D) to Net Income % (Note 8)		Compensation paid to the President and Vice President from an Invested Company Other than the Company's Subsidiary or the Parent Company (Note 9)
		The Company	All Companies in the Consolidated Financial Statements (Note 5)	The Company	All Companies in the Consolidated Financial Statements (Note 5)	The Company	All Companies in the Consolidated Financial Statements (Note 5)	The Company		All Companies in the Consolidated Financial Statements (Note 5)		The Company	All Companies in the Consolidated Financial Statements	
								Cash	Stock	Cash	Stock			
President	SUGIMOTO Katsumi (Note 10)	25,909	26,553	425	425	4,066	4,285	41	-	41	-	45.36%	46.64%	None
President	NAKAMURA Koji (Note 11)													
Senior Vice President	JIA-CHIUAN PU (Note 12)													
Vice President	FUJIWARA Shigeaki (Note 13)													
Vice President	YAMAMOTO Kozo (Note 14)													
Vice President	MU-SHENG LU (Note 15)													
Assistant Vice President	YI-TSAI HSU (Note 16)													
Assistant Vice President	YI-YAN LIAO													
Assistant Vice President	MIN-RONG LI (Note 17)													
General Manager of KGO	CHENG-KUANG CHAN													



Remunerations of President and Vice President	Name of President and Vice President	
	The Company (Note 6)	All companies in the financial statements (Note 7) E
Under NT\$ 1,000,000	NAKAMURA Koji, MU-SHENG LU	NAKAMURA Koji, MU-SHENG LU
NT\$ 1,000,000 (included) ~ NT\$ 2,000,000 (excluded)	YAMAMOTO Kozo, MIN-RONG LI	YAMAMOTO Kozo, MIN-RONG L
NT\$ 2,000,000 (included) ~ NT\$ 3,500,000 (excluded)	FUJIWARA Shigeaki, YI-TSAI HSU, YI-YAN LIAO. CHENG-KUANG CHAN	FUJIWARA Shigeaki, YI-TSAI HSU, YI-YAN LIAO. CHENG-KUANG CHAN
NT\$ 3,500,000 (included) ~ NT\$ 5,000,000 (excluded)		
NT\$ 5,000,000 (included) ~ NT\$ 10,000,000 (excluded)	JIA-CHIUAN PU, SUGIMOTO Katsumi	JIA-CHIUAN PU, SUGIMOTO Katsumi
NT\$ 10,000,000 (included) ~ NT\$ 15,000,000 (excluded)		
NT\$ 15,000,000 (included) ~ NT\$ 30,000,000 (excluded)		
NT\$ 30,000,000 (included) ~ NT\$ 50,000,000 (excluded)		
NT\$ 50,000,000 (included) ~ NT\$ 100,000,000 (excluded)		
Over NT\$ 100,000,000		
Total		

Note 1: The names of the president and vice presidents should be listed separately, and the amounts shall be disclosed in summary. If the director is also the president or vice president, this form and the above form 1-1, or form 1-2-1 and form 1-2-2 shall also be filled in.

Note 2: Fill in the salary, allowance, and severance pay of the president and vice president in the most recent year.

Note 3: Fill in the president's and vice president's various bonuses, incentives, travel expenditures, special disbursement, various allowances, accommodation, company car and in-kind supplies and other remuneration in the most recent year. If residences, cars, other transportations or personal expenses are provided, information about the assets (including the nature, cost, actual or fair market values of the rent, gasoline expenses and other perks) must be disclosed. Compensation paid to personal drivers must be noted, when applicable, but not included in the remuneration received. Salary expenses, including the acquisition of employee stock warrants, new restricted employee shares, and participation in capital increases by cash subscription recognized in accordance with IFRS 2 "Share-based Payment" shall all be included.

Note 4: Fill in the amount of compensation (including stocks and cash) for the president and vice president as resolved at the board meeting in the most recent year. If it is not possible to estimate, the proposed distribution amount will be calculated proportionately according to last year's actual distribution amount, and Attachment Form 1-3 shall also be filled in.

Note 5: All of the remuneration of all the companies in the consolidated financial statements (including the Company) paid to the president and vice president of the Company should be included.

Note 6: The total remuneration the Company pays to each president and vice president and the names of the president and vice president should be disclosed in the designated bracket.

Note 7: Disclosing the total amount of remuneration paid to each general president and vice president by all companies (including the Company) in the consolidated report and the names of the general manager and deputy general manager shall be disclosed in the designated bracket.

Note 8: After-tax net income refers to the net profit after tax of standalone or individual financial report in the most recent year.

Note 9:

- a. This column should clearly fill in the amount of remuneration the Company's president and vice president receive from an invested entity other than a subsidiary or from the parent company (fill in "None" if there's no such remuneration paid).
- b. If the president and vice president of the Company receive remuneration from an invested entity other than a subsidiary or from the parent company, the remuneration of the president and vice president of the Company paid by the invested entity other than a subsidiary or by the parent company shall be added to Column E of the remuneration range table and change the name of the column to "The parent company and all reinvested business".
- c. Remuneration refers to the remuneration (including the remuneration of employees, directors and supervisors) and expenses from professional practice the Company's president and vice president receive, who are the directors, supervisors or managers of an investment entity other than a subsidiary or the parent company.

Note 10: The former Senior Vice President, SUGIMOTO Katsumi, was onboard as the General Manager in January 2024.

Note 11: NAKAMURA Koji was onboard as the Special Assistant to the President after resigning as President in January 2024, and resigned in January 2024.

Note 12: The Senior Vice President, JIA-CHIUAN PU resigned in March 2024.

Note 13: FUJIWARA Shigeaki was onboard as the Vice President in May 2024.

Note 14: The Vice President, YAMAMOTO Kozo, resigned in March 2024.

Note 15: The Vice President, MU-SHENG LU, was removed from the position in April 2024.

Note 16: The Vice President, YI-TSAI HSU, was removed from the position in April 2024 and subsequently onboard as the Assistant Vice President.

Note 17: MIN-RONG LI was onboard as the Assistant Vice President in April 2024.

\* The content of the remuneration disclosed in this form is different from that required by the income tax law. Therefore, the purpose of this form is for information disclosure and not for taxation purposes.

**4. Names of managerial officers who received employees' bonuses in the preceding year and the distribution: None**

Unit: NT\$ thousands

	Title	Name	Stock	Cash	Total	Total to net income after tax ( % )
Managers	President	SUGIMOTO Katsumi (Note 1)	-	53	53	0.08%
	Senior Vice President	FUJIWARA Shigeaki (Note 2)				
	Assistant Vice President	YI-TSAI HSU (Note 3)				
	Assistant Vice President	YI-YAN LIAO				
	Assistant Vice President	MIN-RONG LI (Note 4)				
	General Manager of KGO	CHENG-KUANG CHAN				
	Head of Financial and Accounting Head of Corporate Governance	DE-QI LIU				

Note 1: The Senior Vice President, SUGIMOTO Katsumi, was onboard as the President in January 2024.

Note 2: FUJIWARA Shigeaki was onboard as the Vice President in May 2024.

Note 3: The Vice President, YI-TSAI HSU, was removed from the position in April 2024 and subsequently onboard as the Assistant Vice President in April 2024.

Note 4: MIN-RONG LI was onboard as the Assistant Vice President in April 2024.

**2.1.5 Separate Comparison and Explanation of the Analysis of the Ratio of the Remuneration to Net Income Paid to Directors, Supervisors, President and Vice presidents by the Company and All Companies in the Consolidated Financial Statements in the Last Two Fiscal Years, the Policy and Standard of Paying Remuneration, the Procedure of Combining and Determining Remuneration, and the Relationship Between Business Performance and Future Risks**

1. The ratio of total remuneration paid by the Company and by all companies in the consolidated financial statements for the two most recent fiscal years to directors, supervisors, the president and vice presidents of the Company, to the net income.

Unit: NT\$ thousands

Title	2023		2024	
	Amount	Ratio of total remuneration to net income (loss)	Amount	Ratio of total remuneration to net income (loss)
Director	39,960	16.92%	33,182	49.44%
President and Vice President				

2. The policy and standard of paying remuneration, the procedure of combining and determining remuneration, and the relationship between business performance and future risk:

The Company's available-for-distribution earnings for 2024 is NT\$843,171,462. According to the resolution of the board of directors on March 12, 2025, no dividends will be distributed for the fiscal year 2024.

In terms of the performance evaluation and remuneration of the directors and managers of the Company, the industry level, time devoted, responsibility, achievement of individual KPIs, performance during other positions, recent remuneration for equivalent positions of the Company, as well as the achievement of short-term and long-term goals and financial performance of the Company are considered to evaluate individual performance and the reasonableness of the relationship between business performance of the Company and future risks.

## 2.2 Implementation of Corporate Governance

### 2.1.1 Board of Directors

There were 5 [A] meetings of the Board of Directors in 2024. The attendance of director was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【B/A】	Remarks
Chairman	TOPPAN HOLDINGS Inc. TAMURA Takayuki	5	0	100%	Re-elected (June 23, 2022 reelection) Should attend 5 times
Director	TOPPAN HOLDINGS Inc. NUMAZAWA Sadahiro	5	0	100%	Re-elected (June 23, 2022 reelection) Should attend 5 times
Director	TOPPAN HOLDINGS Inc. SUGIMOTO Katsumi	5	0	100%	On January 1, 2024, TOPPAN HOLDINGS INC. reassigned the Board of Directors' representative. New appointed. Should attend 5 time
Director	TOPPAN HOLDINGS Inc. TOMOBE Minako	5	0	100%	On April 1, 2023, TOPPAN HOLDINGS INC. reassigned the Board of Directors' representative. New appointed. Should attend 5 time
Independent director	JAU-SHIN HON	5	0	100%	Re-elected (June 23, 2022 reelection) Should attend 5 times
Independent director	JIA-LI SHIH	4	1	80%	New appointed (June 23, 2022 reelection) Should attend 5 times
Independent director	PO-TSUN LIU	5	0	100%	Re-elected (June 30, 2023 by-election) Should attend 5 times

Other items required to be stated:

1. Items referred to in Article 14-3 of the Securities and Exchange Act and resolutions of the board meetings for which independent directors expressed objection or held reservation and are recorded or presented in writing, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the Company's response thereto should be specified: None  
In the case that any of the following conditions occur during the Board of Directors' meeting, the following information shall be disclosed: the date, duration, the content of the motion, and the Company's handling of the opinions of the independent directors:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【B/A】	Remarks										
(1) Matters listed in Article 14-3 of the Securities and Exchange Act:															
<table><tr><th>Term and Date</th><th>Content of the motion</th><th>All Independent Directors' Opinions and the Company's Handling of Independent Directors' Opinions</th></tr><tr><td>The 14th meeting of the tenth session August 7, 2024</td><td>The appointment of auditors and Independence Assessment for 2024.</td><td rowspan="3">1. All the independent directors and directors present agreed to approve without dissent.  2. The Company's handling of the independent directors' opinion: None.</td></tr><tr><td>The 15th meeting of the tenth session November 7, 2024</td><td>Amendment to the “Internal Control System and Implementation Rules for Internal Audit”</td></tr><tr><td>The 16th meeting of the tenth session December 18, 2024</td><td>The sales to a related party, TOPPAN Inc.</td></tr></table>						Term and Date	Content of the motion	All Independent Directors' Opinions and the Company's Handling of Independent Directors' Opinions	The 14th meeting of the tenth session August 7, 2024	The appointment of auditors and Independence Assessment for 2024.	1. All the independent directors and directors present agreed to approve without dissent.  2. The Company's handling of the independent directors' opinion: None.	The 15th meeting of the tenth session November 7, 2024	Amendment to the “Internal Control System and Implementation Rules for Internal Audit”	The 16th meeting of the tenth session December 18, 2024	The sales to a related party, TOPPAN Inc.
Term and Date	Content of the motion	All Independent Directors' Opinions and the Company's Handling of Independent Directors' Opinions													
The 14th meeting of the tenth session August 7, 2024	The appointment of auditors and Independence Assessment for 2024.	1. All the independent directors and directors present agreed to approve without dissent.  2. The Company's handling of the independent directors' opinion: None.													
The 15th meeting of the tenth session November 7, 2024	Amendment to the “Internal Control System and Implementation Rules for Internal Audit”														
The 16th meeting of the tenth session December 18, 2024	The sales to a related party, TOPPAN Inc.														
(2) Other than the preceding matters, other matters resolved by the Board of Directors with the independent directors' objection or reservation and recorded or written in statements: None.															
2. With respect to directors recusing themselves in the case of conflict of interest, the directors' names, contents of motion, reasons for conflict of interest and votes should be specified:															
(1) The 14th meeting of the 10th Board of Directors was held on August 7, 2024: Discuss the third item of business: Salary Adjustment and Mid-Year Bonus Proposal for Japanese Expatriate Managers in FY2024: Before entering into discussion and resolution on this matter, Director and President SUGIMOTO Katsumi recused himself and left the meeting due to a conflict of interest, and did not participate in the discussion or voting.															
(2) The 16th meeting of the 10th Board of Directors was held on December 18, 2024: Discuss the second item of business: Year-End Bonus Proposal for Japanese Expatriates in FY2024: Before entering into discussion and resolution on this matter, Director and President SUGIMOTO Katsumi reused himself and left the meeting due to a conflict of interest, and did not participate in the discussion or voting. Discuss the eighth item of business: Sales Transaction with Related Party TOPPAN Inc.: Before entering into discussion and resolution on this matter, the representatives of the corporate director Toppan Holdings Inc. (Japan), namely TAMURA Takayuki, NUMAZAWA Sadahiro, TOMOBE Minako, and Director SUGIMOTO Katsumi, recused themselves and left the meeting due to conflicts of interest, and did not participate in the discussion or voting.															
3. TWSE/TPEX listed companies shall disclose the evaluation cycles, evaluation periods, scope and method of evaluation, evaluation contents, and other information of self-evaluation or peer evaluation of the board of directors: Please refer to Evaluation of Performance of Board Members.															
4. Measures taken to strengthen the functionality of the board: All directors have completed the continuing education hours required in 2024. In order to support the Board of Directors in fulfilling its supervisory responsibilities, the Company established an Audit Committee and Compensation Committee. The Company also established a Risk Management Committee in 2022 to assist with Company risk management.															

### Evaluation of Performance of Board Members

The performance assessments of the functional committee shall include five significant aspects: The degree of participation in the company's operations, recognition of the responsibilities of the functional committee, improve the decision-making quality of functional committees, the composition of the functional committee and the selection of its members, internal control.

Frequency	Period	Scope	Measure	Content
Once a year	01/01/2024-12/31/2024	Performance evaluation of the Board of Directors, individual Board members and functional committees (including the Audit Committee and the Compensation Committee)	Internal self-evaluation of the Board of Directors, Board members and functional committees (including the Audit Committee and the Compensation Committee)	<ol style="list-style-type: none"> <li>1. Evaluation of Performance of the Board includes the following five aspects: level of engagement in the operation of the Company, improvement of the quality of the resolution of the Board, the composition and structure of the Board, the election and continuing education of the Directors and the internal control.</li> <li>2. Evaluation of Performance of individual Board Members includes the following six aspects: knowledge of the goals and mission of the Company, awareness of the duties of directors, level of engagement in the operation of the Company, internal relationship management and communication, professionalism and continuing education of the directors and internal control.</li> <li>3. Evaluation of Performance of the functional committee shall include five significant aspects: The degree of participation in the company's operations, recognition of the responsibilities of the functional committee, improve the decision-making quality of functional committees, the composition of the functional committee and the selection of its members, internal control.</li> </ol>

### 2.1.2 Audit Committee

The Company established the audit committee on May 29, 2014. A total of 5 (A) Audit Committee meetings were held in the previous period. The attendance of the independent directors was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【B/A】	Remarks
Chairman	JAU-SHIN HON	5	0	100.00%	Re-elected (June 23, 2022 reelection) Should attend 5 times
Member	JIA-LI SHIH	4	1	80.00%	New appointed (June 23, 2022 reelection) Should attend 5 times
Member	PO-TSUN LIU	4	1	80.00%	Resigned on July 31, 2022, and elected on June 30, 2023. Should attend 5 times

1. Other items required to be stated: in the event of the following circumstances, the Audit Committee shall be held and state the date, time of the Audit Committee meeting, the content of the proposal, the content of the independent director's objections, reservations or material recommendations, the results of the resolution of the Audit Committee and the Company's handling of the opinions of the Audit Committee
- (1) Items required under Article 14-5 of Securities and Exchange Act:

(2) Items Required under Article 47 of Securities and Exchange Act

Date	Meeting	Content	All independent director's opinions and the Company's handling	
March 14, 2024	4 <sup>th</sup> session	10 <sup>th</sup>	Internal Audit Report for the fourth quarter of 2023	No Independent Director had a dissenting opinion or qualified opinion.
		2023 annual internal control effectiveness assessment and Internal Control Statement		
		2023 Business Report		
		Consolidated and Parent Company Only Financial Statements for 2023		
		2023 Earning appropriation		
		Amendments to the “Articles of Incorporation”		
		Amendment to the “Corporate Governance Best Practice Principles”		
		Amendment to the “Audit Committee Charter”		
		Amendment to the “Job Authorization Procedures”		
		Date, location, proposal of 2024 shareholders’ meetings		
		Acceptance of shareholders’ proposal		
		Financing from GIANTPLUS (SAMOA) HOLDING CO., LTD. to the China subsidiary, KGO		
		GIANTPLUS (SAMOA) HOLDING CO., LTD.’s financing to GIANTPLUS TECHNOLOGY CO., LTD		
		GIANTPLUS HOLDING L.L.C.’s financing to GIANTPLUS TECHNOLOGY CO., LTD.		



May 10, 2024	4 <sup>th</sup> session	11 <sup>th</sup>	Report on the review of shareholder proposals for the 2024 shareholders' meeting	
			Report on liability insurance for directors and key employees	
			Internal Audit Report for the first quarter of 2024	
			Consolidated financial report for the first quarter of 2024	
			The Company repatriated undistributed earnings from its overseas subsidiary, GIANTPLUS (SAMOA) HOLDING CO., LTD., to the parent company.	
			Financing from GIANTPLUS (SAMOA) HOLDING CO., LTD. to the China subsidiary, KGO	
			GIANTPLUS (SAMOA) HOLDING CO., LTD.'s financing to GIANTPLUS TECHNOLOGY CO., LTD	
			Renewal of bank credit contract	
August 7, 2024	4 <sup>th</sup> session	12 <sup>th</sup>	Internal Audit Report for the second quarter of 2024	
			Appointment and independence assessment of the CPA for 2024	
			Consolidated financial report for the second quarter of 2024	
			Amendment to the "Accounting Policies and Procedures"	
			Setting the reference date of ex-dividend	
			Financing from GIANTPLUS (SAMOA) HOLDING CO., LTD. to the China subsidiary, KGO	
			Renewal of bank credit contract	
November 7, 2024	4 <sup>th</sup> session	13 <sup>th</sup>	Internal Audit Report for the third quarter of 2024	
			Amendment to the "Internal Control System and Implementation Rules for Internal Audit"	
			Amendment to the "Sustainable Development Policy"	
			Establishment of the "Procedures for the Preparation and Assurance of the Sustainability Report"	
			Establishment of the "Procedures for the Management of Sustainability-related Information"	
			Consolidated financial report for the third quarter of 2024	
			Amendment to the "Procedures Governing Intercompany and Related Party Financial and Business Activities"	
			Amendment to "General Principles for Pre-Approval of Non-assurance Service Policies"	
December 18, 2024	4 <sup>th</sup> session	14 <sup>th</sup>	2025 Audit plan	
			2025 Operating policies and financial forecast	
			Amendment to the "Corporate Governance Best Practice Principles"	
			Financing from GIANTPLUS (SAMOA) HOLDING CO., LTD. to the China subsidiary, KGO	
			GIANTPLUS (SAMOA) HOLDING CO., LTD.'s financing to GIANTPLUS TECHNOLOGY CO., LTD.	
			Renewal of bank credit contract	

(2) Resolutions which were not approved by the Audit Committee but were approved by two thirds or more of all directors: None

2. If there are independent directors who recuse themselves due to conflict of interest, the directors' names, contents of motion, causes for recusal and votes shall be specified: None
3. Communications between the independent directors, the Company's chief internal auditor and certified accountants
  - (1) The internal auditors have communicated the result of the audit reports to the members of the Audit Committee periodically, and have presented the findings of all audit reports in the quarterly meetings of the Audit Committee. Should the urgency of the matter require it, the Company's chief internal auditor will inform the members of the Audit Committee outside of the regular reporting. No such urgency took place in 2024. The communication channel between the Audit Committee and the internal auditor has been functioning well.
  - (2) The Company's certified accountants will report to the Audit Committee immediately for any urgent matters. No such urgency took place in 2024. The communication channel between the Audit Committee and the CPAs has been functioning well.
4. Annual key points and operation
  - Annual key points: (1) Reporting regularly the audit results to internal audit supervisor according to annual audit plans, (2) Reviewing financial report, (3) Assessment of the effectiveness of the internal control system, (4) Assessment of Procedures for Acquisition or Disposal of Assets, Financial Derivatives Transactions, Capital Lending to Others, Making Endorsements and Guarantees, and major transactions of assets, capital lending, and endorsements and guarantees, (5) Regulatory compliance, (6) Assessment of the independence of the Company's CPA, (7) Dismissal and appointment of financial and accounting supervisor, and (8) Other major items stipulated by the Company or the authorities.
  - Operation: All items were reviewed and approved by the Audit Committee, and no independent director had a dissenting opinion.

### 2.1.3 Corporate Governance Implementation Status and Deviations from “the Corporate Governance Best-Practice Principles

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
I. Does the company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	V		The Company formulated “Corporate Governance Best Practice Principles” to protect shareholders’ rights and interest, enhance the functions of the Board of Directors, respect the rights of interested parties and promote information transparency. The principles are disclosed on the Company’s websites and MOPS.	No significant difference
II. Shareholding structure & shareholders’ rights  (I) Does the company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement based on the procedure?	V  V		(I) The Company set up a spokesperson, a deputy spokesperson and a special unit to take charge of proposals or disputes from shareholders. (II) In accordance with relevant regulations, the Company keeps track of any changes in equity to the list of the major shareholders and the ultimate owners. The change in shareholding of directors, managers, and the major shareholders holding more than 10% shares are reported on a monthly basis on the MOPS. (III) The Company has duly enacted the “Operating Procedures for Specific Companies and Its Group Enterprises and Transactions with Related Parties,” internal control, internal audit, and other relevant regulations for effective risk control.  (IV) The Company has duly enacted the Ethical Corporate Management Best Practice Principles to prohibit staff from engaging in insider trading, taking the advantage of information which has not yet been made public in the market.	No significant difference

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons																																																																																																																																
	Yes	No	Abstract Illustration																																																																																																																																	
(II) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	V		The Company promotes and regularly organizes relevant training courses for current directors, managers, and employees. In 2024, the Company organized education and training related to integrity management issues, including “Integrity management policies and confidentiality obligations”, “Prevention of Insider Trading and Related Legal Liability”, “Understanding Unusual Transaction”, “Corporate Governance,” and other related courses, conducted at least 1.5 hours of education and promotion for 3,192 people up to 2024.																																																																																																																																	
(III)Does the company establish and execute the risk management and firewall system within its conglomerate structure?	V		The Company has formulated the “Management Procedures for Internal Significant Information Processing and Prevention of Insider Transactions,” which clearly stipulates that company insiders, including (but not limited to) directors, are prohibited from trading the company's stocks or other equity securities listed or traded at the securities dealer's business premises from the day they become aware of the company's financial statements. This restriction applies to thirty days before the announcement of the annual financial statements and fifteen days before the announcement of each quarterly financial statements during the closed period. The Company regularly conducts education and training on relevant laws and regulations for managers and employees. In addition, recruits must sign a letter of commitment to integrity when reporting to work.																																																																																																																																	
(IV)Does the company establish internal rules against insiders trading with undisclosed information?																																																																																																																																				
III. Composition and Responsibilities of the Board of Directors (I) Does the Board of Directors have a diversity policy, specific management objectives and implementation in relation to the composition	V		<div>(I)</div> <table><tr><th></th><th></th><th></th><th></th><th>3 years<sup>(1)</sup></th><th>3-5 years<sup>(1)</sup></th><th>Over 5 years<sup>(1)</sup></th><th>Technology or industry<sup>(1)</sup></th><th>Finance or accounting<sup>(1)</sup></th><th>Technology<sup>(1)</sup></th><th>Financial investment<sup>(1)</sup></th><th>Academic research<sup>(1)</sup></th><th>Under 35 years old<sup>(1)</sup></th><th>35-45 years old<sup>(1)</sup></th><th>46-75 years old<sup>(1)</sup></th><th></th></tr><tr><td>TAMURA Takayuki<sup>(2)</sup></td><td>Chairman<sup>(1)</sup></td><td>Male<sup>(1)</sup></td><td>Japanese<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td></tr><tr><td>SUGIMOTO Katsumi<sup>(2)</sup></td><td>Director<sup>(1)</sup></td><td>Male<sup>(1)</sup></td><td>Japanese<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td><td>√<sup>(1)</sup></td></tr><tr><td>NUMAZAWA 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<sup>(1)</sup>	√ <sup>(1)</sup>	√ <sup>(1)</sup>	√ <sup>(1)</sup>	√ <sup>(1)</sup>	No significant difference compared to Article 20, the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed
				3 years <sup>(1)</sup>	3-5 years <sup>(1)</sup>	Over 5 years <sup>(1)</sup>	Technology or industry <sup>(1)</sup>	Finance or accounting <sup>(1)</sup>	Technology <sup>(1)</sup>	Financial investment <sup>(1)</sup>	Academic research <sup>(1)</sup>	Under 35 years old <sup>(1)</sup>	35-45 years old <sup>(1)</sup>	46-75 years old <sup>(1)</sup>																																																																																																																						
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Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	
			Abstract Illustration
of the Board?	V		responsible for the Company's corporate governance operations in accordance with its duties.
(II) Does the company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	V		<p>(III) The Board of Directors passed “Rules for Board of Directors Performance Assessments” on August 10, 2020, regulating that board of directors shall conduct an internal performance assessment at least once a year, and an evaluation is conducted by an external professional independent organization or an external team of expert and scholars at least once every three years.</p> <p>In November 2023, the Company appointed Da Li Financial Advisory Co., Ltd. to conduct an external evaluation of the performance of the Board of Directors (including the performance evaluation of functional committees). The evaluation concluded that the performance of the Board of Directors was satisfactory, and it was reported to the Board of Directors on December 20, 2023.</p> <p>At the end of a fiscal year, the Board of Directors as a whole shall conduct an internal board performance assessment, which covers the following six aspects: mastery of corporate goals and tasks, awareness of directors' responsibilities, participation in corporate operations, internal relationship management and communication, professional and continuing education of directors, and internal control.</p> <p>The results of the Board of Directors' self-evaluation revealed no significant improvement items. The results of the evaluation were reported to the directors on March 12, 2025 and will be used as a reference for the performance, compensation and nomination of board members for reappointment.</p>
(III) Does the company establish a standard to measure the performance of the Board, implement it annually, submit the results to the Board of Directors and take the results into account in terms of the remuneration, the nomination and reelection of directors?	V		<p>(IV)The Company is certified by KPMG. The Company has established independent assessment items in accordance with the “Statements on Auditing Standards” and the “The Norm of Professional Ethics for Certified Public Accountant of the Republic of China”, No. 10 “Integrity, Justice, Objectivity and Independence.”</p>
(IV) Does the company regularly evaluate the independence of CPAs?			<p>The Audit Committee reviewed and the Board of Directors approved the “Accountant Independence Assessment Procedure Form” and the “Accountant Independence Statement” issued by accountants and assessed the independence and suitability of the accountant at least once a year, with reference to the audit quality indicators (AQIs); the assessment items include financial interests, business relationships, family and personal relationships, and other</p>

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>independence and objectivity to prove that the company and its subsidiaries or related companies and accountants have no conflict of interest. The last two annual evaluations were reported to the Board of Directors on March 15, 2023 and 7 August. 2024.</p> <p>The evaluation mechanism is as follows.</p> <ol style="list-style-type: none"> <li>1. The Company's certified public accountants are not related to the Company and its directors.</li> <li>2. The Company complies with the Corporate Governance Best-Practice Principles for rotating certified public accountants.</li> <li>3. The Company is required to obtain the prior approval of the Audit Committee before the appointment of the certified public accountants for annual and other cases.</li> <li>4. The certified public accountant shall report to the Audit Committee regularly on compliance with the content and independence of the review/inspection.</li> <li>5. Obtaining the independent statement issued by the accountant regularly.</li> </ol> <p>The results of the evaluation are as follows:</p> <ol style="list-style-type: none"> <li>1. The independence between the certified public accountants and the Company complies with the ROC Certified Public Accountant Act and the Code of Ethics for Professional Accountants.</li> <li>2. Has not served as the Company's Chief Accountant for more than seven years.</li> </ol>	
IV. Does the company set up an adequate number of competent corporate governance personnel and a designated supervisor who are responsible for corporate governance matters (including but not limit to providing information for	V		<p>The Board of Directors approved the appointment of Mr. DE-QI LIU as Corporate Governance Officer, whose qualifications met Paragraph 1, Article 3-1 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and will be in charge of overseeing and planning corporate governance.</p> <p>The main responsibilities of the Corporate Governance Officer include: Handling matters relating to board meetings and shareholders' meetings according to laws, producing minutes of board meetings and shareholders' meetings, assisting in onboarding and continuous development of directors/independent directors, furnishing information required for business execution by directors/independent directors, assisting directors/independent directors with legal compliance, reporting to the Board of Directors on the examination results regarding the qualifications of independent directors during nomination, appointment, and tenure in compliance with relevant laws and regulations, proceeding with matters related to changes of directors, and other matters set out in the Articles or Incorporation or contracts.</p> <p>The following are highlights of corporate governance-related matters.</p> <ol style="list-style-type: none"> <li>1. In 2024, a total of five board meetings and five Audit Committee meetings were held.</li> </ol>	No significant difference

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
directors to perform their functions, assisting directors and supervisors with regulatory compliance, handling work related to the board meetings and the shareholders' meetings and preparing minutes of board meetings and shareholders' meetings)?			<p>2. In 2024, one annual general shareholders' meeting was held.</p> <p>3. All members of the Board of Directors have completed a minimum of six hours of continuing education.</p> <p>4. The Company maintains liability insurance for directors and key employees and reports to the Board of Directors upon renewal of the insurance.</p> <p>5. The Company is ranked between 36-50% among listed companies of the 11th Corporate Governance Assessment. Ranked between 21~40% among industries with market capitalization ranging from over 5 billion to 10 billion NT dollars.</p> <p>6. In 2024, the total number of training hours for corporate governance executives was 12 hours. Please refer to the table below for the complete training course information.</p>	
V. Does the company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers), as well as handle all the issues they care for in	V		<p>The Company maintains a smooth communication channel with the banks and other creditors, employees, suppliers, communities or parties the Company holds interest in, and respects and maintains their legitimate rights and interests.</p> <p>Stakeholder site:  <a href="http://www.giantplus.com/csr/stakeholder">http://www.giantplus.com/csr/stakeholder</a> </p>	No significant difference

Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	
terms of corporate social responsibilities?			
VI. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	V		The Company appointed the Stock Agent Department of Yuanta Securities Co., Ltd. as the Company's stock agency to handle the related matters of the shareholders' meeting.
VII. Information Disclosure			
(I) Does the company have a corporate website to disclose both financial standings and the status of corporate governance?	V		(I) Disclosure of financial information: The Company's official websites in both English and Chinese have an investor relations section where financial information is updated regularly.  Business information disclosure: Product introductions and technical descriptions are available on the Company's website, which provides real-time information on various products and services.  Corporate governance information disclosure: The Company has a corporate governance section, which contains information on the Board of Directors, functional committees and corporate governance.  Official website: <a href="http://www.giantplus.com">http://www.giantplus.com</a> .
(II) Does the company have other information disclosure channels (e.g. building an English website, appointing designated people to handle	V		(II) Designate a person responsible for collecting and disclosing corporate information: The Company has designated a person responsible for collecting and disclosing the Company information and will reveal the latest and accurate information to the public through press releases or important news.  Implementation of the spokesperson system: The Company's spokesperson is YI-YAN LIAO, the assistant vice president of operation planning department, and MIN-RONG LI, the assistant vice president of operating strategy department, is the acting spokesperson.



Evaluation Item	Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	
			Abstract Illustration
<p>information collection and disclosure, creating a spokesman system, webcasting investor conferences)?</p> <p>(III) Does the company publicly announce and register with the Competent Authority financial reports within two months after the close of the fiscal year and publicly announce and register with the Competent Authority the financial reports for the first, second, and third quarters and the business reports for each month of the fiscal year in advance?</p>		V	<p>The Company has a spokesperson and a proxy spokesperson responsible for external communication.</p> <p>Information of the Company briefings: relevant Company briefings shall be entered into the Market Observation Post System (MOPS) in accordance with the regulations of Taiwan Stock Exchange Corporation (TWSE).</p> <p>(III)The Company publicly announces and registers with the competent authority the financial reports of the fiscal year, the financial statements of the first, second and third quarter financial reports, and the business reports of each month before the due date but not in advance. In addition, the Company shall announce and report the above information at the MOPS before the prescribed period and upload them to the Company's website simultaneously.</p>

Evaluation Item		Implementation Status		Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
		Yes	No	
VIII. Is there any other important information that the Company could provide to help people understand how corporate governance operates (such as employee's rights and interests, employee care, investor relations, supplier relations, interested stakeholder's rights, directors and supervisors' training, implementation of risk management policies and risk measurement standards, customer policies, and liability insurance purchased for directors and managers.)?	Employee's rights and interests	V		No significant difference
	Employee care	V		
	Investor Relations	V		
	Supplier Relations	V		
	Interested Stakeholder's Rights	V		
		Abstract Illustration		
		<p>One of the Company's corporate philosophies is “people-oriented” and caring for its employees. The Company has established various measures of welfare for employees, as well as organizing an employee welfare committee. For employee's rights and interests, please refer to the labor relations section of this annual report, (pages 98-100). Employee Relations: Please contact Mr. Chiang (Email: <a href="mailto:er@giantplus.com">er@giantplus.com</a>)</p>		
		<p>In compliance with relevant regulations, the Company instructed dedicated staff to immediately disclose information about its financial, business operation, and insider shareholding changes on the Market Observation Post System and official websites. The information shall be open and transparent. We have set up a contact window for stock affairs and investor relations as two-way communication and are invited to participate in legal person forums from time to time. Operation Planning Department: Please contact Ms. Su (Email: <a href="mailto:ir@giantplus.com">ir@giantplus.com</a>)</p>		
		<p>The Company established “Supplier Appraisal Procedure” to evaluate suppliers' compliance with the Company's requirements. In order to become a qualified supplier of GIANPLUS, suppliers must meet GIANPLUS's requirements for quality, price, delivery and service, as well as social responsibility, environmental protection, and work safety and hygiene. Strategic Procurement Office: Please contact Ms. Liang (Mail: <a href="mailto:Logistics@giantplus.com">Logistics@giantplus.com</a>)</p>		
		<p>The Company establishes various communication channels to effectively communicate with stakeholders, quickly grasp reasonably expected issues and special</p>		

			concerns, so that the Company can have a complete understanding of the relevant issues, and solutions, and will respond quickly. Operation Planning Department: Please contact Ms. Su (Email: ir@giantplus.com)	
	Directors and supervisors' training	V	The Company established training program in accordance with the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies”. For details, please refer to the table below: “The Company's Directors' Training in 2024”.	
	Implementation of Risk Management Policies and Risk Measurement Standards	V	For Review of Financial Conditions, Financial Performance, and Risk Managements (Chapter V.), please refer to pages 107-118 of this annual report.	
	Implementation of Customer Policies	V	In accordance with relevant regulations and to emphasize the importance of customer requirements, the Company sends out a “Customer Satisfaction Questionnaire” to major customers on a yearly basis, which includes technological capabilities, price, delivery, quality, service, and information feedback, etc. As part of the annual plan's progress direction, the Company conducts an analysis and evaluation based on customer feedback. Marketing Business Office: Please contact Ms. Peng (Email: customer@giantplus.com)	
	Liability Insurance Purchased for Directors and Managers.	V	The Company has purchased liability insurance for its directors. IT regularly evaluates the amount of insurance coverage on a yearly basis, and reports to the Board of Directors on the renewal of directors' liability insurance.	
<p>IX. Please explain the improvements which have been made in accordance with the results of the Corporate Governance Evaluation System released by the Corporate Governance Center, Taiwan Stock Exchange, and provide the priority enhancement measures.</p> <p>The Company established the “Corporate Governance Practice Principles” on December 25, 2014. The ranking of the Company’s 11<sup>th</sup> corporate governance evaluation among listed companies was at 36-50% of the industry. The Company continues to practice sustainability management in the perspective of economy, environment and society. We will also uphold the core values of integrity, and bear the long-term responsibility for all stakeholders and society.</p> <p><b>Improvements:</b></p> <ul style="list-style-type: none"> <li>● To safeguard shareholder rights and ensure fair treatment, the Company has established written regulations governing financial and business transactions among related parties. These regulations cover management procedures for</li> </ul>				

transactions such as the purchase and sale of goods, as well as the acquisition or disposal of assets. Material transactions must be approved by the board of directors and submitted to the shareholders' meeting for consent. To enhance the structure and operations of the board of directors, the Company has established a functional committee of Risk Management Committee. The Committee consists of three independent directors, with at least one member possessing the professional qualifications required for the Committee's duties. The composition, responsibilities, and operation of the Committee are disclosed on the Company's website, in the annual report, and on the Market Observation Post System (MOPS).

To strengthen the structure and operation of the board of directors, the Company has formulated an intellectual property management plan aligned with its business objectives. The implementation status of the plan is disclosed on the Company's website or in the annual report, and a report is presented to the Board at least once a year.

To promote sustainable development, the Company regularly discloses its concrete plans and performance related to corporate sustainability (ESG) on its website and in the Sustainability Report.

**Prioritization measures:**

- The Company has established employee training and development programs to enhance career competencies. The content and implementation status of these programs are disclosed accordingly.
- The Company regularly conducts employee satisfaction surveys, and discloses the results along with relevant improvement plans.
- The Company has established a personal data protection policy, and discloses its contents and implementation status accordingly.

Further Education of the Company's Directors in 2024

Job Title	Name	Date of Education	Organized by	Name of Course	Hours of Education	
Director	TAMURA Takayuki	2024.11.14	Taiwan Corporate Governance Association	Insider Trading	3	6
		2024.11.14	Taiwan Corporate Governance Association	Current ESG Trends and Corporate Reforms in Taiwan	3	
	SUGIMOTO Katsumi	2024.07.15	Taiwan Corporate Governance Association	Fundamentals of the Tax System in Taiwan	3	6
		2024.07.15	Taiwan Corporate Governance Association	How Directors and Supervisors Without an Accounting or Finance Background Review Financial Reports (Including Fraud Cases)	3	
	TOMOBE Minako	2024.11.14	Taiwan Corporate Governance Association	Insider Trading	3	6
		2024.11.14	Taiwan Corporate Governance Association	Current ESG Trends and Corporate Reforms in Taiwan	3	
	NUMAZAWA Sadahiro	2024.11.14	Taiwan Corporate Governance Association	Insider Trading	3	6
		2024.11.14	Taiwan Corporate Governance Association	Current ESG Trends and Corporate Reforms in Taiwan	3	
Independent Director	YAO-HSUN HUNG	2024.11.11	Taiwan Corporate Governance Association	The Role of Directors and Compliance Responses to Management Rights Challenges under Corporate Governance 4.0	3	6
		2024.11.11	Taiwan Corporate Governance Association	Common Tax Disputes and Tax Governance Strategies in Business Groups	3	
	JIA-LI SHIH	2024.12.17	Accounting Research and Development Foundation (ARDF), Republic of China (Taiwan)	Preparation and Supervision of Sustainability Reports	3	6
		2024.12.21	Accounting Research and Development Foundation (ARDF), Republic of China (Taiwan)	Effective Internal Controls for Sustainability Reporting	3	
	PO-TSUN LIU	2024.12.10	The Institute of Internal Auditors – Chinese Taiwan (IIA–Chinese Taiwan)	Information Business Audit Practical Training Course	6	6

Further Education of the Company's Corporate Governance Officer in 2024:

Date of Education	Organized by	Name of Course	Hours of Education
2024.05.16	Accounting Research and Development Foundation	Trade Secret Protection and Digital Forensics Practices Legal Liabilities and Case Studies Related to Trade Secret Protection	6
2024.12.31	Accounting Research and Development Foundation	Analysis of the latest regulations on the "Preparation of Annual Reports, Sustainability Information, and Financial Disclosures" and internal control management practices	6

#### 2.1.4 Composition and Operations of the Remuneration Committee

##### 1. Professional Qualifications and Independence Analysis of Remuneration Committee Members

- (1) There are three members of the Compensation Committee of the Company.
- (2) The Compensation Committee's members are listed below along with pertinent working years, professional qualifications, experience, and independence:

April 30, 2025

<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="transform: rotate(-45deg); white-space: nowrap;">Title Name</div> <div>Criteria</div> </div>		Professional Qualifications and Experience	Independent situation	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Convener Independent Directors	JAU-SHIN HON	Please refer to the Professional Qualifications and Independence of Independent Directors on pages 12-14 for details.	Please refer to the Professional Qualifications and Independence of Independent Directors on pages 12-14 for details.	1
Independent Directors	JIA-LI SHIH			0
Independent Director	PO-TSUN LIU			0

## 2. Attendance of Members at Remuneration Committee Meetings

- (1) The Remuneration Committee of the Company is comprised of three members.
- (2) Committee members' tenure of their current term: From July 11, 2022 to June 22, 2025, and the Remuneration Committee held five meetings (A) during the most recent year, and members' qualifications and their attendance are listed below.

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance rate (%) B/A	Remarks
Convener	JAU-SHIN HON	5	0	100%	Re-elected (July 11, 2022 elected) Should attend 5 times
Member	JIA-LI SHIH	4	1	80%	Re-elected (July 11, 2022 elected) Should attend 5 times
Member	PO-TSUN LIU	5	0	100%	New appointed (July 01, 2023 elected) Should attend 5 times
Annotation: 1. If the board refuses or modifies the recommendation made by the committee, specify the date and term of the board meeting and proposal content, board resolution and handling of committee opinion (if the compensation approved by the board is better than the compensation recommended by the committee, specify the difference and causes): None. 2. When members disagree to or have reservations of a resolution made at the committee meeting with track records or written statements, specify the date and term of the committee meeting, proposal content, opinion of all members, and handling of their opinion: None.					



**2.1.5 The state of the company's promotion of sustainable development and any variance from “the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reason for any such variance**

Promotional Items	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
I. Does the company have a governance structure in place to promote sustainable development and set up a dedicated (or concurrent) unit to promote sustainable development authorized by the board of directors to be handled by senior management while the board of directors supervises the situation?	V		<p>(I) The Company has established a "Sustainability Promotion Committee" under the General Manager. The members of the committee are composed of supervisors or representatives appointed by each department.</p> <p>(II) Implementation of the Company's sustainable development.</p> <ol style="list-style-type: none"> <li>1. On March 17, 2022, The Company revised the “Sustainable Development Best Practice Principles”, as approved by the Board of Directors.</li> <li>2. The promotion committee integrated the resources of various departments to promote ESG operations. The sustainable development report has been publicly disclosed on the official website since 2014. The 2024 annual edition is expected to be revealed in August 2025.</li> <li>3. On December 18, 2024, the convenor of the promotion committee reported to the board of directors on "Revision of Sustainable Development Policies and Specific Implementation Plans,” and the Board of Directors is regularly informed of the progress of issues related to sustainable development.</li> </ol> <p>(III) The Company's sustainability policy is as follows: The Company adheres to the Responsible Business Alliance (RBA) Code of Conduct and upholds a people-oriented philosophy. Internally, we respect human rights within the group, act with a high standard of ethics, embrace diversity, foster employee skill development, and strive to create a work environment that supports both physical and mental well-being while instilling a sense of purpose in work. Externally, we actively engage in public welfare initiatives that leverage our operational strengths and resources to contribute to a better</p>	No significant difference

Promotional Items	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>society. Through the entire supply chain, we are committed to improving quality, ensuring safety, and producing products that enhance convenience and comfort for humanity. In the course of business operations, we strictly comply with laws and regulations, uphold integrity, and firmly distance ourselves from organized crime. We implement systematic risk and crisis management practices to address key global challenges such as health, food, education, environment and climate change, resource scarcity, disaster prevention, gender equality, and more. By adopting transparent systems and management practices, we aim to enhance our corporate image and become a trusted and respected enterprise in society.</p> <p>We are committed to promoting the following ESG-related aspects and striving to achieve corporate sustainability:</p> <ol style="list-style-type: none"> <li>1. Corporate Governance: Uphold ethical business practices, enhance internal management transparency, maintain sustainable profitability and development, implement effective risk and crisis management, and protect the rights and interests of stakeholders.</li> <li>2. Environment: Comply with environmental regulations, reduce the consumption of energy and resources, and develop environmentally friendly products.</li> <li>3. Employees: Provide employees with comprehensive rights and training, establish a healthy and vibrant workplace, and enhance employee engagement and well-being.</li> <li>4. Supply Chain: Establish a green procurement mechanism, prioritize local sourcing to reduce packaging and carbon emissions from transportation, avoid the use of conflict minerals, and promote a green and sustainable value chain.</li> <li>5. Society: Encourage employee involvement in community care, enhance social welfare, build a positive corporate image, and pursue long-term sustainable operations.</li> <li>6. Ethics: The company operates in accordance with the principles of fair trade. All employees are expected to</li> </ol>	

Promotional Items	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons														
	Yes	No	Abstract Explanation															
			uphold integrity and ethical conduct, and must not solicit or accept gifts or other benefits from parties with a conflict of interest related to their duties. We strictly adhere to business ethics, respect intellectual property rights, and protect privacy rights.															
II. Does the company conduct risk assessment of environmental, social, and corporate governance issues concerning the company's operations by the materiality principle and formulate relevant risk management policies or strategies?	V		<div>(I) The Company enacted the Corporate Social Responsibility Best Practice Principles on December 25, 2014 which has been announced in the internal online system. On March 17, 2022, the name of these principles was changed to the “Sustainable Development Best Practice Principles”, as approved by the Board of Directors. Please refer to pages 147 to 155 for the “Sustainable Development Best Practice Principles”.</div> <div>(II) Our company established the Risk Management Committee on November 9, 2022, to review policies for managing various risks. The committee convenes at least once a year, with the most recent meeting held on December 18, 2024.</div> <div>(III) Risk management strategy:</div> <table><tr><th>Risk Category</th><th>Risk Description</th><th>Risk Management Strategy(Response Measures)</th></tr><tr><td rowspan="5">Sustainable Environment</td><td>Greenhouse gas emissions continue to increase</td><td>Conduct an annual inventory of greenhouse gas emissions and devise effective carbon reduction improvement plans. Invest in the development of green products to enhance product weather resistance and recyclability, reduce carbon emissions in the production process, and extend product life cycles.</td></tr><tr><td>Inability to effectively conserve energy</td><td>Improve processes to reduce waste energy and promote energy-saving initiatives. Implement energy-saving measures and high-efficiency equipment to continuously decrease the per-unit electricity consumption of products.</td></tr><tr><td>Continuous increase in wastewater discharge</td><td>Enhance the effective management of waste generated by the company, implementing waste reduction, sorting, reuse, and disposal operations to achieve waste control and reduction objectives.</td></tr><tr><td>Increase in waste disposal volume / Decrease in recycling rate</td><td>Enhance process efficiency to reduce waste and increase recycling rates.</td></tr><tr><td>Water shortage, power shortage</td><td>Enhance process efficiency to reduce water and electricity consumption and increase water recycling rates. Construct solar power generation facilities. Invest in installing pressure reduction equipment and equip critical production machinery with uninterrupted power supply (UPS) systems to mitigate voltage drop risks.</td></tr></table>	Risk Category	Risk Description	Risk Management Strategy(Response Measures)	Sustainable Environment	Greenhouse gas emissions continue to increase	Conduct an annual inventory of greenhouse gas emissions and devise effective carbon reduction improvement plans. Invest in the development of green products to enhance product weather resistance and recyclability, reduce carbon emissions in the production process, and extend product life cycles.	Inability to effectively conserve energy	Improve processes to reduce waste energy and promote energy-saving initiatives. Implement energy-saving measures and high-efficiency equipment to continuously decrease the per-unit electricity consumption of products.	Continuous increase in wastewater discharge	Enhance the effective management of waste generated by the company, implementing waste reduction, sorting, reuse, and disposal operations to achieve waste control and reduction objectives.	Increase in waste disposal volume / Decrease in recycling rate	Enhance process efficiency to reduce waste and increase recycling rates.	Water shortage, power shortage	Enhance process efficiency to reduce water and electricity consumption and increase water recycling rates. Construct solar power generation facilities. Invest in installing pressure reduction equipment and equip critical production machinery with uninterrupted power supply (UPS) systems to mitigate voltage drop risks.	No significant difference
Risk Category	Risk Description	Risk Management Strategy(Response Measures)																
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Promotional Items	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons																						
	Yes	No	Abstract Explanation																							
			<table><tr><td></td><td>Typhoons, floods</td><td>Invest in installing pressure reduction equipment and equip critical production machinery with uninterrupted power supply (UPS) systems to mitigate voltage drop risks.</td></tr><tr><td></td><td>Violations of environmental regulations</td><td>Continuously monitor changes in energy and carbon management-related policies and regulations, actively participate in discussions and public hearings regarding new or revised regulations. Conduct environmental and safety audits to assess compliance with regulations related to occupational safety, environmental protection, and fire safety, and implement corrective actions for improvement. Implement an annual environmental and safety education and training program to enhance the skills of personnel involved in occupational safety and environmental protection across various facilities and to provide updates on environmental and safety regulations.</td></tr><tr><td rowspan="3">Employees</td><td>Occupational accidents (including impacts from the COVID-19 pandemic).</td><td>The safety and health of our workplace are paramount, with the goal of establishing a safe and healthy environment free from occupational hazards. We aim for employees and workers to operate in a setting that prioritizes their well-being. Regularly conducting occupational health, safety, and fire prevention education and training.</td></tr><tr><td>Overwork (long working hours).</td><td>Establishing diverse and open channels of communication (quarterly labor-management meetings, annual department manager communication meetings), as well as avenues for labor/human rights issue complaints, to foster a friendly work environment.</td></tr><tr><td>High turnover rate (facing labor shortages).</td><td>Preparing response plans in advance and having inter-facility support scheduling and flexible outsourcing arrangements in place to meet anticipated needs.</td></tr><tr><td rowspan="4">Operational Performance</td><td>Ethical integrity risks.</td><td>Establish ethical codes of conduct and implement effective corporate governance and risk management mechanisms to promote integrity in business operations.</td></tr><tr><td>Insufficient transparency in information disclosure.</td><td>Disclose tax information through public channels such as financial reports and annual reports in accordance with regulations, allowing stakeholders to access information and ensuring transparency.</td></tr><tr><td>Declining market competitiveness.</td><td>Enhance product quality control and return/exchange mechanisms.</td></tr><tr><td>Occurrence of cybersecurity incidents</td><td>1.Established the "Information Security Management Committee" in 2021, composed of senior executives from various functions within the company, to formulate and implement information security-related strategies, as well as relevant preventive and corrective measures. 2.Hold monthly meetings of the Information Security Committee to review the effectiveness of information security management, discuss and analyze relevant issues or incidents. 3.Increase employee awareness of email social engineering attacks and implement phishing email defense detection. 4.Publicize the effectiveness of information security implementation and the overall risk situation to all employees, fostering a culture of "information security, everyone's responsibility."</td></tr></table>		Typhoons, floods	Invest in installing pressure reduction equipment and equip critical production machinery with uninterrupted power supply (UPS) systems to mitigate voltage drop risks.		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Promotional Items	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<div>Product Liability (Facing Recall/Withdrawal)</div> <div>           1.Optimize product quality control and return/exchange mechanisms.            2.Strengthen inventory of competitiveness with customers' agreements and shipment types, as adjustments to internal production plans.            3.Monitor the operation of hazardous substance process management systems, convene environmental management promotion review and review meetings, collect international environmental regulations, initiate hazardous substance reduction plans, and implement environmental restricted substance control plans.            4.When customers have specific environmental technical standards requirements, the company should comply with and meet these requirements.            5.Immediately report to the management when abnormal hazardous substances are discovered and implement the instructions given by the management.         </div> <div>Sustainability Supply Chain Interruptions</div> <div>           1.Short-term Risks: Holiday season closures and low information transparency.            Response: Focus on rapid investigation and tracking of information.            2.Medium to Long-term Risks: Spread of pandemics, city lockdowns, factory delays impacting production and supplies.            Response: Quickly integrate feedback from suppliers and production information, adjust production and resource allocation, minimize potential impacts, and strive for real-time control in material, production, and manpower scheduling.            3.Explore alternative import sources for required raw materials to reduce reliance on existing suppliers.         </div>	
III. Environmental issues (I) Does the company establish proper environmental management systems based on the characteristics of their industries?	V		The Company established an environmental management system and maintain operation and obtain certification through certification. The latest certificate is valid from March 28, 2025, to March 28, 2028. Regular third-party external audits are conducted annually to maintain the validity of the certificate.	No significant difference
(II) Does the company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?	V		In accordance with the recycling and environmental protection laws and regulations, the Company established environmental management policies and systems, designated environmental personnel to plan and supervise activities to meet environmental emission standards. The Company conducts annual optimization adjustments for improving energy efficiency by implementing measures such as reducing electricity consumption and enhancing exhaust gas combustion efficiency, and prioritize suppliers with environmental responsibility, utilizing recycled materials. Waste is disposed of legally and properly, with	No significant difference

Promotional Items	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			renewable waste being recycled. The Company provide products that are free from harmful substances. The company actively promotes various energy-saving measures, selects equipment with high energy efficiency and energy-saving designs to reduce corporate and product energy consumption, and optimize energy use efficiency. In addition, it installs renewable energy generation equipment and procures green energy to progressively increase the use of renewable energy by 1% annually.	
(III) Does the company assess the potential risks and opportunities now and in the future regarding climate change, and take relevant measures to address them?	V		In response to climate change, the Company implemented several measures, including maintaining an annual average electricity savings rate of at least 1%, optimizing exhaust gas combustion efficiency, recycling and reusing wastewater, using energy-efficient lighting equipment and water-saving switches, controlling elevator stops on specific floors, and regulating the quantity of paper used for photocopying.	No significant difference
(IV) Does the company record the amount of greenhouse gas emissions, water usage and the total weight of waste for the last two years and formulate policies pertaining to energy conservation and carbon reduction, greenhouse gas reduction, water conservation or other waste management policies?	V		(I) The Company's plants in Taiwan comply with ISO 14064-1 standards, completing greenhouse gas inventory and external verification by third parties. the results are reported to the environmental regulatory authorities on a regular basis as required by law... 1. Greenhouse gas emissions: 224,923 tons of CO2e in 2023 (Scope 1: 83,379 metric tons, Scope 2: 141,544 metric tons, and Scope 3 emissions were qualitatively assessed due to difficulty in classification and quantification.); 117,978 tons of CO2e in 2024 (Scope 1: 38,271 metric tons, Scope 2: 79,706 metric tons, and Scope 3 emissions were qualitatively assessed due to difficulty in classification and quantification.)The Bade plant is equipped with greenhouse gas (perfluorocarbons (PFCs)) processing equipment to maintain normal operations and	No significant difference

Promotional Items	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>effectively reduce greenhouse gas emissions.</p> <p>2. The water consumption was 2.88 million tons in 2023 and 2.64 million tons in 2024.</p> <p>3. Waste: 1,249 tons of hazardous waste and 2,325 tons of general waste in 2023; 1,172 tons of hazardous waste and 2,047 tons of general waste in 2024.</p> <p>(II) Waste Reduction Target: In 2023, the percentage of waste recycling and treatment was 33%. In response to the initiatives outlined in the declaration of TOPPAN's 2050 Environmental Goals, aiming to enhance recycling by 12% by 2030, the target recycling rate for waste treatment in 2030 is set to be above 45%.</p> <p>(III) Current Status of Waste Reduction: The percentage of waste recycling and treatment in 2023 was 33%. The percentage of waste recycling and treatment in 2024 as 38%.</p> <p>(IV) Increasing Wastewater Recycling: The Company has implemented several improvement measures and anticipates a 38.7% increase in recycled wastewater volume by 2030 compared to 2023.</p> <p>(V) Greenhouse Gas Reduction: To continue meeting international reduction trends, optimization adjustments to the CVD exhaust combustion efficiency and investment in dry etch exhaust combustion equipment to reduce carbon emissions are planned. It is estimated that greenhouse gas emissions will be reduced by at least 38% by 2030 compared to 2022.</p>	
IV. Social issues				
(I) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		The Company is compliant with labor-related laws and regulations, set up related working rules to protect employee rights and provide information for employees to understand their rights.	No significant difference
(II) Does the company formulate and implement reasonable	V		(I) The Company values the employee benefit and welfare. In terms	No significant difference

Promotional Items	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
employee benefit policies, including remuneration, leave and other benefits, and properly relate operating performance or results to employee remuneration?			<p>of the remuneration, employees’ work experience, education and professional competence are taken into account regardless of any gender, race, religion, political preference or marital status. Since 2015, the performance evaluation system has been actively reformed to closely link performance bonus to personal responsibilities, important KPIs of the department and the Company, festival bonus/ performance bonus.</p> <p>(II) The welfare contents of the Employee Welfare Committee include wedding and funeral subsidies, New Year's Day and birthday gift vouchers, employee travel subsidies, discounts with special stores, and cultural and recreational activities.</p>	
(III) Does the company offer a safe and healthy working environment for its employees and conduct safety and health education for employees on a regular basis?	V		<p>(I) The Company established an occupational safety and health management system in accordance with the Occupational Safety and Health Act, and passed the international certification of ISO 45001 management system. Specialized occupational safety units and personnel are appointed in the plants to promote safety measures. Regular automatic inspections and environmental measurements are conducted in the workplace to ensure employee safety. Periodic medical examination are carried out to ensure the health of employees, and employees are provided with a good working environment along with regular safety promotion and education and training.</p> <p>(II) No occupational accidents in 2024. The Company formulates appropriate measures that accelerate the improvement after thoroughly reviewing each occupational accident case and analyzing causes. Additionally, the Company conduct case studies to educate all personnel and prevent recurrence., keep examining and enhancing the machine's safety interlocking device, prohibit employees from lifting the raised floor, remind employees to stand securely on stairs before walking, etc., and modify the Company's safety policy to promote the concept of safety first to prevent industrial safety accidents from happening.</p>	No significant difference



Promotional Items	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			(III) In 2024, there were no fire incidents. Regular fire drills were conducted on the factory premises, and the fire suppression systems underwent regular inspections and maintenance.	
(IV) Does the company provide its employees with career development and training sessions?	V		(I) The Company established a complete education and training framework, through newcomer training, e-learning, OJT training, and supervisor training, etc. Supervisors and employees at all levels are targeted for training. Multiple learning channels are also created to develop employees' career abilities. (II) The Company is committed to building a learning-oriented organization and encourages employees to proactively seek external training opportunities based on their job functions and career development needs. Employees are supported in applying for external training programs to acquire broader and more in-depth professional knowledge. To enhance the overall professional capabilities of the organization, the Company fully subsidizes the training expenses.	No significant difference
(V) Does the company comply with relevant regulations and international standards and formulate policies to protect the rights of consumers or customers and complaint procedures concerning the health and safety of the customers of the products and services, client privacy, marketing and labeling?	V		The Company establishes the customer service management procedures and complaint processing rules to effectively provide immediate help for such matters. The Company values and protects the confidentiality and privacy of customer information. In 2024, there were no customer privacy rights violations or data loss incidents that harmed customers' rights and interests.	No significant difference
(VI) Does the company formulate supplier management policies, require the suppliers to comply with relevant rules regarding the environment, occupational safety and health, labor rights or other issues, and report the results of the implementation?	V		(I) If a supplier defies the Sustainable Development principles, it will be required to improve by a specified time; the partnership may be ceased anytime under serious violations. (II) Suppliers' quality is assessed once a year. The suppliers with grade B result shall be required to conduct CIP for continuous improvement, counselling and auditing activities.	No significant difference
V. Does the company refer to international compilation standards or	V		The Company has enacted the Sustainable Development Best Practice	The sustainability report

Promotional Items	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
guidelines to prepare the Sustainable Development report and other reports which disclose information other than financial information? Were the disclosed reports assured or verified by a third party?			Principles and added the Corporate Sustainable Development section on the Company website. The Company refers to international compilation standards or guidelines to prepare the Sustainable Development report. The report on Sustainable Development has been completed to disclose information pertaining to Sustainable Development.	for 2024 was planned to be verified by a third-party.
VI. If the Company has established the Sustainable Development principles based on “the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the Principles and their implementation: No significant difference				
VII. Other important information to better understand the implementation of promoting sustainable development: <u><b>Caring for colleague &amp; health improvement</b></u> Regularly arrange resident doctors in the factory to provide staff health and diet consultation; organize various health lectures, improve employee health knowledge; subsidize employees' influenza vaccination and take care of employees' health. The Company obtained the “Bronze Award for Epidemic Prevention” from the Taiwan Immunization Vision and Strategy (TIVS). <u><b>Holding a series of charitable events</b></u> Inviting employees to participate in charitable events, including purchasing products from sheltered workshops, endorsing products from environmentally friendly farming practices, and collecting used shoes to be sent to Africa for those in need. <u><b>Christmas gift-giving</b></u> The Company arranges a Christmas fund-raising event regularly, encourages colleagues from every division to donate Christmas gifts and supplies, and sends to rural schools, sharing the happiness of Christmas with students and disadvantaged individuals. <u><b>Established the relaxation corner</b></u> Employing visually impaired massage therapist and setting up a massage corner on a regular basis to ease the pressure on employees and provided employment opportunities for the underprivileged.				

### 2.1.6 Execution Status of Climate-Related Information Disclosure for TWSE and TPEx Listed Companies:

Item	Execution Status		
1. Board and management oversight of climate-related risks and opportunities	<p>In response to the challenges posed by climate change, the Company has established a clear organizational structure and implements its strategic direction in alignment with governance hierarchy to proactively address climate-related risks and opportunities. The Board of Directors oversees the effectiveness of the climate governance mechanism and has established a Risk Management Committee under the Board. This committee is responsible for formulating risk management mechanisms and procedures, as well as developing and guiding the implementation of climate governance strategies across departments. The Company identifies and evaluates climate-related risks and opportunities, with the Sustainability Promotion Committee formulating energy-saving and carbon-reduction plans based on the results, and overseeing their implementation across relevant departments.</p> <p>A Risk Management Committee has been established, composed of management representatives from various responsible units. Additionally, a Risk Management Task Force has been set up, with the General Manager serving as the convener. In addressing climate risk issues, the Company adopts a sustainability-focused approach and references the Task Force on Climate-related Financial Disclosures (TCFD) framework to manage climate-related matters. The team identifies climate-related risks and opportunities, proposes corresponding action plans, and regularly reports the impacts of climate risks on operations and the associated risk management measures to the Board of Directors.</p>		
2. How identified climate risks and opportunities affect business, strategy, and finance (short-term, medium-term, long-term)	Short-term	Medium-term	Long-term
	<p>Transition Risks: Carbon pricing, enhanced disclosure requirements, fluctuations in critical materials, and increasing customer awareness of sustainability.</p> <p>Physical Risks: Intensification of natural disasters.</p> <p>Market Opportunities: Development of new technologies and products.</p>	<p>Transition Risks: Market risks and technological development.</p>	<p>Transition Risks: Regulatory changes.</p> <p>Physical Risks: Extreme climate variability.</p> <p>Market Opportunities: Energy efficiency, resource recycling, and the use of alternative energy sources.</p>
	<p>The major climate-related risks faced by the Company primarily include natural disasters resulting from intensified climate change and extreme weather events, which may disrupt operations and negatively impact revenue. In response to regulatory changes, the adoption of renewable energy and the introduction of carbon fees may increase compliance costs. Additionally, the need for more manpower and working hours to meet regulatory requirements is expected to raise operating costs. To meet the rising demand from</p>		

Item	Execution Status		
	<p>customers and stakeholders for green or low-carbon products and services, the Company may need to modify production processes or replace raw materials to align with societal expectations.</p> <p>Climate-related opportunities are mainly found in the area of products and services. Responding to the demand for green or low-carbon offerings provides an incentive to innovate and adapt, such as modifying manufacturing processes or sourcing alternative materials.</p> <p>The Company will continue to develop responsive strategies and action plans, stay informed of sustainability trends, and apply a sustainability-oriented mindset to build a low-carbon management roadmap. We aim to seize green opportunities in the low-carbon era and create new business opportunities.</p>		
3. Impact of extreme weather events and transition actions on finance	<p>Key Transition Risks</p> <p>In response to the risks associated with regulatory changes, compliance costs arising from the adoption of renewable energy and the implementation of carbon fees, as well as the growing demand for green or low-carbon products and services, the Company not only actively aligns with relevant international standards but also holds itself to expectations exceeding global benchmarks, aiming to reduce the cost risks of renewable energy adoption. The Company is proactively investing in green design and R&amp;D, developing product portfolios with high energy conversion efficiency and low carbon emissions to help customers reduce costs and enhance operational efficiency. Furthermore, through initiatives such as circular economy practices, process improvements, and energy transformation projects, the Company is working toward its strategic goal of achieving a low-carbon transition.</p>	<p>Key Physical Risks</p> <p>To mitigate the impact of natural disasters such as water shortages and flooding caused by extreme weather, the Company has been investing in water-saving facilities across its plants and strengthening water resource recycling and reuse. Climate scenario analyses are conducted to effectively assess water scarcity and flood risks. At the same time, Business Continuity Plans (BCPs) are developed and regularly practiced to reduce potential operational losses resulting from such disasters.</p>	<p>Key Opportunities</p> <p>The Company continues to enhance its climate adaptation capacity and resilience. By ensuring comprehensive carbon emissions disclosure and proactively addressing climate-related challenges, we aim to reduce operational risks and strengthen customer trust. Investments in the development of green technologies, products, and services help increase product competitiveness and open up new market opportunities. In addition, by greening the entire value chain—through green R&amp;D, green manufacturing, and green marketing—the Company can further strengthen product competitiveness, improve profitability, and enhance overall corporate value.</p>

Item	Execution Status
<p>4. How the identification, assessment, and management process for climate risks is integrated into the overall risk management system</p>	<p>Based on the Company's climate-related risk identification and assessment process, potential climate risks and opportunities are listed and evaluated. Considering both the time horizon and the degree of impact, the Company identifies material climate risks and opportunities and formulates corresponding risk management and response plans according to their severity.</p> <p>The Company's Climate Risk Identification and Assessment Process:</p> <ol style="list-style-type: none"> <li>1. Collection of Climate-Related Issues: Referencing climate risk factors identified through industry benchmarking and internal surveys on climate change awareness, a list of climate-related issues is compiled.</li> <li>2. Identification of Climate-Related Risks and Opportunities: Based on the issue list, the Company identifies climate-related risks and opportunities that may have an impact, categorizing them into transition risks, physical risks, and opportunities.</li> <li>3. Impact Assessment of Risks and Opportunities: Evaluate the magnitude and time horizon of the identified risks and opportunities. <ol style="list-style-type: none"> <li>(1) Time Horizon: Short-term: 1–3 years; Medium-term: 4–7 years; Long-term: over 7 years</li> <li>(2) Impact Level (based on financial impact): High: Above NTD 5 million; Medium: NTD 2.51–4.99 million; Low: Below NTD 2.5 million</li> </ol> </li> <li>4. Risk Management and Response Plans: According to the risk and opportunity assessment results, corresponding response strategies and risk management mechanisms are formulated and implemented by relevant departments.</li> </ol> <p>The Company's Risk Management Committee, in accordance with its risk management policies and procedures, delegates the responsibility for risk identification and control to relevant business units. Each risk management unit ensures legal compliance and monitors the achievement of risk management objectives. The Internal Audit Office independently performs audit functions to ensure the effective operation of the internal control system. Based on the characteristics of the Company's operations, key operational risks have been identified, including strategic, operational, financial, hazard, legal compliance, information security, and other risks. Among them, climate change has been incorporated into the hazard risk category and is subject to comprehensive management under the Company's risk control framework. The Risk Management Task Force, under the Risk Management Committee and led by the General Manager, adopts the Task Force on Climate-related Financial Disclosures (TCFD) framework to manage climate-related issues. The task force identifies climate-related risks and opportunities, develops corresponding action plans, and regularly reports to the Board of Directors on the impact of climate risks on operations and the associated risk management measures.</p> <p>The climate-related risks and opportunities identified by the Company have been fully integrated into the overall enterprise risk management framework. The Board of Directors holds ultimate responsibility for risk management and receives regular reports from the Risk Management Committee each year on the implementation status and outcomes of risk management efforts, in order to supervise the effectiveness and execution of the risk management mechanism.</p> <p>The Sustainability Promotion Committee, established under the authority of the General Manager, convenes meetings on a regular basis. Based on the identified climate-related risks and opportunities, the committee develops relevant indicators and targets, organizes</p>

Item	Execution Status
	both internal and external sustainability-related initiatives, and plans training sessions to communicate the Company's climate-related risks and opportunities to employees. The committee also reviews and manages the performance of each department in implementing carbon management strategies and action plans, with regular reporting to the Board of Directors for oversight.
5. Resilience against climate change risks evaluated through scenario analysis, and description of scenarios, parameters, assumptions and factors used and the major financial impact	In addressing physical risks, the Company references the Representative Concentration Pathways (RCPs) defined in the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5), specifically RCP 2.6 and RCP 8.5, to establish climate scenarios. These scenarios are used to analyze the impacts of water scarcity and changes in precipitation patterns under both optimistic and pessimistic climate change projections on Giantplus Technology. Through climate scenario analysis, the Company aims to develop strategic plans and response measures to better prepare for future risks and mitigate the potential for overall financial loss.
6. Description of transformation plans to address climate-related risks, including indicators and targets for identifying and managing physical and transition risks	<p>The Company's Transition Plans for Managing Climate-Related Risks:</p> <ol style="list-style-type: none"> <li>1. 2030 Greenhouse Gas Voluntary Reduction Plan: The Company continues to develop and optimize internal energy-saving and water-saving measures and gradually replaces outdated systems with energy-efficient equipment to optimize energy usage. By implementing greenhouse gas (GHG) reduction measures, the Company aims to significantly reduce GHG emissions and qualify for preferential carbon fee rates approved by the Ministry of Environment, thereby mitigating the potential increase in compliance costs due to the introduction of carbon pricing.</li> <li>2. Greenhouse Gas Inventory and Disclosure: The Company discloses GHG emissions for both the consolidated entity and its subsidiaries. Major emission data is made publicly available through the corporate website or the sustainability report. Efforts are made to reduce emission intensity, in alignment with the goal of delivering low-carbon services.</li> <li>3. Low-Carbon Product Development: Through technological innovation, the Company aims to reduce the energy consumption of its products, providing customers with energy-efficient product options.</li> <li>4. Enhancing Supply Chain Resilience: Measures include diversifying supply sources, entering into long-term pricing agreements, identifying suppliers with high climate risk, and partnering with low-carbon manufacturing collaborators to strengthen overall supply chain resilience.</li> <li>5. Business Continuity Planning (BCP): The Company identifies potential scenarios that may disrupt operations and develops corresponding contingency plans, which are regularly tested through drills to ensure preparedness.</li> </ol>

Item	Execution Status		
7. Explanation of the basis for using internal carbon pricing as a planning tool	The Company has not yet established an internal carbon pricing mechanism. The Company will continue to monitor changes in government policies and, in response to regulatory requirements and industry trends, evaluate the feasibility of implementing internal carbon pricing. This aims to enhance operational resilience and maintain long-term competitiveness.		
8. Description of climate-related goals, including covered activities, greenhouse gas emission scope, planning period, annual progress, etc.	<p>In accordance with the sustainability development roadmap, the Company will begin conducting greenhouse gas (GHG) emission inventories for its Taiwan facilities in Bade, Toufen, and Hsinchu starting in 2026. The verification process will be completed by 2028. Additionally, the Company will start conducting GHG emission inventories for its mainland China facilities in 2027, with verification completed by 2029.</p> <p>In compliance with regulations issued by the Ministry of Economic Affairs, Taiwan-based facilities with contracted electricity capacities above certain thresholds are required to install renewable energy generation systems. The Company plans to continuously engage in the renewable energy trading market each year, striving to achieve net-zero carbon emissions and sustainable environmental goals.</p> <p>The Company has established specific climate and environmental indicators and targets, with detailed implementation information available in the relevant sections of this report.</p>		
9. Greenhouse gas inventory, confirmation status, reduction goals, strategies, and specific action plans	<p>Since 2008, the Company's Bade plant in Taiwan has continuously conducted Scope 1 and Scope 2 greenhouse gas (GHG) inventories and has obtained ISO 14064-1 verification statements. Scope 3 emissions have been partially inventoried, with the employee commuting category currently not yet verified.</p> <p>The GHG emissions for 2024 are as follows (in metric tons of CO<sub>2</sub>e):</p>		
	Scope 1: 38,271.4439	Scope 2: 79,706.7371	Scope 3: 89.038 (Unaudited)
	<p>The Company will continue to adopt the Climate-related Financial Disclosure framework, identifying risks and opportunities associated with climate change, and developing relevant action plans to manage these issues, while continuously promoting sustainable governance.</p> <p>The Company's greenhouse gas (GHG) reduction indicators and goals are as follows, with specific implementation details provided in the relevant sections:</p> <p>Greenhouse Gas Emission Reduction Target: To continue aligning with international reduction trends, the Company will optimize the combustion efficiency of CVD exhaust gases and invest in dry etching exhaust gas combustion equipment to reduce carbon emissions.</p>		

Item	Execution Status
	The target is to reduce greenhouse gas emissions by $\geq 38\%$ by 2030 (compared to 2022 levels).

### 2.1.7 Ethical Corporate Management and Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
I. Establishment of ethical corporate management policies and programs				
(I) Does the company establish 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) The Company passed the "Procedures for Ethical Management and Guidelines for Conduct" at the board meeting on December 24, 2012 and approved the revised versions at the board meetings held on March 6, 2014, March 20, 2015, and March 19, 2020. The Company passed the “Ethical Code of Conduct” at the board meeting on December 24, 2012 and approved the revisions at the board meetings held on March 6, 2014, March 17, 2016, and March 23, 2021.	No significant difference
(II) Does the company establish risk assessment procedures of unethical conduct, analyze and assess operation activities more likely involving unethical conduct to accordingly establish policies to prevent unethical conduct which include but are not limited to the precautions stated in Article 7, Paragraph 2 of the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies?	V		(II) Procedures for Ethical Management and Guidelines for Conduct: Please refer to pages 156 to 162.	
(III) Does the company establish policies to prevent unethical conduct with clear statements regarding relevant procedures, guidelines of conduct, punishment for violation, rules of appeal, commit to implementation of the policies, regularly review and revise the aforementioned policies?			(III) Procedures for Ethical Management and Guidelines for Conduct: Please refer to pages 156 to 162.	
II. Fulfill operations integrity policy	V			



Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best- Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
<p>(I) Does the company evaluate business partners’ ethical records and include ethics-related clauses in business contracts?</p> <p>(II) Does the company establish an exclusively dedicated unit supervised by the Board to be in charge of corporate integrity and report the ethical corporate management policies, policies to prevent unethical conduct and the implementation of supervision to the board of director at least once a year?</p> <p>(III) Does the company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?</p> <p>(IV) Has the company established effective systems for both accounting and internal control to facilitate ethical corporate management, and is the implementation of the policies to prevent unethical conduct audited by internal auditors who plan according to the assessment of risks of unethical conduct or by CPAs?</p> <p>(V) Does the company regularly hold internal and external educational trainings on operational integrity?</p>			<p>(I) Before establishing a business relationship with others, the Company first evaluates the legality, integrity management policies of agents, suppliers, customers or other business contacts, and whether there have been records of dishonesty, and will require integrity management in contract terms.</p> <p>(II) In order to strengthen the company's integrity management, the Administrative Management Division is in charge of formulating and supervising an integrity management strategy. At the same time, it is responsible for assisting managers in formulating and supervising the execution of the integrity management policy and preventive plan in order to ensure the integrity management policy is implemented. On December 18, 2024, this Division reported to the Board of Directors on its implementation status.</p> <p>To ensure compliance by the Company respective suppliers, the suppliers or third parties are required to sign an Integrity Pledge. There is also a whistleblowing mechanism with the following units and channels: 1. Spokesperson and Acting Spokesperson: to receive reports from external personnel such as shareholders and investors. E-mail address: ir@giantplus.com; 2. Internal Audit Office, Intellectual and Legal Affairs Office, and Administration Office: to receive reports from directors, managers, general employees, and other internal personnel and suppliers. The channels for reporting are “Employee Suggestion Mailboxes” or E-mail address: governance@giantplus.com.</p> <p>Internally, the Company promotes all employees to sign integrity pledges and confidentiality agreements and includes “Integrity Management Policy and Confidentiality Obligations” in new employee training. To reinforce employees' legal concepts and improve their legal knowledge and judgment, the Legal Department provides monthly “Legal Tips” on the intranet.</p> <p>(III) The Company has a whistleblowing mechanism with the following</p>	No significant difference

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best- Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>units and reporting channels: 1. Spokesperson and Acting Spokesperson: to receive reports from external personnel such as shareholders and investors. E-mail address: ir@giantplus.com; 2. Internal Audit Office, Intellectual Property and Legal Affairs Office, and Administration Office: Receive reports from directors, managers, general employees, and other internal personnel and suppliers. The channels for reporting are “Employee Suggestion Mailboxes” or E-mail address: governance@giantplus.com.</p> <p>(IV) The Company has established a complete and effective accounting system and entrusted qualified accountants to regularly check the financial statements. Integrity management has been listed as one of the internal control degrees, through the self-assessment of the unit of responsibility and the evaluation of the audit unit to check the implementation.</p> <p>(V) The Company conducts annual employee training on corporate governance. The training curriculum includes topics such as the Company’s business philosophy and core values, ethical corporate management policies, procedures for handling whistleblower cases, the Toppan Group Human Rights Policy, and internal communication channels. The objective is to ensure that all employees understand the requirements of corporate governance and the available whistleblowing mechanisms.</p>	
<p>III. Operation of the integrity channel</p> <p>(I) Does the company establish both a reward/punishment system and an integrity hotline? Can the accused be reached by an appropriate person for follow-up?</p> <p>(II) Does the company establish standard operating procedures,</p>	V		<p>(I) The Company intends to establish internal and external reporting channels and handling procedures by establishing the “Rules for Handling Cases of Prosecution of Illegal, Unethical or Dishonest Acts” as approved by the Board of Directors on December 23, 2022. Receiving units and reporting channels: 1. Spokesperson and</p>	No significant difference

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best- Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
<p>measures ought to be taken afterwards, relevant confidentiality measures on investigating accusation cases?</p> <p>(III) Does the company provide proper whistleblower protection?</p>			<p>Acting Spokesperson: to receive reports from external personnel such as shareholders and investors. E-mail address: ir@giantplus.com; 2. Internal Audit Office, Intellectual Property and Legal Affairs Office, and Administration Office: Receive reports from directors, managers, general employees, and other internal personnel and suppliers. The channels for reporting are “Employee Suggestion Mailboxes” or E-mail address: governance@giantplus.com.</p> <p>(II) Upon receipt of a reported case, the receiving unit shall report to the president to assign the unit in charge of investigation and verification. If the case is substantiated, it will be handled in accordance with the Company's internal disciplinary regulations; if no concrete proof is discovered, the case will be closed until further inquiry. The Company shall confidentially handle the reported case, with independent channels for investigation and verification. The Company shall use all reasonable efforts to protect the whistleblower, whose name shall be kept strictly confidential.</p> <p>(III) In order to prevent unfair treatment or retaliation, the Company shall uphold the confidentiality and protection of whistleblowers or other people involved in the investigation. Personal experienced unfair treatment, revenge, or similar situations due to reporting or participating in an investigation could be responding to the original receiving office.</p>	
<p>IV. Strengthening information disclosure</p> <p>(I) Does the company disclose its ethical corporate management policies and the results of its implementation on the company's website and MOPS?</p>	V		<p>(I) Relevant financial statements shall be prepared in accordance with the regulations and the competent authorities, and various financial and business information shall be announced on the public information sites and the official website of the Company to enhance</p>	No significant difference

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best- Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			the transparency of the Company's operations. It also disclosed the annual sustainable development report on the Company's official website, revealing the content of the integrity management code and promoting its effectiveness.	
V. If the company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation: No significant difference				
VI. Other important information to facilitate a better understanding of the company’s ethical corporate management policies:				
(I) Please refer to the sustainable development section on the official website.				
(II) In order to implement the integrity management policy, the Company requires new employees to sign the “Integrity Commitment Letter” at the time of registration, and expects all employees to understand and value the Company's ethical standards.				

**2.1.8 Other Important Information Regarding Corporate Governance: None.**

**2.1.9 Internal Control System**

1. Internal Control Statement:

Please visit the Market Observation Post System (MOPS) website:

Public Information Observation Station > Listed Company > Corporate Governance > Company Regulations/Internal Control > Internal Control Statement. The Internal Control Statement has been disclosed on the MOPS website. Please refer to the following link:

<https://mops.twse.com.tw/mops/#/web/t06sg20>

2. Hire an accountant to audit the Company's internal control system and disclose the audit report made by accountants: None.

**2.1.10 Major Resolutions of Shareholders' Meeting and Board Meetings**

1. Important resolutions by the Shareholders' Meeting for 2024 prior to the deadline of annual report publication

(1) Jun 28, 2024 shareholders' regular meeting:

A.2023 Business Report and Financial Statements

Implementation: The present issue is duly resolved for 97.99% of the aggregate total votes.

B.2023 Earning appropriation

Implementation: The present issue is duly resolved for 98.03% of the aggregate total votes.

C.Amendment to the "Articles of Incorporation"

Implementation: The amendment was approved at the shareholders' meeting with 98.05% voted in favor, and the amended Articles of Incorporation took effect on June 28, 2024.

D. Lifting the prohibition on directors from participation in competitive business

Director	Non-competition lifting activities
TOPPAN Holdings Inc. TAMURA Takayuki	Head of Ortus Business, TOPPAN INC., Electronics Division
TOPPAN Holdings Inc. SUGIMOTO Katsumi	TOPPAN INC. Senior General Manager
TOPPAN Holdings Inc. NUMAZAWA Sadahiro	General Manager of Business Strategy Department, TOPAN INC., Electronics Division

Implementation: The resolution to lift the prohibition on the director, TOMOBE Minako, from participation in competitive business was approved with 98.01% voted in favor at the shareholders' meeting.

(2) March 27, 2025 First Extraordinary Shareholders' Meeting:

Proposal to Elect Two Additional Directors

Election Result: The following individuals have been elected as additional directors for the 10th Board of Directors of the Company:

Title	Name	Number of votes exercisable
Director	SUGIMOTO Katsumi	255,932,376
Director	HSIN-CHEN LU	237,357,615

2. Important resolutions by the Board Meeting for 2024 prior to the deadline of annual report publication

(1) March 14, 2024

- A. Report on the Company and its subsidiaries engaging in derivatives financial commodity transactions
- B. Greenhouse gas inventory and verification
- C. Report on the Results of Evaluation of the Board of Directors' Performance in 2023
- D. Internal Audit Report for the fourth quarter of 2023
- E. Operation Performance Report for the first quarter of 2024
- F. Report on Organizational Restructuring
- G. The distribution of directors' and employees' remuneration for 2023
- H. Proposal for the Adjustment of Executive Duty Allowances
- I. 2023 Business Report
- J. 2023 Internal Control Effectiveness Assessment and Internal

Control Statement

- K. Consolidated and Parent Company Only Separate Financial Statements for 2023
- L. 2023 Earning appropriation
- M. Amendment to the “Articles of Incorporation”
- N. Amendment to the “Corporate Governance Best Practice Principles”
- O. Amendment to the “Rules of Procedure for Board of Directors Meetings”
- P. Amendment to the “Audit Committee Charter”
- Q. Amendment to the “Delegation of Authority Guidelines”
- R. The Release of Directors from Non-Compete Restrictions
- S. Date, location and proposal of shareholders’ meeting in 2024
- T. Proposal of shareholders' right to receive proposals at the regular shareholders' meeting
- U. GIANTPLUS (SAMOA) HOLDING CO., LTD.’s financing to KGO
- V. GIANTPLUS (SAMOA) HOLDING CO., LTD.’s financing to GIANTPLUS TECHNOLOGY CO., LTD.
- W. GIANTPLUS HOLDING L.L.C.’s financing to GIANTPLUS TECHNOLOGY CO., LTD.

(2) May 10, 2024

- A. Report on the Company and its subsidiaries engaging in derivatives financial commodity transactions
- B. Reports on greenhouse gas information inventory and verification
- C. Report on the review of shareholders' proposals at the shareholders' meeting in 2024
- D. Report on Directors and Officers Liability Insurance
- E. Internal Audit Report for the first quarter of 2024
- F. Operation Performance Report for the second quarter of 2024
- G. Discussion of Manager's Bonus for Dragon Boat Festival in 2024
- H. Adjustment of Compensation and Benefits for Senior Executives
- I. Consolidate financial statement for the first quarter of 2024
- J. Repatriation of Undistributed Earnings from the Company’s Overseas Subsidiary, GIANTPLUS (SAMOA) HOLDING CO., LTD., to the Parent Company
- K. GIANTPLUS (SAMOA) HOLDING CO., LTD.’s financing to KGO

- L. GIANTPLUS (SAMOA) HOLDING CO., LTD.'s financing to GIANTPLUS TECHNOLOGY CO., LTD.
- M. Renewal of bank credit contract

Independent Director Mr. JAU-SHIN HON raised the following point: He inquired whether the Company has studied the emerging market in India, and whether domestic panel manufacturers have any sales or business dealings with the Indian market. He noted that many industries in Taiwan have already expanded into India, and suggested that Giantplus could also explore opportunities to develop the Indian market.

(3) August 7, 2024

- A. Report on the Company and its subsidiaries engaging in derivatives financial commodity transactions
- B. Information Security Report of the Company
- C. Reports on the results of the tenth corporate governance evaluation in 2023
- D. Internal Audit Report for the second quarter of 2024
- E. Operation Performance Report for the third quarter of 2024
- F. Reports on greenhouse gas information inventory and verification
- G. The Sustainability Report of 2024
- H. The Mid-Autumn Festival Bonus Issue for Managers in 2024
- I. 2024 Japanese resident managers' salary adjustment and mid-year bonus
- J. Amendment to the "Board Performance Self-Evaluation Questionnaire"
- K. The Engagement and Independence Evaluation of the Certifying CPA for 2024
- L. Consolidated financial report for the second quarter of 2024
- M. Amendment to the "Accounting Policies"
- N. Setting the reference date of ex-dividend
- O. GIANTPLUS (SAMOA) HOLDING CO., LTD.'s financing to KGO
- P. Renewal of bank credit contract

(4) November 7, 2024

- A. Report on the Company and its subsidiaries engaging in derivatives financial commodity transactions



- B. Internal Audit Report for the third quarter of 2024
- C. Operation Performance Report for the fourth quarter of 2024
- D. Greenhouse gas inventory and verification
- E. Amendment to the “Internal Control System and Implementation Rules for Internal Audit”
- F. Amendment to the “Sustainable Development Policy”
- G. Establishment of the “Procedures for the Preparation and Assurance of the Sustainability Report”
- H. Establishment of the “Sustainability Information Management Procedures”
- I. Adjustment of Managerial Compensation for 2024
- J. Consolidated financial report for the third quarter of 2024
- K. Amendment to the "Financial and Business Operating Guidelines for Related Party Transactions"
- L. Amendment to the "General Principles for Pre-Approval of Non-Assurance Services"

(5) December 18, 2024

- A. Report on the Company and its subsidiaries engaging in derivatives financial commodity transactions
- B. Report on the implementation and risk management of the Intellectual Property Plan in 2024
- C. Sustainable Development Policy and Specific Implementation Plan Report
- D. Implementation report on risk management
- E. Report on Communication with Stakeholders in the Year 2024
- F. Qualification inspection report of independent directors during their tenure of office
- G. Report on the Company's Implementation of Integrity Management and Adopted Measures
- H. 2024 Manager's Year End Bonus Payment
- I. 2024 Year-end bonus for Japanese residents
- J. 2024 Directors and Employees Remuneration Distribution Ratio and Distribution Method Proposal
- K. 2025 Audit Plan Proposal
- L. 2025 Operating Policies and Financial Forecast
- M. Amendment to the “Risk Management Policy and Procedures”

- N. Amendment to the “Corporate Governance Best Practice Principles”
- O. Selling to the related party, TOPPAN Inc.
- P. GIANTPLUS (SAMOA) HOLDING CO., LTD.’s financing to KGO
- Q. GIANTPLUS HOLDING L.L.C.’s financing to GIANTPLUS TECHNOLOGY CO., LTD.
- R. Renewal of bank credit contract

(6) January 24, 2025

- A. Election of Two Additional Directors
- B. Accept Shareholder Nominations for Director Candidates at the Extraordinary Shareholders’ Meeting
- C. Date, Venue, and Agenda of the Extraordinary Shareholders’ Meeting in 2025

(7) February 21, 2025

- A. Review of the List of Director Candidates Nominated for the 2025 Extraordinary Shareholders’ Meeting

(8) March 12, 2025

- A. Report on the Company and its subsidiaries engaging in derivatives financial commodity transactions
- B. Actual Sales Transactions with Related Party TOPPAN Inc. in Fiscal Year 2024
- C. Report on the Results of Evaluation of the Board of Directors' Performance in 2024
- D. Internal Audit Report for the fourth quarter of 2024
- E. Operation Performance Report for the first quarter of 2025
- F. Greenhouse gas inventory and verification
- G. Amendment to the “Sustainable Development Best Practice Principles”
- H. The distribution of directors' and employees' remuneration for 2024
- I. Remuneration Adjustment Plan for General Manager SUGIMOTO Katsumi
- J. 2024 Business Report
- K. 2024 Internal Control Effectiveness Assessment and Internal Control Statement
- L. Consolidated and Parent Company Only Separate Financial

Statements for 2024

- M. 2024 Earning appropriation
- N. Proposal for the Full Re-election of Directors
- O. Date, location and proposal of shareholders' meeting in 2025
- P. Proposal of shareholders' right to receive proposals at the regular shareholders' meeting
- Q. Accept Shareholder Nominations for Director Candidates at the Regular Shareholders' Meeting
- R. GIANTPLUS (SAMOA) HOLDING CO., LTD.'s financing to KGO
- S. Renewal of bank credit contract

**2.1.11 Major Issues of Record or Written Statements Made by Any Director or Supervisor Dissenting to Important Resolutions Passed by the Board of Directors: None.**

**2.1.12 Information Regarding the Company's Audit Fee and Independence**

The amounts of audit fees and non-audit fees paid to CPA, affiliated firms and associates, and the content of non-audit services:

Unit: NT\$ thousands

Accounting Firm	Name of CPA	Period covered by CPA's Audit	Audit Fees	Non-audit fees	Total	Remark
KPMG	YI-CHUN CHEN	January 1, 2024 to December 31, 2024	4,890	1,020	5,910	
	HSIU-YI LIN					

Note: KPMG's non-audit fees include tax compliance audit, transfer pricing, payroll checklist, and Audit Instruction checking services.

1. Change the accounting firm and the audit fees paid for the year was less than the amount paid in the previous year, the amount of audit fees before and after the change and the reasons for change should be disclosed: None.
2. Audit fee reduced for more than 15% year over year, the reduced amount, proportion, and reason should be disclosed: None.

**2.3 Replacement of CPA: None.**

**2.4 The Company's Chairman, President, and managers in charge of its finance or accounting operations held positions in the Company's independent auditing firm or its affiliates in the most recent year: None.**

**2.5 Changes in Shareholding of Directors, Supervisors, Managers and Major Shareholders holding more than ten percent of shares, for the most recent fiscal year and up to the printing date of the annual report:**

1. Shareholding Transfer: Please visit the Market Observation Post System (MOPS) website: Public Information Observation Station > Listed Company > Changes in Shareholding / Securities Issuance > Share Transfer Information > Post-reporting of Insider Shareholding Changes. Access the link here:  
[https://mops.twse.com.tw/mops/#/web/query6\\_1](https://mops.twse.com.tw/mops/#/web/query6_1)
2. Changes in Pledged Shares: Please visit the Market Observation Post System (MOPS) website: Public Information Observation Station > Listed Company > Changes in Shareholding / Securities Issuance > Insider Pledge and Release of Pledged Shares > Insider Pledge/Release Disclosure. Access the link here:  
[https://mopsov.twse.com.tw/mops/web/STAMAK03\\_1](https://mopsov.twse.com.tw/mops/web/STAMAK03_1)
3. Share Transfer or Pledge of Directors, Supervisors, Managers and Shareholders with More than 10% Shareholdings with Related Parties: None.

**2.6 Relationship among the Top Ten Shareholders, information regarding their relationships with each other as related parties under Financial Accounting Standards Board (FASB) Statement No. 6, or as relatives within the second degree of consanguinity or affinity**

April 29, 2025

Item	Name	Current Shareholding		Spouse's/ children's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
		Shares	%	Shares	%	Shares	%	Name	Relationship	
1	TOPPAN HOLDINGS Inc.	152,981,757	34.65%	-	-	-	-	N/A	N/A	
2	Juyi Investment Co., Ltd.	81,500,000	18.46%	-	-	-	-	N/A	N/A	
3	Citibank Taiwan	8,475,671	1.92%	-	-	-	-	N/A	N/A	

April 29, 2025

Item	Name	Current Shareholding		Spouse's/ children's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
		Shares	%	Shares	%	Shares	%	Name	Relationship	
	Ltd. acting as custodian for the investment account of Polunin Emerging Market Funds									
4	YU-QIAN LIN	4,467,000	1.01%	-	-	-	-	N/A	N/A	
5	Citibank Taiwan Ltd. acting as custodian for the investment account of UBS Europe SE	2,321,566	0.53%	-	-	-	-	N/A	N/A	
6	Standard Chartered Bank International Business Department is entrusted with the custody of the investment account of Japan Securities Finance Corporation	2,197,000	0.50%	-	-	-	-	N/A	N/A	
7	QING-JIANG LI	2,038,000	0.46%	-	-	-	-	N/A	N/A	
8	HSBC Bank (Taiwan) Limited acting as custodian for the investment account of Morgan Stanley International Limited	1,960,010	0.44%	-	-	-	-	N/A	N/A	

April 29, 2025

Item	Name	Current Shareholding		Spouse's/ children's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
		Shares	%	Shares	%	Shares	%	Name	Relationship	
9	J.P. MORGAN SECURITIES PLC	1,768,000	0.40%	-	-	-	-	N/A	N/A	
10	Citibank Taiwan Ltd. acting as custodian for the investment account of Berkeley Capital Securities Ltd. - Berkeley Capital SBL/PB	1,763,000	0.40%	-	-	-	-	N/A	N/A	

**2.7 The Company, Its Directors, Supervisors, Managers, and Businesses Directly or Indirectly Controlled by The Company, Shall Aggregate Their Shareholdings in The Same Invested Enterprise and Calculate The Comprehensive Shareholding Percentage**

Unit: 1,000 Shares :Dec. 31, 2024

Affiliated Enterprises (Note)	Ownership by the Company		Direct or Indirect Ownership by Directors or Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
GIANTPLUS (SAMOA) HOLDING CO., LTD.	44,000	100%	-	-	44,000	100%

Note: The long-term investment of the Company.

### III. Fundraising Situation

#### 3.1 Capital and Shares

##### 3.1.1 Source of Capital

##### 1. Issued Shares

As of April 30, 2025

Month/ Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Shares (thousands)	Amount (NT\$ thousands)	Shares (thousands)	Amount (NT\$ thousands)	Sources of Capital (NT\$ thousands)	Capital Increased by Assets Other than Cash	Other
September 2014	10	650,000	6,500,000	441,545	4,415,449	The second domestic unsecured convertible bond NT\$690,000	NA	Note

Note: Ching Shou Shang Zi No.10301188270 on September 16, 2014.

##### 2. Type of Stock

As of April 30, 2025

Unit: shares

Share Type	Authorized Capital			Remarks
	Issued Shares	Unissued Shares	Total Shares	
Registered common shares	288,563,094	208,455,149	650,000,000	Listed shares
privately placed common shares	152,981,757			Public issuance has yet to be conducted as of the date.

##### 3. Information relating to shelf registration system: None.



### 3.1.2 List of Major Shareholders

As of April 29, 2025 Unit: shares		
Shareholder's Name	Shareholding	
	Shares	Percentage
TOPPAN HOLDINGS Inc.	152,981,757	34.65%
Juyi Investment Co., Ltd.	81,500,000	18.46%
Citibank Taiwan Ltd. acting as custodian for the investment account of Polunin Emerging Market Funds	8,475,671	1.92%
YU-QIAN LIN	4,467,000	1.01%
Citibank Taiwan Ltd. acting as custodian for the investment account of UBS Europe SE	2,321,566	0.53%
Standard Chartered Bank International Business Department is entrusted with the custody of the investment account of Japan Securities Finance Corporation	2,197,000	0.50%
QING-JIANG LI	2,038,000	0.46%
HSBC Bank (Taiwan) Limited acting as custodian for the investment account of Morgan Stanley International Limited	1,960,010	0.44%
J.P. MORGAN SECURITIES PLC	1,768,000	0.40%
Citibank Taiwan Ltd. acting as custodian for the investment account of Berkeley Capital Securities Ltd. - Berkeley Capital SBL/PB	1,763,000	0.40%

### 3.1.3 Dividend Policy and Implementation Status

To maintain stable dividend distributions, the Company has formulated a dividend proposal based on operational performance and capital position. The total amount of dividends distributed shall not be less than 10% of the net profit after tax for the fiscal year. At least 10% of the total dividends shall be distributed in the form of cash. However, if the calculated dividend per share is less than NT\$0.10, the distribution may be omitted.

On 12 March 2025, the board of directors resolved not to distribute dividends for fiscal year 2024.

### 3.1.4 Effect of stock grants planned at current shareholders' meeting on business performance and EPS:

The Company has not proposed any gratis allotment of shares in 2024, which would have no impact on the Company's operating results, earnings per share or return on investment of shareholders.

### **3.1.5 Employee Bonus and Directors' Remuneration**

1. Percentage or range of employee profit sharing and remunerations for directors and supervisors specified in the articles of incorporation:

- (1) No less than 1% as employee bonus; and
- (2) No more than 1.5% as remuneration to directors;

Employees' compensation including subsidiaries' employees may be distributed through issuance of new shares of the Company or cash. The qualification shall be regulated by the Board of Director.

The issue of bonus to employee and board of directors shall be reported to the annual shareholders' meeting. If there is accumulated deficit, the profit has to be allocated to offset first.

2. The basis for estimating the amount of employee, director, and supervisor compensation, for calculating the number of shares to be distributed as employee compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period: None.
3. Employee profit and remunerations for directors and supervisors' information passed by the board in this year:

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

In 2024, the Company made a profit of NT\$75,288,809, and provided 5% of the remuneration to employees of NT\$3,764,440 and 1% of the remuneration to directors of NT\$752,888. All payments were made in cash.

- (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 reports or individual financial reports for the current period and total employee compensation: None.

4. The actual distribution of employee, director, and supervisor compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee, director, or supervisor compensation, additionally the discrepancy, cause, and how it is treated: In 2023, the Company made a profit of NT\$276,875,359, and provided 5% of the remuneration to employees of NT\$13,843,768 and 1% of the remuneration to directors of NT\$2,768,754. All payments were made in cash. There was no difference between the amount resolved and the actual distribution of the remuneration to employees and directors in 2022.

**3.1.6 Buyback of Common Stock: None.**

**3.2 Handling Of Corporate Bonds: None.**

**3.3 Handling Of Preferred Shares: None.**

**3.4 Handling Of Global Depositary Receipts: None.**

**3.5 Employee Stock Options Handling Situation: None.**

**3.6 Handling Situation Of Restricted Employee Equity Grants: None.**

**3.7 Handling Of Issuance Of New Shares For Mergers Or Acquisitions Of Other Company's Shares: None.**

**3.8 Execution Status Of Capital Utilization Plan: None.**

## IV. Operational Overview

### 4.1 Business Activities

#### 4.1.1 Business Scope

Giantplus Technology is known for its high-quality, reliable and customizable supplier in the small- and medium-sized TFT-LCD industry. To strengthen the Company's core competence and market position, Giantplus Technology has been successful in focusing on the niche market to provide product portfolio optimization, and further cultivating high-profile markets. Nowadays, Giantplus Technology is recognized as a strategic partner in both industrial and automotive markets.

Revenue composition in 2024

Unit: NT\$ thousands		
Major Divisions	Total Sales in 2024	(%) of Total Sales
LCD module	7,621,147	86.93%
LCD panel	414,450	4.73%
Open Cell	528,500	6.03%
Others	203,029	2.31%
Total	8,767,126	100.00%

For the main business scope of the subsidiaries of the Company, please refer to the information of each company in “VI. Special Disclosure” of this annual report on page 122.

The main products of Giantplus Technology are TFT-LCD liquid crystal display module: industrial displays, marine and aviation displays, handheld terminals, medical device meters, home appliances, wearable devices, satellite navigation systems, automotive displays and electric vehicle charging pile screen, etc. In addition, it also covers multiple application fields such as educational game machine, privacy displays, electronic tags, point-of-sale devices, graphing/scientific calculators, printers, digital camera, etc.

The Company plans to develop new products in the niche market, providing customized, high-variety low-volume production and sales services. In addition to retaining existing customers, the Company continues to advance panel development with a focus on high reliability, wide viewing angle, high contrast, high brightness, fast response time and other technical capabilities, and new products for non-traditional TFT panel applications, such as OTFT, X-Ray, privacy panels, etc. to expand new niche markets, new customers and new applications.

#### 4.1.2 Industry Overview

##### 1. Current situation and development of industry

In the past, the global LCD panel industry was primarily concentrated in Asia, with Japan, South Korea, Taiwan, and Mainland China collectively holding nearly all of the world's panel production capacity. However, after undergoing several cycles of industry restructuring and consolidation, Japan and South Korea have gradually withdrawn from the supply chain. As a result, the display market has shifted from a model of "scale competition" to one of "value competition." Currently, production capacity is highly concentrated, and the barriers to entry for new competitors remain high. Nevertheless, in light of a sluggish global economic recovery and weak domestic demand in China, Chinese manufacturers have engaged in aggressive price-cutting strategies to secure orders. The future trajectory of the U.S.–China trade war remains an important factor to monitor.

Looking ahead to 2025, rising global trade tensions have introduced increasing uncertainties. As a result, major brand companies are adopting more conservative procurement strategies and strengthening their inventory controls. These trends reflect a generally cautious outlook on the global economic landscape. It is expected that the market will undergo a period of restructuring, and the future development of the industry remains to be seen.

##### 2. Association of upstream, mid-stream, and downstream industries

The industrial structure of LCD can be divided into upstream: the raw material components, mid-stream: the manufacturing of liquid crystal display panel, and downstream: liquid crystal display application products. The industrial structure is listed as follows:

Upstream	Glass substrate, photomask, color filter, polarizing plate, light guide plate, backlight module, liquid crystal material, driver IC, etc.
Mid-stream	LCD panel, LCD module, etc.
Downstream	Large size panel: LCD TVs, notebook computers, desktop computers, tablets, digital signage, etc. Small and medium size panel: Smart phones, feature phones, digital cameras, industrial panels, automotive panels, printers, electronic tags, handheld terminals, home appliances, wearable device, medical device meters and other applications.

### 3. Development trend of products and Market competition situation

#### (1) Development trend of products

- TFT-LCD products can be divided into consumer market and niche market based on the application. The consumer panel's quoted price often varies with the changes in the industry's supply and demand and the overall economic environment. The product life cycle is also determined by the end market consumer behavior. In order to stimulate consumption, many consumer products continue to innovate, so the average life cycle of consumer products is shorter. On the other hand, the niche-type products have a relatively longer life cycle, and the business model is B-to-B. Because the development/certification is time-consuming and the orders typically come in small numbers with various models, the panel quoted price is less affected by the industry supply and demand.

- Application for large size panel:

The LCD TVs' market calls for ultra-narrow bezel, high resolution, 4K and 8K, smart connectivity, energy-saving and other functionality. As next-generation panel, Gen 8.5 and 10.5, begin production and become more mature, the mainstream size for TV panels also shifts. Benefiting from the high economic value of 55 and 65 inches panel cutting, the total shipping volume of TV panels over 50 inches has reached one-third of the total shipment.

Moreover, the shipment of PC display, squeezed out of the market by smart portable devices, is gradually decreasing, and the manufacturers employ differentiation strategies, turning focus to high resolution and high refresh rate with no afterimage to promote the added value, in addition, taking user experience into account, emphasizing on ergonomics in product design, adopting curved displays and actively entering the gaming niche market. With the increase in demand from pandemic derived "stay-at-home economy," the growth in gaming display market is expected to continue.

As notebooks are becoming lighter, and thinner and more energy-saving, there is a new niche market for gaming notebooks with large size, high resolution and refresh rate. To enhance market penetration, manufacturers have recently been introducing 2-in-1 notebooks with touch screen and detachable keyboard, combining notebooks and tablets, to attract more high-end and business consumers. Furthermore, in terms of specification upgrades, as the narrow-bezel technology becomes more mature, the 16:10 narrow-bezel full screen will replace 16:9 and become the mainstream specification. It is expected that the penetration rate will reach more than 33.5% by the end of 2027.

- Application for small and medium size panel:

Edge-to-edge display, high resolution, more battery life and smaller size are the basic aspects of smartphones. With the improvement of technology, the phones are not only for communication; they are daily necessities. People are used to surfing the Web, paying their bills, using them for entertainment and other activities on their smart devices. As the functionality of these devices becomes more diverse, people's reliance on them are increasing. Manufacturers enter the 5G market to enhance market penetration providing users with ultra-mobile broadband, low latency and other functions, allowing phones to be deeply connected to people's lives, e.g. remote smart medical services, internet on vehicles and other new smart areas.

In the past, the control panel and entertainment system on vehicles are mainly operated through physical buttons or knobs. With the trend of information digitalization and the development of smart devices, the central control display panel and dashboard display panel are becoming the standard package for new vehicles, and vehicles with displays are also increasing, with larger display. More and more manufacturers start to develop and introduce new applications, including temperature-controlled display panels, head-up display panels, rear-view mirror display panels, smart keys, etc. to improve the cost performance of vehicles. There will be more applications for display panels in the automotive market. Since the life cycle of automotive display panels is longer than the traditional consumer panels, the potential profit margin of the products is also higher. As the smart phone market is becoming saturated and the growth rate is slowing down, the automotive market has become a battlefield for all panel manufacturers.

With the rising awareness of environmental protection, the electric vehicle market is rapidly rising. According to a preliminary study by LMC Automotive and EV-Volumes.com, the global sales of pure electric vehicles in 2022 reached 7.8 million units, an increase of 68% compared to 2021. In response to climate change and a low carbon economy, governments offer high subsidies to encourage consumers to replace old fuel vehicles with electric vehicles. The global market is expected to reach 27 million electric vehicles by 2025, with a market penetration rate of 30%.

- With the development of Big Data and IoT, the application of TFT-LCD interface will become more and more extensive, such as electronic shelf label, home appliances, home smart systems, etc. The electronic shelf labels can replace traditional labels to adjust product prices on the shelf in real-time synchrony, with precision and efficiency. Electronic shelf labels can reduce labor costs and reduce human errors when marking the prices. The trend of unmanned stores in recent years will also add new growth momentum to the electronic shelf labels.
- Furthermore, handy terminals, wearable devices, medical devices, X-ray sensors and other applications are new applications and areas developed under the competition and technology differentiation in the industry.

## (2) Market competition situation

Currently the TFT-LCD technology is still the mainstream of the market, and its production capacity is mainly distributed in Asia; Taiwanese manufacturers include Giantplus, Hannstar, AUO and Innolux; JDI and SHARP are the main manufacturers in Japan; Samsung and LGD are the main manufacturers in South Korea; in China, the main manufacturers are BOE, TIANMA, TCL and HKC.

The Chinese manufactures are the new main panel manufacturers. However, with the aggression in technology and scale, the dynamic in the panel industry has shifted. The Taiwanese panel factories have adopted flexible factory line planning and differentiated size/specification to open up new blue ocean business opportunities. Japanese manufacturer JDI actively invests in AMOLED, in addition to focusing on the small and medium size panel to promote the customer loyalty of western smart phone users. The Korean panel manufacturers closed down production lines that were not productive, or transformed their factory lines into the AMOLED technology process, taking advantage of the technology leadership to stay well ahead of the China panel manufacturers. The industry competition has also changed from "capacity competition" to "differentiation competition," or from "revenue-oriented" to "profit-oriented."



### **4.1.3 Research and Development**

#### **1. Technical Level and Research Development**

As a result of the efforts of the research and development team to meet the needs of customers, the Company has developed a wide range of products over the years and has developed technical capabilities and competitiveness through the development of various products. The technologies or products developed in the past two years, as well as future research and development plans, are as follows:

- Ultra-low power semi-transmissive panel technology significantly extends usage time and enhances display quality, primarily applied in wearable devices and outdoor devices such as smart sports watches and GPS units.
- Low-power reflective panel technology applicable to products like electronic shelf labels (ESL).
- Thin-film solar cells, paired with ultra-low power outdoor products, to extend product battery life.
- Continued development of TFT backplane technology for non-LCD display applications, aiming for integration into digital X-ray detectors for medical use.
- Ongoing investment in Mini-LED and local dimming technology development.
- Development of curved 3D and irregular-shaped modules, establishing TP 3D lamination and curved backlight module design capabilities.
- High color gamut products: NTSC 86% & 92% have entered mass production; NTSC 100% is under development.
- Development of switchable privacy technology to enhance personal privacy when using 3C products outdoors or indoors.
- Development of high-contrast and wide-viewing-angle semi-transmissive reflective panels, verified with integrated SITO On CF Touch technology. This achieves product thickness reduction and cost savings, improves transmittance, and reduces ambient light reflection, significantly enhancing outdoor readability while meeting indoor use needs.

- Development of semi-transmissive panel technology with customizable transmissive and reflective ratio to meet various indoor and outdoor application requirements.
- Flexible OTFT technology: In the second half of 2024, Giantplus became the first globally to launch OTFT mass production technology, with initial application in cold wallet products. Continued efforts aim to improve production yield and apply the technology to flexible, foldable, and rollable products to enhance competitiveness.
- Cover glass surface treatment technology development to reduce color deviation between the display and cover ink areas.
- LCM + CTP total solution product integration for niche market mass production.
- In-house SITO sensor passed reliability verification and has started shipping to customers.
- Automotive panel technology: continued R&D for high reliability, wide viewing angle, high contrast, high brightness, and fast response. Photo alignment development is ongoing to meet high contrast and wide-angle requirements.
- Narrow-bezel GOA circuit design for mid-size automotive panels achieved 1.6mm from 4.4mm, while meeting strict automotive reliability standards.
- Thin in-cell touch technology development for automotive and consumer product applications.
- Development of light alignment + polarized film + B/L film structure to meet OEM5.1 specifications for automotive use.
- Development of reflective cholesteric LCD technology for low-power products such as e-readers and e-labels.
- LC-based smart window technology development for automotive window dimming and privacy control.
- Seamless tiling e-label technology development for arbitrary screen sizes, applicable to long-strip information display screens.
- Front-light source backlight technology development for reflective displays.

- Integration of solar charging panels into displays to extend device battery life; external solar modules have been introduced in wearable and GPS products.
- Development of low-temperature IGZO deposition process (250–300°C), compatible with existing a-Si TFT production lines without requiring high-cost equipment investment, targeting high-resolution display demands (>400 PPI).
- Development of standardized interface systems (e.g., HDMI, USB) for plug-and-play compatibility with LCDs (RGB interface), including adapter boards integrated with system development platforms. This serves as a strategic tool to bridge Giantplus and IC suppliers, facilitating deeper cooperation, ecosystem understanding, and expansion of market opportunities and application scenarios.

## 2. Research and development personnel and their academic experience

Academic qualifications \ Year	2023		2024	
	Number	%	Number	%
Master (inclusive) or above	70	62.50%	62	61.39%
Bachelor	29	25.89%	26	25.74%
Bachelor (inclusive) or below	13	11.61%	13	12.87%
Total	112	100.00%	101	100.00%

## 3. Research and development expenses for the most recent year and the end of the annual report:

Year	2024	As of April 30, 2025
Total Expenses (NT\$ thousands)	184,306	62,108

#### **4.1.4 Long-term and Short-term Development**

Short-Term Business Development Plan of Giantplus Technology, Giantplus Technology's short-term business strategy focuses on the niche market of small-to-medium-sized displays. The company is dedicated to technical differentiation and product customization, offering a "One-Stop Shop" service covering product design, front-end manufacturing, touch integration, and module assembly. From a technological perspective, the company is actively developing TFT backplane applications beyond traditional LCD displays, enhancing the color performance of semi-transmissive reflective technologies, and expanding applications into medical and industrial control fields.

In addition, the company offers a variety of panel technologies including custom-shaped cutting/drilling, 3D curved displays, in-cell and hover touch, Flexible OTFT technology, switchable privacy protection, narrow bezel, and wide viewing angle, all tailored to meet diverse customer requirements. This enhances customer loyalty and fosters win-win collaboration. While continuing to cultivate the niche and automotive markets, Giantplus also adopts a platform-based product strategy to optimize cost structures and improve market penetration.

For long-term development, the company is committed to expanding its portfolio of high value-added products, enhancing technological capability, processing, and quality control, while exploring broader product applications and expanding global marketing channels. This aims to reinforce its leadership in the small-to-medium-sized niche display market.

In product development, Giantplus will continue to invest in R&D for small-to-medium-sized display technologies to deliver more competitive offerings and achieve mutual growth with customers. On the internal management side, the company will strengthen quality systems, expand information system functionality, establish a knowledge management framework, and accelerate decision-making processes to enhance quality and efficiency, maximizing both product value and production excellence.

Giantplus recognizes the importance of corporate responsibility. In addition to improving operational performance, the company is actively promoting environmental sustainability. It strives to create economic value while contributing to environmental protection, aiming for sustainable development where both the enterprise and the environment can thrive together.

## 4.2 Market and Sales Overview

### 4.2.1 Market Analysis

#### 1. Main products selling area

Unit: NT\$ thousands

Year		Amount of Sales 2023	%	Amount of Sales 2024	%
Area					
Domestic sales		2,126,495	23.55	2,265,262	25.84
Foreign sales	Asia	4,962,832	54.85	4,522,490	51.59
	Europe	989,598	10.95	794,674	9.06
	Americas	963,190	10.65	1,184,546	13.51
	Other Area	0	0.00	154	0.00
	Total amount of F/S	6,915,620	76.45	6,501,864	74.16
Total		9,042,115	100.00	8,767,126	100.00

#### 2. The supply and demand situation and growth of the future market and Market Share

Global automobile sales in 2024 saw a modest increase of 2.4%. However, due to expected policy shifts in 2025, uncertainties in the market will significantly increase, with limited growth in overall demand. Whether new energy vehicles (NEVs) can sustain double-digit growth will be a key indicator for the automotive display market.

With the increasing digitization of daily life and the maturation of cloud computing environments, more services carry out identity verification and service enhancement digitally. The application scope of industrial computers is also expanding. Looking ahead to 2025, driven by the generative AI trend, AI computing power will gradually extend from data centers and server products to consumer notebooks, desktops, and other information devices, and is expected to further expand into the industrial computer sector. Accordingly, the global industrial computer market is estimated to maintain strong growth momentum, with an annual growth rate of approximately 7.52%.

Consumer electronics recovery in 2024 fell short of expectations. Although AI infrastructure is booming in 2025, demand recovery for end products remains below market expectations. Consumer electronics brands have begun launching AI-related products to test the waters. As AI technology continues to evolve, an AI-driven device replacement cycle is anticipated.

Global display panel revenue in 2024 amounted to \$119.2 billion (including LCD, AMOLED, Mini LED, and other display products), a increase of approximately 5.8% compared to 2023. It is projected that global panel manufacturer sales revenue will increase by about 2.8% year-on-year in 2025, mainly affected by the increase in shipment area.

Looking forward to 2025, amid high AI growth, the global display shipment volume is expected to be supported. The year 2025 is projected to be a pivotal turning point for growth in the panel industry. The industry landscape and production capacity have been reshaped and stabilized. Suppliers' competition focus is shifting from scale competition to creating added value and stable profitability. Supply and demand are gradually balancing with a slight upward trend, providing opportunities for healthy development in the panel industry over the coming years.

### **3. Niches in competition**

- Strategic layout: continuing to develop the niche market oriented by technology differentiation and customized services, and striving to maximize the benefits of the Gen 3 and Gen 4 production lines, while at the same time diversifying its layout to expand high value-added product lines, and cultivate a high-value customer base..
- Steady customer and product structure: The Company's main revenue distribution is in the European, American, Japanese and Taiwan markets, strategically diversifying the risk of fluctuation in a single market or a single application. At the same time, the diversification of customer structure also helps ensure the equal rights of negotiation and bargaining.
- Niche Customized Products: By leveraging total solution system extension and a small-volume, diverse-production model, the company maintains its position in the small- to medium-sized niche market.
- Resilience: In order to enhance customer adhesion and market competitiveness, Giantplus provides instant Time-to-market customized product design service, proactively expands the breadth and depth of niche market, and continues to maximize “value” and “quality” in its production line.
- Internal strengthening: Through plans such as optimizing production, sales and inventory management, improving production efficiency and increasing production yield, we can reduce resource waste and build a lean operating system.
- Stable product quality and quality system: At the beginning of its establishment, the Company has established a clear quality policy - "to meet the requirements of customers with first-class quality", and has been recognized by the satisfaction of customers with stable quality. The Company has passed several international quality certifications:

1999/02	Passed ISO 9001
2002/01	Passed ISO 14001
2007/01	Passed ISO/TS 16949
2008/04	Passed OHSAS 18001
2009/08	Passed ISO 14064-1
2017/09	Passed IATF 16949
2019/05	Passed ANSI ESD S20.20
2020/03	Passed ISO 45001
2022/12	Passed ISO 13485

- Cooperating with customers to design new products, respond instantly, and efficiently shorten product development time and accelerate the introduction of new products; in addition, establish a rapid response service system to meet all customer needs with respect to after-sales service from product design and development to production.

#### **4. Advantage and disadvantage of long-term development and reaction strategy**

##### **(1) Advantage:**

- Japanese and Korean panel makers will close or consolidate production lines, and in the meantime strategically focus on the development of AMOLED technology; Chinese manufacturers announced to cease investment in new capacities of TFT-LCD. The aforementioned circumstances mitigated the industry's imbalance between supply and demand.
- Successful strategic transition to focusing on the small and medium size niche markets. Maintaining excellent OEM/ODM partnership with major international companies, globalized layout and having a solid niche market customer base.
- Flexible product line operation, provision of customized product development and design services. Early-stage production line of TFT-LCD is based in Taiwan. Meanwhile, there are late-stage LCM modules in Taiwan and China for customer requirements for diversification.
- Continuously improve quality management, process efficiency, new technology development and other capabilities.

## (2) Disadvantage and Reaction Strategy

- Saturation in Consumer Markets:

With the rise of emerging fields such as AI, big data, cloud communication, and smart connectivity, new opportunities have emerged for the display panel industry. The company continues to cultivate niche markets, strategically avoiding saturated segments while actively exploring more diversified applications. By focusing on product customization and technological differentiation, the company deepens and solidifies existing customer relationships and expands into new industrial and automotive applications.

- Volatile Global Political and Economic Climate and Tariff Wars Impact Consumer Markets and Weaken Spending Power, with Pessimistic Economic Growth Expectations:

The company strategically distributes its presence across niche markets and diversifies its product lines to mitigate risks associated with market or regional fluctuations.

- Trade Wars and Inflationary Pressures May Cause Major Supply Chain Disruptions and Rising Material Costs:

The Company is committed to strengthening its component and material allocation and response capabilities to ensure stable factory operations. At the same time, it leverages innovative technologies to collaborate with partners in developing new application materials and actively optimizes product architecture. It continues to reassess its supply chain and production locations to reduce the risks of rising production costs.



#### **4.2.2 Production Procedures of Main Products**

##### **1. Major Products and Their Main Uses**

Industrial displays, marine and aviation displays, electronic labels, point-of-sales devices, graphing/scientific calculators, handy terminals, medical equipment meters, home appliances, wearable devices, satellite navigation systems, automotive displays, electric vehicle charging pile screen, game educational machines, privacy screens, printers, digital camera, and others.

##### **2. Major Products and Their Production Processes**

The TFT-LCD process can be divided into three phases:

- **Array Process:** TFT substrate is generated and must be cleaned.

Clean → Thin film production Thin Film → Yellow light → Etching → Stripping.

- **Cell Process:** Panel is generated. The front array glass substrate is combined with the color filter glass substrate, and liquid crystal is injected between the two glass substrates.

The two glass substrates are aligned → hot pressing → dicing cleavage → injecting liquid crystal → sealing → Re-alignment → Paste polarizer → Pressure defoaming → Last Cell test.

- **Module Assembly:** The assembly process of the module varies depending on customers' shipping requirements. The glass produced following the cell process is assembled with a variety of components, after the electrical test is finished, and passing the appearance inspection and storage inspection, the product is packed and shipped.

### 4.2.3 Supply Status of Main Materials

The Company's main raw materials are key components such as plain glass, color filter, liquid crystal, polarizer, driver IC, backlight module, etc. Currently, the strategic choices are to establish long-term and stable cooperative relations with two or more suppliers to ensure supply, and stable quantity and quality of goods. After the post-COVID-19 and the trade conflict between China and the United States, the industrial structure has changed, and the rotation has been rapid. Strategic partnerships have been strengthened based on the principle of centralized and non-divergent supply chains, and through cooperation, the power of the organization has been effectively utilized.

In 2024, with shifts in the supply situation of semiconductors and electronic components, the easing of inflation, geopolitical factors, and the gradual recovery of the global economy, demand has started to rebound, and the issue of supply shortages has been significantly alleviated. The company continues to closely monitor industry trends and changes in customer needs to respond to seasonal demand fluctuations or sudden demand surges after market reversals, ensuring timely delivery and stable supply. In addition, color filters are considered a strategic material for TFT-LCD. In response to this, the company is not only strengthening in-house production capabilities and process efficiency but also utilizing color filter resources from within the group to meet the customized demands and expansion needs of niche markets. Overall, the TFT-LCD industry has reached a relatively mature stage, leading to greater stability in material supply. To cope with rapid market changes, it is essential to enhance the integration and management of supply chain resources.

### 4.2.4 Major Suppliers and Clients

#### 1. Major Clients in the Last Two Fiscal Years

Unit: NT\$ thousands

Item	2023				2024				2025 (As of March 31)			
	Company Name	Amount	%	Relation with Issuer	Company Name	Amount	%	Relation with Issuer	Company Name	Amount	%	Relation with Issuer
1	A Customer	1,043,841	11.54	NA	A Customer	1,139,585	13.00	NA	A Customer	278,395	13.60	NA
	Others	7,998,274	88.46		Others	7,627,541	87.00		Others	1,769,083	86.40	
	Net Sales	9,042,115	100.00		Net Sales	8,767,126	100.00		Net Sales	2,047,478	100.00	

Reasons for changes:

Sales to Customer A in 2024 increased compared to 2023 due to rising market demand.

#### 2. Major Suppliers in the Last Two Fiscal Years: None.

**4.3 Number Of Employees, Average Length Of Service, Average Age, And Educational Distribution Ratio Of Employees In The Past Two Fiscal Years And Up To The Printing Date Of The Annual Report**

30 April 2025

Year		2023	2024	As of April 30, 2025
Number of Employees	Direct employee	868	832	803
	Indirect employee	722	684	681
	Total	1,590	1,516	1,484
Average Age		41.7	44.8	42.9
Average Years of Service		8.1	9.0	9.3
Education	Ph.D.	0.00%	0.00%	0.00%
	Masters	14.4%	14.1%	14.4%
	Bachelor's Degree	46.5%	46.7%	47.3%
	Senior High School	36.9%	37.2%	36.3%
	Below Senior High School	2.20%	2.0%	2.0%
	Total	100.00%	100.00%	100.00%

#### **4.4 Environmental Protection Expenditure**

Losses incurred due to environmental pollution with respect to the most recent fiscal year as well as the current fiscal year up to the date of publication of the annual report:

##### **1. Losses incurred due to environmental pollution:**

As the current fiscal year up to the date of publication of the annual report, there have been no major pollution incidents and no losses due to environmental pollution.

##### **2. Waste Reduction Targets**

The waste recycling percentage in 2024 was 33%. In response to the initiative of the 2050 Environmental Goals Declaration made by the headquarter of TOPPAN Holdings Inc., the target recycling rate for waste in 2030 is set to be higher than 45%.

#### **4.5 Labor Relations**

##### **4.5.1 List any employee benefit plans, continuing education, training, 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's welfare package**

Adhering to the concept of caring and trusting, the Company is committed to safeguarding employees' rights and interests, and continuously structures a comprehensive system to provide employees with a good and safe working environment. The Company also set up employee welfare committee to organize employee welfare activities to create a happy workplace.

###### **(1) Employee welfare measures and implementation**

###### **A. Insurances and subsidies**

Labor insurance, health insurance, group insurance, medical benefits (also for their spouses and children), marriage and death subsidies, birthday coupon, holiday bonus for the three major Chinese holidays and corporate gifts, and so on.

B. Employee health

Regular free health checkups, employee counseling, health information and health promotion activities. There is also a medical office, a nursing room and a resident doctor to provide medical consultation services. The Company also employs a visually impaired masseur to provide relaxation services for staff. In order to relieve the staff's work pressure, the Company set up a "destress stop" and hired visually impaired massage therapist to provide massage services.

C. Convenient facilities for employees

Providing dormitories for employees from out of town, fixed route shuttle buses, free parking space, a canteen, company subsidized meal allowance, cafe, fruit bar, convenience stores and ATM.

(2) Employee training

A. According to the "Training Quality Program", each department will propose a training program each year to provide professional skills training for existing staff, which will be reviewed by the Human Resources Department on a quarterly basis. The Human Resources Department will also arrange general and management courses for assigned employees to participate to learn the knowledge and skills needed to improve their work.

B. According to the "Standards for the Certification of Professional Qualifications", all departments have the professional qualifications and certification rules in place for their respective staff. The Human Resources Department conducts a quarterly review by requesting each departmental contact to carry out a qualification inventory. The training status of personnel in positions that require specific professional licenses or specialized competencies to carry out their duties is also reviewed to ensure that all professional tasks are handled by qualified and properly certified personnel.

(3) Retirement structure and the situation of implement

A. To establish a retirement scheme, according to the "Labor Standards Act", employees who are applicable under this Act will appropriate a certain proportion of the total salary monthly to the retirement reserve, which will be deposited in the Labor Retirement Reserve Supervisory Board.

- B. According to the "Labor Pension Regulations", for employees who are applicable under the Regulations, the Company will appropriate 6% pension to employees' personal accounts of the Labor Insurance Bureau according to the regulations.
- C. In order to supervise the Company's monthly allocation and special accounts of labor retirement reserves, the committee is organized to hold meetings according to the "Organizational Guidelines for the Organizational Retirement Reserve Supervision Committee". From 2024 to the end of March 2025, four employees who are eligible for retirement conditions applied for self-retirement. In addition, 34 employees who met the eligibility criteria for retirement applied for the settlement of their service years under the old pension system but have continued their employment with the Company.

## 2. Employee rights

- (1) The Company manages employees pursuant to labor-related laws such as the Labor Standards Act, and hires dedicated personnel to handle the work of employees to protect their basic rights and interests.
- (2) The Company hired employees that are licensed labor safety and health administrators. They regularly receive related courses to maintain employee safety and health.
- (3) In order to provide a smoother communication platform between employees and the Company, the Company held a labor-management meeting every quarter according to relevant regulations. In the meeting, the Company discusses with employee representatives about various issues of work and factory life, and tracks the improvement results.
- (4) The Company set up an email address: [icareu@giantplus.com](mailto:icareu@giantplus.com) and physical employee suggestion mailboxes for employees to voice opinions and appeals.

### **4.5.2 List any loss sustained as a result of labor disputes in the most recent fiscal year, and during the current fiscal year up to the date of printing of the annual report and disclose the estimated amount of loss currently and in the future and the responses thereto.**

The Company is committed to strengthening labor and management harmony, in addition to regular labor-management meetings, and the establishment of employee suggestion mailboxes and complaint lines, as a communication channel between the Company and employees, comprehensive regulations are set up to integrate employees' and the Company's interests, therefore, there have been no major labor disputes.

## **4.6 Information Security Management:**

### **4.6.1 Information security policy, management framework, management plan, and input resources.**

#### **(1) Information security policy**

The information security policy of Giantplus applies to both Giantplus and its overseas subsidiaries and is guided by the following principles:

- A. Establish information security management standards that comply with applicable laws, regulations, and customer requirements.
- B. Promote company-wide awareness to cultivate a shared responsibility for information security.
- C. Provide a secure environment for information processing, transmission, and storage to protect the rights and interests of customers, the Company, and all employees.
- D. Strengthen information security management to ensure the confidentiality, integrity, availability, and cybersecurity of all information assets, thereby earning customer trust and supporting the sustainable business operations of Giantplus.

To effectively implement information security management, the Company utilizes protection systems and strategic management approaches to reduce cybersecurity threats from system, technical, and procedural perspectives. A continuous improvement framework based on the “Plan-Do-Check-Act” (PDCA) cycle is adopted to enhance information security performance.

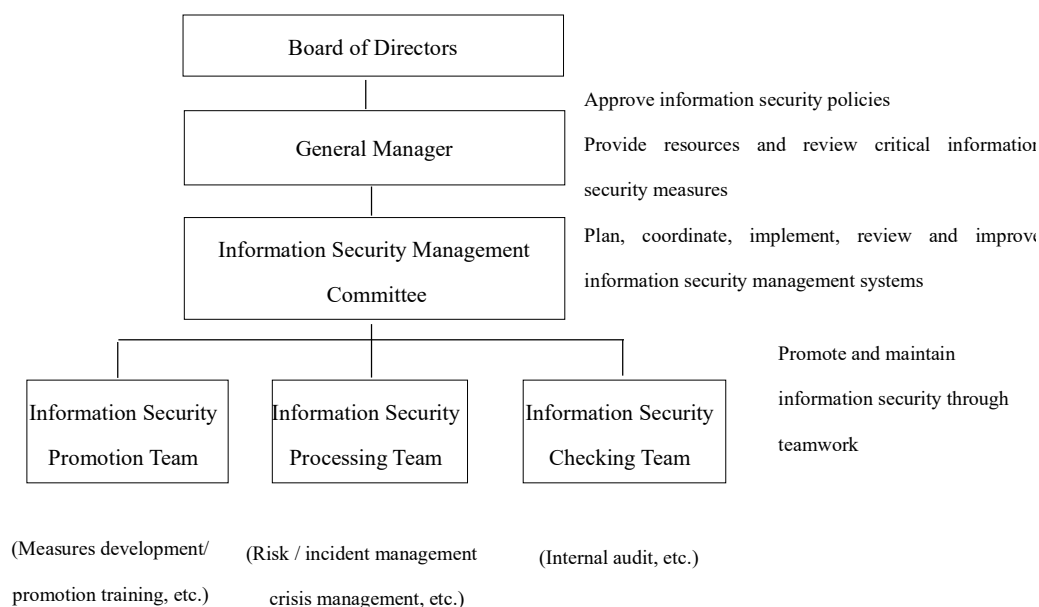
- **Plan Phase:** Focuses on information security risk management by establishing the Giantplus Group’s Information Security Management Standards. Information security policies, procedures, and measures are reviewed and updated regularly to ensure that systems operate under standardized management and to reduce human-related vulnerabilities or anomalies.
- **Do Phase:** A multi-layered defense mechanism is built, integrating security controls into daily maintenance of hardware and software. Information security is systematically monitored to ensure the confidentiality, integrity, availability, and cybersecurity of critical information assets.
- **Check Phase:** Actively monitors the effectiveness of information security management. Security indicators are evaluated based on audit results, and external vulnerability scans are conducted to ensure continuous enhancement of security controls and defense capabilities.
- **Act Phase:** Issues are promptly addressed upon discovery, with countermeasures reflected in timely revisions of management regulations. Ongoing employee training and awareness campaigns are conducted to strengthen the organization-wide security mindset.

In 2024, a total of 43 PDCA-based information security incident improvement cases were recorded between January and December, all of which were completed with a 100% completion rate.

In 2025, a total of 19 PDCA-based information security incident improvement cases were recorded between January and March, all of which were completed with a 100% completion rate.

## (2) Information Security Management Framework

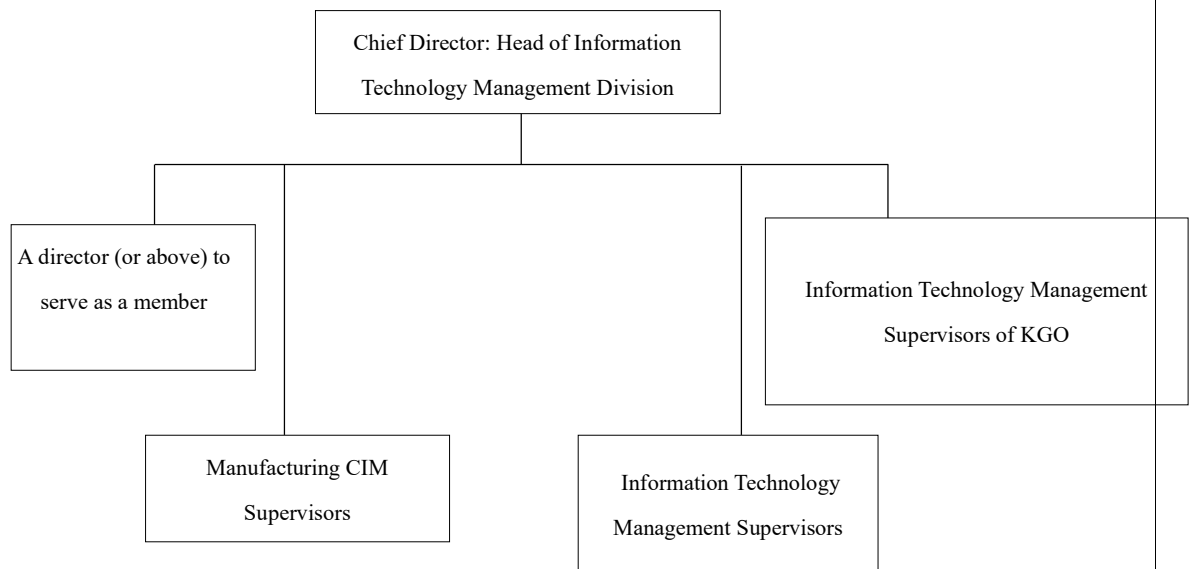
In 2021, Giantplus established the Information Security Management Committee to oversee the formulation, implementation, risk management, and compliance auditing of information security and related protection policies. The Committee is responsible for establishing a management framework to initiate and control the implementation of information security. The Committee reports directly to the General Manager, and the Chairperson of the Committee provides regular annual reports to the board of directors on the effectiveness of information security management, relevant cybersecurity issues, and the future direction of information security planning.





The Information Security Management Committee is chaired by the Head of the Information Management Division, with the KGO executive serving as a committee member. Additional members are appointed by the heads of the Business Administration Division, Corporate Planning Division, Strategic Planning Division, and Manufacturing Division. The Head of Internal Audit serves as an observer. The Committee convenes monthly to review and approve information security policies and measures, deliberate on newly emerging major cybersecurity issues, and regularly evaluate the effectiveness of security defenses. In addition, an Information Security Department has been established under the Information Management Division. This department is responsible for planning the Company's information security initiatives and auditing the implementation of concrete management measures, thereby ensuring the effectiveness of information security controls.

#### B. Information Security Management Committee:



#### (4) Input Resources

Information security management measures and resource allocation:

- Information security defense systems and equipment:
  - a. In 2024, the EDR software suite was updated, and all Windows systems were upgraded to Windows 10. For systems with specific constraints preventing the upgrade, internet access is strictly blocked. Additionally, the Chrome browser is uniformly updated to the latest version across all systems.
  - b. Server defense: In 2024, in response to disclosed vulnerabilities in the virtualization system, information security updates were released, and the system was upgraded to version 7.0 U3s.

c. Email protection system upgrades:

Between 2024 and early 2025, a total of 24 updates were implemented in response to vulnerability announcements, bringing the mail system to version mp8.54. The new email security system was updated 15 times and is now upgraded to version 6.1.07.001.

d. Firewall equipment upgrade:

In 2025, firewall equipment was upgraded to counter increasingly sophisticated cyberattacks. The new firewall integrates an AI-powered antivirus engine featuring behavior-based detection (e.g., file execution behavior), enhancing protection beyond traditional signature-based scanning. It also includes automated threat blocking and the capability to identify diverse attack patterns.

● Dedicated personnel:

A dedicated Information Security Department has been established, comprising two information security managers and one security staff member. Their responsibilities include designing the company's cybersecurity framework, maintaining and monitoring cybersecurity operations, responding to and investigating security incidents, conducting social engineering drills and disaster recovery exercises, and supporting the Information Security Committee in the implementation of security policies.

● Education and training:

- (a) All new employees are required to complete the information security orientation training within one week of onboarding.

Completion rate: 100%.

- (b) All employees across the group are required to participate in at least one cybersecurity training course annually.

Completion rate: 100%.

- (c) Social engineering drills are conducted quarterly, followed by targeted retraining sessions.

Completion rate: 100%.

- Information security announcements:

- (a) Key points from the monthly Information Security Committee meetings are regularly published to inform all employees about the company's cybersecurity status and performance, and to reinforce the importance of information security.
- (b) In response to internal and external cybersecurity incidents, ad hoc security awareness communications are issued periodically to enhance employees' vigilance towards information security.

- Customer satisfaction: No significant information security incidents or complaints regarding the loss of customer data.

- Information security policy changes:

In 2024, in response to updates to the information security policies, the Information Security Management Guidelines of the Group were revised 3 times, and the GP Information Management Procedures were amended 3 times.

- Information security policy changes:

In 2025, in response to updates to the cybersecurity policies, the Information Security Management Guidelines of the Group were revised once, and the GP Information Management Procedures were amended once.

#### 4.6.2 Losses suffered due to information security incidents, possible impacts and responses for the most recent year and up to the date of publication of the annual report.

There were no significant information security incidents or losses due to information security incidents.

#### 4.7 Important Contracts

Agreement	Counterparty	Period	Major Contents	Restrictions
Patent licensing	Mitsubishi Electric Corporation	Pursuant to the terms and conditions set forth under the Agreement	Pursuant to the terms and conditions set forth under the Agreement	NA
Patent licensing	Sharp Corporation	Pursuant to the terms and conditions set forth under the Agreement	Pursuant to the terms and conditions set forth under the Agreement	NA
Patent licensing	Japan Display Inc. Panasonic Liquid Crystal Display Co., Ltd.	Pursuant to the terms and conditions set forth under the Agreement	Pursuant to the terms and conditions set forth under the Agreement	NA
Patent licensing	LG Display Co., Ltd.	Pursuant to the terms and conditions set forth under the Agreement	Pursuant to the terms and conditions set forth under the Agreement	NA
Patent licensing	Vista Peak Ventures, LLC	Pursuant to the terms and conditions set forth under the Agreement	Pursuant to the terms and conditions set forth under the Agreement	NA
Productivity Reservation Agreement	Ili Technology Corp.	Pursuant to the terms and conditions set forth under the Agreement	Pursuant to the terms and conditions set forth under the Agreement	NA
Medium and long-term guarantee contracts	Chang Hwa Bank	2017.4~2027.4	NT\$2.5 billion credit contract	NA
Medium and long-term guarantee contracts	Chang Hwa Bank	2021.4~2026.4	NT\$1.5 billion credit contract	NA

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

### 5.1 Analysis of Financial Status

Unit: NT\$ thousands

Year Item	2023	2024	Difference	
			Amount	%
Current Assets	5,600,045	5,604,202	4,157	-
Funds and Investments	-	-	-	-
Fixed Assets	5,473,238	5,291,596	(181,642)	(3)
Intangible Assets	391,436	342,553	(48,883)	(12)
Other Assets	225,766	193,704	(32,062)	(14)
<b>Total Assets</b>	<b>11,690,485</b>	<b>11,432,055</b>	<b>(258,430)</b>	<b>(2)</b>
Current Liabilities	2,993,853	2,976,568	(17,285)	(1)
Long-term Liabilities	522,419	248,118	(274,301)	(53)
Other Liabilities	255,960	226,855	(29,105)	(11)
<b>Total Liabilities</b>	<b>3,772,232</b>	<b>3,451,541</b>	<b>(320,691)</b>	<b>(9)</b>
Capital stock	4,415,449	4,415,449	-	-
Capital surplus	2,618,982	2,618,982	-	-
Retained Earnings	973,509	1,005,169	31,660	3
Other Adjustments	(89,687)	(59,086)	30,601	(34)
<b>Total Stockholders' Equity</b>	<b>7,918,253</b>	<b>7,980,514</b>	<b>62,261</b>	<b>1</b>
Analysis of changes in financial ratios: 1. Increase in current assets in 2024: mainly due to the increase in net accounts receivable. 2. Decrease in fixed assets in 2024: mainly due to depreciation. 3. Decrease in intangible assets in 2024: mainly due to amortization. 4. Decrease in total assets in 2024: mainly due to the decrease in fixed assets, intangible assets and other assets. 5. Decrease in current liabilities in 2024: mainly due to the decrease in accounts payable. 6. Decrease in long-term liabilities in 2024: mainly due to the decrease in long-term loans. 7. Decrease in total liabilities in 2024: mainly because of the decrease in accounts payable and long-term loans. 8. Increase in retained earnings in 2024: mainly due to the increase in net profit after tax. 9. Increase in other adjustments of shareholders' equity in 2024: mainly due to the increase in cumulative translation adjustments on foreign long-term equity investment. 10. According to the abovementioned analysis, there is no major anomaly in the changes of the Company's assets, liabilities and shareholders' equity within the past two years.				

## 5.2 Analysis of Financial Performance

Unit: NT\$ thousands

Item \ Year	2023	2024	Difference	
			Amount	%
Net Sales	9,042,115	8,767,126	(274,989)	(3)
Cost of Sales	8,286,086	8,319,398	33,312	-
Gross Profit	756,029	447,728	(308,301)	(41)
Operating Expenses	647,383	717,682	70,299	11
Operating Income(loss)	108,646	(269,954)	(378,600)	(348)
Non-operating Income and Expenses	170,843	368,891	198,048	116
Income before Tax	279,489	98,937	(180,552)	(65)
Income(loss) Tax Expenses	43,333	31,820	(11,513)	(27)
Cumulative Effect of Change in Accounting Principles	-	-	-	-
Net Profit(loss)	236,156	67,117	(169,039)	(72)
Analysis of changes in financial ratios:				
1. Decrease in gross profit in 2024: mainly due to the overall economic downturn and declining market demand.				
2. Decrease in operating income in 2024: mainly due to the impact of global inflation, sluggish market, and inventory adjustments.				
3. Decrease in income tax expenses in 2024: mainly due to the decrease in the additional tax on undistributed earnings.				
4. Decrease in net profit in 2024: mainly due to the impact of global inflation, sluggish market, and inventory adjustments.				

### 5.3 Analysis of Cash Flow

#### 5.3.1 Remedy for Cash Deficit and Liquidity Analysis

Item	Year	2023	2024	Variance (%)
Cash Flow Ratio (%)		32.43	9.32	(71)
Cash Flow Adequacy Ratio (%)		99.91	111.90	12
Cash Reinvestment Ratio (%)		4.41	1.15	(74)
Analysis of financial ratio change:				
<ol style="list-style-type: none"> <li>1. Decrease in cash flow ratio in 2024: mainly due to the decrease in cash inflow in Operating activities.</li> <li>2. Increase in Cash Flow Adequacy Ratio in 2024: mainly due to the decrease in capital expenditures and the total inventory in the past five years.</li> <li>3. Decrease in cash reinvestment ratio in 2024: mainly due to the decrease in cash inflow in operating activities.</li> </ol>				

#### 5.3.2 Cash Flow Analysis for the Coming Year

Unit: NT\$ thousands					
Estimated Cash and Cash Equivalents, Beginning of Year (1)	Estimated Net Cash Flow from Operating Activities (2)	Estimated Cash Outflow (Inflow) (3)	Cash Surplus (Deficit) (1)+(2)-(3)	Leverage of Cash Surplus (Deficit)	
				Investment Plans	Financing Plans
2,412,110	496,111	407,668	2,500,553	-	-
Remedy for estimated cash shortage and cash flow analysis: Not applicable.					

#### **5.4 The Impact Of Major Capital Expenditures On Financial Operations In The Most Recent Fiscal Year**

The capital expenditure is mainly comprised of T2 new technology upgrade, process improvement, and annual maintenance.

#### **5.5 Investment Policy in the Last Year, Main Causes for Profits or Losses, Improvement Plans and Investment Plans for the Coming Year**

##### **5.5.1 Investment Policy in Last Year**

For the business that intends to increase capital or new investment, measure its investment benefits, and then increase capital or investment after reporting to the board of directors.

##### **5.5.2 Main Causes for Profits or Losses and Improvement Plans**

<b>Investee</b>	<b>Main Causes for Profits or Losses</b>	<b>Improvement Plans</b>
KGO	Main reasons for profitability in 2024: Increased production and sales volumes, a lower growth rate in expenses relative to revenue growth, reduced costs, and a decline in inventory valuation losses.	None.

##### **5.5.3 Investment Plans for the Coming Year**

There will be no new investment or capital increase plans in the coming year.

#### **5.6 Analysis of Risk Management**

##### **5.6.1 Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures**

###### **1. Interest rate**

Although the money market interest rate has risen slowly, it is still at a relatively low level, and the Company's borrowing rate has not changed much. However, if there is a large fluctuation in the interest rate trend and the Company continues to demand financing, the Company will not only use other capital market financing tools to raise funds, but also observe the interest rate trend and choose to borrow at a fixed rate or a floating rate to avoid the risk of interest rate fluctuations.



## 2. Foreign exchange rates

Since the Company's gain on export sales is mainly in US dollars, after deducting the US dollar demand for purchases, it presents the net foreign currency position of the US dollar. Therefore, the exchange rate changes will have a certain degree of influence on the profit of the Company; for the current foreign currency held by the Company, the Company will collect relevant information from time to time to take full control of the trend of exchange rate changes, and then consider the level of foreign currency assets and liabilities, examine the various exchange rate risks that the Company may face in the future to purchase forward foreign exchange contracts, or consider bank recommendations to determine the favorable time to make foreign currency exchanges, to control the risk of exchange rate fluctuations.

## 3. Inflation

The impact of inflation does not currently have a significant impact on the Company's profits and business operations.

### **5.6.2 Policies, Main Causes of Gain or Loss and Future Response Measures with Respect to High-risk, High-leveraged Investments, Lending or Endorsement Guarantees, and Derivatives Transactions**

1. The Company did not engage in any high-risk or high-leveraged investments.
2. The Company had formulated "Management of Loans to Others." The borrower must be an entity in whom the Company must hold 50% or more of its share. having a business need for short-term financing and the accumulated amount of such loan shall not exceed 30% of the net worth of the Company. The Company made appropriate risk assessment and no loss occurred after the loans were extended.
3. The Company had formulated "Management of Endorsement and Guarantees." Entities for which the Company may make endorsement or guarantees are mainly related parties. The aggregate amounts of endorsements/guarantees provided by the Company for any single entity shall not exceed 20% of or more of the net worth of the Company. The Company made appropriate risk assessment and no loss occurred after loans were extended.
4. The Company had formulated "Policies and Procedures for Financial Derivatives Transactions" to mainly engaged in foreign currency assets or liabilities exchange rate hedging without engaging in speculative trading. All profits and losses will offset against the foreign exchange gains and losses on the foreign currency assets or liabilities Because of the hedging, no significant gains or loss will incur.

### **5.6.3 Future Research & Development Projects and Corresponding Budget**

In the future, the Company will construct a small and medium-sized TFT display module platform to ensure the integrity and competitiveness of the Company's product line in small and medium-sized displays, and continue to promote the display technology platform. Expected developments are:

1. Continuously devote into developing non-LCD TFT technology for X-ray detector which mainly applied to medical purpose
2. Continuously invest in the development of local dimming technology.
3. Invest in the development of curved 3D and irregular-shaped modules, establishing TP 3D bonding technology and module backlight curvature design capabilities.
4. NTSC 86% & 92% mass production of wide color gamut product completed; develop NTSC 100% product
5. Feasibility verification of integrating color filters with thin-film solar cells, ensuring that the manufacturing process, electrical performance, and optical quality meet existing specifications
6. Development of floating operation capacitive touch module, corresponding to gesture drive, targeted for application in smart home appliances and automotive.
7. Improvement on automotive panels which have characteristics of high reliability, wide viewing angle, high contrast, high brightness, and fast response time.
8. In-cell touch, featuring light and thin characteristics.
9. Develop switchable anti-peeping technology to improve personal privacy of outdoor and indoor usage of 3C devices.
10. Develop Cover glass surface processing techniques to meet the demand of vehicle-display surface color integration.
11. Photo-alignment + Photo-alignment polarizer + B/L diaphragm structure technology, to meet the car OEM5.1 specification requirement.
12. SITO on CF achieves thinness and high transmittance. Currently verifying optical feasibility and optical problem analysis, On-Cell design optimization and SITO on CF process feasibility verification.

13. We are currently developing the integration of solar charging panels with the cover film (CF) of the display panel. This "Solar on CF" approach aims to further reduce product thickness, lower costs, minimize ambient light reflection at the interface, and improve outdoor visibility. The manufacturing process for Solar on CF is under verification. Since the solar component can only withstand temperatures below 180°C, the CF process temperature must be reduced. Feasibility is currently under evaluation.
14. We are developing a low-temperature IGZO deposition process (250–300 °C), with the goal of being ready by the end of 2028.
15. We are developing standard interface connections for display docking systems (such as HDMI and USB). By the end of 2025, we plan to add 3D hovering touch functionality and integrate camera imaging features. In 2026, we aim to incorporate wireless connectivity, including Wi-Fi and BLE.
16. A cholesteric liquid-crystal display (ChLCD) technology developed for low power consumption products such as e-books and e-labels;

In 2025, the total budget for R&D investment is expected to reach NT\$213,297 thousand.

#### **5.6.4 Effects of and Response to Changes in Policies and Regulations Relating to Corporate Finance and Sales**

1. In order to reduce production costs, the Company has moved labor-intensive production lines to Mainland China. As there are still controls on import and export trade and foreign exchange in the Mainland China. Any changes in the policy of Mainland China there may have a negative impact on the Company's business activities in the Mainland China.
2. In recent years, global environmental awareness has increased and the impact of climate change has been severely affected. International environmental protection regulations, such as the Kyoto Protocol, the Restriction of Hazardous Substances in Electrical and Electronic Equipment (ROHS) announced by the European Union, Waste Electrical and Electronic Equipment (WEEE), REACH, carbon footprint reduction, etc., all take environmental protection as an important appeal, emphasizing that green environmental protection electronic product design and manufacturing is the future industrial development trend. The Company has invested considerable resources to actively promote environmental protection activities and continue to improve pollution reduction. It also requires suppliers to set up a green supply chain system to minimize the impact of this important international policy on the Company.

#### **5.6.5 Effects of and Response to Changes in Technology (including information security risks) and the Industry Relating to Corporate Finance and Sales**

1. The demand for display products has changed from black and white to color panels, and this shift could create higher product prices and increase volume of business. Although the cost of product development and design has risen significantly, the Company proactively introduced the concept of design services to enhance the added value of products and to keep in line with the large quantity characteristics of mainstream market products to produce products of universal specifications.
2. As the larger size TFT production line was introduced along with the production of small and medium-sized panels, the cost competition pressure is growing. The Company has taken measures to start the research and development and production of high-margin, non-LCD technology and other products. As new products enter the market, they will be able to share the increased R&D expenses.
3. Intellectual property is one of the key capabilities for industry development. In 2024, the company achieved Level A certification in the Taiwan Intellectual Property Management System (TIPS), establishing a systematic management framework to monitor industry trends and reduce operational risks.
4. There was no major information security incident or loss impact caused by information security incident.

#### **5.6.6 The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company's Response Measures:None**

#### **5.6.7 Expected Benefits from, Risks Relating to and Response to Merger and Acquisition Plans:None**

#### **5.6.8 Expected Benefits from, Risks Relating to and Response to Factory Expansion Plans:None**

#### **5.6.9 Risks Relating to and Response to Excessive Concentration of Purchasing Sources and Excessive Customer Concentration**

1. The company arranges the purchase of components, production and sales according to orders, strengthens internal order review and material preparation and production control, and ensures the company's rights and interests.
2. In terms of sales, customers are relatively dispersed and there is no major risk, so sales strategies can be flexibly adjusted to cope with uncertainties.
3. In terms of purchasing, we focus on developing multiple supply chains to improve our control over materials and bargaining power. Certain new technology products use materials with higher quality and technical requirements, and material manufacturers are limited, so we will actively

develop new supply chains to reduce the risk of minority supply.

4. The company will continue to strengthen diversified supply chain management, enhance the prediction of market dynamics and flexibly adjust strategies to ensure that the company maintains stable development in a changing market environment.

#### **5.6.10 Effects of, Risks Relating to and Response to Large Share Transfers or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholdings of over 10%**

The corporate director, TOPPAN Holdings Inc., held a board meeting on January 16, 2025, and approved the transfer of its entire shareholding in GIANTPLUS TECHNOLOGY CO., LTD., totaling 234,481,757 shares (representing a 53.10% stake), to Ju Yi Investment Co., Ltd. The share transfer will be carried out in two phases. The first phase was completed on January 20, 2025, through a block trade on the centralized market, in which 81,500,000 shares (18.45%) were sold to Ju Yi Investment Co., Ltd. The second phase is scheduled to take place in late August 2025, involving the transfer of 152,981,757 shares (34.65%). As of April 2025, TOPPAN Holdings Inc. holds 152,981,757 shares (34.65%) of GIANTPLUS TECHNOLOGY CO., LTD.

This share transfer is a stock transaction between shareholders. The General Manager and heads of departments are professional managers, and all operations are being carried out as planned. Therefore, the transfer has no significant impact on the company's operations. Lite-On will continue to develop its TFT business and will leverage the technology cultivated through TFT development and production to create new future ventures.

#### **5.6.11 Effects of, Risks Relating to and Response to the Changes in Management Rights: None.**

#### **5.6.12 Litigation or Non-litigation Matters**

In terms of the receivables due from CHUNGHWA PICTURE TUBES, LTD., the court ruling was final for the Company to proceed with compulsory enforcement.

### **5.6.13 Other important risks and measures in response:**

- (1) The organizational structure of the Company's risk management includes the Board of Directors, Risk Management Committee, Risk Management Team, and responsible units, with relevant responsibilities as follows:

Board of Directors: The highest responsible unit for risk management of the Company, responsible for approving the Company's risk management policies and related regulations, overseeing the overall implementation of risk management, and ensuring effective risk control.

Risk Management Committee: The Company has established a Risk Management Committee under the Board of Directors to oversee the operational mechanism related to risk management and report annually to the Board of Directors.

The Risk Management Team, with the general manager serving as the convener, conducts a comprehensive assessment of the Company's operational and emerging risks and presents a risk management report to the Risk Management Committee.

Responsible units: The management of business and functional units regularly conducts relevant risk assessment in operation meetings, and prepares countermeasures and reviews. The supervisors of each unit are responsible for risk management and should analyze, monitor and report the relevant risks of their units and implement risk control mechanisms and procedures.

Internal Audit Office: Responsible for assessing the risk within the Company's operations through cyclical audits to ensure that all operating units properly manage risk, providing advice and guidance on risk matters in the operating divisions.

- (2) Risk Management Process:

The Company's risk management process includes risk identification, risk analysis, risk assessment, risk response, and monitoring and review mechanism.

- a. Risk identification

The Risk Management Team of the Risk Management Committee identifies and evaluates critical and emerging risks in the environment (including climate), society, economy, technology, and other aspects of the Company's operations based on the principle of materiality, considering the possibility of risk occurrence, the degree of impact, and other variables. Risk identification at the corporate level is conducted at least once a year and reported to the Risk Management Committee.

b. Risk analysis

Responsible units shall evaluate risks annually through the process of risk identification, assessment, analysis and evaluation, and continuously review and improve and track controls.

c. Risk assessment

Based on predicting and measuring the possible damage caused by risks, appropriate selection and evaluation of effective methods to deal with risks, such as avoiding risks, preventing risks, self-insurance risks, transferring risks, etc.

d. Risk Response

Responsible units should formulate appropriate handling plans to ensure relevant personnel thoroughly understand and carry out the plans, and continuously monitor the implementation of pertinent handling plans.

e. Risk Monitoring and Review

Continuous reviews of the management plan's efficacy should be performed to guarantee that risk management is fully implemented.

(3) Risk management operations:

To establish a risk management mechanism and strengthen corporate governance for the sound and sustainable operation of the Company, the board of directors approved the establishment of the Risk Management Committee on 9 November 2022.

In accordance with Article 27 of the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, the Company established the "Risk Management Committee Charter." The members of the Risk Management Committee are composed of three independent directors appointed by the board of directors. One of the independent directors is elected by all committee members to serve as the convener and chairperson. The convener of the first Risk Management Committee is Independent Director YAO-HSUN HUNG. In 2024, the Committee held one meeting, during which all proposals were reviewed or approved by the independent directors, with no objections or qualified opinions expressed.

Scope of duties of the Risk Management Committee:

- Review various risk management policies
- Assess the adequacy of the risk management framework
- Review the early warning and response measures for major risk management issues and oversee the implementation of improvement mechanisms.
- Report the implementation status of risk management to the board of directors on a regular basis.

The Company's risk management process encompasses key elements such as risk identification, risk assessment, risk response, risk monitoring, and risk communication and handling. To effectively implement the risk management mechanism, a group-wide risk assessment is conducted annually. The results of the risk assessment are regularly reported annually to the Risk Management Committee (comprising three Independent Directors) and the board of directors (the most recent report was submitted on 18 December 2024). The report includes a summary of the key risks faced by the Company during the year (for instance, in 2024, risk management topics included: quality management risk, environmental and safety management risk, operational risk management—information security, supply chain security, legal risk management—respect for intellectual property rights and fair trade, and climate change risk), as well as corresponding response measures and planned improvements. Follow-up actions are continuously tracked to ensure the effectiveness and execution of the Company's risk management.

To strengthen employees' awareness of risk, the Safety Department is responsible for regularly implementing risk management projects related to environmental and safety management. To ensure effective execution, various hazard prevention training programs and emergency response drills are conducted annually across all plants to minimize the risk of workplace incidents. In 2024, a total of 633 participants received safety training at Giantplus's plants, including new employees, personnel engaged in specialized operations, first aid responders, and attendees of safety briefing sessions. Through these safety education programs, employees gain a better understanding of the nature of safety and potential hazard risks.

The Risk Management Committee (term of service: from November 9, 2022 to June 22, 2025) convened a meeting on December 18, 2024, and reported the implementation status to the board of directors on the same day.

Name	Title	Expertise	Number of Actual Attendances	Number of Attendances by Proxy	Actual Attendance Rate (%)
YAO-HSUN HUNG	Independent Director (Chairman)	Business risk management	1	0	100%
JIA-LI SHIH	Independent Director	Law	0	1	0%
PO-TSUN LIU	Independent Director	Optoelectronic technology	1	0	100%

## 5.7 Other Important Matters:None.



## VI. Special Disclosure

### 6.1 Summary of Affiliated Companies

#### 6.1.1 Relationship Report

##### 1. Overview of the relationship between affiliated companies and controlling companies

Unit: share, %

Company	Relationship	Shares and Pledge			Director, Supervisor or managers	
		Shares	%	Pledge	Title	Names
TOPPAN Holdings Inc. (Note)	Parent Company	234,481,757	53.10%	-	Director	Representative of TOPPAN Holdings Inc: TAMURA Takayuki, NAKAMURA Koji (dismissed on January 1, 2024), SUGIMOTO Katsumi (inaugurated on January 1, 2024) NUMAZAWA Sadahiro (dismissed on January 1, 2025), TOMOBE Minako (dismissed on March 1, 2025)

Note: TOPPAN Holdings Inc. adjusted its organizational structure in October 2023, with the original parent company renamed as TOPPAN Holdings Inc.

## **2. Transactions**

**(1) Sale and purchase transactions: None.**

**(2) Property transaction: None.**

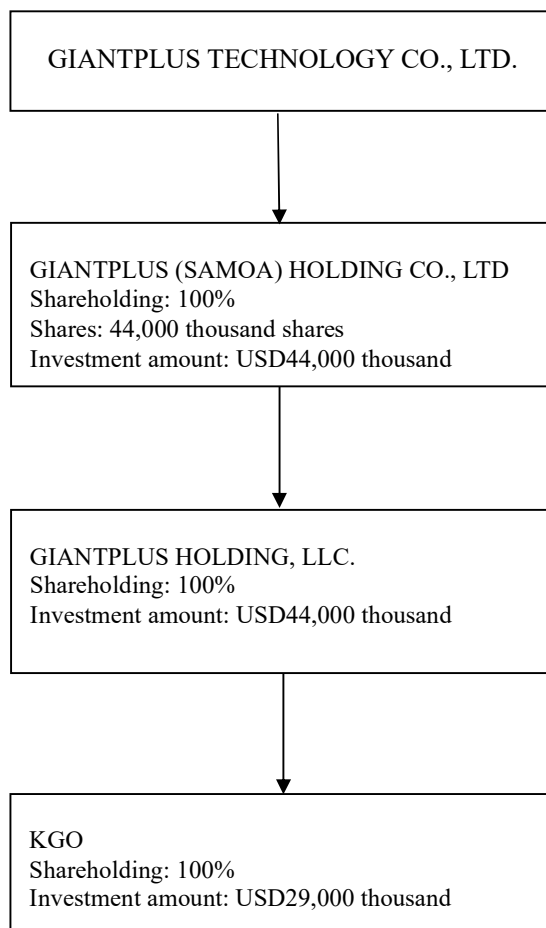
**(3) Capital Finance: None.**

**(4) Asset leasing: None.**

**(5) Other important transaction: None.**

## 6.1.2 Summary of Affiliated Companies

### 1. Organizational chart of affiliated companies



## 2. Giantplus Subsidiaries

December 31, 2024

Company	Date of Incorporation	Address	Capital Stock	Business Activities
GIANTPLUS (SAMOA) HOLDING CO., LTD.	2000/02	Vistra Corporate Services Centre, Ground Floor NPF Building, Beach Road, Apia, Samoa	NTD1,397,086 thousand	Investment
GIANTPLUS HOLDING L.L.C.	2000/02	605 Geddes street, Wilmington, Delaware 19805	NTD1,397,086 thousand	Investment
KGO	2010/01	No. 89, YuanFeng Rd., Yushan Township, Kunshan City, JiangSu, China	USD29,000 thousand (NTD:USD=1: 32.785)	Assembly LCD module and sale touch panel

## 3. Presumed to be the same shareholder information for those with control and affiliation: None.

## 4. The overall relationship business

Company	Business Activities	Division
GIANTPLUS (SAMOA) HOLDING CO., LTD.	Investment	Not applicable
GIANTPLUS HOLDING L.L.C.	Investment	Not applicable
KGO	Assembly LCD module and sale touch panel	The Company's China operations base

## 5. Information on directors, supervisors and presidents

December.31, 2024

Company	Title	Name	Shareholding	
			Shares	% (Investment Holding)
GIANTPLUS (SAMOA) HOLDING CO., LTD.	Sole Director	Giantplus Technology Co., Ltd. TAMURA Takayuki	USD44,000 thousand	100%
GIANTPLUS HOLDING L.L.C.	Operating Manager	GIANTPLUS(SAMOA) HOLDING CO., LTD. TAMURA Takayuki	USD44,000 thousand	100%
KGO	Director Supervisor President	GIANTPLUS HOLDING L.L.C. Yi-Tsai Hsu Yi-Yan Liao Cheng-Kuang Chan	USD29,000 thousand	100%

## 6. Operational Highlights of Giantplus Subsidiaries

December 31, 2024, Unit: NT\$ thousands

Company	Capital Stock	Assets	Liabilities	Net Worth	Net Revenue	Income (Loss) from Operation	Net Income (Loss)	Basic Earnings (Loss) Per Share
GIANTPLUS (SAMOA) HOLDING CO., LTD.	1,397,086	4,335,214	26,456	4,308,758	-	(23,484)	448,141	Not Applicable
GIANTPLUS HOLDING L.L.C.	1,397,086	1,471,280	9,403	1,461,877	-	(218)	170,420	Not Applicable
KGO	950,765	2,525,113	1,830,950	694,162	1,281,162	134,781	96,408	Not Applicable

### **6.1.3 Consolidated Financial Statements of Affiliated Enterprises**

#### **Declaration of Consolidated Financial Statements of Affiliated Enterprises**

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

Hereby declare,

Company Name: Giantplus Technology Co., Ltd.

Chairman: TAMURA Takayuki

On the date of March 12, 2025

**6.2 Private Placement Securities Handling Situation for the Most Recent Fiscal Year and Up to The Printing Date of the Annual Report: None.**

**6.3 Other Necessary Supplementary Explanations: None.**

**VII. Events That Significantly Affect Shareholders' Equity or the Price of Securities, As Defined by Article 36, Paragraph 2, Subparagraph 2 of This Law, for the Most Recent Fiscal Year And Up to The Printing Date of The Annual Report: None.**

**GIANTPLUS TECHNOLOGY CO., LTD.**  
**Corporate Governance Best Practice Principles**

**Chapter I Encouraging Shareholders to Participate in Corporate Governance**

Article 1

To establish sound corporate governance systems, GIANTPLUS be followed by principles the Taiwan Stock Exchange Corporation (TWSE) and the Taipei Exchange (TPEX) hereby jointly adopted, establishing an effective corporate governance framework and disclosing them through the Market Observation Post System (MOPS).

Article 2

When setting up the corporate governance system, in addition to complying with relevant laws, regulations, articles of incorporation, contracts signed with the TWSE or TPEX, and other relevant regulations, GIANTPLUS shall follow the following principles:

1. Protect the rights and interests of shareholders.
2. Strengthen the powers of the board of directors.
3. Fulfill the function of audit committees.
4. Respect the rights and interests of stakeholders.
5. Enhance information transparency.

Article 3

GIANTPLUS shall follow the Criteria Governing Establishment of Internal Control Systems by Public Reporting Companies and take into consideration the overall operational activities of itself and its subsidiaries to design and fully implement an internal control system, and shall conduct reviews of the system from time to time in order to ensure the continued effectiveness of its design and implementation in light of changes in the Company's internal and external environment.

GIANTPLUS shall perform full self-assessments of its internal control system. Its board of directors and management shall review the results of the self-assessments by each department at least annually and the reports of the internal audit department on a quarterly basis. The audit committee or independent directors shall also attend to and supervise these matters.

The management of GIANTPLUS shall pay special attention to the internal audit department and its personnel, fully empower them and urge them to conduct audits effectively, to evaluate problems of the internal control system and assess the efficiency of its operations to ensure that the system can operate effectively on an on-going basis, and to assist the board of directors and the management to perform their duties effectively so as to ensure a sound corporate governance system.



#### Article 3-1

GIANTPLUS is advised to have an adequate number of corporate governance personnel with appropriate qualifications based on the size of the Company, business situations and management needs, and shall appoint in accordance with the requirements of the competent authorities or TWSE a chief corporate governance officer as the most senior officer to be in charge of corporate governance affairs. Said officer shall be a qualified, practice-eligible lawyer or accountant or have been in a managerial position for at least three years in a securities, financial, or futures related institution or a public company in handling legal affairs, legal compliance, internal audit, financial affairs, stock affairs, or corporate governance affairs. The corporate governance affairs mentioned in the preceding paragraph shall include at least the following items:

1. Handling matters relating to board meetings and shareholders meetings according to laws.
2. Preparing the board meeting minutes and shareholders meeting minutes.
3. Assisting in onboarding and continuous development of directors and independent directors
4. Furnishing information required for business execution by directors and independent directors.
5. Assisting directors and independent directors with legal compliance.
6. Reporting to the board of directors the results of examination as to whether the qualifications of independent directors at the time of their nomination and election and during their term of office conform to applicable laws and regulations.
7. Handling matters related to director changes.
8. Other matters set out in the Articles of Incorporation or contracts.

### **Chapter II Protection of Shareholders' Rights and Interests**

#### **Section 1 Encouraging Shareholders to Participate in Corporate Governance**

##### Article 4

The corporate governance system shall be designed to protect shareholders' rights and interests and treat all shareholders equitably.

GIANTPLUS shall establish a corporate governance system which ensures shareholders' rights of being fully informed of, participating in and making decisions over important matters of the Company.

##### Article 5

GIANTPLUS shall convene shareholders meetings in accordance with the Company Act and relevant laws and regulations and provide comprehensive rules for such meetings. GIANTPLUS shall faithfully implement resolutions adopted by shareholders meetings in accordance with the rules for the meetings.

Resolutions adopted by shareholders meetings of GIANTPLUS shall comply with laws, regulations and Articles of Incorporation.

#### Article 6

The board of directors of GIANTPLUS shall properly arrange the agenda items and procedures, formulate principles and operating procedures for shareholders to nominate directors, independent directors, and proposals for the shareholders' meeting. The board of directors shall also properly deal with the proposals duly submitted by the shareholders. Arrangements shall be made to hold shareholders meetings at a convenient location and set up virtual shareholders' meetings, if possible, with sufficient time allowed and sufficient numbers of suitable personnel assigned to handle attendance registrations. Shareholders may not be arbitrarily required to provide additional documentation beyond proof of eligibility to attend; and shareholders shall be granted reasonable time to deliberate each proposal and an appropriate opportunity to make statements.

The shareholders' meeting convened by the board of directors with the board chairperson chair the meeting, and more than half of the directors (including at least one independent director), convener of the audit committee (or more than half of the audit committee members), and other functional committee members at least one representative shall be present in person. Attendance details also shall be recorded in the shareholders meeting minutes.

#### Article 7

GIANTPLUS shall encourage its shareholders to actively participate in corporate governance. It is advisable that the Company engage a professional shareholder services agent to handle shareholders meeting matters, so that shareholders meetings can proceed on a legal, effective and secured basis. GIANTPLUS shall seek all ways and means, including fully exploiting technologies for information disclosure, upload annual reports, annual financial statements, notices, agendas, and supplementary information of shareholders meetings in both Chinese and English concurrently, and shall adopt electronic in order to enhance shareholders' attendance rates at shareholders meetings and ensure their exercise of rights at such meetings in accordance with laws.

GIANTPLUS is advised to avoid raising extraordinary motions and amendments to original proposals.

GIANTPLUS arranges voting on each separate proposal in the shareholders meeting agenda for their shareholders, and following conclusion of the meeting, enters the voting results the same day, namely the numbers of votes cast for and against and the number of abstentions, on the Market Observation Post System.

#### Article 8

GIANTPLUS in accordance with the Company Act and other applicable laws and regulations, shall record in the shareholders meeting minutes the date and place of the meeting, the name of the chairperson, the method of adopting resolutions, and a summary of the essential points of the proceedings and the results of the meeting. With respect to the election of directors, the meeting minutes shall record the method of voting adopted therefore and the total number of votes for the elected directors. The shareholders meeting minutes shall be properly and perpetually kept by the Company during its legal existence and should be sufficiently disclosed on the Company's website.

#### Article 9

The chairperson of the shareholders meetings shall be fully familiar and comply with the rules governing the proceedings of the shareholders meetings established by the Company. The chairperson shall ensure the proper progress of the proceedings of the meetings and may not adjourn the meetings at will.

In order to protect the interests of most shareholders, if the chairperson declares the adjournment of the meeting in a manner in violation of rules governing the proceedings of the shareholders meetings, it is advisable for the members of the board of directors other than the chairperson of the shareholders meeting to promptly assist the attending shareholders at the shareholders meeting in electing a new chairperson of the shareholders meeting to continue the proceedings of the meeting, by a resolution to be adopted by a majority of the votes represented by the shareholders attending the said meeting in accordance with the legal procedures.

#### Article 10

GIANTPLUS shall place high importance on the shareholder right to know, and shall faithfully comply with applicable regulations regarding information disclosure in order to provide shareholders with regular and timely information on company financial conditions and operations, insider shareholdings, and corporate governance status through the MOPS or the website established by the company.

To treat all shareholders equally, it is advisable that the company concurrently disclose the material information under the preceding paragraph in English.

To protect its shareholders' rights and interests and ensure their equal treatment, GIANTPLUS shall adopt internal rules prohibiting company insiders from trading securities using information not disclosed to the market.

The matters in the preceding paragraph shall include the stock trading control measures taken by the Company's insiders from the date they learn of the Company's financial report or the Company's related performance content, including (but not limited to) prohibiting directors to trade their shares during the 30-day period preceding the release of the annual financial report or the 15-day period preceding the release of the quarterly financial report.

#### Article 11

The shareholders shall be entitled to profit distributions by GIANTPLUS. In order to ensure the investment interests of shareholders, the shareholders meeting may, pursuant to Article 184 of the Company Act, examine the statements and books prepared and submitted by the board of directors and the reports submitted by the audit committee, and may decide profit distributions and deficit off-setting plans by resolution. In order to proceed with the above examination, the shareholders meeting may appoint an inspector.

The shareholders may, pursuant to Article 245 of the Company Act, apply with the court to select an inspector to examine the accounting records, property, particulars, documents and records of specific transaction of the Company.

The board of directors, audit committee and managers of GIANTPLUS shall fully cooperate in the examination conducted by the inspectors in the aforesaid two paragraphs without any circumvention, obstruction or rejection.

## Article 12

In entering into material financial and business transactions such as acquisition or disposal of assets, lending funds, and making endorsements or providing guarantees, GIANTPLUS shall proceed in accordance with the applicable laws and/or regulations and establish operating procedures in relation to these material financial and business transactions which shall be reported to and approved by the shareholders meeting so as to protect the interests of the shareholders.

When GIANTPLUS is involved in a merger, acquisition or public tender offer, in addition to proceeding in accordance with the applicable laws and/or regulations, it shall not only pay attention to the fairness, rationality, etc. of the plan and transaction of the merger, acquisition or public tender offer, but information disclosure and the soundness of the company's financial structure thereafter.

When the management or a major shareholder of GIANTPLUS is involved in a merger or acquisition, a legal opinion by an independent lawyer shall be issued to review if members of the audit committee to review the merger and acquisition in the preceding paragraph have met the requirement of Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, to ensure they are not a related party to a counterparty of the merger and acquisition transaction or do not have such interest that would influence their independence, whether the design and implementation of the relevant procedure meet the applicable laws, and if a full disclosure has been made in accordance with the applicable laws.

Qualifications of the lawyer in the preceding paragraph shall meet the requirements in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, and the lawyer shall not be a related party to a counterparty of the merger and acquisition transaction or shall not have such interest that would influence their independence.

The relevant personnel of GIANTPLUS handling the matters in the preceding paragraph shall pay attention to the occurrence of any conflicts of interest and the need for recusal.

## **Section 2 Establishing a Mechanism for Interaction with Shareholders**

### Article 13

In order to protect the interests of the shareholders, it is advisable that GIANTPLUS designates personnel exclusively dedicated to handling shareholder proposals, inquiries, and disputes. It shall properly deal with any legal action duly instituted by shareholders in which it is claimed that shareholder rights and interests were damaged by a resolution adopted at a shareholders meeting or a board of directors meeting in violation of applicable laws, regulations, or the Company's Articles of Incorporation, or that such damage was caused by a breach of applicable laws, regulations or the Company's Articles of Incorporation by any directors or managers in performing their duties.

#### Article 13-1

The Company is responsible for establishing a mechanism for interaction with shareholders to enhance mutual understanding of the development of company's objectives.

#### Article 13-2

In addition to communicating with shareholders through shareholders meetings and encouraging shareholders to participate in such meetings, GIANTPLUS together with officers shall engage with shareholders in an efficient manner to ascertain shareholders' views and concerns, and expound company policies explicitly, in order to gain shareholders' support.

#### Article 13-3

The Company formulates and discloses its operational strategies and business plans, reports them to the Board of Directors, and actively communicates with shareholders.

### **Section 3 Corporate Governance Relationships Between the Company and Related Parties**

#### **Enterprises**

##### **Article 14**

GIANTPLUS shall clearly identify the objectives and the division of authority and responsibility between it and its affiliated enterprises with respect to management of personnel, assets, and financial matters, and shall properly carry out risk assessments and establish appropriate firewalls.

##### **Article 15**

Unless otherwise provided by the laws and regulations, a manager of GIANTPLUS may not serve as a manager of its affiliated enterprises.

A director who engages in any transaction for himself or on behalf of another person that is within the scope of the company's operations shall explain the major content of such actions to the shareholders meeting and obtain its consent.

##### **Article 16**

In compliance with applicable laws and regulations, GIANTPLUS shall establish sound objectives and systems for management of finance, operations, and accounting. It shall further, together with its affiliated enterprises, properly conduct an overall risk assessment of major banks they deal with and customers and suppliers and implement the necessary control mechanisms to reduce credit risk.

##### **Article 17**

When GIANTPLUS and its related parties and shareholders enter into financial or business dealings or transactions, a written agreement governing the relevant financial and business operations between them shall be made in accordance with the principle of fair dealing and reasonableness. Price and payment terms shall be definitively stipulated when contracts are signed, and non-arm's length transactions and improper channeling of interests shall be prohibited.

The content of the written agreement mentioned in the preceding paragraph shall include regulatory procedures governing transactions such as purchase and sale of goods, acquisition and disposal of assets, loans of funds, and provision of endorsements and guarantee etc. Relevant material transactions shall be approved by a resolution of the board of directors and approved or reported to the shareholders' meeting.

##### **Article 18**

A corporate shareholder having controlling power over GIANTPLUS shall comply with the following provisions:

1. It shall bear a duty of good faith to other shareholders and shall not directly or indirectly cause the company to conduct any business which is contrary to normal business practice or not profitable.
2. Its representative shall follow the rules implemented by its company with respect to the exercise of rights and participation of resolution, so that at a shareholders meeting, the representative shall exercise his/her voting right in good faith and for the best interest of all shareholders and shall exercise the fiduciary duty and duty of care of a director.

3. It shall comply with relevant laws, regulations and the Articles of Incorporation of the Company in nominating directors and shall not act beyond the authority granted by the shareholders meeting or board meeting.
4. It shall not improperly intervene in corporate policy making or obstruct corporate management activities.
5. It shall not restrict or impede the management or production of the company by methods of unfair competition such as monopolizing corporate procurement or foreclosing sales channels.
6. The representative that is designated when a corporate shareholder has been elected as a director shall meet the company's requirements for professional qualifications. Arbitrary replacement of the corporate shareholder's representative is inappropriate.

#### Article 19

GIANTPLUS shall retain at all times a register of major shareholders who own a relatively high percentage of shares and have controlling power, and of the persons with ultimate control over those major shareholders.

GIANTPLUS shall disclose periodically important information about its shareholders holding more than 10 percent of the outstanding shares of the company relating to the pledge, increase or decrease of share ownership, or other matters that may possibly trigger a change in the ownership of their shares.

The major shareholder indicated in the first paragraph refers to those who owns 5 percent or more of the outstanding shares of the company or the shareholding stake thereof is on the top 10 list, provided however that the company may set up a lower shareholding threshold according to the actual shareholding stake that may control the company.

### **Chapter III Enhancing the Functions of the Board of Directors**

#### **Section 1 Structure of the Board of Directors**

##### Article 20

The board of directors of GIANTPLUS shall direct company strategies, supervise the management, and be responsible to the company and shareholders. The various procedures and arrangements of its corporate governance system shall ensure that, in exercising its authority, the board of directors complies with laws, regulations, its Articles of Incorporation, and the resolutions of its shareholders meetings.

The structure of GIANTPLUS' board of directors shall be determined by choosing an appropriate number of board members in consideration of its business scale, the shareholdings of its major shareholders, and practical operational needs.

The composition of the board of directors shall be determined by taking diversity into consideration. It is advisable that directors concurrently serving as company officers not exceed one-third of the total number of the board members, and that an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs be formulated and include, without being limited to, the following two general standards:

1. Basic requirements and values: Gender, age, nationality, and culture.
2. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experience. All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities:
  1. Ability to make operational judgments.
  2. Ability to perform accounting and financial analysis.
  3. Ability to conduct management administration.
  4. Ability to conduct crisis management.
  5. Knowledge of the industry.
  6. An international market perspective.
  7. Leadership skills.
  8. Ability to make policy decisions.

#### Article 21

GIANTPLUS shall, according to the principles for the protection of shareholder rights and interests and equitable treatment of shareholders, establish a fair, just, and open procedure for the election of directors, encourage shareholder participation, and adopt the cumulative voting mechanism pursuant to the Company Act in order to fully reflect shareholders' views. Unless the competent authority otherwise grants an approval, a spousal relationship or a familial relationship within the second degree of kinship may not exist among more than half of the directors of GIANTPLUS.

When the director discharge for any reason, and there are fewer than five people, the Company shall hold a by-election for director at the following shareholders meeting. When the number of directors falls short by one-third of the total number prescribed by the Articles of Incorporation, the company shall convene a special shareholder meeting within 60 days of the occurrence of that fact for a by-election for director(s). The aggregate shareholding percentage of all the directors of GIANTPLUS shall comply with the laws and regulations. Restrictions on the share transfer of each director and the creation, release, or changes of any pledges over the shares held by each director shall be subject to the relevant laws and regulations, and the relevant information shall be fully disclosed.

#### Article 22

GIANTPLUS shall adopt the candidate nomination system for elections of directors pursuant to the laws and regulations of the competent authority, and carefully evaluate the qualifications of the nominees, and the existence of any other matters set forth in Article 30 of the Company Act with respect to the director candidates recommended by shareholders or directors, and also in accordance with Article 192-1 of the Company Act.



#### Article 23

Clear distinctions shall be drawn between the responsibilities and duties of the chairperson of the board of GIANTPLUS and those of its president.

It is inappropriate for the chairperson to also act as the president.

### **Section 2 Independent Director System**

#### Article 24

GIANTPLUS shall appoint independent directors in accordance with its Articles of Incorporation. They shall be not less than two in number and not less than one-third of the total number of directors.

Independent directors shall possess professional knowledge and there shall be restrictions on their shareholdings. Applicable laws and regulations shall be observed and, in addition, it is not advisable for an independent director to hold office concurrently as a director (including independent director) or supervisor of more than five other TWSE/TPEX listed companies. Independent directors shall also maintain independence within the scope of their directorial duties and may not have any direct or indirect interest in the company.

If GIANTPLUS and its group enterprises and organizations, and another company and its group enterprises and organizations nominate for each other any director, supervisor or managerial officer as a candidate for an independent director of the other, GIANTPLUS shall, at the time it receives the nominations for independent directors, disclose the fact and explain the suitability of the candidate for independent director. If the candidate is elected as an independent director, GIANTPLUS shall disclose the number of votes cast in favor of the elected independent director. The “group enterprises and organizations” in the preceding paragraph comprise the subsidiaries of GIANTPLUS, any foundation to which GIANTPLUS’ cumulative direct or indirect contribution of funds exceeds 50 percent of its endowment, and other institutions or juristic persons that are effectively controlled by the company. Change of status between independent directors and non-independent directors during their term of office is prohibited.

The professional qualifications, restrictions on both shareholding and concurrent positions held, determination of independence, method of nomination and other requirements with regard to the independent directors shall be set forth in accordance with the Securities and Exchange Act, the Regulations Governing Appointment of Independent Directors and Compliance Matter for Public Companies, and the rules and regulations of the Taiwan Stock Exchange.

#### Article 25

GIANTPLUS shall submit the following matters to the board of directors for approval by resolution as provided in the Securities and Exchange Act. When an independent director has a dissenting opinion or qualified opinion, it shall be noted in the minutes of the directors meeting:

1. Adoption or amendment of the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
2. Adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act, of handling procedures for financial or operational actions of material significance, such as acquisition or disposal of assets, derivatives trading, extension of monetary loans to others, or endorsements or guarantees for others.
3. A matter bearing on the personal interest of a director.
4. A material asset or derivatives transaction.
5. A material monetary loan, endorsements, or provision of guarantee.
6. The offering, issuance, or private placement of any equity-type securities.
7. The hiring, discharge, or compensation of an attesting CPA.
8. The appointment or discharge of a financial, accounting, or internal auditing officer.
9. Any other material matter so required by the competent authority.

#### Article 26

GIANTPLUS or other members of the Board of Directors shall not obstruction, rejection or circumvention independent directors from performing their duties.

GIANTPLUS shall stipulate the remuneration of the directors according to applicable laws and regulations. The remuneration of the directors shall fully reflect the personal performance and the long-term management performance of the Company and shall also take the overall operational risks of the company into consideration. Different but reasonable remuneration from that of other directors may be set forth for the independent directors.

### **Section 3 Audit and Functional Committees**

#### Article 27

For the purpose of developing supervisory functions and strengthening management mechanisms, the board of directors of GIANTPLUS, in consideration of the company's scale and type of operations and the number of its board members, may set up functional committees for auditing, remuneration, nomination, risk management or any other functions, and based on concepts of corporate social responsibility and sustainable operation, may set up environmental protection, corporate social responsibility, or other committees, and expressly provide for them in the Articles of Incorporation.

Functional committees shall be responsible to the board of directors and submit their proposals to the board of directors for approval, provided that the performance of supervisor's duties by the audit committee pursuant to paragraph 4, Article 14-4 of the Securities and Exchange Act shall be excluded.

Functional committees shall adopt an organizational charter to be approved by the board of directors. The organizational charter shall contain the numbers, terms of office, and powers of committee members, as well as the meeting rules and resources to be provided by the company for exercise of power by the committee.

#### Article 28

GIANTPLUS audit committee shall be composed of the entire number of independent directors. It shall not be fewer than three persons in number, one of whom shall be convener, and at least one of whom shall have accounting or financial expertise.

The exercise of power by audit committee and independent directors and related matters shall be set forth in accordance with the Securities and Exchange Act, the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies, and the rules and regulations of the TWSE.

#### Article 28-1

GIANTPLUS shall establish a remuneration committee and more than half of its members should be held by independent directors. The professional qualifications for the committee members, the exercise of their powers of office, the adoption of the organizational charter, and related matters shall be handled pursuant to the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter.

#### Article 28-2

GIANTPLUS is advised to establish and announce channels for internal and external whistleblowers and have whistleblower protection mechanisms in place. The unit that handles whistleblowers' reporting shall be independent, provide encrypted protection for the files furnished by whistleblowers, and appropriately restrict access to such files. It shall also formulate internal procedures and incorporate those procedures into the company's internal control system for management purposes.

#### Article 29

In order to improve the quality of financial reports, GIANTPLUS shall establish the position of deputy to its principal accounting officer.

To enhance the professional abilities of the deputy accounting officer of the preceding paragraph, the deputy's continuing education shall proceed following the schedule of the principal accounting officer.

The accounting staff involved in the preparation of financial reports shall also attend more than six hours of professional courses per year, and their training may be by participating in the Company's internal education and training or professional courses organized by relevant training institutions.

GIANTPLUS shall select as its external auditor a professional, responsible, and independent attesting CPA, who shall perform regular reviews of the financial conditions and internal control measures of the company. With regard to any irregularity or deficiency discovered and disclosed in a timely manner by the auditor during the review, and concrete measures for improvement or prevention suggested by the auditor, the company shall faithfully implement improvement actions.

GIANTPLUS shall, based on Audit Quality Indicators (AQIs) as reference, evaluate the independence and suitability of the CPA engaged by the company regularly, and no less frequently than once annually. In the event that the company engages the same CPA without replacement for 7 years consecutively, or if the CPA is subject to disciplinary action or other circumstances prejudicial to the CPA's independence, the company shall evaluate the necessity of replacing the CPA and submit its conclusion to the board of directors.

#### Article 30

It is advisable that GIANTPLUS engage a professional and competent legal counsel to provide adequate legal consultation services to the company, or to assist the directors and the management to improve their knowledge of the law, for the purposes of preventing any infraction of laws or regulations by the company or its staff and ensuring that corporate governance matters proceed pursuant to the relevant legal framework and the prescribed procedures.

When, as a result of performing their lawful duties, directors or the management are involved in litigation or a dispute with shareholders, the company shall retain a legal counsel to assistance as circumstances require.

The audit committee or an independent director may retain the service of legal counsel, CPA, or other professionals on behalf of the company to conduct a necessary audit or provide consultation on matters in relation to the exercise of their power, at the expense of the company.

### **Section 4 Rules for the Proceedings and Decision-Making Procedures of Board Meetings**

#### Article 31

The board of directors of GIANTPLUS shall meet at least once every quarter or convene at any time in case of emergency. To convene a board meeting, a meeting notice which specifies the purposes of the meeting shall be sent to each director and supervisor no later than 7 days before the scheduled date. Sufficient meeting materials shall also be prepared and enclosed in the meeting notice. If the meeting materials are deemed inadequate, a director may ask the unit in charge to provide more information or request a postponement of the meeting with the consent of the board of directors.

GIANTPLUS shall adopt rules of procedure for board meetings, which shall follow the Regulations Governing Procedure for Board of Directors Meetings of Public Companies with regard to the content of deliberations, procedures, matters to be recorded in the meeting minutes, public announcements, and other matters for compliance.

#### Article 32

Company directors shall exercise a high degree of self-discipline. If a director or a juristic person represented by the director is an interested party with respect to any proposal for a board meeting, the director shall state the important aspects of the interested party relationship at the meeting. When the relationship is likely to prejudice the interests of the company, the director may not participate in discussion or voting on that proposal and shall enter recusal during the discussion and voting. The director also may not act as another director's proxy to exercise voting rights on that matter.

Matters requiring the voluntary recusal of a director shall be clearly set forth in the rules of procedure for board meetings.

#### Article 33

When a board meeting is convened to consider any matter submitted to it pursuant to Article 14-3 of the Securities and Exchange Act, an independent director of GIANTPLUS shall attend the board meeting in person, and may not be represented by a non-independent director via proxy. When an independent director has a dissenting or qualified opinion, it shall be noted in the minutes of the board of directors meeting; if the independent director cannot attend the board meeting in person to voice his or her dissenting or qualified opinion, he or she should provide a written opinion before the board meeting unless there are justifiable reasons for failure to do so, and the opinion shall be noted in the minutes of the board of directors meeting. In any of the following circumstances, decisions made by the board of directors shall be noted in the meeting minutes, and in addition, publicly announced and filed on the MOPS before two hours of the beginning's trading hours on the first business day following the date of the Board of Directors meeting:

1. An independent director has a dissenting or qualified opinion which is on record or stated in a written statement.
2. The matter was not approved by the audit committee (if the company has set up an audit committee) but had the consent of more than two-thirds of all directors.

During a board meeting, managers from relevant departments who are not directors may, in view of the meeting agenda, sit in at the meetings, make reports on the current business conditions of the company and respond to inquiries raised by the directors. Where necessary, a CPA, legal counsel, or other professional may be invited to sit in at the meetings to assist the directors in understanding the conditions of the company for the purpose of adopting an appropriate resolution, provided that they shall leave the meeting when deliberation or voting takes place.

#### Article 34

Staff personnel of GIANTPLUS attending board meetings shall collect and correctly record the meeting minutes in detail, as well as a summary, the method of resolution, and voting results of all the proposals submitted to the board meeting in accordance with relevant regulations. The minutes of the board of director meetings shall be signed by the chairperson and secretary of the meeting and sent to each director and supervisor within 20 days after the meeting. The director attendance records shall be made part of the meeting minutes, treated as important corporate records, and kept safe permanently during the life of the company.

Meeting minutes may be produced, distributed, and preserved by electronic means. A company shall record on audio or video tape the entire proceedings of a board of directors meeting and preserve the recordings for at least 5 years, in electronic form or otherwise.

If before the end of the preservation period referred to in the preceding paragraph a lawsuit arises with respect to a resolution of a board of directors meeting, the relevant audio or video recordings shall be preserved for a further period, in which case the preceding paragraph does not apply.

Where a board of directors meeting is held via teleconference or video conference, the audio or video recordings of the meeting form a part of the meeting minutes and shall be preserved permanently.

When a resolution of the board of directors violates laws, regulations, the articles of incorporation, or resolutions adopted in the shareholders meeting, and thus causes an injury to the company, dissenting directors whose dissent can be proven by minutes or written statements will not be liable for damages.

#### Article 35

GIANTPLUS shall submit the following matters to its board of directors for discussion:

1. Corporate business plans.
2. Annual and semi-annual financial reports, except for semi-annual financial reports which, under relevant laws and regulations, need not be CPA audited and attested.
3. Adoption or amendment to an internal control system pursuant to Article 14-1 of the Securities and Exchange Act, and evaluation of effectiveness of an internal control system.
4. Adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act, to the handling procedures for financial or operational actions of material significance, such as acquisition or disposal of assets, derivatives trading, extension of monetary loans to others, and endorsements or guarantees for others.
5. The offering, issuance, or private placement of any equity-type securities.
6. The performance assessment and the standard of remuneration of the managerial officers.
7. The structure and system of director's remuneration.
8. The appointment or discharge of a financial, accounting, or internal audit officer.
9. A donation to a related party or a major donation to a non-related party, however a charity donation of disaster relief for a major natural disaster may be submitted to the next board meeting for retroactive recognition.
10. Any matter required by Article 14-3 of the Securities and Exchange Act or any other law, regulation, or bylaw to be approved by resolution at a shareholders' meeting or to be submitted to a meeting of the board of directors, or any such significant matter as may be prescribed by the competent authority.

Except for matters that must be submitted to the board of directors for discussion under the preceding paragraph, when the board of directors is in recess, it may delegate the exercise of its power to others in accordance with law, regulations, or its articles of incorporation. However, the level of delegation or the content or matters to be delegated shall be clearly specified, and general authorization is not permitted.

#### Article 36

GIANTPLUS shall ask the appropriate corporate department or personnel to execute matters pursuant to board of directors' resolutions in a manner consistent with the planned schedule and objectives. It shall also follow up on those matters and faithfully review their implementation. The board of directors shall remain informed of the progress of implementation and receive reports in subsequent meetings to ensure the actual implementation of the board's management decisions.

## **Section 5 Fiduciary Duty, Duty of Care and Responsibility of Directors**

### **Article 37**

Members of the board of directors shall faithfully conduct corporate affairs and perform the duty of care of a good administrator. In conducting the affairs of the company, they shall exercise their powers with a high level of self-discipline and prudence. Unless matters are otherwise reserved by law for approval in shareholders meetings or in the articles of incorporation, they shall ensure that all matters are handled according to the resolutions of board of directors.

It is advisable that GIANTPLUS shall formulate methods and procedures for evaluating board performance. In addition to the regular annual self-evaluation of the board and individual directors, it may also engage external professional institutions or undertake any other appropriate measures to conduct the performance evaluation. A performance assessment of the board of directors shall include the following aspects, and appropriate assessment indicators shall be developed in consideration of the Company's needs:

1. The degree of participation in the Company's operations.
2. Improvement in the quality of decision making by the board of directors.
3. The composition and structure of the board of directors.
4. The election of the directors and their continuing professional education.
5. Internal controls.

The performance assessments of board members shall include the following aspects, with appropriate adjustments made on the basis of the Company's needs:

1. Their grasp of the Company's goals and missions.
2. Their recognition of director's duties.
3. Their degree of participation in the Company's operations.
4. Their management of internal relationships and communication.
5. Their professionalism and continuing professional education.
6. Internal controls.

It is advisable that GIANTPLUS shall conduct a performance evaluation of the functional committee which includes the following aspects, and also take into account the need of the Company:

1. The degree of participation in the company's operations.
2. Recognition of the responsibilities of the functional committee. 3. Improve the decision-making quality of functional committees.
3. The composition of the functional committee and the selection of its members.
4. Internal control.



GIANTPLUS is advised to submit the results of the performance evaluation to the Board of Directors and use it as a reference for directors' remuneration and a nomination for renewal.

#### Article 37-1

It is advisable that GIANTPLUS shall establish a succession plan for the management. The development and implementation of such plans shall be periodically evaluated by the Board of Directors to ensure sustainable operation.

#### Article 37-2

The Board of Directors shall evaluate and monitor the following aspects of the Company's direction of operation and performance in connection with intellectual properties, to ensure the Company develops an intellectual property regulatory system in accordance with the Plan-Do-Check-Act cycle:

1. Formulate intellectual property management policies, objectives, and systems that are linked with the operational strategies.
2. Develop, implement and maintain on the basis of scale and form its management systems governing the procurement, protection, maintenance and utilization of intellectual properties.
3. Identify and provide the necessary resources sufficient to ensure effective implementation and maintenance of the intellectual property management system.
4. Observe the internal and external risks and opportunities that intellectual property management may present and adopt corresponding measures.
5. Plan for and implement a continuous improvement mechanism to ensure the operation and effects of the intellectual property management regime meet the Company's expectations.

#### Article 38

If a resolution of the board of directors violates law, regulations or the company's articles of incorporation, then at the request of shareholders holding shares continuously for a year or an independent director to discontinue the implementation of the resolution, members of the board shall take appropriate measures or discontinue the implementation of such resolution as soon as possible.

Upon discovering a likelihood that the company would suffer material injury, members of the board of directors shall immediately report to the audit committee, an independent director member of the audit committee, or a supervisor in accordance with the foregoing paragraph.

#### Article 39

GIANTPLUS is advised to take out directors' liability insurance with respect to liabilities resulting from exercising their duties during their terms of occupancy so as to reduce and spread the risk of material harm to the company and shareholders arising from the wrongdoings or negligence of a director.

After GIANTPLUS took out or renewed the liability insurance for the directors, it is advised to report the insured amount, coverage, premium rate, and other major contents of the liability insurance at the next board meeting.

#### Article 40

Members of the board of directors are advised to participate in training courses on finance, risk management, business, commerce, accounting, law or corporate social responsibility offered by institutions designated in the Rules Governing Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies, which cover subjects relating to corporate governance upon becoming directors and throughout their terms of occupancy. They shall also ensure that company employees at all levels will enhance their professionalism and knowledge of the law.

### **Chapter IV Respecting Stakeholders' Rights**

#### Article 41

GIANTPLUS shall maintain channels of communication with its banks, other creditors, employees, consumers, suppliers, community, or other stakeholders of the company, respect and safeguard their legal rights and interests, and designate a stakeholder section on its website. When any of a stakeholder's legal rights or interests is harmed, the company shall handle the matter in a proper manner and in good faith.

#### Article 42

GIANTPLUS shall provide sufficient information to banks and its other creditors to facilitate their evaluation of the operational and financial conditions of the company and its decision making process. When any of their legal rights or interest is harmed, the company shall respond with a responsible attitude and assist creditors in obtaining compensation through proper means.

#### Article 43

GIANTPLUS shall establish channels of communication with employees and encourage employees to communicate directly with the management, directors, or independent directors so as to reflect employees' opinions about the management, financial conditions, and material decisions of the Company concerning employee welfare.

#### Article 44

In developing its normal business and maximizing the shareholders' interest, GIANTPLUS shall pay attention to consumers' interests, environmental protection of the community, and public interest issues, and shall give serious regard to the Company's social responsibility.

### **Chapter V Improving Information Transparency**

#### **Section 1 Enhancing Information Disclosure**

#### Article 45

GIANTPLUS shall faithfully fulfill its obligation to disclose information in accordance with the relevant laws and the related TWSE rules.

GIANTPLUS shall establish an Internet-based reporting system for public information, appoint personnel responsible for gathering and disclosing the information, and establish a spokesperson system so as to ensure the proper and timely disclosure of information about policies that might affect the decisions of shareholders and stakeholders.

#### Article 46

In order to enhance the accuracy and timeliness of the material information disclosed, GIANTPLUS shall appoint a spokesperson and acting spokesperson(s) who understand thoroughly the company's financial and business conditions and who are capable of coordinating among departments for gathering relevant information and representing the company in making statements independently.

GIANTPLUS shall appoint one or more acting spokespersons who shall represent the Company. When the spokesperson cannot perform his/her duties, any of the acting spokespersons shall be able to speak publicly on behalf of the spokesperson, provided that the order of authority is established to avoid any confusion.

In order to implement the spokesperson system, GIANTPLUS shall unify the process of making external statements. It shall require the management and employees to maintain the confidentiality of financial and operational secrets and prohibit their disclosure of any such information at will.

The company shall disclose the relevant information immediately whenever there is any change to the position of a spokesperson or acting spokesperson.

#### Article 47

In order to keep shareholders and stakeholders fully informed, GIANTPLUS is advised to utilize the convenience of the Internet and set up a website containing the information regarding the Company's finances, operations, and corporate governance. GIANTPLUS also shall be furnish the financial, corporate governance, and other relevant information in English. To avoid misleading information, the aforesaid website shall be maintained by specified personnel, and the recorded information shall be accurate, detailed and updated on a timely basis.

#### Article 48

GIANTPLUS shall hold an investor conference in compliance with the regulations of the TWSE and shall keep an audio or video record of the meeting. The financial and business information disclosed in the investor conference shall be disclosed on the Market Observation Post System and provided for inquiry through the website established by the company, or through other channels, in accordance with the TWSE rules.

### **Section 2 Disclosure of Information on Corporate Governance**

#### Article 49

GIANTPLUS' website shall create and maintain a dedicated section to disclose and update the corporate governance-related information, which will continuously update:

1. Board of Directors: resumes, powers and responsibilities of board members, diversity policy, and board member implementation.
2. Functional committees: including the members' resumes and responsibilities for each functional committee.
3. Corporate governance-related regulations: including the Articles of Incorporation, the Rules of Procedure of the Board of Directors and the Organizational Rules of the Functional Committees.
4. Important information related to corporate governance: including information on establishing a corporate governance officer.

### **Chapter VI Supplementary**

#### **Provisions**

#### Article 50

GIANTPLUS shall at all times monitor domestic and international developments in corporate governance as a basis for review and improvement of the Company's own corporate governance mechanisms, so as to enhance their effectiveness.

#### Article 51

The Principle shall be implemented after obtaining approval by the board of directors; the same shall apply to amendments.

#### Article 52

The Principles were enacted on December 25, 2014.

The Principles were first amended on March 27, 2017.

The Principles were second amended on March 23, 2021.

The Principles were third amended on March 17, 2022.

The Principles were fourth amended on March 14, 2024.

The Principles were fifth amended on December 18, 2024.

## **GIANTPLUS TECHNOLOGY CO., LTD.**

### **Sustainable Development Best Practice Principles**

#### **Chapter I General Principles**

##### **Article 1**

The Company promulgates corporate social responsibility principles in accordance with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies to fulfill the corporate social responsibility initiatives and to promote economic, environmental, and social advancement for purposes of sustainable development.

##### **Article 2**

The Principles apply to the entire operations of the Company and its business group. The Company actively fulfill their sustainable development in the course of their business operations so as to follow international development trends and to contribute to the economic development of the country, to improve the quality of life of employees, the community and society by acting as responsible corporate citizens, and to enhance competitive edges built on sustainable development.

##### **Article 3**

In promoting sustainable development, the Company shall, in its corporate management guidelines and business operations, give due consideration to the rights and interests of stakeholders and, while pursuing sustainable operations and profits, also give due consideration to the environment, society and corporate governance. The Company shall, in accordance with the materiality principle, conduct risk assessments of environmental, social and corporate governance issues pertaining to company operations and establish the relevant risk management policy or strategy.

##### **Article 4**

To implement sustainable development, the Company are advised to follow the principles below:

1. Exercise corporate governance.
2. Foster a sustainable environment.
3. Preserve public welfare.
4. Enhance disclosure of sustainable development information.

##### **Article 5**

The Company shall take into consideration the correlation between the development of domestic and international sustainable development principles and corporate core business operations, and the effect of the operation of the Company as a whole on stakeholders, in establishing their policies, systems or relevant management guidelines, and concrete promotion plans for sustainable development programs, which shall be approved by the board of directors.

## **Chapter II Exercising Corporate Governance**

### **Article 6**

The Company are advised to follow the Corporate Governance Best Practice Principles, the Ethical Corporate Management and Guidelines for Conduct, and the Code of Ethical Conduct for the Company to establish effective corporate governance frameworks and relevant ethical standards to enhance corporate governance.

### **Article 7**

The directors of a the Company shall exercise the due care of good administrators to urge the Company to perform its sustainable development initiatives, examine the results of the implementation thereof from time to time and continually make adjustments so as to ensure the thorough implementation of its sustainable development policies.

The board of directors of the Company is advised to give full consideration to the interests of stakeholders, including the following matters, in promoting the Company's sustainable development goals:

1. Identifying the Company's sustainable development mission or vision, and declaring its sustainable development policy, systems or relevant management guidelines;
2. Making sustainable development the guiding principle of the Company's operations and development, and ratifying concrete promotional plans for sustainable development initiatives;
3. Enhancing the timeliness and accuracy of the disclosure of sustainable development information.

The board of directors shall appoint executive-level positions with responsibility for economic, environmental, and social issues resulting from the business operations of the Company, and to report the status of the handling to the board of directors. The handling procedures and the responsible person for each relevant issue shall be concrete and clear.

### **Article 8**

On a regular basis, the Company is advised to organize education and training on the implementation of sustainable development promoting, including the promotion of the matters prescribed in Paragraph 2 of the preceding article.

### **Article 9**

The Company shall establish a governance structure for the promotion of sustainable development and set up a dedicated unit for the promotion of sustainable development, which shall be responsible for proposing and implementing sustainable development policies, systems, or relevant management guidelines, and concrete promotional plans and to report on the same to the board of directors on a periodic basis.

The Company is advised to adopt reasonable remuneration policies, to ensure that remuneration arrangements support the strategic aims of the organization and align with the interests of stakeholders.

#### Article 10

The company shall, based on respect for the rights and interests of stakeholders, identify stakeholders of the Company, and establish a designated section for stakeholders on the Company website; understand the reasonable expectations and demands of stakeholders through proper communication with them, and adequately respond to the important sustainable development issues which they are concerned about.

### **Chapter III Fostering a Sustainable Environment**

#### Article 11

The Company shall follow relevant environmental laws, regulations and international standards to properly protect the environment and shall endeavor to promote a sustainable environment when engaging in business operations and internal management.

#### Article 12

The Company is advised to strive to improve the efficiency of the use of energy and resources and use renewable materials which have a low impact on the environment to improve the sustainability of natural resources.

#### Article 13

The Company shall establish proper environment management systems based on the characteristics of their industries. Such systems shall include the following tasks:

1. Collecting sufficient and up-to-date information to evaluate the impact of the Company's business operations on the natural environment.
2. Establishing measurable goals for environmental sustainability and examining whether the development of such goals should be maintained and whether it is still relevant on a regular basis.
3. Reviewing the environmental sustainability objectives and goals on a regular basis.

#### Article 14

The Company is advised to establish a dedicated unit or assign dedicated personal for maintaining relevant environment management systems and hold environment education courses for their managerial officers and other employees on a periodic basis.

#### Article 15

The Company shall take into account the effect of business operations on ecological efficiency, promote and advocate the concept of sustainable consumption, and conduct research and development, procurement, production, operations, and services in accordance with the following principles to reduce the impact on the natural environment and human beings from their business operations:

1. Reduce resource and energy consumption of their products and services.
2. Reduce emission of pollutants, toxins and waste, and dispose of waste properly.
3. Improve recyclability and reusability of raw materials or products.
4. Maximize the sustainability of renewable resources.
5. Enhance the durability of products.
6. Improve efficiency of products and services.

#### Article 16

To improve water use efficiency, the Company shall properly and sustainably use water resources and establish relevant management measures.

The Company shall construct and improve environmental protection treatment facilities to avoid polluting water, air and land, and use efforts to reduce adverse impact on human health and the environment by adopting the best practical pollution prevention and control measures.

#### Article 17

The Company is advised to assess the current and future potential risks and opportunities that climate change may present to enterprises and to adopt climate related measures.

The Company are advised to adopt standards or guidelines generally used in Taiwan and abroad to enforce corporate greenhouse gas inventory and to make disclosures thereof, the scope of which shall include the following:

1. Direct greenhouse gas emissions: emissions from operations that are owned or controlled by the Company.
2. Indirect greenhouse gas emissions: emissions resulting from the generation of externally acquired electricity, heating, or steam.
3. Other indirect emissions: emissions from the Company's operations that are not indirect emissions from energy sources, but rather from sources owned or controlled by other companies.

The Company is advised to compile statistics on greenhouse gas emissions, volume of water consumption and total weight of waste and to establish policies for energy conservation, carbon and greenhouse gas reduction, reduction of water consumption or management of other wastes to minimize the impact of their business operations on climate change.



## **Chapter IV Preserving Public Welfare**

### **Article 18**

The Company shall comply with relevant laws and regulations, fulfill its responsibility to protect human rights and comply with the internationally recognized human rights of labor, including the freedom of association, the right of collective bargaining, caring for vulnerable groups, prohibiting the use of child labor, eliminating all forms of forced labor, eliminating recruitment and employment discrimination, and shall ensure that their human resource policies do not contain differential treatments based on gender, race, socioeconomic status, age, or marital and family status, so as to achieve equality and fairness in employment, hiring conditions, remuneration, benefits, training, evaluation, and promotion opportunities. The Company shall provide an effective and appropriate grievance mechanism with respect to matters adversely impacting the rights and interests of the labor force, in order to ensure equality and transparency of the grievance process. Channels through which a grievance may be raised shall be clear, convenient, and unobstructed. A company shall respond to any employee's grievance in an appropriate manner.

### **Article 19**

The Company shall provide information for their employees so that the employees have knowledge of the labor laws and the rights they enjoy in the countries where the companies have business operations.

### **Article 20**

The Company shall provide safe and healthful work environments for their employees, including necessary health and first-aid facilities and shall endeavor to curb dangers to employees' safety and health and to prevent occupational accidents.

The Company shall organize training on safety and health for their employees on a regular basis.

### **Article 21**

The Company are advised to create an environment conducive to the development of their employees' careers and establish effective training programs to foster career skills.

The Company listed companies shall establish and implement reasonable employee welfare measures (including remuneration, leave and other welfare etc.) and appropriately reflect the business performance or achievements in the employee remuneration, to ensure the recruitment, retention, and motivation of human resources, and achieve the objective of sustainable operations.

## Article 22

The Company shall establish a platform to facilitate regular two-way communication between the management and the employees for the employees to obtain relevant information on and express their opinions on the Company's operations, management and decisions

The Company all respect the employee representatives' rights to bargain for the working conditions, and shall provide the employees with necessary information and hardware equipment, in order to improve the negotiation and cooperation among employers, employees and employee representatives.

The Company shall, by reasonable means, inform employees of operation changes that might have material impacts.

## Article 22-1

The Company treats consumers or consumer in a fair and reasonable way, including the principle of contractual fairness and integrity, attention and loyalty obligations, truthful advertising, merchandise or service suitability , informing and disclosure, remuneration and performance equity, appeal protection, professionalism of business personnel to protect customer or consumer rights.

## Article 23

The Company shall take responsibility for their products and services and take marketing ethics seriously.

## Article 24

The Company shall ensure the quality of their products and services by following the laws and regulations of the government and relevant standards of their industries. The Company shall follow relevant laws, regulations and international guidelines in regard to customer health and safety and customer privacy involved in, and marketing and labeling of, their products and services and shall not deceive, mislead, commit fraud or engage in any other acts which would betray consumers' trust or damage their rights or interests.

## Article 25

The Company is advised to provide a clear and effective procedure for accepting consumer complaints to fairly and timely handle consumer complaints, shall comply with laws and regulations related to the Personal Information Protection Act for respecting consumers' rights of privacy and shall protect personal data provided by consumers.

#### Article 26

The Company are advised to assess the impact their procurement has on society as well as the environment of the community that they are procuring from, and shall cooperate with their suppliers to jointly implement the corporate social responsibility initiative.

The Company are advised to establish supplier management policies and request suppliers to comply with rules governing issues such as environmental protection, occupational safety and health or labor rights. Prior to engaging in commercial dealings, The Company are advised to assess whether there is any record of a supplier's impact on the environment and society and avoid conducting transactions with those against corporate social responsibility policy. When the Company enter into a contract with any of their major suppliers, the content should include terms stipulating mutual compliance with corporate social responsibility policy, and that the contract may be terminated or rescinded any time if the supplier has violated such policy and has caused significant negative impact on the environment and society of the community of the supply source.

#### Article 27

The Company shall evaluate the impact of their business operations on the community, and adequately employ personnel from the location of the business operations, to enhance community acceptance.

The Company are advised to, through equity investment, commercial activities, endowments, volunteering service or other charitable professional services etc., dedicate resources to organizations that commercially resolve social or environmental issues, participate in events held by citizen organizations, charities and local government agencies relating to community development and community education to promote community development.

#### Article 27-1

The Company is encouraged to continuously allocate resources to cultural and artistic activities or the cultural and creative industries through donations, sponsorships, investments, procurement, strategic partnerships, corporate volunteer technical services, or other forms of support, in order to promote cultural development.

## **Chapter V Enhancing Disclosure of Sustainable Development Information**

### **Article 28**

The Company shall disclose information according to relevant laws, regulations and the sustainable development for the Company and shall fully disclose relevant and reliable information relating to their corporate social responsibility initiatives to improve information transparency.

Relevant information relating to sustainable development which the Company shall disclose includes:

1. The policy, systems or relevant management guidelines, and concrete promotion plans for sustainable development initiatives, as resolved by the board of directors.
2. The risks and the impact on the corporate operations and financial condition arising from exercising corporate governance, fostering a sustainable environment and preserving social public welfare.
3. Goals and measures for realizing the sustainable development initiatives established by the Company, and performance promotion.
4. Major stakeholders and their concerns.
5. Other information relating to sustainable development.

### **Article 29**

The Company shall adopt internationally widely recognized standards or guidelines when producing sustainable development reports, to disclose the status of their implementation of the sustainable development policy. It also is advisable to obtain a third-party assurance or verification for reports to enhance the reliability of the information in the reports. The reports are advised to include:

1. The policy, system, or relevant management guidelines and concrete promotion plans for implementing sustainable development initiatives.
2. Major stakeholders and their concerns.
3. Results and a review of the exercising of corporate governance, fostering of a sustainable environment, preservation of public welfare and promotion of economic development.
4. Future improvements and goals.

## **Chapter VI Supplementary Provisions**

### **Article 30**

The Company shall at all times monitor the development of domestic and foreign sustainable development standards and the change of business environment so as to examine and improve their established sustainable development framework and to enhance the effectiveness of promoting sustainable development.

### **Article 31**

The Principle and any amendments hereto are approved by Audit Committee and shall be implemented after adoption by resolution of the board of directors and reported to the shareholders meeting.

## Article 32

The Principles were enacted on December 25, 2014.

The Principles were first amended on March 27, 2017.

The Principles were second amended on March 23, 2021.

The Principles were third amended on March 17, 2022.

The Principles were fourth amended on March 12, 2025.

## **GIANTPLUS TECHNOLOGY CO., LTD.**

### **Procedures for Ethical Management and Guidelines for Conduct**

#### **Article 1**

The Company engages in commercial activities following the principles of fairness, honesty, faithfulness, and transparency, and in order to fully implement a policy of ethical management and actively prevent unethical conduct, these Procedures for Ethical Management and Guidelines for Conduct (hereinafter, "Procedures and Guidelines") are adopted pursuant to the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies with a view to providing all personnel of the Company with clear directions for the performance of their duties.

The scope of application of these Procedures and Guidelines includes the subsidiaries of this Corporation, any incorporated foundation in which this Company's accumulated contributions, and other group enterprises and organizations, such as institutions or juristic persons, substantially controlled by the Company.

#### **Article 2**

For the purposes of these Procedures and Guidelines, the term "personnel of this Corporation" refers to any director, managerial officer, employee, mandatary or person having substantial control, of the Company or its group enterprises and organizations.

Any provision, promise, request, or acceptance of improper benefits by any personnel of the Company through a third party will be presumed to be an act by the personnel of the Company.

#### **Article 3**

For the purposes of these Procedures and Guidelines, "unethical conduct" means that any personnel of the Company, in the course of their duties, directly or indirectly provides, promises, requests, or accepts improper benefits or commits a breach of ethics, unlawful act, or breach of fiduciary duty for purposes of acquiring or maintaining benefits.

The counterparties of the unethical conduct under the preceding paragraph include public officials, political candidates, political parties or their staffs, and government-owned or private-owned enterprises or institutions and their directors, supervisors, managerial officers, employees, persons having substantial control, or other interested parties.

#### **Article 4**

For the purposes of these Procedures and Guidelines, the term "benefits" means any money, gratuity, gift, commission, position, service, preferential treatment, rebate, facilitating payment, entertainment, dining, or any other item of value in whatever form or name.

## Article 5

The Company shall designate the administrative management service as the solely responsible unit (hereinafter, "responsible unit") and in charge of the amendment, implementation, interpretation, and advisory services with respect to these Procedures and Guidelines, the recording and filing of reports, and the monitoring of implementation and submit regular reports to the board of directors at least once a year.

## Article 6 (Prohibition of unreasonable gifts, hospitality or accepting improper benefits)

The Company absolutely prohibits the employees of the Company from requesting any gift, preferential or special treatment, including business or customs, directly or indirectly to suppliers, distributors or customers who have business dealings with the Company or seek to trade with the Company, including any compliments, discounts or other forms of hospitality. All employees of the Company are prohibited from accepting gifts or offers from any supplier, distributor or customer. However, souvenirs or promotional gifts with a value of no more than NT\$3,000 or the Company's souvenir with custom-printed logo are not prohibited as required by local customs and customs. Other items or cash shall be rejected in a polite manner stating the Company policy. If it is not possible to reject it, the item must be handed over to the Human Resources Department for proper disposal. The employees of the Company shall not accept the prizes or gifts from any related suppliers during the Company's celebration and networking activities.

The employees of the Company are strictly forbidden to accept the hospitality provided by the supplier, dealer or customer during any journey except during business travel and when approved by the Company.

The employees of the Company shall not borrow money from the Company's supplier, dealer, customer, or engage in any leasing with or without consideration or engage in any borrowing.

## Article 7 (Prohibition of illegal political contributions)

The employees of the Company directly or indirectly provide donations to political parties or organizations or individuals of political activities, which shall comply with the political contribution law and relevant internal operating procedures of the Company, and shall not be used for commercial interests or trading advantages.

## Article 8 (Prohibition of improper charitable donations or sponsorships)

The employees of the Company shall comply with relevant laws and internal procedures when making charitable donations or sponsorships, and shall not engaged in any disguised form of bribery.

Article 9 (Prohibition of infringement of business secrets, trademarks, patents, copyrights and other intellectual property rights)

The employees of the Company shall abide by the relevant regulations of intellectual property, the procedures of internal operating and contractual provisions; shall not use, leak, dispose of damage or otherwise infringe intellectual property rights without the consent of the owner of intellectual property rights.

Article 10 (Prohibition of unfair competition)

The employees of the Company shall engage in business activities in accordance with relevant competition regulations, and may not rigid prices, manipulate bids, limit production and quotas, or share or segment markets by assigning customers, suppliers, operating areas or business types.

Article 11 (Prevent products or services from harming stakeholders)

The employees of the Company shall follow the relevant laws and international standards in the research and development, procurement, manufacturing, supply or sales of products and services to ensure the information transparency and security of products and services, and to develop and disclose their consumers or other stakeholder protection policies and implement them in operational activities to prevent products or services from directly or indirectly harming the rights, health and safety of consumers or other interested parties. In the event that it is true that the goods and services are harmful to the safety and health of consumers or other interested parties, in principle, the batch of products should be recycled or their services should be stopped.

Article 12

The directors of the Company shall be highly self-disciplined. When the directors themselves or their legal persons have a stake in the resolutions set out by the board of directors, which may be harmful to the interests of the Company, they may express their opinions and answer questions but not participate in discussions and voting, and they shall recuse themselves from the discussions and voting and no other directors may be allowed to act as a proxy to exercise their voting rights. Directors should also be self-disciplined and do not support each other inappropriately.

When the employees of the Company find themselves, or the legal entity then present, in conflict of interest with the Company, when performing their business, or they may cause themselves, spouse, parents, children or their interested parties to obtain illegitimate interests, the related matters shall be reported to the direct supervisor and the Company's special unit, and the direct supervisor shall provide appropriate guidance.

The employees of the Company may not use resources of Company except for commercial activities of the Company, and may not affect work performance due to participation in other business activities.



#### Article 13 ( Avoidance of conflict of interest )

The employees of the Company may not use their position or influence in the Company to obtain illegitimate benefits for themselves, their spouses, parents, children or anyone else.

#### Article 14

The Company shall set up a special unit dealing with trade secrets, responsible for formulating and implementing the management, preservation and confidentiality procedures of the Company's trade secrets, and shall regularly review the implementation results to ensure that its operating procedures are still effective.

#### Article 15

The employees of the Company shall strictly abide by the relevant operational rules of trade secrets of the Company, and shall not disclose trade secrets of the Company to others, and may not inquire or collect the business secrets of non-job-related companies.

#### Article 16

The employees of the Company shall abide by the Securities Exchange Act and shall not engage in insider trading using the undisclosed information they know, nor disclose it to others to prevent others from using the such information to engage in insider trading.

#### Article 17

Other institutions or personnel involved in the merger, division, acquisition and share transfer, important memorandum, strategic alliance, other business cooperation plan or important contract of the Company shall sign a confidentiality agreement with the Company and commit to not disclosing the trade secret of the Company or other material information n they are aware of to others and may not use the information without obtaining consent from the Company.

#### Article 18

The Company discloses its integrity management policies on internal regulations, annual reports, company websites or other publications, and declares at appropriate time in product announcements, corporate briefings to make its suppliers, customers or other business-related institutions and personnel can clearly understand its integrity management philosophy and norms.

#### Article 19

Before establishing a business relationship with others, the Company shall first assess the legality, integrity management policies of agents, suppliers, customers or other business contacts, and whether there have been records of dishonesty to ensure that its business operations are fair, transparent and does not require, offer or accept bribes.

When conducting the assessment of the preceding paragraph, the Company shall adopt an appropriate procedure to examine the following matters to understand the status of business partner's integrity management:

1. The country, location, organization structure, operating policy and payment location of the company
2. Whether the company has a policy of integrity management in place and its implementation
3. Whether the location where the company operates in is a country with high risk of corruption
4. Whether the business the company engages in is a high-risk industry
5. The long-term operating status and goodwill of the company
6. Consult their business partners for their opinions on the company
7. Enquire whether the company was ever recorded acts of dishonesty, such as bribery or illegal political contributions.

#### Article 20

In the course of engaging in business conduct, the employees of the Company shall explain to the transaction counterparty the Company's integrity management policies and related regulations, and expressly refuse to provide, promise, demand or accept any form of improper benefits, including rebates and commissions, directly or indirectly, facilitating payments or providing or receiving undue benefits through other channels.

## Article 21

The employees of the Company should avoid engaging in commercial transactions with agents, suppliers, customers or other business partners who operate in bad faith. If they find any business dealings or untrustworthy partners, they shall immediately terminate business relationship with them and list them as rejected business partners to implement integrity management policy of the Company.

## Article 22

When the Company signs a contract with others, it shall fully understand the other party's integrity management status, and incorporate the integrity management into the contract terms. At least the following items shall be clearly stated in the contract:

1. Any party who learns that a person has violated the contractual terms of prohibition of commission, kickback or other benefits shall promptly inform the other party of the person's identity, the manner of the offer, promise, request or receipt, amount, or other benefits, and provide relevant evidence and cooperate with other parties for investigation.
2. In the event any party is involved in an act of dishonesty in a business activity, the other party may terminate the contract at any time unconditionally.
3. Setting clear and reasonable payment terms, including payment location, method, and relevant tax regulations to be complied with.

## Article 23

When the Company discovers or receives reports of acts of dishonesty involving the employees of the Company, it shall promptly ascertain the relevant facts. If it is confirmed that there is a violation of relevant laws or the Company's integrity management policies and regulations, the person committing such act shall be immediately requested to discontinue such action. The Company will render appropriate disciplinary actions, and when necessary, claim damages to safeguard the Company's reputation and interests through legal proceedings.

The Company shall instruct the relevant units to carry out an assessment for the relevant internal control systems and operating procedures' the dishonest acts occurred and propose improvement measures to prevent the recurrence of the same acts.

The Company's dedicated unit shall report to the Board of Directors the dishonest acts, its handling method, and subsequent assessment and improvement measures.

#### Article 24

When the employees of the Company find a person commits act of dishonesty against the Company, if the act is illegal, the Company shall notify the judicial and prosecutorial organs of the relevant facts. If a government entity or officer is involved, the Company shall notify the government's integrity administration.

#### Article 25

The Company shall incorporate integrity management into employee performance appraisal and human resources policies, and establish a clear and effective reward and punishment and appeal system.

In the event any employee of the Company commits material violation of integrity, such employee shall be dismissed according to relevant laws or regulations.

The Company shall disclose information such as the title and name of the person committing a violation, date of violation, violation fact and handling of the breach of integrity on the internal website.

#### Article 26

The Procedures and Guidelines and any amendments hereto are approved by the Audit Committee and shall be implemented after adoption by resolution of the board of directors and reported to the shareholders meeting.

#### Article 27

The Procedures were established on December 24, 2012, first amended on March 6, 2014, second amended on March 20, 2015, and third amended on March 19, 2020.

## **Giantplus Technology Co., Ltd.**

### **Code of Ethical Conduct**

#### **Article 1 (Purpose and Basis)**

This Code is established to guide the conduct of the personnel of the Company and its subsidiaries in accordance with ethical standards, and to inform stakeholders of the ethical principles that employees must adhere to in the performance of their duties.

#### **Article 2 (Scope of Application)**

The personnel referred to in this Code include the directors and managerial officers (as defined under the Securities and Exchange Act) of the Company and its subsidiaries.

#### **Article 3 (Principle of Integrity and Honesty)**

Directors and managerial officers shall perform their duties with a proactive and responsible attitude, avoid self-centered behavior, emphasize teamwork, and strictly adhere to the principle of integrity and honesty.

#### **Article 4 (Prevention of Conflicts of Interest)**

Directors and managerial officers shall handle company affairs objectively and efficiently, and shall not use their positions in the company to obtain improper benefits for themselves, their spouses, or relatives within the second degree of kinship.

If the affiliates of the aforementioned individuals engage in loan transactions, guarantees, significant asset transactions, or purchase/sale dealings with the Company or its subsidiaries, the related directors or managerial officers shall proactively disclose any potential conflicts of interest to the Company.

#### Article 5 (Prohibition of Self-Dealing)

Directors and managerial officers shall not:

1. Intend to or obtain personal gain through the use of company property, information, or by leveraging their position.
2. Engage in competition with the Company; however, this does not apply to situations where competition by directors has been approved by the shareholders' meeting or competition by managerial officers has been approved by the board of directors.

When the Company has profit opportunities, directors and managerial officers have a duty to help the Company or its subsidiaries obtain legitimate and lawful benefits.

#### Article 6 (Confidentiality Obligations)

Directors and managerial officers shall maintain the confidentiality of information related to the Company or its customers/suppliers, unless disclosure is authorized or legally required. Confidential information includes any non-public information that, if disclosed or used by competitors, may cause harm to the Company, its subsidiaries, or its clients.

#### Article 7 (Fair Dealing)

Directors and managerial officers shall treat suppliers, customers, competitors, and employees fairly. They shall not gain improper benefits through manipulation, concealment, misuse of information acquired through their position, false representation of material facts, or any other unfair transaction practices.

While performing their duties, directors and managerial officers shall not, for the benefit of themselves, the Company, or any third party, solicit, promise, deliver, or accept any form of gifts, entertainment, rebates, bribes, or other improper benefits. Exceptions may be made for gifts or entertainment that are customary in social etiquette or permitted by company policies.

#### Article 8 (Proper Protection and Use of Company Assets)

Directors and managerial officers are responsible for protecting company assets and ensuring that such assets are used efficiently, lawfully, and solely for business purposes.

#### Article 9 (Compliance with Laws and Regulations)

Directors and managerial officers shall comply with the Company Act, the Securities and Exchange Act, and other applicable laws and regulations, and shall actively promote awareness of ethical conduct.

The Company and its subsidiaries shall encourage employees to report any suspected or discovered violations of laws, regulations, or this Code of Ethical Conduct to the board of directors, managerial officers, internal audit supervisor, or other appropriate personnel, providing sufficient information to allow the Company to handle the matter appropriately.

The Company shall also establish a clear whistleblowing system that allows for anonymous reporting and ensures employees are aware of it. Full efforts shall be made to protect whistleblowers from retaliation.

#### Article 10 (Disciplinary Actions and Remedies)

If any personnel subject to this Code are found to have violated it, the Company shall impose disciplinary actions in accordance with applicable laws and the Company's employee regulations.

Any person subject to disciplinary action for violating this Code may appeal or seek remedies in accordance with the applicable grievance procedures.

#### Article 11 (Procedure for Granting Waivers)

Any waiver of this Code shall only be granted by the Board of Directors. The details of such waiver — including the name and title of the individual granted the waiver, the date of the board resolution, any objections or reservations from independent directors, the duration of the waiver, and the reasons and principles behind the decision — shall be promptly disclosed to the Company's shareholders and other parties as required by law and the listing rules of the Taiwan Stock Exchange.

Any request for waiver or review shall be submitted to the Board of Directors.

#### Article 12 (Disclosure Method)

This Code of Ethical Conduct shall be disclosed on the Company's website, annual reports, public prospectuses, and the Market Observation Post System (MOPS). Any amendments shall be disclosed in the same manner.

#### Article 13

This Code of Ethical Conduct shall be implemented upon approval by the Board of Directors after the consent of the Audit Committee, and shall be submitted to the shareholders' meeting. Any amendments shall follow the same procedure.

#### Article 14

This Code of Ethical Conduct was established on December 24, 2012. The first amendment was made on March 6, 2014; the second amendment on March 17, 2016; and the third amendment on March 23, 2021.