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SUNF PU TECHNOLOGY CO., LTD.

2024 Annual Report

Published on April 30, 2025

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SUNF PU TECHNOLOGY CO., LTD.

I. Letter to Shareholders

Dear Shareholders,

Sunf Pu has always been dedicated to OEM production of cables. In recent years, due to the rampant spread of viruses and ongoing racial conflicts and wars, the prices of raw materials have risen, making business operations increasingly difficult. In 2024, operating costs continue to rise amidst an unpredictable international landscape. The market in Mainland China remains sluggish, and both domestic and overseas sales markets are showing weak recoveries. With both industry and consumers remaining cautious, the overall supply and demand environment has been significantly impacted.

In contrast, the Taiwanese government is currently pushing listed companies to prepare environmental, social, and governance (ESG) sustainability reports, and combining this with expanded green energy resources and corporate carbon inventories. The intention is that when companies discuss production and profits, they will also align with international practices; like foreign enterprises, they will begin to care about their nearby environments and ecologies, putting sustainable management concepts in place. Sunf Pu is also moving in the direction of sustainable operations. The company has consistently selected and developed raw materials and new suppliers based on environmental protection standards; we hope that both our upstream and downstream partners can integrate these same goals.

In 2024, Sunf Pu continued to improve product yields, reduce waste, and increase production through shortened processes and improvements to machinery and molds, all aimed at raising product profitability.

1. Future Company Development Strategy: Our development strategy for 2025 remains focused on maintaining the OEM role; moving toward product diversification and refine-

ment of cable specifications; developing new clients and markets; and seeking greater exposure and customer connections through international exhibitions.

2. Impacts from the External Competitive Environment: The manufacturing industry in Mainland China continues to suffer, and the Dongguan plant has responded by streamlining personnel and cutting expenses. With our Taiwan plant's orders from Europe and North America, although profit margins have been directly reduced due to inflation and increased transportation costs, Sunf Pu is currently working on new formulas and shortening manufacturing processes to lower production costs and thus enhance product competitiveness.
3. Impact of the Regulatory Environment: Countries around the world share a consensus on environmentally friendly practices, green sustainability, and safety standards. Mainland China has also been tightening regulations on wastewater treatment, solar energy, and industrial safety, which has led to increased additional costs for businesses. Only through legal compliance and a prudent approach can stable operations be achieved, while also aiming for sustainable operations and low-carbon lifestyles.

Impacts of the Overall Environment: In 2024, due to the ongoing effects of war and viruses, raw material prices continued to rise. Furthermore, the convenience of the Internet has led to widespread labor shortages in many industries. Countries have begun introspective reviews and adjustments. The main focus of our Taiwan plant remains on fulfilling order demand from domestic and North American clients; while the Mainland China plant focuses on supplying the domestic market and meeting demand from European and Asian clients. Each of Sunf Pu's factories has set its own quality and sales targets, working toward saving labor and simplifying manufacturing processes. It is expected that through equipment upgrades and improved processes, work efficiency can be enhanced, employee training strengthened, production yield increased, and raw material losses reduced. The ultimate goal is to maximize profits for both clients and Sunf Pu, all while achieving sustainability – a win-win outcome.

1. Implementation of the business plan

Unit: NT\$ thousand; %

Item	2024	2023	Increased (decreased) amount	Increased (decreased)) %
Operating revenue	838,313	900,871	(62,558)	(6.94)
Operating cost	742,383	809,946	(67,563)	(8.34)
Gross operating (loss) profit	95,930	90,925	5,005	5.50
Operating expense	120,397	117,647	2,750	2.34
Net operating (loss) profit	(24,467)	(26,722)	2,255	(8.44)
Net(loss) profit before tax	(6,147)	72,864	(79,011)	(108.44)

2. Budget implementation: The Company had not announced its financial forecast; therefore, this is not applicable. °

3. Status of operating income, expenditure and analysis of profitability

Unit: NT\$ thousand; %

Item		Year		Increased (decreased) %	
		2024	2023		
Financial income and expenditure	Net operating revenue	838,313	900,871	(6.94)	
	Gross operating (loss) profit	95,930	90,925	5.50	
	Interest expense	9,603	12,048	(20.29)	
	Net (loss) profit after tax	607	37,994	(98.40)	
Profitability	Return on Assets(%)	0.55	3.07	(82.08)	
	ROE(%)	0.07	4.23	(98.35)	
	Ratio to paid-in capital (%)	Operating profit (loss)	(2.67)	(2.92)	(8.56)
		Net (loss) profit before tax	(0.67)	7.96	(108.42)
	Net profit rate	0.07	4.22	(98.34)	
	Earnings per share	0.01	0.41	(97.56)	

4. Research and development status

The ratio of research and development expenses to turnover in the most recent two year

Unit: NT\$ thousand;%

Item		Year	
		2024	2023
Research and development expense		7,572	7,201
Ratio to operating revenue		0.90	0.80

5. Business goals and operating policies

Business goals	Operating policies
1. Improve production efficiency and enhance customer satisfaction	1.Strengthen employee education and training to improve yield 2.Meet the needs of customers for new products and new markets
2. Process improvement	Improve the yield of raw materials, develop new materials and formulations
3. Green energy and environmental protection	Comply with international requirements, use environmentally friendly materials, and reduce energy consumption

Wishing you all good health and the best of luck.

SUNF PU TECHNOLOGY CO., LTD

President LO, KAO-CHENG

Managerial Officer LO, SHIU-YUNG

Accounting Director LEE, CHEN-YANG

I 、Corporate Governance Report

1. Profiles of Directors, Supervisors, General Manager, Vice General Manager, Deputy Vice General Manager, Division Heads, and Branch Heads

Profiles of Directors and Supervisors (1)

April 28, 2025 Unit: shares

Title	Nationality or place of registration	Name	Gender Age	Election (Appointment) Date	Term of Office	Initial Election Date	Shares at Election		Current shareholding		Current shareholding held by spouse & minor children		Shareholding held through nominees		Principal work experience and academic qualifications	Position(s) held concurrently in the company and/or in any other company	Other officer, directors or supervisors with a spousal or other second degree of kinship			Remark (note 3)
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relation	
President	R.O.C.	LO, KAO-CHENG	Male/ 71~80	2022.06.17	3 years	1999.06.29	3,868,301	4.22%	3,868,301	4.22%	0	0.00%	0	0%	(note 1)	(note 1)	Director and General Manager	LO SHIUYUNG	second degree of kinship	None
																	Business General Manager	LO CHAOMING	second degree of kinship	None
Director	R.O.C.	LO, SHIU-YUNG	Male/ 61~70	2022.06.17	3 years	1999.06.29	6,184,672	6.75%	6,184,672	6.75%	1,652,857	1.81%	0	0%	(note 1)	(note 1)	President and Chairman	LO KAOCHENG	second degree of kinship	None
																	Business General Manager	LO CHAOMING	second degree of kinship	None
Director	R.O.C.	HONG, SHUI-TONG	Male/ 61~70	2022.06.17	3 years	2008.06.13	1,100,145	1.20%	1,306,145	1.43%	7,000	0.00%	0	0%	(note 1)	(note 1)	None	None	None	None
Director	R.O.C.	CHANG, TAI-YANG	Male/ 71~80	2022.06.17	3 years	2007.05.22	84,970	0.09%	65,000	0.07%	0	0.00%	0	0%	(note 1)	(note 1)	None	None	None	None
Director	R.O.C.	HUNG, WEN-HUA	Male/ 61~70	2022.06.17	3 years	2005.06.10	70,000	0.08%	70,000	0.08%	5,000	0.00%	0	0%	(note 1)	(note 1)	None	None	None	None
Director	R.O.C.	CHUNG, PI-PIN	Female/ 51~60	2022.06.17	3 years	2013.06.28	488,000	0.53%	488,000	0.53%	1,537,000	1.68%	0	0%	(note 1)	(note 1)	President and Chairman	LO KAOCHENG	Relatives by marriage	None None
																	Director and General Manager	LO SHIUYUNG	Relatives by marriage	
																	Business General Manager	LO CHAOMING	Spouse	
Independent Director	R.O.C.	CHEN, CHUN-CHIH	Male/ 61~70	2022.06.17	3 years	2016.06.23	30	0.00%	30	0.00%	0	0.00%	0	0%	(note 1)	(note 1)	None	None	None	None
Independent Director	R.O.C.	KAO, KUO,CHING	Male/ 51~60	2022.06.17	3 years	2020.06.18	0	0.00%	0	0.00%	0	0.00%	0	0%	(note 1)	(note 1)	None	None	None	None
Independent Director	R.O.C.	HSU, MING-CHE	Male/ 51~60	2022.06.17	3 years	2022.06.17	0	0.00%	0	0.00%	0	0.00%	0	0%	(note 1)	(note 1)	None	None	None	None

Note 1: Principal work experience, academic qualifications and position(s) held concurrently in the company and/or in any other company of the directors and supervisors

Title	Name	Principal work experience and academic qualifications	Position(s) held concurrently in the company and/or in any other company
President	LO, KAO-CHENG	Graduated from ChiMing Elementary School. Section Chief of Lu Her Wires and Cables Co., Ltd. Ta Hsing Electric Wire & Cable Co., Ltd. Walsin Lihwa Corp.	Chairman, SUNF PU TECHNOLOGY CO., LTD Director: Sunf Pu Electric Wire & Cable Co., Ltd. New Sunf Pu Electric Wire & Cable (Shenzhen) Co., Ltd. Sunf Pu Technology (Dongguan) Co., Ltd.
Director	LO, SHIU-YUNG	Graduated from ChiMing Elementary School. Section Chief of Lu Her Wires and Cables Co., Ltd.	General Manager, SUNF PU TECHNOLOGY CO., LTD.; Sunf Pu Electric Wire & Cable Co., Ltd.; Director: New Sunf Pu Electric Wire & Cable (Shenzhen) Co., Ltd.; Sunf Pu Technology (Dongguan) Co., Ltd.
Director	HONG, SHUI-TONG	Graduated from Chiao Tai High School	Management and Consulting: Wei Jeng Industrial Co., Ltd.
Director	HUNG, WEN-HUA	Graduated from Tung Hsiao Junior High School Henz Yuh Industry Co., Ltd. Hungsin Steel Co., Ltd.	Director, General Manager: Henz Yuh Industry Co., Ltd., Hungsin Steel Co., Ltd.
Director	CHANG, TAI-YANG	Graduated from Tung Hsiao Elementary School Councilor of Miaoli County Assistant in the Office of Miaoli County Councilor Chang Ko-Hsin	None
Director	CHUNG, PI-PIN	Graduated from Taipei Senior High School SUNF PU TECHNOLOGY CO., LTD.	None
Independent Director	CHEN, CHUN-CHIH	Graduated from Nanshan High School Staff of Formidable Co., Ltd.	Chairman: Wing-Span Enterprise Co., Ltd.
Independent Director	KAO, KUO-CHING	Graduated from Takming University of Science and Technology General Manager of Shanghai Huaye Wire Drawing Dies Co., Ltd.	General Manager: Shanghai Huaye Wire Drawing Dies Co., Ltd.
Independent Director	HSU, MING-CHE	Graduated from Adelphi University, New York Senior Project Manager of Wafer Works Corporation Senior Manager of Qisda Corporation	Senior Manager of Qisda Corporation

Note 2: If the president, general manager or person with equivalent position (top manager) of the company are the same person, each other's spouses or first-degree relatives, the reason, rationality, necessity and corresponding information shall be provided (for example, increasing the number of independent directors, and ensuring that more than half of the directors are not concurrently serving as employees or managers, etc.):

Profiles of Directors and Supervisors (2)

1. Disclosure of Professional Qualifications of Directors and Supervisors and Independence of

Independent Directors:

Conditions Name	Professional qualifications and experience (note 1)	Independent status (note2)	Number of other public companies in which the individual is concurrently serving as independent director
President LO, KAO- CHENG	Having the work experience, professional knowledge and skills required for the business and company business Experience: Lu Her Wires and Cables Co., Ltd./ Section Chief SUNF PU TECHNOLOGY CO., LTD. (Group)/General Manager, President He is not under any circumstances specified in the provisions of Article 30 of the Company Act.		None
Director LO, SHIU- YUNG	Having the work experience, professional knowledge and skills required for the business and company business Experience: Lu Her Wires and Cables Co., Ltd./ Section Chief SUNF PU TECHNOLOGY CO., LTD. (Group)/R&D Vice General Manager, General Manager He is not under any circumstances specified in the provisions of Article 30 of the Company Act.		None
Director HONG, SHUI- TONG	Having the work experience, professional knowledge and skills required for the business and company business Experience: Wei Jeng Industrial Co., Ltd./Management and Consulting He is not under any circumstances specified in the provisions of Article 30 of the Company Act.		None
Director HUNG, WEN-HUA	Having the work experience, professional knowledge and skills required for the business and company business Experience: Henz Yuh Industry Co., Ltd./Director, General Manager Hungsin Steel Co., Ltd./Director, General Manager He is not under any circumstances specified in the provisions of Article 30 of the Company Act.		None
Director CHANG, TAI- YANG	Having the work experience related to the business. Experience: Councilor of Miaoli County Miaoli County, Councilor CHANG, KO-HSIN's Office's Assistant He is not under any circumstances specified in the provisions of Article 30 of the Company Act.		None

Director CHUNG, PI-PIN	Having the work experience and professional knowledge required for the company business Experience: SUNF PU TECHNOLOGY CO., LTD./Manager of Financial Department She is not under any circumstances specified in the provisions of Article 30 of the Company Act.		None
Independent Director CHEN,CH UN- CHIH	Having the work experience, professional knowledge and skills required for the business and company business Experience: Wing-Span Enterprise Co., Ltd./General Manager, President He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	(1)No (2) Holds 30 shares (3)No (4)None	None
Independent Director KAO,KUO- CHING	Having the work experience, professional knowledge and skills required for the business and company business Experience: Shanghai Huaye Wire Drawing Dies Co., Ltd./General Manager He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	(1)No (2) Holds no shares (3)No (4)None	None
Independent Director HSU,MING -CHE	Having the work experience, professional knowledge and skills required for the business and company business Experience: Senior Project Manager of Wafer Works Corporation Senior Manager of Qisda Corporation He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	(1)No (2) Holds no shares (3)No (4)None	None

2. Board of Directors diversity and independence:

(1) Board of Directors diversity: The composition of the Board of Directors shall take into account diversity, and appropriate diversification policies shall be formulated based on the Company's operations, business model, and development needs. The Board members shall possess the necessary knowledge, skills, and qualities to perform their duties. To achieve the ideal goal of corporate governance, the overall capabilities that the Board of Directors shall possess are as follows:

1. Operational judgment capability, 2. Accounting and financial analysis capability, 3. Business management capability, 4. Risk management capability, 5. Industry knowledge, 6. International market outlook, 7. Leadership capability, and 8. Decision-making capability.

If the number of directors of any gender on the Board of Directors is less than one-third, explain the reasons and the policies adopted to improve gender diversity among directors:

1. Explanation of Reason: In accordance with the Company's Articles of Incorporation, the Board of Directors consists of nine seats. The current directors were elected through the June 17, 2022 shareholders' meeting. However, there is only one female director; although this is in compliance with the applicable regulations at the time, it still does not meet the one-third threshold. This is mainly due to the characteristics of the industry, where it is difficult to recruit suitable talent in a short period of time.

2. Measures Adopted: In future re-elections of the Board, the Company will continue to consider diversity in the composition of the Board members in order to achieve the stated goal.

(2) Independence of the Board of Directors: The Board of Directors of the Company consists of 9 directors, including 3 independent directors. The ratio of directors who are employees of the Company is 22%, and that of independent directors is 33%. The seniority from the term of office for independent directors is 8 years, 4 years and 2 years respectively. All independent directors have not served continuously for more than three terms. Not more than half of the directors mentioned above have a spouse or a second-degree relative relationship with each other. This complies with the provisions of Article 26-3, paragraphs 3 and 4 of the Securities and Exchange Act.

The diversity policy and implementation status of the current members of the Board of Directors of the Company are as follows:

Name	Title	Nationality	Gender	Having employee status	Age					Tenure of independent director			Industry experience					Specialized ability				
					41-50	51-60	61-70	71-80	81-90	Less than 3 years	3-6 years	7-9 years	Production and manufacturing	Electronic technology	Finance	Business	IT Technology	Management	international market	Law	Accounting	Risk Management
LO, KAO-CHENG	President	R.O.C.	Male	✓				✓					✓	✓	✓	✓	✓	✓	✓	✓		
LO, SHIU-YUNG	Director	R.O.C.	Male	✓			✓						✓	✓	✓	✓	✓	✓	✓	✓		
HONG, SHUI-TONG	Director	R.O.C.	Male				✓						✓	✓	✓	✓	✓	✓	✓	✓		
CHANG, TAI-YANG	Director	R.O.C.	Male					✓							✓		✓					
HUNG, WEN-HUA	Director	R.O.C.	Male				✓						✓	✓	✓	✓	✓	✓	✓	✓		
CHUNG, PI-PIN	Director	R.O.C.	Female			✓							✓	✓	✓	✓	✓	✓	✓	✓		
CHEN, CHUN-CHIH	Independent Director	R.O.C.	Male				✓				✓		✓	✓	✓	✓	✓	✓	✓	✓		
KAO, KUO-CHING	Independent Director	R.O.C.	Male			✓				✓			✓	✓	✓	✓	✓	✓	✓	✓		
HSU, MING-CHE	Independent Director	R.O.C.	Male			✓			✓						✓			✓		✓		

Note 1: Professional qualifications and experience: Describe the professional qualifications and experience of individual directors and supervisors. If they are members of the Audit Committee and have accounting or financial expertise, their accounting or financial background and work experience shall be described, and whether they have any circumstances as specified in Article 30 of the Company Act shall also be explained.

Note 2: Independent directors shall disclose their independence status, including but not limited to:

- (1) Whether the director, their spouse, or relatives within the second degree of kinship are serving as directors, supervisors, or employees of the Company or its affiliated companies.
- (2) The number and percentage of the Company's shares held by the director, their spouse, or relatives within the second degree of kinship (or held through nominees).
- (3) Whether the director serves as a director, supervisor, or employee of companies that have specific relationships with the Company (refer to Article 3, Paragraph 1, subparagraph 5-8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies).
- (4) The amount of remuneration received for providing business, legal, financial, accounting, or other services to the Company or its affiliated companies in the past two years.

Note 3: Please refer to the Best Practice Examples on the website of the Corporate Governance Center, Taiwan Stock Exchange for the methods of disclosure.

(2) Profiles of General Manager, Vice General Manager, Deputy Vice General Manager, Division Heads, and Branch Heads

April 28, 2025 Unit: Share

Title	Nationality	Name	Gender	Election (Appointment) Date	Shareholding		Shareholding held by spouse & minor children		Shareholding held through nominees		Principal work experience and academic qualifications	Position(s) held concurrently in the company and/or in any other company	Manager with a spousal or other second degree of kinship			Remarks (note 2)
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Position	Name	Relationship	
Chairman	R.O.C.	LO, KAO-CHENG	Male	2019.06	3,868,301	4.22%	0	0%	0	0%	Graduated from ChiMing Elementary School. Section Chief of Lu Her Wires and Cables Co., Ltd.	(note 1)	General Manager	LO, SHIU-YUNG	second degree of kinship	None
													Business General Manager	LO, CHAO-MING	second degree of kinship	None
General Manager	R.O.C.	LO, SHIU-YUNG	Male	2019.06	6,184,672	6.75%	1,652,857	1.81%	0	0%	Graduated from ChiMing Elementary School. Section Chief of Lu Her Wires and Cables Co., Ltd.	(note 1)	Chairman	LO, KAO-CHENG	second degree of kinship	None
													Business General Manager	LO, CHAO-MING	second degree of kinship	None
General Manager	R.O.C.	LO, CHAO-MING	Male	2007.01	1,537,000	1.68%	488,000	0.53%	0	0%	Graduated from Tung Hsiao Junior High School	(note 1)	Chairman	LO, KAO-CHENG	second degree of kinship	None
													General Manager	LO, SHIU-YUNG	second degree of kinship	None
Manager of Financial Division	R.O.C.	LEE, CHEN-YANG	Male	2011.02	0	0%	0	0%	0	0%	Graduated from Dept. of Accounting and Statistics, National Taipei College of Business	(note 1)	None	None	None	None

Note 1 : The manager currently holds positions in other companies

Title	Name	Position(s) held concurrently in the company and/or in any other company
Chairman	LO,KAO-CHENG	Chairman, Director: Sunf Pu Electric Wire & Cable Co., Ltd., New Sunf Pu Electric Wire & Cable (Shenzhen) Co., Ltd., Sunf Pu Technology (Dongguan) Co., Ltd.
General Manager	LO,SHIU-YUNG	General Manager, Director: Sunf Pu Electric Wire & Cable Co., Ltd., New Sunf Pu Electric Wire & Cable (Shenzhen) Co., Ltd., Sunf Pu Technology (Dongguan) Co., Ltd.
General Manager	LO,CHAO-MING	General Manager: Sunf Pu Electric Wire & Cable Co., Ltd., New Sunf Pu Electric Wire & Cable (Shenzhen) Co., Ltd., Sunf Pu Technology (Dongguan) Co., Ltd.
Manager	LEE,CHEN-YANG	Manager: Sunf Pu Electric Wire & Cable Co., Ltd., New Sunf Pu Electric Wire & Cable (Shenzhen) Co., Ltd., Sunf Pu Technology (Dongguan) Co., Ltd.

Note 2: If the president, general manager or person with equivalent position (top manager) of the company are the same person, each other's spouses or first-degree relatives, the reason, rationality, necessity and corresponding information shall be provided (for example, increasing the number of independent directors, and ensuring that more than half of the directors are not concurrently serving as employees or managers, etc.):

2. Remuneration paid during the most recent year to general directors, independent directors, supervisors, general manager and vice general managers

(1) Remuneration to general directors and independent directors

December 31, 2024; Unit: NTS1,000

Title	Name	Remuneration to Directors								Remuneration to the capacity as employees								The sum of A, B, C, D, E, F and G and proportion to net profit after tax		Remuneration received from an invested company other than the company's subsidiary or parent company		
		Remuneration (A)		Pension(B)		Remuneration to directors (C)		Business execution expenses (D)		The sum of A, B, C and D and proportion to net profit after tax		Salaries, bonus and special disbursement(E)		Pension (F)		Remuneration to employees (G)						
		The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company		All companies mentioned in the financial statements			The Company	All companies mentioned in the financial statements
Director	LO, KAO-CHENG	0	0	0	0	0	0	170	310	170 28.00%	310 51.07%	1,951	4,952	0	0	0	0	0	0	2,121 349.42%	5,262 866.89%	None
	LO, SHIU-YUNG	0	0	0	0	0	0	170	310	170 28.00%	310 51.07%	1,688	4,755	0	0	0	0	0	0	1,858 360.10%	5,065 834.43%	None
	HUNG, WEN-HUA	0	0	0	0	0	0	170	170	170 28.00%	170 28.00%	0	0	0	0	0	0	0	0	170 28.00%	170 28.00%	None
	HONG, SHUI-TONG	0	0	0	0	0	0	170	170	170 28.00%	170 28.00%	0	0	0	0	0	0	0	0	170 28.00%	170 28.00%	None
	CHANG, TAI-YANG	0	0	0	0	0	0	170	170	170 28.00%	170 28.00%	0	0	0	0	0	0	0	0	170 28.00%	170 28.00%	None
	CHUNG, PI-PIN	0	0	0	0	0	0	170	170	170 28.00%	170 28.00%	0	0	0	0	0	0	0	0	170 28.00%	170 28.00%	None
Independent Director	CHEN, CHUN-CHIH	0	0	0	0	0	0	170	170	170 28.00%	170 28.00%	0	0	0	0	0	0	0	0	170 28.00%	170 28.00%	None
	KAO, KUO-CHING	0	0	0	0	0	0	170	170	170 28.00%	170 28.00%	0	0	0	0	0	0	0	0	170 28.00%	170 28.00%	None
	HSU, MING-CHE	0	0	0	0	0	0	170	170	170 28.00%	170 28.00%	0	0	0	0	0	0	0	0	170 28.00%	170 28.00%	None

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 directors of the Company is determined in accordance with the provisions of the Company's Articles of Incorporation.
2. The remuneration received by the company's directors for providing services (such as acting as a consultant for the parent company/all companies included in the financial statements/non-employee advisory services for reinvestment businesses) in the latest fiscal year, in addition to the disclosure in the above table: None.

(2) Remuneration to General Manager and Vice Managers

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

Title	Name	Salaries (A)		Retirement pension (B)		Bonus and special disbursement (C)		Remuneration to the employees (D)				The sum of A, B, C and D and Ratio to the net income after tax(%)		Remuneration received from an invested company other than the company's subsidiary or parent company
		The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company		All companies mentioned in the financial		The Company	All companies mentioned in the financial statements	
								Cash	Stock	Cash	Stock			
Chairman	LO, KAO-CHENG	1,735	1,735	0	0	216	3,217	0	0	0	0	1,951	4,952	None
												321.42%	815.82%	
General Manager	LO, SHIU-YUNG	1,500	1,500	0	0	188	3,255	0	0	0	0	1,688	4,755	None
												278.09%	783.36%	
General Manager	LO, CHAO-MING	1,427	1,427	0	0	170	1,786	0	0	0	0	1,597	3,213	None
												263.10%	529.32%	

(3) The top five executives with the highest remuneration (individually disclose their names and remuneration) in the listed company are as follows:)

Dec. 31, 2024 Unit: NT\$1,000

Title	Name	Salaries (A)		Pension (B)		Bonus and special disbursement (C)		Remuneration to the employees (D)				The sum of A, B, C and D and Ratio to the net income after tax(%)		Remuneration received from an invested company other than the company's subsidiary or parent company
		The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company		All companies mentioned in the financial statements		The Company	All companies mentioned in the financial statements	
								Cash	Stock	Cash	Stock			
Chairman	LO, KAO-CHENG	1,735	1,735	0	0	216	3,217	0	0	0	0	1,951	4,952	None
General Manager	LO, SHIU-YUNG	1,500	1,500	0	0	188	3,255	0	0	0	0	1,688	4,755	None
General Manager	LO, CHAO-MING	1,427	1,427	0	0	170	1,786	0	0	0	0	1,597	3,213	None
Financial Manager	LEE, CHEN-YANG	864	864	0	0	80	80	0	0	0	0	944	944	None

(4) Names of managerial officers with remuneration as employees and the status of payment

Dec. 31, 2024 Unit: NT\$1,000

Item	Title	Name	Stock	Cash	Total	Ratio to the net income after tax(%)
Managerial Officer	Group Chairman	LO, KAO-CHENG	--	--	--	--
	General Manager	LO, SHIU-YUNG				
	General Manager	LO, CHAO-MING				
	Manager	LEE, CHEN-YANG				

Note: The Board meeting in 2024 approved to allocate NT\$0 in cash to employees

(5) Analyze the total remuneration paid to the company's directors, supervisors, general managers and vice general managers by the company and all companies in the consolidated financial statements past two years as a ratio to the net income after tax, and explain the policies, standards, and portfolio for payment of remuneration, procedures for setting remuneration, and correlations with business performance and future risks:

Item	Total remuneration and ratio to the net income after tax				Increase (Decrease) Ratio	
	2024		2023			
	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements
Director	252.00%	298.14%	4.02%	4.76%	247.98%	293.38%
General Manager and Vice General Manager	862.44%	2128.50%	13.77%	30.30%	848.67%	2098.20%

(1)The information regarding the distribution of remuneration for directors and supervisors, as well as the related regulations is determined by special resolution of the Board of Directors in accordance with the Company's Remuneration Distribution Policy, as well as the Company's Articles of Incorporation. The Company's Articles of Incorporation stipulate that the total remuneration for directors and supervisors shall not exceed 5% of the net income after tax, and the distribution percentage is based on the future risk, rather than the Company's operating performance.

(2)The payment of the remuneration for the Company's General Manager and Vice General Manager is determined based on the Company's Remuneration Management Regulations. The payment of annual bonuses is based on the annual performance evaluation, which is not significantly related to future risks.

3. Corporate governance practices:

1. Operation of the Board of Directors

A total of 5 (A) board meetings were held in the past year. Director attendance is as follows:

Title	Name	Actual number of attendance (B)	Attend through proxy	Attendance rate 【B/A】 (%)	Remarks
President	LO,KAO-CHENG	5	0	100%	
Director	LO, SHIU-YUNG	5	0	100%	
Director	HUNG,WEN-HUA	5	0	100%	
Director	CHANG,TAI-YANG	5	0	100%	
Director	HONG,SHUI-TONG	5	0	100%	
Director	CHUNG, PI- PIN	5	0	100%	
Independent Director	CHEN,CHUN-CHIH	5	0	100%	
Independent Director	KAO,KUO-CHING	5	0	100%	
Independent Director	HSU, MING-CHE	5	0	100%	

Other matters to be recorded:

1. If any of the following circumstances occur, the date of the meeting, term, content of motion, all independent directors' opinions and the company's response shall be specified: None.

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

(2) Other matters involving dissenting or qualified opinions from by independent directors that were recorded or stated in writing that require a resolution by the Board of Directors.

2. Other matters involving dissenting or qualified opinions from by independent directors that were recorded or stated in writing that require a resolution by the Board of Directors.

(1) December 24, 2024, the Board of Directors resolved to approve the proposal regarding the amount of year-end bonuses for managers for the year 2024. Directors Lo Kuo-Cheng and Lo Hsiu-Yung, both of whom were interested parties in this matter, voluntarily recused themselves from the resolution. The proposal was approved as submitted.

(2) December 24, 2024, the Board of Directors resolved to approve the proposal for the managerial remuneration's structure. Directors Lo Kuo-Cheng and Lo Hsiu-Yung, both of whom were interested parties in this matter, voluntarily recused themselves from the resolution. The proposal was approved as submitted.

3. Listed companies shall disclose the evaluation cycles, periods, scope, method and content of self-evaluation (or peer-evaluation) of the Board of Directors, and fill out Table 2 (2): Board of Directors Evaluation Implementation Status:

The Company's Board of Directors Evaluation Implementation Status:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Perform once every year	From January 1 to December 31 each year	Performance Evaluations for the Board of Directors, individual directors, and functional committees (Remuneration Committee and Audit Committee)	Board of Directors internal self-evaluation; individual Board members' self-evaluations; and functional committees' internal self-evaluations (Remuneration Committee and Audit Committee)	<p>The performance evaluation of the Board of Directors should include, at a minimum, the following five major aspects:</p> <ol style="list-style-type: none"> 1. Participation in the Company's operations. 2. Improvement of the quality of the Board's decision making. 3. Composition and structure of the Board. 4. Election and continuing education of the directors. 5. Internal controls. <p>The performance evaluation of individual directors (self or peer assessment) should include, at a minimum, the following six major aspects:</p> <ol style="list-style-type: none"> 1. Understanding of the Company's goals and objectives. 2. Awareness of the responsibilities of directors. 3. Participation in the Company's operations. 4. Internal relationship management and communication. 5. Professionalism and continuing education of directors. 6. Internal controls. <p>Functional committee performance evaluation:</p> <ol style="list-style-type: none"> 1. Degree of participation in company's operations 2. Awareness of functional committee responsibilities 3. Quality of functional committee decision-making 4. Functional committee composition and selection of members 5. Internal controls

Measures taken to strengthen the functionality of the Board (such as establishing an Audit Committee, enhancing information transparency, etc.) in the current and most recent year:

1. Enhance communication and interaction between the Board of Directors and the external certified public accountants by inviting the certified public accountants to attend meetings and participate in discussions on the annual and semi-annual reports, in order to gain a thorough understanding of the Company's financial status.
2. The Company plans to increase the frequency of Board meetings as needed.
3. The Audit Committee and Remuneration Committee have been established. In alignment with the Corporate Governance 3.0 – Sustainable Development Roadmap, the Company will continue to evaluate the establishment of a Nomination Committee.
4. The Company intends to submit regular evaluations to the Audit Committee regarding the external certified public accountants' independence and competence.

(2) Information on the Operation of the Audit Committee

A total of 5 Audit Committee meetings (A) were held in the most recent year. The attendances of independent directors are shown in the following table:

Title	Name	Attendance in person (B)	Attendance by proxy	Attendance rate (%) (B/A)	Remarks
Independent director	CHEN,CHUN-CHIH	5	0	100%	
Independent director	KAO, KUO-CHING	5	0	100%	
Independent director	HSU,MING-HE	5	0	100%	

Other matters to be recorded:

If any of the following circumstances occur, the date of meeting, term, content of motion, resolution of the Audit Committee and the company's response to the Independent directors' opinion shall be specified: None.

(1) Matters referred to in Article 14-5 of the Securities and Exchange Act.

(2) Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors. °

If there are independent directors' avoidance of motions in conflict of interest, the independent directors' names, contents of motion, causes for avoidance and voting shall be specified.

Communication status between independent directors and chief internal auditor as well as certified public accountant (shall include significant matters, methods, results, etc. of the communication carried out on the company's financial and business status).

Meeting date	Communication status	
March 13, 2024 Audit Committee	Attendees	Independent Director Chen Chun-Chih; Independent Director Kao Kuo-Chin; Independent Director Hsu Ming-Che; Audit Supervisor Chen Yi-Chi; Financial Supervisor Li Chen-Yang
	Communication focus	1. November 2023 to January 2024 Audit Plan Implementation Report 2. 2023 "Internal Control System Effectiveness Assessment" and "Internal Control System Statement"
	Communicate result	No comments at this meeting
May 10, 2024 Audit Committee	Attendees	Independent Director Chen Chun-Chih; Independent Director Kao Kuo-Chin; Independent Director Hsu Ming-Che; Audit Supervisor Chen Yi-Chi; Financial Supervisor Li Chen-Yang
	Communication	February to March 2024 Audit Plan Implementation

	focus	Report
	Communicate result	No comments at this meeting
August 14, 2024 Audit Committee	Attendees	Independent Director Chen Chun-Chih; Independent Director Kao Kuo-Chin; Independent Director Hsu Ming-Che; Audit Supervisor Chen Yi-Chi; Financial Supervisor Li Chen-Yang
	Communication focus	April to June 2024 Audit Plan Implementation Report
	Communicate result	No comments at this meeting
November 13, 2024 Audit Committee	Attendees	Independent Director Chen Chun-Chih; Independent Director Kao Kuo-Chin; Independent Director Hsu Ming-Che; Audit Supervisor Chen Yi-Chi; Financial Supervisor Li Chen-Yang
	Communication focus	July to September 2024 Audit Plan Implementation Report
	Communicate result	No comments at this meeting
December 24, 2024 Audit Committee	Attendees	Independent Director Chen Chun-Chih; Independent Director Kao Kuo-Chin; Independent Director Hsu Ming-Che; Audit Supervisor Chen Yi-Chi; Financial Supervisor Li Chen-Yang
	Communication focus	<ol style="list-style-type: none"> 1. October 2024 Audit Plan Implementation Report 2. 2025 Audit Plan 3. Proposed Amendments to the “Internal Control System” and the “Implementation Rules for Internal Audit Operations”
	Communicate result	No comments at this meeting

Note 1: In case of independent directors resigning before the end of the fiscal year, the resignation date shall be noted in the remarks column. The attendance rate (%) shall be calculated based on the number of Audit Committee meetings held during the committee members' tenure and their attendance in person. °

Note 2: In case of independent director election before the end of the fiscal year, both the newly elected and dismissed independent directors shall be listed. In addition, it shall be noted in the

remarks column whether the independent director is a dismissed, newly elected, or re-elected member, as well as the election date. The attendance rate (%) shall be calculated based on the number of Audit Committee meetings held during the committee members' tenure and their attendance in person.

(3) Implementation Status of Corporate Governance as required for company, and any nonconformity to the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof

Items for evaluation	Implementation Status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
1. Has the Company established and disclosed its corporate governance practices based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?		V	The Company has not yet established the Corporate Governance Best Practice Principles. Nevertheless, the exercise of directorial powers and the implementation of internal control systems are carried out in accordance with the spirit and regulatory framework of corporate governance.	They will be established in a timely manner in the future.
2. Equity structure and shareholders' equity				
(1) Has the Company instituted an internal procedure for handling suggestions, questions, disputes of the shareholders and legal actions, and comply with the procedure properly?	V		(1) The Company has a spokesperson and an acting spokesperson who are responsible for managing external communication channels and handling shareholder suggestions or disputes.	Complied with the regulations of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.
(2) Has the Company kept track on the major shareholders roster of the Company and the parties controlling these shareholders?	V		(2) The Company regularly works with the Stock Affairs Department of Grand Fortune Securities to keep track of the names of the Company's major shareholders and their controllers.	
(3) Has the Company established and implemented the risk control mechanism and firewall between the corporate headquarters and the affiliates?	V		(3) The Company conducts transactions with affiliated companies in compliance with regulations, internal control systems, and laws.	
(4) Has the company adopted internal rules prohibiting company insiders from trading securities using information not disclosed to the market?	V		(4) The Company has established Procedures for Handling Material Inside Information to regulate the confidentiality of such information and to educate employees not to engage in trading the Company's securities based on undisclosed information in the market.	

Items for evaluation	Implementation Status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
<p>3. Composition and Responsibilities of the Board of Directors</p> <p>(1) Has the Board established a diversity policy, specific management goals and implemented it accordingly?</p> <p>(2) Further to the establishment of the Remuneration Committee and the Auditing Committee, has the Company voluntarily established other functional committees?</p> <p>(3) Has the Company established a methodology for evaluating the performance of its Board of Directors, performed evaluations on an annual basis, submitted the results of the performance evaluation to the Board, and used such as a reference for individual director remuneration and renomination?</p>	V	V	<p>(1) The composition of the Company's Board of Directors takes into account not only their professional backgrounds (such as law, accounting, industry, finance, marketing, or technology), expertise and industrial experience, but also emphasizes the organizational, operational, and executive capabilities of the Board. Board members generally possess the knowledge, experience, skills, qualities, and wisdom necessary to perform their duties, and they will continue to pursue further education.</p> <p>(2) The Company currently has a Remuneration Committee and Audit Committee established in compliance with the law, but has not set up any other functional committees.</p> <p>(3) On November 11, 2020, the Board of Directors of the Company passed the Regulations for the Performance Evaluation of Board of Directors. The Board of Directors' performance evaluation shall be conducted annually and shall include the overall performance of the Board of Directors and functional committee as well as individual directors. The methods of evaluation includes self-assessment by the Board of Directors, self-assessment by the Board members, assessment by external professional organizations, experts/scholars, or other appropriate methods. The results of internal and external performance evaluations of the Board of Directors shall be completed by the end of the first quarter of the following year and submitted to the Board of Directors for review and</p>	There are no significant differences

Items for evaluation	Implementation Status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>improvement.</p> <p>Aspects of evaluation: The Board of Directors' performance evaluation shall include at least the following five aspects:</p> <ol style="list-style-type: none"> 1. Degree of involvement in the Company's operations 2. Improving the decision-making quality of the Board of Directors 3. Composition and structure of the Board of Directors 4. Selection and continuing education of directors 5. Internal control <p>The performance evaluation of the Board members (self or peer) shall include at least the following six aspects:</p> <ol style="list-style-type: none"> 1. Understanding of the Company's goals and mission 2. Awareness of director's responsibilities 3. Degree of involvement in the Company's operations 4. Internal relationship management and communication 5. Director's expertise and continuing education 6. Internal control <p>The performance evaluation of functional committees shall, at a minimum, cover the following five major aspects:</p> <ol style="list-style-type: none"> 1. Degree of participation in the company's operations 2. Awareness of functional committee responsibilities 3. Enhancement of functional committee decision-making quality 4. Functional committee composition and selection of members 5. Internal controls <p>The results of the Board of Directors' performance evaluation</p>	

Items for evaluation	Implementation Status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
(4) Has the Company evaluated the independence of the commissioned certified public accountants regularly?	V		<p>shall serve as a reference for selecting or nominating directors. The individual director's performance evaluation results shall also serve as a reference for setting their individual remuneration.</p> <p>(4) When appointing the Company's certified public accountant, the accountant to be appointed shall issue an independent statement. The Financial Division will then evaluate the professionalism and independence of the accounting firm associated with the accountant, and submit it to the Board of Directors for approval. The independence of the certified public accountant shall also be evaluated periodically to ensure avoidance of direct or indirect conflicts of interest and to fully adhere to the spirit of independence.</p>	
4. Does the TWSE/TPEX Listed Company have an appropriate and appropriate number of corporate governance personnel, and has the Company designated a Corporate Governance Senior Officer to deal with corporate governance related affairs (including, but not limited to, providing directors and supervisors with information required for the execution of their duties; assisting directors and supervisors in complying with the laws and regulations; conducting board meeting and shareholders' meeting related matters; and preparing the minutes for board meetings and shareholders' meeting in accordance with the law, etc.)?	V		The Financial Department of the Company is responsible for corporate governance-related affairs, including providing information required for the performance of duties by directors, assisting directors in complying with laws and regulations, handling matters related to the Board meetings and shareholders' meetings in accordance with the law, as well as preparing minutes for the Board of meetings and shareholders' meetings.	There are no significant differences.

Items for evaluation	Implementation Status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
5. Has the Company established a communications channel and established a designated zone on its website for stakeholders (including, but not limited to, shareholders, employees, customers, and suppliers), and has the Company properly responded to all CSR issues such stakeholders are concerned with?	V		The Company has a spokesperson and an acting spokesperson responsible for external communication. Contact information is provided on the Company's website for direct dialogue with stakeholders, enabling them to understand the Company's operating status.	Complied with the regulations of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.
6. Has the Company appointed a specialized shareholder services agent to deal with shareholder affairs?	V		6. Has the Company appointed a specialized shareholder services agent to deal with shareholder affairs?	6. Has the Company appointed a specialized shareholder services agent to deal with shareholder affairs?
7. Disclosures				
(1) Has the Company established a website for the disclosure of Company's financial and business, and corporate governance?	V		(1) The Company has established a website (http://www.sunfpu.com.tw) and disclosed information on finance, business, and corporate governance on both the Company's website and the Market Observation Post System.	Complied with the regulations of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.
(2) Has the Company adopted other means of disclosures (e.g., the installation of a website in English language, appointment of designated persons for the gathering and disclosure of information, the proper implementation of the spokesman system, and the minutes of the investor conference on record posted on the website)?	V		(2) The Company's website is primarily in Chinese; relevant units are responsible for information collection and disclosure. The Company also has a spokesperson and an acting spokesperson to implement the spokesperson system.	
(3) Does the Company announce and report		V	(3) Currently, the Company submits financial statements and	

Items for evaluation	Implementation Status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
the annual financial report within two months after the end of the fiscal year? Does the Company announce and report the first, second, and third quarter financial reports and the monthly operating conditions well in advance of the required deadlines?			monthly operating status following the deadline required by the Matters to be Conducted by TPEX Listed Companies. The Company has not yet announced and filed the annual financial statements within two months after the end of the fiscal year, nor announced early within the prescribed deadline.	
8. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (including, but not limited to, employee rights and benefits, employee care, investor relations, supplier relations, stakeholder rights, status of directors' and supervisors' continuing education, implementation of risk management policies and risk assessment criteria, implementation of customer related policies, and purchase of liability insurance for directors and supervisors by the Company)?	V		<p>(1) Employee benefits: The Company upholds the philosophy of ethical corporate management, emphasizes reasonable and humane management, maintains a good relationship between employees and employer, and also protects the legitimate rights and interests of employees in accordance with the Labor Standards Act.</p> <p>(2) Employee care: The Company provides welfare systems, including employee education and training, retirement savings, employee health checkups, cultural and recreational activities, and other events, to care for the employees.</p> <p>(3) Investor relations: The Company has a spokesperson and an acting spokesperson responsible for communication with the public on behalf of the Company. The Company's information is disclosed in accordance with laws and regulations on the Market Observation Post System.</p> <p>(4) Supplier relations: The Company has established the Supplier Management Regulations and follows operational regulations. We maintain smooth communication channels with our suppliers to maintain good relationships.</p> <p>(5) Rights of Stakeholders: The Company has established a</p>	Complied with the regulations of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.

Items for evaluation	Implementation Status (Note 1)			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>spokesperson and an acting spokesperson system to handle issues and suggestions from stakeholders, respecting and protecting their legitimate rights and interests.</p> <p>(6) Continuing education for directors: The directors appointed by the Company receive ongoing education in accordance with the Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies. The Company also provides courses on corporate governance to the directors from time to time.</p> <p>(7) Implementation of risk management policies and risk measurement standards: In accordance with the law, internal regulations and internal control systems are established to conduct risk management and assessments. The internal audit unit checks the implementation of the internal control system on a regular and irregular basis.</p> <p>(8) Implementation of customer policies: The Company maintains good relationships with customers and provides customer service in accordance with internal management policies.</p> <p>(9) Purchasing of liability insurance for directors and supervisors by the Company: The Company has purchased liability insurance for directors.</p>	
<p>9. State of corrective action taken for responding to the results of the corporate governance assessment announced by Taiwan Stock Exchange Corporation in the Corporate Governance Center the most recent fiscal year, and the priority for improvement on issues pending further corrective action and related measures.</p> <p>The Company's unscored items, as per the results of the 11th Corporate Governance Evaluation, have been prioritized for enhancement and improvement as follows:</p> <p>(1) Does the Company regularly disclose specific plans and implementation results regarding sustainable development (ESG) initiatives in its website, annual report, or sustainability report?</p>				

Items for evaluation	Implementation Status (Note 1)		Summary	Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No		
Measure: The Company will formulate related plans and implement them. (2) Has the Company disclosed its annual greenhouse gas emissions for Scope 1 and Scope 2 over the past two years? Measure: The Company plans to disclose related information on its website and in the annual report.				

(4) Composition, responsibilities, and operations of the Remuneration Committee:

(1) Remuneration Committee member information

Identity (Note 1)	Name	Professional qualifications and experience (Note 2)	Independent status (Note 3)	Number of other public companies in which the individual is concurrently serving as the Remuneration Committee member
Independent director (Convener)	CHEN,CHUN- CHIH	Date of appointment: August 11, 2022 Serving as an independent director, please refer to Table 1 on page 10 for (1) information on directors and supervisors	(1) No (2) Holding 30 shares (3) No (4) None	None
Independent director	KAO, KUO-CHING	Date of appointment: August 11, 2022 Serving as an independent director, please refer to Table 1 on page 10 for (1) information on directors and supervisors	(1) No (2) Holds no shares (3) No (4) None	None
Independent director	HSU, MING-CHE	Date of appointment: August 11, 2022 Experience: Serving as an independent director, please refer to Table 1 on page 10 for (1) information on directors and supervisors	(1) No (2) Holds no shares (3) No (4) None	None

Note 1: Please specify in the table the work experience, professional qualifications, experience, and independence status of each member of the Remuneration Committee. If the member is an independent director, please make a note to refer to Table 1 on page OO for (1) information on directors and supervisors. For the identity, please indicate whether the member is an independent director or other (if the member is the convener, please add a note).

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

Note 3: Independence status: Describe the independence status of members of the Remuneration Committee.

- (1) Including but not limited to whether the individual, spouse, or relatives within the second degree of kinship are serving as directors, supervisors, or employees of the Company or its affiliated companies.
- (2) The number and percentage of the Company's shares held by the individual, spouse, or relatives within the second degree of kinship (or under the name of another person).
- (3) Whether the individual is serving as a director, supervisor, or employee of a company having specified relationship company with the company (referring to the provisions of Article 6, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or Taipei Exchange).
- (4) The amount of remuneration received in the past two years for providing business, legal, financial, accounting, or other services to the Company or its affiliated companies.

Note 4: Please refer to the Best Practice Examples on the website of the Corporate Governance Center, Taiwan Stock Exchange for the methods of disclosure

(2) Responsibilities of the Company's Remuneration Committee:

1. Periodically review the Remuneration Committee Charter and propose suggestions for revision.
2. Formulate and periodically review the policies, systems, standards, and structures of annual and long-term performance objectives and remuneration for the directors, supervisors, and managers of the Company.
3. Periodically evaluate the achievement of performance objectives for the directors, supervisors, and managers of the Company, and determine the content and amount of their individual remuneration.

(3) Operations of the Remuneration Committee

1. The Remuneration Committee of the Company is consisted of 3 members
2. The term of office for the current Committee members: The term of office is from August 11, 2022 to June 16, 2025. The Remuneration Committee convened a total of 2 meetings (A) for the most recent year. The qualifications and attendance of the Committee members are as follows:

Title	Name	Attendance in person (B)	Attendance by proxy	Attendance rate (%) (B/A) (Note)	Remarks
Convener	CHEN, CHUN-CHIH	2	0	100%	
Committee member	KAO, KUO-CHING	2	0	100%	
Committee member	HSU, MING-CHE	2	0	100%	

Other matters to be recorded:

1.If the Board of Directors declines to adopt or modifies a recommendation of the Remuneration Committee, it shall specify the date of the meeting, term, content of the motion, resolution by the Board of Directors, and the Company's response to the Remuneration Committee's opinion (If the remuneration approved by the Board of Directors exceeds the recommendation of the Remuneration Committee, the difference and the reasons for the difference shall be disclosed.):
None

2.If there were any members who had dissenting or qualified opinions about the resolution of the Remuneration Committee, and such opinions were recorded or provided in writing, the date of the meeting, term, content of the motion, all members' opinions and the response to members' opinion shall be specified:

Remuneration Committee	Motion and resolution
5th Meeting of the 5th Term, March 13, 2024	<p>Motions: Proposal 1: Amendment to the Company's Board of Directors Performance Evaluation Guidelines is submitted for discussion. Committee members' opinions: No objections or reservations. Resolution: Passed as proposed after the chair consulted with all the committee members. The Company's handling of the Remuneration Committee's opinions: None.</p>

	<p>5th Term, 6th Meeting – December 24, 2024</p>	<p>Proposal 1: Review of the policies, systems, standards, and structure for performance evaluation and remuneration of directors and managers is submitted for discussion. Committee members' opinions: No objections or reservations. Resolution: Passed as proposed after the chair consulted with all the committee members. The Company's handling of the Remuneration Committee's opinions: None.</p> <p>Proposal 2: Year-end bonus payment amount for managers for the year 2024 is submitted for discussion. Committee members' opinions: No objections or reservations. Resolution: Passed as proposed after the chair consulted with all the committee members. The Company's handling of the Remuneration Committee's opinions: None.</p> <p>Proposal 3: Managerial remuneration structure chart is submitted for discussion. Committee members' opinions: No objections or reservations. Resolution: Passed as proposed after the chair consulted with all the committee members. The Company's handling of the Remuneration Committee's opinions: None.</p>
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Note:

- (1) In case of Remuneration Committee member resigning before the end of the fiscal year, the resignation date shall be noted in the remarks column. The attendance rate (%) shall be calculated based on the number of Remuneration Committee meetings held during the committee members' tenure and their attendance in person.
- (2) In case of Remuneration Committee member election before the end of the fiscal year, both the newly elected and dismissed Remuneration Committee member shall be listed. In addition, it shall be noted in the remarks column whether the Remuneration Committee member is a dismissed, newly elected, or re-elected member, as well as the election date. The attendance rate (%) shall be calculated based on the number of Remuneration Committee meetings held during the committee members' tenure and their attendance in person. °

(5) Fulfillment of Sustainable Development and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies:

Evaluation item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Brief explanation	
1. 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? (TWSE/TPEX Listed companies shall report their implementation status, which does not fall under compliance or explanation)	√		The company's General Manager serves as the convener for promoting sustainable development, overseeing and guiding all departments in implementing measures and strategies related to Environmental, Social, and Governance (ESG) issues. The General Manager is also responsible for leading the identification of corporate sustainability issues, risk assessments, and opportunity analyses.	No significant differences
2. Does the company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies? (TWSE/TPEX Listed companies shall report their implementation status, which does not fall under compliance or explanation)	√		The Company has established the Management-level Risk Management Procedures and the Risk and Opportunity Response Control Procedures to assess ESG (environmental, social, and governance) risks associated with the Company's operations.	No significant differences.
3. Environmental issues (1) Does the company establish an appropriate environmental management system in accordance with its industrial	√		The Company has commissioned qualified waste collection and disposal operators to handle the waste generated by our operation sites in compliance with environmental laws and	No significant differences.

characteristics?			regulations.	
(2) Does the company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?	V		The Company is committed to developing environmentally friendly products and packaging materials that meet the concepts of “low toxicity”, “waste reduction”, and “recyclability”. These products and materials not only comply with regulations, but also reduce the environmental burden due to the use of resources.	No significant differences.
(3) Does the company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter climate change issues?	V		Amid global climate change, the Company's business strategy will focus on R&D, committed to developing environmentally friendly products, and contributing to a greener earth.	No significant differences.
(4) Does the company take inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implement policies on greenhouse gas reduction, water reduction, or waste management?	V		The product manufacturing process of the Company does not emit exhaust gas or wastewater. Therefore, the Company has not taken inventory of its greenhouse gas emissions or water consumption. As for industrial waste (waste cable and waste plastic), we count and review it monthly to reduce waste generation and achieve the goal of minimizing loss, saving energy, and reducing carbon.	No significant differences.
4. Social issues (1) Does the company formulate appropriate management policies and procedures in accordance with regulations and the International Bill of Human Rights?	V		The Company's employment policy adheres to the principles of compliance with labor laws and respect for the basic labor rights recognized internationally. All employees are entitled to equal and fair opportunities in recruitment, employment, training, promotion, salary, benefits, relocation, and other social or recreational activities, without discrimination based on non-work factors. We aim	No significant differences.

			to protect the legitimate rights and interests of every employee and have established an Employee Welfare Committee to provide welfare measures.	
(2) Does the company have reasonable employee benefit measures (including salaries, leave, and other benefits), and are business performance and results reflected in employee salaries?	V		The Company has established and implemented reasonable employee welfare measures based on the Remuneration Management Regulations. We also appropriately reflect the business performance or results on employee compensation in accordance with the Assessment and Promotion Management Procedures.	No significant differences.
(3) Does the company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	V		To enhance the safety and health of our employees' work environment, we implement the following measures: 1. We provide a smoke-free work environment to allow employees to work in a comfortable and healthy environment. 2. We provide employees with clean and safe drinking water by regularly commissioning agencies recognized by the Environmental Protection Administration to conduct water quality testing for total colony counts and E. coli in compliance with regulations. We also perform regular maintenance and disinfection of water supply equipment. 3. We conduct drills for emergencies caused by natural disasters or human errors, such as fires and earthquakes, to ensure that employees can respond in accordance with emergency response plans to minimize the impact. 4. We organize outdoor activities for employees, such as hiking, from time to time and prepare	No significant differences.

			budgets for company trip organized by the Employee Welfare Committee. These activities allow employees to take care of their health and build habits for exercise during their leisure time.	
(4) Does the company provide its employees with career development and training plans?	√		The Company plans and promotes annual employee education and training based on the differences in employees' competency to establish effective career development for the employees.	No significant differences.
(5) Does the company's products and services comply with laws and international standards in relation to customer health and safety, customer privacy, and marketing and labeling of products and services, and are consumer protection and grievance procedure policies implemented?	√		The products sold by the Company have obtained safety or energy-saving labels, allowing consumers using the products to be safe and worry-free. The Company also has a dedicated product inquiry hotline, where consumers can enjoy after-sales consultation services or file complaints.	No significant differences.
(6) Does the company implement supplier management policies, requiring suppliers to follow regulations on environmental protection, occupational health and safety, or labor and human rights? If so, describe the results.	√		The Company regularly evaluates suppliers in accordance with the Company's Supplier Management Regulations to determine whether or not to continue doing business with them.	No significant differences.
5. Does the company refer to internationally accepted reporting standards or guidelines, and prepare reports that disclose non-financial information of the company, such as sustainability reports? Do the reports mentioned above obtain assurance from a third party verification unit?		√	The Company prepares our Sustainability Report in accordance with the Financial Supervisory Commission (FSC)'s related regulations, and discloses environmental, social, and governance (ESG)-related information based on international standards, with the aim of enhancing information transparency and fulfilling corporate social responsibility. At present, the Company has not	No significant differences.

			obtained assurance or certification from independent third-party verification bodies. In the future, the Company will evaluate whether to adopt external verification based on FSC requirements, business development and stakeholder demand, in order to strengthen the report's credibility and reliability.	
6.Describe the difference, if any, between actual practice and the sustainability principles, if the company has implemented such principles based on the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies: None				
7.Other useful information for explaining the status of sustainable development practices: None				

(2) Implementation status of climate-related information

Climate-related information for TWSE/TPEX listed companies

Item	Implementation status
<ol style="list-style-type: none"> 1. Describe clearly the board and management’s oversight and governance of climate-related risks and opportunities. 2. Describe clearly how the identified climate risks and opportunities affect the Company's business, strategies and finance (short-term, medium-term, and long-term). 3. Describe clearly the financial impact of extreme climate events and transition actions. 4. Describe clearly how climate risk identification, assessment and management processes are integrated into the overall risk management system. 5. If the scenario analysis is used to assess resilience to climate change risks, please explain the scenarios, parameters, assumptions and analysis factors used as well as the main financial impacts. 6. If there is a transition plan to manage climate-related risks, please explain the content of the plan, the indicators used to identify and manage physical and transition risks as well as the targets. 7. If internal carbon pricing is used as a planning tool, please explain the basis for the pricing. 8. If climate-related targets are set, please explain the information such as the activities covered, scope of greenhouse gas emissions, schedule planned, and annual progress achieved; if carbon offsets or 	<p>According to the “Sustainable Development Roadmap for TWSE/TPEX Listed Companies” released by the Financial Supervisory Commission in March 2022, as the Company is a company with a paid-in capital of no more than NT\$5 billion, the parent company shall apply greenhouse gas emission inventory at Stage 3. (that is, the inventory shall be completed in 2026 and the verification shall be completed in 2028). For the follow-up action, the completion status of the greenhouse gas emission inventory as well as the verification and disclosure schedule will be continuously controlled in accordance with the reference guidelines and relevant regulations</p>

(1) (6) Differences Between Implementation of Ethical Corporate Management and Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, Including Reasons For Such

Items for evaluation	Implementation Status (Note 1)			Deviations from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
<p>1. Establishment of ethical corporate management policies and programs</p> <p>(1) Has the Company established an ethical corporate management policy that has been approved by the Board of Directors, and clearly stated the ethical corporate management policy and practices, as well as the commitment of the Board of Directors and the top management to actively implementing the management in the Articles of Incorporation and external documents?</p> <p>(2) Has the Company established a mechanism to assess unethical conduct risks? Does that Company regularly analyze and evaluate the business activities within its scope of business that have a higher risk of unethical conduct? Has the Company accordingly formulated a plan to prevent unethical conduct, covering at a minimum the preventive measures for the acts mentioned in Article 7-2 of the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies?</p> <p>(3) Whether the Company has stipulated the operating procedures, conduct guidelines, disciplinary actions against violations as well as grievance system in the plan to prevent unethical conducts, implemented the execution thereof, and regularly reviewed and revised the aforementioned plan?</p>	V		<p>(1) The Company clearly states on its external website that it adheres to the business principles of "Integrity, Pragmatism, and Innovation", which the Board of Directors and the management shall actively implement through both internal management and external business activities.</p> <p>(2) For business activities with a high risk of dishonest behavior within the scope of operations, the Company includes provisions in business contracts to prevent bribery, corruption, and illegal political contributions.</p> <p>(3) The Company has established the Procedures for Ethical Corporate Management and Guidelines for Conduct, which is available on the Company's website.</p>	<p>(1)There is no significant deviation.</p> <p>(2)There is no significant deviation.</p> <p>(3)There is no significant deviation.</p>

Items for evaluation	Implementation Status (Note 1)			Deviations from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
2. The Materialization of Ethical Management				
(1) Has the Company evaluated the record on ethical practices of its counterparties, and has specified the clause of business ethic in the agreements binding the Company and its counterparties?	V		(1) The Company has included clauses on integrity in all business contracts to prevent any dishonest behavior.	(1)There is no significant deviation.
(2) Has the Company established a dedicated unit under the Board of Directors to promote ethical corporate management, and to report to the Board of Directors on a regular basis (at least once a year) regarding ethical corporate management policies and plans, in order to prevent unethical conduct and to monitor their implementation?	V		(2) The G.M. Office is designated as the responsible unit under the Board of Directors to handle the revision, implementation, interpretation, consultation services, filing of reports, and supervision of the Procedures for Ethical Corporate Management and Guidelines for Conduct. Regular reports are submitted to the Board of Directors.	(2)There is no significant deviation.
(3) Has the Company mapped out the policy for the avoidance of the conflict of interest and has provided suitable channels for such purpose, and properly pursued the policy?	V		(3) The Company actively implements measures to prevent conflicts of interest in daily management and has established a reporting channel for reporting conflicts of interest.	(3)There is no significant deviation.
(4) Has the Company established an effective accounting system and internal control system for the implementation of ethical corporate management? Has the internal auditing unit prepared an audit plan based on the assessment results for unethical conduct risks, and checked compliance with the unethical conduct prevention plan accordingly, or appointed a CPA to conduct the audit?	V		(4) The Company has established effective accounting and internal control systems, and internal auditors conduct regular audits.	(4)There is no significant deviation.

Items for evaluation	Implementation Status (Note 1)			Deviations from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
(5) Has the Company organized internal and external training on ethical management?	V		(5) The Company periodically sends employees to attend education and training courses related to ethical corporate management.	(5)There is no significant deviation
3. The reporting system of the Company in action (1) Has the Company established a reporting and reward system and the channels for facilitating the report on unethical practices, and has appointed designated personnel to handle the subject of reporting? (2) Has the Company created a standard operating procedure (SOP) for the investigation of reported matters, follow-up measures to be taken after the completion of the investigation, and relevant confidentiality mechanisms? (3) Has the Company taken protection measures to protect the informant from improper treatment after reporting on unethical practices?	V V V		(1) The Company has established the Fraud Reporting and Handling Procedures, which is responsible for handling reported cases of fraud by a special project team designated by the President. (2) The Company has established the Fraud Reporting and Handling Procedures to handle the standard operating procedures for investigating reported matters and related confidentiality mechanisms. (3) The Company always protects whistleblowers from improper treatment as a result of their reports.	(1)There is no significant deviation. (2)There is no significant deviation. (3)There is no significant deviation.
4. Enhancing Information Disclosure Has the Company disclosed the content of Ethical Corporate Management Best Practice Principles and the result at its official website and MOPS?	V		The Procedures for Ethical Corporate Management and Guidelines for Conduct of the Company are disclosed on the Company's website, which specifies the matters that our employees shall pay attention to when carrying out businesses, in order to implement the ethical corporate management policy and actively prevent any non-integrity behavior.	There is no significant deviation
5. If the company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation: The Company has established the Procedures for Ethical Corporate Management and Guidelines for Conduct which all operations of the Company adhere to and there are no significant deviation.				
6. Other important information to facilitate a better understanding of the company's ethical corporate management policies (e.g., review and amend its				

Items for evaluation	Implementation Status (Note 1)			Deviations from Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
<p>policies):</p> <p>The Company will continuously pay attention to the development of regulations for ethical corporate management within the group, and encourage directors, managers, and employees to provide suggestions for reviewing and improving the Company's policies and measures on ethical corporate management, in order to enhance the implementation effectiveness. In addition, the Company has established a Corporate Governance section on the Company's website. Relevant information and actual operational conditions will be disclosed on the Company's website and on the Market Observation Post System.</p>				

(7) Other important information to facilitate a better understanding of the company's corporate governance operations:

- 1、In order to strengthen corporate governance, the Company has established the Code of Ethical Conduct which was approved by the Board of Directors on December 15, 2015. The full text of the Code of Ethical Conduct is as follows:

Code of Ethical Conduct

1. Purpose:

To guide the behaviors of the directors, supervisors, and managers of the Company to meet ethical standards and to enable stakeholders to better understand the Company's ethical standards, these codes have been established for compliance. °

2. Scope of application:

- 1、This Code applies to the directors, supervisors, and managers of the Company.
- 2、The managers referred to in the preceding paragraph include the General Manager and personnel of equivalent level, Vice General Manager and personnel of equivalent level, head of Financial Division, and other personnel who manage the Company's affairs and have signing authority.

3. Honest and ethical behavior:

The directors, supervisors, and managers of the Company shall perform their duties with honesty and integrity, and comply with professional standards, including handling personal and apparent conflicts of interest in a fair manner.

4. Preventing conflicts of interest:

- 1、The directors, supervisors, and managers of the Company shall handle public affairs in an objective and efficient manner, and shall not seek to obtain improper benefits for themselves, their spouses, or relatives within the second degree of kinship by virtue of their positions, in case of personal or apparent conflicts of interest.
- 2、To prevent conflicts of interest, if there are any capital loans, endorsement guarantees, or major asset transactions between the Company and the aforementioned personnel or their affiliated companies, they shall be subject to review by the Board of Directors in advance and handled in accordance with laws and regulations of the Company. Sales and purchases shall be made with the Company's maximum benefit in mind and in accordance with regulations in the Company's procurement and sales cycle.
- 3、Managers shall not employ staff who are spouses or relatives within the second degree of kinship in the same department or in positions that should be managed separately within the internal control system. If there is a special need, the

appointment of staff with such relationships shall be submitted to the Board of Directors for approval.

5. Prohibition on insider trading:

Directors, supervisors, and managers of the Company shall comply with laws and regulations on preventing insider trading and other securities laws and regulations related to stock trading and handling of confidential information. When in possession of important undisclosed information, they shall not engage in related securities trading

6. Prohibition on gifts, bribery, and improper benefits:

Directors, supervisors, and managers of the Company shall not request, agree to, receive, or provide any form of gifts, entertainment, kickbacks, bribery, or other improper benefits for the benefit of themselves, their companies, or third parties while performing their duties. However, gifts or entertainment that are allowed by social etiquette or the Company's regulations are not subject to this prohibition.

7. Avoidance of opportunities for personal gain:

1、 When the Company faces opportunities for profit, directors, supervisors, and managers shall uphold or increase the legitimate and lawful interests that the Company can obtain.

2、 Directors, supervisors, and managers shall not use the Company's property and information, or their positions to obtain personal gain. Furthermore, they shall not engage in activities that compete with the Company, except as otherwise provided in the Company Act or the Company's Articles of Incorporation.

8. Confidentiality obligation:

1、 Directors, supervisors, and managers of the Company shall maintain confidentiality regarding information concerning the Company itself or its customers (including information on procurement and sales), except where authorized or required by law to disclose such information. They shall also refrain from using such information for personal gain or for the benefit of third parties.

2、 The information that should be kept confidential includes all undisclosed information that may be used by competitors or may cause harm to the Company or its customers in the future.

9. Fair trading:

The Company is committed to market competition through excellent management and service, and does not use illegal or unethical means to achieve results. Directors, supervisors, and managers of the Company shall treat customers, competitors, and employees fairly, and shall not obtain undue benefits through manipulation, concealment, or abuse of information obtained in their duties, misrepresentations of important matters, or other unfair trading practices.

10. Protection and proper use of company assets:
The Company's assets shall be protected and used only for legitimate business purposes. Directors, supervisors, and managers are responsible to protect the Company's assets and ensure their effective and lawful use for official purposes, in order to avoid situations of theft, negligence, or waste that may directly affect the Company's profitability.

11. Compliance with laws and regulations:
Directors, supervisors, and managers of the Company shall comply with the provisions of the Company Act, Securities and Exchange Act, and other laws and regulations.

12. Encouragement to report any illegal or unethical behavior:
 - 1、 Directors, supervisors, and managers of the Company shall promote ethical standards and encourage employees to report any suspected or discovered violations of laws, regulations, or this Code of Ethical Conduct. When reporting, employees shall provide sufficient information to the managers, chief internal auditor, or other appropriate personnel. The Company shall reward the reporting employees in accordance with the Work Rules and the Remuneration Management Regulations after the reported cases have been verified and confirmed.
 - 2、 The Company shall establish a specific reporting system to handle such reports appropriately and confidentially. The Company shall make every effort to protect the safety of the reporting employees and prevent them from being threatened in any form. Malicious and false reporters shall be counseled, and if necessary, punished to uphold the integrity of the Company. If any person believes that they have suffered retaliation, threats, or harassment as a result of the aforementioned behavior, they shall report it to their superior or manager immediately, and the Company shall take appropriate action.

13. Disciplinary measures:
 - 1、 When directors and supervisors of the Company violate this Code of Ethical Conduct, it shall be reported to the Board of Directors and the shareholders' meeting for review, and disciplinary measures shall be determined based on the severity of the situation. When managers of the Company violate this Code of Ethical Conduct, except for those involving serious circumstances that required to be reported to the Board of Directors, they shall be disciplined in accordance with the Company's Work Rules and the Remuneration Management Regulations. However, those who violate laws and regulations involving serious circumstances shall also be held civilly and criminally liable to protect the interests of the Company and its shareholders.

- 2、 After the disciplinary measures for the aforementioned violation of this Code of Ethical Conduct have been confirmed, the date of violation, the reasons for the violation, the violated standards, and the handling of the violation for the violating personnel shall be disclosed immediately on the Market Observation Post System in accordance with laws and regulations.

14. Reporting system:

When directors, supervisors, and managers of the Company violate this Code of Ethical Conduct, those who can provide evidence may file a report immediately and submit supporting documents to appropriate personnel, the Board of Directors, or the shareholders' meeting (those involved in the violation shall be recused from the discussion) for final decision-making.

Violating unit	Report handling unit	Disciplinary decision-making unit
Managers (not including general manager)	General manager	General manager, Board of Directors
General manager	Board of Directors	Board of Directors
Directors and supervisors	Other directors and supervisors	Shareholders' meeting

15. Exemption procedure:

If directors, supervisors, and managers of the Company require exemption from following this Code of Ethical Conduct, it must be approved by the Board of Directors and immediately disclosed on the Market Observation Post System. The disclosure shall include the date of the Board's approval of the exemption, the dissenting or qualified opinions of independent directors, the period of the exemption, the reasons for the exemption, and the standards for the exemption. This is to enable shareholders to evaluate whether the Board's decision is appropriate and to prevent arbitrary or suspicious exemptions from occurring. This also ensures that any exemption from following this Code of Ethical Conduct is subject to appropriate control mechanisms to protect the interests of the Company. °

16. Disclosure method:

This Code of Ethical Conduct shall be disclosed on the Company's website, annual report, prospectus, and the Market Observation Post System. Any revisions shall also be disclosed by the same methods.

17. Other:

This Code of Ethical Conduct shall come into effect after being approved by the Board of Directors, and any revisions shall also be subject to the same approval process.

18. Establishment and revision:

This Code of Ethical Conduct was established on December 21, 2015.

This Code of Ethical Conduct was revised on May 11, 2016.

This Code of Ethical Conduct was revised on December 24, 2020.

2、2024 Director Continuing Education Status Report

Title	Name	Course Title	Hours	Training Institution
Chairman	Lo Kuo-Cheng	Ethical Management within ESG	3	Corporate Operating and Sustainable Development Association
		Challenges and Opportunities for Enterprises as They Repond to Climate Change Issues	3	Corporate Operating and Sustainable Development Association
Director	Lo Hsiu-Yung	Ethical Management within ESG	3	Corporate Operating and Sustainable Development Association
		Challenges and Opportunities for Enterprises as They Repond to Climate Change Issues	3	Corporate Operating and Sustainable Development Association
Director	Hung Wen-Hua	Ethical Management within ESG	3	Corporate Operating and Sustainable Development Association
		Challenges and Opportunities for Enterprises as They Repond to Climate Change Issues	3	Corporate Operating and Sustainable Development Association
Director	Hung Shui-Tung	Ethical Management within ESG	3	Corporate Operating and Sustainable Development Association
		Challenges and Opportunities for Enterprises as They Repond to Climate Change Issues	3	Corporate Operating and Sustainable Development Association
Director	Chang Tai-Yang	Ethical Management within ESG	3	Corporate Operating and Sustainable Development Association
		Challenges and Opportunities for Enterprises as They Repond to Climate Change Issues	3	Corporate Operating and Sustainable Development Association
Director	Chung Pi-Pin	Ethical Management within ESG	3	Corporate Operating and Sustainable Development Association
		Challenges and Opportunities for Enterprises as They Repond to Climate Change Issues	3	Corporate Operating and Sustainable Development Association
Independent Director	Chen Chun-Chih	Ethical Management within ESG	3	Corporate Operating and Sustainable Development Association
		Challenges and Opportunities for Enterprises as They Repond to Climate Change Issues	3	Corporate Operating and Sustainable Development Association
Independent Director	Kao Kuo-Chin	Ethical Management within ESG	3	Corporate Operating and Sustainable Development Association
		Challenges and Opportunities for Enterprises as They Repond to Climate Change Issues	3	Corporate Operating and Sustainable Development Association
Independent Director	Hsu Ming-Che	Ethical Management within ESG	3	Corporate Operating and Sustainable Development Association
		Challenges and Opportunities for Enterprises as They Repond to Climate Change Issues	3	Corporate Operating and Sustainable Development Association

3 、 Continuing education of managers on corporate governance:

Title	Name	Name of course	Hours	Training institution
Manager	LEE,CHEN-YANG	Continuing education program for accounting executives in issuers, securities firms, and stock exchanges	12.0	Accounting Research and Development Foundation

(8) The following items regarding the implementation of the internal control system shall be disclosed:

1. Internal Control Statement

SUNF PU TECHNOLOGY CO., LTD.
Internal Control System Statement

Date: March 13, 2025

With regard to the 2024 internal control system, the Company declares the following based on the self-evaluation findings:

1. The Company is fully aware that establishing, implementing, and maintaining an internal control system are the responsibility of its Board of Directors and managerial officers. The Company has established such a system to provide reasonable assurance for attaining the aims of the effectiveness and efficiency of business operations (including profits, performance, safeguarding of asset security, etc.); reliability, timeliness, transparency of reporting; and compliance with the governing laws and regulations.

2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system provides assurance to the aforementioned aims only to a reasonable extent. Moreover, due to changes of environments and circumstances, the effectiveness of an internal control system may change accordingly. Nevertheless, the internal control system of the Company is equipped with a self-monitoring mechanism, and the Company takes corrective actions as soon as any fault is identified.

3. The Company determines the design and operating effectiveness of its internal control system in accordance with the determining factors provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the "Regulations"). The internal control system determining factors specified in the Regulations divide an internal control system into five elements based on its management: 1. Control Environment, 2. Risk Assessment, 3. Control Operations, 4. Information and Communications, and 5. Monitoring. Each element further contains several items. Refer to the Regulations for the aforementioned items.

4. The Company has adopted the aforementioned internal control system determining factors to examine the design and operating effectiveness of its internal control system.

5. Based on the findings of the evaluation mentioned in the preceding paragraph, the Company deems that the internal control system as of December 31, 2024 (including supervision and management of subsidiaries), which encompass internal controls for knowledge of the accomplishment degree of operating effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with the governing laws and regulations, are effectively designed and implemented, and reasonably assure accomplishment of the abovementioned aims.

6. This Statement constitutes the main content of the Company's annual report and prospectus, and will be made public. Any wrongful act pertaining to falsification or concealment involving the above public declaration will be subjected to legal liabilities under Articles 20, 32, 171, and 174 of, and other regulations relating to, the Securities and Exchange Act.

7. This Statement was approved by the Board Meeting of the Company held on March 13, 2025, where none of the nine attending directors expressed dissenting opinions, and all consented to the content of this Statement.

SUNF PU TECHNOLOGY CO., LTD.

President: LO, KAO-CHENG

General Manager: LO, SHIU-YUNG

- 2、Where a public certified accountant has been appointed to conduct the project review of the internal control system, the public certified accountant's review report shall be disclosed: No such circumstances.
- (9) Important resolutions of the shareholders' meeting and the Board of Directors in 2023 and as of the annual report's date of publication:
- 1、Implementation status and review of important resolutions of the 2024 shareholders' meeting
- Resolutions
- A、Approval of the Company's final account statements and books for 2023
- B、Approval of the Company's appropriation of profit and loss for 2023
- 2、Important resolutions of the Board of Directors in 2024 and as of the date of publication of the annual report:
- Meeting date: March 13, 2024
- Resolutions:
- 1、Approved the 2023 final account statements and books
 - 2、Approved the 2023 profit and loss appropriation. °
 - 3、Approved the 2023 remuneration distribution plan for directors and supervisors and employee remuneration.
 - 4、Approved the proposed amendment to the Procedures for Lending Funds to Others; submitted for your discussion
 - 5、Approved the proposed amendment to the Company's Procedures for Handling Material Internal Information; submitted for your discussion.
 - 6、Approved the proposed amendment to the Company's Board of Directors Performance Evaluation Guidelines; submitted for your discussion.
 - 7、Approved the 2023 Internal Control System Effectiveness Assessment and the Internal Control System Statement.
 - 8、Approved the proposal to convene the 2024 Annual General Shareholders' Meeting; submitted for your discussion.
 - 9、Approved the proposal to replace the certified public accountants; submitted for your discussion.
- Meeting date: May 10, 2024
- Resolutions: 1、Approved the Company's financial statements for the first quarter of 2024
- Meeting date: August 14, 2024
- Resolutions: 1、Approved the Company's financial statements for the second quarter of 2024.
- 2、Approved the renewal of directors' (including independent directors') liability insurance.
- Meeting date: November 13, 2024

- Resolutions:
- 1 、 Approved the Company's financial statements for the third quarter of 2024.
 - 2 、 Approved the amendment to the Rules of Procedure for Board Meetings.
 - 3 、 Approved the amendment to the Audit Committee Charter.
 - 4 、 Approved the application to Taiwan Business Bank Linkou Branch for a credit line.
 - 5 、 Approved the endorsement and guarantee for the subsidiary.

Meeting date: December 24, 2024

- Resolutions:
- 1 、 Approved the distribution of the 2024 year-end bonus for managers.
 - 2 、 Approved the managerial remuneration structure chart.
 - 3 、 Approved the 2025 budget.
 - 4 、 Approved the revision to the Company's Internal Control System.
 - 5 、 Approved the amendment to the Company's Internal Audit Operation Implementation Rules.
 - 6 、 Approved the 2025 audit plan.
 - 7 、 Approved the amendment to the Company's Standard Operating Procedures for Handling Director Requests.
 - 8 、 Approved the application to Yuanta Commercial Bank for an extension of the loan limit.
 - 9 、 Approved the application to Bank SinoPac for a loan limit.

Meeting date: March 13, 2025

- Resolutions:
- 1 、 Approved the 2024 final account statements and books.
 - 2 、 Approved the 2024 profit and loss appropriation.
 - 3 、 Approved the 2024 remuneration distribution plan for directors and supervisors and employee remuneration.
 - 4 、 Approved the amendment to the Company's Articles of Incorporation.
 - 5 、 Approved the amendment to the Guidelines for Continuing Education of Directors and Supervisors.
 - 6 、 Approved the 2024 Internal Control System Effectiveness Assessment and the Internal Control System Statement.
 - 7 、 Approved the re-election of directors (including independent directors).
 - 8 、 Approved the proposal to convene the 2025 Annual General Shareholders' Meeting.
 - 9 、 Approved the proposal regarding the remuneration of the certified public accountants.

- (10) 2024 and as of the date of the publication of the annual report, major issues of record or written statements made by any director or supervisor dissenting to important resolutions passed by the Board of Directors: None

4、 Certified public accountant (CPA) fee information:

Amount unit: NT\$1,000

Name of CPA firm	Name of CPA	CPA audit period	Audit fee	Non-audit fee	Total	Remark
Benison Associated CPAs' Firm	Wang, Hsin-Yuan	113Q1-113Q4	2,630	400	3,030	Filing for profit-seeking enterprise income tax. Taxes assessed and English financial report.
	Qiu, Yi-Zhi					

If the company has any of the following circumstances, the following matters shall be disclosed:

- (1) If the certified public accountant (CPA) firm changes, and the audit fee paid in the year of such change is reduced from the audit fee of the previous year, the amount of the audit fee before and after such change and the reason of such change shall be disclosed: Not applicable。
- (2) If the audit fee is reduced by more than 10% from last year, the amount, percentage, and reason for the reduction of the audit fee shall be disclosed: Not applicable

5、 Information of CPAs change in the most recent two years and latest year :

Name of CPA firm	Name of CPA	CPA audit period	Remark
Benison Associated CPAs' Firm	Li, Han	112Q1-112Q4	Adjustment needs for executing business
	Wang, Hsin-Yuan	113Q1-113Q4	
	Qiu, Yi-Zhi	112Q1-113Q4	

- 6、 Where the company's president, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm, the name and position of the person, and the period during which the position was held, shall be disclosed.: None

7、Directors, supervisors, managerial officers and the shareholders holding more than 10% of the shares in the transfer of shares and pledge of shares under lien, and any change thereof.

Unit: Share

Title	Name	2024		As of April 28, 2025	
		Number of shares held increased (decreased)	Number of pledged shares increased (decreased)	Number of shares held increased (decreased)	Number of pledged shares increased (decreased)
President (concurrently serving as group chairman)	LO, KAO-CHENG	0	0	0	0
Director (concurrently serving as General Manager)	LO, SHIU-YUNG	0	0	0	0
Director	HONG, SHUI-TONG	0	0	0	0
Director	HUNG, WEN-HUA	0	0	0	0
Director	CHANG, TAI-YANG	0	0	(20,000)	0
Director	CHUNG, PI-PIN	0	0	0	0
Independent Director	CHEN, CHUN-CHIH	0	0	0	0
Independent Director	KAO, KUO-CHING	0	0	0	0
Independent Director	HSU, MING-CHE	0	0	0	0
General Manager	LO, CHAO-MING	0	0	0	0
Manager	LEE, CHEN-YANG	0	0	0	0

Information of equity transfer

April 28, 2025

Name	Reason for equity transfer	Transaction date	Counterparty	Relationship between the counterparty and the company, directors, supervisors, managers, and shareholders who hold more than 10% of the shares	Number of shares	Transaction price
None	None	None	None	None	None	None

Information of shares pledge

April 28, 2025

Name	Reason for change in shares pledge	Date of change	Counterparty	Relationship between the counterparty and the company, directors, supervisors, managers, and shareholders who hold more than 10% of the shares	Number of shares	Shareholding ratio	Pledge ratio	Pledged (redemption) amount
None	None	None	None	None	None	None	None	None

8. Information on shareholders among the top 10 by proportion of shareholding and their relationship

April 28, 2025

Name	Own shareholdings		Shares held by spouse & minor children		Total shareholding held through nominees		Relationship information, if among the company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another stated in Statements of Financial Accounting Standards No. 6; title, name and relationship		Remark
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Title	Relationship	
							(or name)		
LO, SHIU-YUNG	6,184,672	6.75%	1,652,857	1.81%	0	0.00%	WEI, HSIU-YING	Spouse	
							LO, KAO-CHENG	Second degree of kinship	
							LO, CHAO-MING	Second degree of kinship	
							LO, KUOH-HSIUNG	Second degree of kinship	
TSAI, HO-CHUN	4,641,000	5.07%	0	0.00%	0	0.00%	None	None	
LO, KAO-CHENG	3,868,301	4.22%	0	0.00%	0	0.00%	LO, SHIU-YUNG	Second degree of kinship	
							LO, CHAO-MING	Second degree of kinship	
							LO, KUOH-HSIUNG	Second degree of kinship	
							WEI, I HSIU-YING	In-law	
KAN, CHEN G-WAN	2,441,000	2.67%	0	0.00%	0	0.00%	None	None	
LO, KUO-HSIUNG	2,355,411	2.57%	0	0.00%	0	0.00%	LO, KAO-CHENG	Second degree of kinship	
							LO, SHIU-YUNG	Second degree of kinship	
							LO, CHAO-MING	Second degree of kinship	
							WEI, HSIU-YING	In-law	
LEE, WAN-HO	1,919,652	2.10%	0	0.00%	0	0.00%	None	None	
WEI, HSIU-YIN	1,652,857	1.81%	6,184,672	6.75%	0	0.00%	LO, SHIU-YUNG	Spouse	
							LO, KAO-CHENG	In-law	
							LO, CHAO-MING	In-law	
							LO, KUO-HSIUNG	In-law	
Citibank Berkeley Capital SBL/PB Investment Account	1,590,000	1.74%	0	0.00%	0	0.00%	None	None	
LO, CHAO-MING	1,537,000	1.68%	488,000	0.53%	0	0.00%	LO, KAO-CHENG	Second degree of kinship	
							LO, SHIU-YUNG	Second degree of kinship	
							LO, KUO-HSIUNG	Second degree of kinship	
							WEI, HSIU-YING	In-law	
CHEN, LI-LANG	1,495,490	1.63%	5,669	0.00%	0	0.00%	None	None	

9、Quantity of shareholdings of the same investee by the Company and Directors, Supervisors, Managerial Officer, and direct or indirect subsidiaries in proportion to the combined holdings of all, and combined to calculate the overall shareholding ratio :

Dec. 31, 2024; thousand shares

Investee	Investment made by the Company		Investment made by directors, supervisors, managerial official and direct or indirect subsidiaries		Combined investment	
	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio
Sunf Pu Electric Wire & Cable Co., Ltd.	7,181	100%	0	0.00%	7,181	100.00%

III. Capital Overview

1. Capital and Shares

(1) Sources of shares capital

Dec. 31, 2024

Period	Price at issuance	Authorized shares capital		Authorized shares capital		Remark		
		Number of Shares (shares)	Amount (NT\$)	Number of Shares (shares)	Amount (NT\$)	Sources of Capital Stock	Number of Shares (shares)	Amount (NT\$)
74.06	--	80,000	8,000,000	80,000	8,000,000	Cash capital increase NT\$6,000,000	None	Note 1
76.10	--	300,000	30,000,000	300,000	30,000,000	Cash capital increase NT\$22,000,000	None	Note 2
78.11	--	500,000	50,000,000	500,000	50,000,000	Cash capital increase NT\$20,000,000	None	Note 3
80.06	--	8,000,000	80,000,000	8,000,000	80,000,000	Cash capital increase NT\$30,000,000	None	Note 4
85.11	--	11,000,000	110,000,000	11,000,000	110,000,000	Cash capital increase NT\$30,000,000	None	Note 5
86.09	--	19,500,000	195,000,000	19,500,000	195,000,000	Cash capital increase NT\$70,000,000 Earnings transferred to capital increase NT\$15,000,000	None	Note 6
87.12	15	25,000,000	250,000,000	25,000,000	250,000,000	Cash capital increase NT\$34,000,000 Earnings transferred to capital increase NT\$19,485,802 Capital reserve transferred to capital increase NT\$ 1,514,198	None	Note 7
88.10	15	30,000,000	300,000,000	30,000,000	300,000,000	Cash capital increase NT\$25,000,000 Earnings transferred to capital increase NT\$25,000,000	None	Note 8
89.09	10	39,323,000	393,230,000	39,323,000	393,230,000	Earnings transferred to capital increase NT\$90,000,000 Employees' bonus transferred to capital increase NT\$3,230,000	None	Note 9
90.05	10	90,000,000	900,000,000	47,554,600	475,546,000	Earnings transferred to capital increase NT\$78,646,000 Employees' bonus transferred to capital increase NT\$3,670,000	None	Note 10
90.06	35	90,000,000	900,000,000	53,554,600	535,546,000	Cash capital increase NT\$60,000,000	None	Note 11
91.05	10	90,000,000	900,000,000	71,000,000	710,000,000	Earnings transferred to capital increase	None	Note 12

						NT\$160,663,800 Employees' bonus transferred to capital increase NT\$13,790,200		
92.08	10	120,000,000	1,200,000,000	79,170,000	791,700,000	Earnings transferred to capital increase NT\$78,100,000 Employees' bonus transferred to capital increase NT\$3,600,000	None	Note 13
95.09	10	140,000,000	1,400,000,000	83,628,500	836,285,000	Earnings transferred to capital increase NT\$39,585,000 Employees' bonus transferred to capital increase NT\$5,000,000	None	Note 14
96.10	10	150,000,000	1,500,000,000	88,809,925	888,099,250	Earnings transferred to capital increase NT\$41,814,250 Employees' bonus transferred to capital increase NT\$10,000,000	None	Note 15
97.10	10	150,000,000	1,500,000,000	91,5861,24	915,861,240	Earnings transferred to capital increase NT\$17,761,990 Employees' bonus transferred to capital increase NT\$10,000,000	None	Note 16

- Note 1: 1985.06 Cash capital increase: Ordinary shares of NT\$6,000,000
- Note 2: 1987.10 Cash capital increase: Ordinary shares of NT\$22,000,000
- Note 3: 1989.11 Cash capital increase: Ordinary shares of NT\$20,000,000
- Note 4: 1991.06 Cash capital increase: Ordinary shares of NT\$30,000,000
- Note 5: 1996.11 Cash capital increase: Ordinary shares of NT\$30,000,000
- Note 6: 1997.09 Cash capital increase: Ordinary shares of NT\$70,000,000; Earnings transferred to capital increase: Ordinary shares of NT\$15,000,000.
- Note 7: 1998.12 Cash capital increase: Ordinary shares of NT\$34,000,000, approved by the Securities and Futures Commission of the Ministry of Finance under Letter No. Taiwan-Finance-Securities-(I)-86897 of the Securities and Futures Commission of the Ministry of Finance (1998); Earnings transferred to capital increase: Ordinary shares of NT\$19,485,802, approved by the Securities and Futures Commission of the Ministry of Finance under Letter No. Taiwan-Finance-Securities-(I)-49358 of the Securities and Futures Commission of the Ministry of Finance (1998) dated 1998.06.06.
- Note 8: 1999.10 Cash capital increase: Ordinary shares of NT\$25,000,000; Earnings transferred to capital increase: Ordinary shares of NT\$25,000,000, approved by the Securities and Futures Commission of the Ministry of Finance under Letter No. Taiwan-Finance-Securities-(I)-63831 of the Securities and Futures Commission of the Ministry of Finance (1999) dated 1999.7.17.
- Note 9: 2000.09 Earnings transferred to capital increase: Ordinary shares of NT\$93,230,000, approved by the Securities and Futures Commission of the Ministry of Finance under Letter No. Taiwan-Finance-Securities-(I)-56615 of the Securities and Futures Commission of the Ministry of Finance (2000) dated 2000.6.30.
- Note 10: 2001.05 Earnings transferred to capital increase: Ordinary shares of NT\$82,316,000, approved by the Securities and Futures Commission of the Ministry of Finance under Letter No. Taiwan-Finance-Securities-(I)-131769 of the Securities and Futures Commission of the Ministry of Finance (2001) dated 2001.5.22.
- Note 11: 2001.06 Earnings transferred to capital increase: Ordinary shares of NT\$60,000,000, approved by the

Securities and Futures Commission of the Ministry of Finance under Letter No. Taiwan-Finance-Securities-(I)-136453 of the Securities and Futures Commission of the Ministry of Finance (2001) dated 2001.6.18.

Note 12: 2000.09 Earnings transferred to capital increase: Ordinary shares of NT\$93,230,000, approved by the Securities and Futures Commission of the Ministry of Finance under Letter No. Taiwan-Finance-Securities-(I)-126994 of the Securities and Futures Commission of the Ministry of Finance (2002) dated 2002.5.17.

Note 13: 2003.08 Earnings transferred to capital increase: Ordinary shares of NT\$93,230,000, approved by the Securities and Futures Commission of the Ministry of Finance under Letter No. Taiwan-Finance-Securities-(I)-0920137444 of the Securities and Futures Commission of the Ministry of Finance (2003) dated 2003.8.19.

Note 14: 2006.09 Earnings transferred to capital increase: Ordinary shares of NT\$44,585,000, approved by the Securities and Futures Commission of the Ministry of Finance under Financial Supervisory Commission (1) Document No. 0950130856 dated 2006.7.17.

Note 15: 2007.10 Earnings transferred to capital increase: Ordinary shares of NT\$51,814,250, approved by the Financial Supervisory Commission of the Executive Yuan under Financial Supervisory Commission (1) Document No. 0960040302 dated 2007.7.31.

Note 16: 2008.10 Earnings transferred to capital increase: Ordinary shares of NT\$27,761,990, approved by the Financial Supervisory Commission of the Executive Yuan (1) Document No. 0970041017 dated 2008.8.13; and approved by the Ministry of Economic Affairs under Letter No. 09701257990 dated 2008.10.9.

Dec. 31, 2024

Unit: Share

Type of Share	Authorized Share Capital					Remark
	Outstanding shares					Total number of convertible shares including subscription warrants
	TWSE/TPEX listed	TWSE/TPEX unlisted	Total	Unissued stock	Total	
Ordinary share	91,586,124	--	91,586,124	58,413,876	150,000,000	10,000,000

Note: 10,000,000 shares are reserved in the Company's Articles of Incorporation for the exercise of subscription rights by subscription warrants

Information related to shelf registration system

Type of securities	Amount to be issued		Issued amount		Purpose and expected benefits of the issued amount	Scheduled issuance period for the unissued amount	Remarks Total number of shares Total number of shares
	Total number of shares	Amount approved	Number of shares	Price			
-	-	-	-	-	-	-	-

(2) List of Major Shareholders

List all shareholders with a stake of 5 percent or greater, or the shareholders who rank in the top 10 in shareholding percentage

April 28, 2025

Names of Major shareholders	Shareholding	Shareholding ratio (%)
LO, SHIU-YUNG	6,184,672	6.75%
TSAI, HO-CHUN	4,641,000	5.07%
LO, KAO-CHENG	3,868,301	4.22%
KAN, CHENG-WAN	2,441,000	2.67%
LO, KUO-HSIUNG	2,355,411	2.57%
LEE, WAN-HO	1,919,652	2.10%
WEI, HSIU-YING	1,652,857	1.81%
Citibank Berkeley Capital SBL/PB Investment Account	1,590,000	1.74%
LO, CHAO-MING	1,537,000	1.68%
CHEN, LI-LANG	1,495,490	1.63%

(3) Company dividend policy and implementation status: :

1、 Dividend policy of the Company :

The Company shall set aside 10% of its annual net profit, after paying all taxes and making up for previous years' losses in accordance with the law, as the legal reserve and other special reserves that shall be appropriated or reversed in accordance with regulations. The remaining amount, after adding the previous year's accumulated undistributed profits, shall be the accumulated distributable profits, and the Board of Directors shall propose a distribution plan and submit it to the shareholders' meeting for approval °

The Company's dividend policy mainly takes into account the business environment, long-term financial planning, future funding needs, and shareholder interests. Every year, not less than 10% of the distributable profits will be set aside for distribution to shareholders as dividends °

When distributing dividends to shareholders, cash dividends shall be the primary method, and partial stock dividends may be offered. The cash dividend distribution ratio shall not be less than 50% of the total dividend distribution. The above-mentioned ratio for providing dividends may be adjusted based on actual profits and financial conditions, subject to approval by the shareholders' meeting.

2、 The proposed dividend distribution for the current shareholders' meeting is as follows:

The Company's earning distribution or loss off-setting proposals for 2024 has been approved by the Board of Directors °

(4) The impact of stock dividends proposed at the shareholders' meeting on the Company's operating performance and earnings per share:

The loss off-setting calculation for 2024, as approved by the Board of Directors, does not involve free-gratis dividends and therefore does not apply °

(5) Remuneration of employees, directors

- 1、 Remuneration of employees, directors in accordance with the Company's Articles of Incorporation:
If the Company earns a profit in a given year, it shall allocate 3% to 10% of the profit for employee remuneration and up to 5% of the profit for director remuneration. The distribution of such remuneration shall be resolved by the Board of Directors with attendance of over two-thirds of the directors and approval of a majority of the attending directors. However, when the Company has accumulated losses, a certain amount shall be reserved for making up such losses, and the remaining amount shall be allocated in accordance with the aforementioned proportions.
The aforementioned employee remuneration may be issued in the form of stock or cash, and the recipients of such remuneration may include employees of subsidiary companies who meet certain conditions.
- 2、 If the estimated number of shares for the calculation of employee, director remuneration and employee stock dividends, as defined in the Company's Articles of Incorporation, differs from the actual allocation amount, the difference shall be listed as an adjustment to the next year's income statement.
- 3、 Remuneration distribution approved by the Board of Directors:
 - A、 If the amount of employee, director remuneration distributed in cash or stocks is different from the annual estimated amount of recognized expenses, the number of discrepancies, reasons and handling status shall be disclosed: No discrepancies
 - B、 The amount of employee remuneration distributed by stocks and its percentage to the net profit after tax of the parent-company-only or individual financial statements and total employee remuneration for the current period: Not applicable
- 4、 If the actual distribution of employee, director remuneration in the previous year is different from the recognized employee, director remuneration, the number of differences, reasons and handling situation shall be stated: None

(六) Repurchase of Company shares: There is no such situation.

2. Repurchase of Company shares: There is no such situation.
3. Status of preferred share: None
4. Status of issuing the global depository receipts: None
5. Status of employee stock options and new restricted employee shares: None
6. Status regarding issuance of new shares in connection with mergers or acquisitions of other companies' shares: None
7. Implementation status of capital allocation: The Company has not carried out the cash capital increase or a private placement of securities for the most recent year.

IV 、 Operational Overview

1. Business Content

(1) Business scope

1 、 The Company's main business includes research, development, design, production, manufacturing, processing, packaging, assembly, testing, and sales of the following products:

- (1) Wire and cable manufacturing industry ◦
- (2) Electronic component manufacturing industry ◦
- (3) Data storage and processing equipment manufacturing industry ◦
- (4) Pollution prevention and control equipment manufacturing industry ◦
- (5) Power generation, transmission, and distribution machinery manufacturing industry ◦
- (6) Installation engineering of lighting equipment ◦
- (7) Industrial plant development, leasing, and sales industry ◦
- (8) Real estate leasing industry ◦
- (9) Real estate sales industry ◦
- (10) Other consulting services industry ◦

2 、 The business proportions of the main product categories in 2024 are as follows:
About 57.04% for network cables, about 41.14% for computer peripheral product cables, and 1.82% for other cables

3 、 Products (services) currently available:

The Company's main products include DVI cables, HDMI cables, USB cables, VGA cables, LAN cables, as well as many types of DC cables. The Company can provide customized OEM products that are environmentally friendly, with flame-retardant and halogen-free materials. The Company also offers CMP cables, and cables for computer, communication, and consumer electronics products

Product name	Main application
DVI Cable & Assembly	Cables for LCD/display monitors
Multi Wire Cable & Assembly	Signal cables
VGA Cable & Assembly	Screen cables
HDMI Cable & Assembly	Cables for digital TVs, DVD players, and other digital audio-visual products Version 1.4 cables with ultra-high resolution
USB 2.0/3.0 Cable & Assembly	Plug-and-play cables for connecting consumer electronics products with PCs and peripheral systems
COMMUNICATON CABLES	Many communication/computer peripheral cables
PU COIL CABLE	Cables for car chargers and in-car use
LAN Cable & Assembly	Various network transmission cables (Cat5e, Cat6, Cat6A, FTP/CAT6, SSTP/CAT6, Cat7)
Phone Cable & Assembly	Various telephone transmission cables

(2) Industry overview:

1、Current status and development of the industry

Since APPLE changed people's habits of using mobile phones, wearable devices have driven the diversification of products in the computer, communication, and consumer electronics industries. Moreover, the concept of integrating safety systems and medical monitoring into portable devices is becoming increasingly accepted by people all over the world.

2、Correlation between the upstream, midstream, and downstream industries

The Company's main products are cables for computer, communication, and consumer electronics products and surveillance system cables, which belong to the electronic components industry. Upstream suppliers provide bulk raw materials such as copper wire and PVC plastic powder, while downstream customers include manufacturers and distributors of computer products (computer information), communication products (phones, internet), and consumer electronics (CD players, digital cameras, digital TVs, and other products).

3、Product development trend

The change in human usage patterns has gradually turned electronic products into necessities, driving market demand. Big international companies have responded to this trend by constantly innovating and improving, while demanding faster, better, and cheaper products. This trend has also driven the professionalism of procurement and R&D teams, rapidly meeting customer

expectations and bringing closer the relationships between suppliers.

4、Competition between products

The Company's products mainly include network cables, USB cables, HDMI cables, computer peripheral cables, and transmission cables used for connecting PCs and peripheral products. As a professional wire manufacturer, we face fierce competition in the industry and are limited by the diversification of products and short product life cycles. In addition, customers increasingly demand fast, small-lot and diversified production with high-quality services. Therefore, we must continuously improve product quality and innovate to meet customer needs in order to maintain a competitive position in the industry.

(3) Technology and R&D overview:

1、R&D expenses for the current year and up to the end of the first quarter of the year

Unit: NT\$1,000

Year	R&D expenses
First quarter of 2025	2, 266
2024	7, 572
2023	7, 201

2、Technologies or products successfully developed in the past two years

R&D item	Description
LAN network 6A cable	New generation ultra-high-speed 10G cable, certified by UL and ETL
USB 3.0 high-speed transmission cable	Match with new generation high-speed Blu-ray players TYPE A TO A & TYPE A TO B CABLE ASSEMBLY certified by USB3.0 Association
Low-smoke, halogen-free cable	Applied to environmentally friendly cables for communication products, which will be widely used in the future Certified by UL
Composite cable	High-end multi-functional composite cable, with increasing market application
AV cable	High-end cable for video and audio equipment, simplifying construction complexity
Industrial network cable	Special applications for industrial automation, such as high and low-temperature environments
HDMI DVI DISPLAYPORT new version	High-end digital multimedia video and audio cables, and cables for digital TVs
Ultra-high-frequency coaxial cable	High-end communication cables for computer, communication and consumer electronics, and wireless device installation cables
HDMI 1.4 version audio and video	High-speed, high-fidelity multimedia digital TV, certified

transmission cable	by HDMI Association
Cat 7 LAN cable	New generation ultra-high-speed 10G cable, bandwidth upgraded to 600MHz, certified by ETL
Instrument panel cable (ITC CABLE)	Professional cable for instrument panel, certified by UL
CPR cable (European building regulations)	Compliant with European building regulations, and passed the test of Force Delta Dca&Eca & 3P Dca&Eca
Cat 8.1 LAN cable (25G)	Data center cables
USB 3.1 Gen1&Gen.2	External portable hard drives for use with computers
UL3003 DG CABLE UL83 Thermoplastic-Insulated Wires and cables	Used in distributed power generation equipment and devices Certified by UL

(4) Business development plans:

1. Short-term plan overview

- (1) Continuously train employees to improve their professionalism and reduce waste.
- (2) Focus on meeting customer demands with fast, professional and friendly service to differentiate from competitors.
- (3) Participate in domestic and international computer expos to increase product exposure and develop new customers.

2. Long-term plan overview

- (1) Differentiate products for a variety of industries.
- (2) Develop products with different price levels in collaboration with customers.
- (3) Design specifications tailored to customers to improve their market competitiveness.

2. Analysis of the market as well as the production and marketing situation

(1) Analysis of Market

1、Areas where the main products (services) of the company are provided (supplied)

Unit: NT\$1,000

Sales by region	Taiwan	Domestic subtotal	Asia	America	Others	Export subtotal	Total
Amount	85,330	85,330	676,337	75,552	1,094	752,983	838,313
%	10.18%	10.18%	80.68%	9.01%	0.13%	89.82%	100.00%

2、Market share

Market share of SUNF PU in 2024

Unit: NT\$1,000	
Total sales of electrical wire & cable in Taiwan	9,592,016
Sales revenue of SUNF PU	838,313
Market share of SUNF PU	8.74%

Source: Ministry of Economic Affairs Economic Statistics Information Network, and information provided by SUNF PU

3、Competitive advantages

(1) Excellent product quality and complete range of products

The Company has nearly 40 years of experience in producing connection cables for computer, communication and consumer electronics products and has accumulated considerable experience and technology in manufacturing. Every year, the Company continues to improve product quality and develop new products to meet the diverse needs of customers. Currently, the Company has more than 3,000 types of products and has obtained international safety certifications.

(2) Well-developed production technology and complete production management system

The Company constantly introduces advanced automated equipment to maintain the competitive advantage of its products in the market. Moreover, in response to the customers' demand for short lead time, the Company has developed a computer system to manage processes from order-taking to delivery. With this system, the production management team can clearly grasp the production schedule and delivery time, which meets the needs of customers for product diversification and fast delivery.

(3) Excellent R&D capability, continuous development of products that meet market trends

In view of the rapid development of the computer, communication and consumer electronics industries, the Company is aware that the products need to keep up with downstream needs and constantly introduce new products. Therefore, since the establishment of the Company, we have attached great importance to the development of

new products to meet industry trends.

4、Favorable factors for future development:

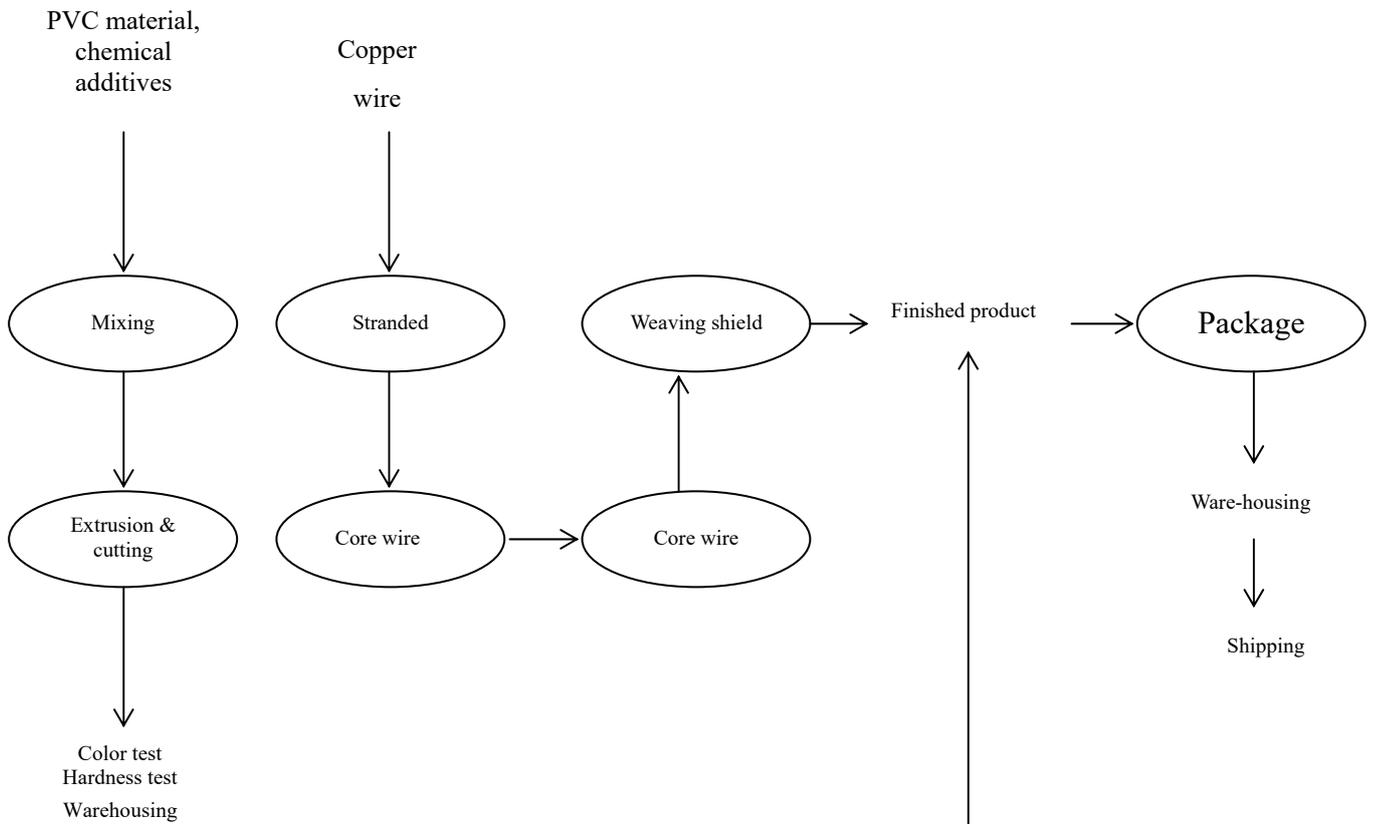
Favorable factors

- A. Product development that follows industry trends is developed to meet future market mainstream. The Company has developed high-level fireproof, environmentally friendly/halogen-free cables and high-frequency network cables to meet the trend of the times
- B. With the advancement of telecommunications liberalization, there are huge business opportunities in the global communication market. Thanks to the promotion of global broadband Internet access services, the Internet is still the mainstream of the international market. Currently, many types of broadband network equipment are being continuously deployed in emerging markets, and there is still room for growth.
- C. The integration of information products, communication products, and consumer electronics products brings unlimited business opportunities to the computer, communication and consumer electronics industries.

5、Improve production and sales response measures

Items for improvement	Countermeasures
1、The main raw materials for cables of computer, communication and consumer electronics product are copper and PVC plastic. Since copper is an internationally traded commodity, supply and demand imbalances and human factors can lead to significant price fluctuations. The price of plastic raw materials is closely related to international oil prices and global production capacity. Therefore, the sources and prices of these two materials affect the Company's operating costs.	(1) Sign long-term contracts with suppliers to secure a stable supply of materials and reduce procurement costs. (2) As a veteran player in the market of computer communication and consumer electronics products, SUNF PU TECHNOLOGY CO., LTD. has always upheld the spirit of continuously improving product quality to provide customers with competitive products that have a differentiated sales market.
2、Manufacturing industries generally face the problem of inadequate efficiency.	Upgrade production equipment to reduce labor demand through automation, while improving production efficiency.
3、Customers require shorter delivery times for products	(1) Adjust production capacity flexibly and reserve a small amount of capacity to meet customers' urgent needs for certain products, while reducing inventory pressure and meeting customers' urgent needs (2) Secure long-term orders from customers and efficiently arrange production schedules to meet their requirements for product quality, price, and service (3) Upgrade production equipment to improve production efficiency and automation, making production smoother and reducing production time

(2) Main product manufacturing process



(3) Supply status of main raw materials

The main raw materials required for the Company's production, copper materials for copper wire and PVC powder for outer coating, are both international bulk materials. With the cooperation of our raw material suppliers such as Li Chun Metals, Ho Shin Plastic, Formosa Plastics, etc., the Company is able to maintain a certain level of quality, quantity, price, and delivery time. There has been no shortage of supply causing production downtime.

(4) List of main customers for purchases and sales for the most recent two years

1. List of major customers for sales the most recent two years

Unit: NT\$1,000

Item	2023				2024				As of first quarter of 2025			
	Customers Code	Amount	Percentage to annual net sales (%)	Relationship with the issuer	customers Code	Amount	Percentage to annual net sales (%)	Relationship with the issuer	customers Code	Amount	Percentage to net sales in the first quarter of 2024	Relationship with the issuer
1	EB001 EB007 EB008 EB009	351,093	38.97%	None	EB001 EB007 EB008 EB009	192,661	22.98%	None	EB001 EB008 EB009	43,490	22.69%	None
2	ZX0004	75,507	8.38%	None	ZX0004	75,746	9.04%	None	VI0001	16,177	8.44%	None
3	CM0001 CM0006	66,190	7.35%	None	SC001 SC005 SC007	64,816	7.73%	None	ZX0004	15,341	8.00%	None
4	SC001 SC005 SC007	52,467	5.82%	None	SV0007	53,229	6.35%	None	SV0007	11,962	6.24%	None
5	MZ0002	28,897	3.21%	None	IC0001 IC0004	52,040	6.21%	None	IC0001 IC0004	11,341	5.92%	None
6	SV0007	28,826	3.20%	None	VI0001	51,292	6.12%	None	DJ0004 DJ0005	10,331	5.39%	None
7	DJ0004 DJ0005	28,589	3.17%	None	DJ0004 DJ0005	46,305	5.52%	None	MZ0002	9,656	5.04%	None
8	TC0003	23,767	2.64%	None	MZ0002	42,445	5.06%	None	SC001 SC005 SC007	7,315	3.82%	None
9	LH0001	21,570	2.39%	None	CM0001 CM0006	22,873	2.73%	None	LH0001	4,770	2.49%	None
10	IC0001 IC0004	20,491	2.33%	None	LH0001	21,282	2.54%	None	YS0013	4,261	2.22%	None
	Other	202,974	22.54%		Other	215,644	25.72%		Other	57,051	29.75%	
	Net sales	900,871	100%		Net sales	838,313	100.00%		Net sales	191,695	100.00%	

2. List of major clients for purchases the most recent two years

Unit: NT\$1,000

Item	2023				2024				As of first quarter of 2025			
	Company Code	Amount	Percentage to annual net purchases (%)	Relationship with the issuer	Company Code	Amount	Percentage to annual net purchases (%)	Relationship with the issuer	Company Code	Amount	Percentage to net purchases in the first quarter of 2022	Relationship with the issuer
1	CW0001 CW0002	149,649	22.95%	None	ZY0018	278,949	49.14%	None	CQ0003	60,224	45.12%	None
2	HX0009	135,605	20.80%	None	HX0009	104,300	18.37%	None	FY0012	29,137	21.83%	None
3	HH0005	89,960	13.80%	None	HH0005	19,458	3.43%	None	NY0003	6,282	4.71%	None
4	WC0007	75,575	11.59%	None	FY0012	17,596	3.10%	None	XJ0008	3,949	2.96%	None
5	NY0003	36,866	5.65%	None	NY0003	14,037	2.47%	None	XV0020	3,378	2.53%	None
6	DZ0005	33,574	5.15%	None	EY0009	10,997	1.94%	None	EY0009	3,333	2.50%	None
7	XJ0002	9,619	1.48%	None	HT0016	9,136	1.61%	None	HT0016	2,751	2.06%	None
8	PL0002	7,189	1.10%	None	PL0002	8,344	1.47%	None	PL0002	2,267	1.70%	None
9	YZ0004	7,064	1.08%	None	YZ0004	8,265	1.46%	None	HF0009	1,640	1.23%	None
10	KS0004	7,000	1.07%	None	EF0001	8,180	1.44%	None	EF0001	1,469	1.10%	None
	Other	99,910	15.32%		Other	88,345	15.57%		Other	19,049	14.26%	
	Net purchases	652,011	100.00%		Net purchases	567,627	100.00%		Net purchases	133,479	100.00%	

3. Employees

The number of employees, as well as their average years of service, average age, and education background for the past two years and as of the date of publication of the annual report are as follows:

Year		2023	2024	First quarter of 2025
Number of employees	Direct workers	171	173	171
	General staff	53	58	57
	Managers	11	10	10
	Total	235	241	238
	Average age	42.32	42.76	42.86
	Average years of service	10.68	10.68	10.89
Education background	Doctor	-	-	-
	Master	2%	2%	2%
	Bachelor	8%	9%	9%
	Junior college	5%	5%	5%
	Senior high school	20%	20%	20%
	Under senior high school	65%	64%	64%

4. Information on environmental protection expenditure

- (1) Total amount of losses and penalties due to environmental pollution in the past two years: None ◦
- (2) Improvements in environmental pollution in the past three years: None
- (3) Environmental pollution situation in the Company: None ◦
- (4) Significant environmental protection expenditures planned for the next two years: None ◦

5. Labor-management relations

(1) Welfare measures, continuing education, training, retirement system, labor-management agreements, and employee Code of Ethical Conduct

1. Welfare measures

The Company adheres to the business philosophy of "coexistence, mutual prosperity, and continuous improvement," and places great emphasis on employee welfare policies. We believe that only when employee welfare is valued and their lives are without worries, can they fully devote themselves to work, bring forth their strengths, and create higher quality products to promote overall business advancement and prosperity. The main welfare measures are as follows:

- (1) The Company holds employee get-together dinners and company trips from time to time to strengthen mutual communication and friendship
- (2) From the day of employment, employees are covered by labor insurance, national health insurance, and group insurance
- (3) The Company holds year-end raffle events for employees every year
- (4) The Company has employee cafeteria and provides meal allowances on a monthly basis

2. Retirement system and implementation status:

- (1) In accordance with the Labor Standards Act, the Company has established an employee retirement and early retirement policy, and set up a Labor Retirement Reserve Fund Supervisory Committee in accordance with Article 56, Paragraph 3 of the Labor Standards Act. This was approved by the Taoyuan City Government on January 29, 1997, under Letter 86-fu-lao-tung No. 018978
- (2) In accordance with regulations, the Company reports to the Taoyuan City Government and deposits 3% of the total fixed salary of employees each month as their retirement reserve funds to the designated account in the Department of Trusts, Bank of Taiwan. Beginning July 1, 2005, the Company has been making monthly contributions to the Labor Pension Individual Account established by the Bureau of Labor Insurance in accordance with the Enforcement Rules of the Labor Pension Act
- (3) The Company has always regarded employees as its greatest asset and attaches great importance to their career planning. We are committed to improving their skills and maintaining harmonious labor-management relations. In addition to setting salary standards, providing leave, retirement, health insurance, and education and training, we strive to ensure that employees are in the right position in accordance with their strengths

3. Education and training

Since its establishment, the Company has taken the principle that "talent is the Company's greatest asset". The Management Division formulates internal and external education and training courses every year, and encourages employees to actively participate in them. The employees training for 2024s as follows:

Item	Program	Number of employees of participation	Number of hour/HR
Internal training	127	894	157
External training	9	9	55

- (1) The Company fully pays the cost of external training for employees.
- (2) For internal training, the Company will carry out employee education and

training within the Company in accordance with the annual education and training plan.

4. Labor-management agreement

The Company currently has no labor union; however, we emphasize labor-management harmony and prioritize employee interests. In addition to complying with laws and regulations to establish reasonable salary, leave, and retirement systems, we also implement welfare measures such as safety and health, recreational leisure, health insurance, and on-the-job education and training. These measures have been highly recognized by all employees, making our labor-management relations harmonious and united

5. Employee Code of Ethical Conduct:

- (1) Employees shall be devoted to their duties, abide by all regulations of the Company, obey reasonable guidance and management from all levels of supervisors, and shall not shirk responsibilities or engage in behaviors such as making excuses or resistance. Supervisors at all levels shall provide friendly guidance to employees
- (2) Employees shall work diligently, take good care of public property, reduce losses, improve quality, increase production, and maintain confidentiality in their business and job duties. °
- (3) Employees shall report to their superiors in accordance with the hierarchy, and not bypass their immediate superiors unless in urgent or special circumstances.
- (4) Employees are not allowed to meet with relatives or friends or leave their workstations without approval during working hours. In the case of an important matter, they may have visitors for up to 15 minutes at a designated location.
- (5) Employees are not allowed to bring relatives or friends into the factory area or office without approval.
- (6) Employees must not use their authority to benefit themselves or others.
- (7) Without the written consent of the Company, employees are not allowed to operate businesses similar to or the same as the Company for themselves or third parties, nor can they be unlimited liability shareholders, executive shareholders, directors or managers of companies engaged in similar businesses, or partners of explicit or implicit partnerships of firms engaged in similar businesses
- (8) Without the written consent of the Company, employees are not allowed to take on part-time jobs. °
- (9) Employees must not accept entertainment, gifts, kickbacks or other illegal benefits due to actions or behaviors in violation of their job duties.
- (10) Employees are not allowed to bring ammunition, knives, guns, dangerous items, prohibited items, cameras, or other items unrelated to work into the workplace
- (11) Without approval, employees are not allowed to bring company property out of

the factory area or office, and private belongings shall be taken out of the factory area or office with a gate pass issued by the security office after being signed by the supervisor. Employees shall voluntarily accept inspections by security personnel.

6. The information related to personnel responsible for financial transparency is as follows regarding their acquisition of licenses designated by the competent authorities:

- (1) Certified internal auditor (CIA) certification: No personnel have obtained this certification.
- (2) Basic competence test for corporate internal control organized by the Foundation of Securities and Futures Institute: One person in the audit department.
- (3) Certified Internal Auditor (CIA) of the Republic of China (Taiwan): No personnel have obtained this certification.
- (4) Certified Public Accountant (CPA) of the Republic of China (Taiwan): No personnel have obtained this certification.

(二) In the most recent year and up to the date of publication of the annual report, the Company has not suffered any losses due to labor disputes.

6. Information and communication security management:

(1) Describe the framework for managing information and communication security risks, information and communication security policies, specific management plans, and resources invested in information and communication security management:

1. Information and communication security risk management framework:

Although the Company has not yet established a cross-departmental Information Security Committee, information security-related matters are currently handled by the head of the MIS Division who also serves as the person in charge of information security affairs. °

2. Information and communication security policy:

- (1) Ensure the confidentiality and integrity of information assets. °
- (2) Control data access rights of departments
- (3) Prevent unauthorized data modification or system access.

3. Specific management plans and resources invested in information and communication security management:

(1) Anti-virus software is installed on all personal computers, and regular virus scans and updates are performed °

(2) System passwords are regularly updated, and access rights are controlled

(3) Educational and promotional activities on information security and Personal Data Protection Act are held from time to time

(4) Regular internal audits are conducted every year to ensure the effectiveness of the information and communication security and personal data protection management system

(2) Specify the losses suffered, potential impact, and response measures due to significant information and communication security incidents in the most recent year up to the date of publication of the annual report

If it is not possible to reasonably estimate the losses, the reason for failing to provide such estimation shall be explained:

The Company did not suffer any losses due to significant information security incidents.

7、Important Contract: None

V. Review and Analysis of Financial Position and Financial Performance and Risk Matters

1. Financial Position

Unit: NT\$1,000

Item \ Year	2024	2023	Variation	
			Amount	%
Current assets	1,251,909	1,227,414	24,495	2.00%
Property, plant and equipment	164,885	177,686	(12,801)	-7.20%
Intangible assets	0	106	(106)	-100.00%
Other assets	55,559	134,502	(78,943)	-58.69%
Total assets	1,472,353	1,539,708	(67,355)	-4.37%
Current liabilities	472,987	576,784	(103,797)	-18.00%
Non-current liabilities	49,940	55,794	(5,854)	-10.49%
Total liabilities	522,927	632,578	(109,651)	-17.33%
Share capital	915,861	915,861	0	0.00%
Capital reserve	0	0	0	0.00%
Retained earnings	47,532	46,433	1,099	2.37%
Total shareholders'	949,426	907,130	42,296	4.66%

Please explain the reasons for the changes in financial ratios in the past two years:

1. Decrease in intangible assets: Primarily due to a decrease in right-of-use assets
2. Increase in other assets: Primarily attributable to a decrease in non-current finance lease receivables
3. Decrease in current liabilities: Primarily due to a decrease in advance receipts and other current liabilities.
4. Decrease in non-current liabilities: Primarily due to a decrease in non-current lease liability.

2. Financial Performance

(1) Comparative Analysis of Financial Conditions

Unit: NT\$1,000

Item \ Year	2024	2023	Increase (decrease) amount	Variation ratio (%)
Net operating revenue	838,313	900,871	(62,558)	-6.94%
Operating cost	742,383	809,946	(67,563)	-8.34%
Gross operating profit	95,930	90,925	5,005	5.50%
Operating expense	120,397	117,647	2,750	2.34%
Net operating profit (loss)	(24,467)	(26,722)	2,255	-8.44%
Non-operating revenue and expense	18,320	99,586	(81,266)	-81.60%
Net profit before tax of continued	(6,147)	72,864	(79,011)	-108.44%
Income tax expense (profit)	(6,754)	34,870	(41,624)	-119.37%
Net profit (loss) for the current	607	37,994	(37,387)	-98.40%

Main reasons for significant changes (changes in ratio exceeding 20%):

Increase in non-operating income/expenses and pre-tax profit from continuing operations: Primarily due to a decrease in sublease

Increase in income tax benefit: Primarily attributable to adjustments related to prior years

Decrease in net profit for the period: Primarily due to a decrease in non-operating income/expenses

(2) Variation analysis of operating gross profit

	Increase or decrease between periods	Reason for the variation			
		Sales price variation	Cost price variation	Sales price variation	Quantity variation
Operating gross profit	5,005	19,040	(8,442)	5,603	(11,196)
Explanation	Sales price variance :	The sales price was adjusted in response to changes in raw material prices for the period, resulting in an unfavorable sales price variance of NT\$19,040,000			
	Cost price variance :	Due to changes in the prices of main raw materials for the period, there was a favorable cost price variance of NT\$8,442,000.			
	Sales portfolio variation :	In this period, a favorable sales portfolio variation of NT\$5,603,000 was incurred due to changes in product portfolio.			
	Sales quantity variation :	In this period, a decrease in sales volume resulted in an unfavorable sales quantity variation of NT\$11,196,000.			

(3) Expected future sales volume and its basis, potential impact on the Company's future financial performance, and corresponding plans:

The Company's primary revenue is derived from cables used in consumer electronics products, including network cables, PC peripheral cables, and communication cables. 2025 projected sales volume is 145,395 kilometers, based on actual 2024 sales performance and taking into account the industry environment and the Company's production capacity. This represents an estimated growth of approximately 25%. At present,

the Company's operations remain sound; cash inflows from operating activities are stable, and sufficient to meet future funding needs arising from increased sales. Therefore, no material impact is expected on the Company's future financial and operational performance

3、Cash flows

(1) Liquidity analysis for the most recent two years

Item	Year	Dec. 31, 2024	Dec. 31, 2023	Increase /decrease
	Cash Flow Ratio(%)		(25.42)	50.76
Cash Flow Adequacy Ratio (%)		82.73	100.73	(17.87)
Cash Flow Reinvestment Ratio (%)		(7.52)	20.02	(137.56)

Explanation of the analysis of variation in the ratio of increase and decrease :

Analysis of cash flow variation for this year:

- (1) Operating activities: Net cash outflow from operating activities for the current period amounted to NT\$120,246,000, representing an increase in outflow compared to 2023. The primary reason was a decrease in accounts receivable.
- (2) Investing activities: Net cash outflow from investing activities for the current period was NT\$29,803,000, representing a decrease in outflow compared to 2023. This was mainly due to a reduction in payments for right-of-use assets and sublease payments for property, plant, and equipment.
- (3) Financing activities: Net cash outflow from financing activities for the current period was NT\$9,085,000, representing a decrease in outflow compared to 2023, primarily due to a reduction in short-term borrowings.

(2) Review and analysis of cash flows

Unit: NT\$1,000

Beginning of year cash balance (1)	Net operating cash flow for the whole year (2)	Cash outflow for the whole year (3)	Cash surplus (deficit) Amount (1)+(2)- (3)	Remediation measures against expected cash balance deficit	
				Investment plan	Financial plan
466,457	(120,246)	16,066	330,145	-	-
<p>1. Cash flow variation status for the most recent year:</p> <p>(1) Operating activities: NT\$(120,246,000)</p> <p>(2) Investment activities: NT\$ (29,803,000)</p> <p>(3) Financial activities: NT\$ (9,085,000)</p> <p>(4) The impact of exchange rate fluctuations on cash and cash equivalents: NT\$ 22,822,000</p> <p>2. Measures to address cash shortfall and liquidity analysis: None.</p> <p>3. Cash flow analysis for the next year: The Company has maintained stable operations in recent years, and there are no concerns regarding cash turnover in the coming year.</p>					

4. Impact of significant capital expenditures in the recent year on financial operations: None.

5. Recent changes in re-investment policy, the main reasons for profitability or loss, improvement plans, and investment plans for the coming year:

1、 In 2024, the global economy continued to be impacted by the Russia-Ukraine war and the Gaza conflict. With the shadow cast by the ongoing US-China trade tensions and the downturn in the real estate sector, the market in Mainland China remained pessimistic. At Sunf Pu's Taiwan plant, production line adjustments and formula improvements led to reduced costs and enhanced product stability. In this ever-changing global environment, the Company continues to adopt a service-oriented approach. This way, we strengthen client relationships, in hopes of achieving steady growth in order volumes

2、 The main reasons for the profit in 2024:

During 2024, Sunf Pu experienced a slight decline in orders due to fluctuations in copper prices and the impact of international geopolitical tensions. However, thanks to improvements in raw material formulations and production processes, gross manufacturing profits improved compared to previous years. One exception, due to economic affects in Mainland China, was the allowance for expected credit losses recognized by the CPA on a portion of the leasing rights transfer payment receivable from New Sunf Pu, a Mainland China sub-subsidiary. Once the full amount of the receivable is collected, the previously recognized impairment will be reversed, and profits will continue to rise. °

3、 Future goals:

- (1) We will continue to expand into new overseas markets, participate in more international exhibitions in the hope of gaining more exposure in the wire market and developing new clients, invest in new machines to achieve higher production efficiency and yield, and develop new manufacturing processes and new formulas. °
- (2) We aim to improve the inventory turnover ratio so as to reduce unnecessary inventory; save expenses and improve personnel literacy; be service-oriented and pay attention to client satisfaction so as to win clients' trust in terms of quality.
- (3) Our factory in Taiwan mainly serves clients in the United States, Canada and Taiwan. We strive to strengthen international certification as well as speed up price quotations and shipments so as to meet client requirements, thereby winning more orders from major manufacturers. We will also strengthen the flexible support capabilities between our factories.

6 、 Risk Management Assessment:

- 1 、 Impact of interest rate and exchange rate variation in recent years, as well as inflation on the Company's profit or loss and future mitigation measures :

Unit: NT\$1,000

Item	2024	2023	Variation amount	Variation percentage
Interest income (expense)	10,522	7,284	3,238	0.44
Exchange profit (loss)	6,825	6,246	579	0.09

- (1) Interest rate: Sunf Pu Group's interest income for 2024 increased by NT\$3,238,000 compared to 2023, primarily due to higher deposit interest rates and improved financial management.
- (2) Foreign Exchange: The foreign exchange gain for 2024 was NT\$579,000 higher than in the previous year. The US dollar remains the dominant international currency and continued to strengthen during the year, while Asian currencies remained relatively weak against the US dollar.
- (3) Inflation: Due to the Russia-Ukraine war and the conflict in the Gaza Strip, global prices of agricultural commodities and raw materials have risen, contributing to worldwide inflation. This issue has also impacted Sunf Pu. In response, the Company has expanded our supplier base to enable price comparisons, leveraged our order volume to negotiate with subcontractors for price reductions, and continued to develop new suppliers and material formulations. In addition, Sunf Pu faces annual requests from major international clients to lower product prices (cost-down), which has further compressed the Company's profit margins and remains an ongoing challenge

- 2、The policy, main reasons for profit or loss, and future corresponding measures related to engaging in high-risk and high-leverage investments, lending funds to others, endorsement and guarantees, and trading derivatives in the most recent year:
- (1) Engaging in high-risk and high-leverage investments :
Since its establishment, the Company has been committed to the operation of its core business and has not engaged in high-leverage investments.
 - (2) Lending funds to others, endorsement and guarantees :
The objects of fund loans and endorsement guarantees of our company and its subsidiaries are all subsidiaries or related enterprises, whose financial and business conditions are normal, and they comply with the relevant laws and regulations of the Securities and Futures Bureau and the "Fund Loan Operation Procedure" and "Endorsement Guarantee Operation Procedure" established by our company. Therefore, there is no possibility of loss.
 - (3) Derivatives trading:
The Company engages in derivatives trading in accordance with the established Procedures for the Acquisition or Disposal of Assets
- 3、R&D plans in the most recent year, current progress of future R&D plans, required R&D expenses, expected time for mass production, and major factors that may affect the success of future R&D: None
- 4、The impact and corresponding measures of major domestic and international policies and legal changes on the company's finance and business in the most recent year: None
- 5、The impact of technology changes (including information and communication security risks) and industry changes on the company's finance and business, as well as the corresponding measures: None
- 6、The impact of changes in the company's image on corporate risk management in the most recent year and the corresponding measures: None
- 7、Expected benefits, possible risks and corresponding measures for merger and acquisition plans: None
- 8、Expected benefits, possible risks, and corresponding measures related to capacity expansion: None
- 9、Risks and corresponding measures related to excessive sales concentration and excessive customer concentration: None
- 10、Impact and risks to the company from significant transfer of shares or change of shareholding of the Board of Directors, supervisors, or major shareholders holding over ten percent of shares, and the corresponding measures:
The directors, supervisors, or shareholders holding more than ten percent of the shares of the Company have not experienced significant transfer of shares or change of shareholding. For detailed information, please refer to page 54 of the report. °
- 11、Impact of changes in management right on the company, and the associated risks: None
- 12、Disclosure shall be made of any significant litigation, non-litigation, or

administrative disputes involving the person in charge, major shareholders holding more than 10% of the shares, or subsidiaries, that have been confirmed by a final judgment or are still pending and may have a significant impact on shareholder equity or securities prices. The disclosure shall include the facts of the dispute, the amount involved, the date when the dispute begins, the principal parties involved, and the status of the dispute as of the date of the publication of the annual report:
None

13 、 Other important risks and corresponding measures

Explanation of information security risk assessment and analysis: :

The Company adopts an unwavering attitude towards information security, and a dedicated team within the MIS Division is responsible for formulating and implementing computer information system risk management procedures. In addition to implementing endpoint protection with anti-virus software between personal computers and servers, we have further strengthened our defense capabilities against external attacks by setting up firewalls with application identification capabilities to prevent hackers from infiltrating. In terms of risk management for the Internet and email, employees may use their computers to access information and send/receive emails for work purposes, but they must apply for and obtain permission after being approved by their supervisor. For email system protection, the mail server not only has basic spam email protection, but also uses a built-in anti-virus system to detect and isolate or remove malicious emails to prevent users from being deceived by phishing emails and disclosing confidential information. In addition, the MIS Division also periodically checks the normal operation of the Company's anti-virus software and ensures that no improper software is installed. In terms of computer data protection, in addition to regularly backing up and storing computer data used by the Company in different locations, the Company also regularly promotes the importance of personal computer backups to employees, thereby enhancing their awareness of information security and reducing the harm caused by information security risks

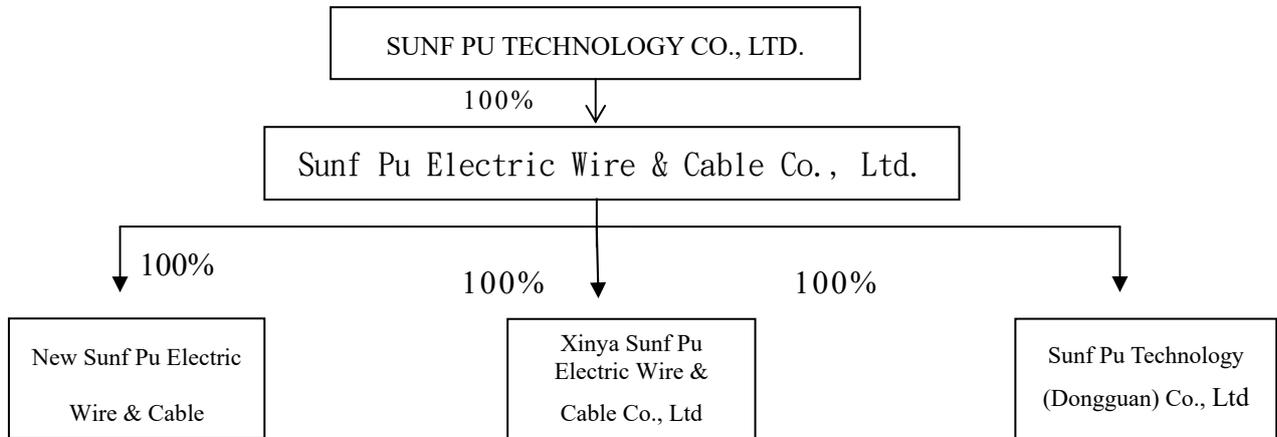
7. Other Important Matters: None

VI. Special Disclosure

1. Information regarding the Company's affiliates

(1) Consolidated business report

(1) Chart showing the Company's affiliates



(2) Names of the Company's affiliates, date of establishment, paid-in capital, and main business

Dec. 31, 2024

Name of Enterprise	Date of Establishment	Paid-in Capital (Unit: NT\$1,000)	Main business or production items
Sunf Pu Electric Wire & Cable Co., Ltd.	August 1998	226,272	Manufacturing and sales of connecting wires & cables for computer, communication and consumer electronics products
Xinya Sunf Pu Electric Wire & Cable Co., Ltd.	June 1992	67,197	Processing of incoming materials such as wires and PVC powder
Sunf Pu Technology (Dongguan) Co., Ltd.	February 2004	219,150	Production and sales of insertion connectors for instruments
New Sunf Pu Electric Wire & Cable (Shenzhen) Co., Ltd.	May 2011	73,098	Production and sales of wires and cables for computer, communication and consumer electronics products

(3) Reasons and personnel related information for those presumed to be under control or subordinate relationships: None

(4) Industries covered by the business operated by affiliates overall. For businesses that are related among affiliates, the division of work in their connection shall be specified :

The Company was established in 1983, and its subsidiary (Samoan), SUNF PU PV ELECTRIC WIRE & CABLE CO., LTD., was established in 1998. The main business of the affiliate is focused on the manufacturing and sales of connecting cables for computer, communication and consumer electronics products

- (5) The names of the directors, supervisors, and general manager of each affiliate and the details of their shareholding or capital contribution in such affiliate:

Name of Enterprise	Title	Name or representative	Status of shareholding	
			Amount of investment (USD)	Shareholding ratio
Sunf Pu Electric Wire & Cable Co., Ltd.	Director	Representative of SUNF PU TECHNOLOGY CO., LTD. : LO KAOCHENG	7,180,553	100%
	Director	LO SHIUYUNG		
Xinya Sunf Pu Electric Wire & Cable Co., Ltd.	Director	Representative of Sunf Pu Electric Wire & Cable Co., Ltd.: LO KAOCHENG	1,928,936	100%
	Director	LO SHIUYUNG		
Sunf Pu Technology (Dongguan) Co., Ltd.	Director	Representative of Sunf Pu Electric Wire & Cable Co., Ltd.: LO KAOCHENG	7,029,400	100%
	Director	LO SHIUYUNG		
	Director	LO CHAO MING		
New Sunf Pu Electric Wire & Cable (Shenzhen) Co., Ltd.	Executive Director	Representative of Sunf Pu Electric Wire & Cable Co., Ltd.: LO KAOCHENG	8,000,000	100%

(6) Operating results of the financial status of each affiliated enterprise

Unit: NT\$1,000

Enterprise Name	Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenue	Profit or Loss after Tax
Sunf Pu Electric Wire & Cable Co., Ltd.	226,272	1,329,614	409,696	919,918	207,807	(15,726)
Xinya Sunf Pu Electric Wire & Cable Co., Ltd.	67,197	0	0	0	0	0
Sunf Pu Technology (Dongguan) Co., Ltd.	219,150	660,059	33,084	626,975	573,443	15,346
New Sunf Pu Electric Wire & Cable (Shenzhen) Co., Ltd.	540,873	727,158	117,877	609,281	0	2,925

(2) Consolidated Financial Statements of Affiliated Enterprises: The companies that should be included in the preparation of the consolidated financial statements of related enterprises in accordance with the "Standards for the Preparation of Consolidated Business Reports, Consolidated Financial Statements and Related Reports of Related Enterprises" for the fiscal year 2014 (from January 1 to December 31, 2014) are the same as the companies that should be included in the preparation of the parent-subsidiary consolidated financial statements in accordance with International Financial Reporting Standard No. 10. The relevant information that should be disclosed in the consolidated financial statements of related enterprises has been disclosed in the above-mentioned parent-subsidiary consolidated financial statements. Therefore, the consolidated financial statements of related enterprises will no longer be prepared separately.

(3) Relationship Report of Affiliate Enterprises: None

2. Private placement of securities in the most recent year and up to the date of publication of the annual report: None

3. Other necessary supplementary notes: None

4. Any matter in the most recent year and up to the date of publication of the annual report which has a significant impact on shareholders' equity or securities prices as stipulated in subparagraph 2 of paragraph 3 of Article 36 of the Securities and Exchange Act: None