

Stock : 1609

Ta Ya Electric Wire & Cable Co., Ltd.

2024 Annual Report

Printed on April 10,2025

<http://mops.twse.com.tw>

<http://www.taya.com.tw>

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None

VII. Corporate Website : <http://www.taya.com.tw/>

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I、Letter to Shareholders

At the end of 2023, scholars and experts were optimistic about the turning point of the economy in 2024. Although the economy looked up in 2024, the uncertainty increased. The Ukrainian–Soviet War and Israeli–Palestinian conflict have seen no solution in sight, and cross-strait relations became even more tense. The domestic demand in China is not likely to rise, and China's foreign trade is still under the influence of the US-China trade war. Due to the cross-strait tensions, Taiwan has been requested by international customers to increase overseas bases in order to reduce supply chain risks. This phenomenon will definitely pose a negative impact on Taiwan's employment and foreign trade. The regional economy and the financial market have been swinging by the strong economies.

Climate change has become a more and more severe threat to our daily life. Moreover, 2024 was also a year of frequent natural disasters. The 0403 Hualien Earthquake, Typhoons Kemi, Krathon, Trami, and Kong-rey hit Taiwan one after another. They brought with them heavy rainfalls and severe flooding, causing increasingly fragile geology, and landslides.

2024 was also a year of political, economic, and climate change.

In view of the continuous deterioration of the economic and business environment in China and the outflow of local industries, the Company made the decision to stop production at the Kunshan production base in 2024. Shenyang Electrician (Kunshan) was established in 2003. Over the past 20 years, the company has provided quality magnet wires to companies in China, Taiwan, and around the world. The work environment and equipment have been improved many times, which have been recognized by the local authorities. The shutdown of Shenyang Electrician (Kunshan) was a tough decision for us, and will be difficult to cope with for our customers and local employees. However, we must not dwell in the past but keep up with the times. The efficient use of human resources and capital is the only way for us to overcome the challenge. We have had to make this decision.

The Company has long been deeply engaged in energy. Starting the business from its core competence, the Company is moving towards the direction of one-stop service covering energy generation, transmission, storage, management, and conversion. The Company's entire business strategy is planned and executed centering around environmental sustainability and corporate sustainability. Climate change is closely related to our life and well-being. The Company even calls itself "the promoter of a friendly, beautiful home" for this reason. We have kept our original intention to stay kind and honest. Unfortunately, the renewable energy policy has distorted by speculators, either for illicit profits or personal gains. In the past year, the government has been taking a proactive effort to rectify the shortcomings of the energy industry, leading to the public sector to review energy sites more rigorously and the review period longer. Even though the solar sharing project site of our Jihad-Huang Fishery and Electricity Symbiosis site was recommended by the Ministry of Economic Affairs as a model demonstration site, we did not receive the preferential treatment of rapid customs clearance. The time point for the prior investment to transform into return on investment was also postponed.

The good news is that, due to the investment from Taiwan and overseas shifting to Vietnam, we have been able to gradually recovered our business in Vietnam, despite illicit transshipment of the Chinese businessmen and removing excessive production in Vietnam. Brainpower's grid connection project continues. We also keep track of market information on R&D and production of materials for all types of daily products.

In October 2024, we were deeply shocked by the bankruptcy and layoffs of Fungi, a Japanese company that had been in business for 60 years. Many reports stated that Fungi was unable to compete with its peers, and the internal management was in turmoil, leading the company to pile up debt and file for bankruptcy. This is a warning to us - if we do not continue to grow, we will never seize opportunities.

The external environment is unchangeable, like what I always say to myself and colleagues -that he/she will never change: The external environment is not good, and others will also face the same

problem. It is impossible to use the external environment as a means to avoid shortcomings in performance. As the external environment cannot be changed, we must continue to improve our abilities and accumulate experience on a daily basis. We must constantly invest in talent and the future. With the stable strength accumulated over the years, we can plan for the next step in advance to keep our business sustainable.

In 2025, we will continue to research and develop core competencies, such as cables and energy, and accumulate resource strengths in various aspects. We will participate in the operation of AI, 5G, and health care industries, which are not our core competencies, through stable financial advantages and capital injections in order to gain board seats. The Company will respond to changes in the environment, proactively seek opportunities, carefully assess risks, and respond quickly.

The Company is entering its 70th anniversary this year. It is not easy to operate a company for seven decades. This requires long-term strategic planning and implementation, as well as the continued support of our shareholders. In an era of rapid change, we are confident we will capture opportunities and continue to move steadily in the next or two decades.

The 2024 business plan implementation results, budget execution status, financial income and expenditure and profitability analysis, research and development status, and the business policy, business objectives and important production and sales policies for this year are reported as follows:

i. Business Accomplishments in year 2024

(i) Business Plan Implimentation and The Results :

Unit : NT\$ thousands

	2024	2023	Difference	Difference %
Net Revenue	30,084,638	26,435,820	3,648,818	13.80%
Net Income	1,609,846	2,762,030	(1,152,184)	(41.72)%
Profit Margin (%)	5.35%	10.45%		

1. Report of Sales Revenue:

- (1) In 2024, the net revenue was NT\$30,084,638 thousand, which was increased by NT\$3,648,818 thousand from 2023.
- (2) In 2024 non-operating income was NT\$1,237,055 thousand which accounted for 4.11% of sales revenue.

2. Report of Expenditure:

- (1) In 2024, the cost was NT\$25,967,054 thousand, which accounted for 86.31% of sales revenue.
- (2) In 2024, the expenditure was NT\$1,898,928 thousand, which accounted for 6.31% of sales revenue.
- (3) In 2024 non-operating loss was NT\$864,802 thousand which accounted for 2.87% of sales revenue.

3. Report of Profitability

The income after tax was NT\$1,609,846 thousand which decreased by NT\$1,152,184 thousand from 2023.

(ii) 2024 Financial performane and profitibilty :

1. financial income and expenditure

Unit : NT\$ thousands

Item	Amount
Sales Revenue	30,084,638
Gross Margin	4,113,614
Operating Inocme	2,214,686
Non-Operating income	1,237,055
Non-Operating Loss	(864,802)
Income before Income Tax	2,586,939
Net Income	1,609,846
Earning Per share	2.09

2. Profitability Analysis:

Item	%	
Return On Asset	5.24%	
Return on shareholders' equity	11.65%	
To capital (%)	operating profit margin	28.62%
	Pre-tax income	33.43%

Profit Margin	6.75%
Earning Per share (NT \$)	2.09

(iii) 2022 Budget Execution Review :

Unit : NT\$ thousands

Item	Budget number	Actual number	%
Net Revenue	27,435,313	30,084,638	109.66%
Cost of Revenue	24,182,534	25,967,054	107.38%
Gross Profit	3,252,273	4,113,614	126.48%
Operating Expenses	1,567,214	1,898,928	121.17%
Income From Operations	1,685,059	2,214,686	131.43%
Non-Operating Income	1,100,640	1,237,055	112.39%
Non-Operating Expense	695,733	864,802	124.30%
Pre-tax Income	2,089,966	2,586,939	123.78%
Net Income	1,519,810	1,609,846	105.92%

(iv) Overview of Technology and Research :

1. **Long Length For Extra High Voltage 345kV XLPE Cable**

Due to long cable route between each Taipower's substations, the Company starts to produce longer

2. **Development of Offshore Wind Power 230kV Cables**

Developing offshore wind power cables, following IEC standard 230KV, it is scheduled to complete the certification, obtain the supply qualification, and deliver the orders in 2025.

3. **Lead Free PVC Sheathing Material Development**

The Company uses non-lead sheath material to produce 600V PVC cable, PVC cable, XLPE power cable and mid-voltage XLPE power cable in expectation of protecting global environment.

4. **Proactively Develop and Mass-Produce Super Heat Resistance Steel Core (ZTACIR) Overhead Line Cable**

The super-thermo-resistant aluminum-clad invar wire (ZTACIR) is developed for Taipower to replace the old elevated general aluminum invar wires, for improving the power transmission capacity of the power plant. On December 14, 2020, the Company passed the qualification test for supplying the ZATCIR B class 340mm², and won Taipower's tender of NTD 1.168 billion on June 28, 2023. The specification of ZTACIR A Class 260mm² passed the qualification test in the fourth quarter of 2024, and is expected to be qualified as a supplier in the first quarter of 2025. In addition, the specification of ZTACIR A Class 210mm² and ZTACIR B Class 310mm² are expected to pass the qualification test in 2025, and the supply qualification will be obtained.

5. **Eco-Friendly Flat Optical Cable**

The Company uses the newly developed low-smoke and non-toxic materials, which had passed the selection of packaging materials suppliers. This new material will ensure the product to achieve the goal for environmental protection goal, which had obtained the national award label for environmental friendly to the environment.

6. **Self-bonding Triple Insulated Layers Wire**

In order to meet customers' requirements of the various processing and temperature resistance

needs, the Company has developed various self-bonding triple insulated layers wire with different temperature classes . Enhance the product categories to meet satisfy the demand from the broad market.

7. **LITZ wire**

LITZ wire can reduce the high-frequency power loss caused by skin effect. It also has good electrical impedance stability, and can to be used in the design and application of high-Q circuits. It has entered the mass production and sales stage.

8. **High-temperature surge-resistant magnet wires**

The high-temperature anti-surge magnet wires is redeveloped on the basis of the existing anti-surge-resistant magnet wires, to be used by inverter motors and motors of Evs in high-temperature environment. The anti-surge magnet wires have a longer life cycle, better anti-surge properties, and greater stability under high frequency. °

9. **Flat enameled wires**

In response to the demand for miniaturization of electronic equipment, transformers and inductors are developed towards high frequencies and have a larger effective volume ratio.

10. **Silk covered Enameled Copper wires**

The twisted wires covered with silk increases the surface area of the conductor under the same diameter to which will reduce the skin effect and increase the Q value by decreasing the high-frequency equivalent resistance.

11. **Thermal-Dissipation Enameled Wire**

When an EV suddenly accelerates, motor produces numerous current passing through the coil. In the mean time, numerous heat caused by the resistance of conductor will affect the age of insulation layer. The magnet wire coil in EV motor needs exhaust the heat energy immediately. If the insulation layer has excellent thermal conduction the coil can exhaust the heat caused by the current immediately.

12. **Solar power generation system cable (PV-CQ)**

In response to the promotion and development of solar power generation systems, we have completed the development of the DC-1500V PV-CQ to meet the demand for wires suited for green energy system.

13. **Subsea cable : Array cable**

To cope with requirements from offshore wind power farms in recent years, the Company has developed the array cable for the subsea cable between each wind turbine to fulfill the grid connection needs of the renewable energy wind turbine systems.

14. **Electric Vehicle Rectangular Enameled Copper Wire**

In response to the trend of electric vehicles to replace fuel vehicles in the future, we will cooperate with well-known car manufacturers to develop special high PDIV rectangular enameled wires that are required by electric vehicle motors to increase the effective volume rate of the motor and increase the motor power.

15. **Alloy bars for semiconductor testing**

In response to market needs, we successfully developed the alloy bars as test consumables for semiconductor wafer, IC and LED test applications, to meet customers' needs.

16. **PV wires**

For the front wiring between solar panels or power converters, the solar energy 1.5kV and 2kV PV-Wire DC cables were developed and obtained IEC 62930 , EN 50618 and UL4703 certifications.

17. **Termite and rodent-proof cables**

As the cables underground or in high humid environments tend to be damaged by rats and termite, the termite and rodent-proof cables were developed, and certified by Institute of

Zoology, Guangdong Academy of Sciences as the “best” effective protection.

18. **Solution of whole-plant 5G dedicate frequency dedicate network flexible production for wire and cable smart plant**

Ta Ya Electric Wire & Cable, Pioneer Machinery, and TransNet Technology signed an MOU for the "Wire & Cable Smart Factory 5G Dedicated Frequency and Network Flexible Production Solution Project." Through the introduction of 5G and AITO technology applications, the three parties will create the cable industry's first "building-block type flexible smart production line", which will open up a new production landscape for traditional cable manufacturing plants.

19. **Transient mode applied to deep-buried submarine cable alert system**

Ta Ya and the Industrial Technology Research Institute cooperated in the research of "Transient mode applied to deep-buried submarine cable alert system," and conducted related experiments such as the water tank experiments, submarine cable erection, temperature rise control, and sand filling simulation, by adopting artificial sand-bury environment for submarine, supplemented with the submarine cable DTS temperature monitoring system, to measure the temperature distribution of the submarine cable. This enables the estimation of temperature changes in areas with exposed sand layers to ensure the safety of the submarine cable so that the maintenance may be conducted earlier.

20. 5G private frequency network innovative application diffusion plan (preliminary demonstration)

Ta Ya Electric Wire & Cable has acquired a plan with the theme of 'Wire and Cable Production Line 5G Private Network AIOT Smart Applications', integrating relevant service providers. It adopts a ground-based 5G private network architecture (including core networks) and systems to provide predictive maintenance decisions, reduce maintenance costs, unexpected downtime, and losses, and strengthen cross-domain collaboration in the Internet of Things (IoT): The introduction of 5G AIOT into wire and cable production lines can enhance productivity, yield, and industry competitiveness, and implement 'Wire and Cable Production Line AOI Inspection Applications', 'Power Environment Control Detection Applications', and 'AR Inspection (Expert Collaboration) Solutions'.

21. Research and development of new optical cables

To cope with the future expansion of transmission capacity and the limitation of existing pipelines, develop a series of multi-core thin optical cables to provide diversified solutions to the market.

ii. Summary of 2024 Business Plan :

(i) Management Strategy :

1. For cables and wires:

To accommodate Government’s policy to expand domestic demand, the Group will endeavour to provide what the country need for economy 、transporation development by supplying the best quality products and service of power cables and telecommunication wires.

2. With the group total support, the Group will consolidate domestic and overseas resource and strength to increase business performance.

3. To enhance market competitiveness, the Group will develop new market and satisfy the needs of market, launching new product and developing new products.

4. The Company focuses on core business, pursuing fianancial stability and then look for opportunity to diversify to adventurous business.

5. The Company carefully chooses investment opportunity to increase base of the investment income, accumulating resources and then dominate the new business.
6. For magnet wires: Apart from continuing to improve our market share, we also actively develop wires for EVs, drones, robots, and other new industry fields and continue to optimize materials, processes, and construction methods to improve the efficiency and functions of energy conversion.
7. For renewable energy: we continued to invest in our arrangements to fulfill our commitments to environmental sustainability.

(ii) Sales target :

Expected sales volume : 55,433metric ton

(iii) Summary of Production and Marketing Policy :

1. To take advantage of 345kV EHV power cable and 69kV anti-termite cable, the Company aggressively gains more orders with better quality and competitive price. (Such as: The 1st and 2nd EHV power cable route of 345kV cable of Kaohsiung harbor ~ Kaohsiung of Taipower is 123,000 km, the contract budget of CTCI Corporation Taichung; Wiring between Shenmei - Da'an - Songhu is 29,000 kilometers, and the Xiongji lines No.3 and No.4 covering 48,000 kilometers. Hsinta power plant 345kV cable bid is about 2.3 billion NTD, and the cable route of 161kV 2000mm² cable of Datan ~ Linkou is 65,000 km, Wiring between Qigu - Tainan Science Park is 160,000 kilometers; Wiring between Yizhu - Budai is 50,000 kilometers; and Wiring between Shanshang - Shanzhu is 4.5 kilometers; Huke-Taiwan is 54,000 kilometers kilometer, Changlin-Huatan is 60,000 kilometers and the first cable route of 69kV 1000mm² anti-termite cable of Hualien ~ Hualien harbor of Taipower is 15,000 km). Additionally, the Company aims to increase operational efficiency by securing contracts under Forward-looking Infrastructure such as power projects and Taiwan Power Company's grid resilience enhancement project.
2. Ta Ya engages in the development of environmental friendly energy industry, the 600V eco-cable won the first "Taiwan Green Model Product Award" by the Ministry of Economic Affairs; in addition, it won the "International Green Model Award" in EPIF (eco-product international fair) in 2014. Ta Ya utilizes the R&D ability to produce highly reliable products and supplies the anti-surge enameled wire required for wind power Solar energy power generation, energy-storage system and and electric vehicles. Ta Ya expands export markets, such as Japan, India, and Southeast Asian, strengthen the stranded wire market, single-point breakthroughs in subdivided stranded wire commodities, and increase operational performance.
3. The accumulated solar power generation has reached 212MW by 2023. In 2023, Ta Ya built the fishery and electricity symbiosis solar power plant in Qigu, Tainan for Jih Guang Energy. The expected capacity of Phase II to is 35MW upon the meter installation when the construction is completed in 2025; including the installed capacity 85MW in Phase I, total installed capacity is 120MW, and the total solar power generation capacity will reach 247MW. Currently, the projects under development include 185MW Mailiao project in Yunlin, 1.6MW Taisugar additional construction project, and 1.15MW Golden Tree Plastic.
4. In terms of energy storage, Taipower's power trading platform was launched in July 2021, which is a new milestone for Taipower, enabling more diversified adoption of energy storage, such as to be used for regulation reserve, spinning reserve, and supplemental reserve; Ta Ya has entered the energy storage market in 2017, and built a total of 13MW energy storage equipment in Guanmiao, Rende and Guiren, Tainan with its subsidiary Union Storage Energy System, and joined Taipower dReg regulation reserve service. Of which, the 4.5 MW energy storage system in Pao-An transferred the service from dReg to E-dReg in August 2024; in addition, the 2.5WM system in Guiren and the 5MW system in Hongming are expected to transfer the service from dReg to E-dReg in 2025. The subsidiary, Ta Ya Energy Storage Technology is currently developing Phase I - Chih Pu 100MW project in Longjin,

Taichung City, and the commercial operation is expected in Q2, 2025, and Phase II - Daxu 75MW energy storage system project in Longjin, Taichung City, which is expected to commence the commercial operation in Q2, 2026. The two projects join the Taipower E-dreg regulation reserve service, which will contribute the steady electricity sales revenue each year in the future.

5. Regarding the solar storage, Jih-Guang was awarded the tender of 2022 “solar power generating equipment incorporating energy storage system” by the Energy Administration for 23.3MW of energy storage, which has been commissioned in June 2024. In 2025, the Energy Administration tender again the “solar power generating equipment incorporating energy storage system,” and Sin Jhong bid 7.98MW of solar storage.
6. Bo Yao Power Co., Ltd., a subsidiary of Ta Ya, mainly manages the green power transactions of solar power plants held by Ta Ya and matches buyers and sellers. Currently, the wheeling performance has already included users such as Delta Electronics, Gamania Digital Entertainment and Innolux, Kuan Yuen with many other potential customers under negotiation.
7. Develop new markets domestically and internationally, and to cope with the market demand, new products and new technologies are developed to meet the needs of business growth and enhance market competitiveness.
8. To make all-out effort to rationalize production cost, improving product quality and meeting customers’ requirements.
9. To effectively manage inventory, maintaining flexibility of capital.
10. To increase customer base, total controlling market trend and profitability.
11. To explore potential customers, to keep a close watch on the market and to seize any chance to gain profit.

(iv) Quality Policy:

We guarantee the product’s function, security, on-time delivery and free from danger.

(v) Vision and Mission

Vision : Dedication to be a

- Leading brand in energy connection and transformation
- Driving force to make a friendly environment and beautiful home
- Trustworthy Enterprise to employee, customers, shareholders and society

Core Value :

Mission Accomplishment: Happy Employees, Satisfied Customers, Content Shareholders and Beautiful Homeland

Chairman Shang-Hung Shen

II 、 Corporate Governance Report

i. Background information of the Director, President, Vice Presidents, Assistant Vice Presidents and heads of various departments and branches

(i) Profiles of Board Directors and Key Managers :

1-1 Information on Directors :

March 25, 2025

Unit : Share;%

Title (Note 1)	Nationality/ Place of Incorporation	Name	Gender	Date Elected	Term (Years)	Date First Elected (Note2)	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Remark(s) (Note 4)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	Taiwan	Shen Shang-Hung	Male Aged 61~ 70	May 31, 2024	3	July 3, 1991	8,788,378	1.45	6,531,323	0.84	271	0.00	4,877,015	0.63	America AT&T; National Taiwan University; MBA at College of Emory University A	Note 1	Director	Shang-Tao Shen	Brother	
Director	Taiwan	Shen Shang-Pang	Male Aged 71~ 75	May 31, 2024	3	July 3, 1991	8,584,977	0.88	9,994,439	1.29	—	—	—	—	Chienkuo Industrial Commercial Vocational High School	Note 2	Director	San-Yi Shen	Brother	
Director	Taiwan	Shen San-Yi	Male Aged 61~ 70	May 31, 2024	3	February 7, 1994	13,677,179	1.31	18,531,104	2.40	394,157	0.05	—	—	Electrical Engineering Department, Kun Shan University	Note 3	Director	Shang-Pang Shen	Brother	
Director	Taiwan	Shen Shang-Tao	Male Aged 61~ 70	May 31, 2024	3	June 3, 1999	2,650,600	0.79	2,988,497	0.39	12,022,195	1.55	—	—	Electrical and Computer Engineering Department, University of Southern California	Note 4	Chairman	Shang-Hung Shen	Brother	

Director	Taiwan	Horng Lan-Horng	Female Aged 71~75	May 31, 2024	3	June 5, 2018	200,447	0.03	253,714	0.03	127,366	0.02	—	—	Business Administration Department, National Cheng Kung University	Note 5	None	None	None
Independent Director	Taiwan	Wei, Chun-Hsien	Male Aged 61~70	May 31, 2024	3	June 6, 2012	—	—	—	—	—	—	—	—	MBA, University of Chicago	Note 6	None	None	None
Independent Director	Taiwan	Ho, Chun-Huei	Male Aged 61~70	May 31, 2024	3	August 13, 2021	—	—	—	—	—	—	—	—	PhD in Economics, University of Pittsburgh, Pennsylvania	Note 7	None	None	None
Independent Director	Taiwan	Yu, Kuang-Hsun	Male Aged 61~70	May 31, 2024	3	August 13, 2021	—	—	—	—	—	—	—	—	Department of Mechanical Engineering, Chung Yuan University	None	None	None	None
Independent Director	Taiwan	Chou, Wen-Ching	Female Aged 41~50	May 31, 2024	3 years	August 13, 2021	—	—	—	—	—	—	—	—	Master of LLM, Department of Law, Northwestern University; EMBA, Department of Finance, National Taiwan University; Master of Law, Department of Law, National Taiwan University	Notes 8	None	None	None

Note 1 : Corporate shareholders should have the name of corporate shareholders and representative illustrated separately (the name of the corporate shareholders should be noted) also, Table 1 should be filled out. : None

Note 2 : Please list the actual age, which may be presented at certain range, e.g., 41~ 50 or 51~ 60.

Note 3 : Indicate the date of the first-time elected director or supervisor; also, the period of interruption should be noted.

Shen Shang-Hung : Newly appointed as director on July 3, 1991 to date.

Shen Shang-Pang : Newly appointed as director on July 3, 1991 to February 6, 1994.

Electing of board on June 5, 2003 and elected as director to date.

Shen San-Yi : Newly appointed as director on February 7, 1994 to date.

Shen Shang-Tao : Newly appointed as director on June 3, 1999 to date.

Hornng Lan-Hornng : Newly appointed as director on June 5, 2018.

Ho, Chun-Huei: Has been a director since being elected as director for the first time on August 13, 2021,

Wei, Chun-Hsien: Has been a director since being elected as director for the first time on June 6, 2012.

Yu, Kuang-Hsun: Has been a director since being elected as director for the first time on August 13, 2021.

Chou, Wen-Ching: Has been a director since being elected as director for the first time on August 13, 2021.

Note4 : Previous work experiences relating to their current roles; if the person works in the auditor's firm or in an affiliated company during the aforementioned time period, the job title and responsibilities must be provided.

Note5 : Where the Chairman 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, the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (such as increasing the number of independent director seats, and more than half of all directors must not concurrently serve as employees or managers) must be disclosed.

Note 1 : Chairman and CEO of Ta Ya Electric Wire & Cable Co., Ltd., Chairman of CUPRIME MATERIAL CO., LTD., Chairman of UNITED ELECTRIC INDUSTRY CO., LTD., Chairman of TA YA VENTURE CAPITAL CO., LTD., Chairman of TA YA Innovation Investment Co., Ltd., Director of TA YA (CHINA) HOLDING LTD ., Director of TA YA VENTURE HOLDINGS LTD ., Chairman of HENG YA ELECTRIC LTD., Director of HENG YA ELECTRIC (KUNSHAN) LTD., Director of HENG YA ELECTRIC (DONGGUAN) LTD., Director of TAYA ZHANGZHOU WIRES CABLE CO., LTD., Director of TA YA ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of TA YA (VIETNAM) INVESTMENT HOLDING LTD., Director of TA YA (Vietnam) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY, Supervisor of TA HO ENGINEERING, CO., LTD., Chairman of CUGREEN METAL TECH CO., LTD., Director of TA YI PLASTIC(H.K.) LTD., Director of PLASTIC TECHNOLOGY INVESTMENT HOLDING LTD., Chairman of CUPRIME ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of TA YA VIETNAM(Cayman) HOLDINGS LTD., Director of CUPRIME MATERIAL PTE. LTD., Director of CUPRIME VENTURE HOLDING CO., LTD., Director of CUPRIME INVESTMENT HOLDING COMPANY LIMITED, Director of LUCKY MAX CAPITAL INVESTMENT LIMITED, Chairman of TA YA GREEN ENERGY TECHNOLOGY CO., LTD., Chairman of BOSI SOLAR ENERGY CO., LTD., Chairman of TOUCH SOLAR POWER CO.,LTD., Chairman of BRAVO SOLAR POWER CO.,LTD., Chairman of SIN JHONG SOLAR POWER CO., LTD., Chairman of UNION STORAGE ENERGY SYSTEM LTD. , Chairman of TA YA GENESIS CAPITAL CO., LTD., Chairman of JIA SHAN INVESTMENT HOLDING CO., LTD. , Chairman of JIA HSI INVESTMENT HOLDING CO.,LTD., Director of JUNG SHING WIRE CO., LTD., Director of BORA PHARMACEUTICALS CO., LTD., Director of Theia Medical Technology Co., Ltd., Director of IRIDIUM MEDICAL TECHNOLOGY CO., LTD., Director of BIGBEST SOLUTIONS, INC., Independent Director of MERCURIES DATA SYSTEMS LTD., Independent Director of ASIA POLYMER CORPORATION, Independent Director of PARTNER TECH CORP., Chairman of BO YAO POWER CO.,LTD., Chairman of TA YA ENERGY STORAGE TECHNOLOGY CO.,LTD., Chairman of JHIH-GUANG ENERGY CO.,LTD., Director of Acrocyte Therapeutics Inc., Chairman of BO-JIN ENERGY CO., LTD., Chairman of BO FENG ENERGY STORAGE CO., LTD., Chairman of BO SHENG ENERGY STORAGE CO., LTD., Chairman of INFINITY ENERGY STORAGE TECHNOLOGY CO., LTD., Director of JUMP INTERNATIONAL CO., LTD., Director of T-E

Pharma Holding., Director of ABLE MAX CAPITAL INVESTMENT LIMITED, Chairman of Da Xu Energy CO., LTD., Chairman of TA YA Geothermal Technology Co., Ltd., Director of TA YA (ZHANGZHOU) HOLDING LTD., Director of TA YA (KUNSHAN) HOLDING LTD., Director of United Aluminum Technology Co., Ltd., Director of Taiwan Consulting Group.

Note 2 : Vice Chairman of TA YA ELECTRIC WIRE & CABLE CO., LTD., Chairman and CEO of TA YA (Vietnam) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY, Director of TA YA (VIETNAM) INVESTMENT HOLDING LTD., Director of CUPRIME MATERIAL CO., LTD., Director of TA HENG ELECTRIC WIRE & CABLE CO., LTD., Director of TA YA (CHINA) HOLDING LTD., Director of TA YA VENTURE HOLDINGS LTD., Director of HENG YA ELECTRIC LTD., Director of HENG YA ELECTRIC (KUNSHAN) LTD., Director of CUPRIME ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of HENG YA ELECTRIC (DONGGUAN) LTD., Vice Chairman of Teco (Vietnam) Electric&Machinery CO., LTD., Director of TA YA VENTURE CAPITAL CO., LTD., Director of TA YA Innovation Investment Co., Ltd., Director of TAYA ZHANGZHOU WIRES CABLE CO.,LTD., Director of TA YA VIETNAM(Cayman) HOLDINGS LTD. , Director of TA YA (ZHANGZHOU) HOLDING LTD., Director of TA YA (KUNSHAN) HOLDING LTD.

Note 3 : President of TA YA ELECTRIC WIRE & CABLE CO., LTD., Vice Chairman of CUPRIME MATERIAL CO., LTD., Chairman of TA HENG ELECTRIC WIRE & CABLE CO., LTD., Vice Chairman of TA YA VENTURE CAPITAL CO., LTD., Vice Chairman of TA YA Innovation Investment Co., Ltd., Director of TA YI PLASTIC CO., LTD., Director of TA YA (CHINA) HOLDING LTD., Director of TA YA VENTURE HOLDINGS LTD ., Director of TA YA ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of HENG YA ELECTRIC LTD., Director of HENG YA ELECTRIC (KUNSHAN) LTD., Director of HENG YA ELECTRIC (DONGGUAN) LTD., Director of TA YA (Vietnam) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY., Director of CUPRIME ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of TA YA (VIETNAM) INVESTMENT HOLDING LTD., Director of TA YA GREEN ENERGY TECHNOLOGY CO., LTD., Director of BOSI SOLAR ENERGY CO., LTD., Director of AD ENGINEERING CORPORATION, Director of TOUCH SOLAR POWER CO.,LTD., Director of BRAVO SOLAR POWER CO.,LTD., Director of SIN JHONG SOLAR POWER CO., LTD., Director of TAYA ZHANGZHOU WIRES CABLE CO.,LTD., Director of CUGREEN METAL TECH CO., LTD. Director of TA YA VIETNAM(Cayman) HOLDINGS LTD., Director of BO YAO POWER CO.,LTD., Director of TA YA ENERGY STORAGE TECHNOLOGY CO.,LTD., Director of JHIH-GUANG ENERGY CO.,LTD., Director of BO-JIN ENERGY CO., LTD., Director of BO FENG ENERGY STORAGE CO., LTD., Director of BO SHENG ENERGY STORAGE CO., LTD., Director of TA YA Geothermal Technology Co., Ltd. , Director of TA YA (ZHANGZHOU) HOLDING LTD., Director of TA YA (KUNSHAN) HOLDING LTD.

Note 4 : Executive Vice President of Ta Ya Electric Wire & Cable Co., Ltd., Director of TA HENG ELECTRIC WIRE & CABLE CO., LTD., Director of TA YA VENTURE CAPITAL CO., LTD., Director of TA YA Innovation Investment Co., Ltd., Vice Chairman of TA YA (Vietnam) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY., Director of TA YA (VIETNAM) INVESTMENT HOLDING LTD., Director of TA YA (CHINA) HOLDING LTD., Director of TA YA VENTURE HOLDINGS LTD., Director of TA YA ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of HENG YA ELECTRIC LTD., Supervisor of HENG YA ELECTRIC (KUNSHAN) LTD., Supervisor of HENG YA ELECTRIC (DONGGUAN) LTD., Director of Teco (Vietnam) Electric&Machinery CO., LTD., Supervisor of AD ENGINEERING CORPORATION, Director of TAYA ZHANGZHOU WIRES CABLE CO.,LTD., Director of TA YA VIETNAM(Cayman) HOLDINGS LTD., Director of JIA SHAN INVESTMENT

HOLDING CO., LTD., Director of JIA HSI INVESTMENT HOLDING CO.,LTD. Director of TA YA ENERGY STORAGE TECHNOLOGY CO.,LTD., Director of BO FENG ENERGY STORAGE CO., LTD., Director of BO SHENG ENERGY STORAGE CO., LTD.

Note 5 : Supervisor of CUPRIME MATERIAL CO., LTD., Director of TA YA Geothermal Technology Co., Ltd. , Director of TA YA (ZHANGZHOU) HOLDING LTD., Director of TA YA (KUNSHAN) HOLDING LTD.

Note 6 : Chairman of DaChan Food (Asia) Limited, Director of Shamrock Cayman Islands, Director of ShyaHsin Packaging (China) Co., Ltd., Blackstone Private Equity Fund Corporation Senior Advisor, Director of TINGYI-ASAHI-ITOCHU BEVERAGES HOLDING CO.,LTD.

Note 7 : Director of Ablerex Electronics Co., Ltd. , Independent Director of AMPACS Corporation; Vice Chairman of CDIB Capital Management Corporation; Chairman of CDIB Capital Healthcare Ventures Limited.,Chairman of CDIB Venture Capital Corporation.

Note 8 : Chairman of Ever Nature Developer Ltd., Chairman of Lien Hong Investment Co., Ltd.

1-2-1 Disclosure of Directors' Professional Qualifications and Independent Directors' Independence

Criteria Name	Professional qualification <u>and experience</u> (Note 1)	Independence state (Note 2)	Number of other public companies in which the individual is concurrently serving as an independent director
Shen, Shang-Hung	Has more than five years of experience that the Company's business requires; used to work for AT&T; currently serving as the Company's Chairman and CEO; does not fit any of the circumstances under Article 30 of the Company Act.	<ol style="list-style-type: none"> 1. Not a director, supervisor, or employee of a company or the Company where a majority of Board seats or a majority of voting shares are controlled by the same person. 2. Not a person elected in the capacity of the government, a corporation, or a representative as provided in Article 27 of the Company Act. 	3
Shen, Shang-Pang	Has more than five years of experience that the Company's business requires; currently serving as the Company's Vice Chairman; does not fit any of the circumstances under Article 30 of the Company Act.	<ol style="list-style-type: none"> 1. Not a director, supervisor, or employee of a company or the Company where a majority of Board seats or a majority of voting shares are controlled by the same person. 2. Not a person elected in the capacity of the government, a corporation, or a representative as provided in Article 27 of the Company Act. 	0
Shen, San-Yi	Has more than five years of experience that the Company's business requires; currently serving as the Company's General Manager; does not fit any of the circumstances under Article 30 of the Company Act.	<ol style="list-style-type: none"> 1. Not a director, supervisor, or employee of a company or the Company where a majority of Board seats or a majority of voting shares are controlled by the same person. 2. Not a person elected in the capacity of the government, a corporation, or a representative as provided in Article 27 of the Company Act. 	0
Shen, Shang-Tao	Has more than five years of experience that the Company's business requires; currently serving as the Company's Executive Deputy General Manager; does not fit any of the circumstances under Article 30 of the Company Act.	<ol style="list-style-type: none"> 1. Not a director, supervisor, or employee of a company or the Company where a majority of Board seats or a majority of voting shares are controlled by the same person. 2. Not a person elected in the capacity of the government, a corporation, or a representative as provided in Article 27 of the Company Act. 	0

Hung, Yen- Hung	<p>Has more than five years of experience that the Company's business requires; used to be the Division General Manager of the Company's General Administration Division; currently serving as the Company's director; does not fit any of the circumstances under Article 30 of the Company Act</p> <p>..</p>	<ol style="list-style-type: none"> 1. Not an employee of the Company or its affiliates. 2. Not a director, supervisor, or employee of a company or the Company where a majority of Board seats or a majority of voting shares are controlled by the same person. 3. Not a person elected in the capacity of the government, a corporation, or a representative as provided in Article 27 of the Company Act. 4. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 5. Not a manager listed in (1) or a spouse, relative within the second degree of kinship or direct blood relative within the third degree of kinship of the person listed in (2) and (3). 6. Not director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. 7. Not a spouse or a relative within second degree of kinship of another director. 8. Not a person elected in the capacity of the government, a corporation, or a representative thereof as provided in Article 27 of the Company Act. 	0
Wei, Chun- Hsien	<p>Has five years of experience that the Company's business requires; MBA in Financial Accounting, University of Chicago; used to be the Chairman of Procter & Gamble Taiwan, Ltd., taking charge of financial matters for 10 more years during his 19 years of service therein; Currently serving as the Chairman of DaChan Food (Asia) Limited; does not fit any of the circumstances under Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> 1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer under Paragraph 1 or any of the persons in the preceding two Paragraphs. 5. Not director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of 	0

Ho, Chun-Huei	Has five years of experience that the Company's business requires; Ph.D. in Economics, University of Pittsburgh, Pennsylvania, USA; used to be a director of CDIB Capital Group; currently serving as the chairman of CDIB Capital Healthcare Ventures Co., Ltd; does not fit any of the circumstances under Article 30 of the Company Act.	the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. 6. Not a director, supervisor, or employee of a company or the Company where a majority of Board seats or a majority of voting shares are controlled by the same person. 7. Not a director, supervisor, or employee of a company or the Company where the chairman, president, or person in equivalent post are the same person or a spouse of one another.	1
Yu, Kuang-Hsun	Has five years of experience that the Company's business requires; Graduate of Department of Mechanical Engineering, Chung Yuan University; used to be the general manager of Taiwan Cogeneration Corporation; currently serving as the Company's independent director; does not fit any of the circumstances under Article 30 of the Company Act.	8. Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. 9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof.	0
Chou, Wen-Ching	Has five years of experience that the Company's business requires; Master of LLM, Department of Law, Northwestern University; EMBA, Department of Finance, National Taiwan University; used to be a lawyer in Russin & Vecchi; currently serving as the chairman of Ever Nature Developer Ltd; does not fit any of the circumstances under Article 30 of the Company Act.	10. Not a spouse or a relative within second degree of kinship of another director. 11. Not a person elected in the capacity of the government, a corporation, or a representative thereof as provided in Article 27 of the Company Act.	0

1-2-2 Diversification and independence among Board members :

- (i) Board diversification: Describe the policy, goals, and achievements respecting Board diversification. Diversification policy include but is not limited to the composition and percentage of criteria for selecting directors, the professional qualifications and experience required of Board members, their gender, age, nationality, and culture; specific goals against the said policy and the implementation achievement shall be stated.

1. Board membership diversification policy n: refer to page 52-55 of this annual report.

2. Goals and achieving status:

a. Specific management goals: At least four among all Board members shall possess any of the professional competencies enumerated on page 55 of this annual report.

Each individual director shall possess at least one type of industrial experience and two types of professional competencies enumerated on page 55 of this annual report.

b. Goal achieving status: All Board members achieved the diversification policy goals.

(ii) Independence of Board of Directors: Describe the number and percentage of independent directors; prove the independence of the Board of Directors; and explain, with proofs, whether any of the matters specified in Article 26-3, Paragraph 3 and Paragraph 4 of the Securities and Exchange Act exists, which proofs may include a description of whether a relationship of a spouse or second degree relative exists between directors, between supervisors, or between a director and a supervisor.

1. The Company's current Board of Directors has 9 directors, of which 4 are independent directors, accounting for 44% of total seats.

2. Refer to the above table for the Board's independence.

3. For whether the absence of any of the circumstances specified in Article 26-3, Paragraph 3 and Paragraph 4 of the Securities and Exchange Act is ascertained, refer to page 9~10 of this annual report.

Note 1 : Professional qualification and experience: Describe the professional qualifications and experience of an individual director and supervisor. Where the party concerned is a member of the Audit and Risk Committee who specializes in accounting or law, his/her accounting or legal background as well as work experience shall be stated; and prove that any matter specified in Article 30 of the Company Act does not exist.

Note 2 : An independent director's state of independence shall be stated; the statement may include but is not limited to whether the independent director, or the spouse or a second degree relative thereof serves as a director, supervisor, or employee of the Company or its affiliates; how many shares and how much weight of equity do they hold in person (or under other person's name); whether the independent director serves as a director, supervisor, or employee of a company having specific relationship with the Company (refer to Article 3, Paragraph 1, Subparagraph 5 through Subparagraph 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and how much the consideration that an independent director received is for his/her providing the Company or its affiliates with services respecting commerce, law, finance, or accounting in the most recent two years.

Note 3 : For disclosure methods, refer to the sample template of best practice, which is available on the website of the TWSE's Corporate Governance Center.

(ii) Background information of the President, Vice Presidents, Assistant Vice Presidents and heads of various departments and branches

April 2, 2024

Unit : Shares;%

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
CEO	Taiwan	Shen Shang-Hung	Male	2012.4.23	6,531,323	0.84	271	0.00	4,877,015	0.63	MBA at College of Emory University	Note1	Executive Vice President Group General Manager	Shang-Tao Shen Shang-Hui Shen	Brother
President	Taiwan	Shen San-Yi	Male	2003.6.5	18,531,104	2.40	394,157	0.05	—	—	Electrical Engineering Department, Kun Shan University	Note2	None	None	None
Executive Vice President	Taiwan	Shen Shang-Tao	Male	2011.1.1	2,988,497	0.39	12,022,195	1.55	—	—	Electrical and Computer Engineering Department, University of Southern California	Note3	CEO Group General Manager	Shang-Hung Shen Shang-Hui Shen	Brother
General Manager of Energy & Telecom. Cable Business Group	Taiwan	Chuang Pa-Kuei	Male	2013.9.1	158,399	0.02	517	0.00	—	—	EMBA at National Cheng Kung University	Note4	None	None	None
General Manager of Magnet Wire Business Group	Taiwan	Shen Shang-Hui	Male	2008.2.12	12,270,086	1.59	0	0.00	—	—	Master of Finance, University of Rochester	Note5	CEO Executive Vice President	Shang-Hung Shen Shang-Tao Shen	Brother
General Manager of Corporate Development & Strategic Planning Group	Taiwan	Shen Guan-Ting	Male	2023.08.28	0	0.00	0	0.00	—	—	University of Pennsylvania MBA, The Wharton School	Note11	CEO	Shen Shang-Hung	Father and son
General Manager of NIC Business Group	Taiwan	Lee Wen-Bing	Male	2012.1.1	0	0.00	0	0.00	—	—	MBA at National Chengchi University	Note6	None	None	None
General Administration Division	Taiwan	Chen Chung-Kuang	Male	2022.4.1	0	0.00	0	0.00	—	—	NEW YORK INSTITUTE OF TECHNOLOGY MBA	None	None	None	None

General Manager															
Deputy General Manager of Magnet Wire Business Group	Taiwan	Chiu Jung-Kun	Male	2008.2.12	213,243	0.03	1,026	0.00	—	—	Industrial Safety and Health Department, Chia Nan University of Pharmacy & Science	Note7	None	None	None
General Manager of Construction Business Group	Taiwan	Chiu Tsung-Jen	Male	2011.2.1	35,165	0.00	0	0.00	—	—	MBA at University of California	None	None	None	None
Business Group Deputy General Manager of the Energy & Telecom Cable Business Group	Taiwan	Cheng Chi-Lin	Male	2022.4.1	49,250	0.01	0	0.00	—	—	Bank & Insurance Department, Shih Chien University	Note10	None	None	None
Division Head of the Energy & Telecom Cable Sales Division	Taiwan	Chen Tseng-Shou	Male	2022.4.1	0		0	0.00	—	—	Banking Management Department, Tamsui Institute of Business Administration	None	None	None	None
Director of Energy & Telecom. Cable Business Group Production Div.	Taiwan	Pan Chien-Hsun	Male	2013.9.1	153,186	0.02	0	0.00	—	—	Electrical Engineering Department, Kun Shan University	None	None	None	None
The Chief Audit	Taiwan	Yang Mei-Chin	Female	2023.04.01	9,560	0.00	0	0.00	—	—	Department of Industry Management, Kun Shan University	None	None	None	None
Accounting Officer	Taiwan	Hung Chung-Ming	Male	2013.5.31	0	0.00	0	0.00	—	—	Accounting Department, Kun Shan University	Note8	None	None	None
Plant Manager of Energy & Telecom. Cable Business Group Production Div.	Taiwan	Huang Ming-Chin	Male	2017.6.1	54,637	0.01	40,395	0.01	—	—	Doctor of Electrical Engineering, National Chung Cheng University	Note9	None	None	None
Plant Manager of Magnet Wire Business Group	Taiwan	Chen Chun-Hung	Male	2022.9.1	366	0.00	274	0.00	—	—	Department of Chemistry, Soochow University	None	None	None	None

Note 1 : Background information of the President, Vice Presidents, Assistant Vice Presidents, Heads of various departments and Branches; anyone of equivalent authority to the above, regardless of their job titles, shall be disclosed.

Note 2 : Previous work experiences relating to their current roles; if the person works in the auditor's firm or in an affiliated company during the aforementioned time period, the job title and responsibilities must be provided.

Note 3 : Where the president and the chairperson of the board of directors 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, an explanation shall be given of the reason for, reasonableness, necessity thereof,

and the measures adopted in response thereto. (For instance, more independent directors shall be added, and over half of directors are not concurrently an employee or manager.)

The Company's chairman and CEO aims to improve operational efficiency and the execution of decisions. To strengthen the Board's independence, the Company is actively training suitable candidates. Furthermore, the chairperson fully communicates the Company's recent condition, plans, and policies with directors to implement corporate governance. In the future, the Company also plans to enhance the Board's capabilities and supervisory function by increasing the number of independent director seats.

Note1 : Chairman and CEO of Ta Ya Electric Wire & Cable Co., Ltd., Chairman of CUPRIME MATERIAL CO., LTD., Chairman of UNITED ELECTRIC INDUSTRY CO., LTD., Chairman of TA YA VENTURE CAPITAL CO., LTD., Chairman of TA YA Innovation Investment Co., Ltd., Director of TA YA (CHINA) HOLDING LTD., Director of TA YA VENTURE HOLDINGS LTD., Chairman of HENG YA ELECTRIC LTD., Director of HENG YA ELECTRIC (KUNSHAN) LTD., Director of HENG YA ELECTRIC (DONGGUAN) LTD., Director of TAYA ZHANGZHOU WIRES CABLE CO., LTD., Director of TA YA ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of TA YA (VIETNAM) INVESTMENT HOLDING LTD., Director of TA YA (Vietnam) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY, Supervisor of TA HO ENGINEERING, CO., LTD., Chairman of CUGREEN METAL TECH CO., LTD., Director of TA YI PLASTIC(H.K.) LTD., Director of PLASTIC TECHNOLOGY INVESTMENT HOLDING LTD., Chairman of CUPRIME ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of TA YA VIETNAM(Cayman) HOLDINGS LTD., Director of CUPRIME MATERIAL PTE. LTD., Director of CUPRIME VENTURE HOLDING CO., LTD., Director of CUPRIME INVESTMENT HOLDING COMPANY LIMITED, Director of LUCKY MAX CAPITAL INVESTMENT LIMITED, Chairman of TA YA GREEN ENERGY TECHNOLOGY CO., LTD., Chairman of BOSI SOLAR ENERGY CO., LTD., Chairman of TOUCH SOLAR POWER CO.,LTD., Chairman of BRAVO SOLAR POWER CO.,LTD., Chairman of SIN JHONG SOLAR POWER CO., LTD., Chairman of UNION STORAGE ENERGY SYSTEM LTD., Chairman of TA YA GENESIS CAPITAL CO., LTD., Chairman of JIA SHAN INVESTMENT HOLDING CO., LTD., Chairman of JIA HSI INVESTMENT HOLDING CO.,LTD., Director of JUNG SHING WIRE CO., LTD., Director of BORA PHARMACEUTICALS CO., LTD., Director of Theia Medical Technology Co., Ltd., Director of IRIDIUM MEDICAL TECHNOLOGY CO., LTD., Director of BIGBEST SOLUTIONS, INC., Independent Director of MERCURIES DATA SYSTEMS LTD., Independent Director of ASIA POLYMER CORPORATION, Independent Director of PARTNER TECH CORP., Chairman of BO YAO POWER CO.,LTD., Chairman of TA YA ENERGY STORAGE TECHNOLOGY CO.,LTD., Chairman of JHIH-GUANG ENERGY CO.,LTD., Director, Acrocyte Therapeutics Inc., Chairman of BO-JIN ENERGY CO., LTD., Chairman of BO FENG ENERGY STORAGE CO., LTD., Chairman of BO SHENG ENERGY STORAGE CO., LTD., Chairman of INFINITY ENERGY STORAGE TECHNOLOGY CO., LTD., Chairman of Da Xu Energy CO., LTD., Director of JUMP INTERNATIONAL CO., LTD., Director of T-E Pharma Holding., Director of ABLE MAX CAPITAL INVESTMENT LIMITED.,Chairman of TA YA Geothermal Technology Co., Ltd., Director of TA YA (ZHANGZHOU) HOLDING LTD., Director of TA YA (KUNSHAN) HOLDING LTD., Director of United Aluminum Technology Co., Ltd., Director of Taiwan Consulting Group.

Note2 : President of TA YA ELECTRIC WIRE & CABLE CO., LTD., Vice Chairman of CUPRIME MATERIAL CO., LTD., Chairman of TA HENG ELECTRIC WIRE & CABLE CO., LTD., Vice Chairman of TA YA VENTURE CAPITAL CO., LTD., Vice Chairman of TA YA Innovation Investment Co., Ltd., Director of TA YI PLASTIC CO., LTD., Director of TA YA (CHINA) HOLDING LTD., Director of TA YA VENTURE

HOLDINGS LTD ., Director of TA YA ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of HENG YA ELECTRIC LTD., Director of HENG YA ELECTRIC (KUNSHAN) LTD., Director of HENG YA ELECTRIC (DONGGUAN) LTD., Director of TA YA (Vietnam) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY., Director of CUPRIME ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of TA YA (VIETNAM) INVESTMENT HOLDING LTD., Director of TA YA GREEN ENERGY TECHNOLOGY CO., LTD., Director of BOSI SOLAR ENERGY CO., LTD., Director of AD ENGINEERING CORPORATION, Director of TOUCH SOLAR POWER CO.,LTD., Director of BRAVO SOLAR POWER CO.,LTD., Director of SIN JHONG SOLAR POWER CO., LTD., Director of TAYA ZHANGZHOU WIRES CABLE CO.,LTD., Director of CUGREEN METAL TECH CO., LTD. Director of TA YA VIETNAM(Cayman) HOLDINGS LTD., Director of BO YAO POWER CO.,LTD., Director of TA YA ENERGY STORAGE TECHNOLOGY CO.,LTD., Director of JHIH-GUANG ENERGY CO.,LTD., Director of BO-JIN ENERGY CO., LTD., Director of BO FENG ENERGY STORAGE CO., LTD., Director of BO SHENG ENERGY STORAGE CO., LTD., Director of TA YA Geothermal Technology Co., Ltd. , Director of TA YA (ZHANGZHOU) HOLDING LTD., Director of TA YA (KUNSHAN) HOLDING LTD.

Note3 : Director of TA HENG ELECTRIC WIRE & CABLE CO., LTD., Director of TA YA VENTURE CAPITAL CO., LTD., Director of TA YA Innovation Investment Co., Ltd., Vice Chairman of TA YA (Vietnam) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY., Director of TA YA (VIETNAM) INVESTMENT HOLDING LTD., Director of TA YA (CHINA) HOLDING LTD., Director of TA YA VENTURE HOLDINGS LTD., Director of TA YA ELECTRIC WIRE & CABLE (H.K.) CO., LTD., Director of HENG YA ELECTRIC LTD., Supervisor of HENG YA ELECTRIC (KUNSHAN) LTD., Supervisor of HENG YA ELECTRIC (DONGGUAN) LTD., Director of Teco (Vietnam) Electric&Machinery CO., LTD., Supervisor of AD ENGINEERING CORPORATION, Director of TAYA ZHANGZHOU WIRES CABLE CO.,LTD., Director of TA YA VIETNAM(Cayman) HOLDINGS LTD., Director of JIA SHAN INVESTMENT HOLDING CO., LTD., Director of JIA HSI INVESTMENT HOLDING CO.,LTD. Director of Bo Yao Power Co., Ltd.; Director of Ta Ya Energy Storage Technology Co., Ltd.; Director of Jhih-Guang Energy Co., Ltd., Director of BO FENG ENERGY STORAGE CO., LTD., Director of BO SHENG ENERGY STORAGE CO., LTD. , Director of TA YA Geothermal Technology Co., Ltd. , Director of TA YA (ZHANGZHOU) HOLDING LTD., Director of TA YA (KUNSHAN) HOLDING LTD.

Note4 : Director of TA YA GREEN ENERGY TECHNOLOGY CO., LTD., Director of BOSI SOLAR ENERGY CO., LTD., Director of TOUCH SOLAR POWER CO.,LTD., Director of BRAVO SOLAR POWER CO.,LTD., Director of SIN JHONG SOLAR POWER CO., LTD., Director of UNITED ELECTRIC INDUSTRY CO., LTD., Chairman of TA HO ENGINEERING, CO., LTD., Director of UNION STORAGE ENERGY SYSTEM LTD., Director of AD ENGINEERING CORPORATION., Director of BO-JIN ENERGY CO., LTD., Director of BO FENG ENERGY STORAGE CO., LTD., Director of BO SHENG ENERGY STORAGE CO., LTD., Director of Da Xu Energy CO., LTD. , Director of TA YA Geothermal Technology Co., Ltd. , Director of TA YA (ZHANGZHOU) HOLDING LTD., Director of TA YA (KUNSHAN) HOLDING LTD.

Note5 : Supervisor of TA YA VENTURE CAPITAL CO., LTD., Vice Chairman of TA HENG ELECTRIC WIRE & CABLE CO., LTD., Director of CUPRIME MATERIAL CO., LTD., Chairman of TA YI PLASTIC CO., LTD., Director of TA YA (CHINA) HOLDING LTD ., Director of HENG YA ELECTRIC LTD., Chairman of HENG YA ELECTRIC (KUNSHAN) LTD., Chairman of TAYA ZHANGZHOU WIRES CABLE CO.,LTD., Chairman of HENG YA ELECTRIC (DONGGUAN) LTD., Director of PLASTIC TECHNOLOGY INVESTMENT HOLDING, Director of TA YI PLASTIC (H.K.) LTD., Director of TA YA (VIETNAM) INVESTMENT HOLDING LTD., Director of TA YA VIETNAM(Cayman) HOLDINGS

LTD., Director of JIA SHAN INVESTMENT HOLDING CO., LTD., Director of JIA HSI INVESTMENT HOLDING CO.,LTD. , Director of TA YA (ZHANGZHOU) HOLDING LTD., Director of TA YA (KUNSHAN) HOLDING LTD.

Note6 : Director of CUPRIME MATERIAL CO., LTD., Supervisor of UNITED ELECTRIC INDUSTRY CO., LTD., Supervisor of TA YA GREEN ENERGY TECHNOLOGY CO., LTD., Supervisor of BOSI SOLAR ENERGY CO., LTD., Director of TA YA VENTURE CAPITAL CO., LTD., Director of TA YA Innovation Investment Co., Ltd., Supervisor of BRAVO SOLAR POWER CO.,LTD., Supervisor of SIN JHONG SOLAR POWER CO., LTD., Director of CUGREEN METAL TECH CO., LTD. Supervisor of Bo Yao Power Co., Ltd., Supervisor of Jih-Guang Energy Co., Ltd., Supervisor of BO-JIN ENERGY CO., LTD.

Note7 : Director of CUPRIME MATERIAL CO., LTD., Supervisor of TA YI PLASTIC CO., LTD., Director of HENG YA ELECTRIC (KUNSHAN) LTD.,Director of HENG YA ELECTRIC (DONGGUAN) LTD.

Note8 : Supervisor of TA HENG ELECTRIC WIRE & CABLE CO., LTD., Supervisor of TA YA VENTURE CAPITAL CO., LTD., Supervisor of TA YA Innovation Investment Co., Ltd. Supervisor Ta Ya Energy Storage Technology Co., Ltd., Supervisor of BO FENG ENERGY STORAGE CO., LTD., Supervisor of BO SHENG ENERGY STORAGE CO., LTD., Supervisor of INFINITY ENERGY STORAGE TECHNOLOGY CO., LTD., Supervisor of Da Xu Energy CO., LTD., Supervisor of TOUCH SOLAR POWER CO., LTD. , Supervisor of TA YA Geothermal Technology Co., Ltd.

Note9 : Director of Union Storage Energy System LTD., Director of TA YA ENERGY STORAGE TECHNOLOGY CO., LTD. , Director of BO FENG ENERGY STORAGE CO., LTD., Director of BO SHENG ENERGY STORAGE CO., LTD. , Director of TA YA Geothermal Technology Co., Ltd.

Note10 : Director of Union Storage Energy System LTD., Director of INFINITY ENERGY STORAGE TECHNOLOGY CO., LTD., Director of Da Xu Energy CO., LTD.

Note11 : Deputy General Manager of TA YA VENTURE CAPITAL CO., LTD.

ii. Remuneration of Directors, Independent Directors, President, and Vice Presidents for the most recent year

1-2-1 Remuneration of Directors and Independent Directors

(aggregated remuneration, disclosing name(s) and indicating each remuneration scale)

NT\$ thousands

Title	Name	Remuneration								Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Note10)	
		Base Compensation (A) Note2		Severance Pay (B)		Directors Compensation(C) Note3		Allowances (D) Note4		The company	companies in the consolidated financial statements Note7
		The company	All companies in the consolidated financial statements Note7	The company	companies in the consolidated financial statements Note7	The company	companies in the consolidated financial statements Note7	The company	companies in the consolidated financial statements Note7		
Director	Shen Shang-Hung	0	0	0	0	46,724	48,395	600	978	47,324 2.94%	49,373 3.07%
Director	Shen Shang-Pang										
Director	Shen San-Yi										
Director	Shen Shang-Tao										
Director	Horng Lan-Horng										
Independent Director	Wei Chun-Hsien	0	0	0	0	8,900	8,900	1,440	1,440	10,340 0.64%	10,340 0.64%
Independent Director	Ho Chun-Huei										
Independent Director	Yu Kuang Hsun										
Independent Director	Chou Wen Ching										

Title	Name	Relevant Remuneration Received by Directors Who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%) (Note10)		Remuneration from ventures other than subsidiaries or from the parent company (Note11)
		Salary, Bonuses, and Allowances (E) (Note5)		Severance Pay (F)		Employee Compensation (G)				The company	Companies in the consolidated financial statements Note7	
		The company	Companies in the consolidated financial statements Note7	The company	Companies in the consolidated financial statements Note7	The company		Companies in the consolidated financial statements Note7				
						Cash	Stock	Cash	Stock			
Director	Shen Shang-Hung	78,375	105,406	2,091	2,562	940	0	940	0	128,730	158,281	None
Director	Shen Shang-Pang											
Director	Shen San-Yi											
Director	Shen Shang-Tao											
Director	Hornng Lan-Hornng											
Independent Director	Wei Chun-Hsien	0	0	0	0	0	0	0	0	10,340	10,340	None
Independent Director	Ho Chun-Huei											
Independent Director	Yu Kuang Hsun											
Independent Director	Chou Wen Ching											

- Please describe the policy, system, standard, and structure of remuneration to independent directors, and the correlation between duties, risk, and time input with the amount of remuneration :
Definitely specified in the Articles of Incorporation, directors shall be entitled to compensation and reimbursement of travel expenses for performance of their duties in accordance with industry standards. The amount shall be decided by the Board of Directors based on their contribution and involvement in the operations of the Company in accordance with industry standards. The compensation for independent directors may be higher than other directors, as all independent directors also serve as members of the Audit and Risk Committee and Compensation Committee and thus participate in the discussions as well as resolutions of related committee meetings in accordance with the charter of each committee. Furthermore, where the Company earns an annual profit, no more than 3% shall be allocated as director compensation in accordance with the Articles of Incorporation.
- In addition to the above remuneration, director remuneration shall be disclosed as follows when received from companies included in the consolidated financial statements in the most recent year to compensate directors for their services, (such as: serving as a consultant to all non-employees of the parent company/financial report of all companies/reinvested enterprises, etc.) such as being independent contractors : 0

* Separately list information for directors (non-independent directors) and independent directors.

1-2-2 Remuneration scale table

Payment scale of remuneration to the Directors of the Company	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The company (Note8)	Companies in the consolidated financial statements (H) (Note9)	The company (Note8)	Companies in the consolidated financial statements (I) (Note9)
Less thanNT\$ 1,000,000				
NT\$1,000,000 (inclusive)~NT\$2,000,000 (exclusive)				
NT\$2,000,000 (inclusive)~NT\$3,500,000 (exclusive)	Director: Hung, Yen-Hung Independent Director: Wei, Chun-Hsien; Ho Chun-Huei; Yu Kuang Hsun; Chou, Wen-Ching	Director: Hung, Yen-Hung Independent Director: Wei, Chun-Hsien; Ho Chun-Huei; Yu Kuang Hsun; Chou, Wen-Ching	Director: Hung, Yen-Hung Independent Director: Wei, Chun-Hsien; Ho Chun-Huei; Yu Kuang Hsun; Chou, Wen-Ching	Director: Hung, Yen-Hung Independent Director: Wei, Chun-Hsien; Ho Chun-Huei; Yu Kuang Hsun; Chou, Wen-Ching
NT\$3,500,000 (inclusive)~ NT\$5,000,000 (exclusive)				
NT\$5,000,000 (inclusive)~ NT\$10,000,000 (exclusive)	Director: Shen Shang Pang Shen Shang Tao	Director: Shen Shang Pang Shen Shang Tao		
NT\$10,000,000 (inclusive)~NT\$15,000,000 (exclusive)	Director: Shen San Yi	Director: Shen San Yi		
NT\$ 15,000,000 (inclusive)~NT\$ 30,000,000 (exclusive)	Director: Shen Shang Hung	Director: Shen Shang Hung	Director: Shen Shang Pang Shen Shang Tao Shen San Yi	Director: Shen Shang Pang Shen Shang Tao
NT\$30,000,000 (inclusive)~NT\$50,000,000 (exclusive)				Director: Shen San Yi
NT\$ 50,000,000 (inclusive)~NT\$ 100,000,000 (exclusive)			Director: Shen Shang Hung	Director: Shen Shang Hung

Greater than or equal to NT\$100,000,000				
Total	9	9	9	9

Note 1 : Fill in the name of each director individually (the name of institutional shareholders and their representatives shall also be listed individually) and the name of general directors and independent directors. The amount of remuneration to each shall be disclosed in aggregate. If a director is serving concurrently as a President or Vice President, the table, the following table (3-1), or tables (3-2-1) and (3-2-2) should be filled out.

Note 2 : Refers to Director's remuneration in the latest year (including salaries, work subsidies, severance pay, various bonuses and incentives etc).

Note 3 : Fill in the amount of remuneration distributed to corporate directors or individual directors, as approved by the board of directors in the most recent year.

Note 4 : Refers to compensations for services rendered (including travel, special allowances, various subsidies, accommodation, corporate vehicle and other items). If houses, cars and other transportation or personal expenses are provided, the nature and cost of the provided assets, the actual rental or the rental calculated based on the fair value, fuel expense and other payment must be disclosed. If drivers are also provided, please specify the related payment for the driver paid by the Company. This is not included in the remuneration.

Note 5 : This refers to the salary, duty allowances, severance pay, bonuses, incentives, transportation allowance, special allowance, various allowances and accommodation, and company cars paid or offered to directors who concurrently hold position as an employee (incl. president, vice president, other managerial officers and employees). If houses, cars and other transportation or personal expenses are provided, the nature and cost of the provided assets, the actual rental or the rental calculated based on the fair value, fuel expense and other payment must be disclosed. If drivers are also provided, please specify the related payment for the driver paid by the Company. This is not included in the remuneration. In addition, according to the salaries expense listed in the "Share-Based Payment" of IFRS 2, expenses including the employee stock option certificate acquirement, employee restricted stock and employee participation in cash capital increase and stock subscription must be counted in the remuneration.

Note 6 : For the directors who are also employees (including President, Vice President, managers, and staff) of the Company in the most recent year with remuneration received (including stock and cash), the remuneration amount to employees resolved in the board meeting in the most recent year should be disclosed. If the remuneration amount cannot be estimated, the amount to be distributed this year is to be estimated proportionally to the actual amount distributed last year; also, Attachment 1.3 should be filled out.

Note 7 : The disclosure should cover all companies included in the consolidated financial statements (including The Company); present the total amount of remuneration paid by all companies above to The Company's Directors.

Note 8 : The name of the director to whom the total remuneration is paid by the Company shall be disclosed in the corresponding remuneration range.

Note 9 : The total amount of remunerations to each director of the Company under the consolidated financial statement (including the Company) shall be disclosed with the disclosure of the names of the directors falling in relevant brackets.

Note 10 : Corporate earnings shall be the net income after taxation. If IFRS has already been adopted, corporate earnings shall be the net income after taxation of individual entities or individual financial statements.

Note 11 : a. The amount of remuneration a director receives from investees other than subsidiaries or from the parent shall be stated in this column (fill in "N/A" when none).

b. When a director receives remuneration from an investee other than a subsidiary or from the parent, the amount of such remuneration shall be combined in column I of the Increments of Remuneration table, and the column shall be renamed "Parent or All Investees."

c. Remuneration refers to any returns, compensation from the parent company (including remuneration to Employees, Directors and Supervisors), professional fees, etc., which the Company's Directors have received for serving as directors, supervisors, or managers in invested businesses other than subsidiaries.

* The remuneration disclosed in this table is different from the concept of income in the Income Tax Act. This table is used for information disclosure, not taxation.

★ Remuneration of Supervisors : **Not Applicable (The Company Establishes an Audit and Risk Committee)**

3-2-1 Remuneration of the President and Vice Presidents

(aggregated remuneration that discloses name(s) indicating each remuneration scale)

Unit : NT\$ thousands

Title	Name	Salary(A) (Note2)		Severance Pay (B)		Bonuses and Allowances (C) (Note3)		Employee Compensation (D) (Note4)				Ratio of total compensation (A+B+C+D) to net income (%) (Note8)		Remuneration from ventures other than subsidiaries or from the parent company (Note9)
		The company	Companies in the consolidated financial statements (Note5)	The company	Companies in the consolidated financial statements (Note5)	The company	Companies in the consolidated financial statements (Note5)	The company		Companies in the consolidated financial statements (Note5)		The company	Companies in the consolidated financial statements (Note5)	
								Cash	Stock	Cash	Stock			
CEO	Shang-Hung Shen	27, 509	50, 076	3, 462	3, 947	86, 633	97, 189	1, 732	-	1, 732	-	119, 335 7. 41%	152, 943 9. 50%	None
President	San-Yi Shen													
Vice President	Shang-Tao Shen													
General Manager	Pa-Kuei Chuang													
General Manager	Shang-Hui Shen													
Division General Manager	Chung-Kuang Chen													
General Manager	Wen-Bing Lee													
Deputy General Manager	Jung-Kun Chiu													
General Manager	Tsung-Jen Chiu													
General Manager	Guan-Ting Shen													
Deputy General	Cheng Chi-Lin													

Manager														
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* Disregarding position titles. All such job positions including president, vice president (e.g., President, Chief Executive Officer (CEO), Superintendent....) shall be disclosed.

3-2-2 Remuneration scale table

Payment scale of remunerations paid to the President and Vice Presidents of the Company	Name of President and Vice Presidents	
	The company (Note6)	Companies in the consolidated financial statements (E) (Note7)
Less than NT\$ 1,000,000		
NT\$1,000,000 (inclusive)~ NT\$2,000,000 (exclusive)		
NT\$2,000,000 (inclusive)~ NT\$3,500,000 (exclusive)		
NT\$3,500,000 (inclusive)~ NT\$5,000,000 (exclusive)	Li, Wen-Pin ; Chiu, Jung-Kun Chen, Chung-Kuang ; Cheng, Chi-Lin	Chiu, Jung-Kun ; Chiu, Tsung-Jen; Chen, Chung-Kuang
NT\$5,000,000 (inclusive)~ NT\$10,000,000 (exclusive)	Chuang, Po-Kuei;;	Chuang, Po-Kuei; Li, Wen-Pin ; Cheng, Chi-Lin
NT\$10,000,000(inclusive)~NT\$15,000,000 (exclusive)	Shen, Shang-Tao;Shen, Shang-Hui; Shen, Guan-Ting	Shen, Guan-Ting
NT\$15,000,000(inclusive)~NT\$30,000,000 (exclusive)	Shen, San-Yi	Shen, Shang-Tao; Shen, Shang-Hui ; Shen, San-Yi
NT\$30,000,000(inclusive)~NT\$50,000,000 (exclusive)	Shen, Shang-Hung	Shen, Shang-Hung
NT\$50,000,000(inclusive)~NT\$100,000,000 (exclusive)		
Greater than or equal to NT\$100,000,000		
Total		

Note 1 : The names of the President and Vice Presidents should be presented separately; the amount of benefits and allowances can be presented in aggregate sums.

If a director is serving concurrently as a President or Vice President, the table, the above table (1-1), or tables (1-2-1) and (1-2-2) should be filled out.

Note 2 : Refers to salaries, work subsidies, and severance pay made to the president and Vice President in the latest year.

Note 3 : Refers to other compensations such as bonuses, incentives, travel allowances, special allowances, various subsidies, accommodation, corporate vehicle or other items made to the President and Vice Presidents. If houses, cars and other transportation or personal expenses are provided, the nature and cost of the provided assets, the actual rental or the rental calculated based on the fair value, fuel expense and other payment must be - 29 - disclosed. If drivers are also provided, please specify the related payment for the driver paid by the Company. This is not included in the remuneration. In addition, according to the salaries expense listed in the "Share-Based Payment" of IFRS 2, expenses including the employee stock option certificate acquirement, employee restricted stock and employee participation in cash capital increase and stock subscription must be counted in the remuneration.

Note 4 : Please fill in the remuneration amount to the President and Vice President resolved in the board meeting in the most recent year (including stock and cash).

If the remuneration amount cannot be estimated, the amount to be distributed this year is to be estimated proportionally to the actual amount distributed last year; also, Attachment 1.3 should be filled out.

Note 5 : The total amount of remuneration paid to the Company's presidents and vice presidents by all companies (including the Company) listed in the consolidated financial statements should be disclosed.

Note 6 : The amount of remuneration made by the Company to its President/Vice Presidents is disclosed separately in amount ranges.

Note 7 : The total remunerations to each President and Vice President of all companies in the consolidated financial statements (including the Company), and disclose the names of these Presidents and Vice Presidents in relevant brackets along the scale of remunerations.

Note 8 : Corporate earnings shall be the net income after taxation. If IFRS has already been adopted, corporate earnings shall be the net income after taxation of individual entities or individual financial statements.

Note 9 : a. Please clearly indicate the amount of remuneration received by the Company's president and vice president from the reinvested companies other than the subsidiary or from the parent company in this column (if not, please fill in "none").

b. When a president or vice president receives remuneration from an investee other than a subsidiary, the amount of such remuneration shall be combined in column E of the Increments of Remuneration table, and the column shall be renamed "Parent and All Investees."

c. Remuneration refers to any returns, compensation (including remuneration to Employees, Directors and Supervisors), professional fees, etc., which the Company's President/Vice Presidents have received for serving as directors, supervisors, or managers in invested businesses other than subsidiaries or from the parent.

* The remuneration disclosed in this table is different from the concept of income in the Income Tax Act. This table is used for information disclosure, not taxation.

4. Name of the managers received remuneration and the distribution of remuneration

	Title (Note 1)	Name (Note 1)	Amount in stock	Amount in cash	Total	As a percentage of net profit after tax (%)
Managerial officer	CEO	Shang-Hung Shen	-	2,230	2,230	0.14 %
	President	San-Yi Shen				
	Executive Vice President	Shang-Tao Shen				
	Energy & Telecom. Cable Business Group General Manager	Pa-Kuei Chuang				
	Magnet Wire Business Group General Manager	Shang-Hui Shen				
	General Administration Division Division General Manager	Chung-Kuang Chen				
	NIC Business Group General Manager	Wen-Bing Lee				
	Magnet Wire Business Group Deputy General Manager	Jung-Kun Chiu				
	Energy & Telecom. Cable Business Group Deputy General Manager	Chi-Lin Cheng				
	Corporate Development & Strategic Planning Group Division General Manager	Guan-Ting Shen				
	Energy & Telecom. Cable QA Div. Director	Chien-Hsun Pan				
	Energy & Telecom. Cable Marketing Div. Director	Tseng-Shou Chen				
	The Chief Audit	Mei-Chin Yang				

	Financial and Accounting Officer	Chung-Ming Hung				
	Energy & Telecom. Cable Production Div. Plant Manager	Ming-Chin Huang				
	Magnet Wire Business Group Plant Manager	Chun-Hung Chen				
	NIC Business Group Plant Manager	Yi-Hsin Chuang (2024/05/31 dismissal)				

Note 1 : The name and job title of each individual should be disclosed; however, the distribution of earnings can be disclosed aggregately.

Note 2 : Please fill in the remuneration amount to the managers resolved in the board meeting in the most recent year (including stock and cash). If the remuneration amount cannot be estimated, the amount to be distributed this year is to be estimated proportionally to the actual amount distributed last year. Corporate earnings shall be the net income after taxation. If IFRS has already been adopted, corporate earnings shall be the net income after taxation of individual entities or individual financial statements.

Note 3 : According to Notice Tai-Tsai-Cheng-3-0920001301 dated March 27, 2003, the following managerial roles are subject to reporting:

- (1) President or equivalent
- (2) Vice President or equivalent
- (3) Assistant Manager or equivalent
- (4) Head of Finance
- (5) Head of Accounting
- (6) Any other authorized signatories involved in The Company's administrative affairs

Note 4 : If the Directors, President, and Vice President have received remuneration (including stock and cash), in addition to filling out Attachment 1.2, this form must be filled out too.

5. Analysis of the total remuneration paid to the Company's directors, president and vice president as a percentage of individual or standalone net profits after tax for the most recent two years for the Company and all the companies in the consolidated financial statements, and a description of the policy, criteria and composition of remuneration payments, the procedures for determining remuneration, and the relationship to business performance and future risks

(1) Analysis of remuneration for the most recent two years

Job title	The Company		All companies in the consolidated financial statements	
	2022	2023	2022	2023
The total remuneration paid to directors as a percentage of net profits after tax	8.24%	10.13%	11.62%	11.72%
The total remuneration paid to president and vice president as a	7.23%	8.29%	11.10%	10.05%

percentage of net profits after tax				
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※The company’s remuneration policy for directors is based on Company Act and the Company’s Articles of Incorporation.

(2) The Company’s policies, standards, and portfolios for the remuneration of the Directors procedures for determining remuneration, and correlation with business performance and future risks.

- a. Article 26 of the Company’s Articles of Incorporation stipulates that the Company allocate no greater than 3% of earnings as director remuneration if earnings are available at the end of a fiscal year. However, if the Company still has accumulated losses, an amount equal to such losses be reserved in advance. The Company’s director remuneration is paid based on the industry standard, taking into consideration the director’s individual performance, the Company’s business performance, and the results of the Board performance evaluation. In addition, Article 23 of the Company's Articles of Incorporation stipulates a compensation and transportation fee for directors performing their duties in the amount approximate to the industry standard. The amount of the compensation shall be a fixed monthly payment determined by the Board, as authorized by the Articles of Incorporation, based on the industry standard.
- b. The remuneration system and performance evaluation for the Company’s managers and employees are carried out in accordance with the “Remuneration System”, “Regulations for Annual Employee Performance Evaluation”, and “Bonus Distribution Regulations” that were approved by the Remuneration Committee and the Board of Directors. Every year, the performance evaluation about the Company’s managers’ remuneration is proposed for discussion at the Remuneration Committee meeting, and submitted to and approved by the Board of Directors. As for the bonuses, they are linked to the Company’s performance evaluation results, and are reasonably paid based on the individual’s personal performance, duties assumed, personal targets achieving rate, extent of participation in and contribution to the Company’s operations, and business performance (the net profit achieving rate of each business group). As such, remuneration is highly correlated with the Company’s business performance. Performance evaluation and the reasonableness of remuneration are reviewed by the Remuneration Committee and by the Board of Directors. However, if the individual is involved in any material risk incidents such as fraud that suffice to cause a loss for the Company or impact goodwill, such an individual will be discharged, transferred, or see his/her remuneration terminated or reduced by the Board of Directors depending on the extent of violations, in addition to being subject to the disciplinary actions prescribed by law.
- c. Important evaluation items for directors' remuneration:
 - (1) Operating performance: Refer to the net income growth rate for the year and other comprehensive considerations.
 - (2) Evaluation of the performance of the Board of Directors: Considered with reference to the Company's corporate governance evaluation and changes in the responsibilities, risks and time commitment of directors.
 - (3) Peer remuneration: determined by reference to the average remuneration of directors in the industry.

iii. Implementation of Corporate Governance

(i) Operation of Board of Directors

1. The attendance records for Directors are as follows:

A total of 7(A) Meetings of the Board of Directors were held in 2024.

(January 1, 2024 to December 31, 2024)

Name	Title	Attendance in person	Attendance by proxy	Attendance percentage(%)	Notes
Chairman	Shen, Shang-Hung	7	0	100	Re-elected on May 31, 2024.
Director	Shen, Shang- Pang	7	0	100	Re-elected on May 31, 2024.
Director	Shen, San-Yi	7	0	100	Re-elected on May 31, 2024.
Director	Shen, Shang-Tao	6	1	86	Re-elected on May 31, 2024.
Director	Hung, Yen-Hung	7	0	100	Re-elected on May 31, 2024.
Independent Director	Wei, Chun-Hsien	7	0	100	Re-elected on May 31, 2024.
Independent Director	Yu, Kuang-Hsun	7	0	100	Re-elected on May 31, 2024.
Independent Director	Ho, Chun-Huei Chou, Wen-Ching	7	0	100	Re-elected on May 31, 2024.
Independent Director	Chou, Wen-Ching	6	1	86	Re-elected on May 31, 2024.

Special Notes :

- i. Specify the date of board meeting, agenda, opinions of each independent directors and the Company's response to those opinions the following situations : The details are described as follows :
 - (一) Resolutions pursuant to Article 14-3 of the Securities and Exchange Act: None.
 - (二) Other resolution adopted by the Board of Directors, to which an independent Directors has a dissenting or qualified opinion that is on record or stated in a written statement: None.
- ii. When Directors recused themselves from discussion or voting on an agenda item in which they have an interest, the name of the director, content of the proposals, the reason of recusal and the voting result shall be stated. Refer to the following table. Based on the Rules of Procedure for Board of Directors Meetings, which stipulates that "With regard to Board Meeting proposals, a Director shall explain, to the Board of Directors, the important content of interests if he/she, the corporate he/she represents or the following persons and enterprises have conflict of interests in such proposals. If there are concerns that such conflict of interests may impair the interests of the Company, the Director shall not take part in discussion and voting, nor exercise voting rights on behalf of other Directors, and shall recuse him/herself from discussion and voting.
- iii. To disclose board of directors self evaluation (or peer), frequency, period, scope, method and description in the following table.
- iv. In current year and most recent years the goals to improve the function of board of directors (For example, Audit and Risk Committee set-up and improve the transparency of the information to public.
 - (1) The Company has the Remuneration Committee, Audit and Risk Committee, Sustainable Development Committee, Ethical Management Committee, Intellectual Property Committee, and Information Security Committee, to assist the Board of Directors in performing its duties, respectively, to enhance the Board of Directors' functions. The Remuneration Committee, Audit and Risk Committee are composed by four independent directors; the chairs of other functional committees are served by independent directors, respectively.
 - (2) On March 21 2019 the board of directors set up a Corporate Governance Manager and May 8 the same year, the board of director set up a standard procedure to process the orders from the board of directors.
 - (3) The internal auditor will report the operation of the board of director to meet the requirements of Financial Supervisory Authority.
 - (4) Except for disclosing the related information in the MOPS, the dedicated sections for Investor, Corporate's Sustainable Development, Corporate Governance, and Internal Regulations are set up in the Company's website, with the regular investor conferences held, to enable stakeholders to

Note 1 : Where directors and supervisors are corporate entities, the names of corporate shareholders and their representatives are stated.

Note 2 : (1) The date of resignation is specified for Directors or Supervisors who had resigned prior to the close of the financial year. The percentage of actual attendance (%) is calculated based on the number of board of directors meetings held and the number of actual attendance during active duty.

(2) If a re-election of directors or supervisors had taken place prior to the close of the financial year, directors/supervisors of both the previous and the current term are listed; in which case, the remarks column would specify the re-election date and whether the director/supervisor was elected in the previous term, the new term, or both. The percentage of actual attendance (%) was calculated based on the number of board of directors meetings held and actual attendance during active duty.

2. Evaluation of Board of Directors

Frequency (Note1)	Period (Note2)	Scope (Note3)	Method (Note4)	Description (Note5)
Implementation is every three years	December 1, 2021 to November 30, 2022	Performance evaluation of the board of directors	An external professional institution is commissioned	<p>The scope of performance evaluation for the board of directors include eight aspect :</p> <p>Composition of the board of directors.</p> <ol style="list-style-type: none"> 1. Instruction of the board of directors. 2. Authorization of the board of directors. 3. Supervision of the board of directors. 4. Communication of the board of directors 5. Internal control and risk management 6. Self-discipline of the board of directors 7. Others (e.g. board meetings and supporting systems).
Once a year	January 1, 2024 to December 31, 2024	Performance assessment of the Board of Directors	Self-evaluation by board members	<p>Performance assessment of the Board of Directors should cover at least the following :</p> <ol style="list-style-type: none"> 1. The participation in the Company's operation, 2. Improvement of the Board's decision-making quality, 3. Composition and structure of the Board, 4. Directors' selection and continuing education 5. Internal control.
Once a year	January 1, 2024 to December 31, 2024	Performance assessment of individual directors	Board member self-assessment	<p>The measurements of the performance evaluation of board members should cover at least the following six major aspects :</p> <ol style="list-style-type: none"> 1. The participation in the company's operation, 2. The awareness of director's duties, 3. The participation in the Company's operation, 4. Internal relations building and communications education,

				<p>5. Directors' professional expertise and continuing</p> <p>6. Internal control</p>
Once a year	January 1, 2024 to December 31, 2024	Performance assessment of functional committees (The Remuneration Committee, Audit and Risk Committee, Ethical Management Committee, Sustainable Development Committee, Information Security Committee, and Intellectual Property Committee)	Functional committees self-assessment	<p>The measurements of the performance evaluation of functional committees should cover at least the following five major aspects :</p> <p>1. I. The degree of participation in the operation of the Company,</p> <p>2. The recognition of the responsibilities of functional committees,</p> <p>3. The quality of the decision-making of functional committees,</p> <p>4. The composition and selection of functional committees</p> <p>5. Internal control</p>

Note 1 : It is to fill up the execution cycle of the board evaluation, for example: once a year.

Note 2 : The period covered by the board's evaluation is listed, for example: the performance of the board of directors from January 1, 2024 to December 31, 2024 is evaluated.

Note 3 : The scope of the evaluation includes the performance evaluation of the board of directors, individual director members and functional committees.

Note 4 : The methods of evaluation include internal self-evaluation of the board of directors, self-evaluation of directors, peer evaluation, appointment of external professional institutions, experts or 17 other appropriate methods for performance evaluation.

Note 5 : The assessment content includes at least the following items according to the assessment scope:

- (1) Performance evaluation of the board of directors: at least include the degree of participation in the company's operations, the quality of the board's decision-making, the composition and structure of the board of directors, the selection and continuous training of directors, and internal control.
- (2) Performance evaluation of individual directors: at least including the company's objectives and tasks, directors' responsibilities, participation in the company's operations, internal relationship management and communication, professional and continuous training of directors, internal control, etc.
- (3) Performance evaluation of functional committees: the degree of participation in the company's operations, the recognition of the responsibilities of functional committees, the quality of decision-making of functional committees, the composition of functional committees and the selection of members, internal control, etc

3. In the event of the occurrence of any of the following scenarios with the operation of the Board of Directors, the dates of meetings, session number, resolution, opinions of all Independent Directors and the Company's subsequent action in response to these opinions

shall be clearly stated:

Board of Directors Meeting	Proposal content and subsequent handling	Matters and items stipulated in Article 14-3 of the Securities and Exchange Act	Independent Directors Opposing or Reserved Opinion(s)
2024 1st meeting on March 5, 2024	<ol style="list-style-type: none"> 1. Approved the proposal for the Company's 2023 financial statements. 2. Approved the proposal for the Company's management salary adjustment. 3. Approved the proposal for the 2023 performance appraisal of the Company's managerial officers and the 2024 salary adjustment plan. 4. Approved the proposal for the 2023 employee remuneration and director remuneration plan. 5. Approved the proposal for the Company's 2023 profit-sharing bonuses and officers' special bonuses. 6. Approved the proposal for the Company's capital increase in its subsidiary, Ta Ya Energy Storage Technology Co., Ltd. 7. Approved the proposal for the Company's issuance of the 1st secured ordinary corporate bonds in 2024. 8. Approved the proposal for the Company's 2023 Statement on Internal Control. 9. Approved the proposal for the Company's loan of funds to a subsidiary. 10. Approved the proposal for the Company to provide endorsements and guarantees and a Letter of Commitment for subsidiaries' financing facilities. 11. Approved the proposal for the inter-subsidiaries guarantees within the Company. 12. Approved the proposal for authorizing the rollover of the Company's futures positions at historical prices. 13. Approved the proposal for the Company's director re-election and submitted it to the Annual Shareholders' Meeting for election. 14. Approved the proposal for the nomination list of director and independent director candidates for the election at the 2024 Annual Shareholders' Meeting. 15. Approved the proposal for lifting the non-compete restrictions for the Company's newly elected directors. 16. Approved the proposal for the date, location, and related matters of the 2024 Annual Shareholders' Meeting. 17. Approved the proposal for the Company's credit facilities. 	<p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p>	None
Resolution : The proposal was approved by all directors present unanimously as proposed.			

2024 2nd meeting on April 12, 2024	1. Approved the proposal for the Company's 2023 earnings distribution plan.	V	None
	2. Approved the proposal for the Company's 2023 capitalization of retained earnings through the issuance of new shares.	V	
	3. Approved the proposal for the amendment to certain provisions of the Company's "Articles of Incorporation."	V	
	4. Approved the proposal for the amendment to certain provisions of the Company's "Operating Procedures for Engaging in Derivatives Trading."	V	
	5. Approved the proposal for the amendment to certain provisions of the Company's "Rules Governing Financial and Business Matters Between the Company and its Affiliated Persons."	V	
	6. Approved the proposal for the nomination of director and independent director candidates for the 2024 Annual Shareholders' Meeting.	V	
	7. Approved the proposal for the addition of agenda items of the 2024 Annual Shareholders' Meeting.	V	
	8. Approved the proposal for the change to the interest payment method of the Company's issuance of the 1st secured ordinary corporate bonds in 2024.	V	
	9. Approved the proposal for the replacement of the Company's CPAs since Q1, 2024.	V	
	10. Approved the proposal for the Company to issue a Letter of Support for its subsidiaries' financing facilities.	V	
	11. Approved the proposal for the Company's credit facilities.	V	
Resolution : The proposal was approved by all directors present unanimously as proposed.			
2024 3rd meeting on May 8, 2024	1. Approved the proposal for the Company's Q1 2024 financial statements.	V	None
	2. Approved the proposal for the issuance of the Company's 5th domestic unsecured convertible corporate bonds.	V	
	3. Approved the proposal for the Company to issue and provide endorsements and guarantees and a Letter of Support for subsidiaries' financing facilities.	V	
	4. Approved the proposal for the Company's applications for credit facilities.	V	
	5. Approved the proposal for the adjustment of the Company's organizational structure.	V	
	6. Approved the proposal for the Company's personnel changes.	V	
Resolution : The proposal was approved by all directors present unanimously as proposed.			
2024 4th meeting on May 31, 2024	1. The proposal for the nomination and election of the Chairman.	V	None
	2. The proposal for the nomination and election of the Vice Chairman.	V	
Resolution : All attending directors unanimously elected Director Shen,Shang-Hung as Chairman and Director Shen, Shang-Pang as Vice Chairman.			
2024 5th meeting on August 1, 2024	1. Approved the proposal for the Company's Q2 2024 financial statements.	V	None
	2. Approved the proposal for the shareholding structure adjustment plan of the subsidiary Ta Ya (China) Holding Limited.	V	
	3. Approved the proposal for setting the base date for capitalizing retained earnings through the issuance of new shares and the	V	

	<p>ex-dividend date.</p> <p>4. Approved the proposal for the Company's donation to related parties.</p> <p>5. Approved the proposal for the Company to issue and provide endorsements and guarantees and a Letter of Support for subsidiaries' financing facilities.</p> <p>6. Approved the proposal for the inter-subsidiary guarantees within the Company.</p> <p>7. Approved the proposal of the Company's credit facilities.</p> <p>8. Approved the proposal for the appointment of members to the Company's functional committees.</p> <p>9. Approved the proposal for the Company's personnel changes.</p> <p>10. Approved the proposal for the Company's 2023 financial statements.</p> <p>11. Approved the proposal for the re-election of directors and supervisors of the Company's wholly owned subsidiary, Ta Ya Green Energy Technology Co., Ltd.</p>	V	
	Resolution : The proposal was approved by all directors present unanimously as proposed.		
2024 6th meeting on November 5, 2024	<p>1. Approved the Company's Q3 2024 financial statements.</p> <p>2. Approved the proposal for the Company's capital increase in its subsidiary, Ta Ya Energy Storage Technology Co., Ltd.</p> <p>3. Approved the proposal for the Company's proposed capital increase in its subsidiary, Ta Ya Venture Holdings Ltd.</p> <p>4. Approved the proposal for the Company's proposed lease of factory premises from its subsidiary, Cuprime Material Co., Ltd.</p> <p>5. Approved the proposal for the Company to issue and provide endorsements and guarantees and a Letter of Support for subsidiaries' financing facilities.</p> <p>6. Approved the proposal for the Company's donation to related parties.</p> <p>7. Approved the proposal of the Company's credit facilities.</p>	V	None
	Resolution : The proposal was approved by all directors present unanimously as proposed.		
2024 7th meeting on December 12, 2024	<p>1. Approved the proposal for the Company's 2025 salary adjustment.</p> <p>2. Approved the proposal for the Company's 2025 "Business Plan."</p> <p>3. Approved the proposal for the Company's 2025 "Audit Plan."</p> <p>4. Approved the proposal for revisions and enhancements to the Company's internal control and auditing operations.</p> <p>5. Approved the proposal for the amendment to certain provisions in the Company's "Corporate Governance Best Practice Principles."</p> <p>6. Approved the proposal for the amendment to certain provisions in the Company's "Procedures for Handling Material Internal Information and Prevention of Insider Trading."</p> <p>7. Approved the proposal for the Company to provide endorsements and guarantees and issue a Letter of Support for its subsidiaries.</p> <p>8. Approved the proposal of the Company's credit facilities.</p>	V	None

	Resolution : The proposal was approved by all directors present unanimously as proposed.
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4. As of December 31,2024,Director recusals due to conflicts of interests :

December 31, 2024

Name(s) of Directors	Proposal	Reason for Recusa	Participated in Vote or Not	Notes
Shen Shang-Hung	The Company donated NT\$800,000 to the related party, "TAYA Pristine Homeland Foundation."	As the Chairman of the Board, Shen Shao-Hung, was also the Chairman of the Foundation,	he recused himself from the venue.	-
Shen Shang-Hung	The Company donated NT\$600,000 to the "Criminal Investigation and Prevention Association of the Republic of China."	As the Chairman of the Board, Shen Shao-Hung, served as the director of the "Association,"	he recused himself from the venue.	-
Shen Shang-Hung	The Company rented the factory premises from the subsidiary, CUPRIME MATERIAL CO., LTD..	As the Chairman of the Board, Shen Shao-Hung, was also the Chairman of the subsidiary,	he recused himself from the venue.	-
Shen Shang-Hung	The Company donated NT\$250,000 to the related party, "TAYA Pristine Homeland Foundation."	As the Chairman of the Board, Shen Shao-Hung, was also the Chairman of the Foundation,	he recused himself from the venue.	-

(ii) Operation of the Audit and Risk Committee :

1. Operation of the Audit and Risk Committee

A total of 7(A) meetings of the Audit and Risk Committee were held in 2024.

(January 1, 2024 to December 31, 2024)

Title	Name	Professional Qualifications/Experience	Attendance in person (B)	By proxy	Attendance rate(%) (B / A) (Note1,2)	Notes
Independent Director	Ho, Chun-Huei	Has at least five years of experience that the Company's business requires; Master of LLM, Department of Law, Northwestern University; EMBA, Department of Finance, National Taiwan University; used to be a lawyer in Russin & Vecchi; currently serving as the chairman of Ever Nature Developer Ltd.	7	0	100	Newly elected on May 31, 2024.
Independent Director	Wei, Chun-	Has at least five years of experience that the Company's	7	0	100	Newly elected on

(Convener)	Hsien	business requires; MBA of University of Chicago; used to be the chairman of Procter & Gamble Taiwan, Ltd.; Currently serving as the chairman of DaChan Food (Asia) Limited.				May 31, 2024.
Independent Director	Yu, Kuang-Hsun	Has at least five years of experience that the Company's business requires; Ph.D. in Economics, University of Pittsburgh, Pennsylvania, USA; used to be a director of CDIB Capital Group; currently serving as the chairman of CDIB Capital Healthcare Ventures Co., Ltd.	7	0	100	Newly elected on May 31, 2024.
Independent Director	Chou, Wen-Ching	Has at least five years of experience that the Company's business requires; Graduate of Department of Mechanical Engineering, Chung Yuan University; used to be the general manager of Taiwan Cogeneration Corporation; currently serving as the Company's independent director.	6	1	86	Newly elected on May 31, 2024.

Other matters that need to be recorded in meeting minutes :

- i. In the event of any of the following in the Audit and Risk Committee, the dates of Audit and Risk Committee meetings, sessions, contents of motions, the dissenting opinion, qualified opinion, or significant suggestions of the independent director, resolutions of the Audit and Risk Committee meetings, and the Company's response to audit members' opinion should be specified.
 - (i) Items listed in Article 14-5 of the Securities and Exchange Act : The details are described as follows.
 - (ii) Except for the foregoing items, the items that were not approved by the Audit and Risk Committee but were resolved by more than two-thirds of all directors: No such situation
- ii. Regarding execution by independent board directors preventing cases of conflict of interest, name of independent board director, motion content, case of conflict of interest avoided, and voting participation should be described : No such situation.
- iii. Communication of independent board directors with the Chief audit officer and CPA (company finance, major issues of business conditions conducted through communications, and the methods and results should be described) : The details are described as follows.

Note 1 : If before the end of a fiscal period an independent director resigns, the resignation date shall be indicated in the Remark column, and his/her in-person attendance rate (%) shall be calculated by applying the number of Audit and Risk Committee meeting held during his/her service to the number of meetings he/she attended in person.

Note 2 : If before the end of a fiscal period a reelection for independent directors is held, the name of the incumbent and the former independent director shall be indicated, and the Remark column shall indicate the reelection date and whether such an independent director has resigned, or is discharged, newly elected, or reelected, His/her in-person attendance rate (%) shall be calculated by applying the number of Audit and Risk Committee meeting held during his/her service to the number of meetings he/she attended in person.

2. Annual Work Priorities of the Audit and Risk Committee

The Company's Audit Committee was established on June 5, 2018, and was renamed the Audit and Risk Committee on December 12, 2023. The committee is composed of three independent directors. The Audit and Risk Committee aims to assist the board of directors in supervising the company's quality and integrity in the implementation of accounting, auditing, financial reporting processes and financial control.

The Audit and Risk Committee held 7 meetings in 2024; the items it reviewed include mainly the following :

- (1) 2023 financial statements (Note 1), and 2024 first quarter, second quarter and third quarter financial statements.
- (2) Derivatives commodity trading
- (3) Internal audit report (Note 2)
- (4) The audit for progress of greenhouse gas inventory and verification.
- (5) Lending funds to others; Endorsement and guarantee.
- (6) Amendments to certain provisions of the Company's "Articles of Incorporation," "Rules Governing Financial and Business Matters Between the Company and its Affiliated Persons," "Operating Procedures for Engaging in Derivatives Trading," and "Procedures for Handling Material Inside Information and Preventive Management of Insider Trading."
- (7) The proposal for the Company's plan to issue the 1st secured ordinary corporate bonds in 2024.
- (8) The Company's investment projects.
- (9) The Company's 2023 "Statement on Internal Control."
- (10) Proposal for Earnings Distribution for the Year 2023
- (11) Proposal for Capital Increase through Earnings Capitalization and Issuance of New Shares for the Year 2023.
- (12) Proposal to donate to the related party, "TAYA Pristine Homeland Foundation."
- (13) Business plan.
- (14) Audit plan.
- (15) Assessment of the independence and suitability of attesting CPAs (Note 3).
- (16) Self-assessment of Performance of the Audit and Risk Committee.
- (17) Proposal for the shareholding structure adjustment plan of subsidiary Ta Ya (China) Holding Limited.
- (18) Proposal for the Company's capital increase in subsidiaries.
- (19) Proposal for the issuance of the Company's 5th domestic unsecured convertible corporate bonds.

i. Review Financial Statements

The Board of Directors prepared and presented the Company's 2024 Business Report, Earnings Distribution Proposal, and Financial Statements. The 2024 Financial Statements have been audited and attested by SOLOMON & CO., CPAs, who has released an independent auditors' report. We reviewed the said Financial Statements and Earnings Distribution Proposal and did not find any non-conformity.

ii. Assessed the effectiveness of the internal control system

The Audit and Risk Committee reviewed the effectiveness of the policy and procedures of the Company's internal control system (including control measures respecting finance, operations, risk management, information security, outsource, and legal compliance); and the regular reports of the management, attesting CPAs, and the audit department, including the reports on risk management and legal compliance. The Audit and Risk Committee thinks the Company's risk management and internal control system effective, and has adopted necessary measures to supervise and monitor violations.

iii. Appointment of attesting CPAs

The Audit and Risk Committee is entrusted with the responsibility of overseeing the independence of the Certified Public Accountants to ensure the impartiality of the financial statements. To ensure the independence of the attesting accounting firm, the Audit and Risk Committee refers to the contents of Article 47 of the Certified Public Accountant Act and The Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No.10 “Integrity, Objectivity and Independence” to formulate the appeasement form of independence, to assess the CPAs’ independence, professionalism, and competence, while assessing if they are related parties to the Company or have any relationship involving business or financial interests. Lu, Sung-Yu, CPA and Chen, Tzu-Yu, CPA from SOLOMON & CO., CPAs. upon the deliberations and approval of the Audit and Risk Committee on April 12, 2024, and the Board of Directors on April 12, 2024, are determined to meet the independence assessment criteria, and competent to serve as the Company’s attesting CPAs for finance and taxation.

3. Operation of the Audit and Risk Committee in the current year

Board of Directors Meeting	Proposal content and subsequent handling	Matters and items stipulated in Article 14-5 of the Securities and Exchange Act	Resolutions that have not been approved by the Audit and Risk Committee and agreed by more than 2/3 of all directors
2024 1st meeting on March 5, 2024	<ol style="list-style-type: none"> 1. Reviewed the Company's engagement in derivative trading activities. 2. Reviewed the implementation status of the Company's internal audit. (including the audit status of the greenhouse gas inventory and verification progress) 3. Reviewed the Company's subsidiaries to loan funds to others. 4. Review the 2023 performance evaluation on the chief internal auditor conducted by the directors. 5. Review the 2023 performance self-evaluation on the Audit Committee. 6. Reviewed the proposal for the Company's 2023 financial statements 7. Reviewed the proposal for the Company's proposed capital increase in subsidiaries. 8. Reviewed the proposal for the Company's issuance of the 1st secured ordinary corporate bonds in 2024. 9. Reviewed the proposal for the establishment of the Company's 2023 "Statement on Internal Control." 10. Reviewed proposal for the Company's loan of funds to its subsidiaries. 11. Reviewed the proposal for the Company to provide endorsements and guarantees and a Letter of Commitment for subsidiaries' financing facilities. 	<p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p>	None

	<p>12. Reviewed the proposal for the inter-subsi-dary guaran-tees within the Company.</p> <p>13. Reviewed the proposal for authorizing the rollover of the Company's futures positions at historical prices.</p>		
	Resolution by the Audit and Risk Committee : The proposal was approved as proposed unanimously by all Audit and Risk Committee members present.		
	The Company's response to the opinion of the Audit and Risk Committee : The proposals was approved by all directors present unanimously as proposed.		
2024 2nd meeting on April 12, 2024	<p>1. Reviewed the implementation status of the Company's internal audit.</p> <p>2. Review the loaning of funds by the Company's subsidiaries to others.</p> <p>3. Review the independence and suitability of the CPAs.</p> <p>4. Reviewed the proposal respecting the Company's earnings distribution proposal for 2023.</p> <p>5. Reviewed the proposal to allow the Company to recapitalize earnings for 2023.</p> <p>6. Reviewed the proposal for the amendment to the Company's "Articles of Incorporation."</p> <p>7. Reviewed the proposal for the amendment to certain provisions of the Company's "Operating Procedures for Engaging in Derivatives Trading."</p> <p>8. Reviewed the proposal for the amendment to certain provisions of the Company's "Rules Governing Financial and Business Matters Between the Company and its Affiliated Persons."</p> <p>9. Reviewed the proposal for the change to the interest payment method of the Company's issuance of the 1st secured ordinary corporate bonds in 2024.</p> <p>10. Reviewed the proposal for the replacement of the Company's CPAs since Q1, 2024.</p> <p>11. Reviewed the proposal for the Company to issue a Letter of Support for its subsidiaries' financing facilities.</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p>	None
	Resolution by the Audit and Risk Committee : The proposals were unanimously approved as proposed by all Audit and Risk Committee members present.		
	The Company's response to the opinion of the Audit and Risk Committee : The proposals was approved by all directors present unanimously as proposed.		
2024 3rd meeting on May 8, 2024	<p>1. Reviewed the Company's engagement in derivative trading activities.</p> <p>2. Reviewed the implementation status of the Company's internal audit. (including the audit status of the greenhouse gas inventory and verification progress)</p> <p>3. Reviewed the Company's financial statements for Q1 2024.</p> <p>4. Reviewed the proposal for the issuance of the Company's 5th domestic unsecured convertible corporate bonds.</p> <p>5. Reviewed the proposal for the Company to provide endorsements and guarantees and issue a Letter of Support for its subsidiaries.</p> <p>6. Reviewed the proposal for the adjustment of the Company's organizational structure.</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p>	None

	Resolution by the Audit and Risk Committee : The proposals were unanimously approved as proposed by all Audit and Risk Committee members present.		
	The Company's response to the opinion of the Audit and Risk Committee : The proposals was approved by all directors present unanimously as proposed.		
2024 4th meeting on May 31, 2024	1. Review the proposal for the nomination and election of the convener and the meeting chair of the Company's 3rd Audit and Risk Committee.	V	None
	Resolution by the Audit and Risk Committee : All members of the Audit and Risk Committee attended the meeting and unanimously elected Mr. Ho, Chun-Huei as the convener and the meeting chairperson of the Committee.		
	The Company's response to the opinion of the Audit and Risk Committee : Not Applicable		
2024 5th meeting on August 1, 2024	1. Reviewed the Company's engagement in derivative trading activities.	V	None
	2. Reviewed the Company's disposal of securities.	V	
	3. Reviewed the Company's subsidiaries' loans of funds to others.	V	
	4. Reviewed the implementation status of the Company's internal audit. (including the audit status of the greenhouse gas inventory and verification progress)	V	
	5. Reviewed the proposal for the Company's Q2 2024 financial statements.	V	
	6. Reviewed the proposal for the shareholding structure adjustment plan of the subsidiary Ta Ya (China) Holding Limited.	V	
	7. Reviewed the proposal for setting the base date for capitalizing retained earnings through the issuance of new shares and the ex-dividend date.	V	
	8. Reviewed the proposal for the Company's donation to related parties.	V	
	9. Reviewed the proposal for the Company to provide endorsements and guarantees and issue a Letter of Support for its subsidiaries.	V	
	10. Reviewed the proposal for the inter-subsidiary guarantees within the Company.	V	
Resolution by the Audit and Risk Committee : The proposals were unanimously approved by all Audit and Risk Committee members present as proposed.			
The Company's response to the opinion of the Audit and Risk Committee : The proposals were unanimously approved by all directors present as proposed.			
2024 6th meeting on November 5, 2024	1. Reviewed the Company's engagement in derivative trading activities.	V	None
	2. Reviewed the proposal to allow the Company's subsidiary to loan funds to others.	V	
	3. Reviewed the implementation status of the Company's internal audit. (including the audit status of the greenhouse gas inventory and verification progress)	V	
	4. Reviewed the proposal for the Company's Q3 2024 financial statements.	V	
	5. Reviewed the proposal for the Company's capital increase in subsidiaries.	V	

	4. Reviewed the proposal for the Company's lease of factory premises from its subsidiary.	V	
	7. Reviewed the proposal for the Company to provide endorsements and guarantees and issue a Letter of Support for its subsidiaries.	V	
	8. Reviewed the proposal for the Company's donation to related parties.	V	
	Resolution by the Audit and Risk Committee : The proposals were unanimously approved by all Audit and Risk Committee members present as proposed.		
	The Company's response to the opinion of the Audit and Risk Committee : The proposals were unanimously approved by all directors present as proposed.		
2024 7th meeting on December 12, 2024	1. Reviewed the proposal to allow the Company's subsidiary to loan funds to others.	V	None
	2. Reviewed the implementation status of the Company's internal audit.	V	
	3. Reviewed the Company's 2025 "Business Plan."	V	
	4. Reviewed the Company's 2025 "Audit Plan."	V	
	5. Reviewed the revisions and enhancements of the Company's internal control and auditing operations.	V	
	6. Reviewed the proposal for the amendment to certain provisions in the Company's "Corporate Governance Best Practice Principles."	V	
	7. Reviewed the proposal for the amendment to certain provisions of the Company's "Procedures for Handling Material Inside Information and Preventive Management of Insider Trading."	V	
	8. Reviewed the proposal for the Company to provide endorsements and guarantees and issue a Letter of Support for its subsidiaries.	V	
	Resolution by the Audit and Risk Committee : The proposals were unanimously approved by all Audit and Risk Committee members present as proposed.		
	The Company's response to the opinion of the Audit and Risk Committee : The proposals were unanimously approved by all directors present as proposed.		

4. Communication between independent directors, the chief internal auditor and CPAs.

(1) Communication between independent directors, the chief internal auditor and CPAs.

- a. The Company's audit committee was established on June 5, 2018, and was renamed the Audit and Risk Committee on December 12, 2023.
- b. The CPAs are invited to attend Audit and Risk Committee meetings at least once a quarter and to report to the Audit and Risk Committee on the review or audit results of our Company's and its affiliates' financial statements and the internal control audit status. The CPA shall fully communicate any material adjustments to entries or any amendments to laws and regulations.
- c. The chief internal auditor shall meet with the independent directors regularly in Audit and Risk Committee meetings at least once a quarter to report on the internal audit implementation of our Company and the internal control operations.

(2) Summary of previous communications between independent directors(the Audit and Risk Committee) and CPAs

Date	Communication Highlights	Recommendation and Result
Audit and Risk Committee Meeting March 5, 2024	<ol style="list-style-type: none"> 1. The CPAs have provided a description of the key audits of the stand-alone and consolidated financial statements for the year 2023 and the results of the audit. 2. The CPAs explained and communicated with the Audit and Risk Committee members regarding the audit findings and adjustment of entries. 3. The CPAs explained and communicated the key audit matters. 4. The CPAs explained and communicated with the Audit and Risk Committee on the impact of the new accounting bulletin and recently amended laws and regulations to be effective on the Company. 5. The CPAs explained the questions raised by the Audit and Risk Committee. 	Approved by the Audit and Risk Committee.
Audit and Risk Committee Meeting May 08, 2024	<ol style="list-style-type: none"> 1. The CPAs have provided a description of the key audits of the stand-alone and consolidated financial statements for the first quarter of 2024 and the results of the audit. 2. CPAs explained and communicated with the Audit and Risk Committee members regarding the audit findings and Suggestions. 3. The CPAs explained the questions raised by the Audit and Risk Committee. 	Approved by the Audit and Risk Committee.
Audit and Risk Committee Meeting August 1, 2024	<ol style="list-style-type: none"> 1. The CPAs have provided a description of the key audits of the stand-alone and consolidated financial statements for the second quarter of 2024 and the results of the audit. 2. The CPAs explained the questions raised by the Audit and Risk Committee. 	Approved by the Audit and Risk Committee.
Audit and Risk Committee Meeting November 5, 2024	<ol style="list-style-type: none"> 1. The CPAs have provided a description of the key audits of the stand-alone and consolidated financial statements for the third quarter of 2024 and the results of the audit. 2. The CPAs explained and communicated with the Audit and Risk Committee members regarding the audit findings and adjustment of entries. 3. The CPAs explained and communicated with the Audit and Risk Committee on the impact of the new accounting bulletin and recently amended laws and regulations to be effective on the Company. 4. The CPAs explained the questions raised by the Audit and Risk Committee. 5. The CPAs explained and communicated the key audit matters. 	Approved by the Audit and Risk Committee.

(3) Summary of previous communications between independent directors (the Audit and Risk Committee) and the chief internal auditor :

Date	Communication Highlights	Recommendation and Result
March 05, 2024 Audit and Risk Committee	1. The audit officer reported to the Audit and Risk Committee on the implementation	Approved by the Audit and Risk

Meeting	<p>results of the internal audit conducted in November to December 2024.</p> <p>2. The audit officer reported on the audit for the progress of greenhouse gas inventory and verification in November to December 2024..</p> <p>3. The audit officer's explanation for the Company's 2023 "Internal Control Statement" to the Audit and Risk Committee.</p>	Committee.
April 12, 2024 Audit and Risk Committee Meeting	The audit officer reported to the Audit and Risk Committee on the implementation results of the internal audit conducted in January to February 2024.	Approved by the Audit and Risk Committee.
May 08, 2024 Audit and Risk Committee Meeting	<p>1. The audit officer reported to the Audit and Risk Committee on the implementation results of the internal audit conducted in March 2024.</p> <p>2. The audit officer reported on the audit for the progress of greenhouse gas inventory and verification in March 2024.</p>	Approved by the Audit and Risk Committee.
May 31, 2024	1. The audit officer had face-to-face communication with independent directors in informal meetings.	
August 01, 2024 Audit and Risk Committee Meeting	<p>1. The audit officer reported to the Audit and Risk Committee on the implementation results of the internal audit conducted in April to June 2024.</p> <p>2. The audit officer reported on the audit for the progress of greenhouse gas inventory and verification in April to June 2024.</p>	Approved by the Audit and Risk Committee.
November 05, 2022 Audit and Risk Committee Meeting	<p>1. The audit officer reported to the Audit and Risk Committee on the implementation results of the internal audit conducted in July to September 2024.</p> <p>2. The audit officer reported on the audit for the progress of greenhouse gas inventory and verification in July to September 2024.</p>	Approved by the Audit and Risk Committee.
December 12, 2024 Audit and Risk Committee Meeting	<p>1. The audit officer reported to the Audit and Risk Committee on the implementation results of the internal audit conducted in October 2024.</p> <p>2. The audit officer reported to the Audit and Risk Committee on the 2025 annual audit plan.</p> <p>3. The chief internal auditor reports to the Audit and Risk Committee on the Company's additions/amendments to the internal control and internal audit operations.</p>	Approved by the Audit and Risk Committee.

(iii) Differences between our corporate governance and the Corporate Governance Best-Practice Principles for TWSE- and TPEX-listed Companies and reason(s) :

Appraisal Items	Actual Governance (Note)			Deviations from Corporate Governance Best Practice Principles for TWSE- TPEX listed Companies and Reason(s)
	Yes	No	Summary Description	
i. Has the company set and disclosed the principles for practicing corporate governance according to the Corporate Governance Best Practice Principles for TWSE/TPEX-listed Companies?	V		The Company has formulated the Corporate Governance Principles and Practice according to the "Corporate Governance Best-Practice Principles for TWSE-TPEX-listed Companies", which were amended as approved by the Board of Directors and were disclosed on the Company's website and Market Observation Post System.	No difference.
ii. The Company's ownership structure and shareholders' equity				
(i) Has the company implemented a set of internal procedures to handle shareholders' suggestions, doubts, disputes and litigations?	V		The Company has Spokesperson, Deputy Spokesperson, and Stock share Transfer Agent and Registrar for handling suggestions, doubts, disputes, and litigations based on procedures.	No difference.
(ii) Has the company had a list of major shareholders who actually control the company or a list of ultimate controller of such shareholders?	V		Stock agency provides the list of ultimate controllers of its principal shareholders pursuant to the laws and regulations.	No difference.
(iii) Has the company established and implemented risk control/management and firewall mechanisms between the company and its affiliated firms?	V		Both the Company and the affiliated companies operate dependently, the mutual risk control mechanism and firewall have been properly established. The Company also has formulated Procedures for Acquisition or Disposal of Assets , Management of Loans to Others, Management of Endorsement and Guarantees and Rules Governing Financial and Business Matters Between the Company and	No difference.

			its Affiliated Person and Management o Supervision of Subsidiaries,and indeed executed.	
(iv) Has the company set internal regulations that prohibit the company's personnel from taking advantage of information that has not been disclosed to the public to purchase or sell securities?	V		The Company has formulated " Operating Procedures for Handling Internal Material Information and Preventing Insider Trading" and Codes of Ethical Conduct, It explicitly prohibits company insiders from using undisclosed information on the market to buy and sell securities, and regularly conduct internal education, training and publicity. On December 24, 2024, the Company arranged for internal lecturers to conduct a 2-hour training session titled "Insider Trading Prevention Awareness."	No difference.
iii. The composition and duties of the Board				
(i) Has the Board of Directors formulated diversification policy and specific management goals and implemented the same accordingly?	V		1.1 The Company has formulated a Board diversification policy and always abides by the best practice of corporate governance to ensure diversification among Board members. 1.2 Specific management goals : The composition of the board of directors should consider diversification, and consider its operation , operation style and development needs to formulate appropriate diversification policies, including but not limited to the following two major aspects of standards : a. Basic conditions and values: gender, age, nationality and culture, etc. b. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience, etc. The members of the board of directors should generally possess the knowledge, skills and accomplishments necessary to perform their duties. In order to achieve the ideal goal of corporate governance, the overall board of directors should have the following capabilities: a. Operational judgment ability. b. Accounting and financial analysis capabilities. c. Operation and management capabilities. d. Crisis management ability. e. Industrial knowledge.	No difference

f. the international market outlook.

g. Leadership.

h. Decision-making ability.

The Board of Directors regularly performs performance assessment to ensure members' diversity and suitability.

1.3 Implementation :

The Company will consider the board of directors from many aspects when setting the composition of the board of directors. Diversified members, including but not limited to gender, age, cultural and educational background, race, professional experience, skills, knowledge and service tenure. The Company's director election method adopts a candidate nomination system. In addition to evaluating the qualifications of each candidate, it also refers to the opinions of stakeholders, and abides by the director election method and corporate governance code of practice to ensure the diversity and independence of directors.

The Company's current Board of Directors has 9 directors, of which 4 are independent directors, accounting for 44% of total seats. Directors Shen, Shang-Hung; Shen, Shang-Pang; Shen, San-Yi; and Shen, Shang-Tao specialize in leadership, operational judgments, and crisis management, and possess industry knowledge and a cosmopolitan market perspective; Directors Hung, Yen-Hung and Wei, Chun-Hsien specialize in accounting and finance, constantly offering financial advices; Director Ho, Chun-Huei specializes in finance and economics and constantly offering investment advices; Director Chou, Wen-Ching specializes in finance and laws and constantly offers legal advices; Director Yu, Kuang-Hsun, who used to be the general manager of Taiwan Cogeneration Corporation, specializes in engineering management and constantly offers advices on the Company's solar power business. The Company also values gender equality. Of the 9 directors, 2 are female, accounting for 22% of total members. The Company sets a target of 30% or higher for the percentage of female directors in the Board. The Board of Directors has formulated policy on

			the diversification of Board membership, and disclosed the same on the Company's website and the Market Observation Post System. Our implementation in this regard is stated as follows:	
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Core items of diversification	Basic composition								Industry experience												
	Gender	Concurrently serving as the Company's employee	Age				Term of office as independent director			Construction	Food	Paper production; Cement	Biopharmaceuticals	Wire and cable	Finance	Business administration	Leadership and decision-making	Finance and accounting	Science in Finance	Economic	Law
			50 To 60	61 To 65	66 To 70	71 To 75	1 To 3	4 To 9	More than 9 years												
Direct name																					
Shen, Shang-Hung	Male	v			v										v	v	v				
Shen, Shang-Pang	Male	v				v									v	v					
Shen, San-Yi	Male	v		v											v	v					
Shen, Shang-Tao	Male	v		v											v	v					
Hung, Yen-Hung	Female					v									v	v	v	v			
Wei, Chun-Hsien	Male				v			v		v					v	v	v	v			
Ho, Chun-Huei	Male				v			v				v		v	v	v		v	v		
Yu, Kuang-Hsun	Male				v			v				v			v	v					
Chou, Wen-Ching	Female		v					v		v					v	v		v		v	

(ii) In addition to establishing a Compensation Committee and an Audit Committee,	v		1. The Company set up the Integrity Management Committee 、 Sustainable Development Committee 、 Intellectual Property Committee and	No difference
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<p>which are required by law, is the company willing to also voluntarily establish other types of functional committees?</p>		<p>Information Security Committee.</p> <p>1.1 Integrity Management Committee</p> <p>a. members of the Committee :</p> <p>Independent Director Ms. Chou, Wen-Ching (convener and meeting chairperson); Independent Director Yu, Kuang-Hsun; Chairman Shen, Shang-Hung.</p> <p>b. This committee is responsible for the formulation and supervision of integrity management policies and prevention plans. Carry out the following matters and report to the board of directors regularly (at least once a year) Compliance situation:</p> <p>(1) Assist in integrating integrity and moral values into the Company's business strategy.</p> <p>(2) Cooperate with laws and regulations to establish relevant anti-fraud measures to ensure integrity management.</p> <p>(3) Plan the reporting system and ensure the effectiveness of its implementation.</p> <p>(4) Promotion of honesty policy and education and training.</p> <p>(5) Other matters related to the formulation and supervision of the implementation of the integrity management policy.</p> <p>c. Operation in 2024: the implementation of the business related to the Committee was the HR Department's responsibility</p> <p>(1) The first meeting was convened on November 5.</p> <p>(2) As required by Article 2 of the Company's "Ethical Code of Conduct," the Company has formulated the "Regulations for Reporting Unlawful or Unethical Conduct" and the "Regulations for Complaints Filing and Violations Reporting", and set up a whistleblower mailbox on the official website to encourage employees to report any unlawful issues. However, we didn't receive any reporting in 2024.</p> <p>(3) In 2024, 10 training sessions were arranged to continuously implement the Company's ethical management policy; a total of 715 participants attended, accumulating 738 hours in total. The sessions were as follows: April 02: "Key Points of Trade Secrets Management in 2024" April 29: "Identification and Response to Intellectual</p>	
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			<p>Property Risks and Opportunities" April 29: "Key Points of 2024 Research and Development Process Revision" June 04: "2024 Intellectual Property Management System Auditor's Training Session" June 04: "Key Points of Intellectual Property Internal Audit" June 04 (In-Person) & November 17 (Online): "2024 Intellectual Property Basic Knowledge Training" June 11: "Key Points in Drafting the TIPS Self-Assessment Report" June 03 & November 11, "New Employee Training Seminar - Business Integrity and Ethics" September 12: "Prevention of Labor Disputes and Corporate Governance"</p> <p>(4) The Company planned to perform 86 internal audits in 2024. The items needing improvement are already under improvement by related units, and are reported to the Board of Directors.</p> <p>(5) Annual regular assessments (quality/environment/system) were conducted on key suppliers. The business integrity and legal compliance of the Company received the highest recognition from partners, with an average score of 99.44.</p> <p>(6) On May 13, 2024, the TIPS random inspection was completed, valid until December 31, 2025.</p> <p>(7) The annual donation amount complies with Article 10 of the Company's "Ethical Corporate Management Operating Procedures and Code of Conduct."</p> <p>(8) The 2024 Self-Evaluation Questionnaire for the Ethical Business Committee's performance appraisal was completed and submitted to the Board of Directors.</p> <p>1.2 Sustainable Development Committee Please refer to page 82~87 of the annual report for the committee members, operational details, responsibilities, and other related information. (iii.Implementation of Corporate Governance, (v)Promotion of Sustainable Development – Implementation Status and Differences from the Sustainable Development Best</p>	
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			<p>Practice Principles for TWSE/TPEX Listed Companies and the Reasons , Assessment items i.)</p> <p>1.3 Intellectual Property Committee</p> <p>a. Members of the Committee :</p> <p>Independent Director Mr. Ho, Chun-Huei (convener and meeting chairperson); Committee members: Independent Director Ms. Chou, Wen-Ching and Lawyer Su Wen-Pin.</p> <p>b. The responsibilities of this committee include the following matters, and regularly (at least once a year) to the board of directors report :</p> <ol style="list-style-type: none"> (1) Formulate an intellectual property rights plan linked to operational goals, including intellectual property strategies, management systems, and possible intellectual property risks and corresponding measures. (2) Ensure that internal audits are carried out regularly to strengthen the operational management of the company's intellectual property rights data. (3) Planning the management system of patents and trademarks. (4) Promotion of intellectual property policy and education and training. (5) Other matters related to the formulation and supervision of the implementation of intellectual property policies. <p>c. Operation in 2024: the implementation of the business related to the Committee was the General Affair Department's responsibility.</p> <ol style="list-style-type: none"> (1) Meetings held on March 5 and November 5: reports on the implementation results for 2024, and discussion regarding the intellectual property management policies and objectives of the next year. (2) Intellectual Property Portfolio: A total of 64 domestic and foreign patents have been approved, of which 17 are still valid. A total of 126 domestic and foreign trademarks have been approved, and a total of 8 trademark applications are under 	
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		<p>review (4 in Taiwan and 4 in Myanmar).</p> <p>(3) Intellectual property internal audit: On June 12 and 13, 10 deficiencies were identified during the internal audits, all of which have been corrected.</p> <p>(4) Intellectual Property Risks and Opportunities Identification: 1. Identification period: 2024/08/01 - 2024/05/31 2. On June 14, 2024, the Business Planning Office consolidated the "Intellectual Property Risks and Opportunities Identification and Countermeasures Table." 3. Forwarded to the Intellectual Property Management Representative for review and completion.</p> <p>(5) Amended 12 intellectual property management procedures to improve the management system.</p> <p>(6) Amended the Business Information Protection Regulations.</p> <p>(7) Amended the R&D ISO documents to ensure compliance with Intellectual Property Standards.</p> <p>(8) TIPS inspection passed on May 13, with deficiency rectification completed by December 31. (TIPS A-level certification expires on December 31, 2025)</p> <p>1.4 Information Security Committee</p> <p>a. Members of the Committee : Independent Director Mr. Wei, Chun-Hsien (convener and meeting chairperson); Committee members Independent Directors Mr. Ho, Chun-Huei and Professor Lai, Fei-Pi.</p> <p>b. The responsibilities of this committee include the following matters and report to the board of directors regularly (at least once a year):</p> <p>(1) Formulate information security policies and management principles and operating standards.</p> <p>(2) Confirm that the ownership and control of information assets are properly managed.</p> <p>(3) Monitoring, recording and investigating information security incidents.</p> <p>(4) Organize and summarize the annual implementation of information security risk status, and report to the board of</p>	
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			<p>directors at least once a year.</p> <p>(5) Responsible for implementing the promotion and policy planning of information security work.</p> <p>c.Operation in 2024: the implementation of the business related to the Committee was the Information Department's responsibility.</p> <p>(1) The year's first meeting was held on December 12 to report the company's 2024 information security implementation results and 2025 information security work plan.</p> <p>(2) ISO 27001 Implementation Status:</p> <p>a. Passed the second recertification for ISO 27001 in Tainan and Taipei on January 18.</p> <p>b. Inventoried the Company's information-related equipment and listed for control.</p> <p>c. Held the drill of social engineering.</p> <p>d. Detected the Company's vulnerabilities and patched them for high-risk equipment.</p> <p>e. Held recovery drills for major hosts and equipment, as well as tests for automatic backup power activation during power interruptions.</p> <p>(3) Information security education and training:</p> <p>a. Held the promotional seminar for information security for the employees violated the social engineering drills.</p> <p>b. 2024 Cyber Security Promotion and Online Test.</p> <p>c. Conducted internal audit.</p> <p>(4) The Company reported the operation and implementation results in 2024 to the Board of Directors meeting dated December 12.</p>	
<p>(iii) Has the company established methods for appraising the performance of the Board of Directors as well as actual procedures for executing the appraisals? If so, has the company executed appraisals of the performance of the Board annually? Are the results of the performance evaluations</p>	<p>V</p>		<p>The company has formulated the performance evaluation method for the board of directors, which has been approved by the board of directors. The internal board of directors performance evaluation shall be carried out at least once a year, and the performance evaluation of the current year shall be carried out at the end of the year. Every three years, an external professional independent institution or an external team of experts and scholars will perform the evaluation. In addition to the overall operation of</p>	<p>No difference</p>

<p>reported to the Board of Directors and used as a reference for individual directors' remuneration and nomination for reappointment?</p>		<p>the board of directors, each director also needs to conduct self-evaluation for himself.</p> <p>The measurement items of the overall evaluation of the company's board of directors include the following five aspects:</p> <ol style="list-style-type: none"> 1. The degree of participation in the company's operations. 2. Improve the decision-making quality of the board of directors. 3. The composition and structure of the board of directors. 4. The selection and continuing education of directors. 5. Internal control. <p>The measurement items for the performance evaluation of directors should include at least the following six aspects:</p> <ol style="list-style-type: none"> 1. The mastery of the company's goals and tasks. 2. Awareness of directors' responsibilities. 3. The degree of participation in the company's operations. 4. Internal relationship management and communication. 5. Professional and continuing education of directors. 6. Internal control. <p>The measurement items of the performance evaluation of the remuneration committee include the following five aspects:</p> <ol style="list-style-type: none"> 1. The degree of participation in the company's operations. 2. Awareness of the responsibilities of the committee. 3. Enhance the decision-making quality of the committee. 4. Committee composition and selection of members. 5. Internal control. <p>The measurement items of the Audit and Risk committee's performance evaluation include the following five aspects:</p> <ol style="list-style-type: none"> 1. The degree of participation in the company's operations. 2. Awareness of the responsibilities of the committee. 3. Enhance the decision-making quality of the committee. 4. Committee composition and selection of members. 5. Internal control. <p>The evaluation is carried out by the General Management Office and is carried out using internal questionnaires, according to the board of</p>	
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		<p>directors Operation, Director Participation, Remuneration Committee Operation, and Audit and Risk committee Operation. It adopts directors' evaluation of the operation of the board of directors, director's evaluation of their own participation, and remuneration committee. Evaluation of the operation of the committee by the staff member and evaluation of the operation of the committee by the Audit and Risk committee. The results of the effectiveness evaluation will be used as a reference for the selection or nomination of directors, and the directors and The performance evaluation results of functional committee members are used as reference for determining their individual salary and remuneration.</p> <p>Test basis. After all the questionnaires are collected in February each year, the company's executive unit will analyze the previous method, Submit the results to the board of directors, and put forward actions that can be strengthened and improved according to the recommendations of the directors law.</p> <p>The performance evaluation of the company's board of directors, remuneration committee and Audit and Risk committee for 2024. The scores are all 90 points or more, and the evaluation result level is excellent. The directors have been approved, report the results of the evaluation, suggestions and improvement measures to the board of directors on March 6, 2025.</p> <p>The recommendations and improvement actions for the board of directors and functional committees are as follows :</p> <p>Board of Directors :</p> <p>(1) The board advised arranging instructors to give lectures in the Company to assist the directors in their continuing education. / In 2024, the Company arranged for instructors to provide to deliver on-site training sessions on August 23, September 12, and December 5. The courses held were, respectively, "Mandatory Course on Corporate Sustainability Governance: Managing Diverse External Influences to Create Positive Corporate Value," "Prevention of Labor Disputes and Corporate Governance," and "Corporate ESG Sustainability Governance Awareness and Content – Global Net-Zero Carbon Trends</p>	
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		<p>and Corporate Responses," to assist directors in their continuous education on corporate governance development topics.</p> <p>(2) Courses are planned based on the backgrounds and needs of independent directors. / The courses for the directors' continuing education are arranged based on their suggestions in 2025.</p> <p>Remuneration Committee: :</p> <p>The committee members advised to provide the information on Ta Ya's salary adjustment in recent years for reference. On top of collecting the salary adjustments of Ta Ya in the most recent five years, price indexes in Taiwan, and the history of basic wage increase, it also collected the salary and benefits of listed peers, and submitted such to the board of directors.</p> <p>Audit and Risk committee :</p> <p>It is recommended to promote the importance of ESG to frontline employees./ The company has already arranged relevant training sessions and has conducted awareness campaigns among frontline staff.</p> <p>The Sustainable Development Committee :</p> <p>promoting the importance of GHG inventory to subsidiaries, and assisting them to complete the tasks. / The parent company has arranged numerous exchange meeting to assist subsidiaries to complete the task of GHG inventory.</p> <p>The Ethical Management Committee :</p> <p>arranging education and trainings to promote the ethical management policies of the Company. / Related education and training courses are arranged.</p> <p>The Intellectual Property Committee :</p> <p>promoting the importance of trad secrets to the employees. / Related education and training courses are arranged.</p> <p>The Information Security Committee :</p> <p>the promotional lectures of information security are recommended / Related</p>	
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education and training courses are planned and arranged.

At the end of 2022, Taiwan Corporate Governance Association was commissioned by the Company (“TCGA”) to conduct the board performance evaluation for the period from December 1, 2021 to November 30, 2022

TCGA appointed four assessment experts to assess, by way of questionnaires and site visits, the effectiveness of the Board of Directors on 20 topics across eight categories covering board composition, coaching, authorization, supervision, communication, self-discipline, internal control, and risk management. TCGA and its experts have no business relationship with the Company. TCGA submitted an assessment report on January 30, 2023. The Company reported the assessment results on March 14, 2023, and is pursuing improvements. General comment and recommendations of TCGA,

and the improvements made by the Company are as below :

General comment :

- (1) The board meetings have good atmosphere, and the consensus is built through the instant communication software (team+), so that all board members can fully express their opinions. Independent directors are actively accountable, providing professional consultation and instructions on the implementation of the Company's strategies, and also assisting in the supervision of the developing overseas businesses through the convenience of their subsidiaries' locations. Overall, the board of directors operates well and has exerted the functions of guidance and supervision, which is worthy of recognition.
- (2) According to the actual operating needs, the Company considered the international best practices, to voluntarily establish the Ethical Management Committee, Sustainable Development Committee, Intellectual Property Committee and Information Security Committee, earlier than the laws and regulations. The independent directors serve as conveners of these committees, and external experts are invited to participate, demonstrating that the Company’s intention beyond legal

		<p>compliance and proactively improves corporate governance.</p> <p>(3) To cope with the global trend of corporate governance reform and the rapid development of ESG, the Company integrates relevant issues into the Company's vision and product research and development, to promote various goals through the Group's business strategies, while developing towards low-carbon manufacturing and green energy, for implementing corporate sustainability and creating socially shared value.</p> <p>(4) The Company values the risk management issues, and has established the ethical governance and risk management team in the Sustainable Development Committee, to formulate audit plans based on risk assessment results. To echo the advocacy of the competent authority, the "Risk Management Best Practice Principles" were passed on November 1, 2022. It is planned to set up the Risk Management Committee this year, to comprehensively assess various business operation risks and assist the board of directors in supervising the implementation of the Company's overall risk management. for coping with the changing and complex business environment.</p> <p>Recommendations :</p> <p>(1) The Company has set up several functional committees, among which only the Remuneration Committee and the Audit Committee conduct the performance evaluation at the end of year. Functional committees assist the board of directors in overseeing the effectiveness of authorized matters.</p> <p>(2) The Company conducts performance evaluation pursuant to the "Rules for Performance Evaluation of Board of Directors." The 2021 evaluation results were the positive evaluations by all directors. To implement the spirit of accountability for the board of directors, it is recommended that the Company reviews the design for the board performance evaluation questionnaire on the rolling basis, to properly reflect the quality of guidance and supervision of the board of directors, functional committees, and individual directors, for facilitating evaluation review and refinement.</p>	
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		<p>(3) To enable board members to quickly grasp the Company's overview, the Company arranges heads of business groups to report individual business and operating conditions to the board of directors; provided that the aforementioned process has not yet been documented. It is advised to incorporate the orientation of new directors in to the corporate governance regulations of the Company, to assist new directors to grasp the operating conditions as soon as possible and perform their supervisory functions smoothly.</p> <p>(4) The Company's website has set up a section specific for stakeholders, providing a mailbox for stakeholders to communicate with and contact the Company. A specific reporting system is in place for reporting illegal, immoral or unethical conducts; which is supervised by the Ethical Management Committee. However, the whistleblower mechanism emphasizes the direct connection to the board of directors (especially independent directors). it is recommended that the Company sets up a mechanism for independent directors to receive emails in person or be copied to for emails received by the acceptance unit. For example, set up an exclusive communication channel for contacting independent directors on the official website; or adjust the current communication channels so that independent directors also directly and simultaneously receive whistleblowing mails.</p> <p>Improvements:</p> <p>(1) The Company has included each functional committee in the end of 2023 performance evaluations.</p> <p>(2) The Company has reviewed the design of indicators in the questionnaires for the performance evaluation of the board of directors on the rolling-basis.</p> <p>(3) The Company has included the lectures for the new directors in the corporate governance regulations.</p> <p>(4) The Company has set up a whistleblowing mailbox on the Company's official website.</p> <p>The report on the Company's 2022 external annual performance evaluation for the board is disclosed on the Company's official website. °</p>	
(iv) Has the company periodically evaluated	V	In accordance with Article 29 of the Code of Practice on Corporate	No difference

<p>the level of independence of the CPA?</p>		<p>Governance, in order to strengthen and improve the quality of financial reporting, the Company regularly (once a year) evaluates the independence and competence of the CPAs based on Audit Quality Indicators (AQIs). The financial department of the Company reports the evaluation results to the Audit and Risk committee and board of directors on April 10, 2025.</p> <p>Independence assessment items :</p> <ol style="list-style-type: none"> 1. Whether The CPA has direct or indirect significant financial interest in the Company : No 2. Whether The CPA has financing or guarantee act with the Company or its directors : No 3. Whether The CPA has has a close business relationship and potential employment relationship with the company : No 4. Whether The CPA and their audit team members currently or in the last two years have served as directors or managers of the Company or positions that have a significant impact on the audit work : No 5. Does The CPA provide the Company with non-audit that may directly affect the audit service item : No 6. Does The CPA intermediary the stocks or other securities issued by the company : No 7. Does The CPA act as the defender of the company or coordinate conflicts with other third parties on behalf of the company : No 8. Does the CPA's direct blood relations, direct relations by marriage, or collateral blood relations within the second degree of kinship acts as the Company's directors, managers or any position that has a direct and material effect on the audit work. : No <p>Competency assessment items :</p> <ol style="list-style-type: none"> 1. Whether the scale and reputation of the accounting firm in the year under evaluation have not suffered significant damage : Yes 2. Whether there are no legal litigation cases or cases corrected or investigated by the competent authority : Yes 3. Do you have knowledge of the relevant industry or field of the company, and understand the relevant laws and regulations Regulations : Yes 	
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		<ol style="list-style-type: none"> 4. Whether the quality and timeliness of auditing and taxation services have been completed within the agreed time limit : Yes 5. Does the visa accountant attend the audit committee or the board of directors at least once a quarter : Yes 6. Whether the interaction between accountants and management and internal audit supervisors is good : Yes 	
<p>iv. Has the TWSE- or TPEX-listed company designated a proper number of competent staff in charge of the corporate governance-related affairs (including but not limited to providing information for the Directors and Supervisors to execute their duties, assisting the Directors and Supervisors with legal compliance, handling the affairs related to the Board meetings and the Shareholders Meeting as prescribed by law, preparing the minutes of the Board meetings and the Shareholders Meeting, etc.)?</p>	V	<p>On March 21, 2019, the board of directors of the Company approved the establishment of a corporate governance supervisor. Mr. Hong Chongming, the Company's financial assistant with CPA licence, will be responsible for corporate governance-related affairs. The main responsibilities are as follows :</p> <ol style="list-style-type: none"> 1. Handle matters related to meetings of the board of directors and shareholders meeting in accordance with the law. 2. Prepare the minutes of the board of directors and shareholders' meetings. 3. Assist directors to take office and continue their education. 4. Provide information necessary for directors to perform their business. 5. Assist directors to comply with laws and regulations. 6. Other matters stipulated in the company's articles of association or regulations. <p>The business execution in 2024 is as follows:</p> <ol style="list-style-type: none"> 1. Assist the directors in arranging the schedule and agenda of the annual meeting. 2. Assist independent directors and general directors in performing their duties, provide required information and arrange for directors to further their studies. 3. Assist the board of directors and shareholders in meeting procedures and resolutions on compliance matters. 4. Responsible for reviewing the release of important information of important resolutions of the board of directors, ensuring the legality and correctness of the content of the renewal, so as to ensure the equivalence of investor transaction information. 5. Maintain investor relations: Arrange exchanges and communication 	No difference

between directors and major shareholders, institutional investors or general shareholders as needed, so that investors can obtain sufficient information to evaluate and determine the company's reasonable capital market value, and the shareholders' rights and interests are well protected.

6. Draft the agenda of the board of directors, notify the directors seven days in advance, convene the meeting and provide the meeting materials, and remind them in advance if the issues require interest avoidance, and complete them within 20 days after the meeting.
7. Handle the pre-registration of the date of the shareholders meeting in accordance with the law, make the meeting notice within the statutory time limit, Handbook of proceedings, record of proceedings, and change registration after amendment of the articles of association.

Continuing education done in 2024 is as follows :

Training date	Course organizer	Course name	Training hours	Total training hours for the year
August 23, 2024	Taiwan Corporate Governance Association	Mandatory Course on Corporate Sustainability Governance: Managing Diverse External Influences to Create Positive Corporate Value	3	15
September 12, 2024	Taiwan Corporate Governance Association	Prevention of Labor Disputes and Corporate Governance	3	
November 19, 2024	Securities & Futures Institute	Sustainable Development Committee and Chief Sustainability Officer Roundtable	3	

			November 22, 2024	Securities & Futures Institute	The 2024 Dissemination Meeting for Legal Compliance When Engaging in an Insider Equity Transaction	3		
			December 05, 2024	Securities & Futures Institute	Corporate ESG Sustainability Governance Awareness and Content – Global Net-Zero Carbon Trends and Corporate Responses	3		
v. Has the company established channels for communicating with interested parties (including but not limited to shareholders, employees, customers, suppliers, etc.), set up a dedicated interested parties area on the company's website, as well as appropriately responded to important CSR issues that interested parties are concerned about?	V		The Company's Sustainable Development Committee is responsible for the identification of stakeholders and issues, and establishes consultation and communication channels with stakeholders based on internal operating mechanisms. Special personnel receive, record, and respond to information and response methods from various stakeholders. Every year the Sustainable Development Committee reviews each type of Sustainable Development issues of concern, examines response plans to ensure a proper response and through the annual corporate sustainability report and the Company's website, the information on the communication of relevant stakeholders is disclosed, and the information is submitted to the board of directors.					No difference
vi. Has the company appointed a professional shareholders service agency to handle affairs related to the Shareholders Meeting?	V		The Company appoints KGI Securities Co., Ltd., a professional stock agency, to handle the affairs of the shareholders meeting.					No difference
vii. Information disclosure								
(i) Has the company established a corporate website to disclose information regarding the company's financial, business and corporate governance statuses?	V		The Company's website has fully disclosed financial business and corporate governance information, the website is http://www.taya.com.tw					No difference
(ii) Has the company adopted other ways to	V		(1) The Company has set up an English website for investors to consult.					No difference

<p>disclose information (e.g., maintaining an English language website, appointing responsible people to handle corporate information collection and disclosure, appointing spokespersons, webcasting investor's conferences, etc.)?</p>			<p>(2) The Company's deliberating unit is responsible for the collection and disclosure of company information.</p> <p>(3) The Company does implement the spokesperson system, and has spokespersons and acting spokespersons. For information on communication channels, please refer to the stakeholder section of the company's website.</p> <p>(4) The Company will disclose the process of the legal person briefing on Market Observation Post System and the company's website in accordance with the regulations.</p>	
<p>(iii) Does the Company announce and report its annual financial report within two months after the end of the fiscal year, and announce and report its first, second and third quarter financial report and operations for each month well in advance of the required deadline?</p>		<p>V</p>	<p>The Company's annual financial report and financial reports for the first, second and third quarters and the operating conditions of each month will be announced and declared before the specified deadline. For the disclosure of the above information, please refer to Market Observation Post System.</p>	<p>No difference</p>
<p>viii. Has the company had other information that is helpful for understanding the status of corporate governance (including but not limited to employee rights and interests, investor relations, supplier relations, rights of interested parties, further education sought by Directors and Supervisors, implementation of risk management policies and risk evaluation standards, implementation of customer policies, the taking out of liability insurance for Directors and Supervisors)?</p>	<p>V</p>		<p>1. In terms of employee rights : Provide labor and health insurance system, employee dividend system, employee health check system, retirement system, education and training system, and set up workplace sexual harassment prevention measures, appeals and disciplinary measures, etc. Regular labor-management meetings are held in which employee representatives and management representatives jointly discuss and improve employee proposals.</p> <p>2. Employee care : Take the initiative to care for the lives of employees, so as to achieve a balance between work and life. The company provides flexible measures such as childcare leave without pay, family care leave, and pregnancy leave for employees to choose from.</p> <p>3. Investor relations : The company's website has an investor-specific webpage. Through this information platform, it serves as a communication bridge to convey the</p>	<p>No difference</p>

		<p>company's operating performance, investment strategy and financial information.</p> <p>4. Suppliers and stakeholders : The company focuses on operating the business, upholds a sustainable operation attitude, and strives to maintain mutual long-term interests, and grows with suppliers and stakeholders. The Company's website has a special area for interested parties and their communication channels.</p> <p>5. Circumstances of directors' advanced training : The directors of the Company have advanced training in accordance with regulations, and participated in seminars on corporate governance and related courses conducted by the Securities and Exchange Commission to implement corporate governance operations. Please refer to page 192~195 of this annual report for directors' training status.</p> <p>6. Implementation of risk management policies and risk measurement standards : (1) The Company's major operating policies, investment cases, acquisition or disposal of assets, endorsement guarantees, capital loans and other matters have been evaluated and analyzed by relevant authority and responsibility units, and then submitted to the Audit and Risk committee for review and resolution by the board of directors. (2) The audit unit draws up and executes an audit plan based on the results of the risk assessment every year. Implement supervision mechanism and control various risk management.</p> <p>7. Implementation of customer policy : The Company adheres to the three directions of "Quality First, Customer First, Fastest Service", and has won unanimous praise from domestic and foreign market customers. In terms of quality assurance, the Company has also obtained a number of quality system certifications. We have always asked ourselves to provide customers with the most valuable (quality, cost, speed, delivery time, flexibility) products and services through continuous innovation and research and development.</p>	
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		<p>8. Circumstances in which the company purchases liability insurance for directors :</p> <p>The Company has purchased liability insurance for directors and submit the report of the amount, coverage and premium rate to the board of directors on November 05, 2024.</p> <p>9. Employee satisfaction:</p> <p>In January 2025, the e-bulletin board was used to conduct a questionnaire among employees at the section manager level (including). A total of 309 effective questionnaires were recovered. The questionnaire was designed to help unit managers understand employee satisfaction and work status as a reference for improving management measures and methods, strengthening work morale or decision-making, and achieving a win-win between the Company and employees.</p> <p>The questionnaire was divided into 5 categories: "supervisor leadership", "working conditions", "colleague relations", "organizational atmosphere", and "work environment." The results showed that overall satisfaction was 99.35%.</p> <p>The results of the survey showed that the average satisfaction of the employees in 2024 is the same as that in 2023. It is evident that the measures adopted by the Company were on par with the needs of the employees after taking in their suggestions, and thereby maintaining high satisfaction.</p> <p>“Employee satisfaction” is regarded as an important indicator of corporate happiness index, which can also reflect employees' attitudes towards the workplace environment, their current jobs, and even the work they engage in.</p> <p>Given this, we will continue to investigate and understand the needs of employees, establish a better labor-management relationship, and enhance the organization's identification.</p> <p>The measures adopted in response to the suggestions of the employees in recent years are as follows:</p> <p>a. Travel allowance is offered to those who have joined the Company</p>	
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			<p>for one year.</p> <p>b. Team communication and cooperation courses were arranged in 2023 to improve the management skills of supervisors.</p> <p>c. Safety concerns over excessive stacking of pallets or spool were raised, and reported to the Occupational Safety and Health Committee and environmental meetings. Correction actions were taken by the responsible unit.</p> <p>d. Malfunctioning lighting in the factory was inventoried, and replaced to facilitate safe walking in the dark.</p> <p>e. Through the orientation training system, experienced colleagues act as the guide, so that new employees can effectively learn and achieve the effect of experience inheritance.</p> <p>f. The employee meal ordering system was optimized.</p>	
<p>ix. With respect to the results of the annual Corporate Governance Evaluation most recently issued by the Corporate Governance Center of Taiwan Stock Exchange, please describe the improvements and provide priority and measures to enhance those matters that have not yet been improved.</p> <p>The Company was ranked among the top 6% -20% at the 2024 11th Corporate Provenance Evaluation;</p> <ol style="list-style-type: none"> 1. Improvement matters: In pursuit of continuously enhancing corporate governance, the Company will include, for discussion at the 2025's Board meeting, a proposal to revise the Company's "Rules Governing Financial and Business Matters Between the Company and its Affiliated Persons." The main amendment is that for asset acquisition or disposal transactions with individual related parties that have been approved by the Board, the actual details of these transactions shall be reported at the most recent Shareholders' Meeting at the end of the year. 2. Prioritize strengthening matters and measures: The company continues to promote and disclose implementation information of sustainable development to implement the concept of corporate governance. 				

Note : The Company shall provide explanations in the summary description box, regardless of whether actual governance is ticked "Yes" or "No."

(iv) If the Company has a remuneration committee, it should disclose its composition, responsibilities and operations

1. Information on Remuneration Committee members

December 31, 2024

Position (Note1)	Name	Criteria Professional qualification and experience (Note 2)	Independence state (Note 3)	Number of other public companies in which the individual is concurrently serving as a remuneration committee member
Independent Director	Wei, Chun-Hsien	Has at least five years of experience in business, law, finance, or banking that the Company's business requires; MBA in Financial Accounting, University of Chicago; used to be the Chairman of Procter & Gamble Taiwan, Ltd., taking charge of financial matters for 10 more years during his 19 years of service therein; Currently serving as the Chairman of DaChan Food (Asia) Limited.	Not a director, supervisor, or employee of the Company or its affiliates.	0
Independent Director	Ho, Chun-Huei	Has at least five years of experience in business, law, finance, and banking that the Company's business requires; Ph.D. in Economics, University of Pittsburgh, Pennsylvania, USA; used to be a director of CDIB Capital Group; currently serving as the chairman of CDIB Capital Healthcare Ventures Co., Ltd.	Not a director, supervisor, or employee of the Company or its affiliates.	1
Independent Director	Yu, Kuang-Hsun	Has at least five years of experience in business, law, finance, or banking that the Company's business requires; Graduate of Department of Mechanical Engineering, Chung Yuan University; used to be the general manager of Taiwan Cogeneration Corporation.	Not a director, supervisor, or employee of the Company or its affiliates.	0
Independent Director	Chou, Wen-Ching	Has five years of experience in business, law, finance, and banking that the Company's business requires; Master of LLM, Department of Law, Northwestern University; EMBA, Department of Finance, National Taiwan University; used to be a lawyer in Russin & Vecchi; currently serving as the chairman of Ever Nature Developer Ltd.	Not a director, supervisor, or employee of the Company or its affiliates.	0

- Note 1 : Please specify in the corresponding column the job tenure, professional qualifications and experience, and independence state of members of the Remuneration Committee; if the member is an independent director, the Remark column may indicate the text “refer to page XX for Table 1 Information on Directors and Supervisors for more information”. Please enter either director, independent director, or other for position (if the person is a convener, the word “convener” shall also be indicated.)
- Note 2 : Professional qualifications and experience : Describe the professional qualifications and experience of an individual member of the Remuneration Committee.
- Note 3 : The state of independence of Remuneration Committee members shall be stated : the statement may include but is not limited to whether the Remuneration Committee member, or the spouse thereof, or a relative within the second degree of kinship thereof serves as a director, supervisor, or employee of the Company or its affiliates; how many shares and how much weight of equity do they hold in person (or under other person’s name); whether the Remuneration Committee member serves as a director, supervisor, or employee of a company having specific relationship with the Company (refer to Article 6, Paragraph 1, Subparagraph 5 through Subparagraph 8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); and how much was the consideration that the Remuneration Committee member received for his/her providing the Company or its affiliates with services respecting commerce, law, finance, or accounting in the most recent two years.
- Note 4 : For disclosure methods, refer to the sample template of best practice, which is available on the website of the TWSE’s Corporate Governance Center.

2. Responsibilities of the Compensation Committee

The committee should faithfully perform the following functions and powers with the attention of good managers, and submit its suggestions to the board of directors for discussion :

- i. Review this regulation regularly and propose amendments.
- ii. Establish and regularly review the company’s directors and managers’ performance evaluation standards, annual and long-term performance goals, and policies, systems, standards and structures of salary and remuneration and disclose the content of the performance evaluation standards in the annual report.
- iii. Regularly evaluate the achievement of the performance goals of the directors and managers of the Company, and determine their individual salary and emuneration based on the evaluation results obtained from the performance evaluation standardsContent and amount.

When performing the functions and powers of the preceding paragraph, the committee shall act in accordance with the following principles :

- i. Ensure that the Company's salary and compensation arrangements comply with relevant laws and regulations and are sufficient to attract outstanding talents.
- ii. The performance evaluation and salary remuneration of directors and managers should refer to the usual level of payment in the industry, and consider the results of individual performance evaluation, the time invested, and responsibilities, achievement of personal goals, performance in other positions, salary and remuneration given by the company to people in the same position in recent years, and the company’s short-term and long-term achievement of business objectives, the company’s financial status, etc. evaluate the reasonableness of the connection between personal performance and company’s operating performance and future risks.

- iii. Directors and managers should not be guided to engage in behaviors that exceed the company's risk appetite in pursuit of remuneration.
- iv. The proportion of short-term performance of directors and senior managers and the payment time of part of the variable salary payment should be considered in consideration of the characteristics of the industry and the nature of the company's business.
 - v. The content and amount of remuneration for directors and managers should be determined in consideration of its rationality. The decision on remuneration for directors and managers should not be materially inconsistent with financial performance. If there is a major decline in profits or long-term losses, the salary should not be higher than the previous year. If it is still higher than the previous year, the rationality statement should be disclosed in the annual report.
- vi. Members of this committee shall not participate in discussion and voting on their personal salary and remuneration decisions.

3. Annual Work Priorities of the Compensation Committee

The Compensation Committee held 3 meetings in 2024; the items it reviewed include mainly the following :

1. Reviewed the proposal salary adjustment for the Company's managerial personnel.
2. Reviewed the 2023 performance appraisal of the Company's managerial officers and the proposal of 2024 salary adjustment.
3. Reviewed the proposal respecting the Company's employee remuneration and director remuneration for 2023.
4. Reviewed the proposal respecting the amount of bonuses to be distributed for 2023.
5. Reviewed the distribution amount of special profit-sharing bonuses to the Company's managerial personnel
6. Reviewed the proposal respecting the Company's personnel and management changes.
7. Reviewed the proposal respecting the Company's directors' remuneration and employee profit-sharing bonus for 2024.
8. Reviewed the proposal respecting the Company's annual salary adjustment for 2025.

4. Information on Operation of the Compensation Committee

- i. The Company's compensation committee consists of 4 members, composed of all independent directors.
- ii. The term of the incumbent Remuneration Committee: August 1, 2024 through May 30, 2027. The Remuneration Committee held 3 meetings in 2024, with members' qualification and attendance rate shown as follows:

Title	Name	Attended in Person (B)	Attended by Proxy	Attendance Rate (%) (B/A) (Note)	Remarks
Independent Director	Wei, Chun-Hsien	3	0	100	Re-elected on August 1, 2024.
Independent Director	Yu, Kuang-Hsun	3	0	100	Re-elected on August 1, 2024.
Independent Director	Ho, Chun-Huei	3	0	100	Re-elected on August 1, 2024.
Independent Director	Chou, Wen-Ching	3	0	100	Re-elected on August 1, 2024.

Other matters to be recorded :

- i. If the board of directors does not adopt or amend the recommendations of the compensation committee, the date of the board of directors shall be stated, period, content of the proposal, the results of the board of directors' resolutions, and the Company's opinion of the Compensation Committee. See the treatment (for example, if the compensation approved by the board of directors is better than the recommendation of the compensation committee, the differences and reasons should be stated): No such incident.
- ii. The resolutions of the Salary and Compensation Committee, if members have objections or reservations and have records or the written statement shall state the date, period, content of the proposal, all Member opinions and handling of member opinions: No such matter.

Note : (1) Date of resignation is shown for members of the Remuneration Committee who had resigned prior to the close of the financial year. The percentage of actual attendance (%) is calculated based on the number of Remuneration Committee meetings held and the number of meetings actually attended during active duty.

(2) If a re-election of Remuneration Committee members had taken place prior to the close of the financial year, members of both the previous and the current Remuneration Committee will be listed; in which case, the remarks column will specify whether the committee member was elected in the previous board, the new board, or both. The percentage of actual attendance (%) is calculated based on the number of Remuneration Committee meetings held and the number of meetings actually attended during active duty.

The function of the Company's Compensation committee is to evaluate the Company's directors and managers' salary and remuneration policies and systems with a professional and objective status. It is held at least twice a year, and may hold meetings at any time as needed to make recommendations to the board of directors for reference in decision-making.

The power of the Company's Compensation committee :

1. Regularly review the company's remuneration policy and propose amendments.
2. Set and regularly review the company's directors and managers' performance appraisal standards, annual and long-term performance targets and the policies, systems, standards and structure of salary and remuneration.
3. Regularly evaluate the achievement of the performance goals of the directors and managers of the Company, and determine the content and amount of their individual remuneration based on the evaluation results obtained from the performance evaluation standards.

When the committee performs its functions and powers, it shall follow the following principles :

1. Ensure that the Company's salary and remuneration arrangements comply with relevant laws and regulations and are sufficient to attract outstanding talents.
2. The performance evaluation and salary remuneration of directors and managers should refer to the usual level of payment in the industry, and consider the results

of individual performance evaluation, the time invested, the responsibilities undertaken, the situation of achieving personal goals, the performance of other positions, and the Company In recent years, the salary and remuneration given to people in the same position are based on the Company's short-term and long-term business goals, the Company's financial status, etc., to assess the rationality of the relationship between personal performance and Company operating performance and future risks.

3. Directors and managers should not be guided to engage in behaviors that exceed the Company's risk appetite in pursuit of remuneration.
4. Proportion of remuneration for directors and senior managers' short-term performance and partial change of remuneration payment. The time should be determined by considering the characteristics of the industry and the nature of the company's business.
5. The content and amount of remuneration for directors and managers should be determined in consideration of their rationality. The decision of directors and managers's salary and remuneration should not be materially deviated from financial performance, if there is a major decline in profits or a long-term loss, the salary should not be higher than the previous year.
6. The members of this committee shall not participate in discussion and voting on their personal salary and remuneration decisions.

The matters for discussion and resolution by the Compensation Committee and the Company's handling of the opinions of the members of the Compensation Committee :

Compensation Committee	Proposals and Subsequent processing	Resolutions	Company's Handling of Compensation Committee Member's Opinion
9th meeting of the 5th term March 05, 2024	<ol style="list-style-type: none"> 1. Reviewed the proposal salary adjustment for the Company's managerial personnel. 2. Reviewed the 2023 performance appraisal of the Company's managerial officers and the proposal of 2024 salary adjustment. 3. Reviewed the proposal respecting the Company's employee remuneration and director remuneration for 2023. 4. Reviewed the proposal respecting the amount of bonuses to be distributed for 2023. 5. Reviewed the distribution amount of special profit-sharing bonuses 	Members passed the proposals with unanimous consent.	In the board meeting on March 05, 2024, the proposal was approved by all directors present as proposed.

	to the Company's managerial personnel.		
10st meeting of the 5th term May 08, 2024	1. Reviewed the proposal respecting the Company's personnel and management changes.	Members passed the proposals with unanimous consent.	In the board meeting on May 08, 2024, the proposal was approved by all directors present unanimously as proposed.
8nd meeting of the 5th term December 12, 2024	1. Reviewed the proposal respecting the Company's directors' remuneration and employee profit-sharing bonus for 2024. 2. Reviewed the proposal respecting the Company's annual salary adjustment for 2025.	Members passed the proposals with unanimous consent.	In the board meeting on December 12, 2024, the proposal was approved by all directors present unanimously as proposed.

(v) Promotion of Sustainable Development – Implementation Status and Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons :

Assessment items	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
i. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters? How well is such a unit supervised by the board?	V		<p>The Company's board of directors approved the establishment of Sustainable Development Committee on March 15, 2018. On April 25, 2022, the Board of Directors resolved to rename the committee the Sustainability Development Committee.</p> <p>The committee has 4 members, 3 of them are independent directors. By fusing corporate sustainability development into our business strategy, we promote sustainable development in a systematic and organizational manner.</p> <p>(1) Committee members: Independent Director Mr. Yu, Kuang-Hsun (convener and meeting chairperson); Independent Director Mr. Wei, Chun-Hsien; Independent Director Ms. Chou, Wen-Ching; General Administration Division General Manager Mr. Chen, Chung-Kuang.</p> <p>(2) The responsibilities of this committee include the following matters and report to the board of directors regularly (at least once a year):</p> <ol style="list-style-type: none"> Agreement on sustainable development policies, strategic planning, annual plans and project plans. The implementation of sustainable development strategic planning, annual plans and project plans, and evaluation of the implementation status. Verification of the sustainable development report. Report the annual implementation results of sustainable development to the board of directors every year. <p>(3) Implementation status in 2024 :</p> <ol style="list-style-type: none"> First meeting on May 8: Reviewed the updates of the laws and regulations 	No difference

			<p>related to sustainability, updates on the items of Ta Ya’s climate-related risks and opportunities, the impact of biodiversity and dependence in Ta Ya; approved the 2024 material issues, sustainability report disclosure, Ta Ya’s commitment to biodiversity and non-deforestation, and human rights.</p> <p>b. Second meeting was held on November 5: Reviewed the implementation of the Group's carbon reduction blueprint and the progress of climate-related risk management, biodiversity disclosure progress, material issue management progress; and approved the "Ta Ya Group Climate Action Policy”.</p> <p>c. Approval of the sustainability report and material issues: The 2023 Sustainability Report and the material issues were approved by the Sustainable Development Committee on May 8, 2024, and was verified on May 21 by a third-party verification organization, SGS Taiwan, in accordance with AA 1000 AS (2018) for Type 1 High Assurance Level. The verified sustainability report and material issues were submitted to the Board of Directors for approval on August 1, 2024 by the Sustainable Development Committee. After the approval of the Board of Directors, the report was published on the Company’s website on August 31.</p> <p>d. Communications with stakeholders: Since 2024, the Company has strengthened the depth of negotiation with stakeholder, through information exchange, feedback, tracking and investigation, and discussion of cooperation programs to enhance the effectiveness of negotiation. The Company reports to the Board of Directors at least once a year.</p> <ol style="list-style-type: none"> 1. Customers: Issues of concern to business ethics, risk management, information security management, sustainable supply chain, climate action and other issues. Communication is carried out through physical/online meetings, supplier conferences, and ESG questionnaires. 2. Suppliers: Issues of concern to business ethics, information security management, human rights protection, workplace health and safety, and risk management. Communication is carried out through supplier audits, supplier ESG questionnaires, supplier education and training, and guidance on information sharing. 3. Employees: Issues of concern to talent attraction and retention, human resources development and training, workplace health and safety, workplace diversity and mutual prosperity, DEI, and human rights protection. Communication is carried out through employee satisfaction surveys, 	
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- education and training, e-bulletin board announcements, and labor-management meetings which are held four times a year.
4. Government agencies: Issues of concern to renewable energy services and low-carbon products, water resource management, resource recycling, pollution prevention, climate action, and energy management. Communication is carried out through participation in seminars, physical meetings, and questionnaires.
 5. Banks and investors: Issues of concern to brand public relations, renewable energy services and low-carbon products, business ethics, sustainable supply chain, and climate action. Communication is carried out through email, sustainable reports, sustainable economic activity surveys, discussion of sustainability-linked loan terms and indicators, shareholders' meetings, and investor conferences.
 6. External organizations: Issues of concern to workplace diversity and prosperity, sustainable supply chain, climate actions, renewable energy services and low-carbon products, workplace health and safety. Communication is carried out through physical/visual meetings, interviews, questionnaires, and promotional campaigns.

Description of Communication:

Communication Targets	Communication Channel	Actual Communication Status
Customers	Understand customer needs and respond to them through conversations, physical/video meetings, customer briefings and forums.	<ul style="list-style-type: none"> ⊙ Responded to supplier ESG questionnaires and follow-up surveys. ⊙ Participated in the CDP training organized by the customer. ⊙ Provided certification (such as ISO14021 recycled content verification) according to the needs of the customer. ⊙ Participated in the application for the Supplier Mentorship subsidy plan initiated by the customer (the Company withdrew from the application due to the failure of qualification) ⊙ ESG impacts and sustainability issues of concern to customers arising from the organization externally through the materiality questionnaires.
Supplier	Held a supplier conference on the procurement policy,	⊙ Held a supplier conference to explain the supply chain management policy and conducted ESG

				supply chain management policy, and product carbon footprint disclosure requirements for suppliers.	<p>education and training.</p> <ul style="list-style-type: none"> ⊙ Explained the procurement policy and ESG requirements at supplier visits. ⊙ Requested product carbon footprint certificates from copper suppliers MITSUI&CO and Sumitomo Metal Mining. ⊙ Provided information on application for counseling resources
			Employees	Communication is carried out through employee satisfaction surveys, education and training, e-bulletin board announcements, and labor-management meetings which are held four times a year.	<ul style="list-style-type: none"> ⊙ Conducted employee satisfaction survey in January 2024. ⊙ Announced the salary adjustment for 2024 on the e-bulletin board. ⊙ Announced the Company's workplace sexual harassment prevention measures and compliant and disciplinary rules on the e-bulletin board. ⊙ Conducted a materiality questionnaire on issues of concern to customers. ⊙ Held two new employee training sessions to explain the Company's system, welfare measures, policies, regulations and ESG-related policies. ⊙ Investigated the factors that new employees consider to stay in the Company. ⊙ Relaxed the qualifications for the year-end lucky draws based on the suggestions of the employees. ⊙ Investigated and handled workplace bullying cases reported by employees. ⊙ Held four labor-management meetings.
			Government Agencies	Participate in seminars and forums convened by government agencies to provide suggestions based on the current status of the industry.	<ul style="list-style-type: none"> ⊙ Responded to the questionnaire of "Greenhouse Gas Information Assurance Agency" by TWSE. ⊙ Participated in the seminar on Net Zero City Self-Governance Ordinance in Tainan city. ⊙ Discussed with the Ministry of Environment on the Alangyi Historic Trail Environmental Education Cooperation Project. ⊙ Participated in the "Seminar on Enhancing the Resilience of the Copper and Metal Industry" organized by the Industrial Development Administration to exchange ideas about the use of renewable materials, copper carbon footprint, and industrial carbon reduction. ⊙ TWSE reviewed the Company's sustainability

					<p>report and requested additional explanation. The Company updated the content of the sustainability report as required.</p> <ul style="list-style-type: none"> ◎ Participated in the "Seminar on Preparation of Sustainability Reports and Manufacturing Functions of Listed Companies" organized by TWSE, and made suggestions to TWSE on the review of the sustainability report. ◎ Participated in the planning of the "Sustainable Management Personnel Function Oriented Course" organized by the Yunlin and Chiayi Branch of the Ministry of Labor. 	
				Banks	<p>Through the discussion of the sustainability-linked loan terms and indicators, and the response to the questionnaire on sustainable economic activities, the Company deepens the sustainability information exchange with the banks.</p>	<ul style="list-style-type: none"> ◎ Discussed sustainability performance indicators of sustainability-linked loans. ◎ Responded to the self-assessment questionnaire of sustainable economic activities. ◎ Discussed with E.SUN Bank on the cooperation of the sustainable transformation platform.
				External organizations	<p>Respond to the survey of research institutions and communicated with external organizations.</p>	<ul style="list-style-type: none"> ◎ Responded to external questionnaires such as "Afforestation Area of Listed Companies", "Taiwan Enterprise ESG Transformation Requirements", "Climate Policy, Enterprise Internal Carbon Pricing and Enterprise Competitiveness", "Taiwan Enterprise TCFD Disclosure", and "Corporate "Net Positive Impact" Awareness". ◎ Interviewed by the Chung Cheng University on "Data Collection and Fieldwork on Stakeholders in Net-Zero Just Transition Strategies." ◎ Exchanged ideas and conducted interviews with the Plastics Center on waste plastic reuse and low-carbon transformation. ◎ Joined forces with Shinfox Energy and Fox Forest

				costs generated from upstream, high-carbon-emission industries.	emissions, and mitigating climate change to promote low-carbon supply chain transformation.
		Environmental Aspect	Energy Management	[Positive impact] Reducing environmental costs caused by energy use and promoting social decarbonization. [Negative impact] Indirect carbon emissions generated from energy use.	Implementing government energy regulations and customer requirements, instilling energy awareness in employees, conducting green procurement, implementing target management, continuous improvement, and continuously increasing the use of renewable energy.
			Climate Action	Environmental and social costs derived from greenhouse gas emissions.	Achieving net-zero greenhouse gas emissions for Scope 1 and Scope 2 by 2050, with 2021 as the baseline year, and a 40% reduction by 2030.
		Social Aspect	Talent Attraction and Retention	Labor shortages may impact production operations.	Ta Ya is committed to building a strong employer brand by providing competitive salaries and benefits, fostering employees' career development and growth opportunities, promoting workplace diversity and inclusiveness, and creating a friendly, healthy work environment.
<p>2. 2024 Implementation Status:</p> <p>(1) Providing renewable energy services and low-carbon products:</p> <p>a. The Company continued to develop solar power plants and energy storage sites, and the 23.3MW Zhiguang Optoelectronic Storage Project was put into operation in 2024.</p>					

			<p>b.The Company completed its first product carbon footprint inventory in 2022 and will conduct annual inventory and verification of at least two products starting in 2024 to track product carbon footprints.</p> <p>(2) Innovation Management: Implementing the spirit of "innovation and change," starting from the core business of wire and cable, expanding into energy and emerging market potential, and enhancing corporate resilience and competitiveness.</p> <p>(3) Energy Management: Reducing energy consumption and achieving energy transition by implementing an energy management system, replacing energy-consuming equipment, and increasing the proportion of renewable energy use.</p> <p>(4) Climate Action: The Company has established the Group's 2050 Net Zero Roadmap and has implemented carbon reduction strategies such as increasing the share of renewable energy, controlling SF6 leakage, and improving natural gas boilers to achieve phased carbon reduction targets. Starting in 2024, the Group's subsidiaries have begun to replace SF6 gas with insulation cloth, which can reduce the use of approximately 60kg of SF6 gas per year and reduce carbon emissions by approximately 1,458 tons of CO2e.</p> <p>(5) Talent Attraction and Retention: The Company responded to the "2024 TALENT, in Taiwan Talent Sustainability Action Alliance" and pledged its commitment to sustainable talent principles, offering competitive salaries, comprehensive welfare systems, ample on-the-job training and development resources, long-service bonuses, and salary adjustments for outstanding employees to attract potential talent and retain employees.</p> <p>(6) Sustainable Supply Chain: Starting in 2024, the Company has implemented supply chain carbon management by tracking and controlling the greenhouse gas emissions/carbon footprints of key suppliers through a supplier sustainability questionnaire. Additionally, by negotiating with suppliers, the Company obtained carbon emission factors for electrolytic copper plates from suppliers, which are 72% lower than the original factors used.</p>	
iii. Environmental Issues				

(i) Has the Company established a proper environmental management system based on the characteristics of its industry?	V		The Company has established a suitable environmental management system and passed the ISO 14001 environmental management system verification and ISO 50001 energy management system verification. The company cooperates with government policies, complies with environmental laws and regulations, continuously implements waste reduction and pollution prevention, and responds to global environmental protection activities.	No difference
(ii) Is the Company committed to improving the efficiency of energy utilization and using recycled materials with low impact on the environment?	V		<p>【Energy Management】 The Company has formulated an energy management plan. The implementation status is as follows: The Company and its subsidiaries, UNITED ELECTRIC INDUSTRY CO., LTD and TA HENG ELECTRIC WIRE & CABLE CO., LTD., have implemented the ISO50001 Energy Management System (which covers 33% of the Group's production sites). Through the continued operation and improvement of the energy management system and improvement of the energy consumption efficiency, the Company creates the favorable environmental and energy consumption for sustainable operation, and provides customers with satisfactory products and services. In 2024, the Company has adopted the equipment replacement and energy-saving program to improve energy efficiency, which has saved 591,495kWh of electricity and achieved an electricity-saving rate by 1.43%.</p> <p>Effective period of ISO50001 certificate: TAYA: From December 6, 2022 to December 6, 2025 TA HENG: From December 30, 2024 to December 30, 2027</p> <p>【Use of renewable materials】 The Group has begun to adopt renewable metal and plastic raw materials and supplies. In 2024, a total of 1,525 tons of renewable copper and 198 tons of renewable PVC particles were used. In terms of the verification of the content of renewable materials, the low dielectric flat angle copper wire painting package uses 100% of recycled oxygen-free copper, and has passed the ISO 14021 and UL2809 certifications. The renewable copper made by CUPRIME is used for the copper wire of the SCR 8mm, the renewable copper made for the copper block, and the renewable copper made for the phosphorus copper ball. Both the copper block and the phosphorus copper ball have also passed the ISO14021 renewable material content verification. And, the copper blocks and phosphorus copper balls have also received UL 2809 certification</p>	No difference

		<p>for recycled material content.</p> <p>The promotion of business waste classification and resource recovery is one of the Company's annual target policy projects. The purpose is to enable units at all levels to perform their duties and implement waste classification to reduce environmental damage and effective resource reuse. The Company's four major types of industrial waste are divided into four categories: waste oil, waste solvents, waste optical fibers and general waste. The first three categories are handled and maintained by manufacturers approved by the Environmental Protection Agency. Waste oil cleaning is physical treatment.</p> <p>The Company also actively implements resource recovery to reduce waste of resources and energy. Set up rainwater recovery storage tanks, production line cooling water introduction soft water recycling system, and product packaging materials (wood shafts, iron shafts, plastic shafts, sealing plates) are recycled and reused to reduce environmental impact.</p>	
(iii) Has the company assessed the current and future potential risks and opportunities of climate change for the business and taken measures to address climate related issues?	V	<p>TAYA has followed the procedures of climate risk identification, climate change scenario analysis, assessing the severity and likelihood of risk impact, prioritizing climate risks, and formulating risk response strategies for climate-related risk management. In identifying climate-related risks, the Company lists transition risks, physical risks, and opportunities related to value chain operations, and evaluates their impact duration, severity, probability of occurrence, and vulnerability to quantify the extent of impact. Based on the severity of impact, the Company adopts response strategies in sequence to enhance its climate resilience.</p> <p>The Company's climate governance and climate-related risk management are managed and supervised by the Sustainable Development Committee, and executed by functional teams and dedicated personnel.</p>	No difference
(iv) Has the Company compiled statistics on greenhouse gas (GHG) emissions, water consumption and total weight of waste in the past two years, and formulated policies on energy	V	<p>The Company discloses greenhouse gas emissions, water consumption, and total waste weight in its Sustainability Reports annually, as well as policies on carbon reduction, energy conservation, and waste reduction. However, there are currently no policies in place to reduce water consumption.</p> <ol style="list-style-type: none"> a. For details on greenhouse gas emissions, please see the 2023 Sustainability Report, P.32-33. b. For details on water consumption, see the 2023 Sustainability Report, P.39. c. For details on total waste weight, see the 2023 Sustainability Report, P.43. <p>1) Water Consumption in the Past Two Years (m³):</p>	No difference

conservation, carbon reduction, GHG reduction, water consumption reduction or other waste management?

	2024	2023	Year-over-year (YOY)
Water Withdrawal	94,709	115,773	-18%
Water Consumption	36,343	56,039	-35%

Note: The data covers the water consumption of the parent company only. Consolidated data will be available in the 2024 Sustainability Report, which will be published in August 2025.

2) Total Waste Weight in the Past 2 Years (tons):

	2024	2023	Year-over-year (YOY)
Total Waste Weight	2,427	2,450	-1%
Hazardous waste	132	112	18%
Non-hazardous waste	2,294	2,337	-2%

Note: Data only covers the amount of waste produced by the parent company. Please refer to the 2024 Sustainability Report published in August 2025 for the consolidated data.

3) Greenhouse Gas Emissions in the Past 2 Years

Please refer to (IV) Climate-related Information for Listed Companies: 1-1 Details on The Company's Greenhouse Gas Inventory and Assurance in the Recent Two Years.

4) Verification of Water Consumption and Total Waste Weight:

The Company's water consumption and waste output in 2023 has been verified by the external verification of the Sustainable Report. The data in 2024 is scheduled for external verification in May.

5) Quantitative Management Targets for Reducing Water Usage or Managing Other Waste:

- a. The Company has not established any policy or quantitative targets for reducing water usage.
- b. The Company has implemented the ISO14001 environmental management system and established the "Business Waste Management Procedure," "Hazardous Industrial Waste Management Procedure," "General Industrial Waste Management Procedure," and "Waste Classification Management Procedure" for waste management. In addition, the Company has set waste classification and waste reduction targets as part of its annual environmental management system goals: Achieving a 1% reduction in waste and a 1% increase in resource recycling.

			<p>6) Description of Promotion Measures and Achievement of Targets:</p> <p>a. Ta Ya Group has reduced water usage through measures such as wastewater and rainwater recycling, resulting in an 11.4% decrease in water usage in 2023 compared to 2022.</p> <p>The Company has also implemented waste sorting and promoted waste reduction, thereby achieving the targets of a 1% reduction in waste and a 1% increase in resource recycling in 2023 compared to the previous period.</p> <p>a.</p>	
iv. Social Issues				
(i) Has the Company established its management policies and procedures in accordance with relevant laws, regulations, as well as international conventions regarding human rights?	V		<p>The Company's Human Rights Commitment:</p> <p>(1) Purpose: We are committed to respecting and upholding the human rights of workers, striving to create a diverse, equitable, and inclusive work environment, and ensuring that all types of workers receive humane treatment and human rights protection.</p> <p>Scope: This policy applies to the Company's subsidiaries, joint ventures, and other group enterprises and organizations under its substantial control.</p> <p>Commitment:</p> <p>a. Support and Respect for Human Rights: We pledge to support and respect human rights in all our operations, ensuring that the Group's operations and value chain suppliers comply with local labor laws and continuously work towards improvement.</p> <p>b. Prohibition of Child Labor and Forced Labor: We prohibit the employment of any form of child labor, prison labor, forced labor, and human trafficking.</p> <p>c. Working Hours: Working hours and overtime shall not exceed the maximum limits stipulated by local laws.</p> <p>d. Wages and Benefits: Salaries paid to workers shall comply with local wage laws, including statutory minimum wages, overtime pay, and other remuneration regulations. Overtime shall be paid in accordance with local laws, and wage deductions as a disciplinary measure are prohibited.</p> <p>e. Anti-Discrimination: We create a non-discriminatory work environment, and do not discriminate against anyone based on gender, skin color, race, ethnicity, nationality, religion, age, marital status, sexual orientation, gender identity, disability, pregnancy, military service, or political stance.</p>	No difference

			<p>f. Anti-Harassment and Anti-Violence: We provide a harassment-free and violence-free work environment, advocating for the humane treatment of employees with mutual respect. We strictly prohibit any form of harassment, violence, intimidation, threats, bullying, or verbal abuse.</p> <p>g. Zero Tolerance for Sexual Harassment: We resolutely reject and do not tolerate any form of sexual harassment, including solicitation of sexual favors or other sexually suggestive verbal and physical conduct.</p> <p>h. Equal Pay and Equal Opportunity: Employee hiring shall not differentiate based on gender, age, race, class, language, religion, political affiliation, origin, marital status, appearance, disability, or birthplace, to ensure equal employment rights. Compensation, bonuses, benefits, and training opportunities shall not be differentiated based on gender. In promotions, we ensure all employees have equal development opportunities. Employees who experience unfair treatment may file a complaint through the Company's complaint filing channels.</p> <p>i. Freedom of Association: We respect the rights of all employees to organize and participate in unions of their choice, collective bargaining, and peaceful assembly while also respecting employees' rights to abstain from such activities.</p> <p>j. This human rights commitment and related systems shall be announced internally, and necessary training shall be provided to employees to ensure they understand the Company's commitments and employee protections.</p> <p>(2) All employees are required to sign the "TA YA Employee Code of Conduct" when they arrive to ensure that all behaviors are in compliance with laws and regulations.</p> <p>(3) To implement gender equality, the Company has established the "Measures for Prevention, Complaint, and Disciplinary Actions Regarding Workplace Sexual Harassment" and regularly conducts related awareness activities. On September 12, 2024, the Company held a 3-hour awareness course titled "Prevention of Labor Disputes and Corporate Governance," with 89 participants, who then disseminated the information to their respective employees.</p> <p>(4) Trainings and actions for human rights protection "Intra-company Communication Framework"</p>	
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At new employees orientation, we disseminate legal compliance information such as prohibition of forced labor; prohibition of child labor; anti-discrimination; anti-harassment; promotion of working hour management; and ethics.

“Provide a training series on occupational safety”

We provide different safety trainings tailored to the situations that employees with different job duties will encounter at their workplace. Such safety trainings include fire safety trainings, emergency response trainings, on-job occupational safety trainings, emergency aid trainings, general purpose occupational safety and health trainings, and factory site safety trainings.

Trainings on human rights protection held in 2024 for employees totaled 3,274 hours and 678 participants. In the future, we will always attend to issues respecting human rights protection and promote educational training in this respect, so as to raise the awareness of human rights protection and reduce the possibility of occurrence of related risks.

(5) Human rights concerns and actions

	Provide a Safe and Healthy Work Environment	Eliminate unlawful discrimination and ensure equal employment	Prohibit child labor	Prohibit forced labor	Help employees maintain physical and mental health and a work-life balance
Goals and actions	1. Formulate safety and health policy; arrange labor safety and health training every year. 2. Prohibit smoking in factory. 3. Maintain the office's AC system and	1. Abide by government's labor laws and regulations and international regulations; state the Company's human rights policy; implement related laws and regulations; eliminate unlawful discrimination. 2. Remind	Abide by government's labor laws and regulations and international regulations; state the Company's human rights policy and implement accordingly. The Company only recruits those at or	1. Abide by government's labor laws and regulations and international regulations; state the Company's human rights policy; not force or coerce any personnel into involuntary labor. 2. Apply laws and regulations to our	1. Provide the opportunity to attend a company club. 2. Promote exercise through offering lucky draws

				cooling tower annually. 4. Perform the work environment monitoring regularly every year..	interviewers not to ask about personal information of interviewees that is irrelevant to work.	above the age of 18, and verifies the age of the recruited employees to double check and ensure that nothing goes wrong.	internal regulations respecting daily/weekly working hours/overtime working hours, leave, special leave, or any other leave.	
			Risk assessment	Ensure that the level of an employee's risk exposure is within the standard prescribed by law.	Unlawful discrimination is eliminated as soon as the recruitment procedures start; personal information irrelevant to work is not required on the resume.	Job applicants shall provide their identity documents (such as the National ID Card or a driving license) for the Company to ascertain that they are aged at or above 18.	1. Interview job applicants about their willingness to work. 2. The needs for overtime work shall be approved by the union and employees.	Examine employee participation rate
			Mitigation measures	Annual health examination and follow-up management:	Our recruitment procedures comply with law at every stage from the start of recruitment in order to eliminate unlawful discrimination.	Our recruitment procedures comply with law at every stage from the start of recruitment in order to eliminate the use of child labors.	Add a query function to our attendance system and overtime work filing system to review and control working hours in the factory on a monthly basis.	1. We encourage employee participation 2. Disseminate exercise-promoting information through the bulletin board, with a lucky draw as an incentive.
			Correction	Rearrange work areas depending on circumstances	No such concern	No such concern	No such concern	No such concern

			<p>s to be tak en</p>					
			Co mp lai nt fili ng ch an nel s	<p>The Company provides internal complaint filing channels for employees to file their complaints or report any violation.</p>	<p>To implement the “Code of Ethics” and “Ethical Corporate Management Best Practice Principles”, the Company makes available on our website the “Complaint Filing and Reporting Channels” for external personnel’s use.</p>	<p>To implement the “Code of Ethics” and “Ethical Corporate Management Best Practice Principles”, the Company makes available on our website the “Complaint Filing and Reporting Channels” for external personnel’s use.</p>	<p>The Company provides internal complaint filing channels for employees to file their complaints or report any violation.</p>	<p>The Company provides internal complaint filing channels for employees to file their complaints or report any violation.</p>
<p>(ii) Has the company established and implemented reasonable employee benefit measures (including compensation, vacation and other benefits) and properly reflected operating performance or results in employee compensation?</p>	V		<p>All of the Company's personnel management regulations are established and implemented in accordance with the Labor Standards Act and other relevant laws and regulations. The Company actively promotes and implements various employee welfare measures, with welfare subsidies sourced from the Company's revenue and scrap material income.</p> <p>The current measures are as follows:</p> <p>(1) Insurance: In addition to the statutory labor health insurance, the Company's Employee Welfare Committee is responsible for the employee's group insurance (extended to the employee's family members, who receive preferential rates).</p> <p>(2) Travel: Travel subsidies are provided to employees with qualified seniority. In 2024, a total of 444 employees received travel subsidies.</p> <p>(3) Clubs: The Company emphasizes workplace health promotion and stress relief, encourages</p>					No difference

		<p>employees to engage in healthy leisure activities outside of work, and offers a variety of clubs for participation to alleviate work and family stress. Each club receives a subsidy of up to NT\$15,000 per year. If a club organizes sports-related activities, the subsidy is increased to NT\$20,000 per year.</p> <p>Employees were encouraged to upload their exercise records to the Company's "Ta Ya Health and Sports LIFE" community. In 2020, 8,473 records were uploaded. In 2021, 10,079 records were uploaded. In 2022, 12,433 records were uploaded. In 2023, 12,728 records were uploaded. In 2024, 12,134 records were uploaded. It is clear that employees have developed stable exercise habits. The Company hopes to encourage all employees to achieve the work-life balance and build a healthy workplace.</p> <p>(4) Maternity/Child Education Subsidies: In 2024, a total of 9 employees received maternity subsidies. The Company also provides education subsidies for employees with children from elementary school to master's degree levels. In 2024, a total of 138 employees received subsidies for 205 children.</p> <p>(5) Employee Cafeteria: The Company has an employee cafeteria with balanced meal options to ensure employee health. A subsidy of NT\$35 per day is provided to encourage employees to dine in the cafeteria, which helps reduce the need to eat out and allows employees to have a proper lunch break.</p> <p>(6) Birthday Subsidies: The Employee Welfare Committee issues birthday gift vouchers of NT\$2,000 per person.</p> <p>(7) Year-End Celebration Banquet</p> <p>(8) Holiday Bonuses</p> <p>(9) Year-End Bonuses, Profit-Sharing Bonuses, and Long-Service Bonuses</p> <p>(10) Cash Gifts and Condolences Money for Weddings, Funerals, and Hospitalization: The Company and the labor union provide varying amounts of mutual aid as a gesture of congratulation and care for employees during weddings, funerals, other celebrations, and hospitalizations.</p> <p>(11) Employee Retirement: To recognize the contributions of retiring employees, the Company presents a commemorative gold and silver coin plaque. The labor union also provides retirement souvenirs, fully expressing the Company's gratitude to retiring employees.</p> <p>(12) Model Employees: To recognize employees who are responsible and dedicated in their positions, demonstrate professional dedication, or have made special contributions, the Company</p>	
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		<p>publicly recognizes and awards them with certificates and bonuses of NT\$6,000 per person at the end of the year.</p> <p>(13) Employee Death Benefits (14) Employee, Parent, Spouse, or Child Death Mutual Assistance Funds (15) Uniforms/Safety Shoes (16) The Company offers regular general health examinations that exceed statutory requirements. Employees aged 40 and above but under 65 are examined every two years, while those under 40 are examined every three years. During the annual health examination for all employees, additional tests for colorectal cancer and liver cancer are included.</p> <p>The Company has established a reasonable performance evaluation and promotion system, offering relatively competitive salaries and bonuses within the industry. In 2024, structural salary adjustments and remuneration data were significantly improved. Additionally, bonus distribution policies have been implemented, which is based on performance evaluations to reward and incentivize outstanding employees to continue their efforts for the Company.</p> <p>According to the latest information on full-time non-managerial employees' salaries published by the Taiwan Stock Exchange Corporation in 2023, Ta Ya ranked first among listed companies in the electrical wire and cable industry (across 11 companies) in both average and median salary metrics.</p> <p>The turnover rate in 2023 was 12.36%, a 40% decline compared to the turnover rate of 20.58% in 2022.</p> <p>The median salary for full-time non-managerial employees of Ta Ya Company in 2023 was NT\$1,186 thousand, a 53.62% increase compared to NT\$772 thousand in 2022.</p>																	
(iii) Has the company provided a safe and healthy work environment for employees and provided education on safety and health for employees on a regular basis?	V	<p>The Company has an occupational safety and health policy, and conducts labor safety and health education and training every year.</p> <p>(1) The Company's 2024 education and training information is as follows :</p> <table border="1" data-bbox="725 1171 1839 1433"> <thead> <tr> <th>No.</th> <th>Training course</th> <th>Date</th> <th>Person times</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Forklift Operator for Forklifts Above One Ton (Refresher Training)</td> <td>April 1, April 8, April 15</td> <td>141</td> </tr> <tr> <td>2</td> <td>Fixed Crane Operator – Overhead Crane (Refresher Training)</td> <td>May 08, May 13, May 20</td> <td>150</td> </tr> <tr> <td>3</td> <td>Hazard Identification and Risk Assessment</td> <td>May 07</td> <td>70</td> </tr> </tbody> </table>	No.	Training course	Date	Person times	1	Forklift Operator for Forklifts Above One Ton (Refresher Training)	April 1, April 8, April 15	141	2	Fixed Crane Operator – Overhead Crane (Refresher Training)	May 08, May 13, May 20	150	3	Hazard Identification and Risk Assessment	May 07	70	No difference
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3	Hazard Identification and Risk Assessment	May 07	70																

			4	Environmental Considerations	May 07	70
			5	ESG Corporate Sustainability and Greenhouse Gas Carbon Management	June12	43
			7	Forklift Operator for Forklifts Above One Ton (Initial Training)	June17 , June 24, July 1	15
			8	Ta Ya Safety and Health Family Education and Training (I)	July 2	60
			9	Fixed Crane Operator – Overhead Crane (Initial Training)	July 15, July 22, July 29, August 5, August 19, August 26, September 2	30
			10	Life Cycle Thinking in Carbon Footprint and Low-Carbon Design	July 17	63
			11	Health Promotion Seminars	August 7	73
			12	Dust Work Awareness and Protection	August 26	16
			13	Ta Ya Safety and Health Family Education and Training (II)	September 6	60
			14	Hazardous Work Supervisor (Refresher Training)	September 18	24
		<p>(2) The Company obtained ISO 14001, ISO 45001 and CNS 45001 certifications in year 2019. ISO 14001 validity period: 2022.12.17~2025.12.17 ISO 45001 validity period: 2022.11.27~2025.11.27 CNS45001:2018 valid period 2022.11.27~2025.11.26</p> <p>(3) The plant is completely non-smoking, and the air-conditioning system and cooling water tower in the office are maintained once a year to protect the health of employees.</p> <p>(4) Regular semi-annual environmental monitoring is conducted each year to ensure that the level of an employee’s risk exposure is within the standard prescribed by law. In 2024, monitoring was conducted on February 29 and August 21..</p> <p>(5) The Company conducts an annual health check and follow-up management in accordance with the nature of the operation. It was held on June 11, June 17, June 25 and June 28 in 2024.</p> <p>(6) The Safety and Health Committee meets quarterly to review the operating environment, safety and health related matters, conduct unwarranted tests for</p>				

		<p>poisonous substances twice a year, conduct annual poisonous substance drills once, and conduct fire-fighting drills twice.</p> <p>(7) In 2024, there were 8 cases of occupational accident for employees, with 8 employees accounting for 1.42% of the total number of employees; the related improvement measures include: the direct victims of occupational accidents are the employees themselves; therefore, employees should also take personal responsibility for their workplace safety and health. At present, the obligatory principles for the safety of our employees are roughly as follows: Principle of employee self-protection awareness: Although the employer is responsible for providing a healthy and safe working environment, employees should also consider their own safety and cooperate with the employer to jointly bear the responsibility of protecting themselves and the employer's common interests. Improving self-protection awareness among employees is necessary for ensuring workplace safety. The cause of the accidents is attributed to the lack of effective management leading to unsafe behaviors and conditions. To address this issue, the primary focus should be on using safety management practices to eliminate unsafe conditions and behaviors. To eliminate unsafe conditions and behaviors, the most important matters in the early stage are the so-called engineering, education, and implementation. Engineering involves improving unsafe equipment and environments, while education focuses on increasing safety knowledge, skills, and attitudes. Implementation means to follow the prescribed steps, procedures and methods to eliminate unsafe behaviors.</p> <p>(8) There was only one fire incident in 2024, with no personal injury or death. The rectification measures for fire are to regularly arrange personnel to clean the tar from the exhaust pipes of the magnet wire building, and to budget for the gradual replacement of old pipes every year.</p> <p>(9) The following are the highlights of the Company's health promotion efforts : Accreditation with the Health Promotion Label(valid period 2024~2026) Sports Enterprise Certification(valid period 2022.11.1~2025.10.31)</p> <p>(10) The Company treats all employees' health as its top asset and is committed to promoting a smoke-free environment and creating a sports culture. It has implemented a smoke-free and nut-free campaign throughout the factory. The Company has posted obvious signs of total smoke-free and nut-free activities in</p>	
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		<p>the security guard office and at the plants. The same applies to all contractors that work in the plants.</p> <p>Since 2019, the Company has been sponsoring events such as the TAYA Wanlai Marathon, beach cleaning, sports promotion, and club incentives, etc., hoping to encourage employees who do not like to take exercise feel the passion of sports. The events have been getting more and more popular, and employees are getting involved in them. The goal is to create a healthy working environment to promote the physical and mental health of employees.</p> <p>The 2024 preventive measures and implementation results for slow diseases (obesity and the Three Highs, etc.):</p> <p>The Company has adopted the following measures to prevent employees from the three highs (chronic diseases, such as high blood pressure, high blood sugar and high blood lipids): Regular health checkups are organized for employees and the coverage rate is 100%. Meanwhile, the Company establishes the individual health management for those with abnormal blood pressure, blood sugar and blood lipids, and also provides the one-by-one counseling service to help them reduce the risk over developing metabolic syndrome. Referrals are also provided to those in need for further treatment in professional medical institutions. The Company designates a dedicated unit in place to monitor food ingredients and quality in the staff canteen, organizes annual health seminars and rewards sports activities, and also provides vaccination.</p> <p>Through the preventive programs, the abnormal ratio of total cholesterol dropped from 46.18% to 38.82%, and the average satisfaction with the health seminars exceeded 92%.</p>	
(iv) Has the company established an effective career development and capability training program for its employees?	V	<p>The company has developed a career development plan for employees. The Company plans comprehensive education and training for all levels of supervisors and employees based on its business strategy, business direction and forward-looking development. Training provided encompasses new employee training, professional training, on-the-job training, orientation training, and supervisor training, to help employees continue to learn and grow through diversified learning approaches. In 2024, more than 3,900 people completed the education and training, totaling more than 11,600 hours. Moreover, the Company supports employees to further enhance their professional and management competencies. In 2024, 42 supervisors completed the advanced Elite MBA Program in collaboration with NTU in 2024, aimed at enhancing mid-to-senior management competencies. Currently, five employees are enrolled in NTU's EMBA</p>	No difference

			<p>Program and three employees are studying in the graduate school (EMBA, industrial engineering, and occupational safety and health). Training fees and miscellaneous expenses are fully covered by the Company. After they complete their further education study programs, the Company will make adjustment to their positions and salaries. Through regular reviews and feedback at all levels, we will help our employees create training and development plans and encourage workplace re-learning in the future.</p>	
(v) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	V		<p>In accordance with the “Personal Data Protection Act”, the Company has established the "Personal Data Protection Policy Statement". Moreover, we also have strict personal information privacy security management and protection measures in place in accordance with ISO27001 and the TIPS regulations, and have established data standards and grades. By implementing data access control and data owner review mechanism, we ensure that data access and sharing are properly governed and protected, as well as the availability, integrity, and confidentiality of data.</p> <p>Scope of application for the protection of personal data: Employees of the Company and companies that have cooperative relationships or business dealings with the Company, such as companies (including customers), vendors, natural persons, and personnel assigned by vendors to perform work at the Company.</p> <p>For customers, the Company signs confidentiality agreements with customers based on their needs, and sign confidentiality agreements with customers regarding confidential documents. The Company also signs confidentiality agreements to protect customers' data.</p> <p>In order to help all employees understand the relevant regulations, the Company explains personal data protection matters to new employees upon their arrival, and continue to conduct the training related to ISO27001 and TIPS. In total, two company-wide orientation courses were arranged in 2024, and all employees completed the online test with a passing rate of 100%.</p> <p>Consumer rights and complaints: The Company has formulated relevant policies to protect consumer rights. On an unscheduled basis, the Company takes the initiative to check and confirm the effectiveness of customer service provided by the sales department and plant. Currently, customers file a complaint on company products through email and telephone calls. Complaints are handled in accordance with the Ta</p>	No difference

			Ya Quality Abnormality Processing Procedures - fill in the Customer CLAIM Investigation Form and notify the relevant supervisors in the plant. The Marketing Department is responsible for replying to the customer with solutions provided.	
(vi) Does the company have a supplier management policy requiring suppliers to comply with relevant regulations governing environmental protection, occupational safety and health, or human rights in the workplace, and how is it implemented?	V		<p>The Company's orders indicate the Company's environmental management and occupational safety and health management policies, as well as the principle of not purchasing conflict minerals, and fully convey the Company's policies to the suppliers. Implementation: In addition, the evaluation of important suppliers is carried out regularly every year.</p> <p>There are 15 criteria in the CSR review, each accounting for five points. Suppliers with an average of less than four points are considered unqualified. The criteria include: human rights, workplace safety, anti-corruption, anti-bribery, regular work hours, minimum wage compliance, active environmental responsibilities, environmental protection, and prevention of occupational hazards. For suppliers with an average score of less than 4, the procurement staff is required to investigate individual areas where suppliers failed to score 4 or higher. Furthermore, suppliers are given relevant information and proper guidance to improve.</p> <p>For 2023 up to December 31, a total of 61 suppliers were appraised, with an average score of 5 on the CSR part without any non-compliant suppliers; it is obvious that suppliers are able to comply with relevant regulations regarding the issues such as environmental protection, occupational safety, and human rights.</p>	No difference
v. Did the Company make reference to international standards or guidelines for the preparation of reports in preparing its corporate social responsibility reports and other reports that disclose nonfinancial information about the Company? Did the	V		The 2023 Sustainability Report issued by the Company is prepared with reference to GRI Universal (Global Reporting Initiative Sustainability Reporting Guidelines), SASB (Sustainability Accounting Standards Board), TCFD (Task Force on Climate-Related Financial Disclosures). It underwent a Type 1 High Level evaluation in accordance with the AA1000 Assurance Standard (2018) by SGS-Taiwan LTD. The report's data and figures are prepared with reference to the GRI Standards (2021 edition).	No difference

Company obtain a third-party certification agency's confirmation or assurance opinion on said reports?				
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vi. If the Company has related sustainable development best practice principles compiled in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", it should disclose the difference between its principles and its implementation :

The Company has established the “Ta Ya Electric Wire & Cable Co., Ltd. Sustainable Development Best Practices Practice Principles”; our operations is in line with our principles.

VII. Other Important Information to Help Understand the status of the Company's Corporate Social Responsibility Operations (e.g., the Company's systems and measures for environmental protection, community engagement, social contribution, social service, public welfare, consumer rights, human rights, occupational safety and health, and other social responsibility activities, as well as their implementation status):

The Company's headquarters is located in Tainan. Through the TAYA Pristine Homeland Foundation, the Company consolidates Group resources and manpower to expand its social contributions and promote green environmental protection by carrying out various social activities in Tainan and surrounding areas. The main details are briefly described as follows:

1. Promotion of Environmental Education:

(1) The "Alangyi-One-Two-Mountain" initiative was organized by the TAYA Pristine Homeland Foundation and the Xuhai-Guanyinbi Nature Reserve Area Management and Tourist Guide Association, inviting each "One" of the participant in the Alangyi Historic Trail hike to become a volunteer, with the goal of each person collecting a bag of approximately "Two" kilograms of marine debris, thereby achieving the vision of a zero-trace "mountain" and forest. In March 2024, the "Alangyi Waste Reduction Launch Team" led by the Ta Ya Group and the members of the Pristine Homeland Foundation went to the Alangyi Historic Trail in person to conduct beach cleanup and marine debris collection. An overall review and evaluation of the project was also conducted. In addition to the Ta Ya Group and the Tour Guide Association, the future Alangyi-One-Two-Mountain initiative will collaborate with local environmental protection agencies, community development groups, non-profit organizations engaged in marine debris recycling, hiking volunteers, and other companies. This long-term, community-based effort aims to achieve environmental sustainability.

(2) The TAYA Pristine Homeland Foundation cooperated with the Ministry of Environment to implement the Alangyi Historic Trail Environmental Education Cooperation Project, promoting environmental education.

(3) Since 2008, the TAYA Pristine Homeland Foundation has been organizing the Green Inside Project, gathering environmentally friendly actions for sustainable environments and dedicated to assisting individuals or groups engaged in long-term or full-time environment-friendly work. In 2024, the Green Assembly Competition was held in Tainan with the theme "Citizen Science and National Environmental Protection." After evaluation, 4 Southern Spirit Awards, 9 TAYA Pristine Homeland Awards, and 3 Green Linkage Awards were selected, with a total prize money of NT\$600,000. As global citizens, we continue to participate in building environmental network systems by understanding scientific knowledge

in the environmental field, and in our daily lives, we use different perspectives and identities to gather individuals and communities to jointly protect the beautiful Earth's home with the power of the whole people.

- (4) In 2024, the TAYA Pristine Homeland Foundation held environmental promotion events in Tainan on January 27, March 23, May 18, and August 10, focusing on activities such as weed removal, embankment cleaning, and environmental awareness, with a total of 292 participants. We hope to exert our influence as an enterprise to disseminate the ideal of environmental protection and contribute our humble efforts to environmental sustainability.

2. Social welfare:

- (1) Convene the Foundation's volunteer team to hold environmental volunteer activities. In March 2024, the "Alangyi Waste Reduction Launch Team" was organized in Taitung to conduct beach cleanups and collect marine debris.
- (2) Together with the Taiwan Professional Electrical Engineers Association R.O.C. we organized the "Electrical Safety Inspection for Old Homes" to provide users with comprehensive professional protection such as electrical equipment safety checks, power distribution panel condition checks, electrical equipment casing electricity leakage detection as well as electrical cables and wires insulation testing. In 2024, a total of 54 old houses nationwide were inspected, including 14 in Tainan, 11 in Taichung, and 10 in New Taipei City. The aim is to promote risk prevention and safety awareness for home electricity use in old houses in Taiwan. It is hoped that through the public welfare projects extended from the core business, the purpose of risk prevention and safety concept promotion for the household power consumption in the old houses in Taiwan will be achieved.
- (3) In 2024, the Company's Tainan headquarters donated cables valued at NT\$2.13 million to the Tainan City Government's Taiwan Lantern Festival, cables valued at NT\$410,000 to Tainan National HsinHua Industrial Vocational High School, cables valued at NT\$380,000 to the Affiliated Tainan Industrial Senior High School of National Cheng Kung University, and a total of NT\$36,000 to the Guiren Kandong Community Development Association in Tainan.

3. Social Contribution:

Since 2010, the Company has continuously participated in the purchase of rice from the My One Acre Farm Adoption Program every year. In 2024, a total of 6,346 kilograms of rice were purchased, creating a win-win for the Earth, farmers, and consumers. Meanwhile, we continue to participate in local arts and cultural events and charitable events held by organizations and authorities. .

Note 1 : If "Yes" is checked in the column titled "state of the operations", please describe the important policies, strategies, and measures adopted and their implementation; if "No" is checked, please describe the difference and reasons therefor in the column titled "Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and reasons therefor", as well as policy, strategy, and measures to be taken.

Note 2 : The materiality principle applies to those environmental, social and corporate governance issues that have a significant impact on the Company's investors and other stakeholders.

Climate-related information for TWSE/TPEX-listed companies

➤ Implementation of climate-related information

Item	State of implementation
<p>I. Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management.</p>	<p>The Company's climate governance is supervised and reviewed by the Sustainable Development Committee, whose convener (independent director) plays the highest supervisory role of climate governance. The management scope of the Sustainable Development Committee covers the Group's carbon reduction target achievement, the Group's climate-related risks and opportunities, climate-related financial impacts, climate change mitigation and adjustment aspects, and reports the implementation of climate actions to the Board of Directors every December, with the Board of Directors reviewing the management of climate-related issues. The implementation items in 2024 include:</p> <p>(1) Supervised climate-related risks and opportunities management: The Business Planning Office updated the Group's climate-related risks and opportunities, which were reviewed by the Sustainable Development Committee on May 8 and November 5 and reported to the Board of Directors by the committee on August 1.</p> <p>(2) Supervised the implementation of the carbon reduction roadmap: The Sustainable Development Committee reviewed the Group's carbon reduction progress on November 5.</p> <p>(3) Approved the "Ta Ya Group Climate Action Policy": The Business Planning Office integrated the Group's carbon inspection roadmap and climate change response policies to draft the "Ta Ya Group Climate Action Policy," which was approved by the Sustainable Development Committee on November 5.</p>

<p>II. Describe how the identified climate risks and opportunities affect the Company's business, strategy and finance (short-, medium-, and long-term).</p>	<p>The Company's Sustainable Development Committee has followed the procedures of climate risk identification, climate change scenario analysis, assessing the severity and likelihood of risk impact, prioritizing climate risks, and formulating risk response strategies for climate-related risk management. In 2023, a total of 6 transition risks, 4 physical risks, and 1 transition opportunity were identified. In 2024, risk and opportunity information were updated based on both domestic and international developments and climate events.</p> <p>(1) Transition risks:</p>			
	<p>Transition risk items</p>	<p>Impact Period</p>	<p>Potential Financial Impact</p>	<p>Response Measures</p>
<p>Climate change regulations</p>	<p>short term - long term (occurred)</p>	<p>Regulatory authorities require listed companies to conduct greenhouse gas inventories and verifications in accordance with the roadmap; verification costs will become a fixed annual expense starting in 2027.</p>	<p>The Company will pay close attention to the development of policies and regulations, and take measures to mitigate the impact before the regulations are introduced.</p>	
<p>Carbon fee collection</p>	<p>Medium-term (3-5 years)</p>	<p>1. The carbon fee system will be implemented in 2025, and the Ministry of Environment will start collecting carbon fees in 2026. The Ta Ta headquarters is expected to face carbon fee collection in 2028-2030, with an estimated carbon fee of NT\$12,640,000 to NT\$18,970,000 in 2030 under the assumption of no carbon reduction.</p>	<p>Continue to take carbon reduction measures to reduce greenhouse gas emissions and offset the impact of increased costs on operations.</p>	

	Use of energy-saving equipment and technology	Medium-term (3-5 years)	1. Measures such as equipment replacement, process optimization, waste recycling, and green procurement taken to achieve carbon reduction targets will increase operating costs in the short term.	Apply for subsidy programs to reduce carbon reduction costs.
	Increase in raw material costs	Medium-term (3-5 years)	Suppliers implementing cost increases due to climate impacts and carbon reduction policy requirements will be reflected in the Group's procurement costs.	Implement recycling of waste raw materials, adopt PVC recycling to produce secondary materials, and copper recycling to reduce raw material demand.
	Increase in energy costs	Short-term (within 2 years)	1. The Russia-Ukraine war has caused international energy costs to rise, and Taiwan Power Company has adjusted electricity prices accordingly, resulting in increased operating costs.	Adopt energy-saving measures to reduce power consumption.

	Stricter customer procurement policies	Short-term (within 2 years)	1. Customers are strengthening sustainability requirements for suppliers, demanding the carbon footprint of products, and achieving their carbon reduction goals. Failure to provide product carbon footprint verification statements from 2026 onwards will result in non-compliance with customer selection standards and lead to order losses.	Obtain product carbon footprint verification in advance to meet customer requirements.								
(2) Physical Risks:												
<table border="1"> <thead> <tr> <th data-bbox="683 687 981 762">Physical Risk Items:</th> <th data-bbox="981 687 1182 762">Impact Period</th> <th data-bbox="1182 687 1644 762">Potential Financial Impact</th> <th data-bbox="1644 687 2072 762">Response Measures</th> </tr> </thead> <tbody> <tr> <td data-bbox="683 762 981 1428">Extreme high temperatures events</td> <td data-bbox="981 762 1182 1428">Short-term (within 2 years)</td> <td data-bbox="1182 762 1644 1428">Extreme high temperatures may lead to heat exhaustion, heatstroke, and other heat-related illnesses among employees. If an employee is exposed to excessive heat for a long time at work, it may lead to a potential annual loss of 2% of working hours, resulting in reduced productivity and increased labor costs. Additionally, to maintain indoor temperatures, increasing air conditioning usage, providing medical responses, and implementing emergency procedures for extreme heat may potentially increase operating costs.</td> <td data-bbox="1644 762 2072 1428">By reducing greenhouse gas emissions to mitigate the rise in average temperatures, while closely monitoring the health impacts of extreme heat on employees, and planning relevant measures in advance to address extreme heat.</td> </tr> </tbody> </table>					Physical Risk Items:	Impact Period	Potential Financial Impact	Response Measures	Extreme high temperatures events	Short-term (within 2 years)	Extreme high temperatures may lead to heat exhaustion, heatstroke, and other heat-related illnesses among employees. If an employee is exposed to excessive heat for a long time at work, it may lead to a potential annual loss of 2% of working hours, resulting in reduced productivity and increased labor costs. Additionally, to maintain indoor temperatures, increasing air conditioning usage, providing medical responses, and implementing emergency procedures for extreme heat may potentially increase operating costs.	By reducing greenhouse gas emissions to mitigate the rise in average temperatures, while closely monitoring the health impacts of extreme heat on employees, and planning relevant measures in advance to address extreme heat.
Physical Risk Items:	Impact Period	Potential Financial Impact	Response Measures									
Extreme high temperatures events	Short-term (within 2 years)	Extreme high temperatures may lead to heat exhaustion, heatstroke, and other heat-related illnesses among employees. If an employee is exposed to excessive heat for a long time at work, it may lead to a potential annual loss of 2% of working hours, resulting in reduced productivity and increased labor costs. Additionally, to maintain indoor temperatures, increasing air conditioning usage, providing medical responses, and implementing emergency procedures for extreme heat may potentially increase operating costs.	By reducing greenhouse gas emissions to mitigate the rise in average temperatures, while closely monitoring the health impacts of extreme heat on employees, and planning relevant measures in advance to address extreme heat.									

	Rise in sea levels	Long-term (More than 10 years)	<ol style="list-style-type: none"> 1. Increased premiums for natural disaster insurance. 2. Additional expenses for the installation of seawalls or relocation of the plant to prevent flooding from rising sea levels 	Implement crisis management procedures and establish disaster response systems.
	heavy rainfall and Typhoons	Medium-term (3-5 years)	<ol style="list-style-type: none"> 1. Short-term heavy rainfall and wind disasters may result in operational disruptions, leading to financial losses. 2. Raw materials cannot be delivered on schedule due to weather factors and need to be purchased from other vendors at higher prices. 	Establish crisis management procedures and set up disaster response systems to reduce the likelihood of operational disruptions due to extreme weather conditions.
	Drought and water scarcity	Medium-term (3-5 years)	Droughts could lead to limited water resources, potentially impacting processes and office operations.	Properly manage water resources and adopt measures such as recycling and reusing water resources to reduce the operational impacts of extreme droughts.
(3) Market Opportunity:				
	Market Opportunity Items:	Impact Period	Potential Opportunities	Response Measures

	<table border="1"> <tr> <td data-bbox="701 116 1003 483">Increased Demand for Renewable Energy by Businesses</td> <td data-bbox="1003 116 1167 483">Short-term (within 2 years)</td> <td data-bbox="1167 116 1644 483">Electricity sales revenue increases year by year with the increase in the number of power plant operations, contributing to stable profits.</td> <td data-bbox="1644 116 2072 483">Pay close attention to the energy policy and the market demand for renewable energy, and actively expand the business of solar energy project development and green power trading.</td> </tr> </table>	Increased Demand for Renewable Energy by Businesses	Short-term (within 2 years)	Electricity sales revenue increases year by year with the increase in the number of power plant operations, contributing to stable profits.	Pay close attention to the energy policy and the market demand for renewable energy, and actively expand the business of solar energy project development and green power trading.
Increased Demand for Renewable Energy by Businesses	Short-term (within 2 years)	Electricity sales revenue increases year by year with the increase in the number of power plant operations, contributing to stable profits.	Pay close attention to the energy policy and the market demand for renewable energy, and actively expand the business of solar energy project development and green power trading.		
<p>III. Describe the financial impact of extreme climate events and transformation actions.</p>	<p>(1) Extreme heat: If an employee is exposed to excessive heat for a long time at work, it may lead to a potential annual loss of 2% of working hours, resulting in reduced productivity and increased labor costs. Additionally, to maintain indoor temperatures, increasing air conditioning usage, providing medical responses, and implementing emergency procedures for extreme heat may potentially increase operating costs.</p> <p>(2) Rise in sea levels: a. Increased premiums for natural disaster insurance. b. Additional expenses for the installation of seawalls or relocation of the plant to prevent flooding from rising sea levels</p> <p>(3) heavy rainfall and Typhoons: According to flood simulations, there is a continuing trend of more heavy rain and torrential rain days that may occur in the locations where Ta Ya operates. Short-term heavy rainfall and wind disasters may result in operational disruptions and production line shutdown, leading to financial losses.</p>				
<p>IV. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>The Company has incorporated climate-related risks into its corporate risk management. The Business Planning Office tracks the impact of various climate risks and opportunities on operations, and reports the latest climate risk information and proposes risk response recommendations to managers at all levels through the Sustainable Development Committee and Group strategy meetings to implement climate risk management.</p>				

V. If a scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts used shall be described.

The Company establishes climate scenario analysis assumptions based on the "Climate Change in Taiwan: National Scientific Report 2024: Climate Change Science, Impacts and Adaptation" and the "Atlas of Taiwan Climate Change Key Indices: AR6 Statistical Downscaling Edition" for future climate change projections in Taiwan. The reports we referenced use 'Coupled Model Intercomparison Project Phase 6, CMIP6' simulation data, with baseline climate values (1995-2014) as the standard, to assess climate changes in three 20-year periods: short-term (2021-2040), medium-term (2041-2060), and long-term (2081-2100).

To comply with the IPCC Global Warming of 1.5°C scenario to control the average temperature rise within 1.5°C by the end of this century, the Company selected SSP1-1.9 Physical climate scenarios for analysis, including the climate impacts under this scenario and the measures to be taken to achieve this scenario. To respond to the most severe climate change, we have chosen the high-emissions scenario, SSP5-8.5, to understand the possible severe climate events that may occur in the middle of the century and in the mid and late 21st century and analyze potential impacts. In addition, between SSP1-1.9 and SSP5-8.5, we also included SSP2-4.5 as a reference for analysis.

Scenario Analysis:

Climate Change Scenario	Scenario Description	Scenario Parameters	Required Actions to Achieve the Scenario
RCP 1.9 (SSP1 1.9)	Extremely Low emission state Average temperature rise: 1.5°C	Annual maximum 1-day precipitation (Rx1day): By 2100, compared to the baseline period of 1995–2014, rainfall intensity is projected to increase by 8%.	Need to reduce greenhouse gas emissions immediately and thoroughly, and achieve net-zero emissions by 2050. Achieving this goal requires a combination of mitigation and adaptation measures, including the deployment of renewable energy, energy efficiency improvements, carbon capture and storage, and plantation and reforestation.
		Drought: The number of consecutive drought days is projected to increase by 4.1%.	
		Heat Wave Duration Index (HWDI): Expected to increase by 13 days.	
		Number of Days with Temperatures Above 36°C: Compared to the baseline period of 1995–2014, there will be an increase of 5.4 days by 2100.	
		Rise in sea levels in Southern Taiwan: Projected to rise by 0.41m by 2100.	

	<p>RCP 4.5 (SSP2 4.5)</p> <p>Moderate emission state</p> <p>Average temperature rise: 2.6°C</p>	<p>Annual maximum 1-day precipitation (Rx1day): Compared to the baseline period of 1995–2014, rainfall intensity is projected to increase by 10%.</p> <p>Drought: The number of consecutive drought days is projected to increase by 4.8%.</p> <p>Heat Wave Duration Index (HWDI): Expected to increase by 28 days.</p> <p>Number of Days with Temperatures Above 36°C: Compared to the baseline period of 1995–2014, there will be an increase of 10.6 days by 2100.</p> <p>Rise in sea levels in Southern Taiwan: Projected to rise by 0.56m by 2100.</p>	<p>It is necessary to reach the peak of global CO2 emission by around 2025, and reduce it by about 50% by 2050 on the basis of 2010 level, and then further reduce it, and achieve net zero CO2 emission by around 2100.</p>
	<p>RCP 8.5 (SSP1 8.5)</p> <p>Extremely high emission state</p> <p>Average temperature rise: 4.4°C</p>	<p>Annual maximum 1-day precipitation (Rx1day): Compared to the baseline period of 1995–2014, rainfall intensity is projected to increase by 28.6%.</p> <p>Drought: The number of consecutive drought days is projected to increase by 10.3%.</p> <p>Heat Wave Duration Index (HWDI): Expected to increase by 88 days.</p> <p>Number of Days with Temperatures Above 36°C: Compared to the baseline period of 1995–2014, there will be an increase of 54.5 days by 2100.</p> <p>Rise in sea levels in Southern Taiwan: Projected to rise by 0.78m by 2100.</p> <p>Typhoon: (1) Average hourly rainfall intensity</p>	<p>GHG emissions reduction is needed, but net-zero emissions are not required in this century</p>

	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;"></td> <td style="width: 20%;"></td> <td style="width: 50%;"> <p>in 2050 is projected to increase by approximately 20%, and by approximately 40% in 2100.</p> <p>(2) Average ground wind speed is projected to increase by approximately 8% in 2050, and by approximately 10% in 2100.</p> <p>(3) The frequency of strong typhoons is projected to increase by approximately 105% in 2050, and by approximately 60% in 2100.</p> </td> <td style="width: 10%;"></td> </tr> </table> <p>For detailed scenario analysis, please refer to: Ta Ya Group 2023 Sustainability Report</p>			<p>in 2050 is projected to increase by approximately 20%, and by approximately 40% in 2100.</p> <p>(2) Average ground wind speed is projected to increase by approximately 8% in 2050, and by approximately 10% in 2100.</p> <p>(3) The frequency of strong typhoons is projected to increase by approximately 105% in 2050, and by approximately 60% in 2100.</p>	
		<p>in 2050 is projected to increase by approximately 20%, and by approximately 40% in 2100.</p> <p>(2) Average ground wind speed is projected to increase by approximately 8% in 2050, and by approximately 10% in 2100.</p> <p>(3) The frequency of strong typhoons is projected to increase by approximately 105% in 2050, and by approximately 60% in 2100.</p>			
<p>VI. If there is a transformation plan in place to manage climate-related risks, specify the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>The climate-related risk transformation plan is explained in "II. Describe how the identified climate risks and opportunities affect the Company's business, strategy and finance"</p>				
<p>VII. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.</p>	<p>Since 2024, the Company has adopted the shadow carbon pricing method as a tool for evaluating the cost of carbon emissions. By incorporating carbon emission costs into business decision-making, the Company aims to drive further carbon reduction actions and investments. The Company's carbon price is based on the rate announced by a review committee of the Taiwan Ministry of Environment after its 6th meeting on the carbon fee rate. The carbon price is set at NT\$300 per ton for 2025 and between NT\$1,200 and NT\$1,800 per ton for 2030. We will regularly review this shadow carbon price to reflect market dynamics and policy changes, ensuring its effective role in the Company's long-term decarbonization planning and risk management. The Company's purpose in using carbon pricing is to internalize carbon emission costs, not to actually impose a carbon fee internally. In 2024, carbon pricing was used to evaluate the short-, medium-, and long-term carbon fee impacts on the supply chain, the potential carbon fee impacts on direct operations, and the benefits of energy transition.</p>				
<p>VIII. If climate-related goals are set, the Company shall provide details on the activities covered, greenhouse gas emission scopes,</p>	<p>In order to comply with the IPCC Global Warming of 1.5°C scenario and keep the average temperature rise within 1.5°C by the end of this century, the Company has set a net-zero target by 2050, taking 2021 as the base year to achieve Scope 1 and Scope 2 greenhouse gas emissions by 2050. Additionally, the Company has set a target to reduce carbon emissions by 5% annually, and track carbon reduction performance year by year to</p>				

<p>planning schedule, progress achieved annually, etc. If carbon offsets or Renewable Energy Certificates (RECs) are used to meet these goals, the origin and quantity of the offset carbon credits or the quantity of RECs shall be disclosed.</p>	<p>ensure effective implementation of greenhouse gas reduction measures.</p> <p>Base year emissions of the Group: 88,231 tCO₂e GHG Emissions Reduction Targets: Scope 1 and Scope 2</p> <p>The planning process is as follows: "2025 short-term goals": 15% reduction of GHG emissions. Our goal is to achieve a yearly reduction of 5% during 2023 to 2025. And by 2025, we will review our progress in meeting short-term targets and adjust as necessary.</p> <p>"2030 medium-term goals": 40% reduction of GHG emissions. Accelerate carbon reduction actions from 2026 to 2030: Ensure the effectiveness of various carbon reduction strategies and accelerate the progress, and review the progress of medium-term target implementation in 2030. In the meantime, the Company will check if the roadmap needs to be adjusted and take corresponding measures.</p> <p>"2050 long-term goals": 100% reduction of GHG emissions. Expand the scale of emission reduction from 2031 to 2050: Enhance the scale of our reduction initiatives and reevaluate our strategies to align with the current context by 2050. We will examine the potential use of carbon offsetting to achieve carbon neutrality if necessary.</p> <p>For detailed carbon reduction paths, please refer to: Ta Ya Group 2023 Sustainability Report</p>
<p>IX. Greenhouse gas inventory and assurance status, as well as reduction goals, strategies, and concrete action plans (indicated in 1-1 and 1-2 separately).</p>	<p>In 2022, the Company conducted the first Group greenhouse gas inventory and verification, and obtained the SGS ISO 14064-1 verification statement. Starting in 2024, a cloud-based carbon management platform is used for greenhouse gas inventory, and external verification is commissioned annually to a verification body accredited by the Ministry of Environment.</p>

1-1 The Company's Greenhouse Gas Inventory and Assurance in the Recent Two Years

1-1-1 Greenhouse Gas Inventory Information

Basic information of the Company

- Companies with a capital of NTD 10 billion or more, the steel industry, and the cement industry
- Companies with a capital of NTD 5 billion or more but less than NTD 10 billion
- Companies with a capital of less than NTD 5 billion

Scope 1

Physical entity	2024 emissions (tCO2e)	2023 emissions (tCO2e)	Emission intensity in 2024 (tCO2e/NTD million)
TA YA ELECTRIC WIRE & CABLE CO., LTD	448	414	0.0257
CUPRIME MATERIAL CO., LTD.	5,547	5,162	1.5186
TA HENG ELECTRIC WIRE & CABLE CO., LTD.	59	45	0.0277
TA HO ENGINEERING, CO., LTD.	593	599	354.1973
UNITED ELECTRIC INDUSTRY CO., LTD.	9,847	10,951	8.3905
TA YA VENTURE CAPITAL CO., LTD.	16	6	-
UNION STORAGE ENERGY SYSTEM LTD.	38	37	0.0122
TA YA (VIETNAM) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY	Not yet completed	2,227	Not yet completed
TA YA (VIETNAM) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY HAI DOUNG BRANCH	241	213	-
Heng Ya Electric (Dongguan) Ltd.	Not yet completed	13	Not yet completed
HENG YA ELECTRIC (KUNSHAN) LTD.	44	58	0.0258
Total Scope 1 emissions	16,833	19,727	0.5585

Scope 2			
Physical entity	2024 emissions (tCO2e)	2023 emissions (tCO2e)	Emission intensity in 2024 (tCO2e/NTD million)
TA YA ELECTRIC WIRE & CABLE CO., LTD	19,838	20,123	1.1392
CUPRIME MATERIAL CO., LTD.	5,082	5,029	1.3912
TA HENG ELECTRIC WIRE & CABLE CO., LTD.	1,567	1,466	0.7322
TA HO ENGINEERING, CO., LTD.	0	0	0.0000
UNITED ELECTRIC INDUSTRY CO., LTD.	379	376	0.3231
TA YA VENTURE CAPITAL CO., LTD.	19	21	-
UNION STORAGE ENERGY SYSTEM LTD.	50	41	0.0164
TA YA (VIETNAM) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY	Not yet completed	7,740	Not yet completed
TA YA (VIETNAM) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY HAI DOUNG BRANCH	2,105	1,865	-
Heng Ya Electric (Dongguan) Ltd.	Not yet completed	11,701	Not yet completed
HENG YA ELECTRIC (KUNSHAN) LTD.	4,182	5,575	2.4637
Total Scope 2 emissions	33,221	53,937	1.1023
Summation of Scope 1 and Scope 2 emissions	50,054	73,664	1.6609

Scope 3			
Physical entity	2024 emissions (tCO2e)	2023 emissions (tCO2e)	Emission intensity in 2024 (tCO2e/NTD million)
TA YA ELECTRIC WIRE & CABLE CO., LTD	317,128	335,985	18.2115
CUPRIME MATERIAL CO., LTD.	335,117	315,911	91.7460
TA HENG ELECTRIC WIRE & CABLE CO., LTD.	18,450	8,643	8.6214
TA HO ENGINEERING, CO., LTD.	184	29	109.7110
UNITED ELECTRIC INDUSTRY CO., LTD.	19,339	1,524	16.4783
TA YA VENTURE CAPITAL CO., LTD.	15	9	-
UNION STORAGE ENERGY SYSTEM LTD.	26,128	4,775	8.5210
TA YA (VIETNAM) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY	Not yet completed	11,027	Not yet completed
TA YA (VIETNAM) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY HAI DOUNG BRANCH	6,147	4,633	-
Heng Ya Electric (Dongguan) Ltd.	Not yet completed	-	Not yet completed
HENG YA ELECTRIC (KUNSHAN) LTD.	3,801	5,068	2.2396
Total Scope 3 emissions	726,308	687,606	24.1000

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

Note 2: The data coverage of direct emissions and indirect energy emissions shall be handled in accordance with the schedule prescribed in Article 10, Paragraph 2. Other indirect emissions information may be disclosed voluntarily.

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

Note 4: The intensity of greenhouse gas emissions can be calculated per unit of product/service or turnover, but at least the data calculated in terms of turnover (NTD million) shall be stated.

1-1-2 Greenhouse Gas Assurance Information

According to the Sustainability Development Roadmap for TWSE/TPEX Listed Companies, disclosures shall include at least:

- Verification of the parent company Verification of the subsidiaries in the consolidated financial statements
 Assurance of the parent company Assurance of the subsidiaries in the consolidated financial statements

Physical entity	Assurance institutions	Assurance status	
TA YA ELECTRIC WIRE & CABLE CO., LTD	SGS-Taiwan LTD.	The scope of the Company's 2024 greenhouse gas inventory and assurance includes: 1. Subsidiaries included in the consolidated financial statements 2. The business locations of the Company and its branches. In 2024, the parent company and its subsidiaries in Taiwan underwent ISO 14064-1:2018 Greenhouse Gas Verification carried out by SGS-Taiwan LTD. . The verification statement is expected to be received in May 2024.	
CUPRIME MATERIAL CO., LTD.			
TA HENG ELECTRIC WIRE & CABLE CO., LTD.			
TA HO ENGINEERING, CO., LTD.			
UNITED ELECTRIC INDUSTRY CO., LTD.			
TA YA VENTURE CAPITAL CO., LTD.			
UNION STORAGE ENERGY SYSTEM LTD.			
TA YA (VIETNAM) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY			The overseas subsidiaries have commissioned an independent verification company to conduct the verification in 2024 (expected to be carried out in June). The emission of overseas subsidiaries not disclosed this time will be disclosed in the 2024 Sustainability Report of the Ta Ya Group.
TA YA (VIETNAM) ELECTRIC WIRE & CABLE JOINT STOCK COMPANY HAI DOUNG BRANCH			
Heng Ya Electric (Dongguan) Ltd.			
HENG YA ELECTRIC (KUNSHAN) LTD.		Note: The intensity represents the amount of greenhouse gas emissions per million dollars of revenue.	

Note 1: The process shall be conducted in accordance with the schedule specified in Article 10, paragraph 2 of the guidelines. If the company has not obtained the full greenhouse gas assertion before the publication date of the annual report, it is necessary to indicate "complete assurance information will be disclosed in the sustainability report". If the Company does not prepare a sustainability report, it should be noted that "complete assurance information will be disclosed on the Market Observation Post System" and complete assurance information will be disclosed in the next annual report.

Note 2: The assurance institution shall comply with the relevant regulations regarding sustainability reports established by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

Note 3: For the content of disclosure, refer to the sample template of best practice, which is available on the website of the TWSE's Corporate Governance Center.

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

In order to comply with the IPCC Global Warming of 1.5°C scenario and keep the average temperature rise within 1.5°C by the end of this century, the Company has set a net-zero target by 2050, taking 2021 as the base year to achieve Scope 1 and Scope 2 greenhouse gas emissions by 2050. Additionally, the Company has set a target to reduce carbon emissions by 5% annually, and track carbon reduction performance year by year to ensure effective implementation of greenhouse gas reduction measures.

Base year emissions of the Group: 88,231 tCO₂e

GHG Emissions Reduction Targets: Scope 1 and Scope 2

The planning process is as follows:

"2025 short-term goals": 15% reduction of GHG emissions.

Our goal is to achieve a yearly reduction of 5% during 2023 to 2025. And by 2025, we will review our progress in meeting short-term targets and adjust as necessary.

"2030 medium-term goals": 40% reduction of GHG emissions.

Accelerate carbon reduction actions from 2026 to 2030: Ensure the effectiveness of various carbon reduction strategies and accelerate the progress, and review the progress of medium-term target implementation in 2030. In the meantime, the Company will check if the roadmap needs to be adjusted and take corresponding measures.

"2050 long-term goals": 100% reduction of GHG emissions.

Expand the scale of emission reduction from 2031 to 2050: Enhance the scale of our reduction initiatives and reevaluate our strategies to align with the current context by 2050. We will examine the potential use of carbon offsetting to achieve carbon neutrality if necessary.

For detailed carbon reduction paths, please refer to: [Ta Ya Group 2022 Sustainability Report \(P. 47-49\)](#)

Note 1: It shall be processed in accordance with the schedule prescribed in Article 10, paragraph 2 of the guidelines.

Note 2: The base year should be the year which the audit of the consolidated financial statement is completed, as per the scope specified in the financial statement. For example, according to Article 10 Paragraph 2 of this standard, companies with a capital of over NTD 10 billion should complete the audit of the consolidated financial statement of 2024 in 2025. Therefore, the base year is 2024. If the Company has completed the audit earlier, the earlier fiscal year may be used as the base year. Additionally, data for the base year may be calculated based on a single year or the average of multiple years.

Note 3: For the content of disclosure, refer to the sample template of best practice, which is available on the website of the TWSE's Corporate Governance Center.

(vi) Fulfillment of ethical management and differences between our ethical management and the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reason(s) :

➤ Fulfillment of ethical management

Assessment items	Implementation status			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons for deviation
	Yes	No	Summary	
i. Establishment of ethical management policies and solutions				
(i) Has the Company formulated its ethical management policies approved by the Board of Directors and stated its ethical management policies and practices in its internal rules and external documents? Do the Board of Directors and senior management actively fulfill their commitment to ethical management polices?	V		The Company has set up the "Ethical Corporate Management Best Practice Principles" to specify the policy of integrity management. The board of directors and senior management of the Company are committed to actively implementing the management policy. The board of directors approved the formulation of the Company's "Procedures for Ethical Management and Guidelines for Conduct" on December 18, 2019. The Company's external documents also clearly indicate the policies and practices of integrity management.	No difference
(ii) Has the Company established an assessment mechanism for the risk of unethical conduct to regularly analyze and evaluate business activities with a higher risk of unethical conduct in its scope of business, and formulated a plan based on such analysis and evaluation to prevent unethical conduct, which should cover at least the preventive measures under Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?	V		The company has set up "Procedures for Ethical Management and Guidelines for Conduct", which clearly regulates dishonest behavior, prohibits the provision or receipt of improper benefits, illegal political contributions, improper donations or sponsorships, and stipulates that employees are not allowed to request or to accept any gifts, special treatment or entertainment, the Company also has a whistleblowing system and irregular publicity to prevent dishonest behavior.	No difference
(iii) Has the Company defined and implemented the operating procedures, conduct guidelines,	V		The Company has set up "Procedures for Ethical Management and Guidelines for Conduct", which clearly regulates	No difference

Assessment items	Implementation status			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons for deviation
	Yes	No	Summary	
disciplinary and complaint systems for non-compliance in its unethical conduct prevention program, and regularly reviewed and revised the foregoing program?			dishonest behaviors, clearly defines its handling procedures, behavior guidelines, punishment and appeal systems for violations, and implements them, and regularly reviews and revises them.	
ii. Ensuring ethical business practice				
(i) Has the Company evaluated the ethical management practices records of the companies it does business with as well as explicitly included ethical management practices clauses in the contracts?	V		The Company takes practical actions to assist customers, suppliers and other business partners or people from all walks of life in business dealings to understand and agree with the company's ethical standards and culture. Example: Suppliers are required to respect and truly abide by the company's ethical standards and culture. In addition, through various customer audit activities, they are indeed required to understand whether there is any conduct that is inconsistent with integrity.	No difference
(ii) Has the company established a dedicated or non-dedicated department under the Board of Directors to ensure honest business practices? Does this department periodically report their status of implementation to the Board of Directors?	V		Approved by the Board of Directors on March 15, 2018, the Company established the Ethical Corporate Management Committee, with members chosen in the manner prescribed by our "Ethical Corporate Management Committee Charter". a. Committee members: Independent Director Ms. Chou, Wen-Ching (convener and meeting chairperson); Independent Director Yu, Kuang-Hsun; Chairman Shen, Shang-Hung. b. The committee is in charge of formulating the ethical corporate management policy and countermeasures, implementing the following matters, and regularly (at least annually) reporting to the Board of Directors on the status of compliance.	No difference

Assessment items	Implementation status			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons for deviation
	Yes	No	Summary	
			<ul style="list-style-type: none"> (1) Assist in integrating integrity and moral values into the Company's business strategy. (2) Cooperate with laws and regulations to establish relevant anti-fraud measures to ensure integrity management. (3) Plan the reporting system and ensure the effectiveness of its implementation. (4) Promotion of honesty policy and education and training. (5) Other matters related to the formulation and supervision of the <p>c. Implementation status in 2024 :</p> <ul style="list-style-type: none"> (1) The first meeting was held on November 5 (2) As required by Article 2 of the Company's "Ethical Code of Conduct," the Company has formulated the "Regulations for Reporting Unlawful or Unethical Conduct" and the "Regulations for Complaints Filing and Violations Reporting", and set up a whistleblower mailbox on the official website to encourage employees to report any unlawful issues. However, we didn't receive any reporting in 2024. (3) In 2024, 10 training sessions were arranged to continuously implement the Company's ethical management policy; a total of 715 participants attended, accumulating 738 hours in total. The sessions were as follows: April 02: "Key Points of Trade Secrets Management in 2024" April 29: "Identification and Response to Intellectual 	

Assessment items	Implementation status			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons for deviation
	Yes	No	Summary	
			<p>Property Risks and Opportunities"</p> <p>April 29: "Key Points of 2024 Research and Development Process Revision"</p> <p>June 04, "2024 Intellectual Property Management System Auditor's Training Session"</p> <p>June 04: "Key Points of Intellectual Property Internal Audit"</p> <p>June 04 (In-Person) & July 17 (Online): "2024 Intellectual Property Basic Knowledge Training"</p> <p>June 11: "Key Points in Drafting the TIPS Self-Assessment Report"</p> <p>June 03 & November 11: "New Employee Training Seminar - Business Integrity and Ethics"</p> <p>September 12: "Prevention of Labor Disputes and Corporate Governance"</p> <p>(4) The Company planned to perform 86 internal audits in 2024. The items needing improvement are already under improvement by related units, and are reported to the Board of Directors.</p> <p>(5) Key suppliers undergo regular annual evaluations covering quality, environmental performance, and management systems. The Company's adherence to ethical business practices and legal compliance continues to earn strong recognition from our partners, with an average evaluation score reaching 99.44.</p> <p>(6) On May 13, 2024, the TIPS random inspection was completed, valid until December 31, 2025.</p> <p>(7) The 2024 annual donation amount complies with Article</p>	

Assessment items	Implementation status			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons for deviation
	Yes	No	Summary	
			10 of the Company's "Ethical Corporate Management Operating Procedures and Code of Conduct." (8) The Company reported the operation and implementation results in 2024 to the Board of Directors meeting dated December 12.	
(iii) Has the company established policies to prevent conflicts of interest, implemented such policies and provided adequate channels of communication?	V		The Company prohibits employees from engaging in activities that conflict with the company's interests: Employees shall not engage in activities outside the Company that conflict with the company's interests, nor may their duties in the Company be affected by engaging in or participating in activities outside the Company, nor shall they obtain private benefits or benefits from transactions related to the Company.	No difference
(iv) Has the Company established an effective accounting system and internal control system for the implementation of ethical management, and has its internal audit unit drawn up an audit plan based on the results of the assessment of the risk of unethical conduct, in order to verify compliance with such plan for prevention of unethical conduct, or has it engaged a CPA firm to perform the audit?	V		The Company has established an effective accounting system and internal control system for the implementation of honest operation, which are regularly checked by an internal audit unit, and an is entrusted to a CPA firm perform regular checks every year. The internal audit of the company conducts various audits based on the annual audit plan drawn up by the risk assessment results, and reports to the audit and risk committee, board of directors and management, the audit results and follow-up improvement plans to implement the audit effectiveness. In addition, through the annual corporate internal control self-assessment, all departments and subsidiaries of the Company are required to self-examine the effectiveness of the internal control system design and implementation.	No difference

Assessment items	Implementation status			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons for deviation
	Yes	No	Summary	
(v) Does the Company regularly conduct internal and external educational training on ethical management?	V		The Company organizes relevant education and training courses on its own every year. In April and June, 7 intellectual property training courses and 2 training seminars were arranged for responsible personnel and all company personnel. In June and November, 2 New Employee Training Seminars - Business Integrity and Ethics" were held. Additionally, in September, an external lecturer was invited to conduct a course on "Prevention of Labor Disputes and Corporate Governance."	No difference
iii. Status of the Company's reporting mechanism				
(i) Has the Company established concrete reporting and rewards systems, set up convenient reporting channels and appointed any appropriate, dedicated staffer to deal with the person who has been reported?	V		The Company has set up the " Measures for the Report on Illegal, Unethical and Dishonest Conducts ", clearly stipulating the reporting channels(Established a whistleblowing mailbox on the Company's official website),, and assigning appropriate personnel responsible for the reporting.	No difference
(ii) Has the Company established standard operating procedures r investigation of and related information confidentiality mechanisms for complaints?	V		The Company has set up the " Measures for the Report on Illegal, Unethical and Dishonest Conducts ", clearly stipulate the investigation standard operation procedures for authorized reporting matters. After the investigation is completed, it shall be follow-up measures taken and related confidentiality mechanisms.	No difference
(iii) Has the company adopted any measure to protect the informers lest they be inappropriately treated?	V		The company's " Measures for the Report on Illegal, Unethical and Dishonest Conducts " has clearly regulated measures to protect the safety of the informant and avoid improper handling.	No difference

Assessment items	Implementation status			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons for deviation
	Yes	No	Summary	
iv. Improved Information Disclosure				
(i) Has the Company disclosed the content of its Ethical Corporate anagement Best Practice Principles as well as related implementation results on its website and the MOPS?	V		The Company has disclosed the content of its Ethical Corporate anagement Best Practice Principles as well as related implementation results on its website and the MOPS.	No difference
v. f the company has established its ethical corporate management principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE- and TPEX-listed Companies", please state the difference between such principles and implementation: In line with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies."				
vi. Other key information useful for explaining the status of the implementation of honest business practices: (Such as the status of the Company's efforts to review and correct its Ethical Corporate Management Best Practice Principles):				
1. The Company promotes its employees, and promotes the concept of honest management to all employees, as a guideline for its daily business behavior.				
2. Establish relevant regulations and promote the Company's determination to operate in good faith with business partners.				

(vii) Other important information helpful for improving understanding of the governance of the company:

- (1) The directors of the company have advanced education in accordance with regulations and participated in the seminars on corporate governance and related courses conducted by the Securities and Exchange Commission to implement corporate governance operations.
- (2) The responsible unit of the board of directors of the company participates in corporate governance-related courses from time to time, and provides the latest legal information to directors and managers at any time.
- (3) In order to establish the company's good internal major information processing and disclosure mechanism, avoid improper disclosure of information, and ensure the consistency and accuracy of the information published by the company to the outsider, the " Operating Procedures for Preventing Insider Trading" are specially formulated to follow .
- (4) The company's website <http://www.taya.com.tw> can inquire about relevant regulations.

(viii)Implementation Status of Internal Control System

1. Statement on Internal Control

Ta Ya Electric Wire & Cable Co., Ltd.
Statement on Internal Control System



Date : March 6,2025

In 2024 the Company conducted an internal examination in accordance with its Internal Control Regulations and hereby declares as follows :

- i. The Company is aware that it is the Board's and managers' responsibility to establish, implement and maintain an internal control system, and the Company has set up such a system. The purpose of the system is to ensure the effectiveness and efficiency (including profitability, performance and protection of assets) of the Company's operations, compliance with relevant laws and regulations and that its financial statements are reliable, up to date and easily accessible.
- ii. Internal control systems have their inherent limitations. No matter how well they are designed, an effective internal control system can only reasonably ensure achievement of the three above objectives. In addition, an internal control system's effectiveness may change as the environment and circumstances change. The internal control system of the Company features a self-monitoring mechanism. Once identified, the Company will take actions to rectify any deficiency.
- iii. The Company determines whether the design and implementation of its internal control system is effective by referring to the criteria stated in the Regulations Governing Establishment of Internal Control Systems by Public Companies (hereinafter the "Regulations"). The Regulations provides measures for judging the effectiveness of the internal control system. There are five components of an internal control system, as specified in the Regulations, which are broken down based on the management-control process, namely: (1) control environment, (2) risk evaluation, (3) control operation, (4) information and communication and (5) monitoring. Each of the elements in turn contains certain audit items. Refer to the Regulations for details.
- iv. The Company uses the above criteria to determine whether the design and implementation of its internal control system is effective.

- v. After an evaluation of the Company's internal control system based on the above criteria, the Company is of the opinion that, as of December 31, 2024, its internal control system (including supervision and management of subsidiaries) is effective and therefore can reasonably ensure achievement of the above objectives, which include awareness of the degree to which operating results and goals are achieved, compliance with the law and that its financial reporting is reliable, up to date and easily accessible.
- vi. This statement shall become a principal part of the Company's annual report and prospectus and be made available to the public. Any illegal misrepresentation or omission relating to the public statement above is subject to the legal consequences under Articles 20, 32, 171 and 174 of the Securities and Exchange Act.
- vii. This statement has been approved on March 6, 2025 by the Board, with none of the 9 Directors present opposing it.

Ta Ya Electric Wire & Cable Co., Ltd.

Chairman : Shang-Hung Shen



President : San-Yi Shen



Note 1: If there are major deficiencies in the design and implementation of the internal control system of the public issuing company during the year, an explanatory paragraph should be added after Item 4 of the declaration of the internal control system to list and explain the major deficiencies found in the self-inspection, and improvement actions taken by the Company prior to the balance sheet date and status of improvement.

Note 2: The date of declaration is the "end of the fiscal year."

- 2. If CPAs are engaged to review the internal control system, their report shall be disclosed :
None.

(ix) In the most recent year, resolutions passed at the AGM and board meetings, as of the day the annual report was prepared.

- 1. Contents of major resolutions adopted at the shareholders' meeting dated May 31, 2024 and their implementation status:

Resolution adopted by the shareholders' meeting	State of implementation
1. Adopted the proposal respecting the Company's final account books for 2023.	In 2023, the Company's net operating revenue stood at NT\$26,435,820 thousand; post-tax profit at NT\$2,762,030 thousand; and earnings per share at NT\$3.91.
2. Adopted the proposal respecting the Company's earnings distribution proposal for 2023.	1. The Company's earnings distribution for 2023 is composed of a cash dividend of NT\$1.20 for each share and a stock dividend of NT\$0.50 for each share. 2. The Company set the record date on August 24, 2024 and, as resolved by the shareholders' meeting, distributed cash dividends on September 12, 2024 and stock dividends on September 12, 2024 ;dividends have been distributed in full.

<p>3. Passed the proposal to allow the Company to recapitalize earnings for 2023.</p>	<p>1. The Company recapitalized NT\$368,408,130 of the 2023 earnings to issue 36,840,813 shares of common shares, and distributed 50 shares of stock dividends to each thousand shares.</p> <p>2. The Company set the record date on August 24, 2024 and, as resolved by the shareholders' meeting, completed distribution of the dividends on September 12, 2024.</p>
<p>4. Passed the proposal to amend certain clauses of the “Articles of Incorporation”.</p>	<p>Our application for registration was approved by the MOEA on July 19, 2024, on which we disclosed our amended Articles of Incorporation on our website.</p>
<p>5. Passed the proposal to amend certain clauses of the “Operating Procedures for Loaning of Funds to Others” , “Procedures for Endorsement and Guarantee” , “Operational Governing the Acquisition and Disposal of Assets” , “Operating Procedures for Engaging in Derivatives Trading”</p>	<p>We uploaded it to our website and have since proceeded accordingly.</p>
<p>6. Proposal respecting re-election of the Company’s directors.</p>	<p>List of directors-elect: Shen, Shang-Hung; Shen, Shang- Pang; Shen, San-Yi; Shen, Shang-Tao; and Hung, Yen-Hung.</p> <p>List of independent directors-elect: Wei, Chun-Hsien; Yu, Kuang-Hsun; Ho, Chun-Huei; and Chou, Wen-Ching.</p> <p>implementation status : Our application for registration was approved by the MOEA on July 19, 2024.</p>
<p>7. Proposal passed to terminate the non-compete clauses imposed on the Company's directors.</p>	<p>Implemented in accordance with the resolution.</p>

2. Important resolutions adopted by 2024 Board meetings

Summary of the contents of 2024 board meeting

Date	Directors present	Summary of the contents
<p>2024 1st meeting on March 05, 2024</p>	<p>Shen Shang-Hung Shen Shang-Pang Shen San-Yi Shen Shen Shang-Tao Horng Lan Horng Wei Chun-Hsien Yu Kuang-Hsun Ho Chun-Huei Chou, Wen-Ching</p> <p>Note: Independent director Chou Wen Ching entrust Yu Kuang Hsun to act as agent seat.</p>	<ol style="list-style-type: none"> 1. Approved the proposal for the Company's 2023 financial statements. 2. Approved the proposal for the Company's management salary adjustment. 3. Approved the proposal for the 2023 performance appraisal of the Company's managerial officers and the 2024 salary adjustment plan. 4. Approved the proposal for the 2023 employee remuneration and director remuneration plan. 5. Approved the proposal for the Company's 2023 profit-sharing bonuses and officers' special bonuses. 6. Approved the proposal for the Company's capital increase in its subsidiary, Ta Ya Energy Storage Technology Co., Ltd. 7. Approved the proposal for the Company's issuance of the 1st secured ordinary corporate bonds in 2024. 8. Approved the proposal for the Company's 2023 Statement on Internal Control. 9. Approved the proposal for the Company's loan of funds to a subsidiary. 10. Approved the proposal for the Company to provide endorsements and guarantees and a Letter of Commitment for subsidiaries' financing facilities. 11. Approved the proposal for the inter-subsidiaries guarantees within the Company. 12. Approved the proposal for authorizing the rollover of the Company's futures positions at historical prices. 13. Approved the proposal for the Company's director re-election and submitted it to the Annual Shareholders' Meeting for election. 14. Approved the proposal for the nomination list of director and independent director candidates for the election at the 2024 Annual Shareholders' Meeting. 15. Approved the proposal for lifting the non-compete restrictions for the Company's newly elected directors. 16. Approved the proposal for the date, location, and related matters of the 2024 Annual Shareholders' Meeting. 17. Approved the proposal for the Company's credit facilities.
<p>2024 2st meeting on April 12, 2024</p>	<p>Shen Shang-Hung Shen Shang-Pang Shen San-Yi Shen</p>	<ol style="list-style-type: none"> 1. Passed the proposal respecting the Company's earnings distribution proposal for 2023. 2. Passed the proposal to recapitalize earnings for 2023. 3. Passed the proposal to amend certain clauses of the

	<p>Shen Shang-Tao Horng Lan Horng Wei Chun-Hsien Yu Kuang-Hsun Ho Chun-Huei Chou, Wen-Ching</p> <p>Note: Director Shen Shang-Tao entrust Horng Lan Horng act as agent seat.</p>	<p>"Articles of Incorporation".</p> <ol style="list-style-type: none"> 4. Approved the proposal for the amendment to certain provisions of the Company's "Operating Procedures for Engaging in Derivatives Trading." 5. Approved the proposal for the amendment to certain provisions of the Company's "Rules Governing Financial and Business Matters Between the Company and its Affiliated Persons." 6. Approved the proposal for the nomination of director and independent director candidates for the 2024 Annual Shareholders' Meeting. 7. Approved the proposal for the addition of agenda items of the 2024 Annual Shareholders' Meeting. 8. Approved the proposal for the change to the interest payment method of the Company's issuance of the 1st secured ordinary corporate bonds in 2024. 9. Approved the proposal for the replacement of the Company's CPAs since Q1, 2024. 10. Approved the proposal for the Company to issue a Letter of Support for its subsidiaries' financing facilities. 11. Approved the proposal for the Company's credit facilities.
<p>2024 3st meeting on May 8, 2024</p>	<p>Shen Shang-Hung Shen Shang-Pang Shen San-Yi Shen Shang-Tao Horng Lan Horng Wei Chun-Hsien Yu Kuang-Hsun Ho Chun-Huei Chou, Wen-Ching</p>	<ol style="list-style-type: none"> 1. Approved the proposal for the Company's Q1 2024 financial statements. 2. Approved the proposal for the issuance of the Company's 5th domestic unsecured convertible corporate bonds. 3. Approved the proposal for the Company to issue and provide endorsements and guarantees and a Letter of Support for subsidiaries' financing facilities. 4. Approved the proposal for the Company's applications for credit facilities. 5. Approved the proposal for the adjustment of the Company's organizational structure. 6. Approved the proposal for the Company's personnel changes.

<p>2024 4th meeting on May 31, 2024</p>	<p>Shen Shang-Hung Shen Shang-Pang Shen San-Yi Shen Shen Shang-Tao Horng Lan Horng Wei Chun-Hsien Yu Kuang-Hsun Ho Chun-Huei Chou, Wen-Ching</p>	<ol style="list-style-type: none"> 1. Approved the proposal to elect Director Shen Shang-Hung as Chairman. 2. Approved the proposal to elect Director Shen Shang-Pang as Vice Chairman.
<p>2024 5th meeting on August 01, 2024</p>	<p>Shen Shang-Hung Shen Shang-Pang Shen San-Yi Shen Shen Shang-Tao Horng Lan Horng Wei Chun-Hsien Yu Kuang-Hsun Ho Chun-Huei Chou, Wen-Ching</p>	<ol style="list-style-type: none"> 1. Passed the Company's financial statements for Q2 2024. 2. Approved the proposal for the shareholding structure adjustment plan of the subsidiary Ta Ya (China) Holding Limited. 3. Approved the proposal for setting the base date for capitalizing retained earnings through the issuance of new shares and the ex-dividend date. 4. Approved the proposal for the Company's donation to related parties. 5. Approved the proposal for the Company to issue and provide endorsements and guarantees and a Letter of Support for subsidiaries' financing facilities. 6. Approved the proposal for the inter-subsidiary guarantees within the Company. 7. Approved the proposal of the Company's credit facilities. 8. Approved the proposal for the appointment of members to the Company's functional committees. 9. Approved the proposal for the Company's personnel changes. 10. Approved the proposal for the Company's 2024 financial statements. 11. Approved the proposal for the re-election of directors and supervisors of the Company's wholly owned subsidiary, Ta Ya Green Energy Technology Co., Ltd.

<p>2024 6th meeting on November 05, 2024</p>	<p>Shen Shang-Hung Shen Shang-Pang Shen San-Yi Shen Shen Shang-Tao Horng Lan Horng Wei Chun-Hsien Yu Kuang-Hsun Ho Chun-Huei Chou, Wen-Ching</p>	<ol style="list-style-type: none"> 1. Approved the Company's Q3 2024 financial statements. 2. Approved the proposal for the Company's capital increase in its subsidiary, Ta Ya Energy Storage Technology Co., Ltd. 3. Approved the proposal for the Company's proposed capital increase in its subsidiary, Ta Ya Venture Holdings Ltd. 4. Approved the proposal for the Company's proposed lease of factory premises from its subsidiary, Cuprime Material Co., Ltd. 5. Approved the proposal for the Company to issue and provide endorsements and guarantees and a Letter of Support for subsidiaries' financing facilities. 6. Approved the proposal for the Company's donation to related parties. 7. Approved the proposal of the Company's credit facilities.
<p>2024 7th meeting on December 12, 2024</p>	<p>Shen Shang-Hung Shen Shang-Pang Shen San-Yi Shen Shen Shang-Tao Horng Lan Horng Wei Chun-Hsien Yu Kuang-Hsun Ho Chun-Huei Chou, Wen-Ching</p>	<ol style="list-style-type: none"> 1. Passed the proposal respecting the Company's annual salary adjustment for 2025. 2. Approved the proposal for the Company's 2025 "Business Plan." 3. Approved the proposal for the Company's 2025 "Audit Plan." 4. Approved the proposal for revisions and enhancements to the Company's internal control and auditing operations. 5. Approved the proposal for the amendment to certain provisions in the Company's "Corporate Governance Best Practice Principles." 6. Approved the proposal for the amendment to certain provisions in the Company's "Procedures for Handling Material Internal Information and Prevention of Insider Trading." 7. Approved the proposal for the Company to provide endorsements and guarantees and issue a Letter of Support for its subsidiaries. 8. Approved the proposal of the Company's credit facilities.

- (x) In the most recent year, as of the day the annual report was prepared, directors held different opinions (on record or with written statement) about important resolutions passed at Board meetings and the major contents are : None.

iv. Information on CPAs' fees

CPA firm	CPA name	CPA audit period	Audit fee	Non-audit fee(Note)	Total	Remarks
SOLOMON & CO., CPAs	Lu, Sung-Yu	January 1, 2024 ~ December 31, 2024	3, 824	1, 378	5, 202	
	Wu,Chien-Meng					

Note : Mainly the fees related to the taxation attestations and attestation for earning capitalization.

- (i) Change of CPA firm and the audit fees paid in the year of the change are less than those paid in the previous year: Not applicable
- (ii) Audit fees paid in the current year are at least 10% less than those paid in the previous year: Not applicable.

v. Information on the replacement of CPAs :

- (i) about the previous CPAs :

Date of replacement	2024.04.12		
Reason for the replacement and explanation	Organizational changes of Solomon & Co.,CPAs.		
Explain whether the appointer terminates or CPA refuses to accept appointment	Contracting parties Situation	Accountants	Appointer
	Voluntarily terminates appointment	✓	
	Refuses to accept (continued) appointment		
Signing an audit report other than without reservation in the most recent two years and the reason	None.		
Do they have opinions different from the issuer	Yes		Accounting principles or practice
			Disclosure in financial statements
			Audit scope or process
			Other
	No	✓	
Description			
Other disclosures	None		

Date of replacement	2025.04.10		
Reason for the replacement and explanation	Organizational changes of Solomon & Co.,CPAs.		
Explain whether the appointer terminates or CPA refuses to accept appointment	Contracting parties Situation	Accountants	Appointer
	Voluntarily terminates appointment	✓	
	Refuses to accept (continued) appointment		
Signing an audit report other than without reservation in the most recent two years and the reason	None.		
Do they have opinions different from the issuer	Yes		Accounting principles or practice
			Disclosure in financial statements
			Audit scope or process
			Other
	No	✓	
Description			
Other disclosures	None		

(ii) About the succeeding CPAs :

Name of CPA firm	Solomon & Co.,CPAs.
CPA name	Lu, Sung-Yu Wu, Chien-Meng
Date of appointment	2024.04.12
Before appointment, any consultations and results that may be reported on the accounting methods or principles on specific transactions	None.
Succeeding CPAs' written opinions that are different from those of the previous CPAs	None.

Name of CPA firm	Solomon & Co.,CPAs.
CPA name	Wu,Chien-Meng Chang,Chun-Fu
Date of appointment	2025.04.10
Before appointment, any consultations and results that may be reported on the accounting methods or principles on specific transactions	None.
Succeeding CPAs' written opinions that are different from those of the previous CPAs	None.

(iii) Previous CPAs' letter in reply : Not applicable.

- vi. Chairman, President, or managers responsible for financial or accounting affairs who worked for the firm to which the certifying CPA belongs or its affiliate in the most recent year :
None.
- vii. Transfer and pledge of shares of the directors, managers and shareholders holding more than 10% of the company's shares :

Title	Name	2024		Year-to-date March 25, 2025	
		No. of shares held Increase (decrease)	Shares ledged Increase (decrease)	No. of shares held Increase (decrease)	Shares ledged Increase (decrease)
Chairman	Shang-Hung Shen	51,491	-	-	-
Director	Shang-Pang Shen	91,068	-	(117,000)	-
Director	San-Yi Shen	882,433	-	-	-
Director	Shang-Tao Shen	35,166	-	-	-
Director	Lan-Horng Horng	12,081	-	-	-
Independent Director	Chun-Hsien Wei	-	-	-	-
Independent Director	Kuang-Hsun Yu	-	-	-	-
Independent Director	Chun-Huei Ho	-	-	-	-
Independent Director	Wen-Ching Chou	-	-	-	-
Magnet Wire Business Group General Manager	Shang-Hui Shen	589,051	-	(100,000)	-
NIC Business Group General Manager	Wen-Bing Lee	-	-	-	-
Construction Business	Tsung-Jen Chiu	(8,326)	-	-	-

Title	Name	2024		Year-to-date March 25, 2025	
		No. of shares held Increase (decrease)	Shares ledged Increase (decrease)	No. of shares held Increase (decrease)	Shares ledged Increase (decrease)
Group General Manager					
Energy & Telecom. Cable Business Group General Manager	Pa-Kuei Chuang	7,542	-	-	-
Magnet Wire Business Group Deputy General Manager	Jung-Kun Chiu	4,154	-	-	-
Business Group Deputy General Manager of the Energy & Telecom Cable Business Group	Chi-Lin Cheng	(37,655)	-	-	-
Director	Chien-Hsun Pan	(51,706)	-	-	-
Director	Tseng-Shou Chen	-	-	-	-
Plant Manager	Chun-Hung Chen	17	-	-	-
Plant Manager	Ming-Chin Huang	2,601	-	-	-
General Administration Division General Manager	Chung-Kuang Chen	-	-	-	-
Corporate Development & Strategic Planning Group	Guan-Ting Shen	-	-	-	-
The Chief Audit	Mei-Chin Yang	455	-	-	-
Financial Officer	Chung-Ming Hung	-	-	-	-

Information on change in the number of shares retained

Name	Reason for Share Transfer	Transaction Date	Counterparty	Relationship between counterparty and the Company, Directors, and shareholders who hold more than 10% of all shares	Number of Shares	Transaction Price
None			None			

Information on Share Pledges

Name	Reason for Share Pledges	Transaction Date	Counterparty	Relationship between counterparty and the Company, Directors, and shareholders who hold more than 10% of all shares	Number of Shares	Shareholding ratio	Pledge ratio	Mortgage (redemption) amount
None			None					

viii. Information on relationships amongst the top ten shareholders and their relationships with spouses or relatives within the second degree of kinship :

As of March 25, 2025

Name	Shares Held Themselves		Shares Held by Spouse and Underage Children		Shares Held Under Name of Others		Name and relationships of related parties to top ten shareholders (spouse and relatives within the second degree) (Note 1)		Remarks
	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Name	Relationship	
Shen, San-Yi	18,531,104	2.4	394,157	0.05	-	-	Shen, Shang-Pang	Brothers	None
Jiaxi Investment Co., Ltd.- Representative: Shen, Shang-Hung	13,688,688	1.77	-	-	-	-	-	-	None
Shen, Shang-Hui	12,270,086	1.59	-	-	-	-	Wang, Wen-Hua Jiaxi Investment Co., Ltd. Jiashang Investment Company	Relative by marriage Major Shareholder Major Shareholder	None

Name	Shares Held Themselves		Shares Held by Spouse and Underage Children		Shares Held Under Name of Others		Name and relationships of related parties to top ten shareholders (spouse and relatives within the second degree) (Note 1)		Remarks
	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Name	Relationship	
Wang, Wen-Hua	12,022,195	1.55	2,988,497	0.39	-	-	Shen, Shang-Hui Jiaxi Investment Co., Ltd. Jiashang Investment Company	Relative by marriage Major Shareholder Major Shareholder	None
Shen, Shang- Pang	9,994,439	1.29	-	-	-	-	Shen, San-Yi	Brothers	None
JPMorgan Chase as a custodian of Advanced Starlight Advanced Aggregate International ETF.	9,701,828	1.25	-	-	-	-	-	-	None

Name	Shares Held Themselves		Shares Held by Spouse and Underage Children		Shares Held Under Name of Others		Name and relationships of related parties to top ten shareholders (spouse and relatives within the second degree) (Note 1)		Remarks
	Number of Shares	Percentage	Number of Shares	Percentage	Number of Shares	Percentage	Name	Relationship	
JPMorgan Chase Bank, N.A., Taipei Branch as a custodian of Vanguard ETF investment fund	9, 116, 670	1. 18	-	-	-	-	-	-	None
Jiashang Investment Co., Ltd. - Representative: Shen, Shang-Hung	6, 769, 263	0. 87	-	-	-	-	-	-	None
Shen, Shang-Hung	6, 531, 323	0. 84	271	0. 00	4, 877, 015	0. 63	Shen, Shang-Hui Wang, Wen-Hua	Brothers Relative by marriage	None
Yao-Kun,Hong	5, 976, 890	0. 77	3, 757, 996	0. 49	-	-	Shen, Shang- Pang Shen, San-Yi	Relative by marriage Relative by marriage	None

Note 1 : Disclosure of relationship pursuant to rules indicated on the issuer's financial statement.

Note 2 : The shareholder was a foreign fund account and inquiries have been made of its representative with relevant information requested : None.

- ix. The number of shares of the same investee held by the Company, its directors, managers and which the Company controls directly or indirectly, with the aggregate shareholding percentages

Units : Shares; %

December 31 2024

Re-Investment Companies (Note)	Investment by the Company		Investment of directors, managers or enterprises under their direct or indirect control.		Combined Investment	
	Number of shares	Percentage	Number of shares	Percentage	Number of shares	Percentage
TA YA (CHINA) HOLDING LTD.	54,400,000	100.00	—	—	54,400,000	100.00
TA YA VENTURE HOLDINGS LTD.	16,520,000	100.00	—	—	16,520,000	100.00
TA YA (VIETNAM) INVESTMENT HOLDING LTD.	9,000,000	100.00	—	—	9,000,000	100.00
TA YA ELECTRIC WIRE & CABLE (H. K)CO. LTD.	19,998	99.99	—	—	19,998	99.99
PLASTIC TECHNOLOGY INVESTMENT HOLDING LTD.	7,827,112	25.60	10,252,294	33.53	18,079,406	59.13
TA YA Innovation Investment Co., Ltd.	86,640,180	100.00	—	—	86,640,180	100.00
TA YA VENTURE CAPITAL CO., LTD.	346,903,849	96.87	11,189,652	3.12	358,093,501	99.99
TA HENG ELECTRIC WIRE & CABLE CO., LTD.	18,690,750	61.36	850,080	2.79	19,540,830	64.15
TA HO ENGINEERING, CO., LTD.	1,199,998	48.00	—	—	1,199,998	48.00
CUPRIME MATERIAL CO., LTD.	39,993,083	54.01	—	—	39,993,083	54.01
TA YI PLASTIC CO., LTD.	3,955,421	48.24	517,895	6.32	4,473,316	54.56
UNITED ELECTRIC INDUSTRY CO., LTD.	40,314,468	42.78	1,854	—	40,316,322	42.78
TA YA GREEN ENERGY TECHNOLOGY CO., LTD.	310,941,013	85.00	1,513	—	310,942,526	85.00
UNION STORAGE ENERGY SYSTEM LTD.	7,289,717	70.00	—	—	7,289,717	70.00
TA YA GENESIS CAPITAL CO., LTD.	23,000,000	100.00	—	—	23,000,000	100.00

TA YA ENERGY STORAGE TECHNOLOGY CO., LTD	136,000,000	100.00	—	—	136,000,000	100.00
TA YA Geothermal Technology Co., Ltd.	500,000	100.00	—	—	500,000	100.00
AMIT SYSTEM SERVICE LTD.	1,016,365	37.14	—	—	1,016,365	37.14
AD ENGINEERING CORPORATION	8,504,950	27.00	1,676	—	8,506,626	27.00
JUNG SHING WIRE CO., LTD.	36,378,065	21.46	—	—	36,378,065	21.46
HENGSHI TECHNOLOGY CO., LTD.	6,094,950	9.15	11,153,050	16.75	17,248,000	25.90
United Aluminum Technology Co., Ltd.	14,000,000	35.00	—	—	14,000,000	35.00

Note : Equity method used

III 、 Fundraising Overview

i. The Company's Capital and Shares

(i) Sources of Share Capital

1. Historical Sources of Share Capital

MM /Y Y	Issua Nce Price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of capital	Paid with property other than cash	Other
11/ 62	1,00 0	2,000	2,000,000	2,000	2,000,000	Paid-in capital	—	
11/ 67	1,00 0	5,000	5,000,000	5,000	5,000,000	Capital increased by cash	—	
07/ 68	1,00 0	10,000	10,000,000	10,000	10,000,000	Capital increased by cash	—	
11/ 70	1,00 0	13,000	13,000,000	13,000	13,000,000	Capital increased by cash \$100,000 Capital increased by earnings Recapitalization \$2,900,000	—	
11/ 71	1,00 0	20,000	20,000,000	20,000	20,000,000	Capital increased by cash \$4,270,000 Capital increased by earnings Recapitalization \$2,730,000	—	
11/ 72	1,00 0	23,000	23,000,000	23,000	23,000,000	Capital increased by earnings Recapitalization \$3,000,000	—	
12/ 73	1,00 0	40,000	40,000,000	40,000	40,000,000	Capital increased by cash \$14,000,000 Capital increased by earnings Recapitalization \$3,000,000	—	

MM	Issua /Y Nce Y Price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of capital	Paid with property other than cash	Other
07/ 74	1,00 0	56,000	56,000,000	56,000	56,000,000	Capital increased by earnings Recapitalization \$16,000,000	—	
07/ 75	1,00 0	70,000	70,000,000	70,000	70,000,000	Capital increased by earnings Recapitalization \$14,000,000	—	
04/ 77	1,00 0	100,000	100,000,000	100,000	100,000,000	Capital increased by cash \$6,000,000 Capital increased by capital reserve \$24,000,000	—	
10/ 79	1,00 0	150,000	150,000,000	150,000	150,000,000	Capital increased by cash \$10,000,000 Capital increased by earnings Recapitalization \$40,000,000	—	
05/ 80	1,00 0	180,000	180,000,000	180,000	180,000,000	Capital increased by earnings Recapitalization \$30,000,000	—	
01/ 81	10	18,000,000	180,000,000	18,000,00	180,000,000	Change the amount per share to \$10	—	
03/ 82	10	21,060,000	210,600,000	21,060,000	210,600,000	Capital increased by earnings Recapitalization \$30,600,000	—	
11/ 84	10	30,060,000	300,600,000	30,060,000	300,600,000	Capital increased by cash \$30,000,000 Capital increased by earnings Recapitalization \$60,000,000	—	

MM /Y Y	Issua Nce Price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of capital	Paid with property other than cash	Other
10/ 87	10	33,066,000	330,660,000	33,066,000	330,660,000	Capital increased by earnings Recapitalization \$30,600,000	—	
05/ 88	10	75,000,000	750,000,000	75,000,000	750,000,000	Capital increased by cash \$313,714,970 Capital increased by merger \$105,625,030	—	
01/ 90	10	93,250,000	932,500,000	93,250,000	932,500,000	Capital increased by cash \$70,000,000 Capital increased by earnings Recapitalization \$112,500,000	—	
01/ 91	10	160,000,000	1,600,000,000	129,000,000	1,290,000,000	Capital increased by cash \$264,250,000 Capital increased by capital reserve \$93,250,000	—	
01/ 92	10	230,000,000	2,300,000,000	169,900,000	1,699,000,000	Capital increased by cash \$280,000,000 Capital increased by capital reserve \$129,000,000	—	
01/ 93	10	230,000,000	2,300,000,000	217,084,000	2,170,840,000	Capital increased by cash \$200,000,000 Capital increased by capital reserve \$169,000,000 Capital increased by earnings Recapitalization \$101,940,000	—	

MM /Y Y	Issua Nce Price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of capital	Paid with property other than cash	Other
01/ 95	10	320,000,000	3,200,000,000	298,000,000	2,980,000,000	Capital increased by cash \$200,000,000 Capital increased by capital reserve \$348,659,200 Capital increased by earnings Recapitalization \$260,500,800	—	
07/ 95	10	420,000,000	4,200,000,000	339,720,000	3,397,200,000	Capital increased by capital reserve \$232,440,000 Capital increased by earnings Recapitalization \$184,760,000	—	
07/ 96	10	450,000,000	4,500,000,000	383,900,000	3,839,000,000	Capital increased by capital reserve \$339,884,000 Capital increased by earnings Recapitalization \$101,916,000	—	
07/ 97	10	650,000,000	6,500,000,000	487,700,000	4,877,000,000	Capital increased by cash \$500,000,000 Capital increased by capital reserve \$383,900,000 Capital increased by earnings Recapitalization \$154,100,000	—	Note 1
07/ 98	10	650,000,000	6,500,000,000	546,300,000	5,463,000,000	Capital increased by capital reserve \$292,620,000 Capital increased by earnings Recapitalization \$293,380,000	—	Note 2

MM /Y Y	Issua Nce Price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of capital	Paid with property other than cash	Other
08/ 99	10	650,000,000	6,500,000,000	557,226,000	5,572,260,000	Capital increased by capital reserve \$109,260,000	—	Note 3
08/ 04	10	650,000,000	6,500,000,000	493,342,020	4,933,420,200	Capital increased by capital reserve \$109,260,000 Capital increased by earnings Recapitalization \$293,380,000	—	Note 4
09/ 05	10	650,000,000	6,500,000,000	508,142,280	5,081,422,800	Capital increased by earnings Recapitalization \$148,00,600	—	Note 5
01/ 06	10	650,000,000	6,500,000,000	498,142,280	4,981,422,800	Treasury stock capital decreased by \$100,000,000	—	
10/ 06	10	650,000,000	6,500,000,000	518,779,622	5,187,796,220	convertible bonds converted to \$206,373,420	—	
11/ 06	10	650,000,000	6,500,000,000	462,679,471	4,626,794,710	Capital decreased by merger \$561,001,510	—	
11/ 06	10	650,000,000	6,500,000,000	482,152,848	4,821,528,480	Capital increased by capital reserve \$99,628,450 Capital increased by earnings Recapitalization \$95,105,320	—	Note 6
01/ 07	10	650,000,000	6,500,000,000	565,908,931	5,659,089,310	convertible bonds converted to \$837,560,830	—	
04/ 07	10	650,000,000	6,500,000,000	571,615,038	5,716,150,380	convertible bonds converted to \$57,061,070	—	

MM /Y Y	Issua Nce Price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of capital	Paid with property other than cash	Other
09/ 07	10	700,000,000	7,000,000,000	588,728,978	5,887,289,780	Capital increased by capital reserve \$84,886,000 Capital increased by earnings Recapitalization \$84,886,330 convertible bonds converted to \$1,366,740	—	Note 7
10/ 07	10	700,000,000	7,000,000,000	591,418,697	5,914,186,970	convertible bonds converted to \$26,897,190	—	
01/ 08	10	700,000,000	7,000,000,000	594,712,931	5,947,129,310	convertible bonds converted to \$32,942,340	—	
04/ 08	10	700,000,000	7,000,000,000	595,006,011	5,950,060,110	convertible bonds converted to \$2,930,800	—	
10/ 08	10	700,000,000	7,000,000,000	604,372,189	6,043,721,890	Capital increased by capital reserve \$89,206,940 convertible bonds converted to \$4,454,840	—	Note 8
12/ 08	10	700,000,000	7,000,000,000	584,341,189	5,843,411,890	Treasury stock capital decreased by \$200,310,000	—	
03/ 09	10	700,000,000	7,000,000,000	574,341,189	5,743,411,890	Treasury stock capital decreased by \$100,000,000	—	
03/ 10	10	700,000,000	7,000,000,000	574,436,427	5,744,364,270	convertible bonds converted to \$952,380	—	
09/ 11	10	700,000,000	7,000,000,000	580,180,791	5,801,807,910	Capital increased by earnings Recapitalization \$57,443,640	—	Note 9

MM /Y Y	Issua Nce Price	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of capital	Paid with property other than cash	Other
01/ 16	10	700,000,000	7,000,000,000	572,180,791	5,721,807,910	Treasury stock capital decreased by \$80,000,000	—	Note 10
09/ 19	10	700,000,000	7,000,000,000	595,068,022	5,950,680,220	Capital increased by earnings Recapitalization \$228,872,310	—	Note 11
11/ 21	10	800,000,000	8,000,000,000	645,895,402	6,458,954,020	Recapitalization of earnings in the amount of NT\$208,273,800 Follow-on offering in the amount of NT\$300,000,000	—	Note 12
09/ 22	10	800,000,000	8,000,000,000	684,649,126	6,846,491,260	Recapitalization of earnings in the amount of NT\$387,537,240	—	Note 13
09/ 23	10	800,000,000	8,000,000,000	718,682,816	7,186,828,160	Recapitalization of earnings in the amount of NT\$68,464,910 Convertible bonds converted to \$271,871,990	—	Note 14
12/ 23	10	800,000,000	8,000,000,000	736,816,274	7,368,162,740	Convertible bonds converted to \$181,334,580	—	Note 15
10/ 24	10	1,000,000,000	10,000,000,000	773,657,087	7,736,570,870	Recapitalization of earnings in the amount of NT\$368,408,130	—	Note 16

Note 1 : Approval letter Tai-Cai-Zheng (1) No. 52429, dated 1997.7.15

Note 2 : Approval letter Tai-Cai-Zheng (1) No. 58021, dated 1998.7.8

Note 3 : Approval letter Tai-Cai-Zheng (1) No. 58303, dated 2000.7.6

Note 4 : Approval letter Tai-Cai-Zheng (1) No. 52429, dated 1997.7.15

Note 5 : Approval letter Jin-Guan-Zheng (3) No. 094016064, dated 2006.1.2

Note 6 : Approval letter Jin-Guan-Zheng (1) No. 0950153220, dated 2006.11.15

Note 7 : Approval letter Jin-Guan-Zheng (1) No. 0960037397, dated 2007.7.18

Note 8 : Approval letter Jin-Guan-Zheng (1) No. 0970037224, dated 2007.7.23

Note 9 : Approval letter Jin-Guan-Zheng (Fa) No. 1000033214, dated 2011.7.18

Note 10 : Approval letter Jing-Shou-Shang No.10301274790

Note 11 : Approval letter Jing-Shou-Shang No.10801128420
 Note 12 : Approval letter Jing-Shou-Shang No.11001225420
 Note 13 : Approval letter Jing-Shou-Shang No.11101180640
 Note 14 : Approval letter Jing-Shou-Shang No. 11230163840
 Note 15 : Approval letter Jing-Shou-Shang No. 11230224190
 Note 16 : Approval letter Jing-Shou-Shang No. 11330166340

2. Types of Shares

Types of Shares	Authorized Capital			Remarks
	Shares Issued and Outstanding(Note)	Unissued Shares	Total	
Common Shares	773,657,087	226,342,913	1,000,000,000	Publicly-traded shares

Note : Publicly-traded shares

3. Information on Shelf Registration : None

(ii) List of Major Shareholders

As of March 25, 2025

Shares	Number of Shares Held	Percentage of shares held
Major Shareholders		
Shen, San-Yi	18, 531, 104	2. 4
Jiaxi Investment Co., Ltd.	13, 688, 688	1. 77
Shen, Shang-Hui	12, 270, 086	1. 59
Wang, Wen-Hua	12, 022, 195	1. 55
Shen, Shang- Pang	9, 994, 439	1. 29
JPMorgan Chase as a custodian of Advanced Starlight Advanced Aggregate International ETF.	9, 701, 828	1. 25
JPMorgan Chase Bank, N.A., Taipei Branch as a custodian of Vanguard ETF investment fund	9, 116, 670	1. 18
Jiashang Investment Co., Ltd.	6, 769, 263	0. 87
Shen, Shang-Hung	6, 531, 323	0. 84
Hong ,Yao-Kun	5, 976, 890	0. 77

(iii) Dividend Policy and Implementation Status

1. Dividends Policy Specified in the Company's Articles of

Association

According to laws or regulations or the regulations of the competent authority, the special surplus reserve shall be set aside or converted, and the balance and the undistributed surplus of the previous year shall be formulated by the board of directors and be submitted to the shareholders meeting for distribution. The distribution of all or part of dividends and bonuses, if cash is distributed, may be authorized to the board of directors with the presence of more than two-thirds of the directors and the resolution of more than half of the directors present, and report to the shareholders meeting.

The Company's Dividends Policy cooperates with current and future development plans, consider the investment environment, capital needs and medium- and long-term financial planning, and take into account the interests of shareholders and other factors, appropriate distributable surplus every year from 20% to 90% as appropriate dividends to stockholders; cash dividend should not lower than 10% of such dividends.

2. Dividends Distribution to be Proposed to the Shareholders' Meeting
 - (1) Cash dividend : \$0.75/per share
 - (2) Stock dividend : \$0.15/per share
3. Explanation regarding expected major changes to dividend policy : None.

(iv) Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent shareholders' meeting :

Item / Year		2025 (estimated)
Beginning Capital (unit: 1,000)		7,736,570
2024 Dividend Policy	Cash dividend per share (dollars)	0.75 (Note)
	Retained earnings transferred to common stock (dollars)	0.15 (Note)
	Capital surplus transferred to common stock	-
Business Performance	Operating profit (thousands)	Not disclosing any financial forecast, the Company is not required to disclose such
	Operating profit growth (YoY)	
	Net profit (thousands)	
	Net profit growth (YoY)	

	Earnings per share (dollars)	information.
	Earnings per share growth(YoY)	
	Average annual return on investment (Reciprocal of average P/E ratio)	
Pro forma EPS and P/E ratio	If all retained earnings are transferred to cash dividends	Pro forma earnings per share(dollars)
		Pro forma average annual return on investment
	If capital surplus is not transferred to common stock	Pro forma earnings per share(dollars)
		Pro forma average annual return on investment
	If capital surplus is not transferred to common stock and all retained earnings are transferred to cash dividends	Pro forma earnings per share(dollars)
		Pro forma average annual return on investment

Note : the cash and share dividend are calculated based on the number of shares at the end of December 2024, which is 773,657,087 shares; The share-dividend rate is subject to any change in the number of the common shares; in such case, the equal distribution will be made based on the ex-right base date.

(v) Compensation for employees and directors:

1. The Company's Articles of Incorporation includes the amount and coverage of compensation for employees and directors :

The bonus to employees and remuneration to directors and supervisors, representing at least 1% and at most 3% of net income (net of bonus and remuneration) less accumulated deficit.

The above-mentioned employee remuneration objects may include employees of controlled and affiliated companies that meet certain conditions (Two-way distribution between Parent and Subsidiary companies)

2. Basis for estimates of compensations for employees and directors for this term, basis for calculating employee stock compensation and accounting procedures for when there is a discrepancy between the estimated and actual amount :

- (1) Basis for estimates of compensations for employees and directors for this term :

- The bonus to employees representing 1% of net income (net of bonus and remuneration) less accumulated deficit.
- (2) Basis for calculating employee stock compensation: Not applicable.
 - (3) Accounting procedures for when there is a discrepancy between the estimated and actual amount : Material differences between these estimates and the amounts proposed by the board of directors in the following year are adjusted in the current year.
3. Information regarding board of directors' approval of employee compensation :
- (1) Amount to be paid in the form of cash and stocks to employees and directors : At March 06 2025,the board of directors has approved to be paid in cash to employees and to directors for 2024 were as follows.
 - a. NT\$18,541,321 to employees
 - b. NT\$55,623,962 to directors.
 - (2) Difference from estimated amount, reason and actions required: No difference.
 - (3) The amount of employee compensation in the form of stock and its percentage of the Company's after-tax income (as reported in the financial statement of this term) and total employee compensation: Not applicable.
4. Actual payment status (including stocks, cash and stock price) for employee, director and supervisor compensation from the previous year; discrepancies (if any) between the actual payment and estimated amount, as well as the reasons for and actions required by the discrepancies
- (1) At March 5.2024, the board of directors has approved to be paid in cash to employees and to directors for 2023 were as follows :
 - a. NT\$30,014,642 to employees
 - b. NT\$90,043,925 to directors.
 - (2) Differences between the estimated amount of compensation for employees and directors as well as the reasons for and actions required by the discrepancies: : No differences.

(vi) Share Repurchases (Those having been executed) : None

ii. Issuance of Corporate Bonds :

Type of Corporate Bonds	Secured ordinary corporate bond First period,2020	Secured ordinary corporate bond First period,2023	Secured ordinary corporate bond First period,2024
Date of issue	December 2,2020	April 26,2023	May 08,2024
Denomination	NT\$1,000,000	NT\$1,000,000	NT\$1,000,000
Place of issue and trading	Not applicable	Not applicable	Not applicable

Issue price	Fully issued at par value	Fully issued at par value	Fully issued at par value
Total amount	NT\$1,000,000,000	NT\$1,000,000,000	NT\$1,000,000,000
Interest rate	0.61%	1.68%	1.75%
Tenors	Five-year period, maturity date : December 2,2025	Seven-year period, maturity date : April 26,2030	Seven-year period, maturity date : May 08,2031
Guarantors	Yongfeng Commercial Bank Co., Ltd. North Tainan Branch	E.SUN Commercial Bank	Mega International Commercial Bank Co., Ltd.
Trustee	Taishin international commercial bank co., ltd.	Mega International Commercial Bank	Sinopac Commercial Bank, Ltd.
Underwriter	SinoPac Securities Co., Ltd.	E.SUN Commercial Bank	Mega Securities Co., Ltd.
Legal advisor	Not applicable	Not applicable	Not applicable
Auditor	Not applicable	Not applicable	Not applicable
Repayment	The principal shall be repaid for the first time after the expiration of three years from the date of issuance, and the principal shall be repaid every six months thereafter. Each repayment of the principal is NT\$200 million, which is amortized in five instalments.	The principal shall be repaid for the first time after the expiration of three years from the date of issuance, and the principal shall be repaid every six months thereafter. Each repayment of the principal is NT\$200 million, which is amortized in five instalments.	The principal shall be repaid for the first time after the expiration of three years from the date of issuance, and the principal shall be repaid every six months thereafter. Each repayment of the principal is NT\$200 million, which is amortized in five instalments.
Unpaid principal	NT\$400,000,000	NT\$1,000,000,000	NT\$1,000,000,000
Redemption or early repayment clause	Not applicable	Not applicable	Not applicable
Covenants	The sales target is limited to professional investors specified in the foreign currency-denominated international bond management rules	The sales target is limited to professional investors specified in the foreign currency-denominated international bond management rules	The sales target is limited to professional investors specified in the foreign currency-denominated international bond management rules

		of the Securities and Exchange Center of the Republic of China.	of the Securities and Exchange Center of the Republic of China.	of the Securities and Exchange Center of the Republic of China.
Name of credit rating agency, date of rating, and bond rating		Rating agency : Taiwan Ratings Corporation Rating date : 09/10/2020 Rating grade : twAA-	Rating agency : Taiwan Ratings Corporation Rating date : 06/29/2022 Rating grade : twAA+	Rating agency : Taiwan Ratings Corporation Rating date : 10/27/2023 Rating grade : twAAA
Other rights of bondholders	Amount of converted (exchanged or subscribed) common shares, GDRs or other securities	Not applicable	Not applicable	Not applicable
	Issuance and conversion (or exchange) features	Please refer to page 219	Please refer to page 220~221	Please refer to page 222~223
Possible dilution effect of issuance and conversion, exchange or subscription features and terms of issue, and effects on existing stockholders' equity		Not applicable	Not applicable	Not applicable
Custodian		Not applicable	Not applicable	Not applicable

Type of Corporate Bonds(Note 2)		Fifth Tranche of the Domestic Unsecured Convertible Corporate Bonds (Note 5)
Issue Date		September 30, 2024
Face Value		NT\$100,000
Place of Issue and Transaction (Note 3)		N/A
Issue Price		At 107.46% of the face value
Total amount		NT\$ 2 billion
Interest rate		0%
Term		5-year term, matured at September 30, 2029
Guarantee Institution		N/A
Trustee		KGI Bank
Underwriter		KGI Securities Co., Ltd.
Attesting Lawyer		N/A
Attesting CPA		N/A
Repayment Method		Lump sum cash payment at the face value by the Company upon maturity.
Principal yet to be paid		NT\$ 2 billion
Redemption or Early Repayment Clauses		N/A
Restrictive terms (Note 4)		Refer to the Procedures for the Issuance and Conversion of the Fifth Tranche of the Domestic Unsecured Convertible Corporate Bonds
Credit Rating Agency; Rating Date; Rating Results		N/A
Other rights	The monetary amount of common shares, global depositary receipts, or other securities already converted, exchanged, or subscribed up to the annual report publication date	The amount converted to common shares as of April 10, 2025 was NT\$0.
	The issuance and conversion, exchange, or subscription rules	As prescribed by the Company's Procedures for the Issuance and Conversion of the Fifth Tranche of the Domestic Unsecured Convertible Corporate Bonds. Please refer to page 224~234.

<p>The possible dilution of shareholding and influence on shareholder equity caused by the issuance and conversion, exchange, or subscription rules and the terms of issuance.</p>	<p>The possible dilution of shareholding and influence on shareholder equity caused by the issuance and conversion, exchange, or subscription rules and the terms of issuance: The Company's corporate bonds outstanding are the fifth trench of domestic unsecured convertible corporate bonds. As of April 10, 2025, the amount yet to be converted was NT\$2,000,000 thousand. The conversion price at the issuance date was NT\$53.10. Assuming all creditors convert their bonds at such a price, the total number of the Company's common shares converted will be 37,664,783 shares (NT\$2,000,000,000/NT\$53.10). Given the Company's total issued shares outstanding in the number of 773,657,087 shares, the conversion of all bonds into common shares has little dilution effect, and so won't significantly impact shareholders' equity.</p>
<p>Name of the custodian institution of the exchangeable underlyings</p>	<p>N/A</p>

Convertible Corporate Bonds

Type of corporate bonds (Note 1)		Fifth Trench of Domestic Unsecured Convertible Corporate Bonds		
		Year		
Market price of convertible corporate (Note 2)	Item	2024	April 10, 2025 (Note 4)	
	Maximum	110.00	107.75	
	Minimum	102.00	92.85	
Average	107.66	103.93		
Conversion price				53.10
Issue (transaction) date and conversion price at issuance		September 30, 2024 NT\$53.10		September 30, 2024 NT\$53.10
Method for performance of conversion obligations (Note 3)		Yet to be converted		Yet to be converted

Note 1 : Adjust the number of columns according to the actual number of issues.

Note 2 : If there are multiple trading locations for offshore corporate bonds, please list the prices according to the trading locations

Note 3 : Note whether the method is by delivery of issued shares or issuance of new shares.

Note 4 : The information for the current year should be that as of the date of publication of the annual report.

- iii. Issuance of Preferred Shares : None.
- iv. Issuance of Global Depositary Receipts (GDRs) : None.
- v. Exercise of Employee Stock Option Plan (ESOP) : None.
- vi. Mergers, acquisitions or issuance of new shares for acquisition of shares of other companies : None.
- vii. Implementation of capital allocation plan : None.

IV 、 Operation Overview

i. Business content :

(i) Business scope :

1. The main content of the company's business and its operating proportions :

Business item	Operating proportion
Plastic wire and cable	15.86 %
XLPE power cable	50.68 %
Rubber wire and cable	1.81 %
Bare copper wire	10.77 %
Enameled wire	16.85 %
Communication and fiber optic cable	0.81 %
Building and others	3.22 %

2. Majority products :

- (1) Plastic wire and cable
- (2) XLPE power cable
- (3) Rubber wire and cable
- (4) Bare copper wire
- (5) Enameled wire
- (6) Communication cable and optical fiber cable
- (7) Single, double layers insulated winding wire
- (8) ZTACIR Class B

3. New products planned to be developed :

- (1) High density optical cable
- (2) Single slotted ribbon type of optical fiber cable
- (3) Rectangular enameled wire for EV
- (4) Thermal-Dissipation enameled wire
- (5) Low-k dielectric enameled wire
- (6) Copper clad aluminum enameled wire
- (7) Self-melting three-layer insulated wires
- (8) Full insulated wires
- (9) ZTACIR Class A
- (10) 230kV UHV XLPE insulated PE coated power cable

(ii) Industry Overview

1. Current situation and development of the industry :

The Company's business is mainly for the domestic market which is mature and steady; therefore, the prosperity of domestic market is highly co-related to cable and wire business.

2. Relevance between the upstream, midstream, and downstream sectors of the industry :

The raw material for cable and wire is copper, which is totally imported overseas; therefore, costs will fluctuate with international prices and eventually influence the profit margin of downstream products.

3. Product development trends and competition :

The development of cable and wire industry highly relies on Taipower by releasing the Seventh Power Transmission and Transformation Project and Program to Strengthen Power Grid Resilience Construction, government public constructions, solar and power energy launches and IT industry development. The development of cable and wire industry highly relies on Taipower's developments and project release, government public works, solar and power energy launches and IT industry development.

The power cable business is directly benefited from Taipower's demand on cables and wires. Enameled wires were affected by the volatile and declined copper prices, and the impact of the global pandemic, especially that the Zero-Covid policy in China, so-called "world factory" has triggered a sharp decline in industrial demand. Benefiting from the global low-carbon trend, new energy vehicles have driven the demand for enameled wires, bring the light and visions to the enameled wire market. The fluctuations in copper prices have a great impact on the profitability of enameled wires, so Ta Ya will respond cautiously, and reduce the impact of huge fluctuations in copper prices on enameled wires profits by hedging. Telecom cable was hit hard after joining WTO. Despite government's efforts to promote life quality and enhance infrastructure, and released business opportunity for internet construction, the imbalanced demand-supply and the fierce price competition will result in decrease. For the semiconductor market, the Company has invested in the production of alloy bars for semiconductor testing, and developments of other new applications.

(iii) Technology and Research & Development Overview:

1. In recent years till the report printed date (March 31, 2025), the Company's R&D department periodically held meeting, reviewing results. Research and development (R&D) expenditure in recent two years is listed as follows :

Unit : Expressed in Thousands of New Taiwan Dollars

Items	2023	2024	2025/3/31
Research and Development Expenses	46,087	91,236	11,418
Net Operating Revenue	14,675,143	17,413,625	4,445,007
Percentage of Net Operating Revenue	0.31%	0.52%	0.26%

2. In recent years till the report printed date the developed skill or products : accomplished outstanding R&D results in various areas, including products, manufacturing processes, and energy and environmental protection technologies. The major R&D outcomes are listed as follows :

In response to the competition from open market, the Company is dedicated to various products' research to enhance its competitiveness for the purpose of pursuing perfection and sustainable development.

- (1) Lean production by improve the wire diameter of copper conductors in order to increase the competitiveness of products.
- (2) Improved formulation of lead-free PVC sheath materials: 600V, PVC wires, PVC cables, cross-linked polyethylene power cables, and medium-voltage cross-linked polyethylene power cables have all been lead-free and mass-produced, and the formulation materials have been improved and increase product competitiveness.
- (3) In response to the demand for high-capacity with low-sag conductors for overhead transmission lines of TPC, the Super-Thermal Resistant Aluminum Alloy Conductor with Aluminum-Clad Invar Reinforced (ZTACIR) 340mm² has been successfully developed and will strive for getting subsequent orders for overhead lines.
- (4) Armored optical cable: The excellent compressive resistance of the armored optical cable can be used for direct buried laying. The stiffness of steel tape can also prevent rodents from biting and achieve the effect of rodent-proof. The development has been completed and the order has been mass-produced.
- (5) Single slotted ribbon type optical fiber cable: The single slotted ribbon type optical fiber cable has the advantages of high fiber count (Max 300C) and dry core design ensure that easy and fast installation. It is suitable for subscribed network , local area network and long-haul communication. It has been ordered and mass production.
- (6) Self-Bonding Triple Insulated layers wire: In order to meet the various processing and temperature resistance needs of customers. Except the existing thermal, alcohol soluble type single layer or double layers insulated winding wire type, our company has developed various self-bonding triple insulated layers wire with

different temperature class. Enhance the product categories to meet the broad market.

- (7) LITZ wire: LITZ wire can reduce the high-frequency power loss caused by skin effect. It also has good electrical impedance stability, and can be used in the design and application of high-Q circuits. It has entered the mass production and sales stage.
- (8) Single layer or more layers insulated winding wire: In response to the trend of compactness and exquisiteness, three-layer insulated wires can be directly used in transformers without interlayer insulation tape, which can reduce the volume and save the overall cost, and can be directly soldered without first removing the outer insulation. It has entered the mass production and sales stage.
- (9) The high-temperature anti-surge magnet wires is the high temperature version redeveloped on the basis of the existing anti-surge-resistant magnet wires, to be used by inverter motors and motors of Evs in high-temperature environment. The anti-surge magnet wires have a longer life cycle, better anti-surge properties, and greater stability under high frequency.
- (10) Silk covered Enameled Copper wires: Silk covered after the wires are twisted, it will increase the surface area of the conductor under the same diameter to reduce the skin effect, so that the high-frequency equivalent resistance decreases and the Q value increased.
- (11) Magnet-conducting enameled wire: The miniaturization and light weight of electronic equipment make the frequency converter develop towards high frequency. Energy will be lost in the conversion of electrical energy and magnetic energy, and energy loss will increase at high frequencies. Our company develops magnet-conducting enameled wire, which uses magnetic materials to interfere or guide the magnetic field line, overcome the proximity effect and skin effect of the wire, reduce high-frequency AC resistance, and effectively achieve the purpose of energy saving.
- (12) Copper clad aluminum enameled wire : Using advanced cladding welding manufacturing technology, the high-quality copper tape is wrapped on the surface of the aluminum rod in a concentric manner, and a strong interatomic metallurgical bond is formed between the copper layer and the core wire. Combine two different metal materials into an inseparable whole, which can be drawn and annealed like a single metal wire. The copper clad aluminum enameled wire developed by our company in the era of high copper prices has advantages such that light weight, good DC conductivity, and good solderability and low cost.
- (13) High lubricity enameled wire : High lubricity enameled wire uses self-developed environmentally friendly materials to replace the external wax oil currently used. In addition to better characteristics, it also makes the process more environmentally friendly and meets the company's consistent objectives-green inside.

- (14) Solar power generation system: Use high-temperature, weather-resistant insulation and sheath with precision equipment and manufacturing technology for PV wire and PV-CQ wire. This cable development is completed and it has passed TUV, EN, UL and Japanese JECTEC inspections. The quality is highly recognized by customers.
- (15) Thermal-Dissipation Enameled Wire: Due to the poor thermal conductivity of traditional enameled wire insulation, the heat generated during the operation of the motor accumulates inside the motor, which in turn increases the temperature of the entire motor, resulting in an increase in resistance and a decrease in motor efficiency. Thermal-Dissipation Enameled Wire can effectively improve the problem that the internal heat of the motor cannot be dissipated. In addition to prolonging the life of the motor, it can also improve the performance of the motor.
- (16) Electric vehicle rectangular enameled copper wire: Electric vehicle rectangular enameled copper wire introduced advanced European In-line rectangular enameled copper wire equipment. Specializing in the production of rectangular enameled copper wire equipment for electric vehicles, combined with self-developed low-dielectric varnish, can greatly extend the life of electric vehicle motors.
- (17) Super-Thermal Resistant Aluminum Alloy Conductor with Aluminum-Clad Invar Reinforced (ZTACIR) : To meet the requirements of TPC offshore wind farms for onshore and grid connection, the Invar stranded wire with lower expansion coefficient is matched with super heat-resistant aluminum alloy wire to complete the Super-Thermal Resistant Aluminum Alloy Conductor with Aluminum-Clad Invar Reinforced (ZTACIR) certification and obtain TPC bidding qualification. On June 28, 2023, the purchase of 340mm² ultra-heat-resistant steel core aluminum wire from Taipower for NTD 1.168 billion.
- (18) Semi-wet submarine cable research and development: It's successfully completed 66kV 3-core semi-wet submarine cable and passed sea site verification in 2020.
- (19) The termite- and rodent-proof cables are produced with new materials, and were certified by Institute of Zoology, Guangdong Academy of Sciences as the “Significant” protective effect, the highest grade of certification for termite-proof.
- (20) The solar 1.5kV DC cable passed IEC 62930 and EN 50618, certified by TÜV-TUV Rheinland.
- (21) Developing offshore wind power cables, following IEC standard 230KV, it is scheduled to complete the certification, obtain the supply qualification, and deliver the orders in 2025.
- (22) It is expected to obtain UL 1072 in 2025, to provide the capability to produce UL mid-voltage cables,; other UL series voltage cables will be obtained consecutively to increase export production

volume.

(iv) Short-Term and Long-Term Business Development Plans :

1. Short-term business development plans:

- (1) To improve each product's cost, enhancing internal competitiveness.
- (2) To enlarge target market, locating postential customers.
- (3) To promote quality product concept to clients.
- (4) To strengthen the management of agents and monitor promotion status in each country.

2. Long-term business development plans:

- (1) Under the ECFA agreement, domestic manufacturers face the price competition from vendors in China. It is necessary to lower production cost to make product more competitive.
- (2) The Company consistently exploits agents from different countries to improve production efficiency, lower product cost, and remain price competitive.
- (3) Government will keep the strategy of producing energy system domestically. The Company's 345kV power cable and 69kV anti-termite cable passed Taipower certification to be its qualified vendors. The Company has successfully developed eco-cable and various optical cable.
- (4) To avoid the price war in the very competitive core business, the Company aggressively diversified its operation. The Company invested in TA YA GREEN ENERGY TECHNOLOGY CO., LTD. for solar energy power generation, Taya Energy Storage Technology Co., Ltd for building energy storage system, and Bravo Solar Power Co., Ltd. for green power trading platform.
- (5) In recent years, the Company has become the most popular brand in the sales of magnet wires in Taiwan. In addition to maintaining a leading market share, the Company is also committed to the promotion of circular economy. Copper is a key raw material for magnetic wires, and the recycling and reuse of which has a significant impact on reducing resource waste and environmental impact. With the Group's technical capabilities, 100% recycled oxygen-dead copper as the material is used for the flat angle magnetic wires for electric vehicles, with the SGS ISO 14021 certification for the content of renewable materials. Not only satisfying the needs of customers for low-carbon magnetic copper wires, but always adhering to the spirit of "It's better to be one step ahead," the Company continues to refine our own manufacturing capabilities and aims energy saving and carbon reduction, to fulfill our responsibility as a global citizen.
- (6) In 2024, with the Green Party continuing in power and

strengthening US-Taiwan relations, there is a significant global shift in the manufacturing landscape. International manufacturers are relocating their production to the United States, prompting the development of specialized cables that comply with foreign standards such as UL and NEC to meet the demands of future niche markets.

ii. Overview for Market, Production and Sales :

(i) Market Analysis

1. Domestic and Export Sales Breakdown :

Unit : NT\$ thousand

Sales Area	Enameled wire		Plastic wire and cable		XLPE power cable		Communication cable	
	Amount	%	Amount	%	Amount	%	Amount	%
Asia	269,155	9.06	1,106	0.04	-	-	-	-
Africa	3,241	0.11	-	-	-	-	-	-
Europe	0	0	-	-	-	-	-	-
India	81,328	2.74	-	-	-	-	-	-
Total export	353,724	11.91	1,106	0.04	-	-	-	-
Domestic sales	2,616,340	88.09	2,794,082	99.96	8,930,326	100	142,802	100
Total	2,970,064	100	2,795,188	100	8,930,326	100	142,802	100

2. Market Supply and Demand Outlook :

(1) Domestic Market Analysis :

A. Power Cable Overview :

Taiwan's economic growth rate in 2024 was 4.3%, the highest in three years. Taiwan's economic growth rate for 2025 is optimistically expected to be a positive growth, about 3.42%. According to the Director-General of Budget, Accounting and Statistics, because the demands for artificial intelligence (AI) and ICT products are highly sought-after, and the performance of triangular trade and shipping services is also good, the private consumption is benefited by the incomes generated from sound growth of salaries, and the wealth from surging stock market; along with the busy transactions in the financial market, there is real growth of the private consumption. In terms of capital formation, with the strong demand for applications of emerging technologies, the continual strength of corporate investment becomes the main reason for the economic growth better than expected. Taiwan Institute of Economic Research (TIER) observes that to look into Taiwan's economics for 2025, while the adverse factors of

consumption and investment trouble the US and China, the top 2 economies, a moderate recovery in other major economies, such as Europe and Japan is expected. The economic performance in Southeast Asia, South Asia, Africa and Latin America among emerging markets and the developing economies is also better than that in 2024. Therefore, the major international forecast agencies expect the global economic growth in 2025 to be the same as that in 2024, particularly the global trade growth rate is expected to increase from 2024, which will be beneficial to Taiwan's export performance. Overall, the global economy is still resilient. The interest rate cuts in the U.S. and Europe should stimulate consumption and investment. As global trade continues to expand, it helps to boost domestic exports and private investment. In addition, private consumption growth momentum is stable. Therefore, it is expected that Taiwan's economic growth in 2025 will still rely on the support of domestic demand, and the contribution from net foreign demand is expected to rebound, with overall performance is internally stable and externally moderate. In terms of private consumption, the domestic retail sales and dining industry are sound, and the steady employment market and steady salary growth help to drive the expansion of private spending. Looking forward, as the salary adjustment trend continues and enterprises make profits, the willingness to distribute bonus and dividends is expected to increase. In addition, the continuous heat of popular music performances, performance arts and sports competitions will help to drive the consumption of the public, and the private consumption will only grow moderately. In terms of formation of fixed capital, the strong demand for application of emerging technologies and the localization of equipment supply stimulate the related supply chain to continue investing. As the U.S. and Europe enter the interest rate cut cycle, it is expected to stimulate consumption and investment. The semiconductor industry will continue to expand its advanced processes, the supply chain of information and communication returns, and major international companies will increase their investment in Taiwan. In addition, the extreme weather and carbon fee pressure will force enterprises to accelerate their investment in green energy and carbon reduction equipment, which will help to increase the investment momentum of the private sector. Looking to 2025, the global economy will face many challenges, of which the most critical ones are the new U.S. President's policy, the different monetary policies of central banks in various countries, the real estate market in China, and the geopolitical conflicts such as the Russia-Ukraine and Middle East wars. Not only will they affect Taiwan's export performance, but also Taiwan's domestic demand and consumption through the financial market and import prices. It is worth to study in advance and pay attentions to these factors.

To ensure the reliability of the power supply system, Taipower keeps on track to develop the system domestically. In January 2010, the Council for Economic Planning and Development approved Taipower “The Seventh Transmission and Transformation Plan”, which proceeded the Electric power transmission expansion project to cope with the growth in electricity demand from 2010 to 2025 with a total investment of NT\$238.9 billion. In this project, it was planned to build 130 substations. Among those substations, there are 17 ultra-high voltage substations (E/S), 10 primary substations (P/S), 86 primary distribution substations (D/S) and 17 secondary substations (S/S). In the project, it would also expand transmission line to 2,370 kilometers, including 539 circuit kilometers of 345kV UHV lines, 1,307 circuit kilometers of 161kV primary transmission lines, and 524 circuit kilometers of 69kV secondary transmission lines. The potential business to cable and wire was about NT\$50 billion. Even though the time frame of the whole project was extended, it was expected that the domestic demand expansion required by the government will bring more procurement budget. While Taiwan’s economy grows, more power is needed. After the power outage incident on March 3, the MOEA proposed four major improvement measures : 1. the distributed grids will be inventoried, e.g. to supply power directly to the science park and industrial zones for stable power supply; 2. the risk analysis and control capability of personnel will be enhanced; 3. improve the operation and maintenance mechanism of power facilities; and 4. Strengthen the design of grid resilience and invest national resources to accelerate the improvement of grid resilience, so that power supply are diversified and shortened, and the speed of grid expansion keeps up with the expansion needs of power plants. These are expected to be continuously implemented in the future.

In addition to the Taipower power expansion project, the Company also aggressively explored other business opportunities from public construction projects and civil constructions, including Hi-Tech companies’ new plant constructions. The Company investigated the cable usage in solar energy and wind energy generator. In 2014, Ta Ya Group set up TA YA GREEN ENERGY TECHNOLOGY CO., LTD. in green power generator business, which could generate 50MW in 5 years. From 2015 till 2020, the Company had completed at least 5 different energy generator projects. In 2016, the first self-operated solar power plant “TOUCH SOLAR POWER CO.,LTD.” was set up and was located at the roof top of the Company’s headquarter. The power plant had a capacity of 2.39KW. TA YA GREEN ENERGY TECHNOLOGY CO., LTD provided solar power of 499KW; Ta Ya Parking provided 330KW and the Xin Zhong solar power plant at Xue Jia 76MW.

The new government values the green energy construction. In

October 2016, the Executive Yuan approved the construction of Tainan Shalun Green Energy Science City, along with the solar power and wind power, the total investment exceeds NT\$50 billion.

The accumulated solar power generation has reached 212MW by 2024. In 2023, Ta Ya has built the fishery and electricity symbiosis solar power plant in Qigu, Tainan for Jih-Guang Energy. The expected capacity of Phase II to is 35MW upon the meter installation when the construction is completed in Q4 2025; including the installed capacity 85MW in Phase I, total installed capacity is 120MW, and the total solar power generation capacity will reach 247MW. Currently, the projects under development include 185MW Mailiao project in Yunlin, 1.6MW Taisugar additional construction project, and 1.15MW Golden Tree Plastic.

In terms of energy storage, the launch of Taipower's power trading platform in July 2021 is a new milestone for Taipower, making energy storage to be adopted more diversely, such as to be used for regulation reserve, spinning reserve, and supplemental reserve; Ta Ya has entered the energy storage market in 2017, and built a total of 13MW energy storage equipment in Guanmiao, Rende and Guiren, Tainan with its subsidiary Union Storage Energy System, and joined Taipower dreg regulation reserve service. The subsidiary, Ta Ya Energy Storage Technology Co., Ltd. has a Phase I - Chih Pu 100MW project in Longjin, Taichung City under development, and the commercial operation is expected in Q2, 2025; the Phause II - Daqu 75MW energy storage system project in Longjin, Taichung City is expected to commence the commercial operation in Q2, 2026. The two projects join the Taipower E-dreg frequency regulation equipment service, which will contribute to the steady contribution of electricity sales revenue each year in the future.

Regarding the solar storage, Jih-Guang was awarded the tender of "solar power generating equipment incorporating energy storage system" in 2022 by the Energy Administration for 23.3MW of energy storage, which has been commissioned in June 2024. In 2024, the Energy Administration tender again the "solar power generating equipment incorporating energy storage system," and Sin Jhong bidded 7.98MW of solar storage.

Regarding the green power wheeling, Bo Yao Power Co., Ltd., a subsidiary of Ta Ya, mainly manages the green power transactions of solar power plants held by Ta Ya and matches buyers and sellers. Currently, the wheeling performance has already included users such as Delta Electronics , Gamania Digital Entertainment , Innolux

Corporation and Kuan Yuen with many other potential customers under negotiation.

In March 2022, the National Development Council, Executive Yuan announced the "Taiwan 2050 Net Zero Emissions Path and Strategy." It is expected to budget approximately NT\$900 billion by 2030, to implement four transformation strategies, including energy, industry, life and social, with two major governance foundations, namely technology R&D and climate law system, supplemented with 12 key strategies; it is planned to move towards the goal of net zero by 2050 synchronously with the world.

In nutshell, the overall green energy business of Ta Ya Group has been deployed for a long time, long before the government policy started, solar photovoltaic and energy storage have been deeply cultivating the green energy business and continued to make progress.

In July 2008, the Company's 345kV was approved by Taipower, becoming the first vendor obtaining the bidding qualification for 345kV power cable used as Taipower's transmission cable. On August 6, 2009, Ta Ya won the first domestic project (Hsinchu Industrial E/S and 345kV 2,500SQMM cables with accessories from Taichung Harbor to Taichung Industrial Zone (procurement and installation), for about NT\$279 million. The second project was in June 2011, from Taipower for procurement and installation of 345kV 2,500SQMM from Kaohsiung Harbor to Kaohsiung via Route 1 and 2, for total length 123,000 meters, with accessories. The contract value was NT\$2.57 billion. This project was completed and accepted by Taipower, and currently is operating in the system. The project was settled on February 10, 2015 by Taiwan. The length is about 20 kilometers, the longest 345kV cable route in Taiwan. On December 10, 2013, the Company completed the first 69kV1000mm² XLPE anti ant cable installation project, and is successfully operated. The Company was the first to get the approval of 69kV、161kV、345kV from Taipower and sold them to Taipower. For Taipower tenders in 2023, the 161kV tender was awarded to the Company, amounted NT\$3.247billion, and the 345kV cables for NT\$2.348billion, the 15kV and 25kV cables for NT\$800 million; the 345kV replacement project in Taichung Power Plant is amounted NT\$839 million. The plants are producing these product successively. In June 2023, the Company won the 340MM² tenders of Taipower, with a sum of NT\$1.168 billion. In October 2024, the Company won the 161kV tenders of Taipower, with a sum of NT\$ 2.738 billion. Both tenders will help to increase the revenue from the production of the tenders.

To show the determination of stimulate the economy, the Executive Yuan passed Forward-looking Infrastructure

Development Program. The project has a total investment of NT\$882.4 billion for eight years. Government strong resolution did fuel investment from non-government side. The Forward-looking Infrastructure Development Program would invest NT\$424.1 billion in railroad construction, NT\$250.7 billion was used to improve water environment, green construction would invest NT\$24.3 billion, digital construction would use NT\$46 billion and NT\$137.2 billion was to renovate townships. In addition, the Taoyuan Airport Terminal 3 project with the budget of NT\$74.6 billion was expected to complete by end of 2025. Taipower also respond to the investments return to Taiwan and semiconductor production usage, by investing NT\$11.04 billion in Da Tan Power Plant, NT\$11.8 billion in Taiwchung Power Plant, NT\$12.18 billion in Xiehe Power Plant, and NT\$12.18 billion in Xing Da Power Plant, to expand its gas-fired power plants for power supply. In addition, Tonghsiao Power Plant will invest NT\$90 billion and Dalin Power Plant NT\$45.5 billion to build gas generating sets. It is expected to be commercialized in 2027. In addition, Taipower also built natural gas power station in Taichung with an investment of NT\$10 million, which was expected to complete in 2025. Taipower would also invest NT\$7 billion to bury wire pole and cable underground from 2017 to 2025, with 422 kilometers of cable to be buried underground. To enhance the power distribution facilities, it is expected to invest NT\$16.25 billion in five-year time. Taipower planned to invest NT\$420 billion in the next 15 years to promote green power, including solar, offshore wind power and geothermal energy. The above-mentioned construction from government will boot up the demand from power supply and transmission. When the COVID-19 pandemic severely influenced the economy, the Government accelerated investment to boost domestic demand. It is expected that the demand to the Company's cable and wire products.

A stable power supply is closely related to people's livelihood, economy and industrial development. To improve the quality of power consumption, Taipower officially proposed the "Program to Strengthen Power Grid Resilience Construction," which will invest NT\$564.5 billion within ten years, with the three pillars, "seeking diversification, continuous solidification, and strengthening defense," and ten major aspects, to achieve the goals of power grid diversification, equipment stability, and prevention of accident spread. Not only the power grids will be strengthened via short-, mid- and long-term projects, but also the goal of net zero transformation by 2050 will be prepared.

President, Mr. Tsing-Te Lai has ordered that "Power Grid Enhancement Project" shall be shortened for four years from the original planned 10 years by Taipower. The "Power Grid Resilience Enhancement Project" has been implemented for two years, and now

the project in the key areas and key constructions related to the daily life are required to be completed four years early, i.e. In 2028. In terms of sufficient power supply, President Mr. Tsing-Te Lai said that the report of Taipower indicated that the AI explosion will drive the growth of electricity consumption in the future more and faster than ever.

In addition to the Program to Strengthen Power Grid Resilience Construction, Taipower's power development related projects are also in progress, including gas-fired power generation projects such as Datan, Xingda, Taichung, and Tonghsiao Phase II, as well as the Concorde and Dalin projects during the environmental assessment stage. Meanwhile, the demand management measures are continuously enhanced, including shifting peak hours of power prices, and adjustment to the demand response measures, along with energy storage, extraction from storage, and conventional hydroelectricity among other development to increase the power supply capacities continuously. Taipower pointed out that even if the power supply is sufficient, power grid construction is still needed to stably deliver power to users. To meet the goal of net zero transformation in the future, it is estimated that 60% to 70% of energy structure in Taiwan in 2050 will be distributed renewable energies. Therefore, Taipower plans to strengthen the resilience of the power grid and prepare for the 2050 net-zero transformation goal in advance. For instance, "green energy plus energy storage" will be adopted to create a regional diversified power grid development, while strengthening the stability of the power grid system and maximizing the effective use of green energy to accelerate the pace towards net zero carbon emissions °

B. Plastic Wire Overview :

Looking into the international and domestic conditions in 2025, in nutshell, it is a year with many uncertainties

International situation :

a. Instability in international politics and economics:

The impact on international trade and international foreign affairs brought by Trump 2.0.

b. Geopolitical risks:

The conflict in the Middle East and Ukraine-Russia wars will lead to a geopolitical conflict, resulting in an increase in the risk of sanctions and investment reviews.

c. China's economic downside risk

The real estate market and domestic demands in China are sluggish. In addition, the capacity is excessive. The excessive

capacity will lead to price competition in the market, and increase the trade conflicts among various countries.

d. Impact on the climate changes

The climate change has led to an increase in extreme weather events, and the loss of infrastructure and agricultural and fishery industries caused by natural disasters has intensified, which has made the economy more vulnerable. The price of commodities in the food and energy increased due to extreme weather, which will further increase the inflation.

Domestic situation :

Government facilitated domestic investment to boost economic growth and accelerate business transformation. In March 23, 2017, Executive Yuan pass the draft of “Special Act for Forward Looking Infrastructure “to enlarge the investment in overall infrastructure, including to build up “Green and digital infrastructure”, to better environment and living quality in “Township and water Environment” project and to construct a green transportation track project. It is forecasted that in the future 8 years (2017 to 2204) that an investment of NT\$882.4 billion from government and 1,777 billion from non-government side to accumulate GDP to 975.9 billion, creating 40-50 thousand jobs.

On September 15, 2022, Taipower announced the ten-year "Program to Strengthen Power Grid Resilience Construction," with a total investment of NT\$564.5 billion, to improve the emergency response capability of the domestic power grid. The program takes 10 years. For the initial stage, it is planned to invest about NT\$87.1 billion in two years, the mid-term plan is to invest about NT\$170 billion in five years, and the long-term plan of the 10 years is to invest NT\$307.4 billion.

As the government continues to promote economic development and expand domestic demand, the overall public construction spending in 2025 is NTD 648.3 billion.

In terms of private construction, TSMC expects to invest as much as USD\$30 billion of capital expenditure in 2025. Furthermore, with various investment incentive programs implemented by the government, such as the construction of semiconductor S corridor belt in Kaohsiung by the government, and to encourage the industries like EV, 5G, and AIoT, the major technology players such as TSMC and Winbond Electronics Corporation have set up branches there.

For the international copper price, the 2024 LME average spot copper price was about US\$9,147/ton. The price of copper will continue to exhibit instability under the influence of global geopolitical and economic risks. The fluctuation in copper prices

will be a key reference for taking orders in 2025.

For this year (2025), the Company would constantly strive for perfection, coexistence and co-prosperity with the industry, seeking truth from facts and keeping innovation to rationalize its production, and enhance the development in green industry, to target as the leading brand of energy connection. For instance, the areas related to the solar power generation, EV related area, wind power generation, AFC energy, green power trading, are for the Company to develop green products.

Facing the changes in markets, the Company not only continue to promote the brands and enhance the designation and market share in the future, but also feedback to the society. The Company will work with the professional electrical engineers, to promote the inspection of power use in old buildings, to help the public to have a safe environment to use power. In addition, the Company would launch new products, promote its brand name in the market, diversify its operation into different areas to make the uncertainty to be the Company's great opportunity.

The Company standardized the product's specification to be total lead free and would consistently make all out efforts in green power energy development. With the promotion from government and the environmental consciousness from the public, it is believed that the Company would have better performance this year. The Company long-term strategy in promoting low-carbon and green energy with the vision to build a beautiful home land and fulfill social responsibility to create better life. The Company was rewarded by Ministry of Economic Affairs for the first Green Model. In EPIF(ECO-PRODUCT INTERNATIONAL FAIR) the Company also received award for its green model in 2014. In the future, the Company would be green inside out to devote to the environment.

C. Overveiw of Magnet Wire :

Although the sales volume of the magnet wires at the Guanmiao Plant in 2024 was affected by the sluggish economy of the external environment, due to the continued refinement of the manufacturing process and business efforts to develop new customers, electric vehicles, drones, among various new markets, the sales volume was slightly increased by about 4.5% from 2023. Later on, attentions must be paid to the low-price competition getting intensified among peers due to sluggish economics, to prevent the existing customer bases of the Company get eroded. In the future, we aim to increase the frequency of business visits to our customers at least six customers per week, to catch business opportunities and maintain market share.

The oversea plants: same as Guanmiao Plant, they are affected by

the sliding economics in China. In addition, factors such as the US-China trade are still impacting, and accelerating the trend of Taiwanese businesses and foreign capital relocating to Vietnam or other Southeast Asian countries to avoid related tariff issues. This phenomenon has gradually led to a less favorable manufacturing landscape in China compared to previous years. In addition, the two plants in China have been affected by the increasing environmental requirements in China, resulting in the Kunshan Plant to be suspended from production at the end of 2024. The power restriction in China is another material disturbance. How to integrate the expertise of each plant, and utilize the group-wide resources to provide the best services to customers while keeping on reducing costs, is a problem the Company must face continuously. In the future, the subsequent transactions with customers will be engaged in the way most consistent to the Group's holistic interests, and the advantages of Ta Ya Group will be integrated to operate the global marketing strategies coordinately.

Taiwan, being an island nation, heavily relies on foreign trade. Therefore, international economic growth or downturns, as well as geopolitical tensions, can significantly impact the Company's sales and operations. In addition, the ups and downs of international copper prices also significantly affects the Company's overall profit performance and capital pressure. It is imperative to continually monitor customer shipment information, align with corresponding copper price adjustments, and implement hedging strategies to create profits for the Company.

Additionally, in 2024, apart from the aforementioned ongoing events, the war between Russia and Ukraine has not ceased, the Israel-Palestine conflict has been escalating. Furthermore, with the potential return of Donald Trump to the U.S. presidency in 2025, there is an anticipated focus on protecting domestically manufactured products, with a gradual increase in tariff barriers. The impact and reorganization of related supply chains will require continued observation. On the other hand, for the development of new overseas market, the Company will enhance the development of Japanese companies continuously. Currently, the capacities of peers in Japan are impacted by the local regulations. Recently, some chances to offer quotations to Japanese customers are brewing, and to be followed up. Meanwhile, the Company's products are promoted by developing new Japanese customers; the benefits will be monitored continuously. As the Company have excellent products, with complete set of certification, the Company is favored for Japanese companies' procurement, and helpful to develop the Japanese market. In 2024, the Indian market was affected by the global economic downturn, resulting in lower-

than-expected shipments. However, there are opportunities for it to replace some of China's market share in the future, making it one of the main regions for export development. As for the Southeast Asian region, the Company is expected to exhibit in Thailand in April 2025, seeking to secure local business opportunities in Thailand and Southeast Asia for the automotive and electrical sectors by both exhibitions and customer visits.

The Company also had a breakthrough in terms of developing high-added value products. The Company is actively positioning and obtains positive feedbacks. the rectangular copper wires for EV. On the other hand, LITZ wire, freon-resistance enameled copper wire, PIW240°C magnet wire, enameled copper wire for inverter-fed driven motors, flat wire, copper clad aluminum magnet wire, brazing tape, magnet wire for inductor, elf-bonding magnet wire, triple layers insulated wire, ultrafine wire, and low dielectric magnet wire, etc. have either been mass-produced or sampled for customer confirmation. In addition, the development of related industries, such as electric scooters, electric bicycles, drones, and low-orbit satellites, will also blossom. In response to the heavy power, transformer, and wind power markets in China, the investment in paper-insulated rectangular wire and silk-covered rectangular wire production equipment is continued, and technology and R&D are deployed for the market .

D. Communication or Optical fiber Cable Overview :

Government launghed Look Forward Infrastructure Project, including “Rail Way Construction”, “Water Environment Construction”, “Green Construction”, “Digital Construction”, “Township Construction”, “Friendly Parenting Environment Construction”, “Food Safety Plan Construction” and “Human Resource Incubator and Employment Construction”. The 8 construction plans were expected to build foundation for Taiwan in the following 30 years.

The “Forward-looking Infrastructure Development Program,” pursuant to the Special Act for Forward-Looking Infrastructure announced and imposed by the President on July 7, 2017, and the review outcomes from the Legislative Yuan, have prepared the two-phase program. With four years for each phase, the timeframe is eight years, and the maximum expenditure would be NT\$842.4 billion. The program spends NT\$558.9 billion special budget in three phases from 2017 to 2022. Phase 1 (September 2017 to December 2018), Phase 2 (2019-2020) and Phase 3 (2021 to 2022) are budgeted for NT\$107.1 billion, NT\$222.9 billion, and NT\$229.8 billion, respectively.

The country set the foundation on “Green”, “Digital”, “Water”, “Railway”, “Township”, “Food” and

“Talent Cultivation” for the future 30 years

Look Forward Infrastructure Project is for Taiwan future development to cope with new industry, new skills and new life trends. The Company’s main business is highly related with green and digital constructions, which was further illustrated as follows :

a. Green Construction (First phase budget : NT\$800 million ; Second phase budget : NT\$1,140 million ; Third phase budget : NT\$7.8 billion)

➤ Key Points :

Solar energy, wind power energy and Shalun Green Energy Science City project.

➤ Target :

The benefit from energy transformation : Enhance energy safety, green economy development, perpetual environment and social fairness.

➤ Benefits to Industry :

To build Taiwan as a important fortress in green power industry in 5-10 years.

b. Digital Revolution (First phase budget : NT\$159 million; Second phase budget : NT\$272 million; Third phase budget NT\$44.3 billion)

➤ Key Construction :

To accelerate the expansion of Super broadband, which was a fundamental construction to the society.

➤ Target :

The secure and smooth connections through broadband and ultra broadband, basic protection of human rights for network users, cultural creativity and high value products introduced to the industry, smart urban and rural construction introduction, and a learning environment is established. The budget is allocated to enable the digital economy to account for 25.2% of GDP in 2020, while promoting cultural creativity and the content industry to become the trillion industry.

c. Railway Construction (First phase budget : NT\$16.6 billion ; Second phase budget : NT\$41.60 billion ; Third phase budget : NT\$40.2 billion)

➤ Key Construction :

Promoted 38 track construction projects in total with five pillars, including "Network connecting

Taiwan High Speed Rail and Taiwan Railways," "Taiwan Railways upgrade and service improvement in the eastern area," "railway 3D or accelerating commute," "urban metro rapid transit system," and "sightseeing railway in central and southern Taiwan."

➤ Target :

Making the rail system in Taiwan to be a friendly and seamless, with industrial opportunity, safe and reliable, easy to use, sustainable, and attractive transportation service in Taiwan.

Conclusion :

The "Forward-Looking Infrastructure Development Program" focuses on Taiwan's economic development needs in the future. The government plays the role of bellwether to stimulate the economy, accelerate Taiwan's economic transformation and upgrading, and boost Taiwan's long-term competitiveness. Looking back to 2024, Taiwan's economy gradually stabilized after the Covid-19 epidemic, and the economic development was better than 2023. Among them, the Forward-Looking Program has been implemented for three phases, with total NT\$559.8 billion budgeted specifically. The officials from the National Development Council observed that based on the evaluation of commissioned research, these three phases (2017 to 2022) years) have created a real GDP of NT\$704.5 billion to NT\$760.5 billion, showing that the investment multiplier of public construction is 1.26, that the economic benefits driven by the government's public construction have been very significant.

To secure the procurement of copper cables and fiber optic cables from major telecom companies, the Company actively monitor the tender information. In 2025, CHT expects to procure NT\$550million of copper cables, and NT\$640 million for fiber optic cables. The projects have invited bidders, and the Company also actively bids.

The Company has invested in the communication cable market for more than 20 years. In response to the digital construction, the Company actively participates in the engineering projects of the Chunghwa Telecom and the tenders of the major telecommunication operators, and also actively bids the government's procurement tenders. The sales of optical cables are also expanding to various regions. The promotion of digital construction may push the future production values to trillion NTD. The Company has been researching and developing new products. Currently, the Company has developed flat optical cables, air entraining optical cables, indoor optical cables, micro-cluster, ditch and harness optical cables, etc.

Among them, flat optical cables and air entraining optical cables have been introduced to the market, and their quality and evaluation have been well received by customers. The economy has been recovering in 2025, the consumption of copper and fiber optic cables is expected to outperform 2024. The Company will secure orders actively, to offset the losses due to the pandemic.

(2) Foreign market analysis :

Regarding last year (2024), the magnet wires are the Company's main export product, and the export markets are mainly China, Japan, India and Southeast Asia. To cope with the changes in customer shipments and post-pandemic customer situations, in 2025, we will arrange for our sales team to visit Thailand and Japan, supplemented by visiting new trading companies or agencies to expand new markets and increase customer sources, and develop high value-added wire types, while cooperating with the production process in the plants for market development. This is the current primary goal..

Japanese manufacturers have named Ta Ya as one of their first choices for overseas procurement, and several customers have named Ta Ya's enameled wires as the long-term supplier system. In addition, after obtaining the KEMA international certification, the Company has continuously participated in the biddings of local power companies in the ASEAN and Middle East markets, to establish sales channels. The company has enjoyed the stable orders in the Japanese market, and during this year, it will cooperate with Ta Ya Green Energy Technology to invest in the development of local solar power plants, so some progress in cable export orders is expected for this year.

3. Business Objectives :

Sales forecast for 2024 is as follows :

Unit : metric ton	
Majority products	Shipments
XLPE power cable	21,984
Plastic wire and cable	9,082
Rubber wire and cable	595
Communication cable	559
Enameled wire	13,590
Bare copper wire	6,215
others	3,409
Total	55,434

4. Development Prospects and Favorable and Unfavorable Factors :

(1) Favorable factors :

- A. Government continued to expand domestic demand, Executive Yuan announce Executive Yuan passed Looking-forward Infrastructure Development Project in response to devotion of the Government to the economic development. The project was a special budget with a total investment of NT\$8,824 billion in 8 years. Government strong resolution did fuel investment from non-government side.
- B. The 7th electricity transmission and distribution plan was expected to bring business opportunity by about NT\$500 billion.
- C. To cope with the holistic national competitiveness, the government continue expanding the public construction. The replacement of old power plant and power supply wiring by Taipower will bring opportunities for ten year.
- D. The international cable market faced the market reform due to the recession. The Company continuously improves its competitiveness to take part in the business opportunity brought by Taiwan overseas investment returned to Taiwan.
- E. The Company's 345kV cables and 69kV ant-proof cables are certified by Taipower, with the delivery record. The ant-proof cables will be applied to all future 69kV wiring of Taipower. The new products for communication slot have commenced production since 2014. In December 2020, Super-Thermal Resistant Aluminum Alloy Conductor with Aluminum-Clad Invar Reinforced was approved by Taipower and got the qualification to tender a bid to Taipower. On June 28, 2023, the Company secured a bid for the 340mm² ultra-heat-resistant steel core aluminum wire project from Taipower for NTD 1.168 billion. In November 2024, Super-Thermal Resistant Wires with Steel Core and Aluminum-Clad 260MM² was approved by Taipower and got the qualification to tender a bid to Taipower.
- F. The Company set up Ta Ya Green Energy Technology, Touch solar power and Sin Jhong Solar Power for solar energy generation; and Jhih-Guang Energy for solar floating system with fish farm. These plants also create the business in offshore wind power generation and solar power smart grids.
- G. The magnet wire market share continues to lead the industry, which is of great help to the promotion of our related products.
- H. New energy vehicles continue to receive market attention, as well as the accelerated transformer replacement under the domestic grid enhancement program, the sales of our magnet wires and rectangular wires are benefitted.

- I. To respond to the power outage on March 3, 2022, the government enhanced the Program to Strengthen Power Grid Resilience Construction, for stable power supply and diversify the grid. Plus the 161kV oil filled cable replace the CV cable, the opportunities to supply wires and cables will increase in the future.
- J. In 2024, the green energy will continue to govern and strengthen the zero-carbon emission policy. The Company will continue to deepen and strengthen the development of green energy power generation business, including solar energy, hydrogen energy, wind energy, geothermal energy, and ocean current/tidal energy. The renewable energy business integrates the existing platform and enters the carbon trading market and becomes a giant in the renewable energy industry in Taiwan.

(2) unfavorable factors :

- A. Sluggish demand in the market caused price competition among peers.
- B. Deteriorating economy made the Company to renew its clients' credit.
- C. Due to the trade war between China and the US, it might impact the companies whose products were produced in China but ship to the US.
- D. It is hard to predict customers' demand, which might cause higher cost in inventory.
- E. The oversupply of magnet wire in mainland China has not changed, and the economy in China is not as good as expected, which will continue to affect the downturn of magnet wire processing costs.
- F. Under the impact of the pandemic, there is competition among sea container companies, which led to higher costs.

(ii) Uses and Production Process of Major Products :

1. The applications of main products

Main Products	Applications
Plastic wire and cable	<ol style="list-style-type: none"> 1. Wires for electronic appliances 2. Power cords 3. Power and control cables for low-voltage of electric power distribution system 4. Building wires and cables 5. Wires and cables of electrical appliances 6. Control cables

Main Products	Applications
Rubber wire and cable	<ol style="list-style-type: none"> 1. Portable cables 2. Wires and cables for thermal and nuclear power plants 3. Wires and cables for mine field 4. Lead wires for motors or transformers, etc. 5. Flexible cables and wires for electrical power distribution.
XLPE power cable	<ol style="list-style-type: none"> 1. 69kV, 161kV and 345kV transmission cables for TPC. 2. Electrical power cables for 25kV distribution system 3. MV cable and low voltage cables for factory electrical power distribution system. 4. Electrical power distribution cables for community
Low-smoke non-toxic cable	<ol style="list-style-type: none"> 1. Airport 2. Hospital 3. MRT system 4. Transmission and distribution cables of the Mass Transit Railway
Fire Resistant cables	<ol style="list-style-type: none"> 1. Electrical power distribution 2. Fire safety systems of indoor 3. Fire alarm System 4. Emergency power system 5. Broadcasting and Communication Systems
Heat-resistant cables	<ol style="list-style-type: none"> 1. Emergency power system and various alarm systems 2. Fire safety systems of indoor 3. Fire Alarm System 4. Emergency lighting system 5. Broadcasting and communication systems
Solar cables	<ol style="list-style-type: none"> 1. Solar power generation equipment 2. Small rooftop photovoltaic system 3. Plant with solar power system
Enameled wire	<ol style="list-style-type: none"> 1. Transformers, power transformers for housework appliances, flyback transformers, dry-type transformers, oil-filled large-scale transformers, etc. 2. Motor: Servo motor, housework appliance motor, enclosed motor, refrigerator air conditioner motor. 3. Generator winding and coil 4. Various types of coils: choke coils, solenoid coils, audio coils, deflection coils for TV sets

Main Products	Applications
	and computer terminals, oscillating coils, ignition coils 5. Relay coil 6. Motors for electric vehicles
Single, double layers insulated winding wire	Various types of high-frequency transformers and transformers used in communication networks
Communication cable and optical fiber cable	1. Communication cable use metal conductors as the medium for electric wave transmission, such as digital cable and telephone cable. 2. Optical fiber cable use light-guided wave for communication and information transmission, such as indoor and outdoor single-mode and multi-mode optical fiber cable. 3. Special transformers winding: Various types of high-frequency transformers and transformers used in communication networks

2. Product manufacturing process :

Row copper wire

- Drawing and stewing copper wire to the required soft copper wire.
- Stranding or compressing copper wire
- Triple-layer extruding for high voltage cable
- Metallic shielding
- Sheath extruded
- Inspecting
- Packaging
- Customer

(iii) Supply of Major Raw Materials :

The company is engaged in the production of wires and cables, and the supply chain of main raw materials is as follows :

1. Copper :

The supplier is an international agent, signing a long-term supply contract every year, accounting for about 89.05% of the demand. The copper plate is imported from abroad, and the source of goods comes from Chile, China, Japan, Indonesia and other regions. After the copper plates are imported, they are entrusted to the related company Cuprime material co. ltd. to process them into

- 8mm copper wires. The spot accounts for about 10.95% of the demand. Depending on the operational needs, they can be purchased from domestic and foreign markets. The supply chain is stable.
2. PVC Powder :
The suppliers are directly supplied by well-known domestic manufacturers such as Formosa Plastics, and the supply is stable and not affected by seasonality.
 3. Cross-linked PE pellets :
The suppliers included DOW chemical in the United States, Borealis in Sweden, NUC in Japan, and Hanwha in South Korea. In terms of procurement policies, due to the characteristics of raw materials and its inability to produce in Taiwan, it must rely on imports. Therefore, it is difficult to control the price and quantity, by policy is to sign a long-term contracts with predict volume of orders received and price trends, to purchase in batches to minimize the impact from the seller's market.
 4. Plasticizer :
Starting in 2024, environmentally friendly plasticizers supplied by the well-known domestic manufacturer Nan Ya Plastics will replace the original plasticizers with low flash points. These new plasticizers offer better quality, stable supply, and can effectively reduce environmental hazards.
 5. Varnish :
Mainly supplied by the famous domestic manufacturer UPC technology corporation, with long-term cooperation and stable supply.
 6. Communication cable raw material :
Low-density PE is the bulk, directly supplied by the internationally renowned manufactures: DOW chemical, BOROUGE, and HANWHA. The procurement policy is the same as cross-linked PE procurement.
 7. Optical fiber raw material :
The main material of optical fiber cable, optical fiber, is currently based on Japanese manufacturers FURUKAWA and SUMITOMO as the main partners, and signed long-term contracts with them, or mass-based purchases in batches to reduce costs as much as possible.

Taiwan is an island country with resources shortage as copper and chemical composite materials. The sources of raw materials are imported and then application in various regions. Therefore, the purchase price is

often restricted by the upstream suppliers or international agents. The suppliers of the above raw materials, whether from domestic or abroad, are all reputable professional manufacturers with high quality and punctual delivery. The materials of TA YA use are strong support by our supplier.

(iv) Information on suppliers/customers accounting for more than 10 percent of the total purchases (sales) of goods in any of the most recent two years :

1. Information on suppliers accounting for more than 10 percent of the total purchases of goods at the Company

Unit : NT\$ thousands

2023				2024				Three Month Ended March 31,2025			
Company Name	Amount	{ % }	Relation with Issuer	Company Name	Amount	{ % }	Relation with Issuer	Company Name	Amount	{ % }	Relation with Issuer
Company A	4,557,510	34.77	Non related-party	Company A	4,601,181	25.75	Non related-party	Company A	1,306,727	34.29	Non related-party
Company B	3,319,600	25.32	Non related-party	Company B	3,608,340	20.20	Non related-party	Company B	923,268	24.23	Non related-party
Company C	1,393,186	10.63	Non related-party	Company C	2,811,398	15.74	Non related-party	Company C	457,887	12.01	Non related-party
Net purchase	13,109,261	100.00		Net purchase	17,865,301	100.00		Net purchase	3,811,035	100.00	

2. Information on customers accounting for more than 10 percent of the total sales of goods at the Company

Unit : NT\$ thousand

2023				2024				Three Month Ended March 31,2025			
Company Name	Amount	{ % }	Relation with Issuer	Company Name	Amount	{ % }	Relation with Issuer	Company Name	Amount	{ % }	Relation with Issuer
None				None				None			
Net Sale Amount	14,675,143	100		Net Sale Amount	17,413,625	100		Net Sale Amount	4,445,007	100	

iii. Information on Employees Number of employees, average age and years of service at the Company in the most 2 years :

Year		2023	2024	As of the publication date of the annual report
Number of employees	Management & Staff	188	185	190
	Technicians	457	454	468
	Total	645	639	658
Average Age		44. 24	44. 90	45. 01
Average Years of Service		15. 29	15. 04	14. 84
Education	PhD	0. 3%	0. 3%	0. 3%
	Masters	12. 4%	12. 7%	12. 3%
	Bachelors	44. 0%	44. 4%	44. 4%
	Senior High School	38. 8%	37. 7%	38. 8%
	Below Senior High School	4. 5%	4. 9%	4. 2%

iv. Information on Environmental Protection :

- (i) Information on Environmental Management and Environmental Protection Expenditure Losses (including damages and violations of the environmental regulations named in environmental audits, which should list the date, document number, and article number and content of the regulations violated, and penalty description) incurred for polluting the environment in last two years and up to the publication date of this annual report, and estimated potential loss at present and in the future and countermeasures :

None

- (ii) Losses caused by pollution in the most recent year up to the publication date of this annual report :

The Company was in compliance with environmental regulations. Throughout production process, there was no environmental pollution issue. The Company strives to take environmental protection measures. There was a specified unit to monitor environmental, health, and safety management. It is expected to target at zero pollution.

v. Labor Relations

- i. Employee welfare, education and training, retirement system and implementation. The relationship between employee and the Company and measures to protect employee benefit

Harmonious relationship is the foundation of successive business growth. The regulations for human resource management in the Company adhere to and Labor Standard Acts and put into execution. There were labor union and employer-employee conferences to provide communication channel.

1. Employee Benefit :

Revenue from selling scraps was the main source of subsidy to fund welfare benefits. Current :

(1) Company Insurance:

In addition to statutory benefits, such as Labor Insurance, National Health Insurance, Employee Welfare Committee also provide group insurance, which provides coverage to family with preferential co-fee paid by family.

(2) Company Tour :

The travel subsidies are provided to the employees with qualified seniority. In 2024, total 444 employees received the subsidies.

(3) Clubs and Activities :

The Company was highly concerned about employees' body and mental health. It encouraged employees to take part in activities about health and entertainment. The Company provides various clubs or activities to encourage employees to join them, which might help to relieve the pressure from work or family. Each club or activity will be provided a subsidy of NT\$15,000 per year. Any activity involved with sport would get extra subsidy of NT\$20,000 per year.

(4) Child birth and education Subsidy :

Child birth subsidy was provided to 9 headcounts in year 2024. The education subsidy was provided to 138 headcounts in 2024 for 205 children who are studying from elementary school to graduate school.

(5) Employee restaurant :

The Company provided cafeteria to encourage them to stay in the plant. The Company subsidy \$35 to each employee per day.

(6) Birthday Coupon :

The welfare committee provided birthday coupon NT\$2,000 per employee.

(7) The Company would hold year-end party to entertain employees.

(8) Gifts for festivals.

(9) Various bonus provided

(10) Cash gifts and Bereavement cash.

(11) Retirement :

In addition to legal pension plan pursuant to the Labor Standards Act, the Company would provide memorial trophy and gifts to show the appreciation to the retired employees for their contribution.

(12) To praise employees :

The Company would praise employees for their excellence in their jobs or special contribution. The Company would reward them with certificate and bonus of NT\$6,000.

(13) Bereavement support payment

(14) Mutual aid funds from employees to the employees and employees' family

(15) Uniform and safty shoes

(16) The Company provides regular general health examination superior than the statutory requirement. Employees who are over 40 years old but under 65 years old are examined once every two years. Those who are under 40 years old are examined once every three years. During the health examination for all employees, the examination items of coliform cancer and liver cancer are added.

2. Employee training and education :

Employees are important assests to the Company. The Company has established a complete learning program in accordance with “Training Strategy for Planning and Appraisal Procedures”, and “On The Job Training procedure”to provide employees a thorough training resource. The Company has trained internal instructors to provide the skills and knowledge developed in the Company to pass on. In 2024, the Company’s provided more than 200 different classes of professional training, project training, and on-the-job training, with total training hours was above 11,600 hours and more than 4,900 attendees. The average training hours to each employee were above18hours. The total training expense was more than NT\$2.10 million. The related continuing education and trainings are as following :

Special Project Training :

The Company would review its strategy to arrange the courses for managerial and staffs. Courses for managerial would focus on strategy and managerial skill improvements. The Company would provide courses to supplement what employees require to perform their daily function. The Company would arrange teacher from outside or internal instructors.

(1) Professional Training :

The Company would focus on the industry and profession knowledge each department required and employees may propose their requests. Then the Company might arrange the courses. After training, employees might improve their expertise and make contribution to their job.

(2) On-Job Training :

To upgrade the competency on job, each darpment would come up

training projects.

(3) New Recruits Training :

Every half year, the new recruits would be required to take various course arranged by HR department. Those courses include coproate culture, history, operation concepts, employee rules of conduct, benefit, company insurance, payroll, safty and security to the environment, ISO and so on. Through those courses, the new hire would have better understand the company.

(4) Position Training :

The new recruits would be trained based on their duty and job description to assign to their department head to provide their position training, including machinery operation, job routine, corporate culture, and so on.

(5) List of directors, supervisors and managerial members who took training courses in 2024 :

A. 2024 Continuing education of directors

Title	Name	Date	Organized by	Name of course	Training hour
Chairman and CEO	Shen, Shang Hung	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/20	Taiwan Institute of Directors	Great Challenges of Internationalization: Uncover the Growth Decision-Making of Japanese Business	3H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
Vice Chairman	Shen, Shang-Pang	2/26	College of Professional and Continuing Education, National	Organizational integration and talent development	7H

		8/23	Taiwan University Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
Director and President	Shen, San-Yi	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
Director and Executive Vice President	Shen, shang- Tao	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H

		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
		12/5	Securities & Futures Institute	Awareness and Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H
Director	Hung, Yen-Hung	8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
		12/5	Securities & Futures Institute	Awareness and Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H
Independent director	Chou, Wen-Jin	8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		11/22	Securities & Futures Institute	The 2024 Dissemination Meeting for Legal Compliance When Engaging in an Insider Equity Transaction	3H
		12/5	Securities & Futures Institute	Awareness and Interpretation of ESG Sustainability Governance - Global Net	3H

				Zero Carbon Emission Trend and Countermeasures of Enterprises	
Independent director	Yu, Guang-Xun	8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
		12/5	Securities & Futures Institute	Awareness and Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H
Independent director	Wei, Chun-Hsien	9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
		11/22	Securities & Futures Institute	The 2024 Dissemination Meeting for Legal Compliance When Engaging in an Insider Equity Transaction	3H
		12/5	Securities & Futures Institute	Awareness and Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H
Independent director	He, Chung-Hui	10/31	Taiwan Corporate Governance Association	ESG-related legal issues requiring concerns by boards of Directors	3H
		11/29	Securities & Futures Institute	Practices of assessing performance related to corporate "ESG sustainability" and "risk management"	3H

B. 2024 Continuing education of managerial officers

Title	Name	Date	Organized by	Name of course	Training hour
General Manager of Corporate Development & Strategic Planning Group	Shen, Guan-Ting	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
		12/5	Taiwan Corporate Governance Association	Awareness and Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H
General Manager, Energy & Telecom. Cable Business Group	Chuang , Pa-Kuei	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
Director, Energy & Telecom Cable Business Group	Cheng, Chi-Lin	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability:	3H

Title	Name	Date	Organized by	Name of course	Training hour
		8/29	Management Intelligence Sharing Association	diversified management for external influence, to create corporate positive value Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
Plant Manager, Energy & Telecom Cable Business Group	Huang, Ming-Chin	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		6/27	C.C.Sustain ESG Solution Co., Ltd.	Carbon Footprint and Low Carbon Design of Life Cycle Considered in Life Cycles	3H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
Director, Energy & Telecom Cable Business Group	Pan, Chien-Hsun	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/12	Taiwan Corporate Governance Association Taiwan Corporate	Prevention of labor disputes and corporate governance Awareness and	3H

Title	Name	Date	Organized by	Name of course	Training hour
		12/5	Governance Association	Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H
General Manager, Magnet Wire Business Group	Chen, Tseng-Shou	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/1	College of Professional and Continuing Education, National Taiwan University	Credit Courses, Graduate Institute of Management	80H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
General Manager, Magnet Wire Business Group	Shen, Shang-Hui	8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
		12/5	Taiwan Corporate Governance Association	Awareness and Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H
Deputy General Manager, Magnet Wire	Chiu, Jung-Kun	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/23	Taiwan University	Mandatory courses for	3H

Title	Name	Date	Organized by	Name of course	Training hour
Business Group		8/29	Taiwan Corporate Governance Association	corporate sustainability: diversified management for external influence, to create corporate positive value	6H
		9/5	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/12	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	3H
		12/5	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance Awareness and	3H
			Taiwan Corporate Governance Association	Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	
Plant Manager, Energy & Telecom Cable Business Group	Chen, Chun-Hung	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance Awareness and	3H
	Taiwan Corporate Governance Association	Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H		
General Manager, NIC Business Group	Lee, Wen-Bing	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		8/23			

Title	Name	Date	Organized by	Name of course	Training hour
		12/5	Taiwan Corporate Governance Association Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value Awareness and Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H 3H
Director, NIC Business Group	Chuang, Yi-Hsin	2/26 4/2	College of Professional and Continuing Education, National Taiwan University Deloitte Risk Management Consulting Co., Ltd.	Organizational integration and talent development 2024 Key Points of Trade Secrets Management	7H 1H
General Manager, Construction Business Group	Chiu, Tsung-Jen	2/26 9/5 12/5	College of Professional and Continuing Education, National Taiwan University Management Intelligence Sharing Association Taiwan Corporate Governance Association	Organizational integration and talent development Workshop of horizontal thinking and problem solving (1) Awareness and Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	7H 6H 3H
General Manager Business Administration Group	Chen, Chung-Kuang	2/26 4/2 4/29 4/29 4/29	College of Professional and Continuing Education, National Taiwan University Deloitte Risk Management Consulting Co., Ltd. Deloitte Risk Management Consulting Co., Ltd. Deloitte Risk Management Consulting Co., Ltd. Deloitte Risk Management Consulting	Organizational integration and talent development 2024 Key Points of Trade Secrets Management Identification and response to intellectual property risks and opportunities 2024 Key points of R&D operation reformation 2024 Intellectual Property Management System	7H 1H 1H 1H 1H

Title	Name	Date	Organized by	Name of course	Training hour
		8/23	Co., Ltd. Taiwan Corporate Governance Association	Auditor's Training Session Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance Awareness and	3H
		12/5	Taiwan Corporate Governance Association	Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H
Corporate governance officer	Hung, Chung-Ming	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		5/14	Ta Ya Institute	Understanding and application of energy storage system	2H
		6/27	C.C.Sustain ESG Solution Co., Ltd.	Carbon Footprint and Low Carbon Design of Life Cycle Considered in Life Cycles	3H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance Awareness and	3H

Title	Name	Date	Organized by	Name of course	Training hour
		12/5	Taiwan Corporate Governance Association	Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H
Finance officer	Hung, Chung-Ming	12/19~12/20	Accounting Research and Development Foundation	Professional Development of Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	12H
Chief Auditor	Yang, Mei-Ching	2/26	College of Professional and Continuing Education, National Taiwan University	Organizational integration and talent development	7H
		4/2	Deloitte Risk Management Consulting Co., Ltd.	2024 Key Points of Trade Secrets Management	1H
		4/29	Deloitte Risk Management Consulting Co., Ltd.	Identification and response to intellectual property risks and opportunities	1H
		4/29	Deloitte Risk Management Consulting Co., Ltd.	2024 Key points of R&D operation reformation	1H
		4/29	Deloitte Risk Management Consulting Co., Ltd.	2024 Intellectual Property Management System Auditor's Training Session	1H
		6/4	Deloitte Risk Management Consulting Co., Ltd.	Key points of internal audit	1H
		6/11	Deloitte Risk Management Consulting Co., Ltd.	Summary of preparing the TIPS' self-assessment report	1H
		7/5	Accounting Research and Development Foundation	Risk Management to Promote Corporate Sustainability	6H
		8/23	Taiwan Corporate Governance Association	Mandatory courses for corporate sustainability: diversified management for external influence, to create corporate positive value	3H
		8/29	Management Intelligence Sharing Association	Workshop of innovative service culture - building an efficient and collaborative team (1)	6H
		9/5	Management Intelligence Sharing Association	Workshop of horizontal thinking and problem solving (1)	6H

Title	Name	Date	Organized by	Name of course	Training hour
		9/12	Taiwan Corporate Governance Association	Prevention of labor disputes and corporate governance	3H
		10/25	Accounting Research and Development Foundation	Summary and analysis of the latest policies related to the "Preparation of Annual Report/Sustainable Information/Financial Statement", and the practices of internal control management	6H
		11/21	Ta Ya Institute	Description of preparation statements of business groups	2H
		12/5	Taiwan Corporate Governance Association	Awareness and Interpretation of ESG Sustainability Governance - Global Net Zero Carbon Emission Trend and Countermeasures of Enterprises	3H

(6) Certification of employees whose jobs are related to accounting and auditing :

Certification	Number of Employees	
	Internal Audit	Financial Accounting
Certified Public Accountants	0	1
New Auditor	5	0
Enterprise Internal Control	3	0

3. Retirement system and the implementation:

Pension System	Old system	New system
Applicable legal basis	Labor Standards Act	Labor Pension Act
How to contribute	15% of the total monthly salary of the employees	6% of the total monthly salary of the employees
Contribution amount	NT\$2,584,510 thousand was provided in 2024. (unaudited amount)	NT\$17,918,091 was provided in 2024. (unaudited amount)

The Company's pension program is as follows :

(1) Voluntary Retirement :

Employee who meets the following criteria may apply for voluntary retirement :

a. Where the worker attains the age of fifty-five and has worked for

fifteen years.

- b. Where the worker has worked for more than twenty-five years.
- c. Where the worker attains the age of sixty and has worked for ten years.

(2) Compulsory retirement :

The Company shall not force a worker to retire unless any of the following situations has occurred:

- a. Where the worker attains the age of sixty-five.
- b. Where the worker is unable to perform his/ her duties due to disability °

The retirement age specified in item 1 of the preceding paragraph may be postponed through mutual agreement between the employer and the worker. A business entity may request the central competent authority to adjust the retirement age. But the retirement age shall not be reduced below fifty-five.

(3) Pension Fund :

- a. The who having service years before and after the application of the Labor Standards Act, and the service years by electing continual application of the “Labor Standards Act” pursuant to the Labor Pension Act, or the application of the Labor Pension Act retained, will have their pensions to be calculated pursuant to Article 55 of the Labor Standards Act. °
- b. An additional 20% on top of the amount calculated according to the preceding subparagraph shall be given to workers forced to retire due to disability incurred from the execution of their duties. 20% additional benefits are provided to employees who are physically or mentally challenged as a result of performing their duties.
- c. Employees under the new pension plan pursuant to the Labor Pension Act: Monthly contributions are made at 6% of the corresponding pay grade into the employees' personal pension accounts.

(4) Pension payment:

The Company shall pay the pension to the employees, and the payment shall be made within 30 days from the date of retirement of the employees.

4. Labor-management harmony and employee rights maintenance measures :

- (1) The Company has drafted "Moral Conduct Regulations" intended to maintain employees' lawful rights and interests and also the Company's reputation. To implement gender equality, the Company set up a regulation to prevent and punish any violation. The Company regularly holds employer-employee conferences to publicize the importance to follow the regulations. to discuss and negotiate issues of importance. The Company has drafted "internal work regulations" intended to maintain employees' lawful rights and interests and help eliminate illegal and

unreasonable treatment of employees. There was labor union which would help to discuss and negotiate any doubtful issues.

(2) In 2015, the company's labor union formally submitted a request for collective bargaining to Ta Ya Group. The company designated personnel to engage in negotiation meetings with the then-president of the labor union regarding issues related to the collective bargaining agreement (CBA), and the consensus was reached after the meetings. Both parties have agreed to "replace collective bargaining with labor-management meetings for negotiations," and therefore, a collective bargaining agreement has not been signed. The Company and the labor union communicate through labor-management meetings, adopting a flexible negotiation approach to reach a consensus in response to the rapidly changing environment. The Company highly values the suggestions put forward by the labor union and conducts deliberations on them, providing feedback on the implementation results to the union.

ii. Losses (including violations of the Labor Standards Act named in labor inspections, which should list the date, document number, article number, content of the regulations violated, and penalty description) incurred for labor disputes in last two years and up to the publication date of this annual report :

1. Losses including violations of the Labor Standards Act named in labor Inspections : None

The Company's Human Resource regulatory was based on Labor Standard Law. The Company had set up various welfare benefit measures and set up labour union to channel understanding and view points between employer-employee. So far no Losses including violations of the Labor Standards Act named in labor inspections.

2. Estimated losses due to current and possible future labor-management disputes : None

3. Response measure : The Company would strive for the mission to make employee work happily in the Company.

vi. Information and Communication Security Management :

(i) Describes the information and communication security risk management architecture, information and communication security policies, specific management plans and the resources invested in information and communication security management, etc.

1. Information and Communication Security Management Strategies and Architecture

Corporate information security governance organization: To implement information security management, the Company established the Information Security Committee under the Board of Directors on August 5,

2020 to assist the Board of Directors in continuous implementation of information security management, and is responsible for the formulation and management of information security policies, and implementation of information security work and policy planning. An independent director serves as the convener of the Information Security Committee. Due to the importance of information security, the responsible unit regularly reviews the information security policy every year, and reports the Company's information security governance and implementation to the Board of Directors at least once a year. The Information Security Committee held one meeting on December 12, 2024, and reported the operation and implementation of the Committee in 2024 to the Board of Directors on December 12, 2024.

On November 15, 2023, the Company established an information security supervisor and an information security officer to be responsible for information security and physical security planning and related auditing matters, as well as the coordination, promotion and supervision of systems.

2. Information and Communication Security Policies

Strive for perfection and enhance information validity-

Improve operational performance through information availability, integrity, and confidentiality (Confidentiality C, Integrity I, Availability A).

Co-Prosperity and Coexistence and Safe Information Sharing-

The use of operational information is not subject to geographical restrictions (Availability A), and information is safely shared internally and externally within the scope of the organization.

Seek truth from facts and precise information-

Ensure that operational information is correct (Integrity I) to improve the quality of decision-making.

Innovation and Change, Creating Information Value-

Continue to innovate the use of information and ensure the security of the Company's confidential information (Confidentiality C) ◦

3. Information Security Risk Management Architecture

Our company will perform information security risk management regularly according to the information security risk assessment and management operation procedures to identify and analyze information security risks and assess their levels; if they exceeded acceptable levels, risk treatment and improvement measures will be taken to reduce possible risks, and follow the PDCA management cycle to ensure the achievement of information security goals, and further promote the continual improvement of information security.

➤ Plan — Information Security Risk Management

(1) Corporate Information Security Risk Assessment

(2) Information Security Risk Management and Countermeasure Formulation

(3) Follow information security international standards (ISO27001)

➤ Do — Multilayer Information Security Protection

- (1) Information asset management
 - (2) Access control
 - (3) Physical and environmental security management
 - (4) Network security management
 - (5) Information security incident management
 - Check — Monitor the Effectiveness of the Information Security Management
 - (1) Continual monitoring of information security
 - (2) Information security index quantification
 - (3) Information security vulnerability scan
 - (4) Information security internal audit
 - (5) Pass information security international audit certifications
 - Act — Review and Continuous Improvement
 - (1) Review and improve information security measures
 - (2) Information security education, training and promotion
4. Specific Management Plans
- (1) USB control : Implement asset inventory tools and control the use of USB flash drives through management tools to prevent data leaking and the spreading of computer viruses.
 - (2) Remote backup system planning and exercises : Backup data regularly; regular disaster recovery exercises of the core system.
 - (3) Endpoint information security : Establish endpoint antivirus measures according to computer type to enhance malware behavior detection.
 - (4) Host vulnerability scans : Execute host vulnerability scans regularly each year and patch information security loopholes.
 - (5) Penetration test: the penetration test is regularly each year to patch information security loopholes.
 - (6) Network information security : Introduce the FORTINET firewall: Improve network information security protection.
 - (7) Social engineering exercises : Perform exercises by simulating the techniques of phishing websites to enhance the information security awareness of employees.
 - (8) Dual factor authentication: improves external connection security.
5. Resources Invested in Information and Communication Security Management
- (1) Software/hardware inventory: Implement asset inventory tools, control through management tools, and perform once a year to ensure legal use of authorized software and to protect against malware.
 - (2) Endpoint protection: Check for virus signature updates every week and scan for viruses regularly.
 - (3) Threat detection service: Cloud Intelligent Operation — Build a network management and information security integration center service.

- (4) Disaster recovery exercise: Perform once a year, core system disaster recovery exercise.
- (5) Host vulnerability scan: Host vulnerability scans twice a year (first scan and second scan) to patch information security loopholes.

6. Corporate Information Security Measures Promotion and Implementation Results

With the on-site inspection results by an external unit, the information security management standards are maintained.

On February 17, 2022, Obtained the ISO 27001 Information Security Management System (ISMS) certification from Taiwan SGS Ltd.

The latest certificate is valid from 2025/2/17~2028/2/17.

7. Enterprise information security measures promote results

- (1) Regular Promotion: Automatically prompt colleagues to change their system passwords regularly to maintain account security, and remind them to block phishing emails.
- (2) Education and training: The Company implements information security-related education and training courses for internal colleagues every year.

Course Name: ISO 27001 Information Security Promotion

Date: October 25, 2024

Hours: 1

Number of Participants:503

Course Name: Email Security and Social Engineering Prevention

Date: October 30, 2024

Hours: 2

Number of Participants:4

- (ii) List the losses suffered, possible impacts and response measures of major information security incidents in the most recent year up to the publication date of the annual report; if there are ones that could not be reasonably estimated, the facts to why they could not be reasonably estimated shall be explained : No such situation

vii. Important Contracts

Contract nature	Counterparty	Period	Major contents	Restrictive terms
Long-term borrowing	Mega Bank	February 4, 2021 to February 4, 2026	300,000,000	None
Long-term borrowing	Mega Bank	December 21, 2021 to December 21, 2026	400,000,000	None
Long-term borrowing	Mega Bank	March 23, 2022 to December 21, 2026	400,000,000	None

Long-term borrowing	O-Bank	September 20, 2023 to September 20, 2026	340,000,000	None
Long-term borrowing	O-Bank	September 20, 2023 to September 20, 2026	360,000,000	None
Long-term borrowing	Chang Hwa Commercial Bank, Ltd	October 28, 2024 to October 28, 2026	900,606,758	None

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

i. Financial Status - Consolidated (Based on IFRSs) :

Unit : NT\$ Thousands

Items \ Year	2024	2023	Difference	
			Amount	%
Current Assets	23,503,545	18,547,326	4,956,219	26.72%
Property, plant and equipment	18,300,861	15,314,222	2,986,639	19.50%
Intangible assets	332,247	301,023	31,224	10.37%
Other Assets	13,770,528	12,318,158	1,452,370	11.79%
Total Assets	55,907,181	46,480,729	9,426,452	20.28%
Current Liabilities	19,774,353	13,394,359	6,379,994	47.63%
Noncurrent Liabilities	17,749,612	16,589,677	1,159,935	6.99%
Total Liabilities	37,523,965	29,984,036	7,539,929	25.15%
Capital Stock	7,736,571	7,368,163	368,408	5.00%
Capital Surplus	2,332,955	1,868,672	464,283	24.85%
Retained Earnings	5,455,962	4,978,785	477,177	9.58%
Others	281,529	92,788	188,741	203.41%
Treasury stock	(12,787)	(28,919)	16,132	55.78%
Total Equity Attributable To Owners Of The Parent	15,794,230	14,279,489	1,514,741	10.61%
Non-Controlling Interests	2,588,986	2,217,204	371,782	16.77%
Total Equity	18,383,216	16,496,693	1,886,523	11.44%

- Analysis of changes exceeding 20% :
- The increase in current assets is mainly due to the increase in cash and cash equivalents and inventories.
- The increase in current liabilities is mainly due to the increase in borrowings required for capital expenditures and operations.
- The increase in capital reserve is mainly due to the issuance of convertible bonds and the exchange of treasury stock.
- The increase in other equity is mainly due to the increase in unrealized gain or loss on financial assets measured at fair value through other comprehensive income.
- The increase in treasury stock is mainly due to the subsidiary's disposal of the parent company's stock.
- Effects on the financial position the past two years : No significant effect on the financial position.
- Future countermeasures : N/A.

ii. Financial Performance - Consolidated (Based on IFRSs) :

(i) Comparison of Compensation of Net Revenue, Income From Operations and Net Income in the Past Two Years :

Unit : NT\$ Thousands

	2024	2023	Difference	
	Tatol	Tatol	Amount	%
Net Revenue	30,084,638	26,435,820	3,648,818	13.80%
Cost Of Revenue	25,967,054	22,960,671	3,006,383	13.09%
Gross Profit Before Realized (Unrealized) Gross Profit On Sales	4,117,584	3,475,149	642,435	18.49%
Realized (Unrealized) Gross Profit On Sales	(3,970)	231	(4,201)	(1,818.61)%
Gross Profit	4,113,614	3,475,380	638,234	18.36%
Operating Expenses	1,898,928	1,937,023	-38,095	-1.97%
Income From Operations	2,214,686	1,538,357	676,329	43.96%
Non-Operating Income And Expenses	372,253	2,041,697	-1,669,444	-81.77%
Income Before Income Tax	2,586,939	3,580,054	-993,115	-27.74%
Income Tax (Expense) Benefit	554,857	449,714	105,143	23.38%
Net Income	2,032,082	3,130,340	-1,098,258	-35.08%

- The variance analysis :
 - (1) Increase in gross operating revenue and operating income, :
Mainly because the increase in Taipower-related bidding revenue and solar photovoltaic power generation revenue in 2024, which affects the increase in operating gross profit
 - (2) Decrease in Income Before Income Tax :
Mainly because the Decrease in evaluation benefits and disposal investment

benefits measured at fair value through profit and loss in 2024.

- (ii) Mainly attributed factors of predetermined sales volume in the next year and anticipated sales volume increasing and decreasing :

Expected sales volume in the next year :

Primary Product	Sales Volume (ton)
Cross-Linked Power Cables	21,984
Plastic Power Cable	9,082
Rubber Power Cable	595
Telecommunication Cable	559
Enameled Wire	13,590
Bare Copper Wire	6,215
Others	3,409
Tatol	55,434

✧ Major Impact on Financial Position : The above deviations had no major impact on TA YA's financial position.

✧ Future Plan on Financial Position : Not applicable.

iii. Cash Flow - Consolidated (Based on IFRSs) :

i. Cash flow analysis for the current year :

Unit : NT\$ Thousands

Cash and Cash Equivalents at the beginning of the year	Net Cash flow from Operating Activities	Net Cash flow From Investing and Financing Activities	Cash and Cash Equivalents at the ending of the year	Remedy for Liquidity Shortfall	
				Investment Plan	Financing Plan
5,607,968	(463,243)	2,403,407	7,548,132	—	—

Analysis of Cash Flow :

- (1) Operating activities: Mainly due to the decrease in income before tax and increase in inventory , which caused net cash outflow from operating activities.
- (2) Investing activities: Mainly due to the acquisition of property, plant, and equipment, which caused net cash outflow from investing activities.
- (3) Financing activities: Mainly due to increase in short-term and long-term borrowings, causing net cash inflow from financing activities.

ii. Remedial Actions for Liquidity Shortfall :

As a result of positive operating cash flows and cash on-hand, remedial actions are not required.

iii. Cash flow Analysis for the coming year :

Unit : NT\$ Thousands

Cash and Cash Equivalents at the beginning of the year	Net Cash flow from Operating Activities	Net Cash flow From Investing and Financing Activities	Cash and Cash Equivalents at the ending of the year	Remedy for Liquidity Shortfall	
				Investment Plan	Financing Plan
7,548,132	3,076,116	(2,372,659)	8,251,589	—	—
1. Analysis of Cash Flow :					
<p>(1) The inflows of net cash generated by operating activities due to the increase of profit before taxes.</p> <p>(2) The outflows of net cash used in investing activities due to the purchase of property, plant, and equipment.</p> <p>(3) The outflows of net cash used in financing activities due to the repayment of short-term and long-term loans.</p>					
2. Liquidity analysis and remedial measures against cash deficit : None					

iv. Recent Years Major Capital Expenditures and Impact on Financial and Business

Utilization of Major Capital Expenditures and Sources of Funds

Unit : NT\$ Thousands

Project	Actual or Planned Source of Capital	Actual or Estimated Completion Date	Total Amount	Actual or Expected Status of Spending		
				2025	2024	2023
Equipment ,hardware and software	Long-term loans and cash flow generated from operations	2023 to 2025	1,044,586	597,004	336,090	208,734

v. Investment Policy in Recent Year, Main Causes for Profits or Losses, Improvement Plans and the Investment Plans for the Coming Year

1. Investment Policy in Recent Year : The strategy of the company reinvestment is long-term. The solar power plants which are invested by the Company have been running for now, and the Company will be continuously investing more in that solar power plants.
2. Main Causes for Profits or Losses, Improvement Plans and the Investment Plans for the Coming Year :
 - a. The Company will expand business to new market and new customer by actively developing high value-added wire and cable.
 - b. The Investment Plans for the Coming Year : The Company continues to expand its investment in solar power plant and Energy Storage System.

Unit : NT\$ Thousands

Investee company	Main businesses and products	Share of profits/losses of investee
TA YA (CHINA) HOLDING LTD.	Investment	(278,973)
TA YA VENTURE HOLDINGS LTD.	Investment	(16,477)
TA YA (Vietnam) INVESTMENT HOLDING LTD.	Investment	74,968
TA YA ELECTRIC WIRE & CABLE (H.K.) CO.,LTD.	Sales Agent	-
PLASTIC TECHNOLOGY INVESTMENT HOLDING LTD.	Investment	(1,633)
TA YA Innovation Investment Co., Ltd.	Investment	30,823
TA YA VENTURE CAPITAL CO., LTD.	Investment	492,902
TA HENG ELECTRIC WIRE & CABLE CO., LTD.	Electric wire	89,531
TA HO ENGINEERING, CO., LTD.	Cables design and Cables Construction	7,343
CUPRIME MATERIAL CO., LTD.	Copper Melting and Copper Ingot Rolling	28,408
TA YI PLASTIC CO., LTD.	Plastic material	(1,477)
UNITED ELECTRIC INDUSTRY CO., LTD.	Cable joints	200,363
TA YA GREEN ENERGY TECHNOLOGY CO., LTD.	Energy Technical Services	459,910
UNION STORAGE ENERGY SYSTEM LTD.	Other management consulting services	(68,222)
Ta Ya Genesis Capital Co., Ltd.	Investment	(16,869)
Ta Ya Energy Storage Technology Co., Ltd.	Energy technology service	(26,824)
TA YA GEOTHERMAL TECHNOLOGY CO.,LTD.	Thermal Energy Supply, Energy Technology Services	(9)
AMIT system service Ltd.	Information Supply Services	(657)
AD ENGINEERING CORPORATION	Electrical equipment engineering	19,866
Jung Shing Wire Co., Ltd.	Manufacturing, processing and marketing of magnet wire	21,134
Hengs Technology Co., Ltd.	Optoelectronics related	(238)
United Aluminum Technology Co., Ltd.	Manufacturing of Steel Wires and Cables, Aluminum Casting	(6,194)
Total		1,007,675

vi. Risk Analysis and Assessment During the Most Recent Fiscal Year and as they Stood on the Date of Publication of the Annual Report

1. Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Measures :

The company's financing is to borrow raw material imports from banks for foreign exchange settlement loans and for expansion, increase or renewal

The equipment is mainly borrowed from the bank, so changes in the interest rate level will affect the company's interest expenses.

Into an impact. Approximately 2% of the company's operating income is foreign currency transactions, and the main raw material supply sources are all relying on imports, about 80% of the purchase of materials are traded in foreign currencies, so the exchange rate trend is against the company's original material costs and exchange gains and losses will have a considerable impact.

2. Policies, Main Causes of Profit or Loss and Future Measures with Respect to High-risk, High-leverage Investments, Lending or Endorsement Guarantees, and Derivatives Transactions :

The company does not engage in high-risk and high-leveraged investments. Fund loans to others and endorsement guarantees are limited to acting on behalf of related parties, and comply with laws and regulations.

Derivative commodity trading is for hedging transactions within the net position of foreign currencies. In the future, in addition to complying with laws and regulations, the responsible unit will evaluate and carefully select good financial products to engage in hedging actions in a timely manner.

3. Research and Development Projects, the Current Status of Unfinished R&D Projects, Expected R&D Expenditure, Estimated Time of Production, and the Factors Leading to the Success :

- (1) Accuracy of structural change analysis.
- (2) Master the pulse of industrial development.
- (3) Customer satisfaction, willingness to use.
- (4) Global cost competitiveness.

Unit : NT\$ Thousands

The Most Recent Year R&D Projects		The Current Status of Unfinished R&D Projects	Expected R&D Expenditure	Estimated Time of Production
Industry	Material			
Power cable	Class A Invar wire 260mm ² (stranded trapezoidal aluminum alloy wire)	1. Obtain the qualification for bidding.	6,200	2025 1st half
Power cable	230kV XLPE insulated/PE coated/fiber composite (single-mode fiber) cable	230kV type shall be transported to KEMA for type test	40,000	2025 2nd half
Electrical and Electronics Industry	Thermal conductive magnet wire	1. Analysis of temperature difference/change of conductor wire material. 2. Research for new type of resolver applications	1,694	2025 1st half

Electrical and Electronics Industry	Self-adhesive coating materials	1. Development and application of new low dielectric materials. 2. Batch trial production results confirmation 3. Tests and evaluations by customers/ confirmation of results.	1,136	2026 2st half
Electrical and Electronics Industry	Low-k Dielectric Enameled Wire	1. Process development of mass production for high-temperature anti-surge magnet wires. 2. Tests and evaluations by customers/ confirmation of results. 3. Construction of mass production equipment for material modification.	1,070	2025 2st half
Electrical and Electronics Industry	Development of high-temperature anti-surge paints	1. Development of special-purpose paints for flat lines. 2. Design and development of mold specifications. 3. Batch sample trial and quality verification/confirmation by customers	2,399	2025 2nd half

4. Effects of and Response to Changes in Policies and Regulations Relating to Corporate Finance and Business : None.
5. Effects of and Response to Changes in Technology Relating to Corporate Finance and Business : None.
6. The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company's Response Measures :

The company upholds sustainable operations to maintain corporate image and abides by laws and regulations. If there is a situation that affects the corporate image or violates laws and regulations, a special team will be formed to develop countermeasures.
7. Expected Benefits and Risks Relating to Merger and Acquisition Plans : Not Applicable.
8. Expected Benefits and Risks Relating to Plant Expansion Plans : None.
9. Risks Relating to Excessive Concentration of Purchasing Sources and Customers and Response Measures :

As for the company's sales customers, the largest sales customer accounts for about 10% of the net sales. The remaining sales customers account for a small percentage of the net sales, and there is no sales concentration. In addition, in terms of purchasers, the largest purchaser accounts for about 20% of the total purchase amount, and adopts the principle of multiple decentralized purchases, and there is no centralized purchase. The sales products are diversified and new sources of purchase are developed, so there is no risk of concentration.
10. Effects of, and Risks Relating to Large Share Transfers or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholdings of over 10% : None.

11. Effects of, Risks Relating to and Response to the Changes in Management Rights : Not Applicable.
12. Litigious and non-litigious matters. List major litigious, non-litigious or administrative disputes that: (1) involve the Company and/or any company Director, any company supervisor, the general manager, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10 percent, and/or any company or companies controlled by the company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the Company's securities, the annual report shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute as of the date of publication of the annual report : None.
13. Other Major Risks and Reponse Measures :
Information security risk :
In order to ensure the security of company data and prevent hardware, software and user data from external or internal threats, the company installs a network firewall to block hackers who try to invade the company network to ensure the continuous operation of the information system. And formulate information communication security operating procedures, through effective information security management, to prevent the company's information system from being damaged by potential threats.

vii. Other Important Information : None.

VI、Special Disclosures

- i. Information about affiliated enterprises : The information has been disclosed via the MOPS.
For the inquiry URL, Please refer to the MOPS (https://mopsov.twse.com.tw/mops/web/t57sb01_q10),
Or please refer to the MOPS(<https://mops.twse.com.tw> > Single Company > Electronic Document Download > Affiliated Enterprises Reports Section). Enter the company code to search for related information.
- ii. Private Placement Securities in the Most Recent Years and to the publish date of the annual report : None.
- iii. Other Essential Supplement : None

VII、The Items with Material Impact on Shareholder's Equity or Stock Market Price in accordance with the Article 36, paragraph 3 item 2 of Securities and Exchange Act :
None.

Final Terms and Condition of 1st Secured Corporate Bonds Issue in 2020

The first secured corporate bonds issued in 2020 by Ta Ya Electric Wire & Cable Co., Ltd. was approved by Taipei Exchange (Ref. No.: Zheng-Gre-Zai-Zi-10900138651) and the final terms as below :

1. Bond Name : Ta Ya Electric Wire & Cable Co., Ltd. 1St Secured Corporate Bonds Issue in 2020 (“Bonds”)
2. Issue amount : TWD 1 Billion
3. Face Value : TWD 1,000,000
4. Issue price : 100%
5. Tenor : 5 Years, from 2nd December 2020 to 2nd December 2025
6. Coupon rate : 0.61%
7. Repayment : 5 equal installments paid in every half year, starting in the 3rd year.
8. Interest Payment Terms : semi-annual interest payable, Act/Act day count
9. Guarantor : Bank SinoPac
10. Bond form : registered bond
11. Trustee : Taishin International Bank
12. Agent for repayment of principal and payment of interest : Bank SinoPac
13. Underwriter : SinoPac Securities Corporation
14. Notification : information related to the Bonds will announced in the MOPS website (<http://mops.twse.com.tw>), unless otherwise specified
15. Restriction for Investors : Professional Investors as defined in “Taipei Exchange Rules Governing Management of Foreign Currency Denominated International Bonds” of the ROC.
16. Any matters or terms not covered herein shall be governed by the applicable laws, rules, and regulations of the ROC.

TA YA ELECTRIC WIRE & CABLE CO., LTD.

Chairman : Shang-Hung Shen

Date : November 25, 2020

Ta Ya Electric Wire & Cable Co., Ltd.

Measures for the issuance of the first secured ordinary corporate bonds in 2023

Ta Ya Electric Wire & Cable Co., Ltd. (hereinafter referred to as the "Company") has been notified of the effective issuance of corporate bonds by TPEX No. 11200029322 dated April 18, 2023. The measures are as follows:

1. Name of the Bond: Ta Ya Electric Wire & Cable Co., Ltd. First Secured Ordinary Corporate Bonds in 2023 (hereinafter referred to as "the Company bond").
2. Total issuance amount: The total issuance amount of the Company bond is NTD 1 billion.
3. Face value: The face value of the Company bond is NTD 1 million.
4. Issue price: The Company bond is issued in full at par value on the issue date.
5. Maturity date: The maturity date of the Company bond is seven years from the issuance date, from April 26, 2023 to April 26, 2030.
6. Coupon rate: The coupon rate of the Company Bond is a fixed annual interest rate of 1.68%.
7. Principal repayment method: Repay principal for the first time five years after the issuance date and, subsequently, repay principal every half year in the amount of NTD 200 million each time, repaid in a total of five installments.
8. Interest calculation and payment method: Interest is payable at the coupon rate every six months from the date of issuance. The interest payment amount for the Company's bond is for every NTD 1 million, up to NTD, rounded to the nearest dollar. If the principal and interest repayment date of the Company bond falls on a day when the bank at the place of payment is closed, the principal and interest shall be paid on the next business day after the closing day, and no interest will be charged for the days extended over time. If the principal and interest are received past the date of repayment of the principal and interest, no delay interest will be paid.
9. Guarantee arrangement: The Company bond is guaranteed by E.SUN Commercial Bank, Ltd. pursuant to a delegated guarantee contract.
10. Form of the bond: The Company's bond is issued in uncertificated securities form and registered with Taiwan Depository and Clearing Corporation
11. Trustee: Mega International Commercial Bank Co., Ltd. is the creditor's trustee for the bonds of the Company. On behalf of the interests of the creditors, the creditors acquire and enforce the rights of the Company's bonds, and exercise the right to check and supervise the Company's performance of the Company's bond issuance. responsibilities, and entered into a fiduciary contract. Any creditor holding the convertible corporate bonds, whether by the subscription at the issues, and acquisition later, agree to and acknowledge all the terms and conditions of the trustee agreement between the Company and the trustee regarding the rights and obligations of the trustee, and the procedures for the issuance of the Company bond, while granting the full power of attorney to the trustee

for all the entrusted matters. Such authorization may not be revoked early. The creditors may inquire the contents of the trustee agreement at the business premises of the Company or the business venue of the trustee during specified business hours.

12. Principal and interest repayment agency: The Company entrusts E.SUN Commercial Bank Co., Ltd. Sales Department for principal and interest repayment matters, and handles the transfer of principal and interest according to the roster of bond owners provided by Taiwan Depository & Clearing Corporation. In addition, a principal and interest repayment agency will withhold and pay income tax on behalf of the Company, prepare withholding vouchers, and send them to the creditors of the Company's bond.
13. Underwriting method: E.SUN Commercial Bank, Ltd. is the lead underwriter.
14. Notification method: Matters concerning notifying creditors of the Company's bond, unless otherwise required by laws and regulations, will be announced on the MOPS (<http://mops.twse.com.tw>).
15. Sales targets: Only the professional investors defined in the "Taipei Exchange Rules Governing Management of Foreign Currency Denominated International Bonds".
16. Other matters:
 - (I) The bonds may be traded, transferred, pledged and provided as collateral freely.
 - (II) If the principal and interest have not been redeemed from the date of payment in accordance with the Civil Code, the principal and interest will not be redeemed after five years for over fifteen years.
 - (III) In order to meet the need for the circulation of the Company's bond in the secondary market, the Company shall submit an application to the Taipei Exchange to apply for the trading of the Company's bond over the counter.
 - (IV) The relevant laws and regulations of the competent authority shall apply to the matters not specified in the Regulations.

Issuer: Ta Ya Electric Wire & Cable Co., Ltd.
Responsible Person: Shen, Shang-Hung

April 26, 2023

Measures for the issuance of the first secured ordinary corporate bonds in 2024

Ta Ya Electric Wire & Cable Co., Ltd. (hereinafter referred to as the 'Company') has been notified by TPEX, via letter No. 11300027811, regarding the effective filing for the issuance of corporate bonds. The issuance regulations are as follows::

1. Name of the Bond: Ta Ya Electric Wire & Cable Co., Ltd. First Secured Ordinary Corporate Bonds in 2024 (hereinafter referred to as "the Company bond").
2. Total issuance amount: The total issuance amount of the Company bond is NTD 1 billion.
3. Face value: The face value of the Company bond is NTD 1 million.
4. Issuance period: The maturity date of the Company bond is seven years from the issuance date, from May 8, 2024 to May 8, 2031.
5. Coupon rate: The coupon rate of the Company Bond is a fixed annual interest rate of 1.75%.
6. Issue price: The Company bond is issued in full at par value on the issue date.
7. Interest calculation and payment method: The interest is payable at a simple interest rate once per year from the date of issuance. The interest payment amount for the Company's bond is for every NTD 1 million, up to NTD, rounded to the nearest dollar. If the principal and interest repayment date of the Company bond falls on a day when the bank at the place of payment is closed, the principal and interest shall be paid on the next business day after the closing day, and no interest will be charged for the days extended over time. If the principal and interest are received past the date of repayment of the principal and interest, no delay interest will be paid
8. Principal repayment method: Repay principal for the first time five years after the issuance date and, subsequently, repay principal every half year in the amount of NTD 200 million each time, repaid in a total of five installments.
9. Guarantee arrangement: The Company bond is guaranteed by Mega International Commercial Bank Co., Ltd. pursuant to a delegated guarantee contract.
10. Form of the bond: The Company's bond is issued in uncertificated securities form and registered with Taiwan Depository and Clearing Corporation
11. Trustee: Sinopac Commercial Bank, Ltd. is the creditor's trustee for the bonds of the Company. On behalf of the interests of the creditors, the creditors acquire and enforce the rights of the Company's bonds, and exercise the right to check and supervise the Company's performance of the Company's bond issuance. responsibilities, and entered into a fiduciary contract. Any creditor holding the convertible corporate bonds, whether by the subscription at the issues, and acquisition later, agree to and acknowledge all the terms and conditions of the trustee agreement between the Company and the trustee regarding the rights and obligations of the trustee, and the procedures for the issuance of the Company bond, while granting the full power of attorney to the trustee for all the entrusted matters. Such authorization may not be revoked early. The creditors may inquire the contents of the trustee agreement at the business premises of the Company or

- the business venue of the trustee during specified business hours.
12. Principal and interest repayment agency: The Company entrusts Mega International Commercial Bank Co., Ltd. Tainan Branch Sales Department for principal and interest repayment matters, and handles the transfer of principal and interest according to the roster of bond owners provided by Taiwan Depository & Clearing Corporation. In addition, a principal and interest repayment agency will withhold and pay income tax on behalf of the Company, prepare withholding vouchers, and send them to the creditors of the Company's bond.
 13. All ordinary corporate bonds repurchased by the Company from the secondary market shall be immediately cancelled and may not be resold or reissued. °
 14. Underwriting Institutions: The Company has authorized the underwriter to conduct public offering through negotiated sales and has designated Mega Securities Co., Ltd. as the lead underwriter. Notification method: Matters concerning notifying creditors of the Company's bond, unless otherwise required by laws and regulations, will be announced on the MOPS (<http://mops.twse.com.tw>).
 15. Sales targets: Only the professional investors defined in the "Taipei Exchange Rules Governing Management of Foreign Currency Denominated International Bonds".

Issuer: Ta Ya Electric Wire & Cable Co., Ltd.
Responsible Person: Shen, Shang-Hung

April 29, 2024

Procedures for the Issuance and Conversion of the Fifth Tranche of the Domestic Unsecured Convertible Corporate Bonds

i. Name of bonds :

The Fifth Tranche of the Domestic Unsecured Convertible Corporate Bonds (hereafter “the convertible corporate bonds”), Ta Ya Electric Wire & Cable Co., Ltd. (hereafter “the Company”)

ii. Issuance date :

September 30, 2024 (hereafter the “issuance date”)

iii. Total amount of issuance :

Each convertible corporate bond has a par value of NT\$100,000, with a total of 20,000 bonds issued. The total par value of the issuance amounts to NT\$2 billion. The bonds were publicly underwritten via competitive bidding and issued at 107.46% of the par value. The actual total issuance amount is NT\$2,149,279,930.

iv. Issuance period :

The issuance period is five years; the issuance date is September 30, 2024, and the maturity date is September 30, 2029 (hereafter “maturity date”)

v. Coupon rate of the bonds :

The coupon rate is 0% per annum

vi. Date and approach of principal repayment :

Except in cases where bondholders (hereinafter referred to as the "Bondholders") convert the bonds into the Company's common shares pursuant to Article 10 of the Conversion Procedures, exercise put options pursuant to Article 19, or where the Company redeems early under Article 18, or the bonds are repurchased and cancelled by securities firms at OTC venues, the Company shall repay the bonds in full in cash at par value upon maturity. The payment will be made within five business day (inclusive) upon the maturity date.

vii. Availability of collateral :

The convertible corporate bonds are unsecured bonds; provided that where the Company issues or places privately other secured bonds with subscription warrant or convertible after the issuance of the convertible corporate bonds, the credit of identical grade or the collateral with the same seniority as such secured bonds with subscription warrant or convertible, will be set up for these convertible corporate bonds.

viii. Conversion subject :

The Company's common shares; the Company will fulfill the conversion obligations by issuing new shares.

ix. Conversion period :

From the next day when three full months pass since the issuance of the convertible corporate bonds (December 31, 2024), until the maturity (September 30, 2029), unless (I) during the book closure periods for the share dividend distribution; (II) the periods from 15 business day prior to the book closure date for shares and cash dividend distribution, or for the share subscription for capital increase in cash, until the base date to distribute the rights; (III) the capital decrease base date until one day before the shares exchanged for capital decrease start trading; and (IV) the starting date of conversion (subscription) suspension for shares changing par value, until the one day before the exchanged new shares start trading, the bond holders may, pursuant to the Procedures, request the Company's shareholder service agency to convert the convertible corporate bonds in their possession into the Company's common shares by notifying the brokers and forwarding the notice to Taiwan Depository & Clearing Corporation (hereafter "TDCC"); Article 10, Article 11, Article 13 and Article 15 of the Procedures shall be complied with.

The starting date of conversion suspension for changing par value refers to the business day immediately prior to the day when applying the change registration to the Ministry of Economic Affairs. The issuing company so announce the periods of conversion suspension four business days prior to such starting date.

x. Procedures to request conversion:

(i) Bond holder conduct the conversion by the means of book entry via TDCC.

The bond holder complete the "Application For form for Corporate Bond Conversion via Book Entry/Redemption/Put-Back" (indicated "Conversion") at the original broker. The broker apply to TDCC. After accept the application, TDCC notifies the Company's shareholder service agency electronically. The conversion takes effective upon the arrival of notice, and the application cannot be revoked. The conversion will be completed within five business day upon arrival, and the common shares of the Company will be entered into such bond holders' centralized securities depository accounts.

(ii) Where the overseas Chinese and foreigners apply for converting the convertible corporate bonds into the Company's common shares, the distribution of common share must be done by TDCC in the way of book entry.

xi. Conversion price and adjustment:

(i) Approach to determine the conversion price

The determination of the convertible corporate bond price, is that by

setting September 09, 2024 as the conversion pricing base date, pick one day from one, three, or five business days prior to the base date (exclusive), to calculate the simple arithmetic mean of the closing price of the Company's common shares as the base price, and multiply by the conversion premium rate of 106%, to get the conversion price for the convertible corporate bonds (the calculation is rounded to NT\$0.1). Shall there be any ex-right or ex-dividend before the pricing date, the closing prices sampled to calculate the conversion price must be assumed as the ex-right or ex-dividend price; after the determination of conversion price until the actual issuance date, shall there be any ex-right or ex-dividend, the conversion price shall be adjusted by the formula specified in Paragraph (II) of the article. Based on such approach, the conversion price is NT\$53.1 per share.

(ii) Adjustment to the conversion price.

1. Once the convertible corporate bonds are issued, unless that the negotiable securities with conversion right to common shares or share subscription right attached, issued or privately placed by the Company are exchanged to the common shares, or the new shares are issued as the employee remuneration, when the common shares issued or privately placed by the Company increase (including but not limited to the capital increase in cash, surplus to capital increase, capital reserve to capital increase, new share issuance for merger of transfer other company's shares, share split, and participation of Global Depository Receipt issuance by capital increase in cash, by means of offering issuance or private placement), the Company shall adjust the conversion price of the convertible corporate bonds with the following formula (the calculation is rounded to NT\$0.1; only the downward adjustment is made but not the upward adjustment). Taipei Exchange ("TPEX" hereafter) shall be contacted for announcement, and the adjustment is made on the ex-right base date of the new share issuance (Note 1). In case where the common share increase due to change of par value, the adjustment is made on the new share exchange base date, but if any payment is involved, the adjustment is made on the day when the payment is made.

$$\text{Conversion price after adjustment} + \text{Conversion price before adjustment} \times \frac{\left(\text{Number of issued share (Note 2)} + \frac{\text{Payment per share (Note 3)} \times \text{Number of issued new shares or privately placed shares}}{\text{Current price per share (Note 4)}} \right)}{\text{(Number of issued shares + number of issued new shares or privately placed shares)}}$$

Note 1 : In case of share split, it refers to the split base date; in case of capital

increase due to merger or transfer, the adjustment is made one the merger or transfer base date; in case of the capital increase in cash by book building, or participation of Global Depository Receipt issuance by capital increase in cash, because there is not ex-right base date, the adjustment is made when the full payment of shares is made; in case of the capital increase by private placement, the adjustment is made when the privately placed securities are delivered. Where the issuance price of new shares is changed after the ex-right base date for the capital increase in cash by new share issuance, the updated issuance price of new shares shall be applied to make the adjustment again; if the adjusted conversion prices based on the assumption is lower than the announced adjusted conversion price before the original ex-right base date, TPEX shall be requested to announce the adjustment again by correspondent.

Note 2 : The number of issued shares refers to the total number of issued common shares (including shares offered and issued, and via private placement), less the number of treasury shares repurchased by the Company but not yet cancelled or transferred.

Note 3 : In case of share dividend or share split, the payment per share is zero. In case of new share issuance for capital increase by merger, the payment per share is the net worth per share stated in the latest financial statement of the dissolved company certified or reviewed by CPAs before the merger base date, multiplied by the share exchange percentage. In case of new share issuance for transfer of other company's shares, the payment per share is the net worth per share stated in the latest financial statement of the other transferred company certified or reviewed by CPAs before the merger base date, multiplied by the share exchange percentage.

Note 4 : the determination of the current price per share, shall take one day from one, three, or five business days prior to the ex-right, pricing, share merger and split base date, or the delivery date of privately placed negotiable securities, to calculate the simple arithmetic mean of the closing price of the Company's common shares as the current price per share.

In case of changing par value of share :

Conversion price after adjustment = conversion price before adjustment
(number of issued common shares before the par value changed/ number of issued common shares after the par value changed)

2. After the convertible corporate bonds are issued, when the Company distribute the cash dividends for common shares, the conversion price shall be adjusted on the ex-dividend base date (the calculation is rounded to NT\$0.1; only the downward adjustment is made but not the upward adjustment). TPEX shall be requested to announce the adjusted conversion price by correspondent. The requirement of downward adjustment to the conversion price in the paragraph does not apply the these holders request conversions before the ex-dividend base date (exclusive). The formula for adjustment is as below :

Conversion price after downward adjustment = conversion price before downward adjustment x (1- ratio of the distributed cash dividend for common shares to current price per share (Note))

Note : The current price per share, shall take one day from one, three, or five business days prior to the date announcing the book closure and ex-dividend for the cash dividend to calculate the simple arithmetic mean of the closing price of the Company's common shares as the current price per share.

3. Once the convertible corporate bonds are issued, where the Company again issues or privately places negotiable securities with conversion right to common shares or share subscription right attached at the price lower than the current price per share, the Company shall adjust the conversion price for the convertible corporate bonds with the follow formula (the calculation is rounded to NT\$0.1; only the downward adjustment is made but not the upward adjustment), and requests TPEX by correspondence to announce; such adjustment is made on the issuance date of the said negotiable securities with conversion right to common shares or share subscription right, or the delivery date of the privately placed negotiable securities.

$$\begin{array}{l}
 \text{Conversion price after adjustment} = \text{Conversion price before adjustment} \times \text{Number of issued share (Note 2)} + \frac{\text{Conversion or subscription price for the new issuance (or private placement) of new negotiable securities with conversion right to common shares or share subscription right attached} \times \text{Number of shares may be converted or subscribed with the new issuance (or private placement) of new negotiable securities or share subscription warrants}}{\text{Current price per share}} \\
 \hline
 \text{Number of the issued shares + number of shares may be converted or subscribed with the new issuance (or private placement) of new}
 \end{array}$$

negotiable securities with conversion right to common shares or
share subscription right attached

Note 1 : The current price per share, shall take one day from one, three, or five business days prior to the pricing base date of the negotiable securities with conversion right to common shares or share subscription right attached issued (or privately placed) again, to calculate the simple arithmetic mean of the closing price of the Company's common shares as the current price per share.

Note 2 : The number of issued shares refers to the total number of offered, issued, and privately placed common shares, less the number of treasury shares repurchased by the Company but not yet cancelled or transferred. In case the treasury shares are used for issuing or privately placing the negotiable securities with conversion right to common shares or share subscription right attached again, the number of issued shares in the adjustment formula shall minus the number of shares may be converted or subscribed in such new issued or (or privately placed) shares.

4. Once the convertible corporate bonds are issued, in case where the Company's common shares decrease resulting from capital decrease other than cancellation of treasury shares, the conversion price shall be adjusted with the following formula (the calculation is rounded to NT\$0.1), and TPEX shall be requested by correspondence to announce the adjustment is made on the capital decrease base date. In case of common shares decrease resulting from changing par value, the adjustment is made on the new share exchange base date.

a. When capital is decreased to offset deficit:

Conversion price after adjustment = conversion price before adjustment x (number of issued common shares before capital decrease (Note)/ number of issued common shares after capital decrease)

b. In case of capital decrease in cash

Conversion price after adjustment = (Conversion Price Before Adjustment x [1 - Cash Refunded Per Share ÷ Closing Price on the Last Trading Day Before Share Issuance]) x (Number of Common Shares Issued Before Capital Reduction ÷ Number of Common Shares Issued After Capital Reduction)

c. Changing par value

Conversion price after adjustment = conversion price before adjustment (number of issued common shares before the par value changed (Note) /number of issued common shares after the par value changed)

Note 2 : The number of issued shares refers to the total number of offered, issued, and privately placed common shares, less the number of treasury shares repurchased by the Company but not yet cancelled or transferred.

xii. OTC list and termination of OTC listing for the convertible corporate bonds

The convertible corporate bonds have applied to be listed at OTC for trading before the issuance date, and terminate the listing when all bonds are converted into common shares, or the Company buys back or redeem all bonds. The aforesaid matters are announced upon the consent of TPEx after the Company contacts it.

xiii. TWSE listing for the converted new shares

Where the convertible corporate bonds are converted to common shares of the Company, the converted common shares are listed at TWSE for trading since the delivery date. The aforesaid matters are announced upon the consent of TWSE after the Company contacts it.

xiv. Registration of share capital change

The Company shall, within 15 days from the end of each quarter, announce the number and amount of the delivered shares from converting the convertible corporate bonds. The registration of capital change shall be made to the competent authority for the company registration at least once per quarter.

xv. Handling the amount less than one share in the share conversion:

In the case of conversion resulting in fractional shares, the Company will pay the fractional value in cash (rounded to the nearest New Taiwan Dollar), net of any book-entry transfer fees.

xvi. Attribution of the cash and share dividends in the year of conversion.

(i) Cash dividend

1. The convertible corporate bonds holders who request conversion from January 1 until 15 business days (exclusive) prior to the book closure date when the Company applies for the cash dividends to TWSE, are entitled to the cash dividend of the previous year resolved by the shareholders' meeting in the same year.
2. From 15th day (inclusive) prior to the book closure date when the Company applies for the cash dividends to TWSE of the year until the ex-dividend base date of the cash dividends, the conversion of the convertible corporate bonds is suspended.

3. The convertible corporate bonds holders who request conversion from the next day of the the ex-dividend base date of the year until December 31 (inclusive) of the same year, are not entitled to the cash dividend of the previous year resolved by the shareholders' meeting in the same year; however, they may participate the cash dividend distribution of the same year resolved by the shareholders' meeting in next year.

(ii) Share dividend

1. The convertible corporate bonds holders who request conversion from January 1 until 15 business days (exclusive) prior to the book closure date when the Company applies for the share dividends to TWSE, are entitled to the share dividend of the previous year resolved by the shareholders' meeting in the same year.
2. From 15th day (inclusive) prior to the book closure date when the Company applies for the stock dividends to TWSE of the year until the ex-right base date of the stock dividends, the conversion of the convertible corporate bonds is suspended.
3. The convertible corporate bonds holders who request conversion from the next day of the the ex-right base date of the year until December 31 (inclusive) of the same year, are not entitled to the share dividend of the previous year resolved by the shareholders' meeting in the same year; however, they may participate the share dividend distribution of the same year resolved by the shareholders' meeting in next year.

xvii. Rights and obligations after the conversion:

The rights and obligations of the common shares obtained by the creditors when the conversion request takes effect, are identical to the common shares already issued by the Company.

xviii. The Company's redemption right

- (i) From the next day when three full months pass since the issuance of the convertible corporate bonds (December 31, 2024) to the 40th day prior to the maturity date (August 20, 2029), in case the closing price of the Company's common share exceed the conversion price at the time for 30% or more for 30 business days in row, within 30 business days upon such occurrence, the Company may send the "Notice of Bond Collection" expiring in one month with the registered mail (the aforesaid period starts from the day when the Company sends the letter, and the expiration date is the bond collection base date. The said period must not be the period when the convertible corporate bonds are suspended for conversion) to the bond holders (based on the bond holder roster at the fifth business day prior to the date sending the "Notice of

Bond Collection;” for the bond holders who obtain the convertible corporate bonds after that day due to trading or other reasons, the announcement will be made). The redemption price is the par value of the convertible corporate bonds, and all bonds will be collected in cash. TPEX will be requested to announce such redemption by the means of correspondence. For executing the collection request, the Company shall redeem the outstanding convertible corporate bonds at the par value within five business days after the bond collection base date.

- (ii) From the next day when three full months pass since the issuance of the convertible corporate bonds (December 31, 2024) to the 40th day prior to the maturity date (August 20, 2029), in case the outstanding balance of the convertible corporate bonds is lower than 10% of the total par value at the issuance, the Company may, at any time after such occurrence, send the “Notice of Bond Collection” expiring in 30 days with the registered mail (the aforesaid period starts from the day when the Company sends the letter, and the expiration date is the bond collection base date. The said period must not be the period when the convertible corporate bonds are suspended for conversion) to the bond holders (based on the bond holder roster at the fifth business day prior to the date sending the “Notice of Bond Collection;” for the bond holders who obtain the convertible corporate bonds after that day due to trading or other reasons, the announcement will be made). The redemption price is the par value of the convertible corporate bonds, and the convertible corporate bonds held by bond holders will be collected in cash. TPEX will be requested to announce such redemption by the means of correspondence. For executing the collection request, the Company shall redeem the convertible corporate bonds held by the bond holders at the par value within five business days after the bond collection base date.
- (iii) Where any bond holder failed to reply the Company’s shareholder service agency in writing before the bond collection base date indicated in the “Notice of Bond Collection” (the notice takes effective upon arrival, and the time stamp of the mail is the evidence of sending time), the Company will collect all the convertible corporate bonds held by such holder in cash at the par value of the bonds within five business days from the bond collection base date.
- (iv) If the Company executes the collection request, the last day for the bond holders to request conversion, is the second business day from the day when the convertible corporate bonds terminate the OTC trading.

xix. Bond holders’ put-back right

The day when the convertible corporate bonds are issued for three full year (September 30, 2027) is the put-back base date for the convertible corporate bond holders to sell back the convertible corporate bonds early. The Company shall, no later than the 40th days prior to the put-back base date (August 20, 2027), send the “Notice to Exercise the Put-Back Right” with the registered mail to the bond holders (based on the bond holder roster at the fifth business day prior to the date sending the “Notice to Exercise the Put-Back Right;” for the bond holders who obtain the conver

tible corporate bonds after that day due to trading or other reasons, the announcement will be made), and request TPEX by the means of correspondent, to announce that the convertible corporate bond holders may exercise the put-back right. The convertible corporate bond holders may request the Company to redeem the bonds in their possession in cash at premium 100.75% of the par value (the put-back annual yield is 0.25%) by notifying the Company’s shareholder service agency in writing within 40 days prior to the put-back base date (the notice takes effective upon arrival, and the time stamp of the mail is the evidence of sending time) When the Company accepts a put-back request, the convertible corporate bonds shall be redeemed in cash within five business days upon the put-back base date. The said dates will be postponed to the next business if they are the days when centralized securities exchange market in Taipei city suspends trading.

- xx. All convertible corporate bonds collected (including buy back from OTC venues), repaid, or converted by the Company will be cancelled and not for re-sale or re-issuance. The right of conversion attached are eliminated altogether.
- xxi. The convertible corporate bonds and the converted common shares are all registered securities; the transfer, change registration, pledge, and loss shall comply with the “Regulations Governing the Administration of Shareholder Services of Public Companies” and related provisions in the Company Act. For the taxation, the tax laws at the time shall prevail.
- xxii. The trustee of the creditors for the convertible corporate bonds is KGI Commercial Bank Co., Ltd., to audit and supervise the Company’s performance of the responsibilities for the convertible corporate bonds on behalf of the bond holders’ interests. Any creditor holding the convertible corporate bonds, whether by the subscription at the issues, and acquisition later, agrees all the terms and conditions of the trustee agreement between the Company and the trustee, the rights and obligations of the trustee, and the issuance and conversion procedures, while granting the full power of attorney to the trustee for all the entrusted matters. Such authorization may not be revoked early. The creditors may inquire the contents of the trustee agreement during the business hour at the Company or the business

venue of the trustee any time.

- xxiii. The Company commissions the shareholder service agency to handle the principal repayment and conversion for the convertible corporate bonds.
- xxiv. Pursuant to Article 8 of the Securities Exchange Act, no hard-copy certificate will be printed for the convertible corporate bonds.
- xxv. Any matter omitted in the Procedures for the Issuance and Conversion for the convertible corporate bonds shall comply with the related laws and regulations.

Ta Ya Electric Wire & Cable Co., Ltd.



Chairman

Shang-Hung Shen

