



Onyx Healthcare Inc.

# ANNUAL REPORT 2024

**Annual Report Website**

**Taiwan Stock Exchange Market Observation Post**

**System: <https://mops.twse.com.tw/>**

**Website: [www.onyx-healthcare.com](http://www.onyx-healthcare.com)**

**Printing Date: April 10, 2025**

## **I. SPOKESPERSON & DEPUTY SPOKESPERSON**

Spokesperson: Chen, Ying-Te  
Title: Vice President  
Tel: (886)2 28919-2188  
E-mail: [speaker@onyx-healthcare.com](mailto:speaker@onyx-healthcare.com)  
Deputy Spokesperson: Yang, Hsiang-Chih  
Title: Head of Accounting  
Tel: (886)2 8919-2188  
E-mail: [speaker@onyx-healthcare.com](mailto:speaker@onyx-healthcare.com)

## **II. HEADQUARTERS AND PLANTS**

Address of the head office: 4F, No.135, Lane 235, Baoqiao Rd. Xindian Dist., New Taipei City, Taiwan, ROC.  
Tel: (886)2 8919-2188  
Address of plants: 4F, No.135, Lane 235, Baoqiao Rd. Xindian Dist., New Taipei City, Taiwan, ROC.  
Tel: (886)2 8919-2188

## **III. SECURITIES DEALING INSTITUTE**

Name: Taishin Securities stock transfer agency department.  
Address: B1, No.96, Sec. 1, Jianguo N. Rd., Taipei City, Taiwan  
Website: <https://www.tssco.com.tw/>  
Tel: (886)2 2504-8125

## **IV. AUDITORS**

Name of CPA: CPA Chang, Shu - Chiung and CPA Lin, Chun-Yao  
CPA Firm: PricewaterhouseCoopers, Taiwan  
Address: 27F., No.333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei City 110  
Tel: (886) 2 2729-6666  
E-mail: <https://www.pwc.com>

## **V. EXCHANGEABLE BOND EXCHANGE MARKETPLACE: None.**

## **VI. COMPANY WEBSITE**

<https://www.onyx-healthcare.com/>

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## ONE Letter to Shareholders

Ladies and gentlemen:

The following is a report on the Company's business results for 2024 and its business plan and strategic development for 2024, respectively:

### I. Business Performance in 2024

#### (I) Project Results in 2024

Consolidated operating revenues for 2024 were NT\$1,241,251 thousand, and decrease of 16.85% from NT\$1,492,860 thousand in 2023. Gross profit was NT\$456,275 thousand, and decrease of 17.96% from NT\$556,144 thousand in 2023. Net income for the period was NT\$180,125 thousand, decrease 29.41% from NT\$255,170 thousand in 2023; resulting in earnings per share of NT\$4.69.

#### (II) Budget execution and analysis of revenues, expenses and profitability

1. Budget execution: The Company did not produce a financial forecast for 2024, and hence is not required to disclose its progress.
2. Revenues, expenses, and profitability analysis

Unit: NT\$ thousand

Item \ Year		2024 Consolidated	2023 Consolidated
Profitability analysis	Return on assets (%)	8.84	12.86
	Return on shareholders' equity (%)	11.72	17.47
	Ratio of profit before tax to Paid-in capital (%)	53.43	91.00
	Net profit margin (%)	14.51	17.09
	Basic earnings per share (NT\$)	4.69	7.65
	Diluted earnings per share (NT\$)	4.65	7.59

#### (III) Research and development

1. Research and development expenses in the last 2 years

Unit: NT\$ thousand; %

Item \ Year	2024	2023
R&D expenses	118,318	79,362
Net operating revenues	1,241,251	1,492,860
As a percentage of net operating revenues	9.53	5.32

2. R&D progress in the last year

The Company's research and development dimensions include hardware, software, and components. Furthermore, the group's technology and industry-academia collaborations are integrated and applied to the development of new medical products, including physiological monitoring systems, medical controllers, long-term care systems, mobile medical devices, nursing care systems, medical-grade power systems, as well as the design, medical AI computer platform and

manufacturing of customized medical computers, etc. The products are marketed globally under the Onyx brand.

In terms of hardware, we primarily focus on the development of

5G+AI computers and peripherals with medical certifications, customized designs and are conducted in conjunction with major medical equipment manufacturers. The software includes smart power diagnosis/management and AIoT solutions. We are currently involved in the research of AI-driven edge computing, smart power management, and telemedicine medical records system. The components include lightweight, reinforced, medical-grade exterior/structural design and high-computing power, low-noise thermal flow solution. In terms of the R&D outcome, new functions will be incorporated into the new products in the future to constantly strengthen the products' uniqueness, maintain technology leadership, and increase market share.

In 2024, the Company's new products include JS1100/JS810/JS221, which can be applied to medical AI; the new generation of MD116ELK smart nursing care computer can be used on nurse workstations and care systems; the second-generation all in one surgical computer MATE2-2210, ACCEL are now available in 22/24/32-inch configurations, and the new generation SMA series are available in sizes from 10 to 18.6 inches. In addition, the MedDP series of medical display products are now offered MEDDP-822, and the MedPC series of medical controller devices have entered mass production. At the same time, the ODM project of the world's leading heart transplant brand has also officially commenced mass production.

In addition to medical computers, the ONYX Healthcare has passed QMS certification, obtained the medical equipment manufacturing license, and completed the production and shipment of centrifugal biochemical analyzers..

## II. Business plan and strategic development for 2025

### (I) Operational policy

1. Ushering in a new era for medical AI and strengthening of strategic alliances

Medical AI is rapidly becoming a key focus of global developments. ONYX Healthcare will continue to strengthen our strategic alliances with partners including NVIDIA and Intel to develop comprehensive medical AI solutions. equipment. We will partner with medical AI software vendors to co-develop innovative applications ranging from Edge AI to high-end imaging AI systems. The upgrading of medical assistive technologies across the board will usher in a new era for medical AI computers.

2. Combining AI technology and smart medicine trends to build a comprehensive solution

ONYX Healthcare will integrate our core expertise in the design of medical electrical equipment and compliance with the trends towards residential and remote care in the post-pandemic era, as well as the rapid application of AI in medical assistance fields to promote innovations in smart medicine.

3. Take advantage of growth opportunities in the medical AI market to boost revenue and profits

As the global medical AI market continues to expand, the Company will actively take advantage of market opportunities, strengthen technological innovation and product competitiveness, and promote business growth.

4. Adopt a dual track strategy to realize co-prosperity in both the brand and ODM markets

The Company adopted a dual-track business model with self-owned brands and ODM. The two businesses complement each other to meet the needs of different markets. The steady, long-term growth of the Company is promoted through precise market positioning and flexible product development strategies.

5. Strengthening of relationships with suppliers and partners, and implementation of corporate social responsibility

The Company upholds the principles of ethical management and environmental sustainability. Long-term partnerships have been established with suppliers to ensure that all procurement, production, and sales processes conform to ESG standards. We support industry initiatives for greater responsibility and sustainable development.

6. Incorporation of sustainability as a core corporate value to build long-term competitiveness

The Company actively promotes ESG sustainable strategies. We also embrace corporate sustainability values to promote greater internationalization of the Company, build competitiveness based on sustainable growth, while also bringing about the realization of both economic and social value.

(II) Projected sales volume and basis

1. Development of markets in the Americas and expansion of the medical IT equipment portfolio

The Company has achieved steady growth in the medical equipment OEM/ODM market in Americas. We will continue to actively develop the medical IT equipment market by providing smart medical computer, medical work station, remote medical equipment and other solutions that improve the operating efficiency of medical facilities in order to consolidate our competitive advantage in the market.

2. Take advantage of new business opportunities in Europe and promote the development of the OEM market for medical devices

Even as competition in the medical markets of the Americas intensifies, the OEM/ODM market in Europe is set to welcome new growth opportunities. The Company will leverage our robust presence in the European medical IT market that we built up over the years to expand our European OEM market for medical devices. Local regulations and market demand will be taken into account to supply high-quality and high-grade medical electronic equipment that will expand our business even more.

3. Strengthen R&D and certification to develop more competitive specifications for medical computers

The R&D team for development of professional medical devices will be expanded and combined with international medical certification designs to build medical-grade computer equipment. Entry into medical OEM/ODM markets will be accelerated to meet the demand for high-end smart medical equipment from medical institutions around the world.

4. Strengthen brand management and boost global smart medical IT market share

The Company will increase its investment in digital marketing to strengthen our brand awareness and market penetration rate. The self-owned “ONYX” brand and core expertise in bespoke medical electronic devices will be leveraged to develop European, American, and Asian markets. The Company will actively

expand the smart medical IT equipment market, and cooperate with OEM/ODM customers of large global medical firms to consolidate our global market position.

5. Strengthen system integration and partnerships, expand the application of smart medicine.

Strategic partnerships with system integrators and medical software vendors will be strengthened, and smart medicine solutions will be launched through global distributor partners. The integration of technologies across different healthcare processes will help us break into the smart medicine market and build new business opportunities.

6. Provide OEM services for QMS certification to target the market of major global healthcare vendors

The QMS certification will be introduced to improve the quality of OEM services for medical instruments. An aggressive strategy will be adopted to capture the OEM/ODM markets for large European, American, and Asian health companies. Advanced production standards and rapid customization capabilities will help generate stable and fast sales growth as well as boost market competitiveness.

7. Continue to invest in medical AI and IoT technologies, and promote the development of smart medicine.

R&D on medical AI and medical Internet of Things (IoT) technologies will be expanded. Management decisions on medical equipment are to be optimized through big data analytics. In the future, the Company will utilize cloud databases to improve equipment efficiency and promote smart medical applications to build a digital medical ecosystem..

### (III) Marketing Plan

In 2025, our marketing and promotion strategy will focus on the top medical technology exhibitions around the world, including those in United States, Germany, France, Japan and Malaysia. Demonstrations of innovative medical AI technologies and solutions will enhance the international visibility of the ONYX brand and strengthen our relationship with global partners. At the same time, the Company will use our official website, social media platforms, and professional digital content marketing to establish diversified communication channels, improve brand value, and consolidate our leadership in the smart medicine industry

## III.Impact of external competition, legal environment, and macro environment

### (I)Impact of external competition

Development of smart medical equipment is now trending towards automation, precision diagnostics, and personalized medicine. Businesses must actively invest in technology R&D, as well as promote digital, intelligent and remote application technologies for products in order to meet the growing demand for high-efficiency, real-time and low-cost smart medicine solutions.

In response to the above changes, the Company will adopt a multi-level response strategy to further strengthen our competitive advantages and become the most competitive choice in the field of medical AI system equipment. We will continue to lead the development of the smart medicine industry by providing high-efficiency and innovative solutions for the global medical market.

### (II)Impact of the legal environment

Regulatory policies for medical devices in various countries continue to evolve, and approval processes and standards may change. Our company remains highly attentive to regulatory developments to ensure that our products comply with the latest requirements, avoiding market access obstacles due to policy changes. At the same time, in alignment with Net-Zero policy, the company is actively promoting energy-saving and carbon-reduction measures to demonstrate our resolve in combating global warming.

(III) Impact of the macro environment

The global economy is expected to maintain stable growth. However, with Donald Trump's re-election, the uncertainty surrounding his domestic and foreign policies may exert downward pressure on global economic growth and increase inflation risks. This could lead to heightened volatility in the U.S. dollar exchange rate, raising foreign exchange risks for businesses.

To mitigate the impact of currency fluctuations on operations, the company will appropriately adjust the proportion of foreign currency accounts and establish effective foreign exchange risk management strategies. Additionally, by regularly monitoring exchange rate movements and promptly adjusting financial strategies, the company aims to maintain stable operations and a sound financial position in an uncertain economic environment..

Lastly, we look forward to your continued support, encouragement, and advice.

Sincerely,

Onyx Healthcare Inc.

Chairman: Chuang, Yung-Shun

## TWO Corporate Governance Report

### I. Background information of directors, supervisors, the President, vice presidents, assistant vice presidents, and heads of departments and branches

#### (I) Background of directors and supervisors

##### 1. Directors' background

March 22, 2025; unit: shares; %

Position	Nationality or place of registration	Name	Gender/ Age	Date elected/appointed	Term	Date first elected	Shareholding when elected		Current shareholding		Shareholdings of spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent duties in the Company and in other companies	Spouse or relatives of second degree or closer acting as directors, supervisors, or department heads			Remarks
							Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relationship	
Chairman	Republic of China	Jui Hai Investment Co., Ltd.		2022.05.31	3 years	2019.05.29	219,080	0.66%	251,920	0.65%	—	—	—	—	—	—	None	None	None	None
	Republic of China	Representative: Chuang, Yung-Shun	Male 70~75			2010.01.25	—	—	3,284,558	8.42%	—	—	—	—	Ph.D. of Engineering (honors), National Taiwan University of Science and Technology AAEON Technology Inc. - Chairman	Chairman of the Company Details of other concurrent duties (Note 1)	G.M.	Chuang, Fu-Chung	Father & Son	Note 5
Director	Republic of China	AAEON Technology Inc.		2022.05.31	3 years	2010.01.25	16,257,179	48.88%	18,694,156	47.92%	—	—	—	—	—	—	None	None	None	None
	Republic of China	Representative: Lin, Chien-Hung	Male 61~70			2019.05.29	—	—	15,824	0.04%	—	—	—	—	AAEON Technology Inc. – G.M. Graduate Institute of Electrical Engineering, National Taiwan University	Details of other concurrent duties (Note 3)	None	None	None	None
Director	Republic of China	Jui Hai Investment Co., Ltd.		2023.05.26	3 years	2023.05.26	219,080	0.66%	251,920	0.65%					—	—	None	None	None	None
	Republic of China	Representative: Lai, Li-Kai	Male 51~60			2023.05.26	—	—	—	—					MSEE, University of Southern California. Managing Director, AAEON Europe B.V.	AAEON Europe B.V.-G.M.	None	None	None	None

Position	Nationality or place of registration	Name	Gender/ Age	Date elected/appointed	Term	Date first elected	Shareholding when elected		Current shareholding		Shareholdings of spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent duties in the Company and in other companies	Spouse or relatives of second degree or closer acting as directors, supervisors, or department heads			Remarks
							Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relationship	
Director	Republic of China	AAEON Technology Inc.		2022.05.31	3 years	2010.01.25	16,257,179	48.88%	18,694,156	47.92%	—	—	—	—	—	—	None	None	None	None
	Republic of China	Representative: Hsueh, Shao-Chou	Male 51~60			2025.03.06	—	—	15,824	0.04%	—	—	—	—	National Taipei University – MBA Senior Associate of AAEON Technology Inc. Product Manager of Axiomtek Co., Ltd.	Senior Associate of AAEON Technology Inc.	None	None	None	None
Independent Director	Republic of China	Lee, Chih-Hao	Male 51~60	2022.05.31	3 years	2022.05.31	—	—	—	—	—	—	—	—	National Chengchi University – MBA	Details of other concurrent duties (Note 4)	None	None	None	None
Independent Director	Republic of China	Tseng, Ho-Chun	Male 61~70	2022.05.31	3 years	2022.05.31	57,169	0.17%	65,738	0.17%	—	—	—	—	Montclair State University - Master of Computer Science Yonghe Investment Co., Ltd. - Chairman	Details of other concurrent duties (Note 5)	None	None	None	None
Independent Director	Republic of China	Liao, Hsiu-Mei	Female 51~60	2022.05.31	3 years	2022.05.31	—	—	—	—	—	—	—	—	National Taipei University - PhD in Accounting Ming Chuan University - Professor and also Chair of Accounting Department	KairosTech Innovation Corp. - Director Kairos Global Corporation - Supervisor	None	None	None	None

Note 1: AAEON Electronics Inc. - Director, AEON TECHNOLOGY (Europe) B.V. - Director, AEON TECHNOLOGY GMBH - Director, AEON TECHNOLOGY SINGAPORE PTE. LTD. - Director, AAEON Technology Inc. Chairman & corporate representative, AAEON Technology (Suzhou) Inc. Chairman & corporate representative, AAEON Investment Co. Ltd. Chairman & corporate representative, Yan Sin Investment Co. Ltd. - Chairman, AAEON Foundation - Director, Fu Li Investment Co. Ltd. - Chairman, Mcfees Group Inc. - Director, Everfocus Electronics Corp. - Chairman, Allied Biotech Corp. - Director, King Core Electronics Inc. - Director, Atech OEM Inc. - Director, Qiye Electronic (Dongguan) Co. Ltd. - Director, Machvision (Dongguan) Corp. - Director, Outstanding Electronics Manufacturer (Danyang) Co. Ltd. - Director, Machvision Inc. Co. Ltd. - Director, Top Union Electronics (Suzhou) Corp. - Director & corporate representative, Top Union Electronics Corp. - Independent Director, Allied Oriental International Ltd. - Director & corporate representative, Litemax Electronics Inc. - Director, Litemax Technology Inc. - Director, ONYX Healthcare Inc. - Chairman & corporate representative, ONYX Healthcare (Shanghai) Inc. - Chairman & corporate representative, ONYX Healthcare Europe B.V. - Director, ONYX Healthcare USA Inc. - Director, iHelper Inc. - Director & corporate representative, Winmate Inc. Director & corporate representative, XAC Automation Corp. - Director & corporate representative, CHC Healthcare Group - Director & corporate representative, Sunengine Corporation Ltd. - Director & corporate representative, New Future Capital Director & corporate representative, iBase Technology Inc. - Director & corporate representative, Taiflex Scientific CO. LTD - Independent Director., University of Tecnology- Director, Jetway Information CO., LTD. -Chairman & corporate representative, Protectlife International Biomedical c. Director & Corporate Representative,

Note 2: AAEON Technology Inc. – G.M., Jetway Information CO., LTD. –G.M. & corporate representative

Note 3: General Manager of ONYX Healthcare USA, Inc., General Manager of ONYX Healthcare Europe B.V., AAEON Technology Inc. –Director & Corporate Representative, Fu Li Investment Co., Ltd. – Director, Jui Hai Investment Co., LTD– Director, YanXin Investment Co., Ltd., – Director, Protectlife International Biomedical Inc. Director & Corporate Representative

Note 4: Yonghe Investment Co., Ltd. - Chairman , Litemax Electronics Inc.-Director, LINKENCE TECHNOLOGIES INC.-Director, ACROSSER TECHNOLOGY CO., LTD.-Director., Atech (Yichang) OEM Inc. – Director.

Note 5: Where the company's Chairman and the President or person of an equivalent post (the highest level manager) are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of applicable information on the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g., number of independent director seats added, and more than half of directors are not employees or managers of a company):

1. The Company's General Manager is a first-degree relative.
2. The Company has set up an Audit Committee composed of entirely independent directors. The Committee fully discusses and makes recommendations for the Board's reference in order to improve the functions of the Board's operations while effectively exerting its supervisory functions.
3. This year, in accordance with legal regulations, one additional independent director will be added to enhance the functions of the board and strengthen its supervisory role, thereby implementing corporate governance..



## 2. Major shareholders of corporate shareholders

March 31, 2025

Name of corporate shareholder	Major shareholders of corporate shareholders
Jui Hai Investment Co., Ltd.(Note 1)	FU LI INVESTMENT CO., LTD.(49.58%), Hui-Mei,Huang(23.87%), Yung-Shun, Chuang (11.43%), Fu-Chieh,Chuang(7.56%), Fu-Chun, Chuang(7.56%)
AAEON Technology Inc. (Note 2)	ASUSTeK Computer Inc.(27.11%)、IBASE Technology Inc.(25.83%)、Yung-Shun, Chuang(12.18%)、HUA-CHENG VENTURE CAPITAL CORP.(5.18%)、HUA-MIN INVESTMENT CO.,LTD.(5.18%)、Qiangzhan Investment Limited Company(3.13%)、Jui Hai Investment Co.,Ltd.(2.80%)、Yu-Ming, Huang(2.48%)、Qiangyu Investment Limited Company (1.05%)、Taishin International Commercial Bank entrusted with the trust assets of Yang Guangqiang(0.95%)

Note1: The above information was sourced from the Jui Hai Investment Co., Ltd.,.

Note2: The above information is as of March 31, 2025 provided by AAEON Technology Inc.

## 3. Major shareholders of major corporate shareholders

March 31, 2025

Name of corporate entity	Corporate entity's major shareholders
Fu Li Investment Co., Ltd.(Note 1)	Yung-Shun, Chuang (43.75%), Hui-Mei, Huang (37.50%), Fu-Chieh, Chuang (9.38%), Fu-Chun, Chuang (9.38%)
ASUSTeK Computer Inc. (Note 2)	Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF(4.34%) Jonney Shih(4.05%) Yuanta Taiwan High Dividend Fund Account(2.95%) Cathay United Bank in Custody for Infinity No. 1 Company Investment Account(2.78%) ASUS's Certificate of Depository with CitiBank (Taiwan)(2.63%) New Labor Pension Fund(2.42%) JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds (1.34%) J.P. MORGAN SECURITIES PLC(1.30%) Vanguard Emerging Markets Stock Index Fund, a Series of Vanguard International Equity Index Funds(1.22%) Yuanta/P-shares Taiwan Top 50 ETF(1.12%)
iBase Technology Inc. (Note 3)	AAEON Technology Inc. (25.68%), Chunbao Investment Co., Ltd. (1.11%), WINMATE INC. (1.04%), HSBC Bank (Taiwan) Co., Ltd. is entrusted to manage the investment account of UOB Kay Hian Pte Ltd (0.88%), Lin Qiuxu (0.78%), AMPIRE CO., LTD. (0.70%), Chen Yangmeilin entrusted trust property special account (0.63%), Zhuang Xiuli (0.60%), Chen Shixiong (0.58%), Lai Xuehuang entrusted trust property special account (0.58%), Lin Ruiqin entrusted trust property special account (0.58%).
Hua Cheng Venture Capital Corp. (Note 1)	ASUSTeK Computer Inc. (100%)
Hua-Min Investment Co., Ltd. (Note 1)	ASUSTeK Computer Inc. (100%)
Qiangzhan Investment Limited Company(Note 1)	LI,YE-LING (30%)
Qiangyu Investment Limited Company(Note 1)	YANG,GUANG-CIANG (56%)

Note 1: The above information is provided by the Department of Commerce of the Ministry of Economic Affairs and Fu Li Investment Co., Ltd .

Note 2: The above information is as of March 31, 2025 provided by ASUSTeK Computer Inc.

Note 3: The above information is as of August 16, 2024 provided by IBASE Technology Inc.

4. Disclosure of information as professional qualifications and independent status of directors and independent directors.(5<sup>th</sup> Board)

Qualification Name	Professional qualifications and experience	Independent status	Number of positions as independent director in other public companies
Chairman Chuang, Yung-Shun	Possesses five or more years of work experience required for the Company's business; the currently serving as AAEON Technology Inc's chairman as well as the chairman and CEO of the Company; and not been a person of any conditions defined in Article 30 of the Company Law.	<ol style="list-style-type: none"> <li>1. Not a director, supervisor or employee of any other company that controls directorship in the Company or where more than half of total voting rights are controlled by a single party</li> <li>2. Not a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of less than NT\$500,000 in the last 2 years, to the Company or its affiliate, nor is an owner, partner, director, supervisor, or manager, or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides the above service to the Company or its affiliated companies. This excludes roles as Remuneration Committee, Public Acquisition Review Committee or M&amp;A Special Committee member appointed in accordance with the Securities and Exchange Act or Business Mergers and Acquisitions Act.</li> <li>3. Not a spouse or relative of second degree or closer to any other directors.</li> <li>4. Not elected as a government or corporate representative according to Article 27 of the Company Act .</li> </ol>	1
Director Lin, Chien-Hung	Possesses five or more years of work experience required for the Company's business; had once worked the Advantech Co., Ltd's vice president. The currently serving as the president of the AAEON Technology Inc; and not been a person of any conditions defined in Article 30 of the Company Law.	<ol style="list-style-type: none"> <li>1. Does not hold more than 1% of the Company's outstanding shares in their own names or under the name of spouse, underage children, or proxy shareholder; nor is a top-10 natural-person shareholder of the Company.</li> <li>2. Not a manager listed in (1) , or a spouse, 2nd-degree relative or closer or 3rd-degree direct relative or closer to any personnel.</li> <li>3. Not a director, supervisor or employee of any other company that controls directorship in the Company or where more than half of total voting rights are controlled by a single party.</li> <li>4. Not a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of less than NT\$500,000 in the last 2 years, to the Company or its affiliate, nor is an owner, partner, director, supervisor, or manager, or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides the above service to the Company or its affiliated companies. This excludes roles as Remuneration Committee, Public Acquisition Review Committee or M&amp;A Special Committee member appointed in accordance with the Securities and Exchange Act or Business Mergers and Acquisitions Act.</li> <li>5. Not a spouse or relative of second degree or closer to any other directors.</li> <li>6. Not elected as a government or corporate representative according to Article 27 of the Company Act.</li> </ol>	None
Director Lai ,Li-Kai	Possesses five or more years of work experience required for the Company's business; had once worked the Product Manager of Axiomtek Co., Ltd The currently serving as the president of the Senior Associate of AAEON Technology Inc and not been a person of any conditions defined in Article 30 of the Company Law.	<ol style="list-style-type: none"> <li>1. Not a director or supervisor of the Company or any of its affiliated companies</li> <li>2. Does not hold more than 1% of the Company's outstanding shares in their own names or under the name of spouse, underage children, or proxy shareholder; nor is a top-10 natural-person shareholder of the Company.</li> <li>3. Not a manager listed in (1) or (2)., or a spouse, 2nd-degree relative or closer or 3rd-degree direct relative or closer to any personnel.</li> </ol>	

<div>Qualification</div> <div>Name</div>	Professional qualifications and experience	Independent status	Number of positions as independent director in other public companies
<b>Director</b> Hsueh, Shao-Chou	Possesses five or more years of work experience required for the Company's business; had once worked the AAEON Technology Inc.- Associate Manager, Customer OEM Product Division. The currently serving as the president of the AAEON Europe B.V.; and not been a person of any conditions defined in Article 30 of the Company Law.	4. Not a director, supervisor or employee of any other company that controls directorship in the Company or where more than half of total voting rights are controlled by a single party. 5. Not a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of less than NT\$500,000 in the last 2 years, to the Company or its affiliate, nor is an owner, partner, director, supervisor, or manager, or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides the above service to the Company or its affiliated companies. This excludes roles as Remuneration Committee, Public Acquisition Review Committee or M&A Special Committee member appointed in accordance with the Securities and Exchange Act or Business Mergers and Acquisitions Act. 6. Not a spouse or relative of second degree or closer to any other directors. 7. Not elected as a government or corporate representative according to Article 27 of the Company Act.	
<b>Independent Director</b> Lee, Chih-Hao	With over five years of experience in the business required by the Company. The currently serving as the chairman of the Tien Yu International Technology Consulting Co., Ltd.; and no non-compliance with any conditions stated in Article 30 of the Company Act.	1. Not employed by the Company or by any of its affiliated companies. 2. Not a director or supervisor of the Company or any of its affiliated companies (this restriction does not apply to concurrent independent director positions in the Company, its parent company, subsidiary, or another subsidiary of the parent that is compliant with the Act or local laws).	1
<b>Independent Director</b> Tseng, Ho-Chun	With over five years of experience in the business required by the Company; The currently serving as the chairman of the Yonghe Investment Co., Ltd.; and no non-compliance with any conditions stated in Article 30 of the Company Act.	3. Does not hold more than 1% of the Company's outstanding shares in their own names or under the name of spouse, underage children, or proxy shareholder; nor is a top-10 natural-person shareholder of the Company. 4. Not a manager listed in (1), or a spouse, 2nd-degree relative or closer or 3rd-degree direct relative or closer to any personnel listed in (2) or (3).	None
<b>Independent Director</b> Liao, Hsiu-Mei	With over five years of experience as a professor of commerce, finance, or other disciplines related to the business required by the Company at a public or private college or university; and work experience in commerce, finance, accounting, or otherwise required by the business of the Company; PhD in Accounting, National Taipei University; current professor of the Department of Accounting, Ming Chuan University; and no non-compliance with any conditions stated in Article 30 of the Company Act.	5. Not a director, supervisor or employee of any corporate shareholder that: 1. holds 5% or more of the Company's outstanding shares; 2. is a top-5 shareholder; or 3. appoints director/supervisor representative in the Company according to Paragraph 1 or 2, Article 27 of The Company Act. 6. Not a director, supervisor or employee of any other company that controls directorship in the Company or where more than half of total voting rights are controlled by a single party. 7. Does not assume concurrent duty and is not a spouse to the Company's Chairman, President or equivalent role, and is not a director, supervisor or employee of another company or institution. 8. Not a director, supervisor, manager, or shareholder with more than 5% ownership interest in any company or institution that has financial or business relationship with the Company. 9. Not a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of less than NT\$500,000 in the last 2 years, to the Company or its affiliate, nor is an owner, partner, director, supervisor, or manager, or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides the above service to the Company or its affiliated companies. This excludes roles as Remuneration Committee, Public Acquisition Review Committee or M&A Special Committee member appointed in accordance with the Securities and Exchange Act or Business Mergers And Acquisitions Act. 10. Not a spouse or relative of second degree or closer to any other directors. 11. Not elected as a government or corporate representative according to Article 27 of the Company Act.	None

Note: According to the Rules Governing Review of Securities Listings as well as the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, the Company has obtained the statement of independence for each independent director and confirms that all of them meet the independence requirements stipulated by laws and regulations.

5. Diversity and independence of the Board of Directors:

(1) Diversity of the Board of Directors:

Based on the policy of diversification and strengthening of corporate governance in order to promote the sound development of the Company's board composition and structure, the nomination of candidates for directors of the Company shall be adopted the candidate nomination system in accordance with the provisions of the Company's Articles of Incorporation. Each candidate's academic qualifications, work experience, professional back ground, integrity or relevant professional qualifications, and others are evaluated and considered. After the Board of Directors passed the resolution, the proposed nominees will be submitted to the Shareholders Meeting for election. With regard to the board composition, it is advisable that the number of the directors who concurrently serve as the managers of the Company should not exceed one-third of the board seats. In addition, the Company has, based on its own operations, operational patterns and developmental needs, formulated appropriate diversification policies including but not limited to the following:

A. Basic conditions and value: gender, age, nationality and culture.

B. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experience.

C. Professional knowledge and skills: Ability to make operational judgments, ability to perform accounting and financial analysis, ability to conduct management administration, ability to conduct crisis management, knowledge of the industry, an international market perspective, ability to lead, ability to make policy decisions.

(2) The current Board of Directors of the Company consists of seven directors. The specific management objectives of the board diversity policy and their achievement status are as follows:

Diversity management objectives	Achievement status
At least one female director on the board.	Done
The independent directors shall not hold office for more than 3 terms.	Done

The implementation status of the board diversity policy is as follows:

Core of diversify  Name	Basic composition								Professional knowledge and skills												
	Nationality	Gender	Employee	Age			Tenure and seniority of independent		Industry experience					Professional Ability							
				51-55	56-60	61-75	Less than 3 years	3-9 years	Technology	Industry	Finance	Accounting	Marketing	Ability to make operational judgments	Ability to perform accounting and financial analysis	Ability to conduct management administration	Ability to conduct crisis management	Knowledge of the industry.	An international market perspective	Ability to lead	Ability to make policy decisions
Director Chuang, Yung-Shun	R.O.C.	Male	✓			✓			✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓
Director Lin, Chien-Hung		Male				✓			✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓
Director Lai ,Li-Kai		Male		✓					✓	✓			✓	✓		✓	✓	✓	✓	✓	✓
Director Hsueh, Shao-Chou		Male		✓					✓	✓			✓	✓		✓	✓	✓	✓	✓	✓
Independent Director Lee, Chih-Hao		Male			✓			✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director Tseng, Ho-Chun		Male				✓		✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓
Independent Director Liao, Hsiu-Mei		Female		✓				✓			✓	✓			✓	✓	✓			✓	✓

(3) Independence of the Board of Directors:

The Board of Directors of the Company consists of six directors, of which three are independent directors and one directors as employee (43% and 14% of all directors), whereas female directors represent 14% of board members. As of 2024 In addition, all of independent directors comply with the regulations of the Securities and Futures Bureau and none of the circumstances prescribed in paragraph 3 and paragraph 4, Article 26-3 of the Securities Exchange Act exist among the directors and independentdirectors. The Board of Directors of the Company is independent (Please refer to page 15-17 of this Annual Report - Disclosure of information on professional qualifications of directors and independence of independent directors). The Experience (Education), Gender and Work Experience (Please refer to page 11-12 of this Annual Report - Information of directors)

## (II) Background information of the President, Vice Presidents, Assistant Vice Presidents, and heads of departments and branch offices

March 29, 2024; unit: shares; %

Position	Nationality	Name	Gender	Date elected/appointed	Shareholding		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent positions in other companies	Spouse or relatives of second degree or closer acting as managers			Remarks
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relationship	
CEO	Republic of China	Chuang, Yung-Shun	Male	2018.01.01	3,284,558	8.42%	—	—	—	—	Ph.D. of Engineering (honors), National Taiwan University of Science and Technology AAEON Technology Inc. - Chairman	Details of other concurrent duties (Note 1)	G.M.	Chuang, Fu-Chung	Father & Son	Note 3
G.M.	Republic of China	Chuang, Fu-Chung	Male	2023.11.07	254,666	0.65%	—	—	—	—	Bachelor of Electrical Engineering, Cornell University Master of Engineering Management, University of Southern California Northwestern University Electrical Engineering Master's Program	Details of other concurrent duties (Note 2)	CEO	Chuang, Yung-Shun	Father & Son	Note 3
Vice President	Republic of China	Chen, Ying-Te	Male	2023.11.07	76,487	0.20%	—	—	—	—	Master of Marketing Hertfordshire University, UK ONYX Healthcare - Assistant Vice President of Marketing Division	None	None	None	None	None
Vice President	Republic of China	Chao, Hsing-Kuo	Male	2023.11.07	36,000	0.09%	—	—	—	—	MBA, National Chengchi University ONYX Healthcare - Head of R&D Division AAEON Technology - Manager of R&D Bicom Technology - Product Section Chief	None	None	None	None	None
Head of Accounting	Republic of China	Yang, Hsiang-Chih	Female	2015.04.27	24,123	0.06%	—	—	—	—	Postgraduate Institute of Finance, National Taiwan University Litemax Electronics - Head of Accounting	None	None	None	None	None

Note 1: AAEON Electronics Inc. - Director, AEON TECHNOLOGY (Europe) B.V. - Director, AEON TECHNOLOGY GMBH - Director, AEON TECHNOLOGY SINGAPORE PTE. LTD. - Director, AAEON Technology Inc. Chairman & corporate representative, AAEON Technology (Suzhou) Inc. Chairman & corporate representative, AAEON Investment Co. Ltd. Chairman & corporate representative, Yan Sin Investment Co. Ltd. - Chairman, AAEON Foundation - Director, Fu Li Investment Co. Ltd. - Chairman, Mcfees Group Inc. - Director, Everfocus Electronics Corp. - Chairman, Allied Biotech Corp. - Director, King Core Electronics Inc. - Director, Atech OEM Inc. - Director, Qiye Electronic (Dongguan) Co. Ltd. - Director, Machvision (Dongguan) Corp. - Director, Outstanding Electronics Manufacturer (Danyang) Co. Ltd. - Director, Machvision Inc. Co. Ltd. - Director, Top Union Electronics (Suzhou) Corp. - Director & corporate representative, Top Union Electronics Corp. - Independent Director, Allied Oriental International Ltd. - Director & corporate representative, Litemax Electronics Inc. - Director, Litemax Technology Inc. - Director, ONYX Healthcare Inc. - Chairman & corporate representative, ONYX Healthcare (Shanghai) Inc. - Chairman & corporate representative, ONYX Healthcare Europe B.V - Director, ONYX Healthcare USA Inc. - Director, iHelper Inc. - Director & corporate representative, Winmate Inc. Director & corporate representative, XAC Automation Corp. - Director & corporate representative, CHC Healthcare Group - Director & corporate representative, Sunengine Corporation Ltd. - Director & corporate representative, New Future Capital Director & corporate representative, iBase Technology Inc. - Director & corporate representative, Taiflex Scientific CO. LTD - Independent Director, University of Technology- Director, Jetway Information CO., LTD. -Chairman & corporate representative, Protectlife International Biomedical c. Director & Corporate Representative,

Note 2: General Manager of ONYX Healthcare USA, Inc., General Manager of ONYX Healthcare Europe B.V., AAEON Technology Inc. –Director & Corporate Representative, Fu Li Investment Co., Ltd. – Director, Jui Hai Investment Co., LTD– Director, YanXin Investment Co., Ltd., – Director, Protectlife International Biomedical Inc. Director & Corporate Representative

Note 3: Where the company's Chairman and the President or person of an equivalent post (the highest level manager) are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of applicable information on the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g., number of independent director seats added, and more than half of directors are not employees or managers of a company):

1. The Company's General Manager is a first-degree relative.
2. The Company has set up an Audit Committee composed of entirely independent directors. The Committee fully discusses and makes recommendations for the Board's reference in order to improve the functions of the Board's operations while effectively exerting its supervisory functions.
3. The 2025 Annual Shareholders' Meeting has increased the number of independent director positions to enhance the functions of the board and strengthen its supervisory role, thereby implementing corporate governance.



## II. Compensation to directors, supervisors, the President, and Vice Presidents in the latest year

### (I) Compensation to non-independent and independent directors (aggregate disclosure of directors' names and range of remuneration)

2024 NTD thousands

Position	Name	Director compensation								Sum of A, B, C, and D as a percentage of net income		Compensation received as employee								Sum of A, B, C, D, E, F, and G as a percentage of net income		Remuneration from ventures other than subsidiaries or from the parent company
		Compensation (A)		Pension (B)		Director remuneration (C) (Note 2)		Fees for services rendered (D)				Salaries, bonuses, special allowances etc. (E)		Pension (F)		Employee remuneration (G)						
																(Note 2)						
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
																Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
Director	Jui Hai Investment Co., Ltd.	—	—	—	—	2,400	2,400	—	—	1.33%	1.33%	4,420	4,420	69	69	871	—	871	—	4.29%	4.29%	18,518
	AAEON Technology Inc.																					
Representative of corporate director	Chuang, Yung-Shun																					
	Wang, Feng-Hsiang (Note 3)																					
	Lin, Chien-Hung																					
	Lai ,Li-Kai																					
Director	Lee, Tsu-Der (Released of duty)																					
Independent Director	Lee, Chih-Hao	1,440	1,440	—	—	—	—	281	281	0.95%	0.95%	—	—	—	—	—	—	—	—	0.95%	0.95%	—
	Tseng, Ho-Chun																					
	Liao, Hsiu-Mei																					

1. 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:

The remuneration of the Company's independent directors is determined by the Articles of Incorporation or resolutions of the Shareholders Meeting. Different but reasonable remuneration from that of other directors may be set forth for the independent directors. The remuneration of independent directors may be a fixed monthly payment at the discretion of the relevant regulatory procedures. The remuneration of independent directors may not participate in the Company's earnings distribution.

2. In addition to the above remuneration, director remuneration shall be disclosed as follows when received from companies included in the consolidated financial statements and reinvestment companies in the most recent year to compensate directors for their services, such as being independent contractors:None.

Note 1. Net income attributable to parent company shareholders in 2024 amounted to NT\$180,914 thousand.

Note 2. 2024 director and employee remuneration have yet to be paid; the proposed/estimated amount is presented instead.

Note 3. On March 6, 2025, AAEON Technology's legal representative Wang, Feng-Hsiang was dismissed and replaced by legal representative Hsueh, Shao-Chou. °

Compensation bracket table

Range of compensation paid to directors	Name of director			
	Sum of first 4 compensations (A+B+C+D)		Sum of first 7 compensations (A+B+C+D+E+F+G)	
	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements (Note 1)
Below NT\$ 1,000,000	Jui Hai Investment Co., Ltd., AAEON Technology Inc., Chuang, Yung-Shun, Wang, Feng-Hsiang, Lin, Chien-Hung, Lai ,Li-Kai, Chih-Hao Tseng, Ho-Chun Lee ,Liao, Hsiu-Mei	Jui Hai Investment Co., Ltd., AAEON Technology Inc., Chuang, Yung-Shun, Wang, Feng-Hsiang, Lin, Chien-Hung, Lai ,Li-Kai, Chih-Hao Tseng, Ho-Chun Lee ,Liao, Hsiu-Mei	Jui Hai Investment Co., Ltd., AAEON Technology Inc. , Lin, Chien-Hung, Lai ,Li-Kai, Chih- Hao Lee ,Tseng, Ho-Chun, Liao, Hsiu-Mei	Jui Hai Investment Co., Ltd., AAEON Technology Inc. , Lin, Chien-Hung, Lai ,Li- Kai ,Chih-Hao Lee ,Tseng, Ho-Chun, Liao, Hsiu-Mei
NT\$ 1,000,000 (inclusive) ~ NT\$ 2,000,000 (non-inclusive)	—	—	Wang, Feng-Hsiang	Wang, Feng-Hsiang
NT\$ 2,000,000 (inclusive) ~ NT\$ 3,500,000 (non-inclusive)	—	—	—	—
NT\$ 3,500,000 (inclusive) ~ NT\$ 5,000,000 (non-inclusive)	—	—	Chuang, Yung-Shun	Chuang, Yung-Shun
NT\$ 5,000,000 (inclusive) ~ NT\$ 10,000,000 (non-inclusive)	—	—	—	—
NT\$ 10,000,000 (inclusive) ~ NT\$ 15,000,000 (non-inclusive)	—	—	—	—
NT\$ 15,000,000 (inclusive) ~ NT\$ 30,000,000 (non-inclusive)	—	—	—	—
NT\$ 30,000,000 (inclusive) ~ NT\$ 50,000,000 (non-inclusive)	—	—	—	—
NT\$ 50,000,000 (inclusive) ~ NT\$ 100,000,000 (non-inclusive)	—	—	—	—
NT\$ 100,000,000 and above	—	—	—	—
Total	9	9	9	9

Note 1: Included Compensation from invested businesses other than subsidiaries

(II) Supervisors' compensation: The Company has assembled an Audit Committee to replace supervisors.

(III) Compensation to the President and vice presidents

2024 Unit: NTD thousands

Position	Name	Salary (A)		Pension (B)		Bonuses and allowances (C)		Employee remuneration (D) (Note 2)				Sum of A, B, C, and D as a percentage of net income (%)		Remuneration from ventures other than subsidiaries or from the parent company
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
CEO	Chuang, Yung-Shun	6,446	9,326	270	270	3,799	3,799	2,147	—	2,147	—	7.00%	8.59%	9,101
G.M.	Chuang, Fu-Chung													
Vice President	Chen, Ying-Te													
Vice President	Chao, Hsing-Kuo													

Note 1: Net income attributable to parent company shareholders in 2024 amounted to NT\$180,914 thousands.

Note 2: 2024 director and employee remuneration have yet to be paid; the proposed/estimated amount is presented instead.

Compensation bracket table

President's and vice presidents' compensation brackets	Name of director	
	The Company	All companies included in the financial statements (Note 1)
Below NT\$ 1,000,000	—	—
NT\$ 1,000,000 (inclusive) ~ NT\$ 2,000,000 (non-inclusive)	Chuang, Fu-Chung	—
NT\$ 2,000,000 (inclusive) ~ NT\$ 3,500,000 (non-inclusive)	Chao, Hsing-Kuo	Chao, Hsing-Kuo
NT\$ 3,500,000 (inclusive) ~ NT\$ 5,000,000 (non-inclusive)	Chuang, Yung-Shun, Chen, Ying-Te	Chuang, Yung-Shun, Chuang, Fu-Chung, Chen, Ying-Te,
NT\$ 5,000,000 (inclusive) ~ NT\$ 10,000,000 (non-inclusive)	—	—
NT\$ 10,000,000 (inclusive) ~ NT\$ 15,000,000 (non-inclusive)	—	—
NT\$ 15,000,000 (inclusive) ~ NT\$ 30,000,000 (non-inclusive)	—	—
NT\$ 30,000,000 (inclusive) ~ NT\$ 50,000,000 (non-inclusive)	—	—
NT\$ 50,000,000 (inclusive) ~ NT\$ 100,000,000 (non-inclusive)	—	—
NT\$ 100,000,000 and above	—	—
Total	4	4

Note 1: Included Compensation from invested businesses other than subsidiaries

(IV) Names of managers entitled to employee remuneration and amount entitled

2024 Unit: NTD thousands

	Position	Name	Amount paid in shares (Note 2)	Amount paid in cash (Note 2)	Total	Total as a percentage of net income (%)
Managers	CEO	Chuang, Yung-Shun	—	2,396	2,396	1.32%
	G.M.	Chuang, Fu- Chung				
	Vice President	Chen, Ying-Te				
	Vice President	Chao, Hsing- Kuo				
	Head of Accounting	Yang, Hsiang- Chih				

Note 1: Net income attributable to parent company shareholders in 2024 amounted to NT\$180,914 thousands.

Note 2: 2024 director and employee remuneration have yet to be paid; the proposed/estimated amount is presented instead.

(V) Amount of remuneration paid in the last 2 years by the Company and all companies included in the consolidated financial statements to the Company's directors, supervisors, President, and vice presidents, and their respective percentages to standalone or individual net income, as well as the policies, standards, and packages by which they were paid, the procedures through which remunerations were determined, and their association with business performance and future risks

1. Compensation paid to the Company's directors, supervisors, President and vice presidents in the last 2 years, and percentages relative to standalone or consolidated net income

Unit: NTD thousands, %

Item	2023		2024	
	The Company	Consolidated financial statements	The Company	Consolidated financial statements
Total director compensation	4,020	4,020	4,121	4,121
Total director compensation as a percentage of net income	1.57%	1.57%	2.28%	2.28%
Total supervisor compensation (Note 1)	Not applicable	Not applicable	Not applicable	Not applicable
Total supervisor compensation as a percentage of net income	Not applicable	Not applicable	Not applicable	Not applicable
Total compensation to the President and vice presidents	13,168	16,003	12,662	15,542
Total compensation to the President and vice presidents as a percentage of net income	5.16%	6.27%	7.00%	8.59%

Note 1: The Company assembled an Audit Committee to replace supervisors in 2016, hence not applicable.

Note 2: Net income attributable to parent company shareholders in 2023 & 2024 amounted to NT\$255,262 thousands & NT\$180,914 thousands.

## 2. Compensation policies, standards, packages and procedures, and association with future risks and business performance

### (1) Compensation policy, standards, packages and procedures for determining compensation

#### A. Directors

According to the Articles of Incorporation, the Company may authorize the board of directors to compensate directors for the services rendered based on their involvements and contributions to the Company's operations, in reference to local and foreign peer levels. The Articles of Incorporation also caps director remuneration at 3% of annual profit. Principles for payment of director remuneration:

- a. The Company may compensate independent directors with monthly fixed payments regardless of profitability, based on individual participation and contribution to the Company's operations.
- b. Independent directors of the Company are not entitled to director remuneration or any other form of profit-sharing besides monthly fixed compensations. For non-independent directors, the Remuneration Committee will recommend the method and amount of remuneration after

considering the board's overall performance and the Company's business performance and raising the proposal for board of directors' resolution.

Compensation for the President and vice presidents includes salary, bonus and employee remuneration. Salary and bonus are determined based on job role, the responsibilities undertaken, contributions to the Company and peer levels. Employee remuneration is determined according to Articles of Incorporation, which is subject to board of directors' approval and acknowledgment at shareholder meeting.

(2) Association with business performance and future risks

Director and manager compensations are determined according to the Company's "Board of Directors Performance Evaluation Policy" and "Director and Manager Salary, Compensation and Performance Assessment Policy" after taking into consideration relevant factors such as corporate performance, industry risks and trends, individual performance and accomplishment, and contribution to corporate performance. Performance assessment and compensation are subject to review of the Remuneration Committee and resolution by the board of directors. The Company will continue reviewing and adjusting its compensation system to ensure conformity with actual practice and relevant laws, and in doing so maintain proper balance between business continuity and risk exposure. In summary, the Company's compensation policies and procedures for directors, President and vice presidents have been designed to promote positive business performance.

### III. Corporate governance

#### (I) Functionality of the board of directors

A total of 7 board meetings (A) were held in the last year (2024); below are directors' attendance records:

Position	Name	Attendance in person (B)	Proxy attendance	In-person attendance rate (%) (B/A)	Remarks
Chairman	Chuang, Yung-Shun	7	0	100	
Director	Wang, Feng-Hsiang	7	0	100	
Director	Lin, Chien-Hung	7	0	100	
Director	Lai, Li-Kai	7	0	100	
Independent Director	Lee, Chih-Hao	7	0	100	
Independent Director	Tseng, Ho-Chun	7	0	100	
Independent Director	Liao, Hsiu-Mei	7	0	100	

#### Other mandatory disclosures:

I. For board of directors meetings that meet any of the following descriptions, state the date, session, the discussed motions, independent directors' opinions and how the Company has responded to such opinions

(I) Conditions described in Article 14-3 of the Securities and Exchange Act:

Board of directors meeting	Motion	Independent directors' opinions	Company's response to independent directors' opinions	Outcome of resolution
10th meeting of the 5th board 2024/2/27	Issuance of new shares from capital increase by 2023 earnings.	None	None	Except for stakeholders that had recused from resolution, the motion was passed as proposed by all remaining directors. See section II. for detailed description.
	Appointment of certified public accountants for 2024 and ratification of 2023 accountant fees proposal			
	2024 incentive bonus for non-sales employees			
	2024 manager salary adjustment proposal			
	Donation to AAEON Foundation			
11th meeting of the 5th board 2024/4/1	To issue employee share options with price lower than fair market value.	None	None	Approved by resolution of all attending directors.

14th meeting of the 5th board 2024/8/5	Amendments to "Internal Control System" and Internal Audit System" of the Company and subsidiary ONI & OHU	None	None	Except for stakeholders that had recused from resolution, the motion was passed as proposed by all remaining directors. See section II. for detailed description.
	Allocation of 2023 director remuneration			
	Allocation of 2023 employee remuneration for managers			
	The distribution of accumulated surplus for employee compensation and year-end bonuses from the previous year			
16th meeting of the 5th board 2024/12/18	Amendments to "Internal Control System" and Internal Audit System" of the Company.	None	None	Except for stakeholders that had recused from resolution, the motion was passed as proposed by all remaining directors. See section II. for detailed description.
	Amendments of the company's "Issuance and Exercise Procedures for Employee Stock Options for the Fiscal Year 2024" partial provisions. s			
	Distribution of 2024 managers' year-end bonus			
	Distribution of 2024 employee stock option.			

(II) Any other documented objections or qualified opinions raised by independent director against board resolution in relation to matters other than those described above: None.

II. Disclosure regarding avoidance of interest-conflicting motions, including the names of directors concerned, the motions, the nature of conflicting interests, and the voting process

Date	Motion	Name of director	Reasons for avoiding conflict of interest	Participation in voting process
10th meeting of the 5th board 2024/2/27	2024 incentive bonus for non-sales employees	Chuang, Yung-Shun	Chuang, Yung-Shun held stake in the discussed motion (i.e. stakeholders)	Directors Chuang, Yung-Shun had recused according to law and did not participate in the vote
	2024 manager salary adjustment proposal	Chuang, Yung-Shun	Chuang, Yung-Shun held stake in the discussed motion (i.e. stakeholders)	Directors Chuang, Yung-Shun had recused according to law and did not participate in the vote
	Donation to AAEON Foundation	Chuang, Yung-Shun	Chuang, Yung-Shun held stake in the discussed motion (i.e. stakeholders)	Directors Chuang, Yung-Shun had recused according to law and did not participate in the vote



14th meeting of the 5th board 2024/8/5	Allocation of 2023 director remuneration	Chuang, Yung-Shun, Lin, Chien-Hung, Wang, Feng-Hsiang and Lai ,Li-Kai.	Chuang, Yung-Shun, Lin, Chien-Hung, Wang, Feng-Hsiang and Lai ,Li-Kai held stake in the discussed motion (i.e. stakeholders)	Directors Chuang, Yung-Shun, Lin, Chien-Hung, Wang, Feng-Hsiang and Lai ,Li-Kai had recused from resolution and did not participate in the vote.
	Allocation of 2023 employee remuneration for managers	Chuang, Yung-Shun	Chuang, Yung-Shun held stake in the discussed motion (i.e. stakeholders)	Directors Chuang, Yung-Shun had recused according to law and did not participate in the vote
	The distribution of accumulated surplus for employee compensation and year-end bonuses from the previous year	Chuang, Yung-Shun	Chuang, Yung-Shun held stake in the discussed motion (i.e. stakeholders)	Directors Chuang, Yung-Shun had recused according to law and did not participate in the vote
16th meeting of the 5th board 2024/12/18	Distribution of 2024 managers' year-end bonus	Chuang, Yung-Shun	Chuang, Yung-Shun held stake in the discussed motion (i.e. stakeholders)	Directors Chuang, Yung-Shun had recused according to law and did not participate in the vote
	Distribution of 2024 employee stock option.	Chuang, Yung-Shun	Chuang, Yung-Shun held stake in the discussed motion (i.e. stakeholders)	Directors Chuang, Yung-Shun had recused according to law and did not participate in the vote.

### III. Execution of board of directors self evaluation:

The company has implemented corporate governance and strengthened the effectiveness of the board of directors by passing the board performance evaluation measures on December 20, 2016. In December 2024, internal and external performance evaluations of the board were completed according to these measures, and the results were reported to the board on December 18, 2024, as a reference for continuously enhancing the functions of the board. Evaluation content and results:

Assessment cycle	Assessment duration	Scope of assessment	Assessment method	Assessment details	Assessment results
Internal evaluation once a year	Performance for the period from January 1, 2024 to December 31, 2024 was assessed	The scope covers the evaluation of the Board, individual members of the Board and functional committees. The scope covers the evaluation of the Board, individual members of the Board and functional committees.	Self-evaluation of Board members.	<p>1. The self-evaluation of the Board includes the following aspects: Participation in the operation of the Company; Improvement of quality of the Board of Directors' decision making; Composition and structure of the Board of Directors; Election and continuing education of the directors; and Internal control.</p> <p>2. The self-evaluation of the members of the Board includes the following aspects: Alignment of the goals and missions of the Company; Awareness of the duties of a director; Participation in the operation of the Company; Management of internal relationships and communication; The director's professionalism and continuing education; and Internal control.</p> <p>3. The self-evaluation of the functional committees includes the following aspects: Participation in the operation of the Company; Awareness of the duties of the functional committee; Improvement of quality of decisions made by the functional committee; Makeup of the functional committee and election of its members; and Internal control.</p>	The self-evaluation results were all "Excellent"
External assessments every three years.			Self-evaluation of Board members and Interviews with external evaluation agencies		<p>In December 2024, the Company engaged Chainye Management consultancy Co., Ltd. to conduct the performance evaluation of the Board of Directors in terms of decision-making performance. The Executive Evaluation Board's evaluation result was "Excellent". The Audit Committee member's evaluation result was "excellent"; the Remuneration Committee's evaluation result was "excellent"; The evaluation results of the members of the Sustainability Committee were "excellent"; the evaluation results of the members of the Risk Management Committee were "excellent".</p>

- IV. Enhancements to the functionality of board of directors in the current and most recent year, and progress of such enhancements:
1. The Company has convened board meetings according to "Board of Directors Conference Rules."
  2. The Company has independent directors and Audit Committee in place to enhance board of directors' corporate governance capacity. They exercise supervision over the board according to "Independent Directors Responsibility Principles."
  3. The Company has assembled a Remuneration Committee to assist the board of directors in assessing and implementing compensation and welfare systems within the Company, and to perform regular reviews on whether directors and managers are appropriately compensated.
  4. The Company makes arrangements to have directors undergo professional training, which helps support core value and maintain professional capacity.
  5. The Company has assigned dedicated personnel to disclose information, update the Company's website and continually improve information transparency.

(II) Involvement of Audit Committee members or supervisors in board of directors meetings

1. Functionality of the Audit Committee

A total of 5 (A) Audit Committee meetings were held in the last year (2024); independent directors' attendance records are summarized below:

Position	Name	In-person attendance count (B)	Proxy attendance count	Percentage of in-person attendance (%) (B/A)	Remarks
Independent Director	Lee, Chih-Hao	5	0	100	
Independent Director	Tseng, Ho-Chun	5	0	100	
Independent Director	Liao, Hsiu-Mei	5	0	100	

Other mandatory disclosures:

- I. If any of the following circumstances occur, the dates of meetings, Terms, contents of motion, resolutions of the Audit Committee and the Company's response to the Audit Committee's opinion should be specified:

(I) Conditions described in Article 14-5 of the Securities and Exchange Act:

Audit Committee	Motion	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolution of the Audit Committee	Independent director's opinions or objections	Board's response to Audit Committees' opinions
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9th meeting of the 5th committee 2024/2/27	2023 year-end accounts.	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
	2023 earnings appropriation	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
	Issuance of new shares from capital increase by 2023 earnings.	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
	Passed 2023 Declaration of Internal Control System	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
	Independence and performance assessment for the financial statement auditor.	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
	Appointment of certified public accountants for 2024 and ratification of 2023 accountant fees proposal	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
	Donation to AAEON Foundation	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
10th meeting of the 5th committee 2024/5/8	Passed 2024 1st quarter consolidated financial statements.	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
11th meeting of the 5th committee 2024/8/5	Passed 2024 2nd quarter consolidated financial statements.	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors

	Amendments to "Internal Control System" and Internal Audit System" of the Company and subsidiary ONI & OHU	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
12h meeting of the 5th committee 2024/11/6	Passed 2024 3rd quarter consolidated financial statements.	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
	2025 audit plan of the Company and subsidiaries.	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
13th meeting of the 5th committee 2024/12/18	Amendments to "Internal Control System" and Internal Audit System" of the Company.	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors
	Distribution of 2024 non-managerial employee stock option.	✓	Approved by all Committee members present in the meeting.	None	Passed by all attending directors

(II) Other than those described above, any resolutions unapproved by the Audit Committee but passed by more than two-thirds of directors: None.

II. Avoidance of conflicting-interest motions by independent directors: No such occurrence was observed during the year.

III. Communication between independent directors and internal/external auditors

- Independent directors are provided with regular audit reports, whereas the chief internal auditor is required to make reports on audit tasks during Audit Committee and board of directors meetings. Overall, both the progress and effectiveness of audit tasks are deemed to have been adequately communicated. Each year independent directors hold at least one meeting with the CPAs and chief internal auditor. In FY 2024, the meeting was held on Aug 5, 2024.

Date	Communication Highlights	Suggestions and Results
2024/8/5	1. The accountant reported other matters related to the financial statement audit. 2. The accountant reported other matters regarding compliance with internal controls. 3. The internal audit supervisor's findings for the second quarter of 2024. 4. Other communication matters.	All independent directors had no objections.

2. CPAs would communicate with independent directors in writing or in person about issues concerning audit or review of the Company's financial statements.
- IV. Purposes of the Audit Committee are to support proper corporate governance, supervision and management practices within the Company. Responsibilities of the Audit Committee mainly include:
1. Establishment or amendment of the internal control system according to rules.
  2. Evaluation over the effectiveness of internal control system.
  3. Establishment or amendment of asset acquisition and disposal procedures, derivative trading procedures, external party lending procedures, external party endorsement and guarantee procedures, and other procedures of major financial consequences according to rules.
  4. Matters concerning directors' personal interests.
  5. Major transaction of assets or derivatives.
  6. Major lending, endorsement or guarantee to an external party.
  7. Offering, issuance, or private placement of securities with equity characteristics.
  8. Appointment, dismissal, or compensation of financial statement auditors.
  9. Appointment and dismissal of finance, accounting, or internal audit officers.
  10. Annual and semi-annual financial reports.
  11. Other issues deemed material by the Company or the authority.

2. Supervisors' involvement in board of directors meetings

The Company assembled an Audit Committee to replace supervisors in 2016, hence not applicable.

(III) Corporate governance, and deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies

Assess criteria	Actual governance (Note 1)			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance principles based on "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?"	✓		The Company's "Corporate Governance Code of Conduct" was first passed by the board of directors on June 13, 2016 and subsequently the last revised on 21 Feb. 2023. The code of conduct has been disclosed and made accessible to shareholders on Market Observation Post System (MOPS) and the corporate website.	No material deviation is found.
II. Shareholding structure and shareholders' interests (I) Has the Company implemented a set of internal procedures to handle shareholders' suggestions, queries, disputes and litigations? (II) Is the Company constantly informed of the identities of its major shareholders and the ultimate controller?  (III) Has the Company established and implemented risk management practices and firewalls for companies it is affiliated with?	✓		(I) The company has appointed a spokesperson and an acting spokesperson to handle shareholders' suggestions and disputes. (II) The Company is constantly informed of the shareholding position of its directors, managers and major shareholders with more than 5% ownership interest, and reports this information to the authority in a timely manner. (III) All dealings between the Company and affiliated companies are carried out according to "Transaction Procedures for Affiliated Enterprises, Specific Companies and Related Parties." The new "Rules Governing Financial and Business Matters with Related Parties" were also approved by the Board of Directors on May 9, 2023, in accordance with the "Corporate Governance 3.0 Sustainable Development Roadmap" issued by the competent authority	No material deviation is found.

Assess criteria	Actual governance (Note 1)			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(IV) Has the Company established internal policies that prevent insiders from trading securities against non-public information?			(IV) The Company has implemented "Insider Trading Prevention Policy" to prevent insider trading. Each year we arrange at least one session of awareness education on the relevant insider laws and regulations and Insider Trading Prevention for directors, officers, and all employees. Additionally, the HR unit arranges pre-service e-learning courses and efficacy assessments for new employees. During 2024/10/18~2024/10/31, awareness education was implemented through e-learning and an online efficacy assessment was conducted for all employees to ensure insider trading prevention. Each training and assessment lasted for one hour to test a total of 123 persons with an achievement rate of 100%. The pass rate was 100% (pass score=100 marks).	
III. Assembly and obligations of the board of directors (I)Has the Board of Directors drawn up and implemented a diversity policy on the composition of its members?	✓		(I) The Company has implemented "Corporate Governance Code of Conduct". Board members are chosen from different areas of expertise to accommodate the Company's functional, operational and growth requirements. Please refer the accomplishment of Board diversity. For the implementation of board member diversity, please refer to page 18 of this annual report - the implementation of the board member diversity policy.	No material deviation is found .



Assess criteria	Actual governance (Note 1)			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>(II) Apart from the Remuneration Committee and Audit Committee, has the Company assembled other functional committees at its own discretion?</p> <p>(III) Has the Company established a set of policies and assessment tools for evaluating board performance, and conducted performance evaluation on a yearly basis? Are performance evaluation results reported to the board of directors and used as reference for compensation, remuneration and nomination decisions?</p>			<p>(II) The Remuneration Committee and Audit Committee were established by the Company in 2016. The Sustainable Development Committee and Risk Management Committee were also voluntarily established on November 7, 2023, for managing and implementing related matters to fulfill our social responsibility as a corporate citizen, realize the goal of sustainable development, practice corporate governance and ensure sound risk management.</p> <p>(III) The Company's Board of Directors Performance Evaluation Policy was passed during the board meeting held on December 20, 2016. Under this policy, the board of directors is required to conduct internal performance assessments at least once a year at the end of each year, and external assessments at least once every three years.</p> <p>1. Internal assessment: Performance assessment of the board of directors covers at least the five main aspects below: I.Participation in the operation of the company; II.Improvement of the quality of the board of directors' decision making; III.Composition and structure of the board of directors; IV. Election and ongoing education of directors.</p>	

Assess criteria	Actual governance (Note 1)			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>V.Internal control.  Directors' individual performance (self or peer) assessment shall cover at least the following six main aspects:  I.Alignment of the goals and mission of the company;  II.Awareness of the duties of a director;  III.Participation in the operation of the company;  IV.Management of internal relationship and communication;  V.The director's professionalism and continuing education; and  VI.Internal control.  Internal assessment:  Performance assessment of the Auditing Committee and Compensation Committee covers at least the five main aspects below:  I.Participation in the operation of the company.  II.Awareness of the duties of functional committee.  III.Enhancing the decision-making quality of functional committees.  IV. Election and appointment of members of functional committees.  V.Internal control.  The most recent internal assessment was completed at the end of December 2024, and the</p>	

Assess criteria	Actual governance (Note 1)			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(IV) Are external auditors' independence assessed on a regular basis?			<p>outcome was reported at the board meeting held on December 18, 2024:  Board member self-assessment: Rated "Excellent"  Board member (self or peer) assessment: Rated "Excellent"  Overall rating of board members: A  Auditing Committee member self-assessment: Rated "Excellent".  Compensation Committee member self-assessment: Rated "Excellent".</p> <p>2. External assessment:  In December 2024, the Company engaged Chainye Management consultancy Co., Ltd. to conduct the 2024 performance evaluation of the Board of Directors in terms of decision-making performance, professional competencies, control over internal operations, and attitude towards CSR. The evaluation was carried out through a combination of a questionnaire (including evaluation and opinion survey) and on-site interview. The result was excellent. This outcome was reported to the board of directors on December 18, 2024 to serve as reference for further enhancements to board capacity.</p>	
			(IV) Financial statement auditors' independence is assessed by the Finance Department and Audit	

Assess criteria	Actual governance (Note 1)			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			Office on a yearly basis. Outcome of current year's assessment had already been reported to the Audit Committee and the board of directors on February 25, 2025. According to the assessment, CPA Lin, Chun-Yao and CPA Weng, Shih-Jung of PwC Taiwan have met the Company's independence criteria. In addition to requiring CPAs to provide their Audit Quality Indicators (AQIs), an evaluation was conducted in accordance with (Note 2) standards and AQI. The evaluation found that CPAs Chang, Shu-Chiung and Lin, Chun-Yao from PwC Taiwan both satisfied the Company's criteria for independence..	
IV. Has the TWSE/TPEX listed company allocated adequate number of competent corporate governance staff and appointed a corporate governance officer to oversee corporate governance affairs (including but not limited to providing directors/supervisors with the information needed to perform their duties, assisting directors/supervisors with compliance issues, convening of board meetings and shareholder meetings, and preparation of board/shareholder meeting minutes)?	✓		<p>The company, by a resolution of the board of directors on May 9, 2023, designated the accounting supervisor to concurrently serve as the corporate governance officer. the concurrent duty to assist directors in corporate governance-related matters such as compliance, preparation of required materials, and convening of board/shareholder meetings.</p> <p>The following tasks were performed throughout 2024:</p> <ol style="list-style-type: none"> <li>1. Notification, agenda and motion materials were prepared and distributed to directors 7 days before each meeting.</li> <li>2. Shareholder meeting-related affairs were completed according to laws, whereas conference manuals, annual reports and minutes were prepared within</li> </ol>	No material deviation is found.

Assess criteria	Actual governance (Note 1)			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			<p>due dates. Changes to Articles of Incorporation were completed as resolved and registered with the authority.</p> <p>3. Assisted board of directors and shareholders with meeting procedures, resolution and compliance issues:</p> <p>(1) Verify whether convention of board meeting and shareholder meeting are compliant with laws.</p> <p>(2) Check compliance and accuracy of announcements such as major board resolutions and material information, and thereby ensure information symmetry for investors.</p> <p>4. Assisted directors and independent directors by providing them with the information needed to perform duties and made training arrangements:</p> <p>(1) Meetings were arranged for independent directors to communicate and discuss with chief internal auditor and financial statement auditor about financial and audit-related issues.</p> <p>(2) Training courses were arranged for directors based on their education/career background and nature of the Company's industry.</p>	
V. Has the Company provided proper communication channels and created dedicated sections on its website to address corporate social responsibility issues that are of significant concern to stakeholders (including but not limited to shareholders, employees, customers and suppliers)?	✓		On May 9, 2023, the Board of Directors approved the concurrent appointment of Chief Accounting Officer as the Corporate Governance Officer.. Their contact details have been disclosed on MOPS, whereas access to spokesperson's mailbox and complaint mailbox has been made available in the stakeholders section of the	No material deviation is found.

Assess criteria	Actual governance (Note 1)			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			Company's website to facilitate communication with stakeholders. The Company also has communication channels available for employees to express opinions in writing and via e-mail.	
VI. Does the Company engage a share service agency to handle shareholder meeting affairs?	✓		The Company has engaged Share Transfer Agency Department of Taishin Securities Co., Ltd. The effective date of the division.	No material deviation is found
<p>VII. Information disclosure</p> <p>(I) Has the Company established a website that discloses financial, business, and corporate governance-related information?</p> <p>(II) Has the Company adopted other means to disclose information (e.g., English website, assignment of dedicated personnel to collect and disclose corporate information, implementation of a spokesperson system, broadcasting of investor conferences via the Company website)?</p> <p>(III) Does the Company publish and make official filing of annual financial report within two months after the end of an accounting period, and publish/file Q1, Q2 and Q3 financial reports along with monthly business performance before the required due dates?</p>	✓		<p>(I) A dedicated section has been created on the Company's website to disclose financial, business and corporate governance information to investors.</p> <p>(II) The Company has assigned dedicated personnel to maintain and update information published on MOPS and website (Chinese and English). In addition to making monthly announcements of consolidated revenue, the Company hosts regular investor seminars and discloses seminar information on website for improved transparency.</p> <p>(III) The Company publishes and files annual financial report within two months after the end of an accounting period, and publishes/files Q1, Q2 and Q3 financial reports along with monthly business performance before the required due dates.</p>	No material deviation is found.

Assess criteria	Actual governance (Note 1)			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
VIII. Does the Company have other information that enables a better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholders' interests, continuing education of directors/supervisors, implementation of risk management policies and risk measurements, implementation of customer policy, and insuring against liabilities of company directors and supervisors)?	✓		<ol style="list-style-type: none"> <li>1. The Company has long devoted attention to caring for employees' rights and well-being. An Employee Welfare Committee was created for this reason to oversee matters including Labor Insurance/National Health Insurance coverage, pension contribution, regular health checkup, on-job training and safety in the work environment.</li> <li>2. The Company maintains productive, long-term relationship with all of its suppliers.</li> <li>3. The Company has created a stakeholder section on its website to disclose corporate governance and financial information; furthermore, complaint channels have been implemented to facilitate communication with investors and stakeholders.</li> <li>4. Directors' education: Directors' education in 2024 was arranged in compliance with "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies." Refer to Note 3 for training details.</li> <li>5. The establishment of a Risk Management Committee was approved by the Board of Directors on November 7, 2023, along with the "Risk Management Committee Charter" and "Risk Management Rules." The relevant rules and status of implementation are disclosed on the Market Observation Post System website and the corporate website for shareholders' reference.</li> </ol>	No material deviation is found.

Assess criteria	Actual governance (Note 1)			Deviation and causes of deviation from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			6. The Company has purchased insurance policy to protect itself against directors' liability. The sum assured in 2024 totaled US\$5 million and the coverage remained valid as of the publication date of annual report. The Company expects to renew the policy before it expires in June 2025, and will report progress in the upcoming board of directors meeting.	

IX. Please explain the improvements made, based on the latest Corporate Governance Evaluation results published by TWSE Corporate Governance Center, and propose enhancement measures for any issues that are yet to be rectified:

Improvements completed for the Corporate Governance Evaluation		
Question No.	Indicator	Improvement method
1.15	Has the Company established and disclosed on its website internal regulations prohibiting directors, employees, and other insiders from trading securities using non-public market information, including (but not limited to) prohibiting directors from trading their stocks during blackout periods—thirty days before the announcement of annual financial reports and fifteen days before the announcement of quarterly financial reports—and explaining the implementation status?	This will be prioritized as an improvement item.
4.5	Has the Company's sustainability report obtained third-party verification?	The third-party verification has been obtained this year.
4.12	Has the Company formulated management policies for reducing greenhouse gases, water consumption, and other waste that also include reduction targets, promotion measures, and actual performance?	Disclosed this year

Note 1: Always provide explanations in the summary description column, regardless of whether there are any deviations from the best practice principles.

Note 2:



Assessment indicators	Compliance of independence
1. CPAs were reappointed at least once every 7 years as of the most recent audit.	Yes
2. CPAs did not have any major financial dealing with their clients.	Yes
3. CPAs were free of any inappropriate relationship with their clients.	Yes
4. CPAs have instructed their assistants to be honest, fair and independent.	Yes
5. CPAs did not audit financial statements of companies they were formerly employed under during the two years prior to practice.	Yes
6. CPAs did not allow others to perform service in their names.	Yes
7. CPAs did not hold shares in the Company and affiliated enterprises.	Yes
8. CPAs did not engage the Company or affiliated enterprises in any borrowing/lending arrangement.	Yes
9. CPAs did not engage the Company or affiliated enterprises in any joint investment or profit-sharing arrangement.	Yes
10. CPAs were not concurrently involved in routine work activities within the Company or affiliated enterprises, and neither were they paid fixed salaries by the Company or affiliated enterprises.	Yes
11. CPAs were not involved in decision-making or administrative duties within the Company or affiliated enterprises.	Yes
12. CPAs did not run any other businesses concurrently that may compromise their independence.	Yes
13. CPAs were not related to the Company's management personnel, in any relationship characterized as spouse, direct blood relative, relative by affinity, or relative of 4th degree or closer.	Yes
14. CPAs did not receive any commission relating to their service.	Yes
15. CPAs have not been penalized or exhibited any conduct that contradicts the independence principles to date	Yes

Note 3:

Position	Name	Date	Organizer	Course name	Hours
Chairman	Chuang, Yung-Shun	2024/4/19	The Greater Chinese Financial Development Association	Business Strategies in the Digital Era	3
		2024/5/2	Chinese Corporate Governance Association.	Net Zero Emissions 2030/2050 - Global Corporate Sustainability Challenges and Opportunities	3
		2024/9/30	Taiwan Stock Exchange	Taiwan Capital Market Enhancement Summit	3
Director	Wang, Feng-Hsiang	2024/10/28	Taipei Financial Research and Development Foundation	Development Trends in Generative AI Industries	3
		2024/10/29	Taiwan Project Management Association	Digital Transformation and Latest Information Technology	3
Director	Lin, Chien-Hung	2024/4/19	The Greater Chinese Financial Development Association	Business Strategies in the Digital Era	3
		2024/12/10	Taiwan Directors Association	Growth and Challenges under Innovation and Transformation	3
Director	Lai ,Li-Kai	2024/7/30	Taiwan Corporate Governance Association	How the Board of Directors (Sustainability Committee) Reviews the Sustainability Report	3
		2024/8/2	Taiwan Corporate Governance Association	Corporate Governance Compliance Work Practices	3
Independent Director	Lee, Chih-Hao	2024/7/9	Taipei Exchange	AI Strategy and Governance	3
		2024/11/29	SFI Taiwan	Silicon Photonics Defined Networks: Development Trends in Silicon Photonics and Co-Packaged Optics	3
Independent Director	Tseng, Ho-Chun	2024/4/26	Corporate Operating and Sustainable Development Association.	Challenges and Business Thinking for Taiwan Enterprises in Turbulent Times	3
		2024/7/9	Taipei Exchange	AI Strategy and Governance	3
Independent Director	Liao, Hsiu-Mei	2024/4/10	Taiwan Academy of Banking and Finance	Corporate Governance and Sustainable Management Workshop	3
		2024/8/20	Corporate Operating and Sustainable Development Association.	Business Strategies in the Digital Era	3

(IV)Composition, responsibilities, and functionality of the Remuneration Committee

1. Composition and duties of the Remuneration Committee

(1)Composition of the committee:

The Committee consists of three members selected by the board of directors; one of whom is appointed as the convener.

Members of the committee are required to satisfy the professional backgrounds and independence criteria mentioned in Article 5-1 of the foundation principles.

(2)Responsibilities of the committee:

The committee shall exercise the care of a prudent manager to fulfill the following duties, and offer recommendations for discussion by the board of directors; however, recommendations for supervisor compensation are referred to the board of directors for discussion, and are determined either according to the terms of the Articles of Incorporation or by the board of directors under shareholders' authorization sought in a shareholder meeting:

- A. Conduct regular review of this policy and raise amendment suggestions.
- B. Establish and review regularly the annual and long-term performance targets outlined for the Company's directors, supervisors and managers, and the policies, systems, standards, and structures of their compensation.
- C. Evaluate on a regular basis the accomplishment of performance targets by the Company's directors, supervisors and managers, and determine the details and amounts of individual compensation.

The committee shall perform the abovementioned duties in accordance with the following principles:

- A. Ensure that the Company's compensation arrangements comply with all relevant laws and are capable of attracting top talents.
- B. Directors', supervisors' and managers' performance shall be compensated in reference to peer level after taking into consideration the amount of time invested, the responsibilities undertaken, accomplishment of personal target, performance in other duties, compensation granted to employees of equivalent role in recent years, accomplishment of the Company's short-term and long-term goals, corporate financial position, individual performance relative to corporate performance, and association with future risks.
- C. The compensation shall not entice directors and managers into seeking high returns by acting outside the Company's risk

appetite.

- D. Short-term performance bonuses to directors and senior executives and the timing of variable salary payments/compensations shall be set according to industry characteristics and the Company's business nature.
- E. Committee members cannot discuss or vote on their own salary/compensation packages.

## 2. Members of the Remuneration Committee

Dec. 31, 2024

Designation (Note 1)	Criteria Name	Professional qualifications and experience	Independent status	Number of positions as Remuneration Committee member in other public companies
Independent Director	Lee, Chih-Hao	Please refer to 4. Disclosure of information on professional qualifications of directors and independence of independent directors for the relevant content.	<p>(1)Not employed by the Company or any of its affiliated companies.</p> <p>(2)Not a director or supervisor of the Company or any of its affiliated companies (this restriction does not apply to concurrent independent director positions in the Company, its parent company, subsidiary, or another subsidiary of the parent that is compliant with the Act or local laws).</p> <p>(3)Does not hold more than 1% of the Company's outstanding shares in their own names or under the name of spouse, underage children, or proxy shareholder; nor is a top-10 natural-person shareholder of the Company.</p> <p>(4)Not a manager listed in (1), or a spouse, 2nd-degree relative or closer or 3rd-degree direct relative or closer to any personnel listed in (2) or (3).</p> <p>(5)Not a director, supervisor or employee of any corporate shareholder that: 1. holds 5% or more of the Company's outstanding shares; 2. is a top-5 shareholder; or 3. appoints director/supervisor representative in the Company according to Paragraph 1 or 2, Article 27</p>	1

Independent Director	Tseng, Ho-Chun		<p>of The Company Act. (This excludes concurrent independent director positions held within the Company and its parent/subsidiary, or in other subsidiary of the parent company that are compliant with the Act or local laws)</p> <p>(6)Not a director, supervisor or employee of any other company that controls directorship in the Company or where more than half of total voting rights are controlled by a single party (this excludes concurrent independent director positions held within the Company and its parent/subsidiary, or in other subsidiary of the parent company that are compliant with the Act or local laws).</p> <p>(7)Does not assume concurrent duty as Chairman, President or equivalent role, and is not a director, supervisor or employee of another company or institution owned by spouse. (This excludes concurrent independent director positions held within the Company and its parent/subsidiary, or in other subsidiary of the parent company that are compliant with the Act or local laws).</p> <p>(8)Not a director, supervisor, manager, or shareholder with more than 5% ownership interest in any company or institution that has financial or business relationship with the Company (however, this excludes concurrent independent director positions held within companies or institutions that hold more than 20% but less than 50% outstanding shares of the Company, or in the Company's parent or subsidiary, or in another subsidiary of the parent that is compliant with the Act or local laws).</p> <p>(9)Not a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of less than NT\$500,000 in the last 2 years, to the Company or its affiliate, nor is an owner, partner, director, supervisor, or manager, or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies . This excludes roles as Remuneration Committee, Public Acquisition Review Committee or M&amp;A Special Committee member appointed in accordance with the Securities and Exchange Act or Business Mergers And Acquisitions Act.</p> <p>(10)Does not meet any of the conditions stated in Article 30 of The Company Act.</p>	0
Independent Director	Liao, Hsiu-Mei			0

Note 1: Please specify director, independent director or others.

Note 2: Members who meet the following conditions at any time during active duty and two years prior to the date of appointment will have a “✓” placed in the corresponding boxes.

### 3. Functionality of the Remuneration Committee

(1)The Company's Remuneration Committee consists of 3 members.

(2)Term of service of the current (4rd) committee commenced May 31, 2022 and ends on May 30, 2025. The Remuneration Committee held 4 meetings (A) in the last year (2023). Attendance records of committee members are as follows:

Position	Name	No. of in-person attendance (B)	Proxy attendance	Percentage of in-person attendance (%) (B/A)(Note)	Remarks
Convener	Lee, Chih-Hao	4	0	100%	
Member	Tseng, Ho-Chun	4	0	100%	
Member	Liao, Hsiu-Mei	4	0	100%	

Other mandatory disclosures:

- I. In the event where the Remuneration Committee's proposal is rejected or amended in a board of directors meeting, please describe the date and session of the meeting, details of the motion, the board's resolution, and how the Company had handled the Remuneration Committee's proposals: None

Remuneration Committee	Agenda and subsequent actions	Outcome of resolution	Company's response to Remuneration Committee's opinions
6th meeting of the 4rd committee 2024/2/27	Allocation of 2023 employee and director remuneration.	Passed unanimously by committee members	Proposed to the board of directors and passed unanimously by all attending members
	2024 incentive bonus for non-sales employees.		
	2024 manager salary adjustment proposal.		
7th meeting of the 4rd committee 2024/4/1	Issue 2024 Employee Share Options with Price lower than Fair Market Value	Passed unanimously by committee members	Proposed to the board of directors and passed unanimously by all attending members

8th meeting of the 4rd committee 2024/8/5	Proposed allocation of 2023 director remuneration.	Passed unanimously by committee members	Proposed to the board of directors and passed unanimously by all attending members
	Proposed allocation of 2023 employee remuneration for managers.	Passed unanimously by committee members	Proposed to the board of directors and passed unanimously by all attending members
	The distribution of accumulated surplus for employee compensation and year-end bonuses from the previous year	Passed unanimously by committee members	Proposed to the board of directors and passed unanimously by all attending members
9th meeting of the 4rd committee 2024/12/18	Distribution of 2024 managers' year-end bonus.	Passed unanimously by committee members	Proposed to the board of directors and passed unanimously by all attending members
	Distribution of 2024 managers' employee stock option.	Passed unanimously by committee members	Proposed to the board of directors and passed unanimously by all attending members
	Amendment to the issuance and exercise methods of employee stock options for the fiscal year 2024.	Passed unanimously by committee members	Proposed to the board of directors and passed unanimously by all attending members
<p>II. Should any committee member object or express qualified opinions to the resolution made by the Remuneration Committee, whether on-record or in writing, please describe the date and session of the meeting, details of the motion, the entire members' opinions, and how their opinions were addressed: None.</p>			

(V)The composition, responsibilities, and operations of the Risk Management Committee:

1.Composition and duties of the Risk Management Committee

(1)Composition of the Committee

The Committee consists of five members selected by the board of directors; one of whom is appointed as the convener.

(2)Responsibilities of the Committee

- A. Oversees all risk management within the Company and proposes recommendations on amendments to the risk management policy, structure, and organizational functions based on qualitative and quantitative data.
- B. Reports periodically to the Board of Directors, providing the Board with feedback on the implementation of risk management and recommendations on necessary improvements when appropriate.
- C. Enforces Board resolutions on risk management, as well as periodically inspecting the development, establishment, and operational performance of the Company's overall risk management system.
- D. Sets risk capacity, tolerance, and targets as well as the inspection and management of overall risks.
- E. Supervises and assists with Company risk management activities.
- F. Adjustment of risk categories, risk limit profile, and assumption methods in response to changes in the environment.

2. Composition and function of the Risk Management Committee:

(1)The Company's Risk Management Committee consists of 5 members.

Term of service for the current (first) committee will run from November 7, 2023, to May 30, 2025. A total of 2 Risk Management Committee meeting was held in the last year (2024); committee attendance records are summarized below:

Title	Name	Professional qualifications and experience	No. of in-person attendance (B)	Proxy attendance	Percentage of in-person attendance (%) (B/A)(Note)	Remarks
Convener	Tseng, Ho-Chun	Please refer to the remuneration member information	2	0	100	
Member	Liao, Hsiu-Mei	Please refer to the remuneration member information	2	0	100	
Member	Lee, Chih-Hao	Please refer to the remuneration member information	2	0	100	
Member	Chuang, Fu-Chung	Please refer to the G.M. information	2	0	100	
Member	Chen, Ying-Te	Please refer to the vice president information	2	0	100	



(2) Operations of the Company's Risk Management Committee

To promote the proactive enforcement of the risk management system, a report on its operation is made to the Board of Directors every year, Operation for the year 2024 is as follows.:

Risk Management Committee	Agenda and subsequent actions	Remarks
2th meeting of the 1rd committee 2024/8/5	Implementation of cybersecurity measures	None
3th meeting of the 1rd committee 2024/11/6	Results of the corporate risk assessment for the fiscal year 2024.	None

Major tasks of the Remuneration Committee:

- a Review various operational operations, scan relevant risks, and the risk management and control task force will formulate countermeasures as per the degree of risks and discuss them with the Risk Management Committee to make suggestions to the Board of Directors.
- b Assess risks arising from the procurement of various raw materials based on the international situation and the development of the pandemic and pay attention to the impact of changes in the international situation on the supply of raw materials to put forth countermeasures in a timely manner.

(IV)Implementation of sustainable development and differences/reasons between market-listed and public limited company's Code of Practice on Sustainable Development:

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies								
	Yes	No	Summary									
I. Does the Company establish a governance structure to promote sustainable development, established a dedicated (part-time) unit to promote sustainable development; and did the Board of Directors authorize senior management to handle it and report the supervisory status to the Board of Directors?	✓		<p>The Sustainable Development Committee was established by the Company on November 7, 2023, with an independent director as its convener. The Committee is composed of three independent directors and two senior executives. At least two meetings are held every year and additional meetings on material topics are held as necessary. A total of 8 working groups on Corporate Governance, Sustainability R&amp;D Green Design, Responsible Production, Sustainable supply Chain, Social Inclusion, Environmental Sustainability, and Happy Workplace were created to incorporate sustainable development into the corporate business strategy. A report on sustainable development strategies and performance is also made to the Board at least once a year. A total of 2 meeting was convened in 2024. The report on the status of implementation for this year was presented to the Board on 2024/8/5 and 2024/11/6.</p> <table><tr><th>The Sustainable Development Committee</th><th>Proposal Content</th><th>Sustainability Committee Resolution</th><th>Board's Handling of the Sustainability Committee's Opinions</th></tr><tr><td>2th meeting of the 1rd committee</td><td>Corporate Sustainability Report</td><td>Approved by all Committee</td><td>None</td></tr></table>	The Sustainable Development Committee	Proposal Content	Sustainability Committee Resolution	Board's Handling of the Sustainability Committee's Opinions	2th meeting of the 1rd committee	Corporate Sustainability Report	Approved by all Committee	None	No material deviation is found
The Sustainable Development Committee	Proposal Content	Sustainability Committee Resolution	Board's Handling of the Sustainability Committee's Opinions									
2th meeting of the 1rd committee	Corporate Sustainability Report	Approved by all Committee	None									

Assess criteria	Actual governance						Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies						
	Yes	No	Summary										
			2024/8/5	for the fiscal year 2023	members present in the meeting.								
			3th meeting of the 1rd committee 2024/11/6	Establishment of the company's greenhouse gas reduction targets	Approved by all Committee members present in the meeting.	None							
II. Has the Company conducted risk assessment on environmental, social and corporate governance issues that are relevant to its operations, and implemented risk management policies or strategies based on principles of materiality?			1. This disclosure covers the company's overall sustainability performance in Taiwan from 2024/1/1 to 2024/12/31. The risk assessment boundary is all organizational operations in Taiwan. 2. The Sustainability Committee has analyzed the material issues based on the materiality principle of the sustainability report. After communicating with internal and external stakeholders, it has integrated data from various departments to assess the risks of material sustainability issues, formulated effective risk management policies and concrete action plans for identification, measurement, monitoring and control, in order to mitigate the impact of related risks. 3. Based on the risk assessment, the related risk management strategies and corresponding measures are as follows: <table><tr><th>Material Issue</th><th>Risk Description</th><th>Measures</th></tr><tr><td>Environment</td><td>Procurement andSupply Chain Management</td><td>To avoid the shutdown of raw material suppliers' factories or natural</td></tr></table>				Material Issue	Risk Description	Measures	Environment	Procurement andSupply Chain Management	To avoid the shutdown of raw material suppliers' factories or natural	No material deviation is found
Material Issue	Risk Description	Measures											
Environment	Procurement andSupply Chain Management	To avoid the shutdown of raw material suppliers' factories or natural											

Assess criteria	Actual governance					Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies	
	Yes	No	Summary				
						disasters that lead to material supply shortages, the company has prepared backup plans for long lead-time materials, maintained good relationships with agents to increase sourcing channels, and established alternative material solutions, which are promptly introduced to avoid the impact of supplier factory shutdowns or natural disasters.	
				Social	Talent Development and Career Planning	The company provides management capability training courses and continuously optimizes onboarding programs for new hires, enabling employees to effectively enhance their skills and long-term development.	

Assess criteria	Actual governance					Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies	
	Yes	No	Summary				
				Governance	Compliance	To implement the sustainable development blueprint of corporate governance, the company has established a governance structure and implemented an internal control system mechanism to ensure that all personnel comply with relevant laws and regulations.	
III. Environmental issues (I) Has the Company developed an appropriate environmental management system, given its distinctive characteristics?  (II) Does the company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?			(I) The Company has obtained certification for ISO 14001 Environmental Management System and CE marking to ensure compliance with environmental management regulations.  (II) By reducing pollutants and improving recyclability and reusability of raw materials purchased and products produced, the Company strives to maximize and achieve sustainable use of available resources.				No material deviation is found.

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(III) Does the Company assess potential risks and opportunities associated with climate change, and undertake measures in response to climate issues?			<p>(III)The Sustainable Development Committee is the top Company organization for climate change management and is chaired by an independent director. The Committee reviews the Company's climate strategy and targets each year, manages actions on climate risks and opportunities, inspects current implementation status. discusses future plans, and reports to the Board. Reporting to the Sustainability Development Committee in 2024</p> <p>Stakeholder Communication Performance in 2024, Greenhouse Gas Reduction Planning and Emission Reduction Targets: The Company has set a phased carbon reduction target to use 10% renewable energy by 2026. For detailed information on the Company's climate change risks and opportunities analysis, please refer to the Company's website <a href="https://reurl.cc/09AM3Y">https://reurl.cc/09AM3Y</a>..</p>	

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(IV) Does the Company maintain statistics on greenhouse gas emission, water usage and total waste volume in the last two years, and implement policies aimed at reducing energy, carbon, greenhouse gas, water and waste?			(IV) A greenhouse gas (GHG) inventory was conducted by the Company in accordance with the GHG Protocol. In addition to launching an inventory in 2023 ahead of schedule, carbon reduction targets and pathways were also set as part of our commitment to net zero carbon emissions in accordance with the “Science-Based Targets initiative (SBTi)”. These included: 50% reduction in Scope 1 and Scope 2 carbon emissions by 2030; and SBTi target of 30% reduction in carbon emissions from products, services, and product sales. A 90% reduction in Scope 1, 2 and 3 carbon emissions by 2050 will make a contribution to the vision and sustainability target of keeping global warming to less than 1.5 degrees Celsius by 2050. Please refer to the Company's website <a href="https://reurl.cc/09AM3Y">https://reurl.cc/09AM3Y</a> .	

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>IV. Social issues</p> <p>(I) Has the Company developed its policies and procedures in accordance with laws and International Bill of Human Rights?</p> <p>(II) Has the Company developed and implemented reasonable employee welfare measures (including compensation, leave of absence and other benefits), and appropriately reflected business performance or outcome in employees' compensations?</p>	✓		<p>(I) The Company complies with labor regulations and the UN's Universal Declaration of Human Rights, and has implemented internal management policies and procedures accordingly. In addition, we arranged training related to human rights protection in 2024, with 117 employees completing the related courses. In the future, we will continue to care about issues related to human rights protection and promote related education and training to enhance the awareness of human rights protection and thereby reduce the likelihood of related risks.</p> <p>(II) Besides doing overall planning for salaries and bonuses based on the pay standard in local areas, we have established the working rules and rewards and bonuses regulations to maintain consistency and align employee rewards with corporate development. In addition, we offer profit-sharing bonuses, rewards, and bonuses for traditional festivals, such as Mid-Autumn Festival, Dragon Boat Festival, and year-end bonuses to share profit with employees and seek mutual prosperity and existence. Moreover, we give substantial concern and care for employees with parenting needs, including paid maternity leave and</p>	No material deviation is found



Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(III) Does the Company provide employees with a safe and healthy work environment? Are employees trained regularly on safety and health issues?			<p>paternity leave, arrangement for leave of absence, career planning, and related benefits and allowances. We also organize employee activities, such as Family Day, anniversary party, and employee care, for employees to feel a sense of belonging and create a relaxing atmosphere. We salary employees based on their duties, competencies, education attainment, work experience, and professional skills regardless of gender, race, religion, political affiliation, and marital status. In Taiwan, the start pay is better than the minimum wage stipulated in the Labor Standards Act. We also offer raises, bonuses, and rewards based on the Company's financial performance, overall target achievement, personal performance and work contribution of employees to reward the efforts of employees and attract, retain, and encourage outstanding employees. In 2024 the average ratio of female employees and female officers was 36% and 22.22% respectively.</p> <p>(III) Company has implemented employee work rules, compensation and performance bonus policies in such a way that enables employees' salary to grow in line with the Company's operations. Employees are given additional credits for volunteer activities, so that performance evaluation can be more closely associated with social responsibilities. There were no incidents of occupational injury or fire in 2024.</p>	

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>(IV) Has the Company implemented an effective training program that helps employees develop skills over their career?</p> <p>(V) Does the company's products and services comply with relevant laws and international standards in relation to customer health and safety, customer</p>			<p>In the fiscal year 2024, six health promotion activities were held (including dietary control for metabolic syndrome, musculoskeletal issues, travel medicine, autonomic nerve testing, stress and stress management, and illegal infringements), with approximately 97 participants. Additionally, a monthly health medical column was sent out for colleagues to read.</p> <p>(IV) We plan complete career training for officers and employees at all levels, including new employee training, professional competency training, supervisor training, and labor safety and health education and training for employees to learn and grow continuously through comprehensive channels. We also introduce training courses on the concept development of business ethics to develop the key competency of employees. In 2024 a total of 3,972 employees participated in education and training for a total of 5,316.2 hours. Each year we arrange performance interviews for supervisors and employees to discuss and set the personal annual capacity development plan. Through periodic review and feedback, we help employees tailor the best development plans.</p> <p>(V) The Company has labeled and marketed its products and services in accordance with laws and international standards. E-mail links are provided on website for customers to raise</p>	

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>privacy, and marketing and labeling of products and services, and are relevant consumer protect?</p> <p>(VI)Has the Company implemented a supplier management policy that regulates suppliers' conducts with respect to environmental protection, occupational safety and health or work rights/human rights issues, and tracked suppliers' performance on a regular basis?</p>			<p>queries, complaints and suggestions for the protection of their interests.</p> <p>(VI)Before having business with suppliers, we will evaluate them according to the Supplier Evaluation Procedure. When signing procurement contracts with them, we must request them to abide by all international environmental protection laws and regulations, including, without limitation to, the requirements of RoHS, REACH, conflict metals, and HSF statement. We also request suppliers to ensure that the supplied materials are not obtained from illicit labor, child labor, or any other forms of labor prohibited by law. In addition, we will conduct periodic audits and use the audit results as an important reference for decision-making. The 2023 supplier evaluation was completed in February 2024.</p>	
<p>V. Does the Company prepare corporate social responsibility report or any report of non-financial information based on international reporting standards or guidelines? Are the abovementioned reports supported by assurance or opinion of a third-party certifier?</p>	✓		<p>The Company has prepared its 2023 Sustainability Report in accordance with the GRI Standards, SASB Standards, and has included a dedicated chapter on TCFD climate-related financial disclosures. The report has been published on the Company's website and has been verified by Great Certification Company according to AA 1000 Assurance Standard V3 at the Type 1 Moderate Assurance level. In 2024, the Company will continue to prepare the report in</p>	<p>No material deviation is found</p>

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			compliance with the competent authority's requirements and will complete third-party verification on its own initiative.	
<p>VI. In case of the company has stipulated its sustainable development codes according to the Market Listed Corporate Code of Practice on Sustainable Development, please state its functions and differences:</p> <p>The Company has already stipulated “Sustainable Development Best Practice Principles” and discloses relative information on its website, and strictly abides by during daily operation</p>				
<p>VII. Other important information for understanding the Company’s sustainable development implementation:</p> <p>The Company integrates internal manpower and resources and cooperates with AAEON Foundation to care for the underprivileged, encourage art and cultural activities, sponsor charity and promote education of technologies. Below is a summary description of various social events that the Company had participated in:</p> <p>(I) Education:</p> <p>In 2024, the Company took part in school environmental education promotion programs organized by the AAEON Foundation such as “Environment Taiwan”, “Sharestart”, and “AI Dreamer-Board Games Wonderland.”</p> <p>Total sponsorship amounted to NT\$1.5 million. Five schools in Chiayi County (Danan, Taibao, Guanghua, Jingpu, Yiren.) took part in the 2024 “Environment Taiwan” school environment education program. The program included five environmental education exhibitions (Environment x River, Environment x Mountain, Environment x Ocean, Environment x City, Environment x Countryside) that were combined with aerial photography of Taiwan’s environment by director Chi Po-lin, online teaching modules and other resources. A total of 161 sessions attended by 3,590 people were held between September 2024 and January 2025.</p> <p>The “Sharestart” school environmental education promotion program is a teaching method developed to foster “self-learning” in students. A total</p>				

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>of 29 teachers and 510 students took part in the program between September 2023 and January 2024.</p> <p>The AI Dreamer - Campus Technology Education Promotion Program involves five schools in Chiayi County: Buxin, Dongrong, Nanjing, Meilin, and Fule. The entire program integrates resources from relevant domestic industries and NPO organizations, focusing on five areas: communication, daily life, healthcare, transportation, and entertainment. It aims to enhance teachers' and students' perspectives on technological development and its applications in life, while strengthening technological education literacy. From September 2023 to January 2024, a total of 145 exhibition sessions were held, with 3,420 participants.</p> <p>(II) Environmental protection: All of the Company's products have met WEEE (Waste of Electrical and Electronic Equipment) and RoHS (Restriction of Hazardous Substances) requirements. Cartons used in packaging are produced from environment-friendly pulp and conform to reusable standards. In-carton protections are made from recyclable EPO, which can be reused to save resources. In terms of recycling label, all packaging materials have been printed with globally recognized recycling symbols to promote customers' awareness toward environmental protection.</p> <p>1. Three directions of environment-friendly design</p> <p>(1) Eliminate or reduce hazardous substances in existing products through selection of raw materials.</p> <p>(2) Design products using materials that can be easily reused, recycled and disintegrated where possible.</p> <p>(3) Incorporate power management functions into product design for improved energy efficiency and reduced power consumption.</p> <p>2. Green cycle</p> <p>(1) Waste management and resource recycling</p>				

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>ONYX generated 15,219kg of general waste and 13,545kg of resource waste in 2024. Carton boxes accounted for 62.3% of resource waste, whereas the remainder consisted of packaging materials that were stripped off from goods purchased (e.g., trays, specialized cartons and plastic panels). 89% of the waste generated was recycled and reused.</p> <p>(2) Industrial waste management</p> <p>The Company searches for waste treatment service providers according to the rules imposed by Environmental Protection Administration (EPA), and makes "License Inquiries" for suitable service providers on EPA's waste control website. The Company's existing waste service provider has been able to present waste disposal and treatment license issued by EPA or recycling permit issued by the Ministry of Economic Affairs; furthermore, the categories of waste the service provider is permitted to handle match those generated by the Company.</p> <p>(3) Recycling income</p> <p>The Company received NT\$15,427 of income from recycling 9,745kg of industrial waste (cartons) in 2024.</p> <p>(III) Community engagement, social contribution, social service and charity:</p> <p>1. The Company coordinates with charity foundation to organize regular blood donations on factory premise from 9:30 to 16:30 on the first Friday of March, June, September and December each year. In 2024, within the industrial park donated 1,257 250c.c. bags of blood in total. By engaging peers in charitable activities, the Company aimed to promote unity among businesses within the park.</p> <p>2. In 2024, Onyx Healthcare and AAEON jointly donated NT\$200,000 to the Yilan Division of the Forestry and Nature Conservation Agency, Council of Agriculture as funding for afforestation and tree protection. Together they adopted 0.83 hectares of protected forest land, consisting of</p>				

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>0.77 hectares in the Dacukeng Section and 0.06 hectares in the Dashehu Section of Pinglin District.. With the support of the forestation and tree protection funds, the Forest Bureau reclaimed this area of forest land and planned to plant honey plants such as Cinnamomum camphora, Red Nanmu, and Waxberry to create a honey plant forest, enhancing the diverse ecological service value of the forest ecosystem.. Under the leadership of the chairperson and wife, the plantation took place smoothly on April 13, 2024 (Sat), and Onyx Healthcare also set a new milestone on the road to environmental sustainability.</p> <p>3. Annual coastal clean-up: In response to the “International Coastal Cleanup,” we organize the coastal clean-up every year. In 2024, 170 participants cleaned up 210.4kg of coastal waste.</p> <p>4. To support Earth Hour, we put support slogans and content on the corporate website to urge governments in the world and citizens on Earth to face climate change and global warming issues.</p> <p>(IV) Customers' interests: The Company has assigned dedicated units to address customers' complaints in a timely and appropriate manner, and thereby protect customers' interest.</p> <p>(V) Human rights: The Company cares for the underprivileged and hires persons with disability in support of the government's initiative to protect work rights for all.</p> <p>(VI) Safety, health and other social responsibility activities: The Company complies with Labor Standards Act and Occupational Safety and Health Act by organizing safety and health training and regular health checkups for all employees.</p>				

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies	
	Yes	No	Summary		
(VII) In February 2016, the Company passed ISO-14001: 2015 Environmental Management System and obtained certification that is valid on February 20,2025 to February 19, 2028.					
VIII. Implementation of Climate-related Information					
ITEM			Status of implementation		
1. Describes the oversight of the Board and Management's, governance of climate-related risks and opportunities.			1. The Board of Directors is the top governance body for climate change management at Onyx. The “Sustainable Development Committee” was established by the Board to oversee climate change response and decision-making at Onyx. The “Environmental Sustainability Team” was set up by the Committee to inventory the climate potential risks, opportunities, and financial impact of climate change on company operations. Disclosure of related information is organized into the four dimensions of “Governance”, “Policy”, “Risk Management”, and “Metrics and Targets.” Risk and opportunity issues are identified, and a risk management strategy is drawn up for taking action on climate change.  A climate change report is compiled and submitted to the Sustainable Development Committee each year. Meetings are regularly convened by		



Assess criteria		Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
		Yes	No	Summary	
	<p>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the organization (short, medium, and long term).</p> <p>3. Describe the financial impacts of extreme climate events and transformational actions.</p>			<p>the independent directors to discuss issues relating to climate change, and explain the risks and opportunities for company operations from climate change. Climate change issues and current implementation are reported to the Board by the convener on an annual basis.</p> <p>2. The climate risk and opportunity factors recommended by TCFD are used to rate risks and opportunities in the short-term (1 ~ 3 years), medium-term (3 ~ 5 years), and long-term (over 5 years) based on likelihood, frequency, and potential impact. Priority is given to the identification of physical and transition risks. Climate risks and opportunities are identified through inter-department discussions. For details, please refer to Note 1.</p> <p>3. The Onyx production model is based on contracted assembly to order. The greatest impact from climate risks was, therefore, on business continuity. In 2024, despite being affected by typhoons resulting in five days of typhoon leave, the Company maintained delivery schedules through production plan adjustments, thus experiencing no significant financial</p>	

Assess criteria		Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
		Yes	No	Summary	
	<p>4. Describe how the process of identifying, assessing, and managing climate risk is integrated into the overall risk management system.</p> <p>5. If scenario analysis is used to assess the resilience to climate change risk, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts.</p>			<p>impact. Additionally, carbon taxes, carbon fees, and renewable energy prices are gradually impacting finances during the transition period..</p> <p>4. The Onyx Risk Management Committee oversees the Risk Management Team. Under the Risk Management Regulations, the Team is responsible for identifying climate risks and opportunities based on the TCFD framework and assessing the level of risk and opportunity based on likelihood, frequency, and potential impact to the Company. Priority was given to “Physical Risk,” “Transition Risk,” and “Climate Change Opportunity.”</p> <p>5. The two scenarios below were adopted by Onyx for simulating climate change risk: (1) Government Net Zero Pathway - Emphasis is on assessment of domestic regulatory risk; (2) Conduct full inventory (including Scope 3) and verification as well as adopt the Science Based Targets initiative (SBTi) to support the vision of keeping global warming under 1.5°C by 2050. Analysis and assessment are also employed to build a climate risk and opportunity matrix to fully inventory, assess, and</p>	

Assess criteria		Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies								
		Yes	No	Summary									
6.	If there is a transition plan for managing climate-related risks, describe the content of the plan and the metrics and objectives used to identify and manage physical and transition risks.			present how each climate risk and opportunity will affect company operations and draw up corresponding action goals.									
				6. An identification mechanism has been introduced by the Company for climate-related risks and opportunities. The current state of business and industry attributes are used to identify the material impact and quantitative indicators of risk topics before proposing corresponding control measures and action plans.									
		a Physical risk assessment and response											
		<table><tr><th>Nature of Risk</th><th>Source of Risk</th><th>Impact on Business</th><th>Risk Response Measure</th></tr><tr><td>Immediate</td><td>Extreme weather events such as typhoons, torrential rains, and very low or high temperatures.</td><td><ul style="list-style-type: none"><li>These pose a threat to employee safety and may lead to occupational injuries. The resulting production delays may lead to financial loss for the Company and damage our business reputation.</li><li>Damage to building structure and office hardware such as</li></ul></td><td><ul style="list-style-type: none"><li>The physical risks caused by climate change are included in the Company’s risk management guidelines and environmental risk assessments conducted on a regular basis. Corresponding risk management mechanisms are also established and</li></ul></td></tr></table>				Nature of Risk	Source of Risk	Impact on Business	Risk Response Measure	Immediate	Extreme weather events such as typhoons, torrential rains, and very low or high temperatures.	<ul style="list-style-type: none"><li>These pose a threat to employee safety and may lead to occupational injuries. The resulting production delays may lead to financial loss for the Company and damage our business reputation.</li><li>Damage to building structure and office hardware such as</li></ul>	<ul style="list-style-type: none"><li>The physical risks caused by climate change are included in the Company’s risk management guidelines and environmental risk assessments conducted on a regular basis. Corresponding risk management mechanisms are also established and</li></ul>
Nature of Risk	Source of Risk	Impact on Business	Risk Response Measure										
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Assess criteria		Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies	
		Yes	No	Summary		
					electricity and telecommunications may disrupt operations. <ul style="list-style-type: none"><li>● Production stoppages due to disrupted logistics.</li><li>● Reduced employee productivity due to impact on employee physical and mental well-being.</li></ul>	enforced. <ul style="list-style-type: none"><li>● For extreme weather events, emergency response plans are prepared, and regular drills are held. Advance preparation serves to mitigate harm to personnel or financial losses caused by risks.</li><li>● Disaster-related insurance is purchased when appropriate to transfer risk and reduce financial loss to the Company.</li></ul>
				Long-term	Average global temperature continues to rise due to Greenhouse effect.	<ul style="list-style-type: none"><li>● Continued increase in average global temperature.</li><li>● Growing interest in the reduction of carbon emissions.</li></ul>

Assess criteria		Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
		Yes	No	Summary	
					<ul style="list-style-type: none"> <li>Coastal Clean-up activity</li> <li>Forestation activity</li> </ul>
				b Transition risk assessment and response	
				Nature of Risk	Risk Response Measure
				Policies and Regulations	<p>International conventions or initiatives.</p> <p>The Company must formulate regulations on climate change risks and responses in accordance with the requirements of international conventions or initiatives such as the TCFD disclosure requirements. Increase in production costs due to carbon tax</p>
				Changes to national laws and regulations.	<p>The Company has implemented the GHG Protocol greenhouse gas management project system and has</p> <p>Respond to climate change issues with related risk information response measures in accordance with the TCFD guidelines. Monitor implementation outcomes and review improvements on a regular basis.</p> <p>Continue to promote GHG Protocol while also setting reduction targets and defining reduction plans in accordance with the</p>

Assess criteria		Actual governance				Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies		
		Yes	No	Summary				
7.	If internal carbon pricing is used as a planning tool, the basis for price setting					completed organizational carbon inventories and third-party verification for Scope 1, 2, and 3 (value chain) emissions for 2021 ~ 2023. The 2024 greenhouse gas inventory and verification planning are currently in progress	“Science-Based Targets initiative” (SBTi).	
				Technology	Renewable energy	Shortage of electricity of higher costs	The Company has established a phased carbon reduction target to use 10% renewable energy by 2026	
				Customer demand and Corporate Image	Customers are changing their demand for low-energy, low-carbon products. The market demand for non-green products is decreasing.	The market demand for non-green products is decreasing. We aim to enhance the energy efficiency of both hardware and software, continuously reducing	Incorporating circular economy thinking into product design and production services, such as using environmentally friendly materials, improving product energy efficiency, and extending the product lifecycle, we are moving towards the development of low-carbon products.	

Assess criteria		Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
		Yes	No	Summary	
	should be stated.			7. The Company's primary sales markets are Europe and the United States. Following the change in US administration, carbon tax requirements remain unclear. The European Union Carbon Border Adjustment Mechanism (CBAM) was originally scheduled for implementation in 2026 but is now proposed to be delayed until 2027. While the timing adjustment of the mechanism and the fact that Onyx products are not targeted in the first wave of taxation will postpone carbon tax pressure, the long-term international trend toward greenhouse gas reduction remains unchanged. Onyx continues to closely monitor domestic and international regulatory changes, understand carbon fee and tax requirements, and adapt to changes in the broader environment.	
8.	If climate-related targets are set, the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress of achievement should be described; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon reduction credits or the quantity of renewable energy certificates (RECs) offset should be described.			8. A greenhouse gas (GHG) inventory was conducted by the Company in accordance with the GHG Protocol. In addition to launching an inventory in 2023 ahead of schedule, carbon reduction targets and pathways were also set in accordance with Group policy and the "Science-Based Targets initiative (SBTi)". These included: 50% reduction in Scope 1 and Scope 2	

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<div><div>9. GHG inventory and confirmation situation (fill in 1-1 separately).</div><div>carbon emissions by 2030; and SBTi target of 30% reduction in carbon emissions from products, services, and product sales. A 90% reduction in Scope 1, 2 and 3 carbon emissions by 2050 will make a contribution to the vision and sustainability target of keeping global warming under 1.5°C by 2050. 9. See the explanation in 1-1 and 1-2 below:</div></div>				

1-1 Greenhouse Gas Inventory and Confirmation Situation of the Company in the Last Two Years

1-1-1 Greenhouse Gas Inventory Information

Based on the GHG Protocol, the Company conducts greenhouse gas inventory and has set organizational boundaries using the "Operational Control Approach" in accordance with the Science Based Targets initiative (SBTi). This comprehensively includes the Taiwan headquarters and global branches. For information on the inventory over the past two years, please refer to the Sustainability Report on the Company's website.

Year	Scope 1	Scope 2	Scope 3	Total carbon emissions	Emissions Intensity (t CO2-e)/NTD million revenue
2023	31.6625	192.3380	9239.5260	9463.5265	6.3391



Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
The greenhouse gas inventory for the year 2024 is pending verification.				
1-1-2 Greenhouse Gas Verification Information				
The company completed the greenhouse gas inventory for fiscal years 2021-2023 according to the SBTi (Science Based Targets initiative) science-based target pathway standard. In April 2023, it successfully underwent external verification of its greenhouse gas emissions by AFNOR International Co., Ltd., confirming that the inventory data adheres to the GHG Protocol and obtaining bilingual (English and Chinese) verification certificates covering scopes 1, 2, and 3 (15 categories) across the entire value chain. Verification of the 2023 greenhouse gas inventory will take place in May 2024..				
1-2 The Company expects to conduct an external verification of GHG emissions in 2026. 1-2 Greenhouse Gas Reduction Targets, Strategies and Specific Action Plans				
A greenhouse gas (GHG) inventory was conducted by the Company in accordance with the GHG Protocol. In addition to launching an inventory in 2023 ahead of schedule, carbon reduction targets and pathways were also set in accordance with Group policy and the “Science-Based Targets initiative (SBTi)”. These included: 50% reduction in Scope 1 and Scope 2 carbon emissions by 2030; and SBTi target of 30% reduction in carbon emissions from products, services, and product sales. A 90% reduction in Scope 1, 2 and 3 carbon emissions by 2050 will make a contribution to the vision and sustainability target of keeping global warming under 1.5°C by 2050.				

Assess criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies	
	Yes	No	Summary		
Due to the expansion into new business areas, including entering the medical device sector and actively growing its existing medical computer business, ONYX organizational carbon inventory figures have not yet shown significant reduction. However, the company has established a 10% renewable energy adoption target. It plans to initiate contractual agreements for renewable energy procurement in 2025 and implement the program in 2026.					
Note 1.					
Climate-related risks and financial impacts.					
Risk types.	Nature of Risk	Source of Risk	Time frame	Impact on Business	Risk Response Measure
Physical risks.	Immediate	Extreme weather events such as typhoons, torrential rains, and very low or high temperatures.	Short term	<ul style="list-style-type: none"><li>● These pose a threat to employee safety and may lead to occupational injuries. The resulting production delays may lead to financial loss for the Company and damage our business reputation.</li><li>● Damage to building structure and office hardware such as electricity and telecommunications may disrupt operations.</li><li>● Production stoppages due to disrupted logistics.</li><li>● Reduced employee productivity due to</li></ul>	<ul style="list-style-type: none"><li>● The physical risks caused by climate change included in the Company’s risk management guidelines and environmental risk assessment conducted on a regular basis. Corresponding risk management mechanisms are also established and enforced.</li><li>● For extreme weather events, emergency response plans are prepared, and regular drills are held. Advance preparation serves to mitigate harm to personnel and financial losses caused by risks.</li><li>● Disaster-related insurance is purchased where appropriate to transfer risk and reduce financial losses.</li></ul>

Assess criteria				Actual governance		Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
				Yes	No	
					impact on employee physical and mental well-being.	the Company.
	Futurity.	Average global temperature continues to rise due to Greenhouse effect.	Short to medium term		Continued increase in average global temperature.	<ul style="list-style-type: none"> <li>● Clean Air Nurtures Fertile Fields</li> <li>● Coastal Clean-up activity</li> <li>● Forestation activity</li> </ul>
			Medium term		Growing interest in the reduction of carbon emissions.	Implementation of education and training on issues relating to climate change risk management (e.g., energy conservation and carbon reduction in the office) to instill employees with carbon reduction concepts.
	Transition risk	Technology	Renewable energy	Short term	Shortage of electricity of higher costs	The Company has established a phased carbon reduction target to use 10% renewable energy by 2026

Assess criteria				Actual governance		Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
				Yes	No	
	Policies and Regulations	Changes to national laws and regulations.	Short term	The Company has implemented the GHG Protocol greenhouse gas management project system and has completed organizational carbon inventories and third-party verification for Scope 1, 2, and 3 (value chain) emissions for 2021 ~ 2023. The 2024 greenhouse gas inventory and verification planning are currently in progress		Continue to promote GHG Protocol while also setting reduction targets and defining reduction plans in accordance with the “Science-Based Targets initiative” (SBTi).
	Customer demand and Corporate Image	Customers are changing their demand for low-energy, low-carbon products. The market demand for non-green products is decreasing.	Medium term	The market demand for non-green products is decreasing. We aim to enhance the energy efficiency of both hardware and software, continuously reducing		Incorporating circular economy thinking into product design and production services, such as using environmentally friendly materials, improving product energy efficiency, and extending the product lifecycle, we are moving towards the development of low-carbon products.
	Policies and Regulations	International conventions or initiatives.	Long term	The Company must formulate regulations on climate change risks and responses in accordance with the requirements of international conventions or initiatives such as the TCFD disclosure requirements.		Respond to climate change issues with related risk information response measures in accordance with the TCFD guidelines. Monitor implementation outcomes and review improvements on a regular basis.

Assess criteria				Actual governance		Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
				Yes	No	
				Increase in production costs due to carbon tax		
Climate-related opportunities and financial impacts.						
Opportunity Typ	Opportunity Nature	Opportunity Item	Time frame	Opportunity Control Measures		Potential Financial Impact
Products and Services	Develop new products/technologies with lower energy consumption to meet customer needs.	Regenerative capability development and environmental optimization	Short term	▪ Procure renewable energy beneficial for enhancing the environment and reducing carbon emissions, such as wind, solar, geothermal, and hydro energy.		▪ Achieve better renewable energy through group procurement, gain comparative cost advantage meeting renewable energy target
		Use of low-carbon materials	Medium term	▪ Collaborate with academia to introduce advanced technologies and establish a low-carbon materials database, continuously developing low-carbon products.		▪ Low-carbon products can reduce expenses related to carbon taxes and carbon credits

Assess criteria			Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
			Yes	No	Summary	
		Increased willingness of the supply chain to reduce carbon emissions		Long term	<ul style="list-style-type: none"> <li>Implement carbon reduction measures in the supply chain to lower product carbon content</li> </ul>	<ul style="list-style-type: none"> <li>Enhance competitiveness and support revenue through collaborative carbon reduction efforts in the supply chain.</li> </ul>

(IV)Fulfillment of Ethical Corporate Management and Deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies":

Assess criteria	Actual governance			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>I. Establishment of integrity policies and solutions</p> <p>(I) Has the Company established a set of board-approved business integrity policy, and stated in its Memorandum or external correspondence about the policies and practices it implements to maintain business integrity? Are the board of directors and the senior management committed to fulfilling this commitment?</p> <p>(II) Has the Company developed systematic practices for assessing integrity risks? Does the Company perform regular analyses and assessments on business activities that are prone to higher risk of dishonesty, and implement preventions against dishonest conducts that include at least the measures mentioned in Paragraph 2, Article 7 of "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"?</p>	✓		<p>(I) The board of directors passed "Ethical Conduct Guidelines" and "Business Integrity Code of Conduct" on June 6, 2016 to provide the foundation principles for business integrity.</p> <p>(II) The board of directors passed "Business Integrity Procedures and Behavioral Guidelines" on June 6, 2016 that introduced restrictions to project proposals in order to reduce risk of dishonesty</p>	No material deviation is found

Assess criteria	Actual governance			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(III) Has the Company defined and enforced operating procedures, behavioral guidelines, penalties and grievance systems as part of its preventive measures against dishonest conducts? Are the above measures reviewed and revised on a regular basis?			(III) The Company has a set of "Business Integrity Procedures and Behavioral Guidelines" that outline the proper operating procedures, behavioral guidelines, disciplinary actions and grievance system; all of which are duly implemented.	
II. Business integrity (I) Does the Company evaluate the integrity of all counterparties it has business relationships with? Are there any integrity clauses in the agreements it signs with business partners?  (II) Does the Company have a unit that enforces business integrity directly under the board of directors? Does this unit report its progress (regarding implementation of business integrity policy and prevention against dishonest conducts) to the board of directors on a regular basis (at least once a year)?	✓		(I) Prior to commencing business dealing, the Company would evaluate the legitimacy and commercial integrity of its business partner.  (II) The GM Office is responsible for enforcing the Company's integrity goals and making regular reports to the board of directors. Current year's report was made to the board of directors on Nov. 16, 2024. 2024 progress: 1. Employees of the Company follow "Business Integrity Code of Conduct" and "Business Integrity Procedures and Behavioral Guidelines" and enforce business integrity policy in all business activities.	No material deviation is found



Assess criteria	Actual governance			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>(III) Does the Company have any policy that prevents conflict of interest, and channels that facilitate the report of conflicting interests?</p> <p>(IV) Has the Company implemented effective accounting policy and internal control system to maintain business integrity? Has an internal or external audit unit been assigned to devise audit plans based on the outcome of integrity risk assessment, and to audit employees' compliance with various preventions against dishonest conduct?</p>			<p>2. The Company promotes integrity awareness and organizes training for all employees.</p> <p>3. The Company has implemented accounting and internal control systems. It has an internal audit unit that plans and audits major transactions and reports to the board of directors on a quarterly basis.</p> <p>4. The Company performs internal control self-assessments on a yearly basis to evaluate how well the integrity measures have been enforced. A Declaration of Internal Control System is issued based on the findings.</p> <p>(III) Directors and managers are not allowed to participate in decision-making or voting if they have any conflict of interest in the decision or transaction.</p> <p>(IV) The Company has implemented effective accounting and internal control systems that are constantly reviewed and improved upon. It also has internal auditors that regularly perform audits over the internal control system and procedures, and produces audit reports for the board of directors.</p>	

Assess criteria	Actual governance			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies												
	Yes	No	Summary													
(V) Does the Company organize internal or external training on a regular basis to maintain business integrity?			<div>(V) The Company organizes internal training on business integrity on a regular basis, and promotes integrity awareness at management meetings and internal meetings. The following is a list of internal and external integrity courses organized by the Company in 2024:</div> <table><tr><th>2024</th><th>Enrollments</th><th>Hours</th></tr><tr><td>Business Integrity Code of Conduct</td><td>138</td><td>138</td></tr><tr><td>Accounting policy &amp; Internal control system</td><td>120</td><td>163</td></tr><tr><td>Total</td><td>258</td><td>301</td></tr></table>	2024	Enrollments	Hours	Business Integrity Code of Conduct	138	138	Accounting policy & Internal control system	120	163	Total	258	301	
2024	Enrollments	Hours														
Business Integrity Code of Conduct	138	138														
Accounting policy & Internal control system	120	163														
Total	258	301														
III. Whistleblowing system (I) Does the Company provide incentives and means for employees to report misconducts? Has the Company assigned dedicated personnel to investigate the reported misconducts?	✓		(I) The Company has "Grievance Mailbox" that employees may use to report misconducts. All reported misconducts are handled according to "Business Integrity Procedures and Behavioral Guidelines" by dedicated personnel that the Chairman has assigned. Complaint channels have also been disclosed on the "Stakeholder Identification	No material deviation is found												

Assess criteria	Actual governance			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>(II) Has the Company implemented any standard procedures for handling reported misconducts, and subsequent actions and confidentiality measures to be undertaken upon completion of an investigation?</p> <p>(III) Has the Company adopted any measures to prevent whistleblowers from retaliation for filing reports?</p>			<p>and Communication" webpage. There was no report of major misconduct internally or externally in 2024.</p> <p>(II) The Company has implemented a set of standard procedures for handling reported misconducts that covers the following steps: 1. Case acceptance; 2. Clarification of offense; 3. Investigation of reported misconduct; 4. Interview with relevant personnel; and 5. Disciplinary action. Other details such as standard procedures for the investigation of reported misconduct, follow-up actions after investigation, and confidentiality measures have also been addressed in the procedures.</p> <p>(III) The Company maintains confidentiality over informant's identity and details of each misconduct report, and is committed to protecting informants from retaliation as a result of their report.</p>	
<p>IV. Enhanced information disclosure</p> <p>Has the Company disclosed its integrity principles and progress onto its website and MOPS?</p>	✓		The Company has a website to disclose corporate information, and makes relevant announcements over MOPS.	No material deviation is found

Assess criteria	Actual governance			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
V. If the Company has established business integrity policies in accordance with "Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies," please describe its current practices and any deviations from the Best Practice Principles: The Company has established Business Integrity Code of Conduct and Business Integrity Procedures and Behavioral Guidelines based on "Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies" and enforced accordingly. There was no significant deviation between actual practices and the above policies.				
VI. Other information useful to the understanding of business integrity: Apart from the annual report, readers may also visit the Company's website at <a href="https://www.onyx-healthcare.com">https://www.onyx-healthcare.com</a> .				

(VIII) If the Company has established corporate governance principles or other relevant guidelines, references to such principles must be disclosed

The Company has established governance-related policies including "Corporate Governance Code of Conduct," "Ethical Conduct Guidelines," "Business Integrity Code of Conduct," "Business Integrity Procedures and Behavioral Guidelines," "Misconduct Report Handling Guidelines," "Board Meeting Proceeding Guidelines," "Shareholder Meeting Conference Rules," "Director Election Policy," "Audit Committee Foundation Principles," "Insider Trading Prevention Policy," "Corporate Social Responsibility Code of Conduct" and "Remuneration Committee Foundation Principles." All of which have been disclosed on MOPS and the Company's website.

(IX) Other information material to the understanding of corporate governance within the Company

The Company has a set of "Insider Trading Prevention Policy" that outlines insider trading prevention as well as how material insider information shall be handled.

(X)Internal control

1.Declaration of Internal Control System

Onyx Healthcare Inc.

Declaration of Internal Control System

Date: February 25 2025

The following declaration has been made based on the 2024 self-assessment of the Company's internal control system:

- I. The Company acknowledges and understands that establishment, implementation and maintenance of the internal control system are the responsibility of the board and managers, and that such a system has been implemented within the Company. The purpose of this system is to provide reasonable assurance in terms of business performance, efficiency (including profitability, performance, asset security etc), reliable, timely and transparent financial reporting, and regulatory compliance.
- II. There are inherent limitations to even the most well-designed internal control system. As such, an effective internal control system can only reasonably assure achievement of the three goals mentioned above. Furthermore, changes in the environment and circumstances may all affect the effectiveness of the internal control system. However, internal control system of the Company features a self-monitoring mechanism that enables immediate rectification of deficiencies upon discovery.
- III. The Company evaluates the design and execution of its internal control system based on the criteria specified in "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Governing Principles") to determine whether existing policies continue to be effective. Assessment criteria introduced by the "Governing Principles" consisted of five main elements, each representing a different stage of internal control: 1. Control environment; 2. Risk evaluation and response; 3. Procedural control; 4. Information and communication; and 5. Supervision. Each element further encompasses several sub-elements. Please refer to "The Governing Principles" for details.
- IV. The Company has adopted the abovementioned criteria to validate the effectiveness of its internal control system design and execution.
- V. Based on the assessments described above, the Company considers the design and execution of its internal control system to be effective as at December 31, 2024. This system (including the supervision and management of subsidiaries) has provided assurance with regards to the Company's business results, target accomplishments, reliability, timeliness and transparency of reported financial information, and its compliance with relevant laws.
- VI. This declaration constitutes part of the Company's annual report and prospectus, and shall be disclosed to the public. Any illegal misrepresentation or concealment in the public statement above are subject to the legal consequences described in Articles 20, 32, 171, and 174 of the Securities and Exchange Act.

VII. This declaration was passed unanimously without objection by all 7 directors present at the board meeting dated February 25, 2025.

Onyx Healthcare Inc.

Chairman: Chuang, Yung-Shun

General Manger: Chuang, Fu-Chung

2.CPA's review on internal control system: None.

(XI)Penalties imposed against the Company for regulatory violation, or penalties against insiders for violation of internal control policy in the most recent year up till the publication date of this annual report; describe areas of weakness and any corrective actions taken: None.

(XII)Significant resolutions made in shareholder meetings and board of directors meetings in the last financial year, up to the publication date of annual report

#### 1. Major shareholder meeting resolutions

Date of meeting	Nature of meeting	Major resolutions	Current progress
2024/5/27	Annual general meeting	Passed 2023 business report and financial statements.	Passed as proposed through vote by ballot.
		Passed 2023 earnings appropriation.	With authorization sought in a shareholder meeting, the Chairman had set the dividend baseline date at July 4, 2024, and dividends were entirely paid on August 7, 2024. (To distribute cash dividends at NT\$5.0 per share)
		Passed Issuance of New Shares from Capital Increase by Earnings.	With authorization sought in a shareholder meeting, the Chairman had set the dividend baseline date at July 4, 2024, and dividends were entirely paid on August 7, 2024. (To distribute stock dividends at NT\$1.5per share)
		Passed the Company Plans to Issue Employee Share Options with Price lower than Fair Market Value.	Passed as proposed through vote by ballot.

#### 2. Board of Directors

Date of meeting	Nature of meeting	Major resolutions
2024/02/27	10th meeting of the 5th committee	<ol style="list-style-type: none"> <li>1. Passed allocation of 2023 employee and director remuneration.</li> <li>2. Passed 2023 business report and financial statements.</li> <li>3. Passed 2023 earnings appropriation.</li> </ol>

Date of meeting	Nature of meeting	Major resolutions
		4. Issuance of New Shares from Capital Increase by Earnings . 5. Passed 2024 Declaration of Internal Control System 6. Setting the baseline date for issuance of new shares and cash capital increase for 2023 Q4 employee stock options 7. Passed details concerning the 2024 annual general meeting. 8. Independence and performance assessment for the financial statement auditor.s 9. Appointment of certified public accountants for 2024 and ratification of 2023 accountant fees proposal 10. Passed 2024 performance bonus for non-sales employees 11. Passed 2024 manager salary adjustment proposal. 12. Passed donation to AAEON Foundation.
2024/04/01	11th meeting of the 5th committee	1. Proposed issuance of employee stock options at below-market price. 2. Amendment of matters related to the agenda of the company's 2024 annual shareholder meeting.
2024/05/08	12th meeting of the 5th committee	1. Passed 2024 1st quarter consolidated financial statements. 2. Passed the proposal to accept derivative trading limit from the bank. 3. Passed the proposal to accept derivative trading limit from Taishin Bank. 4. Passed authorization for derivative trading. 5. Amendment to the "Board Meeting Rules" 6. Amendment to certain provisions of the "Audit Committee Organizational Regulations"
2024/07/04	13th meeting of the 5th committee	1. Set the baseline date for cash/stock dividend distribution
2024/08/05	14th meeting of the 5th committee	1. Passed 2024 2nd quarter consolidated financial statements.



Date of meeting	Nature of meeting	Major resolutions
		<ol style="list-style-type: none"> <li>Passed the proposal to accept derivative trading limit from CTBC bank.</li> <li>Passed the proposal to accept derivative trading limit from CTBC Bank</li> <li>Setting the baseline date for issuance of new shares and cash capital increase for 2024 Q2 employee stock options</li> <li>2023 Sustainability Report.</li> <li>Amendments to "Internal Control System" and Internal Audit System" of the Company and subsidiary ONI &amp; OHU.</li> <li>Allocation of 2023 director remuneration.</li> <li>Allocation of 2023 managers and employee remuneration for managers.</li> <li>Report on the distribution of accumulated remaining amounts for employee compensation and year-end bonuses from the year before last</li> </ol>
2024/11/06	15th meeting of the 5th committee	<ol style="list-style-type: none"> <li>Passed 2024 3rd quarter consolidated financial statements.</li> <li>Passed 2025 audit plan of the Company and Subsidiaries</li> <li>Passed the proposal to accept derivative trading limit from E.SUN bank</li> <li>Setting the baseline date for issuance of new shares and cash capital increase for 2024 Q3 employee stock options</li> <li>Passed the proposal to apply for treasury trading limit with CTBC Bank.</li> <li>Approved the motion to apply for treasury trading limit with CTBC Bank.</li> <li>Amendments to "Responsibility Matrix.</li> </ol>
2024/12/18	16th meeting of the 5th committee	<ol style="list-style-type: none"> <li>Passed the Company's 2025 operational plan (and budget).</li> <li>Adoption of "Sustainability ESG Report Preparation and Assurance Procedures"</li> <li>Amendments to "Internal Control System" and Internal Audit System" of the Company</li> </ol>

Date of meeting	Nature of meeting	Major resolutions
		4. Partial amendments to the Company's "Issuance and Subscription Policy for 2024 Employee Warrant." 5. Distribution of 2024 managers' year-end bonus. 6. Distribution of 2024 employee stock options.

(XIII) Documented opinions or declarations made by directors or supervisors against board resolutions in the most recent year, up till the publication date of annual report: None.

# V. Disclosure of external auditors' remuneration

Unit: NTD thousands

Name of accounting firm	Name of CPA		Audit period	Audit fee	Non-audit fee	Total	Remarks
PwC Taiwan	Chang Shu-Chiung	Lin, Chun-Yao	2024/1/1~2024/12/31	1,600	490	2,090	Note 1

Note 1: Non-audit fee are from tax audits reviews of CPAs.

- (I) If the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year: None.
- (II) If the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more: None.

# VI. Change of external auditor:

- (I) Information relating to the former auditor:

Date of reappointment	2023/1/1		
Reasons and details of the reappointment	From 2023, due to internal rotation within the accounting firm the CPAs for the Company's financial statements were replaced from CPAs Lin Chun-Yao and Weng Shih-Jung to CPAs Chang Shu-Chiung and Lin Chun-Yao.		
Whether the termination of audit service was initiated by the client or by the auditor	Parties		Auditor
	Situation		Client
	Service terminated by		—
Reasons for issuing opinions other than unqualified opinion in the last 2 years	Service no longer accepted (continued) by		—
	None		
	None		
Any disagreement with the issuer	Yes	—	Accounting policy or practice
		—	Disclosure of financial report
		—	Audit coverage or procedures
		—	Others
	None	V	
Explanation		None	

Supplementary disclosure (Disclosures deemed necessary under Item 1-4 to Item 1-7, Subparagraph 6, Article 10 of the Guidelines)	None
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(II) Information relating to the succeeding auditor

Name of accounting firm	PwC Taiwan
Name of CPA	Chang, Shu-Ching, Lin, Chun-Yao
Date of reappointment	Since 2023
Inquiries and replies relating to the accounting practices or accounting principles of certain transactions, or any audit opinions the auditors were likely to issue on the financial reports prior to reappointment	Not applicable
Written disagreements from the succeeding auditor against opinions made by the former CPA	Not applicable

(III) Former auditor's reply relating to Item 1 and Item 2-3, Subparagraph 6, Article 10 of the Guidelines: None.

VII. The Company's Chairman, President, or any managers involved in financial or accounting affairs being employed by the accounting firm or any of its affiliated company in the last year: None.

VIII. Details of shares transferred or pledged by directors, supervisors, managers and shareholders with more than 10% ownership interest in the last year, up till the publication date of annual report

(I) Changes in shares pledged by directors, supervisors, managers and major shareholders

Unit: shares

Position	Name	2024		As of March 22, 2025	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Directors and major shareholders (10% ownership and above)	AAEON Technology Inc.	2,436,977	—	—	—
Director	Jui Hai Investment Co., Ltd.	32,840	—	—	—
Director - corporate representative Chairman	Chuang, Yung-Shun	411,490	—	128,000	—
Director - corporate representative President	Wang, Feng-Hsiang (Note 1)	(1,237)	—	16,000	—
Director - corporate representative President	Hsueh, Shao-Chou (Note 1)	Not applicable	Not applicable	—	—
Director - corporate representative	Lin, Chien-Hung	2,062	—	—	—
Director - corporate representative	Lai, Li-Kai	—	—	—	—
Independent Director	Lee, Chih-Hao	—	—	—	—
Independent Director	Tseng, Ho-Chun	8,569	—	—	—
Independent Director	Liao, Hsiu-Mei	—	—	—	—
General Manager	Chuang, Fu-Chung	25,898	—	56,000	—
Vice President	Chen, Ying-Te	(36,244)	—	40,000	—
Vice President	Chao, Hsing-Kuo	(5,599)	—	36,000	—
Head of Accounting	Yang, Hsiang-Chih	16	—	24,000	—

Note1. On March 6, 2025, AAEON Technology's legal representative Wang, Feng-Hsiang was dismissed and replaced by legal representative Hsueh, Shao-Chou.

- (II) Transfer of shares where the counterparty is a related party: None
- (III) Pledge of shares where the counterparty is a related party: None

IX. Relationships characterized as spouse or second-degree relatives or closer among top-ten shareholders:

Unit: shares; March 22, 2025

Name	Shares held in own name		Shares held by spouse and underage children		Shares held in the names of others		Names and relationships of top-10 shareholders characterized as spouse or relative of second degree or closer		Remarks
	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage	Name	Relationship	
AAEON Technology Inc. Representative: Chuang, Yung-Shun	18,694,156	47.92%	—	—	—	—	ASUSTeK Computer Inc. Hua-Min Investment Co., Ltd. Chuang, Yung-Shun Jonney Shih	Parent and subsidiary Associated company Representative of the mentioned company Director of the mentioned company	—
	3,284,558	8.42%	—	—	—	—	AAEON Technology Inc.	Representative of the mentioned company	
Chuang, Yung-Shun	3,284,558	8.42%	—	—	—	—	AAEON Technology Inc.	Representative of the mentioned company	—
ASUSTeK Computer Inc.	1,948,062	4.99%	—	—	—	—	AAEON Technology Inc. Hua-Min Investment Co., Ltd. Jonney Shih	Parent and subsidiary Parent and subsidiary Representative of the mentioned company	—
							AAEON Technology Inc. Hua-Min Investment Co., Ltd.	Director of the mentioned company Representative of the mentioned company	—
Wang, Feng-Hsiang	950,055	2.44%	—	—	—	—	—	—	—
Fubon Securities Co., Ltd. in Its Capacity as Master Custodian for Investment Account of Magic Group Company	760,308	1.95%	—	—	—	—	—	—	—
Li, Chien-Hsing	522,000	1.34%	—	—	—	—	—	—	—
Hua-Min Investment Co., Ltd.	416,395	1.07%	—	—	—	—	ASUSTeK Computer Inc. AAEON Technology Inc. Jonney Shih	Parent and subsidiary Associated company Representative of the mentioned company	—
							ASUSTeK Computer Inc. AAEON Technology Inc.	Representative of the mentioned company Director of the mentioned company	—

Name	Shares held in own name		Shares held by spouse and underage children		Shares held in the names of others		Names and relationships of top-10 shareholders characterized as spouse or relative of second degree or closer		Remarks
	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage	Name	Relationship	
Huang,Chih-Hsiung	370,100	0.95%	—	—	—	—	—	—	—
Li,Ming-Chang	315,114	0.81%	—	—	—	—	—	—	—
Li,Ming-Xian	311,749	0.80%	—	—	—	—	—	—	—



X. Investments jointly held by the Company, the Company's directors, supervisors, managers, and enterprises directly or indirectly controlled by the Company; disclose shareholding in aggregate of the above parties

March 31, 2025 Unit: shares

Invested businesses	Held by the Company		Held by directors, supervisors, managers, and directly or indirectly controlled enterprises		Aggregate investment	
	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage
ONYX HEALTHCARE USA, INC.	200,000	100.00%	—	—	200,000	100.00%
ONYX HEALTHCARE EUROPE B.V.	100,000	100.00%	—	—	100,000	100.00%
Onyx Healthcare (Shanghai) Inc.	(Note)	100.00%	—	—	(Note)	100.00%
iHelper Inc.	1,656,000	46.00%	90,000	5.00%	1,746,000	48.50%
WINMATE INC.	10,244,000	12.85%	4,580,000	5.74%	14,824,000	18.59%
PROTECTLIFE INTERNATIONAL BIOMEDICAL INC.	2,324,000	11.08%	—	—	2,324,000	11.08%

Note: Limited liability company

### Three Capital Overview

#### I. Capital and outstanding shares

##### (I) Sources of share capital

##### 1. Outstanding shares

March 22, 2025  
Unit: shares; NTD

Month/Year	Issued price (NTD)	Authorized capital		Paid-up capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Others
February 2010	10	3,000,000	30,000,000	3,000,000	30,000,000	Company incorporation 3,000,000 shares	None	Note 1
April 2012	10	10,000,000	100,000,000	7,500,000	75,000,000	Cash issue 4,500 thousand shares	None	Note 2
December 2013	10	10,000,000	100,000,000	9,660,000	96,600,000	Capitalization of earnings 2,160 thousand shares	None	Note 3
August 2014	10	15,000,000	150,000,000	13,041,000	130,410,000	Capitalization of earnings 3,381 thousand shares	None	Note 4
August 2015	10	15,000,000	150,000,000	14,345,100	143,451,000	Capitalization of earnings - 1,304 thousand shares	None	Note 5
August 2016	10	25,000,000	250,000,000	15,779,610	157,796,100	Capitalization of earnings - 1,435 thousand shares	None	Note 6
January 2017	10	25,000,000	250,000,000	18,188,610	181,886,100	Cash issue 2,409 thousand shares	None	Note 7,8
August 2017	10	25,000,000	250,000,000	20,007,471	200,074,710	Capitalization of earnings - 1,819 thousand shares	None	Note 9
September 2019	10	50,000,000	500,000,000	22,008,218	220,082,180	Capitalization of earnings - 2,001 thousand shares	None	Note 10

Month/Year	Issued price (NTD)	Authorized capital		Paid-up capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Others
August 2020	10	50,000,000	500,000,000	27,510,273	275,102,730	Capitalization of earnings – 5,502 thousand shares	None	Note 11
September 2021	10	50,000,000	500,000,000	30,261,300	302,613,000	Capitalization of earnings – 2,751 thousand shares	None	Note 12
April 2022	10	50,000,000	500,000,000	33,261,300	332,613,000	Cash issue 3,000 thousand shares	None	Note 13
September 2023	10	50,000,000	500,000,000	33,288,300	332,883,000	Conversion of stock option into 27 thousand shares	None	Note 14
Noverber 2023	10	50,000,000	500,000,000	33,506,300	335,063,000	Conversion of stock option into 218 thousand shares	None	Note 15
March 2024	10	50,000,000	500,000,000	33,516,300	335,163,000	Conversion of stock option into 10 thousand shares	None	Note 16
August 2025	10	50,000,000	500,000,000	38,552,745	385,527,450	Conversion of stock option into 9 thousand shares	None	Note 17
						Capitalization of earnings 5,027 thousand shares		
Noverber 2025	10	50,000,000	500,000,000	38,614,745	386,147,450	Conversion of stock option into 62 thousand shares	None	Note 18
March 2025	10	50,000,000	500,000,000	38,627,745	386,277,450	Conversion of stock option into 13 thousand shares	None	Note 19

Note 1: Approved under Letter No. Bei-Fu-Jing-Chan-Deng-Zi-0993064054 dated February 2, 2010

Note 2: Approved under Letter No. Bei-Fu-Jing-Chan-Deng-Zi-1015021639 dated April 12, 2012  
Note 3: Approved under Letter No. Bei-Fu-Jing-Si-Zi-1025077162 dated December 11, 2013  
Note 4: Approved under Letter No. Bei-Fu-Jing-Si-Zi-1035173417 dated August 22, 2014  
Note 5: Approved under Letter No. Xin-Bei-Fu-Jing-Si-Zi-1045172152 dated August 13, 2015  
Note 6: Approved under Letter No. Xin-Bei-Fu-Jing-Si-Zi-1055302897 dated August 17, 2016  
Note 7: Approved under Letter No. Zheng-Gui-Shen-Zi-1050031647 dated November 9, 2016  
Note 8: Approved under Letter No. Xin-Bei-Fu-Jing-Si-Zi-1068000159 dated January 5, 2017  
Note 9: Approved under Letter No. Xin-Bei-Fu-Jing-Si-Zi-1068053455 dated August 7, 2017  
Note 10: Approved under Letter No. Xin-Bei-Fu-Jing-Si-Zi-1088061513 dated September 10, 2019  
Note 11: Approved under Letter No. Xin-Bei-Fu-Jing-Si-Zi-1098057652 dated August 12, 2020  
Note 12: Approved under Letter No. Xin-Bei-Fu-Jing-Si-Zi-1108062689 dated September 3, 2021  
Note 13: Approved under Letter No. Zheng-Gui-Shen-Zi- 1100378967 dated January 13, 2022  
Note 14: Approved under Letter No. Zheng-Gui-Shen-Zi- 1128068770 dated September 22, 2023  
Note 15: Approved under Letter No. Zheng-Gui-Shen-Zi- 1128081868 dated November 15, 2023  
Note 16: Approved under Letter No. Zheng-Gui-Shen-Zi- 1138014013 dated March 6, 2024  
Note 17: Approved under Letter No. Zheng-Gui-Shen-Zi- 1138058073 dated August 8, 2024  
Note 18: Approved under Letter No. Zheng-Gui-Shen-Zi- 1138084068 dated November 25, 2024  
Note 19: Approved under Letter No. Zheng-Gui-Shen-Zi- 1148017338 dated March 6, 2025

## 2. Share categories

March 22 2025 unit: shares

Share category	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Registered common shares	39,014,745	10,985,255	50,000,000	TPEX listed shares

## 3. Information relevant to the aggregate reporting policy: None

### (II) List of major shareholders

March 22 2025 unit: shares

Shareholding List of major shareholders	Number of shares held	Shareholding percentage
AAEON Technology Inc.	18,694,156	47.92%
Chuang,Yung-Shun,	3,284,558	8.42%
ASUSTeK Computer Inc.	1,948,062	4.99%
Wang,Feng-Hsiang	950,055	2.44%
Fubon Securities Co., Ltd. in Its Capacity as Master Custodian for Investment Account of Magic Group Company	760,308	1.95%
Li, Chien-Hsing	522,000	1.34%
HUA-MIN Investment CO.,LTD.	416,395	1.07%
Huang,Chih-Hsiung	370,100	0.95%
Li,Ming-Chang	315,114	0.81%
Li,Ming-Xian	311,749	0.80%

### (III) Dividend policy and execution

#### 1. The Company's dividend policy

Annual net income concluded by the Company is first subject to reimbursement of previous losses (including adjustment to undistributed earnings) followed by a 10% provision for statutory reserve. However, no further provision is needed when statutory reserve has accumulated to an amount equal to the Company's paid-up capital. Any surpluses remaining shall be subject to provision or reversal of special reserve as laws may require. The residual balance can then be added to undistributed earnings (including adjustment to undistributed earnings) carried from previous years and distributed as dividends to shareholders, subject to board of directors' proposal and shareholder meeting resolution. The amount of dividends paid to shareholders shall not be less than 5% of total distributable earnings.

Cash dividends shall not be less than 10% of the sum of cash and stock dividends for the current year. However, cash dividends amounting to less than NT\$0.1 per share are to be paid in the form of stock dividend instead.

The Company adopts a residual dividend policy that takes into consideration current and future investment prospects, capital requirements, local and foreign competition, capital budget, shareholders' interest, balanced dividend, long-term financial plans and related factors. Mainly distribution of cash dividends.

For the most recent 2 fiscal years, the distribution is mainly carried out in the form of cash and supplemented by stock dividends, accounting for more than 70% of distributable earnings. For the distribution situation over the years, please see information on dividends on the company website. The Company's proposed dividend distribution for the year is based on the principle of not distributing less than 60% of the distributable earnings for the year.

#### 2. Earnings distribution proposed for current year's shareholder meeting

Dividends proposed for the upcoming shareholder meeting are based on the earnings appropriation plan resolved during the board of directors meeting dated February 25, 2025, and include cash dividends of NT\$154,522,980 at NT\$4.00.

#### 3. Explanation to expected material changes in dividend policy

None.

### (IV) Impacts of proposed stock dividends on the Company's business performance and earnings per share

During the meeting held on February 27, 2024, the board of directors passed a resolution to distribute stock dividends at NT\$1.50 per share in the current year. 5,027,445 new shares are expected to be issued to produce a dilution effect of approximately 15%. The Company after taking into consideration the current share capital and the need to reserve cash for future expansions, paying stock dividends in moderation should benefit the Company over the

long term, and short-term dilution of EPS should not have negative impact on overall operations.

(V) Employee/director/supervisor remuneration

1. Percentage and range of employees'/directors'/supervisors' remuneration stated in the Articles of Incorporation

According to the Articles of Incorporation, pre-tax profit before employee and director remuneration concluded in any given year shall be subject to employee remuneration of no less than 5% and director remuneration of no more than 3%. However, profits shall first be taken to offset cumulative losses if any.

Distribution of the above shall be resolved in a board meeting with more than two-thirds of the board present, voted in favor by more than half of all attending directors, and subsequently reported in shareholder meeting.

Employee remuneration can be paid in shares or cash to employees of subsidiaries that satisfy certain criteria. This criteria is determined under the board's authority. Director remuneration can only be paid in cash.

2. Basis of calculation for employee/director remuneration and share-based compensations, and accounting treatments for any discrepancies between the amounts estimated and the amounts paid

Employee remuneration of NT\$14,000,000 and director remuneration of NT\$2,400,000 have been estimated for the current period. If the amount changes on a later date, the difference will be treated as a change in accounting estimate and recognized as a gain or loss in the following year.

3. Remuneration passed by the board of directors

The Company's 2024 employee and director remuneration was passed during the board of directors meeting held on February 25, 2025. Details of the remuneration approved by the board are presented below:

(1) Employee/director remuneration, in cash or in shares

Decision was passed to pay employee remuneration of NT\$14,000,000 and director remuneration of NT\$2,400,000 entirely in cash. These amounts were indifferent from the amounts estimated in the previous year.

(2) Percentage of employee remuneration paid in shares, relative to current net income and total employee remuneration

None of the 2024 employee remuneration was paid in shares, hence not applicable.

4. Actual payment of employee/director/supervisor remuneration in the previous year (including the number of shares allocated, the sum of cash paid, and the price at which shares were issued), and any differences from the figures estimated (explain the amount, the cause, and treatment of such discrepancies)

(1) The Company's 2023 remunerations were resolved during the annual general meeting held on May 27, 2024; details of employee and director remuneration are as follows:

	Amount allocated (NTD thousands)
Employee remuneration	22,500
Director remuneration (Note)	2,400

Note: The Company has assembled an Audit Committee to replace supervisors.

(2) Difference between the above amounts and amounts of employee/director/supervisor remuneration previously recognized: None.

(VI) Buyback of company shares: None

II. Disclosure relating to corporate bonds: None

III. Disclosure relating to preferred shares: None

IV. Disclosure relating to global depository receipts: None

V. Employee warrants:

(1) Status of unexpired employee subscription warrants:

March 22, 2025

The types of employee subscription warrants	2020 employee subscription warrants	
Effective date	2020/5/6	
Issuance date	2020/8/6	
No. of units issued	1,000 units	
No. of subscribable shares as a percentage of total issued shares (%)	2.563%	
Subscription period	The term of the employee subscription warrants is five years. The subscription warrants and the rights thereof cannot be transferred, pledged, gifted to others, or other ways of disposal. However, successor is not limited subject to the above.	
Performance of contract	The Company shall issue new common shares.	
Period and ratio (%) in which subscription is restricted	Employees may exercise their subscription rights according the following vesting schedule two years after issuance.	
	<u>Vesting date</u>	<u>Cumulative vesting</u>
	2 <sup>nd</sup> year	50%
	3 <sup>rd</sup> year	75%
Number of shares obtained through exercise of subscription rights	4 <sup>th</sup> year	100%
	726,000 shares	
	NT\$73,525,300	
	148,000 shares	
Subscription price per share of the unsubscribed shares	NT\$94.10	
No. of unsubscribed shares as a percentage of total issued shares (%)	0.379%	
Effect on the shareholders	This stock option is vested over two years starting the third year after issuance. The shareholders' equity is diluted year by year, and thus the dilutive effect is limited.	

Note 1: The total number of shares issued as of March 22, 2025, is calculated based on 39,014,745 shares in circulation.

Note 2: This number has excluded shares that have been forfeited or have expired.



(2) Names and subscription status of managerial officers who have obtained employee stock warrants and of employees who rank among the top ten in terms of the number of shares to which they have subscription rights through employee stock warrants acquired:

	Title	Name	Subscribable shares through obtained employee share warrants (thousand shares)	No. of subscribable shares as a percentage (%) of total issued shares	Subscribed				Unsubscribed			
					No. of shares (thousand shares)	Subscription price (NT\$)	Amount of shares subscribed	No. of shares as a percentage (%) of the total issued shares	No. of shares (thousand shares)	Subscription price	NT\$ amount of the shares (thousand NT\$)	No. of shares as a percentage (%) of the total issued shares
Managers	CEO	Chuang, Yung-Shun	304	0.78%	284	94	26,726	0.73%	20	94.1	1,882	0.05%
	General Manager	Chuang, Fu-Chung										
	Vice President	Chen, Ying-Te										
	Vice President	Chao, Hsing-Kuo										
	Head of Accounting	Yang, Hsiang-Chih										
Employee	The top ten employees (Note 1)		360	0.92%	161.00	110.5 & 94.1	17,364	0.41%	99		9,316.00	0.25%

Note 1: Based on the principle of salary protection, the company does not publicly disclose the names and positions of individuals

VI. Employee restricted shares: None

VII. New shares issued for merger or acquisition: None.

VIII. Progress on planned use of capital:

(I) Content of plan

1. Approval date and document number by the competent authority: approved by the Financial Supervisory Commission (FSC) in Letter JGZFZ No.1100378967 on January 13, 2022.

2. Total fund required for this project: NT\$264,000,000.

3. Fund source of this fundraising plan: New shares issued by cash capital increase were 3,000,000 new shares at NT\$10 per share, totaling NT\$30,000,000. The issue price was NT\$88 per share, expecting to raise NT\$264,000,000.

4. Items of plans and estimated schedule of fund application:

Unit: NTD\$ thousands

Items of Plans	Scheduled Completion Date	Total Fund Required	Estimated Schedule of Fund Application
			2022
			Q2
Bank Loan Repayment	2022 Q2	105,000	105,000
Working Capital Injection	2022 Q2	159,000	159,000

Total	264,000	264,000
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5.Expected benefits:

(1)Repayment of bank loans

The total amount to be raised from this cash capital increase by issuing common shares was NT\$264,000,000. Among this, NT\$105,000,000 was planned to be used for repaying bank loans. The funds were expected to be in place in April 2021. The bank loans are repaid according to the agreement entered into with the bank based on the actual interest rate of 1.08-1.10% for short-term bank loans. Once paid, interest expenditure of NT\$765,000 is expected to be saved in 2022 and NT\$1,147,000 thereafter. By doing so, the Company's financial burden can be reduced while at the same time increasing the Company's solvency and strengthening the financial structure, posing a positive factor on the Company's overall operational development and its flexibility to coordinate funds.

(2)Replenishment of working capital

Through cash capital increase, the Company raised NT\$264,000,000. Among this, NT\$159,000,000 was used to replenish working capital in order to reserve funds necessary for the Company's operations so that its own funds are sufficient. This will increase the Company's competitiveness and strengthen its financial structure, posing positive benefits for the overall operational development. The capital funds raised this time are to finance its future working capital shortfall, which is able to reduce the Company's dependence on bank loans, further saving interest expenditures. Based on the average interest rate for borrowing of approximately 1.09%, an interest expenditure of NT\$1,155,000 is expected to be saved in 2022, and NT\$1,733,000 per year from 2023.

6.Change in plan details, source or use of capital; reason for change, benefit of change, and date of shareholder meeting during which plan changes are reported: Not applicable.

7.Input to website designated by the Securities and Futures Bureau: Not applicable.

(II) Execution

The fund raising plan was completed in 2022 Q2. The fund of NT\$264,000 thousand raised was fully allocated and used to replenish working capital and repay bank loans.

Unit: NT\$ Thousands

Contents of the Plan	Facts of implementation	2022 Q2	Progress ahead of or behind schedule, the reasons and the improvements of plan
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Repayment of bank loans	Amount disbursed	Anticipated	105,000	The repayment of loans from financial institutions was completed in 2022 Q2 in line with the plan.
		Actual	105,000	
	Progress of implementation	Anticipated	100.00%	
		Actual	100.00%	
Replenishment of working capital	Amount disbursed	Anticipated	159,000	The replenishment of capital was completed in 2022 Q2 in line with the plan.
		Actual	159,000	
	Progress of implementation	Anticipated	100.00%	
		Actual	100.00%	
Total	Amount disbursed	Anticipated	264,000	
		Actual	264,000	
	Progress of implementation	Anticipated	100.00%	
		Actual	100.00%	

(III) Assessment of execution benefits

Units: NT\$ thousands

Item		Before fundraising	After fundraising
		End of 2021 Q4	End of 2022 Q2
Financial information	Operating Revenues	935,272	633,176
	Operating Income	261,184	447,223
	Profit for the year (Losses)	127,551	73,821
	Interest expense	2,169	1,297
	EPS	4.22	2.34
	Current assets	528,952	887,286
	Current liabilities	377,834	445,676
	Total liabilities	612,419	692,205
Financial Structure	Debt to asset ratio (%)	37.38	35.68
	Long-term funds to property, plant and equipment ratio (%)	5,702.24	7,558.98
Solvency	Current ratio (%)	140.00	199.09
	Quick ratio (%)	73.81	132.24

Source: 2021 Q4 audited standalone financial report and 2022 Q2 unaudited standalone financial statements.

This fund raising plan was completed in the in 2022 Q2. All NT\$264,000 thousand of proceeds received was allocated to working capital. This addition of long-term capital not only increased the weight of proprietary capital and strengthened financial position, but also reduced business risk and improved overall competitiveness. From the chart above, it can be observed that the cash issue reduced debt ratio from 37.38% to 35.68% and increased long-term capital to property, plants and equipment from 5,702.24% to 7,558.98%. In terms of solvency, the current ratio and quick ratio increased from 140.00% and 73.81% to 199.09% and 132.24%. Overall, the injection of additional capital has benefited the Company in terms of financial position and solvency.

In summary, the effectiveness of the Company's capital increase in 2022 has shown, without any significant abnormalities.

## Four Operational overview

### I. Business activities

#### (I) Scope of business

##### 1. Principal business activities

CC01080	Electronic Parts and Components Manufacturing
CC01100	Controlled Telecommunications Radio-Frequency Devices and Materials Manufacturing
CC01110	Computer and Peripheral Equipment Manufacturing
CC01120	Data Storage Media Manufacturing and Duplicating
CE01010	General Instrument Manufacturing
CF01011	Medical Devices Manufacturing
E605010	Computing Equipments Installation Construction
EZ05010	Apparatus Installation Construction
F108031	Wholesale of Drugs, Medical Goods
F113030	Wholesale of Precision Instruments
F118010	Wholesale of Computer Software
F119010	Wholesale of Electronic Materials
F208031	Retail sale of Medical Equipments
F213030	Retail sale of Computing and Business Machinery Equipment
F213040	Retail Sale of Precision Instruments
F214990	Retail Sale of Other Transport Equipment and Parts
F218010	Retail Sale of Computer Software
F219010	Retail Sale of Electronic Materials
F401010	International Trade
F601010	Intellectual Property
I301010	Software Design Services
ZZ99999	All business items that are not prohibited or restricted by law, except those that are subject to special approval.

##### 2. Weight of business activities

Unit: NTD thousands

Item \ Year	2023		2024	
	Amount	Revenue weight	Amount	Revenue weight
Medical computing solutions and accessories	1,471,093	98.54%	1,213,098	97.73%
Others (Note)	21,767	1.46%	28,153	2.27%
Total	1,492,860	100%	1,241,251	100%

Note: Others include income from services rendered and warranty coverage.

### 3. Products and Services

Our main product lines are medical computers, classified into the following eight categories based on product characteristics and application:

Product Type	Contents
Physiological monitoring system	ACCEL, ZEUS and Mate series of medical workstations, medical displays, smart OR solutions, and AI smart medical stations.
Mobile medical devices	MD-series medical tablets and telehealth solutions and PDA.
Mobile nursing care system	VENUS series medical cart computer
Medical controller	MedPC series embedded medical-grade fanless computers, AI servers for the medical aftermarket, and medical motherboards.
Long-term care system	Bedside series infotainment unit
Medical power	Small, quick mobility medical power supply and high-power (wattage) durable mobile power supply solutions
Medical devices and solutions	Telemedicine Total Solution
Service incomes	Professional medical ODM/OEM service

### 4. New product (service) under development

Product Type	Product characteristics and application
Operating room medical display	Convenient integration of medical images in the operating room. Ultra-fine 4K resolution and color saturation to display true-to-life medical images.
Servers and mobile tablets for AI-ready endoscopic system	Utilize the high-performance Nvidia/Intel AI computing core modules and the safety of medical isolation to satisfy the demand for high-resolution endoscopic imaging and unparalleled mobile capacity.
Smart operating room image streaming system	Employ optical fibers as the medium to combine the transmission and integration of high-resolution image during surgical operation, realizing true digitization of

	operating room and ultra-real time transmission of high-end medical image.
AI smart ward patient protection system	Uses 3D image capturing technology and AI to interpret and analyze patient behaviors, and send out alarms to ensure the safety of hospitalized patients.
AI Ultra-high resolution medical workstation	AI medical diagnosis and testing Ultra-high resolution For use in operating rooms and ultra-high resolution medical test laboratory Features Deep-Learning computational functions to achieve smart medical imaging
AI Medical Accelerator	Realize medical AI, accelerating examination speed and precision. Can rapidly upgrade existing examination equipment with AI. Integrate AI with surgical-grade display technology, accelerating customer AI product deployment and development.  Hospital information systems AI transformation, automatic generation of medical records and automatic alerts for abnormal conditions.
Medical-grade intelligent power system	Intelligent monitoring function Smart battery management Supply stable power for mobile medical devices Power-backup for stationary medical equipment Smart bulletin system for Self-diagnosis and abnormal reminders
Hospital remote-monitoring and management software	Conveniently manage and control the entire hospital's medical workstations from the information control room Remote analysis and troubleshooting Remote power on/off and program update Remote connection and operation Automatic warnings of abnormal conditions Integration of information management for head and branch hospitals
Telehealth solutions	Healthcare anywhere Beyond the limit of time, space, and environments Lower infection risk and avoid Cluster infection Realization of clinics for minor illness and regional hospitals for major illness. (Realization of right places for the right illness.)

## (II) Industry Status Quo

### 1. The Status Quo and Current Development of the related industry

The global medical device industry is facing rapidly changing market demands and technological innovations. With the rise of digital healthcare, medical devices are no longer limited to traditional diagnostic and treatment equipment, but also include various intelligent health monitoring devices and wearable devices. The popularity of these products allows patients to perform self-health management at home and transmit data to medical institutions at any time.

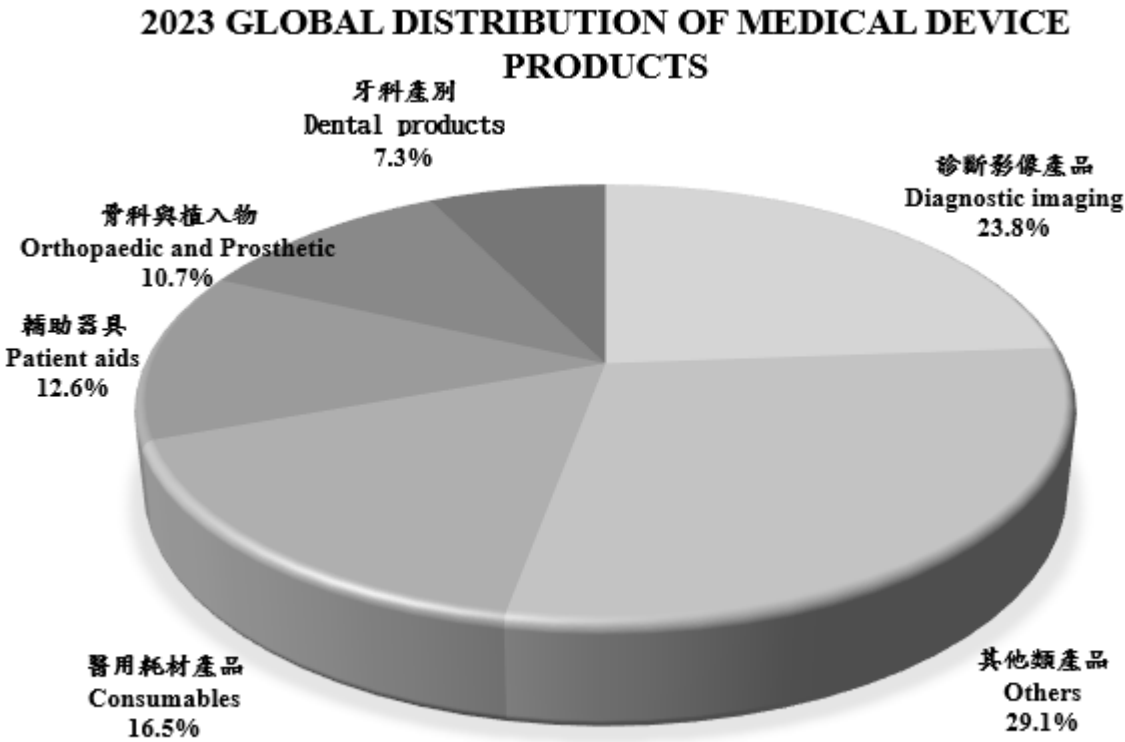
According to BMI Research statistics in May 2024, the global medical device market size in 2023 was approximately US\$517.34 billion and is estimated to grow to US\$617.528 billion by 2026. The growth momentum comes from the global trend of aging societies, continuously declining birth rates, treatment and care needs derived from chronic diseases, and increased medical expenditure driven by medical advancements.

According to data compiled by IEK in May 2024 from BMI Research, the medical device sales distribution in 2023 (as shown in Figure 1) indicates that diagnostic imaging products remained the largest single category at 23.8%, down 0.2% from 24.0% in 2022, primarily due to hospitals returning to normal equipment replacement planning after the pandemic. Medical consumables accounted for 16.5%, up 0.1% from 16.4% in 2022, mainly due to demand returning to normal levels. Assistive devices maintained a steady share at 12.6%.

Overall, the medical device industry continues to evolve alongside the flourishing development of digital healthcare. Technological advancements have not only improved the efficiency and quality of medical services but also promoted the rational allocation of medical resources. Changes in market demand and patient expectations for personalized medicine will drive continued innovation and growth in the medical device industry in the coming years. The development of digital healthcare is not merely a result of technological progress but also represents a rethinking of future healthcare service models. Future medical care will become more intelligent and personalized, providing higher quality services to patients.

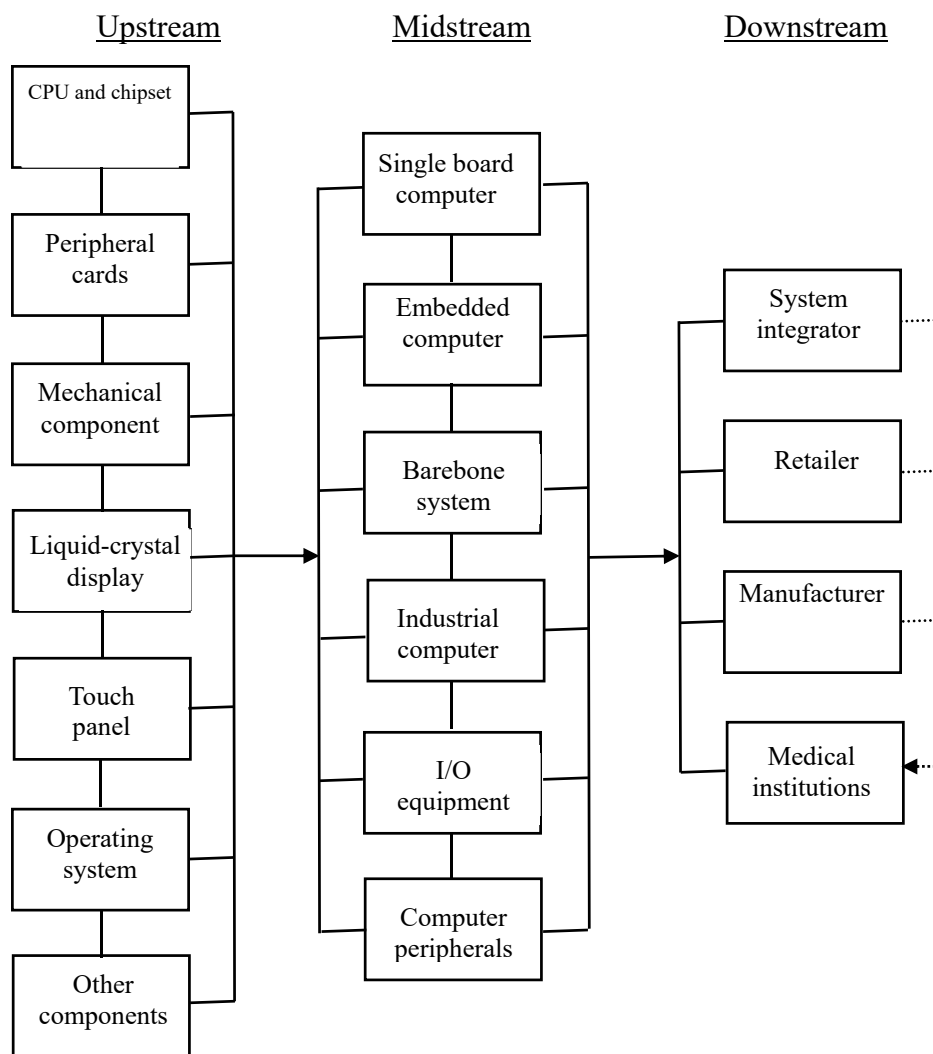


Figure 1



Source: BMI, 2024 & IEK,2024/05

## 2. Relationship between the upstream, midstream and downstream industries



The upstream medical computer industries are suppliers of semiconductors, peripheral cards, mechanical and related components. Due to the rising popularity of slim industrial computers, LCD display becomes one of the upstream industries of industrial computers. The slim LCD panel is one of the major components in the medical computer industry defined by our company.

The midstream industries include manufacturers of I/O equipment, single board computers, barebone systems, industrial computers and peripherals. Our company and most of the industrial computer vendors in Taiwan are within the scope of midstream industries.

Depending on the sale format, downstream industries like retailers

with engineering backgrounds, system integrators or equipment manufacturers sell the final products to medical institutions.

### 3. Development trends of various products

Technological advancements are influencing the healthcare industry, necessitating more innovation and changes, driving medical equipment development towards digitalization, mobility, paperless systems, remote capabilities, and artificial intelligence to enhance healthcare service efficiency and quality..

#### (1) Digitization

The traditional analogue display and chemical storage methods of medical equipment are increasingly digitized: for example, the traditional X-ray films are archived as digital PACS files, which greatly improve the accuracy and integrity of archived data. Digitization of medical institution infrastructure allows the permanent archiving and real-time transmission of test results, which greatly improves the efficiency of medical care.

#### (2) Mobile service and paper-less operation

The mobile operation of medical and care equipment contributes to the realization of patient-centered healthcare, such as mobile X-ray machine, mobile EKG, mobile drug cart and nursing cart. Medical staff can obtain real-time status of patients through mobile platforms, browse patient's information in real-time, and modify physician's orders online. Computerized technology allows full paper-less operation and accurate drug use, and significantly improves the quality of medical care.

#### (3) Remote access

The aid of wireless technology allows the extension of medical analysis and care from institution to communities, households and remote areas, fulfilling true remote healthcare and telecare.

#### (4) Artificial Intelligence (AI)

The role of AI is gaining importance in the medical field, such as computer-aided diagnosis, surgical navigation system, elderly care, and so on. When validity is enhanced and popularization extends in the future, AI can significantly reduce the burden of medical personnel and enhance care and treatment quality. AI technology and product application will be potential areas in the future.

### 4. Competition

The Company specializes in the research and development, manufacturing, and sales of professional medical computer equipment, offering diversified sales models, including ODM/OEM services, as well as direct sales or through distributors to end users. Our main competitors are Taiwanese industrial computer manufacturers and global medical equipment manufacturers, while our core advantage lies in our focus on the medical computer sector, providing one-stop services from R&D and production to sales.

With the advancement of medical technology, smart medical devices are evolving towards automation, precision diagnostics, and personalized medicine. To meet the market demand for efficient, real-time, and low-cost smart healthcare solutions, companies must actively invest in technological research and development, promoting product digitalization, intelligence, and remote application technologies to address the rapid changes in the smart healthcare industry.

Medical computer customers' needs differ significantly from other industries, as medical customers require partners with medical expertise and capabilities. The Company, through its focus on the medical computer market, provides personnel training and professional development to ensure the team possesses specialized knowledge and skills in the medical field; design and R&D: focuses on innovative design and technological breakthroughs in medical computers; medical safety regulation testing: ensures products comply with safety standards for medical equipment; component lifecycle management: strictly manages the supply chain to ensure product quality and stability; international medical ISO certification: obtains international standard certifications to enhance product competitiveness; QMS-certified production facilities: provides high-quality production environments that meet medical equipment manufacturing standards. With meeting medical customers' needs as our core objective, we are able to provide medical computer design and manufacturing services distinctly different from competitors, creating a win-win situation for customers and the Company.

The Company will adopt a multi-level response strategy to further strengthen our competitive advantages and aim to become the most competitive supplier in the field of medical AI system equipment. We will lead the development of the industry by providing high-efficiency and innovative solutions for the global medical market.

### (III) Technology and R&D Status

1. Budget devoted to research and development in the latest fiscal year and at the time of this annual's printing and publishing

Unit: NTD thousands; %

Item \ Year	2023	As of March 31, 2025
R&D budget	118,318	30,080
Net revenues	1,241,251	309,941
As a percentage of net revenues	9.53	9.70

2. Technology or Product Successfully Developed in the past 5 years

Year	Technology or Product
2020	Gen 4 Venus Medical Cart Computers

	Advanced High-Power Power Bank Gen 5 Mate Medical All-in-1 PC Medical AI-Accelerated Server (ACCEL) Gen 2 Monitor for Digital OR
2021	Micro AI medical accelerator 5G high-speed transmission medical-grade mobile tablets World's first ultra energy-efficient ARM-based medical tablets for Windows 11
2022	Endoscopy AI Workstation New Generation Medical Device HMI Computer Dental 3D Modeling All-In-One Machine
2023	AI interpretation work station for brain CAT scans AI intelligent computing box for abdominal ultrasound scans Next-generation intelligent medical battery
2024	World's First Medical Server Equipped with NVIDIA IGX Platform Slim High-Speed Medical AI Workstation Mobile Nursing Computer for New Generation AI Hospital Information Systems

#### (IV) Long and Short Term Business Development Plans

##### 1. Short-term business development plan

##### (1) Development of markets in the Americas and expansion of the medical IT equipment portfolio

The Company has achieved steady growth in the medical equipment OEM/ODM market in Americas. We will continue to actively develop the medical IT equipment market by providing smart medical computer, medical work station, remote medical equipment and other solutions that improve the operating efficiency of medical facilities in order to consolidate our competitive advantage in the market.

##### (2) Take advantage of new business opportunities in Europe and promote the development of the OEM market for medical devices

Even as competition in the medical markets of the Americas intensifies, the OEM/ODM market in Europe is set to welcome new growth opportunities. The Company will leverage our robust presence in the European medical IT market that we built up over the years to expand our European OEM market for medical devices. Local regulations and market demand will be taken into account to supply

high-quality and high-grade medical electronic equipment that will expand our business even more.

(3) Strengthen R&D and certification to develop more competitive specifications for

medical computers

The R&D team for development of professional medical devices will be expanded and combined with international medical certification designs to build medical-grade computer equipment. Entry into medical OEM/ODM markets will be accelerated to meet the demand for high-end smart medical equipment from medical institutions around the world.

(4) Strengthen brand management and boost global smart medical IT market share

The Company will increase its investment in digital marketing to strengthen our brand awareness and market penetration rate. The self-owned “ONYX” brand and core expertise in bespoke medical electronic devices will be leveraged to develop European, American, and Asian markets. The Company will actively expand the smart medical IT equipment market, and cooperate with OEM/ODM customers of large global medical firms to consolidate our global market position.

(5) Strengthen system integration and partnerships, expand the application of smart medicine.

Strategic partnerships with system integrators and medical software vendors will be strengthened, and smart medicine solutions will be launched through global distributor partners. The integration of technologies across different healthcare processes will help us break into the smart medicine market and build new business opportunities.

(6) Continue to invest in medical AI and IoT technologies, and promote the development of smart medicine.

R&D on medical AI and medical Internet of Things (IoT) technologies will be expanded. Management decisions on medical equipment are to be optimized through big data analytics. In the future, the Company will utilize cloud databases to improve equipment efficiency and promote smart medical applications to build a digital medical ecosystem.

(7) Our marketing and promotion strategy will focus on the top medical technology

exhibitions around the world, including those in United States, Germany, France, Japan and Malaysia. Demonstrations of innovative medical AI technologies and solutions will enhance the international visibility of the ONYX brand and strengthen our relationship with global partners. At the same time, the Company will use our official

website, social media platforms, and professional digital content marketing to establish diversified communication channels, improve brand value, and consolidate our leadership in the smart medicine industry.

2. Long-term business development plans

(1) From medical application platform to vertical medical application solutions.

- A. Establish innovative medical research and development centers, utilize ICT technology to imbue medical behaviors with Sensing, Connecting and Adapting features, accelerate popularization of CPOE (computerized physician order entry) and real-time location system (RTLS) in domestic and oversea medical institutions.
- B. Form alliances with specific hospitals to jointly develop related technology, rapidly integrate medical knowledge and information technology through win-win scenario to greatly reduce the time needed to develop new products.
- C. Collaborate with large medical institutions in Europe, North America and Asia to provide telecare services.
- D. Research AI for use in interpretation of medical images to significantly increase the accuracy of diagnosis and improve the efficiency of physician's diagnostic inquiry.

(2) A-level talent recruitment and training

- A. Make good use of oversea talents to manage local markets.
- B. Establish internal instructor system to train future generations of management talents.

(3) Build Branding

- A. Continue investment in the Onyx brand to maintain tier-one branding status in Europe and North America.
- B. Select vertical application markets and introduce new brands of application products.

## II. Market and Sale Status

### (I) Market Analysis

#### 1. Main Regions of Product (and service) Sale (and Provision)

Unit: NTD thousands; %

By Region \ By Year	2023		2024	
	Sales Amount	Proportion	Sales Amount	Proportion
Domestic Sales	31,432	2.11%	12,789	1.03%
Oversea Sales	1,461,428	97.89%	1,228,462	98.97%
Total	1,492,860	100.00%	1,241,251	100.00%

#### 2. Market share

The Company's research and development dimensions include hardware, software, and components. Furthermore, the group's technology and industry-academia collaborations are integrated and applied to the development of new medical products, including physiological monitoring systems, medical controllers, long-term care systems, mobile medical devices, nursing care systems, medical-grade power systems, as well as the design and manufacturing of customized medical computers, etc. The products are marketed globally under the Onyx brand.

Sales in Europe and the Americas are the highest, with both accounting for over 90% of sales. In Europe, most of the products are sold to end-users by distributors; in the Americas, most of the products are sold on an ODM/OEM basis. Our two-pronged strategy of supplying both self-owned brand and OEM services is now distributed 3:7 in terms of revenue respectively. The "ONYX" self-owned brand has established itself in both domestic and European/American markets, and is now the leading brand in professional European medical channels. In the US, all tier-1 medical device vendors are now our key customers. We can offer customized design and revenue is now growing steadily.

As the Company's business involves ODM/OEM, some of the customers of its independent brand Onyx purchase the Company's medical-grade computers and sell them with other systems or devices with their medical equipment. There is no relevant market research statistics on market size as the medical computer equipment market is somehow closed. Therefore, based on the sales models and industry characteristics, there is no accurate data to show the market share.

#### 3. Future Market Supply and Demand and Growth Potential

The future medical device market will continue to grow under the dual drivers of increasing demand and technological innovation. Manufacturers need to actively respond to regulatory challenges and market competition. Demand for innovative medical devices continues to rise, and the medical device industry has evolved from traditional R&D to manufacturing and sales



models, moving toward more diverse development through the integration of products and digital technology.

The key to global digital healthcare development lies in focusing on medical and patient needs, gaining deep understanding of the habits and need gaps in medical processes for both physicians and patients, using digital technology to add value and extend medical services, and expanding from digital healthcare development in medical institutions to health management for enterprises, communities, and individuals, providing more comprehensive medical solutions.

Many countries have started introducing eHealth and digitization equipment. As a result, large amounts of medical data are now being stored on cloud servers in digital form. According to the 2024 research data published by Frost & Sullivan compiled by IEK in May 2024, the global digital healthcare market was worth US\$236.3 billion in 2023 and is forecast to reach US\$479 billion by 2028. The compound annual growth rate (CAGR) between 2023 ~ 2028 is therefore placed at 15.1% p.a.

The aging issue continues to escalate, with United Nations population estimates showing that in 2023, the global population aged 65 and above accounted for 10% of the total population. This proportion is projected to rise from 5.07% in 1950 and 6.83% in 2000 to 16.33% by 2050. Emerging countries will also face the challenges of an aging society. By 2054, the growth rate of the global population aged 65 and above will be three times that of the average population. These demographic shifts are rapidly increasing medical demands related to aging-associated diseases and chronic conditions. In the United States, for example, the potential care population aged 65 and above is expected to increase from 48 million to 65 million between 2015 and 2025, while the severely care-dependent population aged 85 and above will grow from 6.3 million to 7.4 million. A shortage of caregiving personnel and resources can therefore be anticipated, intensifying the demand for medical device support. Furthermore, rapid economic growth in developing countries is driving opportunities in healthcare infrastructure development. With strong economic and policy support, the medical device market is expected to achieve double-digit growth rates.

From a regional perspective, the Americas dominated the global medical device market in 2023, accounting for 52.4% of the global share, followed by Western Europe and the Asia-Pacific region with 23.8% and 18.3% respectively. The Americas will continue to be the primary market, with the United States being the largest medical device market globally, accounting for 52.4% of the global share in 2023. This is mainly because the United States is an international hub for medical device research, development, and marketing, with a relatively mature healthcare insurance system. As a result, demand for high value-for-money products continues to rise, further influencing changes in brand or product market share. Compared to high-priced European, American, or Japanese brands, Taiwanese medical device manufacturers offering high value-for-money products will have opportunities to strengthen

their market presence.

Western European countries, facing aging population pressures, have consistently prioritized the introduction of innovative medical solutions. The European Commission has further promoted initiatives to revitalize the EU economy by investing in digital healthcare and artificial intelligence development to effectively enhance medical efficiency and reduce healthcare costs.

In the Asia-Pacific market, mainland China and Japan are the primary markets, representing more than 30% of the Asian market. In recent years, China has been actively implementing policies to balance urban and rural medical resources, increasing demand for basic medical supplies and accelerating the replacement and procurement of medical equipment, thereby becoming one of the key markets of interest to major medical device manufacturers. After the pandemic, Japan's overall medical device market continues to grow steadily, mainly due to the impact of its super-aged society and the demand for assistive devices and other geriatric medical equipment, which has become a focus for business development.

#### 4. Competitive Niche

Based on our technological leadership in Taiwan, our company integrates medical technology with healthcare services to meet global trends in health technology and population aging by providing comprehensive smart healthcare solutions covering digital medicine, mobile nursing, remote care, and personalized health management.

Our management team possesses rich and comprehensive experience in the medical industry, responds sensitively to market dynamics, makes decisions quickly and precisely, and demonstrates high ambition. Since its establishment, the Company has focused on the medical computer industry, with our R&D team leveraging long-accumulated deep technical expertise to create products with significant competitive advantages.

The Company has collaborated with multiple software companies to provide integrated smart hospital solutions for medical institutions, significantly improving the speed and accuracy of data transmission and recording. This not only effectively optimizes human resource allocation but also improves diagnostic efficiency and quality, completely eliminating the tedious process of manual data transcription by medical personnel, ensuring 100% data accuracy. In the future, we will further develop big data analysis technology to enhance the efficiency and precision of medical practices.

With international certification and production advantages, we have passed international medical ISO inspections and obtained international standard certifications, further enhancing our product's market competitiveness. Moreover, our QMS-certified production facilities strictly adhere to medical device manufacturing standards, providing a high-quality production environment with the core objective of meeting medical customers' needs. This enables us to provide medical computer design and manufacturing

services that are distinctly different from our competitors, creating a win-win situation for customers and the Company..

## 5. Advantages and Disadvantages of Development Prospect and Countermeasures

### (1) Advantages

#### A. Contactless medical service opportunities

With the advancement of technology, the demand for telemedicine and contactless physiological monitoring devices has been increasing, providing strong momentum for the Company's product growth. These innovative solutions not only enhance patient convenience but also promote effective utilization of medical resources, thereby driving overall market expansion.

#### B. Aging trend boosting market demand growth

As global demographic structures change, countries are gradually entering an era of aging populations and declining birth rates, a phenomenon that has profound implications for healthcare demands. The increasing number of chronic disease patients has led to rising healthcare expenditures. To address this challenge, countries urgently need to reduce medical costs while improving the quality and efficiency of healthcare services.

The demand for smart healthcare-related products will grow significantly. Through the introduction of innovative technologies, we can more effectively meet market demands, becoming an important driver for the Company's continued business growth.

#### C. Government policy support

Various governments in the world and healthcare industry are actively investing in smart healthcare to lower the costs of healthcare in the upcoming era of aging society, as well as improving quality and efficiency of healthcare services. These trends will also promote the growth of medical computer industry.

### (2) Disadvantages and countermeasures

#### A. We are a start-up company; our scale and market channels cannot yet compare to major foreign manufacturers.

##### Countermeasures

(A) To tackle market competitions, besides improving services for existing customers, we will emphasize the R&D of products with high quality and higher gross profit to provide customers with more competitive options.

(B) Combine oversea vertical manufacturers and customers to form an ecosystem alliance; actively participate in professional exhibitions.

#### B. Higher emphasis on exportation and at higher risk of changing exchange rate.

##### Countermeasures

(A) Our company's financial department is constantly collecting

information on the changing foreign currency exchange rate, and actively consults with our bank partners on foreign exchange information and advice, so we can grasp the most appropriate moment to buy, sell or convert foreign currencies. In addition, factors like changing exchange rates also being considered when providing price quotes to our clients, so that reasonable profits for our company are guaranteed.

(B) The increasingly strict and complex regulations in countries will contribute to the difficulty of market deployment. We will adopt various marketing layout strategies and business models accordingly.

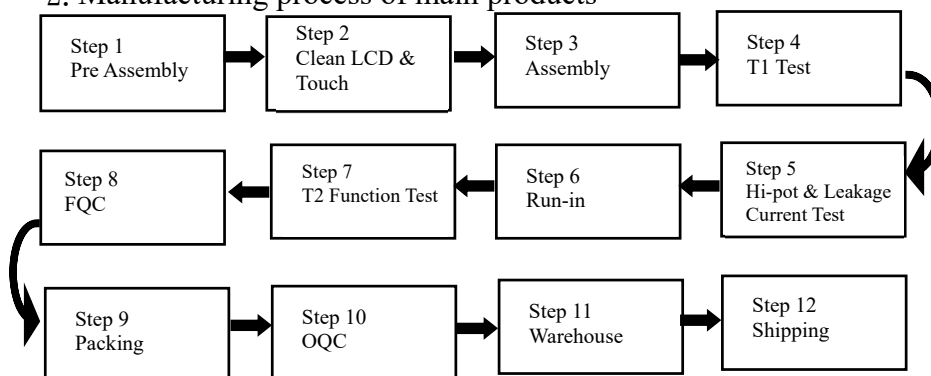
## (II) Key applications of main products and manufacturing process

### 1. Key applications of main products

Product title	Key application
Physiological monitoring system	<ul style="list-style-type: none"> <li>▪ Powerful computational performance and real-time graphical processing for medical needs</li> <li>▪ Medical DICOM display</li> <li>▪ OR/ICU/ER</li> </ul>
Medical controller	<ul style="list-style-type: none"> <li>▪ Fan-less and expansion card module design</li> <li>▪ Greatly reduce the development time of medical equipment</li> <li>▪ Greatly advance the marketing time of medical equipment</li> </ul>
Long-term care system	<ul style="list-style-type: none"> <li>▪ Provide WARD/LTC patients with entertainment and important health education information</li> <li>▪ Significantly increase the efficiency of nursing staff</li> <li>▪ Greatly increase patient satisfaction and reduce return visit rate</li> </ul>
Mobile medical devices	<ul style="list-style-type: none"> <li>▪ Communication tool for wheelchair users with impaired mobility</li> <li>▪ Infra red eye-ball identification system</li> </ul>
Mobile nursing care system	<ul style="list-style-type: none"> <li>▪ Wireless cart for effortless pushing by nursing staff</li> <li>▪ Ergonomic design allows height adjustment within 1 second, conforms to the movement height of nursing staff, as well as transforming into a mobile nursing station</li> </ul>
Medical-grade power system	<ul style="list-style-type: none"> <li>▪ Replaceable batteries for uninterrupted, 24/7 nursing care service</li> <li>▪ Fast 1-minute installation</li> </ul>

Product title	Key application
Customized medical computer design and manufacturing services	<ul style="list-style-type: none"> <li>Specialized in customized medical computer services</li> <li>One-stop full customization services from planning/design/testing/test production/production/customer service</li> </ul>
AI Medical Accelerator	<ul style="list-style-type: none"> <li>Realize medical AI, accelerating examination speed and precision</li> <li>Can rapidly upgrade existing examination equipment with AI</li> <li>Integrate AI with surgical-grade display technology, accelerating customer AI product deployment and development</li> <li>Hospital information systems AI transformation, automatic generation of medical records and automatic alerts for abnormal conditions</li> </ul>

## 2. Manufacturing process of main products



## (III) Supply status of primary raw materials

Name of primary raw materials	Supply status
Peripheral cards	Good
Liquid-crystal display	Good
Metallic chassis	Good
Touch screen panel	Good
Memory cards and modules	Good
Operating system	Good

(IV) Name of trade partner representing more than 10% of total purchases (sales) in any of the previous two years, and the amount and percentage of purchase (sale). Describe causes of any variation.

#### 1. Main suppliers

Unit: NTD thousands

Item	2023				2024			
	Name	Amount	As a percentage of annual net purchases (%)	Relationship with the issuer	Name	Amount	As a percentage of annual net purchases (%)	Relationship with the issuer
1	AAEON Technology Inc.	93,603	12.17	Parent company	AAEON Technology Inc.	63,665	9.00	Parent company
	Others	675,547	87.83	—	Others	643,662	91.00	—
	Net purchase	769,150	100	—	Net purchase	707,327	100	—

Explanation to variations:

The company reduced purchases from AAEON Technology Co., Ltd. primarily in 2024. The Company's purchases from this company reduced was mainly due to the fact that our company has commissioned some motherboards from other suppliers to increase supply flexibility and stability.

#### 2. Main buyers

Unit: NTD thousands

Item	2023				2024			
	Name	Amount	As a percentage of annual net sales (%)	Relationship with the issuer	Name	Amount	As a percentage of annual net sales (%)	Relationship with the issuer
1	Company A	211,827	14.19	—	Company A	256,000	20.62	—
2	Company B	153,306	10.27	—	Company B	20,057	1.62	—
	Others	1,127,727	75.54	—	Others	965,194	77.76	—
	Net sales	1,492,860	100.00	—	Net sales	1,241,251	100.00	—

Note 1: Buyers are presented using alias due to confidentiality agreement. The Company did not sell more than 10% to certain customers in 2021.

Explanation to variations:

Company A is the Company's ODM customer, mainly due to the increase in the shipment is mainly due to the good sales performance with this customer. Company B received a large order in 2023 and experienced a significant increase in shipments, but the sales amount decreased in 2024 after the completion of the contract.

III. Latest information on employees within the last 2 years and up to the date of printing and publishing of this annual

Year		2023	2024	As of March 31, 2025
Number of employees	Managers	10	13	14
	General employees	116	126	125
	Direct labor	25	23	24
	Total	151	162	163
Average age (years)		44.48	43.98	44.87
Average service years (year)		5.50	6.05	5.44
Distribution of education experience	Doctorate	1	1	1
	Master	35	40	39
	University or College-level	94	100	101
	High-school	21	19	21
	High-school or lower	0	2	1

Note: employees do not include board members with a position within the company

IV. Information on environmental expenses

- (I) Describe any losses (including compensation) incurred from environment pollution, the total amount of penalty fines, and disclose any possible costs of future measures (including improvement plans) within the past year and up to the date of printing and publishing of this annual (may include estimated amounts of loss from failure to implement measures, penalties and compensation; please specify the reasons if the amount could not be reasonably estimated): Since its establishment, our company has not suffered any losses or penalties due to environmental pollution.
- (II) Countermeasures and possible disbursements to be made in the future  
All of the Company's products have met WEEE (Waste of Electrical and Electronic Equipment) and RoHS (Restriction of Hazardous Substances) requirements. There are no significant environmental pollution issues. In 2024, the environmental protection expenditure mainly consisted of handling costs for municipal and industrial waste, amounting to \$699,000 . It is estimated that future annual environmental protection expenditures will be approximately \$722,000, and relevant operations will be adjusted in response to changes in related regulations.

## V. Labor Relation

- (I) The company's various employment benefits, advancement studies, training, retirement system and implementation status, labor-management agreements and various enforcements of employee rights and benefits.

### 1. Employee benefits and implementation status

#### (1) Insurance

In addition to the Labor and National Health Insurance as required by national regulation, all of our employees are covered with group insurance (including accident insurance and inpatient medical insurance), and offer discounted coverage premium on group insurance for the family members of our employees.

#### (2) Occupational safety and health

- A. We organize annual physical examinations on site for all of our employees; bi-annual hospital physical examinations for supervisors; we also incorporated surveys on overwork and mental health scale, musculoskeletal (human-factors engineering) survey for the benefit of work, physical and mental balance of our employees. Interpretation of physical examination reports and analysis of health status are available during physical examination; in-house physician arranges seasonly consultation on health status for our employees.

In 2024, six health promotion activities were held, covering topics such as metabolic syndrome dietary control, musculoskeletal issues in limbs, travel medicine, autonomic nervous system testing, stress management, and prevention of illegal harm. A total of 97 people participated. A monthly health and medical column was distributed to colleagues.

#### B. Occupational safety organization and personnel

In order to promote occupational safety and health, we have designated occupational safety and health organization and dedicated personnel (professionals including OH&S personnel, class I occupational safety and health affairs managers, factory doctors and nurses), and report for recordation. We will also establish an OH&S committee to periodically review the progress and effectiveness of various OH&S affairs and implement workplace health promotion activities to value employees' mental and physical health.

#### C. Occupational safety and health management measures

The company formulates occupational safety management plans, management charter and work guidelines as part of the occupational safety and health management measures, so that the employee's occupational safety awareness can be elevated to



enhance safety and health measures. There have been no occupational hazardous events in the past 3 years; we continue to maintain and protect the safety of our workplace.

D. Occupational safety and health education training

New employees receive occupational safety and health education training upon arrival, which contains courses on Occupational Safety and Health Act, safe and health work rules, automatic inspection, standard operation procedures, emergency response, fire and first-aid; we also arrange annual occupational safety and health training for all of our employees; professional personnel participate in respective professional education training (e.g., first-aid personnel, occupational safety management personnel, fire hazard personnel, etc.).

Year	Headcount	Occupational safety education training attendance	Occupational safety education training hours
2023	120	145	625
2024	125	146	646

E. Monitoring of work environments

We value the work environment safety and health of our employees, therefore we implement monitoring of work environments every 6 months, and seasonal testing of drinking water. We evaluate the labor environments and exposure to hazardous factors through sampling, surveillance and analysis, so as to guarantee the workplace safety and health of our employees.

F. Facility safety management

We regularly implement automatic inspection and maintenance of various equipment and machinery, ensuring their operations are normal. We also conduct annual fire safety equipment check and repair, replacing or improving any malfunctioning fire and evacuation equipment, so that our machinery and equipment remain safe.

G. Contractor management

As the risks of contractor hazards are high, to protect the safety of our contractors, we devised contractor management documents and implemented hazard notification, education training and construction application before any contracted work, which prevents occupational hazards from happening.

H. Fire safety

We formulated fire hazard self-defense teams and participate in 6-months fire evacuation drills and practice courses organized by the management committee, which direct our employees to perform evacuation drills and practice operation of fire extinguishers, so that when real emergency comes, everyone can remain calm and reduce losses to personnel and property.

(3) Welfare benefits

The labor welfare committee of our company provides each employee with 10,000 NTD benefit bonus points per year, which can be spent on cultural activities organized by the welfare committee, tourism subsidies, club subsidies, department dinners and self-inspirational activities.

(4) Employee assistance

We have selected qualified professional consulting firms and signed employee assistance contracts with them to provide employees with psychological consultation; employees may consult on issues such as work, life, parent-children relationship, marriage, relationship, emotion, stress and health conditions. A monthly psychologist column and regular mental health seminars are available for employees to maintain mental and spiritual health.

(5) Leaves and vacations

We provide paid vacations according to the Labor Standards Act. Employees and supervisors can check their vacation status through an online system, which helps to maintain work-life balance of our colleagues.

(6) Employee satisfaction survey

We conduct annual employee satisfaction surveys to understand our employee's identification of the organization and job satisfaction. Feedbacks from our employees will be incorporated as key reference indicators for the company's next year policies.

(7) Marriage, Funerals and Festivals

We regularly issue monthly birthday coupons to our employees, and plan seasonal meetings and birthday activities per season. All of our employees will congratulate people with birthday in the current month. We also issue a fixed subsidy for employee's marriage or funeral occasions, hospitalization and major catastrophes.

2. Retirement system and implementation status

We implement defined contribution pension plan for our employees as stipulated by the Labor Pension Act. Six percent of the monthly wages are borne by our company as retirement pension for our employees, and are deposited into the personal accounts of labor pension.

3. Employee advancement and training status

To improve the quality and work proficiency of our employees, we actively encourage employees to participate in various training courses. In addition to planning internal training courses for the purpose of professional knowledge and skill inheritance, employees may also apply for external training as necessary for work or business affair-related needs.

4. Labor-management agreement

Our labor-management relationship has been harmonious so far without major labor-management disputes.

5. Protection of various employee benefits and rights

The protection of our employee's benefits and rights are based on current legislation. We also designed various document-based regulations that clearly defined the employee's rights and duties, so that their due rights and benefits are properly maintained.

(II) Losses incurred by labor-management disputes as of the current year and up to the date of printing and publishing of this annual. Disclose any estimated amount for current or future disputes and response measures.

As of the current year and up to the date of printing and publishing of this annual, there have been no labor-management disputes.

## VI. Information security management

### (I) Information security risk management framework, Information security policy, specific management plan and resources invested in Information security management :

#### 1. Information security risk management framework

To enhance the Company's emphasis on information security and strengthen information security management, an information security unit has been established, under the responsibility of the Company's information department, responsible for formulating information security policies, planning and implementing information security operations, and promoting and implementing information security policies.

#### 2. Information security policy

To comply with international trends in information security management and client's information security needs, our company passed the ISO-9001 certification in April of 2011. By introducing the ISO-9001 information security management system, we have realized information security policies to ensure the security of data collection, processing, transmission, storage and circulation, and enhanced our response capacity of information security. The internal audit mechanism assures the performance and improvement of information security to reduce internal information security risk.

To strengthen our employee's information security awareness, we organize information security training for new employees, and also infrequently distribute information security related knowledge via emails and training courses, advocating knowledge related to information security.

#### 3. Specific management plan & resources invested in Information security management

##### (1) We proactively strengthen information security to ensure the security of information systems and data.

A.Installing firewalls: Protection including IPS, web filtering, and antivirus is in place.

B.Multilayered network architecture: Security rules are established for individual subnetworks.

C.Mail filter: Filter emails containing viruses, phishing, spam, and malware.

D.Privilege management: Management by account privileges.

E.Security updates of operating systems.

F.Deployment of antivirus software.

G.Implementation of EDR protection.

H.Multi-factor authentication.

I.Offsite backup.

J.Construction of a virtual machine for backup.

K.Execution of social engineering drills annually.

- L. Execution of penetration tests and vulnerability scans annually.
- (2) To strengthen our employee's information security awareness, we irregularly distribute information security related knowledge via emails and training courses, advocating knowledge related to information security.
  - (3) Emergency response drills are conducted at least once annually in accordance with the Information Security Emergency Response Operation Regulations to ensure the applicability of emergency response operations.
  - (4) The Company has applied to join the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) to obtain the latest information security intelligence and promotional activity sources.
4. Information Security Performance
- Implementation status is reported to the Board of Directors at least once annually: The implementation status was submitted to the Board on August 5, 2024.
- To enhance employees' information security awareness, social engineering attack drills and educational training are conducted annually. Through these drills, employees' vigilance is strengthened. From March 22 to April 1, 2024, all 150 employees participated in the drill.
- (II) Impacts of major information security event and response measures
- Through internal and external audits, there were no major deficiencies identified in 2024.

VII. Important contracts:

Agreement	Counterparty	Expiry date	Major Content	Restriction
Long-term Loan Contract	Mega ICBC	2021/4/22~2036/5/28	Motion for purchase of real property	Real estate mortgage

## FIVE Review and analysis of financial position and business performance, and risk management issues

### I. Financial position

Unit: NTD thousands; %				
Item \ Year	2024	2023	Difference	
			Amount	%(Note 1)
Current assets	\$824,607	\$870,965	(46,358)	-5.32%
Property, plant and equipment	341,689	349,380	(7,691)	-2.20%
Intangible assets	1,607	3,517	(1,910)	-54.31%
Other assets	938,290	824,346	113,944	13.82%
Total assets	2,106,193	2,048,208	57,985	2.83%
Current liabilities	338,864	305,151	33,713	11.05%
Non-current liabilities	214,571	222,511	(7,940)	-3.57%
Total liabilities	553,435	527,662	25,773	4.88%
Share capital	386,277	335,163	51,114	15.25%
Capital surplus	717,770	708,803	8,967	1.27%
Retained earnings	460,853	497,795	(36,942)	-7.42%
Total equity	1,552,758	1,520,546	32,212	2.12%
Explanation of variations (variations above 20% and amounting to NT\$10 million or higher): None.				

Note 1: Variation percentage is presented in relative terms, by setting previous year's value at 100%.

## II. Financial performance

### (I) Comparative analysis of operating performance

Unit: NTD thousands; %

Item \ Year	2024	2023	Amount change	Ratio change %(Note 1)
Operating revenues	\$1,241,251	\$1,492,860	(251,609)	-16.85%
Operating costs	784,976	936,716	(151,740)	-16.20%
Gross profit	456,275	556,144	(99,869)	-17.96%
Operating expenses	367,547	338,022	29,525	8.73%
Operating profit	88,728	218,122	(129,394)	-59.32%
Non-operating income and expenses	117,679	86,878	30,801	35.45%
Profit before income tax	206,407	305,000	(98,593)	-32.33%
Income tax expenses	26,282	49,830	(23,548)	-47.26%
Profit for the year	180,125	255,170	(75,045)	-29.41%
Explanation of variations (variations above 20% and amounting to NT\$10 million or higher):				
1. Operating profit decreased: This was mainly due to lower operating revenue and higher R&D expenses led to a significant decrease in net operating profit.				
2. Non-operating income and expenses increased: This was mainly due to increased dividend income and foreign exchange gains.				
3. Profit before income tax, Income tax expenses and Profit for the year reduced: This is mainly due to the reduce in revenue and profit.				

Note 1: Variation percentage is presented in relative terms, by setting previous year's value at 100%.

### (II) Expected sales, the basis of estimation, likely impacts on the Company's future financial position, and response plans

The Company specializes in the supply of medical computers and has accumulated a strong customer base in America and Europe due to the quality of products offered.. Given its innovative and R&D capacity, the Company is confident with its ability to capitalize on the market's growth and generate revenues and profits in return. The QMS certification will be introduced to improve the quality of OEM services for medical instruments. An aggressive strategy will be adopted to capture the OEM/ODM markets for large European, American, and Asian health companies. Advanced production standards and rapid customization capabilities will help generate stable and fast sales growth as well as boost market competitiveness. In 2024, Onyx will continue building on top of its successful experience and execute strategies in ways that secure its future growth momentum.

### III. Cash flow

#### (I) Analysis of cash flow variations in the last year

Unit: NTD thousands

Year	2024	2023	Variation	Variation (%)
Item				
Operating activities	124,516	350,493	(225,977)	(64.47)
Investing activities	(52,975)	(184,357)	131,382	(71.26)
Financing activities	(120,669)	(128,537)	7,868	(6.12)
Net cash inflow (outflow)	(42,174)	37,881	(80,055)	(211.33)
Analysis of cash flow variation:				
(1) Operating activities: This was mainly due to operating revenues and profit in fiscal year decrease in 2024				
(2) Investing activities: The increase was mainly due to the acquisition of real estate and investments in 2023..				
(3) Financing activities: This was mainly due to the increase in short-term borrowing for working capital in 2024.				

#### (II) Improvements for lack of liquidity:

The company experienced a net cash outflow in 2024 due to lower profits, but also secured funding to inject capital, thus there is no liquidity shortage.

#### (III) Liquidity analysis for the next year

Unit: NTD thous

ands

Opening cash balance	Projected net cash flow from operating activities for the year	Projected net cash inflow (outflow) from investing and financing activities	Expected cash surplus (deficit)	Financing of projected cash deficits	
				Investment plans	Financing plans
324,593	145,600	( 154,522 )	315,671	—	—
1. Analysis of cash flow variation for the next year:					
(1) Operating activities: This was mainl expected operating revenue inflow, resulting in net cash inflow.					
(2) Investing activities & Financing activities: This was mainly due cash dividends. resulting in net cash outflow.					
2. Financing of projected cash deficits: not applicable.					

### IV. Material capital expenditures in the last year and impact on business performance

The Company did not have significant capital expenditure in the most recent year.

### V. Investment policies in the last year; describe any causes of profit or loss, improvement plans, and investment plans for the next year



(I) Investment policies of the Company

The Company mainly invests in businesses that are relevant to its core activities, and has appointed departments to oversee compliance with internal control system, the "Investment Cycle," "Transaction Procedures for Affiliated Enterprises, Specific Companies and Related Parties" and "Asset Acquisition and Disposal Procedures." All policies and procedures above have been discussed and passed during board of directors meetings or shareholder meetings.

(II) Main cause of profit or loss incurred on investments in the last year

The investments under equity method of the Company and its subsidiaries are for long-term strategic purposes. In 2024, the investment under equity method made a gain of NT\$67,099thousand. In the future, the Company will continue with mainly long-term strategic investment and continue to carefully evaluate the reinvestment plans.

(III) Investment plans for the coming year:

We plan to continue searching for suitable subjects if conditions permit us to expand our strategic investment.

VI. Analysis of risk issues

(I) Impact of interest rate, exchange rate, and inflation on the Company's earnings, and response measures

1. Impact of interest rate variation to the Company's profitability, and future response measures

The Company and subsidiaries reported NT\$4,359 thousands and NT\$3,684 thousands of interest expense in the last two years, representing 2.11d 1.21% of pre-tax profit, respectively. Given the insignificant weight, a change in interest rate should not have any material impact on the Company's operations. The interest expenditures were mainly due to an increase in the purchase of real property and long-term and short-term loans. The Company monitors bank borrowing rates on a regular basis and maintains good relationship with banks to secure preferential rates for reduced interest expense. Furthermore, given the Company's strong financial position, good credibility and conservative capital plans, future interest rate changes should not impact the Company's overall operations to any significant degree.

2. Impact of exchange rate variation to the Company's profitability, and future response measures

The ratio of foreign exchange gain (loss) to operating income for 2024 recognized by the Company and its subsidiaries in 2024 was 1.06%. The change in exchange rate had no significant impact on the Company.

3. Impact of inflation on the Company's profit and loss, and response measures

Neither the Company nor its subsidiaries sell products directly to consumers; therefore inflation has no direct or immediately impact on the Company. Furthermore, there has been no change in inflation that significantly affected the Company's profit performance in the last year or up till the publication date of annual report.

(II) Policies on high-risk and highly leveraged investments, loans to external parties, endorsements / guarantees, and trading of derivatives; describe the main causes of profit or loss incurred and future response measures

1. Policies on high-risk and highly leveraged investments; describe the main causes of profit or loss incurred and future response measures

The Company remains focused on core business activities and adopts a conservative management approach. It did not engage in any high-risk or highly leveraged investment in the last year up till the publication date of annual report.

2. Policies on loans to external parties, endorsements / guarantees, and trading of derivatives; describe the main causes of profit or loss incurred and future response measures

(1) The Company has implemented "External Party Lending Procedures."; no external party lending was offered to external party as of the publication date of annual report.

(2) The Company has implemented "External Party Lending Endorsement and Guarantee Procedures"; no endorsement or guarantee was offered to external party as of the publication date of annual report.

(3) We operate derivative transactions in accordance with "Asset Acquisition and Disposal Procedures" in a conservative and cautious manner. We engage in derivative transactions primarily to hedge against exchange rate risks and transact only with financial institutions of good credit standing.

(III) Future R&D projects and projected R&D budget

1. Future R&D projects are as follow:

On the forefront of Medical AI and AIoT industry trends, our current research scope includes professional medical AI edge-computing technology, AIoT, integrated operating room output technology, integrated

solutions for mobile nursing care, sensing technology, medical AI platform, medical mobile power stations and extended battery life technology, remote management update and technology for medical workstations, outdoor emergency aid devices and machine self-diagnostic technology. Results from these studies will be incorporated as new features of newly developed products, so that we can continuously enhance the uniqueness of our products, and increase market share through industry-leading technology.

In terms of long-term research and development, in addition to accelerating the application and development of artificial intelligence in the medical industry, the Company will focus on its new product line of professional medical displays and products integrating telemedicine applications. The Company is actively seeking partnerships with major international medical manufacturers for joint development and customized services. Ultimately, these efforts will combine AI technology to achieve a comprehensive solution for medical diagnosis and management, maintaining the Company's leading position in the industry. Projected R&D budgets are as follow:

The research and development budgets invested by our company are formulated based on the development progress of new products and technology. To ensure and elevate our company's competitive advantage, we will continue to invest human resources and materials on the development of new products, and make adjustments based on operational status and needs to promote the completion of novel products.

2. Annual R&D budget for the past 5 years, accounting for 5% ~10% of the annual revenue

Unit: NTD thousands					
Year	2020	2021	2022	2023	2024
R&D budget	68,635	79,351	86,671	79,362	118,318

(2) Projected R&D budget for 2025: NT\$ 80 million

- A. Customized medical equipment design: NT\$ 5 million.
- B. Medical AI edge computing technology: NT\$ 10 million
- C. Operating room integrated output technology: NT\$ 5 million
- D. Integrated solution for mobile nursing care: NT\$ 10million
- E. Medical sensing and wireless transfer technology: NT\$ 5 million

- F. Remote management and update technology for medical workstations: NT\$ 5 million
- G. Medical AI platform and AIoT: NT\$ 20 million
- H. Medical mobile power station and high-life battery technology: NT\$ 5 million.
- I. Outdoor emergency care aids and machine self-diagnostic technology: NT\$ 15 million

(IV) Financial impacts and response measures in the event of changes in local and foreign regulations:

The Company complies with local and foreign regulations with respect to its operations. It pays constant attention to political and regulatory developments local and abroad. The Company encountered no change in local or foreign policy/regulation that affected its financial or business performance in the last year up till the publication date of this annual report.

(V) Financial impacts and response measures in the event of technological or industrial change

The Company constantly monitors changes in technology. As the population ages, demand for medical computing solutions increases worldwide, and the Company is well-positioned in terms of distribution network to observe industry changes and plan and respond accordingly. The Company also invests persistently into researching and developing new technologies as means to strengthen competitive advantage. There has been no change in technology or industry practice in the last year up till the publication date of annual report that significantly affected the Company's financial position or business performance.

(VI) Crisis management, impacts, and response measures in the event of a change in corporate image

Driven by relentless pursuit for innovation and integrity and a mission to satisfy customers' needs, the Company has built a strong corporate image and earned the preference and trust of many customers by marketing its products under the proprietary brand - "onyx." No change in corporate image or crisis had occurred in the last year up till the publication date of annual report.

(VII) Expected benefits, risks and response measures of planned mergers or acquisitions

The Company did not merge or acquire other companies in the last year up till the publication date of this annual report.

(VIII) Expected benefits, risks and response measures associated with plant expansion

Not applicable.

(IX) Risks and response measures associated with concentrated sales or purchases

1. Sales

Customers of the Company include system integrators, distributors, manufacturers and medical institutions. The largest customer accounted for 20.62% of the Company's net sales in the most recent year, and no excessive sales concentration was noticed.

2. Purchases

AAEON Technology Inc. has been our largest supplier in recent years, accounting for 9.14% of our net purchases. It mainly supplies us with industrial motherboards. The input amount is higher because most of our products are customized. We selected AAEON mainly due to quality concerns. To ensure supply flexibility and stability, we will source and assess new suppliers.

To increase supply flexibility and stability, the company is also gradually transitioning the manufacture of some motherboards supply, avoiding the risks associated with concentrated purchasing. To increase the flexibility and stability of our supply, the Company is also gradually diversifying our motherboard suppliers to avoid the risk of concentrated sourcing.

(X) Impacts, risks and response measures following a major transfer of shareholding by directors, supervisors, or shareholders with more than 10% ownership interest

None.

(XI) Impacts, risks and response measures associated with a change of management

The Company encountered no change of management in the last year up till the publication date of annual report that impacted its operations.

(XII) Major litigations, non-contentious cases, or administrative litigations involving the Company or any director, supervisor, President, person-in-charge or major shareholder with more than 10% ownership interest, whether concluded or pending judgment, that are likely to pose significant

impact to shareholders or security prices of the Company. Disclose the nature of dispute, the amount involved, the date the litigation first started, the key parties involved, and progress as of the publication date of this annual report

None.

(XIII) Other important risks and response measures

None.

VII. Other material issues: None.

## SIX Special remarks

### I. Affiliated enterprises

#### (I) Consolidated business report

Please refer to the Market Observation Post System (MOPS)  
<https://mops.twse.com.tw> Single Company > Electronic Document  
Download > Affiliated Enterprises Reports Section

#### (II) Consolidated financial statements of affiliated companies

Affiliated enterprises subject to the preparation of consolidated financial statements of affiliated enterprises under "Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises" were identical to the affiliated companies subject to the preparation of consolidated financial statements under Statement of Financial Accounting Standards No. 7 for financial year 2024. All mandatory disclosures of the consolidated financial statements of affiliated enterprises have been disclosed in the consolidated financial statements, therefore no separate consolidated financial statements of affiliated enterprises were prepared. Declaration concerning consolidated financial statements of affiliated companies, please refer to the Market Observation Post System (MOPS) <https://mops.twse.com.tw>, Electronic Document Download > Financial Statements > Consolidated financial statements on page 4.

#### (III) Relationship report

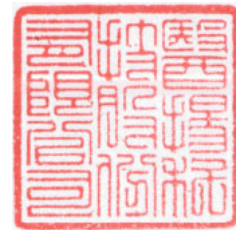
Please refer to the Market Observation Post System (MOPS)  
<https://mops.twse.com.tw> Single Company > Electronic Document  
Download > Affiliated Enterprises Reports Section

### II. Private placement of securities in the last year and up till the publication date of annual report: None.

### III. Other supplementary information: None.

### IV. Occurrences significant to shareholders' equity or securities price, as defined in subparagraph 2, paragraph 3, Article 36 of the Securities and Exchange Act, in the last year up till the publication date of annual report: None.

Onyx Healthcare Inc.



Chairman Chuang, Yung-Shun







## Onyx Healthcare Inc.

4F, No 135, Ln 235, Baoqiao Rd.,  
Xindian Dist , New Taipei City 231028,  
Taiwan (R.O.C)

Tel: 886-2-8919-2188

Fax: 886-2-8919-1699

E-mail: [sales@onyx-healthcare.com](mailto:sales@onyx-healthcare.com)

[www.onyx-healthcare.com](http://www.onyx-healthcare.com)

## WORLDWIDE OFFICES

### America

324 W. Blueridge Ave., Orange, CA 92865

TEL: +1-714-792-0774

### USA

FAX: +1-714-792-0481

Onyx Healthcare, USA Inc.

E-mail: [Sales@onyx-healthcare.com](mailto:Sales@onyx-healthcare.com)

### Europe

Primulalaan 42, 5582 GL Waalre,  
The Netherlands

### Netherlands

TEL: +1-714-792-0774

Onyx Healthcare EUROPE B.V.

E-mail: [Sales@onyx-healthcare.com](mailto:Sales@onyx-healthcare.com)

### Asia & China

20F, unti D, GEM Building, No. 487 Tianlin  
Road, Shanghai, China

### China

TEL: 021-64956588-602

Onyx Healthcare (Shanghai) Inc.

E-mail: [Sales@onyx-healthcare.com](mailto:Sales@onyx-healthcare.com)

