

Stock Code: 2359

**SOLOMON**

Access to the annual report: MOPS

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

The Company's website [[www.solomon.com.tw](http://www.solomon.com.tw)]

SOLOMON TECHNOLOGY CORPORATION

2024

# Annual Report

Printed on April 30, 2025

I. Spokesperson

Spokesperson:	Huang Shih-Chang	Acting Spokesperson:	(Temporarily absent)
Title:	Vice President	Title:	(Temporarily absent)
Telephone:	(02)8791-8989	Telephone:	(02)8791-8989
E-mail:	stock@solomon.com.tw	E-mail:	stock@solomon.com.tw

II. Addresses and Telephone Numbers for Headquarters, Branch Offices and Factories

Headquarters: 6F., No. 42, Xingzhong Rd., Neihu Dist., Taipei City, Taiwan (R.O.C.)

Telephone: (02)87918989

Branch: Flat A, 18/F, Wah Sing Industrial Building, 12-14 Wah Sing St., Kwai Chung, N.T., Hong Kong

Telephone: (852)28818015

Taichung Liaison Office: 8F.-1, No. 540, Sec. 3, Taiwan Blvd., Xitun Dist., Taichung City

Telephone: (04)27071605

Kaohsiung Liaison Office: 11F.-1, No. 77, Liwen Rd., Zuoying Dist., Kaohsiung City

Telephone: (07)5507202

Hsinchu Liaison Office: 13F.-1, No. 229, Fuxing 2nd Rd., Zhubei City, Hsinchu County 302

Telephone: (03)6589008

Neihu Factory: 3F., No. 42, Xingzhong Rd., Neihu Dist., Taipei City

Telephone: (02)87918989

III. Stock Transfer Agency

Name: Shareholder Services Department of President Securities Corporation

Address: B1., No. 8, Dongxing Rd., Songshan Dist., Taipei City

Telephone: (02)2747-8266

URL: <http://www.pscnet.com.tw>

IV. Financial Statements in the Most Recent Year

CPA Firm: PricewaterhouseCoopers Taiwan

CPAs: Liang Yi-Chang and Wen Ya-Fang

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

Telephone: (02)2729-6666

URL: <http://www.pwcglobal.com.tw>

V. Name(s) of the Exchange(s) Where Our Securities Are Traded Offshore, and the Method(s) with Which the Information of the Offshore Securities Is/Are Accessed: None.

VI. Company Website: <http://www.solomon.com.tw>

## Table of Contents

Chapter 1.	Letter to Shareholders .....	5
Chapter 2.	Corporate Governance Report.....	9
	1. Information of Directors and Managerial Officers.....	9
	2. Remuneration to Directors and Managerial Officers .....	31
	3. Information on Corporate Governance.....	45
	4. Information of Professional Fees for CPAs .....	113
	5. Information of Change of CPAs.....	113
	6. Information of Positions That the Chairman, General Manager or Financial/Accounting Manager of the Company Served in at the Firm of the CPAs or Any of Its Associates in the Most Recent Year .....	113
	7. Transfers of Shares and Changes in Pledged Shares Held by Directors, Supervisors, Managerial Officers, and Major Shareholders .....	114
	8. Information of shareholders with top 10 shareholdings and the relationship between them .....	115
	9. Comprehensive Shareholding Percentages .....	117
Chapter 3.	Financing: Capital and shares.....	118
	1. Sources of share capital .....	118
	2. List of Major Shareholders.....	120
	3. The Company’s Dividend Policy and Its Implementation .....	120
	4. Effects of Bonus Shares Proposed at the Annual General Meeting on the Business Performance and Earnings per Share of the Company.....	122
	5. Remuneration to employees and to directors .....	122
	6. Repurchase of the Company’s Own Shares .....	123
Chapter 4.	Fundraising status: others.....	124
	1. Issuance of Corporate Bonds.....	124
	2. Issuance of Preferred Shares .....	124
	3. Issuance of Depositary Receipts.....	124
	4. Issuance of Employee Stock Warrants and Restricted Stock Awards for Employees .....	124
	5. Issuance of New Shares with Shares Acquired or Assigned from Other Companies .....	124
	6. Implementation of the Fund Usage Plan .....	124
Chapter 5.	Overview of Operations .....	125
	1. Information of Business Activities.....	125
	2. Overview of Markets and Production/Sales .....	147
	3. Employees in Service .....	168
	4. Information of Environmental Protection Expenses .....	168
	5. Labor–Management Relations .....	168
	6. Cybersecurity Management.....	178
	7. Important Contracts.....	181
Chapter 6.	Review and Analysis of the Financial Position and Financial Performance and the Assessment of Risk Events.....	297
	1. Financial Position.....	297
	2. Financial Performance.....	298
	3. Cash flow.....	299
	4. Effects of Material Capital Expenditure in 2024 on Finance and Business.....	300

5. Investment Policies for 2024, the Main Reasons for Profits or Losses, the Improvement Plan, and the Investment Plan for 2025 .....	300
6. Other major risks and measures in response .....	301
6. Risk Events .....	301
7. Other Important Matters .....	304
Chapter 7. Special Information .....	305
1. Information of Associates .....	305
2. Private Placement of Securities .....	305
3. Other Additional Information Required .....	305
Chapter 8. Occurrence of Events with a Material Effect on Shareholders' Equity or Securities Price, as Defined under Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act.....	306

## Chapter 1. Letter to Shareholders

Dear Shareholders,

The consolidated operating income in 2024 amounted to NT\$3.503 billion. The profit after tax was NT\$158 million and the after-tax EPS was NT\$0.84. The Company's operating results in 2024 and the business plan for 2025 are hereby presented as follows:

### I. 2024 Business Report:

(I) 2024 business plan implementation results and profitability analysis:

1. SOLOMON and subsidiaries (consolidated):

Unit: NT\$ thousand

Item	2024		2023		Increase/Decrease	
	Amount	%	Amount	%	Amount	%
Operating income	3,503,097	100.00%	4,219,903	100.00%	(716,806)	-16.99%
Gross operating profit	791,136	22.58%	968,719	22.96%	(177,583)	-18.33%
Operating profit	(48,146)	-1.37%	143,145	3.39%	(191,291)	-133.63%
Pre-tax profit	285,834	8.16%	638,524	15.13%	(352,690)	-55.24%
Net profit (loss) in the current period	158,262	4.52%	557,787	13.22%	(399,525)	-71.63%
Net profit attributable to owners of the parent company	144,012	4.11%	532,241	12.61%	(388,229)	-72.94%
Net profit attributable to non-controlling interests	14,250	0.41%	25,546	0.61%	(11,296)	-44.22%
Earnings per share (NT\$)	0.84		3.11		(2.27)	

2. SOLOMON (parent-only):

Unit: NT\$ thousand

Item	2024		2023		Increase/Decrease	
	Amount	%	Amount	%	Amount	%
Operating income	2,125,586	100.00%	2,555,512	100.00%	(429,926)	-16.82%
Gross operating profit	433,215	20.38%	543,546	21.27%	(110,331)	-20.30%
Operating profit	(42,281)	-1.99%	80,296	3.14%	(122,577)	-152.66%
Pre-tax profit	206,221	9.70%	567,571	22.21%	(361,350)	-63.67%
Net profit (loss) in the current period	144,012	6.78%	532,241	20.83%	(388,229)	-72.94%
Earnings per share (NT\$)	0.84		3.11		(2.27)	

## (II) Financial revenue and expenditure in 2024:

Unit: NT\$ thousand

Item	Consolidated		Parent-only	
	2024	2023	2024	2023
Net cash inflow (outflow) from operating activities	108,839	(105,193)	568,664	7,008
Net cash inflow (outflow) from investing activities	(41,034)	(540,363)	221,406	(15,810)
Net cash inflow (outflow) from financing activities	458,280	(555,485)	(517,366)	(317,924)
Effect of exchange rate	21,643	6,071	650	33
Increase (Decrease) in cash and cash equivalents in the current period	547,728	(1,194,970)	273,354	(326,693)

## (III) R&amp;D performance in 2024:

Product	R&D results
AccuPick	A fast learning tool that can start automated picking within 5 minutes after being trained with simply 1 to 3 images was launched.
AccuPick	Linux-based AccupickPro that shows high compatibility with NVIDIA hardware and software and uses Jetson hardware and Isaac tools was introduced.
AccuPick	AccupickPro was able to directly control cameras and arms through the website to complete automated picking.
AccuPick	AccupickPro may be used through a drag-and-drop UI on the website to freely arrange the functional modules and achieve various control logics.
Solvision	Various AOI-related tools were introduced to be incorporated with AI for a broader scope of application and better accuracy in defect detection.
Solvision	A number of additional analysis tools were introduced to enable customers to quickly identify human errors and mark incorrect images.
Solvision	More image sources were supported, such as Line scan camera, thermal camera, and DICOM medical image.
Meta-aivi	Multiple functions of the server were developed, allowing users to mark, perform training, and execute customized identification projects on the website.
Meta-aivi	A dedicated App was developed to support multiple platforms, including IPCam, mobile phones, and head-worn devices (AR glasses).
Meta-aivi	Robot dogs and a large language model were incorporated to provide automated factory inspection solutions.
Meta-aivi	AR functions were combined, providing 3D route leading lines and text signs to guide customers through the assembly of parts and mark the expected position of each component.

(IV) Budget implementation:

Not applicable since SOLOMON did not make the financial forecast public in 2024.

## II. Overview of the 2025 Business Plan:

(I) Operating strategies and production and sales policies

Solomon Group has a diversified business scope covering energy equipment, smart automated industrial products, AI & 3D visual technology integration, and other applications, and has accumulated decades of industry experience. In 2025, Solomon Group will continue to increase R&D capacity and prioritize business expansion. Important policies and implementation strategies are shown below:

1. Energy equipment business:

- (1) In addition to continuous business expansion in the semiconductor industry, SOLOMON will branch out into emerging industries such as EV supply chains, reshoring investment and manufacturing, 5G, AI, and other energy-intensive industries to meet developing customer requirements for power and energy.
- (2) We will integrate the Group's resources and service advantages, and seek opportunities to collaborate with Taiwan Power Company and related generating set suppliers.
- (3) In view of the energy reform under ESG and carbon emission policies, we will pursue application opportunities in the industrial biogas market to increase our service capacity in the foremarket and in the aftermarket.
- (4) SOLOMON will participate in public construction, commercial and urban renewal projects and provide comprehensive energy solutions.
- (5) We will continue to promote our existing products, and expand new products and application integration.

2. Smart automation business:

- (1) In the following year, the Company will align strategies for technologies, products, and channels with a focus on "connecting with partners and discovering more AI-powered smart applications."
- (2) We will use key technologies to link products from ecosystem partners that are in high demand and in need of AI upgrades. In combination with partner products, we can meet the demand for functional expansion and cross-industry applications, achieving AI empowerment and new product creation.
- (3) We will continue to accumulate diverse smart application cases, seek new, suitable partners, develop new channels, and expand sales channels.
- (4) The Company will implement a full-scale digital corporate transformation, and expand the business in automation equipment, AI & 3D vision, AMR and robotic arm markets.
- (5) With a focus on ESG issues, SOLOMON will promote various solutions for production lines and plants.

3. LCD business:

- (1) The Company will expand the product line of assembly screens (private-labeled) from 10.1" to 27".
- (2) We will increase the added value of products by not only selling LCD modules but also further providing solutions.

(II) Anticipated sales volume and the basis:

In the field of smart automation, we will continuously strengthen the R&D and innovation of 3D vision and AI technologies, and integrate them into solving the pain points of enterprises, in order to improve business processes and enhance competitiveness. For the energy business, in response to global concerns about energy conservation, carbon reduction, and ESG issues, we will commit to the development and application of green energy generation and grid infrastructure solutions. This will help us adapt to changes in the energy industry and contribute to global environmental protection and sustainable development goals.

### **III. Future Strategies for the Development of SOLOMON and the Effects of External Competition, Legal Environment and Overall Business Environment:**

Entering 2025, global macroeconomic and geopolitical factors still exist. With the post-pandemic reconstruction of business operations and an increasing international focus on ESG and green sustainability, it is as if we are entering a whole new competition. Each step must be taken with greater caution.

For Solomon Group, it has always been our mission to maintain professional R&D capabilities, excellent teamwork, and solid industry experience while continuously creating value for our customers, employees, and shareholders. Therefore, in the coming year, we will continue to strive for product and service quality and create our own products to meet market demand through technological innovation and application integration, further expanding our overall competitiveness.

For the energy business, in addition to continuously optimizing the quality of operations, we will also focus on technology and manufacturing plants with higher energy demands to meet the needs of power applications in innovative industries. In response to the rising awareness of sustainability in recent years, we will integrate internal and external resources to launch ESG-compliant products and services, providing high-value energy solutions.

As for the smart automation business, the popularization of AI has increased the market demand for AI products and services. Machine vision enables machines to “see” and understand the world around them like human eyes. This is of great significance for making products smarter and improving user experience.

In recent years, machine vision combined with deep learning technology has made its application more extensive. How we respond to the rapid development of open-source software and AI technology in the maturing field of machine vision will be the key to the development of innovative products and services for SOLOMON.

**We wish all shareholders good health and all the best!**

**Chairman and General Manager: Chen Cheng-Lung**

## Chapter 2. Corporate Governance Report

### 1. Information of Directors and Managerial Officers

#### (1) Information of Directors:

Date: April 9, 2025 (book closure date)

Title	Nationality or country of registration	Name	Gender	Age	Date of election (taking office)	Term	Date of first election	Shareholding at time of election		Current shareholding		Current shareholding of spouse and minor children		Nominee shareholding		Professional and educational background (Note)	Concurrent positions in the Company and other companies (Note)	Other managers, directors or supervisors with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 2)
								Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Chairman	Republic of China	Chen Cheng-Lung	Male	50-60	2022.6.8	Three years	2009.8.20	15,733,057 shares 9.18%	14,797,057 shares 5.63%	1,893,360 shares 1.10%					0	MBA, New York University Master's in Accountancy, University of Southern California Master's in Economics, University of Michigan Head of BNP Paribas's Securities Research Department in Taiwan and Asia Head of Technology Industries Senior Analyst for the Asian semiconductor industry, Deutsche Securities Analyst for semiconductor industries, Credit Suisse AG Management Consultant, Stern Stewart Director, CASTEC International Corp. Director, INGA NANO Technology Co., Ltd. Chairman, Cornucopia Innovation Corporation Chairman, Solomon Robotics (Thai) Ltd.	General Manager and Member of Sustainable Development Committee, SOLOMON Technology Corporation Chairman, Solomon Smartnet Corp. Chairman, General Manager, and Member of Sustainable Development Committee, Solomon Data International Corporation Director, Solomon Goldentek Display Corp. Chairman, Moredel Investment Corp. Supervisor, Baguio Recreation Co., Ltd. Director, CENZ Automation Co., Ltd. Chairman, Solomon Technology (USA) Corp. Chairman, Solomon Science Technology (VN) Company Limited Chairman, Solomon Energy Technology (Singapore) Pte. Ltd. Director, Solomon Energy Technology Corporation Chairman, Solomon Technology Japan Co., Ltd.	Director	Chen Lu Su-Yue Chen Jan-Sun	Mother and son Father and son	1. Reason, reasonableness, necessity: Due to the Company's business needs, it is necessary for the Chairman and General Manager to be the same person. 2. Response measure: Four independent director seats are added to the current Board of Directors and more than half of the directors do not serve concurrently as the Company's employees or managerial officers.

Title	Nationality or country of registration	Name	Gender Age	Date of election (taking office)	Term	Date of first election	Shareholding at time of election		Current shareholding		Current shareholding of spouse and minor children		Nominee shareholding		Professional and educational background (Note)	Concurrent positions in the Company and other companies (Note)	Other managers, directors or supervisors with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 2)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Director	Republic of China	Chen Jan-Sun	Male 70-80	2022.6.8	Three years	2022.6.8	9,587,377 shares 5.59%	7,954,377 shares 4.43%	12,071,843 shares 7.04%	0				Bachelor of Electrical Engineering, Tatung University Chairman and General Manager, SOLOMON Technology Corporation Chairman, UTAC (Taiwan) Corporation Chairman, TM Technology Inc. Chairman, Long Men Technology Corporation Director, Solomon Qee Limited Director, Yumon International Trade Shanghai Limited Corporation Director, Total Profit Holding Ltd. Chairman, INGA NANO Technology Co., Ltd. General Manager, Solomon Goldentek Display Corp. Chairman and General Manager, Solomon Smartnet Corp. Chairman and General Manager, Moredel Investment Corp. Chairman and General Manager, Fast Energy Corporation Chairman and General Manager, GD Investment Corp. Director, INGA NANO Technology Co., Ltd. Chairman, Goldentek Smart International Limited	Director, SOLOMON Technology Corporation Chairman, Solomon Goldentek Display Corp. Director, Solomon Smartnet Corp. Director, Moredel Investment Corp. Director, Goldentek Display System (BVI) Co., Ltd. Director, Futek Trading Company Ltd. Director, Solomon Goldentek Display (HK) Ltd. Director, Cornucopia Innovation Corporation Chairman and General Manager, Solomon Energy Technology Corporation Director, Sheng-Peng Technology Corp. Director, Ju Xin Energy Inc. Director, Integrated Solutions Technology, Inc.	Director	Chen Lu Su-Yue Chen Cheng-Lung	Spouse Father and son	N/A	
Director	Republic of China	Chen Lu Su-Yue	Female 70-80	2022.6.8	Three years	2001.05.15	15,150,843 shares 8.84%	12,071,843 shares 7.04%	7,954,377 shares 4.43%	0				Junior college Special Assistant, SOLOMON Technology Corporation	Director, SOLOMON Technology Corporation Director, Solomon Data International	Director	Chen Cheng-Lung Chen Jan-Sun	Mother and son Spouse	N/A	
Director	Republic of China	Sheng Xing Investment Co., Ltd.	Juridical person	2022.6.8	Three years	2001.05.15	145,026 shares 0.08%	145,026 shares 0.08%	0	0				None	None		None		N/A	

Title	Nationality or country of registration	Name	Gender Age	Date of election (taking office)	Term	Date of first election	Shareholding at time of election		Current shareholding		Current shareholding of spouse and minor children		Nominee shareholding		Professional and educational background (Note)	Concurrent positions in the Company and other companies (Note)	Other managers, directors or supervisors with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 2)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Director	Republic of China	Sheng Xing Investment Co., Ltd. Representative: Wang Wei-Chung (Male, 1)	Male 40-50	2022.6.8	Three years	2010.06.18	—	—	255,626 shares 0.15%	—	—	—	—	MBA, Wharton School, University of Pennsylvania BSEE, National Taiwan University Vice President, Taishin Venture Capital Senior Manager, Entie Commercial Bank Investment Manager, China Development Industrial Bank Director, Yeong Chin Machinery Industries Co., Ltd. Director, EasyCard Investment Holdings Co., Ltd. Director, EasyCard Corporation Director, E&R Engineering Corporation Director, Taiwan Sugar Corporation	Chairman, Sunsino Ventures Group Director, Sunder Biomedical Tech. Co., Ltd. Director, Uni-President Asset Management Corporation Director, New Taipei City Fruit & Vegetable Marketing Co., Ltd. Independent Director, SCI Pharmtech Inc. Director, SOLOMON Technology Corporation Supervisor, ANGELIC-FOUNDER Co., Ltd. R.O.C. Certified Securities Investment Analyst One of the Ten Outstanding Young Persons in Taiwan	None			N/A	
Director	Republic of China	Moredel Investment Corp. Investment Corp. (Male, 1)	Juridical person	2022.6.8	Three years	1998.06.08	100,432 shares 0.06%	—	100,432 shares 0.06%	—	—	—	—	Director, Solomon Data International Director, INGA NANO Technology Co., Ltd.	Director, Integrated Solutions Technology, Inc.	None			N/A	
Director	Republic of China	Moredel Investment Corp. Representative: Kao Sheng-Hui (Male, 1)	Male 70-80	2022.6.8	Three years	2021.11.12	—	—	80,548 shares 0.05%	—	—	—	—	Bachelor of Electrical Engineering, National Taipei Institute of Technology Director, Long Men Technology Corporation General Manager, Long Men Technology Corporation Business Group General Manager, SOLOMON Technology Corporation Consultant, SOLOMON Technology Corporation	Director, SOLOMON Technology Corporation Chairman and General Manager, Yumon International Trade Shanghai Limited Corporation Director, Solomon Trading (Shenzhen) Ltd. Director, Solomon Energy Technology Corporation	None			N/A	

Title	Nationality or country of registration	Name	Gender Age	Date of election (taking office)	Term	Date of first election	Shareholding at time of election		Current shareholding		Current shareholding of spouse and minor children		Nominee shareholding		Professional and educational background (Note)	Concurrent positions in the Company and other companies (Note)	Other managers, directors or supervisors with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 2)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Independent Director	Republic of China	Huang Ming-Yu	Male 70-80	2022.6.8	Three years	2022.6.8	0		0		0		0	Department of Accounting, Soochow University Deputy Chairman, PricewaterhouseCoopers Taiwan Vice Chairman, PwC Tax Consulting Co., Ltd.	Chairman, Chuancheng Investment Consulting Co., Ltd. Chairman, Chuancheng Wangwang Investment Co., Ltd. CPA, Zhicheng Accounting Firm Independent Director, Hotai Finance Co., Ltd. Independent Director, Zinwell Corporation Independent Director, Taroko Textile Corporation Director, Ascent Development Co., Ltd. Director, Bole Film Co., Ltd. Director, Jollify4ever Ltd. Director, Jollify Creative Ltd. Independent Director, SOLOMON Technology Corporation Member of Compensation Committee and Audit Committee, SOLOMON Technology Corporation	None			N/A	

Title	Nationality or country of registration	Name	Gender Age	Date of election (taking office)	Term	Date of first election	Shareholding at time of election		Current shareholding		Current shareholding of spouse and minor children		Nominee shareholding		Professional and educational background (Note)	Concurrent positions in the Company and other companies (Note)	Other managers, directors or supervisors with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 2)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Independent Director	Republic of China	Wang Ching-Chang	Male 60-70	2022.6.8	Three years	2016.6.7	0		0		0		0		Ph.D., Department of Electrical Engineering, Tatung Institute of Technology Professor & Chair, Department of Electrical Engineering, Tamkang University Professor, Department of Electrical Engineering, Tamkang University Associate Professor, Department of Electrical Engineering, Tamkang University Visiting Scholar, Georgia Institute of Technology, USA Visiting Scholar, University of Manitoba, Canada Visiting Scholar, The University of Electro-Communications, Japan Chair, Doctoral Program in Robotics, Tamkang University Director, Intelligent Automation and Robotics Center, Tamkang University Director of the Board, Taiwan Automation Intelligence and Robotics Association (TAIROA)	Distinguished Professor, Department of Electrical Engineering, Tamkang University Director of the Board, Chinese Automatic Control Society (CACS) Director of the Board, Robotics Society of Taiwan (RST) Supervisor, Taiwan Automation Intelligence and Robotics Association (TAIROA) Director of the Board, HIWIN Education Foundation Independent Director, SOLOMON Technology Corporation Member of Compensation Committee, Audit Committee and Sustainable Development Committee, SOLOMON Technology Corporation	None			N/A

Title	Nationality or country of registration	Name	Gender Age	Date of election (taking office)	Term	Date of first election	Shareholding at time of election		Current shareholding		Current shareholding of spouse and minor children		Nominee shareholding		Professional and educational background (Note)	Concurrent positions in the Company and other companies (Note)	Other managers, directors or supervisors with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 2)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Independent Director	Republic of China	Wong Chu-Ching	Male 60-70	2022.6.8	Three years	2022.6.8	0		0		0		0	Ph.D., Business Administration, National Taiwan University MBA, Tatung University Bachelor of Business Administration, National Cheng-Chi University Bachelor of Electrical Engineering, Ming-Chi Institute of Technology Professor and Dean of College of Management, Tamkang University Professor and Chair of Department of Business Administration, Tamkang University Professor and Chair of Center of Innovation and Incubation, Tamkang University Overseas Marketing Manager, Tatung Company Associate Professor, Department of Business Administration, Tatung University Adjunct Professor, National Taipei University of Technology, University of Taipei, Fu Jen Catholic University, and Shih Chien University Independent Director of Some Listed Companies Government Representative Director, HanTech Venture Capital Corporation	Professor, Tamkang University Member and Convener of the Board of Examination, Ministry of Examination, R.O.C. (Civil Service Senior and Special Examination) Selection Member of Public Construction Commission, Executive Yuan, R.O.C. Independent Director, SOLOMON Technology Corporation Member of Compensation Committee and Audit Committee, SOLOMON Technology Corporation	None			N/A	

Title	Nationality or country of registration	Name	Gender Age	Date of election (taking office)	Term	Date of first election	Shareholding at time of election		Current shareholding		Current shareholding of spouse and minor children		Nominee shareholding		Professional and educational background (Note)	Concurrent positions in the Company and other companies (Note)	Other managers, directors or supervisors with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 2)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Independent Director	Republic of China	Huang Chung-Yuan	Male 50-60	2022.6.8	Three years	2022.6.8	0		0		0		0	<p>Ph.D., Institute of Computer Science and Engineering, National Chiao Tung University</p> <p>Master's degree, Institute of Computer Science and Engineering, National Chiao Tung University</p> <p>Associate Professor, Department of Computer Science and Information Engineering, Chang Gung University</p> <p>Assistant Professor, Department of Computer Science and Information Engineering, Chang Gung University</p> <p>Section Chief, Division of Instructional Support, Computer Center, Chang Gung University</p> <p>Deputy CEO, Biomedical Technology Cluster, Yuanpei University of Technology</p> <p>Assistant Professor and Chair of Department of Computer Science and Information Engineering, Yuanpei University of Technology</p> <p>Adjunct Assistant Professor, Department of Information Management, Shih Hsin University</p> <p>Lecturer, Department of Computer Science and Information Engineering, China University of Technology</p> <p>Information Course Lecturer, Computer Program, Hsinchu City Bamboo Community University</p> <p>System Engineer, Management Department, WORLDWIDE TELNET CO., LTD.</p> <p>Senior System Engineer, Software Department, Yu Bo Computer Co., Ltd.</p> <p>Director, Teaching Department, Bai Dian Chain Information Classroom</p> <p>Special Assistant to the General Manager, Management Department, Bai Dian Chain Information Classroom</p> <p>Director, Software Development Department, Mediland Enterprise Corporation</p>	<p>Professor, Department of Computer Science and Information Engineering, Chang Gung University</p> <p>Jointly Appointed Professor at Bachelor Program in Artificial Intelligence, Chang Gung University</p> <p>Jointly Appointed Professor at Artificial Intelligence Research Center, Chang Gung University</p> <p>Jointly Appointed Researcher at Cerebrovascular Division, Neurology Department, Linkou Chang Gung Memorial Hospital</p> <p>Independent Director, SOLOMON Technology Corporation</p> <p>Member of Compensation Committee, Audit Committee and Sustainable Development Committee, SOLOMON Technology Corporation</p>	None			N/A	

Information of the Major Shareholders of Directors that Are Corporate Shareholders

Date: April 9, 2025 (book closure date)

Name of corporate shareholder	Major shareholders of corporate shareholders
Sheng Xing Investment Co., Ltd.	Chen Chuan-Chuan (20%), Chen Cheng-Lung (20%), Chen Cheng-Lien (20%), Chen Lu Su-Yue (15%), Chen Jan-Sun (10%), Hsu Ching-Hsin (10%), Yang Yu-Pin (5%)
Moredel Investment Corp.	SOLOMON Technology Corporation (100%)

Corporate Shareholders Whose Major Shareholders Are Corporate Shareholder Representatives

Name of company	Major shareholders of company
SOLOMON Technology Corporation	Chen Cheng-Lung (8.63%), Chen Lu Su-Yue (7.04%), Xin Li Investment (6.12%), Chen Jan-Sun (4.43%), Lu Fu Investment Corp. (3.57%), Chen Chuan-Chuan (3.35%), Mo Li Investment (1.60%), Chen Cheng-Lien (1.43%), Yang Yu-Pin (1.10%), HSBC Bank (Taiwan) Limited – Custodian(0.94%)

(2) Information of Directors:

1. Disclosure of information about the professional qualifications of directors and the independence of independent directors:

Criteria	Professional qualifications and experience (Please refer to P.7-11 Information of Directors for the full educational background and experience)	Independence	Number of publicly listed companies where the director is currently also an independent director
Name			
Chen Cheng-Lung	Having professional accounting, industrial, financial, marketing, or technological backgrounds, professional skills, and industrial experience. Additionally, having the following skills: 1. Operational judgment skills 2. Accounting and financial analysis skills 3. Business management skills 4. Crisis management skills 5. Industrial knowledge 6. International market insights 7. Leadership skills 8. Decision-making skills.	N/A	None
Chen Lu Su-Yue	Having work experience in commerce and investment as well as the skills required for the Company's business activities.	N/A	None







- Basic requirements and values: Gender, age, nationality and culture.
  - Professional knowledge and skills: Professional background (e.g. law, accounting, industry, finance, marketing or technology), professional skills and industrial experience.
  - Members of the Board of Directors shall possess the necessary knowledge, skills and experience for performing their duties. They shall possess the following skills:
    1. Operational judgment skills.
    2. Accounting and financial analysis skills.
    3. Business management skills.
    4. Crisis management skills.
    5. Industrial knowledge.
    6. International market insights.
    7. Leadership skills.
    8. Decision-making skills.
- B. More than half of the directors shall be persons who have neither a spousal relationship nor a relationship within the second degree of consanguinity with any other director.
- The Board of Directors of the Company shall consider adjusting its composition based on the results of the performance evaluation.
- C. The specific background and expertise management goals are as follows:
- a. The Company's Board of Directors also values gender equality, and its members shall at least include one female (female representation will be increased to one-third as needed in the future).
  - b. The Board of Directors of the Company focuses on operational judgment, business management, and crisis management, and more than two-thirds of the board members shall possess capabilities related to these core items.
  - c. There is at least one member with accounting background.
  - d. There is at least one member with technology industry background.
  - e. Independent directors shall not hold office for more than three consecutive terms in order to maintain their independence.
  - f. The number of directors who are employees of the Company, its parent, subsidiary, or sibling companies shall be less than one-third (inclusive) of the board members in order to achieve the purpose of supervision.

The Company's Board of Directors currently consists of nine directors (including four independent directors, accounting for 44.44%).

The current directors have experience in the fields of commerce, sales, finance, accounting, and education. One of the Company's directors is female, demonstrating that the Company values gender equality. We have attained our specific management goals for the diversity of the Board of Directors.

- In the future, the Company will continue to strive for the goal of reaching at least one-third of the total number of directors from each gender; the following measures are thus planned and adopted:
  1. Adjustment of the director nomination mechanism:
    - (1) Setting up targets for gender diversity, such as the minimum percentage of female directors (e.g. 30%).
    - (2) During the nomination and election process of directors, prioritizing female candidates that possess professional skills.
    - (3) Working with professional organizations to get recommended female talent playing a leading role and meeting the Company's needs.

2. Internal talent development and promotion mechanism:

- (1) Establishing a program for the development of female senior management talent, with leadership training and a mentorship system provided.
- (2) Encouraging internal outstanding female talent to receive decision-making training for a greater opportunity of being elected to the Board of Directors.

Diversity attribute Name of director	Basic composition			Industrial experience				Professional skills			
	Nationality	Gender	Concurrently an employee of associates	Technology industry	Business management	International market	University professor	Commerce	Law	Accounting	Risk management
Chen Cheng-Lung	ROC	Male	Yes	V	V	V		V		V	V
Chen Jan-Sun	ROC	Male	Yes	V	V	V		V		V	V
Chen Lu Su-Yue	ROC	Female	None	V	V			V			V
Wang Wei-Chung	ROC	Male	None	V	V	V		V		V	V
Kao Sheng-Hui	ROC	Male	None	V	V	V		V		V	V
Wang Ching-Chang	ROC	Male	None	V	V	V	V	V			V
Huang Ming-Yu	ROC	Male	None	V	V	V		V		V	V
Wong Chu-Ching	ROC	Male	None	V	V	V	V	V		V	V
Huang Chung-Yuan	ROC	Male	None	V	V	V	V	V			V

(2) Independence of the Board of Directors:

Specify the number and percentage of independent directors, and describe the independence of the Board of Directors and justify if none of the circumstances in Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act apply, and explain the spousal relationship and first- and second-degree kinship between directors, supervisors, or between directors and supervisors.

The Company's current Board of Directors consists of nine directors (of which four are independent directors, accounting for 44.44%). None of the circumstances specified in Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act apply to the four independent directors, including specification of the spousal relationship and first- and second-degree kinship between directors.

(Description of the diversity policy of SOLOMON's Board of Directors and its implementation: Please refer to P.17-19)

(3) Information of Managerial Officers:

Date: April 9, 2025 (book closure date)

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Shareholdings of spouse and minor children		Nominee shareholding		Professional and educational background	Concurrent positions at other companies	Managers with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 1)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
General Manager	Republic of China	Chen Cheng-Lung	Male	2010.07.23	14,797,057	8.63	1,893,360	1.10	0	0	MBA, New York University Master's in Accountancy, University of Southern California Master's in Economics, University of Michigan Head of BNP Paribas's Securities Research Department in Taiwan and Asia Head of Technology Industries Senior Analyst for the Asian semiconductor industry, Deutsche Securities Analyst for semiconductor industries, Credit Suisse AG Management Consultant, Stern Stewart Director, CASTEC International Corp. Director, INGA NANO Technology Co., Ltd. Chairman, Cornucopia Innovation Corporation Director, GD Investment Corp. Director, Fast Energy Corporation Chairman, SOLOMON Technology Corporation General Manager, SOLOMON Technology Corporation	Chairman and General Manager, Solomon Data International Corporation Chairman and Member of Sustainable Development Committee, SOLOMON Technology Corporation Chairman, Solomon Smartnet Corp. Chairman, General Manager, and Member of Sustainable Development Committee, Solomon Data International Corporation Director, Solomon Goldentek Display Corp. Chairman, Moredel Investment Corp. Supervisor, Baguio Recreation Co., Ltd. Director, CENZ Automation Co., Ltd. Chairman, Solomon Technology (USA) Corp. Chairman, Solomon Robotics (Thai) Ltd. Chairman, Solomon Science Technology (VN) Company Limited Chairman, Solomon Energy Technology (Singapore) Pte. Ltd. Director, Solomon Energy Technology Corporation Chairman, Solomon Technology Japan Co., Ltd.	None			1. Reason, reasonableness, necessity: Due to the Company's business needs, it is necessary for the Chairman and General Manager to be the same person. 2. Response measure: Four independent director seats are added to the current Board of Directors and more than half of the directors do not serve concurrently as the Company's employees or managerial officers.
Vice President	Republic of China	Lee Guet-Chung	Male	2021.04.19	43,534	0.03	0	0	0	0	Bachelor of Electrical Engineering, Lee-Ming Institute of Technology Power Department Sales Engineer, Axxon Enterprise Corp. Automation Business Unit Assistant General Manager, SOLOMON Technology Corporation Vice President, Automation Business Unit, SOLOMON Technology Corporation	None			N/A	

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Shareholdings of spouse and minor children		Nominee shareholding		Professional and educational background	Concurrent positions at other companies	Managers with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 1)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Vice President	Republic of China	Tseng Chih-len	Male	2021.04.19	0	0	0	0	0	0	Industrial Management Department, Oriental Institute of Technology Project Manager, Quicken System Integration Co., Ltd. Sales Manager, Utitech Technology Co., Ltd. Automation Business Unit Assistant General Manager, SOLOMON Technology Corporation Sales Vice President, SOLOMON Technology Corporation	None	None		N/A	
Vice President	Republic of China	Joe Yang	Male	2021.04.19	0	0	0	0	0	0	Department of Business Management, National Taipei University of Technology Sales Director, Jemmytex International Corp. R&D Chief, Sapphire Instruments Co. Ltd. Director of the Technology Equipment Business Unit, SOLOMON Technology Corporation Gas Business Unit Assistant General Manager, SOLOMON Technology Corporation Technology Equipment Business Unit Vice President, SOLOMON Technology Corporation	None	None		N/A	
Vice President	Vietnam	Nguyen Xuan Loc	Male	2022.02.01	0	0	0	0	0	0	Ph.D., Mechanical and Electrical Engineering, National Taipei University of Technology, Taipei, Taiwan Product Manager, Research and Development Department, Samwell Testing Inc. Research and Development Assistant General Manager, Vision Business Unit, SOLOMON Technology Corporation Vice President of Research and Development, Vision Business Unit, SOLOMON Technology Corporation	None	None		N/A	
Vice President	Republic of China	Huang Shih-Chang	Male	2024.03.11	0	0	0	0	0	0	Master's in Accounting, Fu Jen Catholic University Deputy Director of Operating Performance Management, TECO Electric & Machinery Co., Ltd. Assistant General Manager of Finance and Accounting Department, Arima Communications Corp. Vice President of the Finance Department and spokesperson, SOLOMON Technology Corporation	None	None		N/A	

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Shareholdings of spouse and minor children		Nominee shareholding		Professional and educational background	Concurrent positions at other companies	Managers with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 1)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Director	Republic of China	Meng Tai-Li	Female	2012.11.28 ~ 2024.12.31 Retired	33,987	0.02	0	0	0	0	Department of Computer Science and Information Engineering, Tamkang University Manager, Yang Wei International Technology Co., Ltd. Project Manager, Mitac Information Technology Corporation Section Manager, Kuo Sen Enterprise Co., Ltd. Assistant General Manager, SOLOMON Technology Corporation	None	None		N/A	
Director	Republic of China	George Huang	Male	2016.11.02	0	0	0	0	0	0	Mechanical Engineering, Taipei City University of Science and Technology Project Manager, HUNTEK SYSTEMS CO., LTD. Automation Business Unit Assistant General Manager, SOLOMON Technology Corporation	None	None		N/A	
Senior Sales Assistant General Manager	Republic of China	Andy Chou	Male	2021.04.19	0	0	0	0	0	0	Department of Electrical Engineering, National Taipei Institute of Technology Field Licensing Personnel, Yi Ming Customs Broker Field Licensing Personnel, Jian Guo Customs Broker Director of the Technology Equipment Business Unit, SOLOMON Technology Corporation Senior Sales Assistant General Manager, Technology Equipment Business Unit, SOLOMON Technology Corporation	None	None		N/A	
Director	Republic of China	Norton Liu	Male	2023.10.03	444	0	0	0	0	0	Electrical Engineering, St. John's and St. Mary's Institute of Technology Engineer, Dah Ching Engineering Corp. Director of the Technology Equipment Business Unit, SOLOMON Technology Corporation	None	None		N/A	

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Shareholdings of spouse and minor children		Nominee shareholding		Professional and educational background	Concurrent positions at other companies	Managers with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 1)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Assistant General Manager and Chief Corporate Governance Officer	Republic of China	Huang Chien-Chi	Female	2021.04.19	0	0	0	0	0	0	EMBA, Tamkang University Bachelor of Business Administration, Department of Accounting, School of Business, Soochow University Assistant Manager, PwC Chief Auditor, Sentronic International Co., Ltd. Chief Accountant, Sentronic International Co., Ltd. Manager, Finance Department, SOLOMON Technology Corporation Assistant General Manager of Finance Department, Chief Financial and Accounting Officer and Chief Corporate Governance Officer, SOLOMON Technology Corporation	None	None		N/A	
Director	Republic of China	Li Chia-Yun	Male	2022.12.09	0	0	0	0	0	0	Master's in Physics, Chung Yuan Christian University Global Sales Manager, C-Double Enterprise Co., Ltd. Lecturer, Ulead Systems, Inc. Research and Development Director of the Vision Business Unit, SOLOMON Technology Corporation	None	None		N/A	
Chief Corporate Governance Officer	Republic of China	Chu Shu-E	Female	2022.11.09 ~ 2024.03.01 Departed	0	0	0	0	0	0	Master's in the Business Administration Program, National Taiwan University of Science and Technology Director, Data International Co., Ltd. General Manager, Solomon Goldentek Display Corp. Supervisor, Cornucopia Innovation Corporation	Director, Solomon Goldentek Display Corp. Executive Assistant to the Chairman's Office, SOLOMON Technology Corporation	None		N/A	

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Shareholdings of spouse and minor children		Nominee shareholding		Professional and educational background	Concurrent positions at other companies	Managers with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 1)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Senior Director	Republic of China	Chung Yu-Hsiu	Male	2023.03.01 ~ 2024.10.31 Departed	0	0	0	0	0	0	National Chiao Tung University Master of Science, Institute of Computer Science and Engineering Completed the doctoral program, Knowledge Engineering Laboratory Director of the Vision Business Unit, Yumon International Trade Shanghai Limited Corporation Marketing Director, Pro-Lambda Solutions Co., Ltd. Branch General Manager, Shanghai Yihai Weixun Network Technology Co., Ltd. IT Director/COO, Xinghua Unicom Information Consulting (Shanghai) Co., Ltd. Executive Assistant to the Chairman, Zhengyin Computing Technology (Shanghai) Co., Ltd. Sales VP (Taiwan)/VP (Shanghai), eWings Technologies, Inc. Co-founder/Board member of CoreTech Knowledge Inc. Senior Director of the Vision Business Unit, SOLOMON Technology Corporation	None	None	N/A		
Director	Republic of China	Chen Yu-An	Male	2023.03.27	0	0	0	0	0	0	Department of Environmental Engineering, Tungnan University Director of the Semiconductor Component Business Unit, ABUNNO Corp. Director of the Component Business Unit, SOLOMON Technology Corporation	None	None	N/A		
Director	Republic of China	Hsiao Yu-Tung	Male	2023.08.01 ~ 2024.10.31 Departed	0	0	0	0	0	0	Bachelor of Japanese, Tamkang University Senior Technical Engineering, KEYENCE Taiwan Research and Development Director of the Vision Business Unit, SOLOMON Technology Corporation	None	None	N/A		

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Shareholdings of spouse and minor children		Nominee shareholding		Professional and educational background	Concurrent positions at other companies	Managers with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 1)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Director	Republic of China	Hsiao Hsien-Chang	Male	2023.11.01 ~ 2024.07.29 Departed	0	0	0	0	0	0	Bachelor of Industrial and Systems Engineering, Chung Yuan Christian University Director, Business Management Division of Manufacturing Center, Chunghwa Picture Tubes Ltd. IE Director, Mantix Display Technology Co., Ltd. Industrial Engineering Manager, ProLogium Technology Co., Ltd. Industrial Engineering Manager, Senao Networks Inc. Director of the Technology Equipment Business Unit, SOLOMON Technology Corporation	None	None		N/A	
Director	Republic of China	Chen Hsin-Hung	Male	2023.12.18 ~ 2024.9.20 Departed	0	0	0	0	0	0	Master's in Business Administration, University of North Alabama Bachelor of Chemical Engineering, National Taiwan University Deputy Procurement Director, Lien Chang Electronic Enterprise Co., LTD. Deputy Procurement Manager, Sysgration Ltd. Senior Procurement Specialist, Cyber Power Systems, Inc. Senior Procurement Specialist, Delta Electronics, Inc. Director of the Technology Equipment Business Unit, SOLOMON Technology Corporation	None	None		N/A	
Director	Republic of China	Huang Chia-Hui	Female	2024.01.22	0	0	0	0	0	0	Bachelor of Business Administration, Tatung University Bankruptcy Estate Manager, Chunghwa Picture Tubes Vice Executive Officer, Tron Energy Technology Corporation Accounting Manager, Chunghwa Picture Tubes Ltd. Director of the Business Management Department, SOLOMON Technology Corporation	None	None		N/A	

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Shareholdings of spouse and minor children		Nominee shareholding		Professional and educational background	Concurrent positions at other companies	Managers with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 1)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Director	Republic of China	Wang Yang-Feng	Female	2024.03.11	0	0	0	0	0	0	Master's in Business Management, Tamkang University Chief Human Resources Officer, Tatung Company Director, Tatung Electric Co., of America, Inc. Director, Forward Electronics Co., Ltd. Director of the HR Department, SOLOMON Technology Corporation	None	None	None	N/A	
Senior Director	Republic of China	Li Ming-Tsung	Male	2024.03.25 ~ 2024.08.31 Departed	0	0	0	0	0	0	Department of Industrial Engineering, Tunghai University Executive Assistant to the Chairman, Champion Building Materials Co., Ltd. General Manager, Shanghai Branch of Yong Ji Shi Duo Director of Business Planning Office, Yung Ching Rehouse Co. Senior Director of Business Management Department, SOLOMON Technology Corporation	None	None	None	N/A	

Title	Nationality	Name	Gender	Date of appointment	Shareholding		Shareholdings of spouse and minor children		Nominee shareholding		Professional and educational background	Concurrent positions at other companies	Managers with a spousal relationship or a relationship within the second degree of consanguinity			Remarks (Note 1)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Director	Republic of China	Liang Chia-Tung	Male	2024.08.05 ~ 2025.02.28 Departed	0	0	0	0	0	0	National Cheng-Chi University: Executive Master's in Business Administration, College of Commerce (G-EMBA, 2005) (Master Program of Cultural Creativity, Technology and ICT Innovation, 2015) Senior Project Manager, Marketch International Corp. Principal Engineer, WSP General Manager, Chui Pin (Ningbo) Construction Design Co., Ltd. Senior Project Manager, Fortune Electric Co., Ltd. Product Manager, Delta Greentech (China) Co., Ltd. (Delta's Shanghai Branch) Assistant General Manager, Quan Feng Co., Ltd. and General Manager of the Suzhou Branch in China Senior Project Manager, Phoenixtec Engineering Co. Ltd. Vice President, Chang Jia M&E Engineering/Hua Ho Engineering Consulting Co., Ltd. Mechanical Engineer, Pacific Engineers & Constructors, Ltd. Engineer, Everstrong Engineering Co., Ltd. Director of the Business Management Department, SOLOMON Technology Corporation	None	None	None	N/A	

## 2. Remuneration to Directors and Managerial Officers

(1) If any of the following circumstances apply, the remuneration paid to individual directors shall be disclosed:

1. If the parent-only or individual financial statements of the most recent three years show incurred after-tax losses, the names and remuneration of “directors” shall be disclosed separately, unless the incurred profit after tax shown in the parent-only or individual financial statements of the most recent year is sufficient to offset the accumulated losses: None.
2. The remuneration paid to individual directors shall be disclosed if their shareholding ratios were insufficient for three consecutive months or more in the most recent year: None.
3. Where the average pledge ratio of any three months in the most recent year exceeded 50%, the remuneration paid to individual directors with a pledge ratio exceeding 50% in each month shall be disclosed: None.
4. Where the remuneration received by all the Company’s directors accounts for over 2% of the director remuneration paid by all companies in the financial statements and the directors individually receive over NT\$15,000,000 of remuneration (excluding relevant remuneration received for concurrent service as an employee), the remuneration of such individual directors shall be disclosed: None.
5. A TWSE/TPEX listed company’s corporate governance evaluation results in the most recent year fell in the bottom two brackets, or the company’s trading methods have been changed, suspended from trading, terminated from listing on the TWSE/TPEX in the most recent year and up to the date of publication of the annual report, or the company has been rejected for the evaluation by the Corporate Governance Evaluation Committee: Please refer to the tables.
6. The average annual salary of non-managerial full-time employees of a TWSE/TPEX listed company in the most recent year did not reach NT\$500,000: None.
7. The profit after tax of a TWSE/TPEX listed company in the most recent year increased by more than 10%, but the average annual salary of non-managerial full-time employees did not increase from the previous year: None.
8. A TWSE/TPEX listed company’s after-tax income declined by 10%, or NT\$5,000,000, in the most recent year, and the average remuneration per director (excluding remuneration as employees) increased by 10%, or NT\$100,000: None.

(2) A TWSE/TPEX listed company shall disclose the remuneration of its top five highest-paid executives (e.g. general manager, vice president, CEO, CFO, or other managerial officers) if the circumstances in the preceding 1 or 5 apply: Please refer to the tables.



### Remuneration Scale

Scale of remuneration paid to the Company's directors	Name of director			
	Sum of the first four remunerations (A+B+C+D)		Sum of the first seven remunerations (A+B+C+D+E+F+G)	
	The Company (Note 8)	All companies in the financial statements (Note 9) H	The Company (Note 8)	All companies in the financial statements (Note 9) I
Less than NT\$1,000,000	Chen Lu Su-Yue, Wang Wei-Chung, Kao Sheng-Hui Wong Ching-Chang, Huang Ming-Yu, Wang Chu-Ching Huang Chung-Yuan, Sheng Xing Investment, Moredel Investment	Chen Lu Su-Yue, Wang Wei-Chung, Kao Sheng-Hui Wong Ching-Chang, Huang Ming-Yu, Wang Chu-Ching Huang Chung-Yuan, Sheng Xing Investment, Moredel Investment	Chen Lu Su-Yue, Wang Wei-Chung, Kao Sheng-Hui Wong Ching-Chang, Huang Ming-Yu, Wang Chu-Ching Huang Chung-Yuan, Sheng Xing Investment, Moredel Investment	Chen Lu Su-Yue, Wang Wei-Chung, Kao Sheng-Hui Wong Ching-Chang, Huang Ming-Yu, Wang Chu-Ching Huang Chung-Yuan, Sheng Xing Investment, Moredel Investment
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)	Chen Cheng-Lung, Chen Jan-Sun	Chen Cheng-Lung, Chen Jan-Sun	Kao Sheng-Hui	Kao Sheng-Hui
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)	0	0	0	0
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)	0	0	0	0
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)	0	0	Chen Jan-Sun	0
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)	0	0	Chen Cheng-Lung	0
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)	0	0	0	Chen Cheng-Lung, Chen Jan-Sun
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)				
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)	0	0	0	0
More than NT\$100,000,000				
Total	11	11	11	11

(1)~1 Where the remuneration received by all the Company's directors accounts for over 2% of the director remuneration paid by all companies in the financial statements and the directors individually receive over NT\$15,000,000 of remuneration (excluding relevant remuneration received for concurrent service as an employee), the remuneration of such individual directors shall be disclosed: None.

(1)~2 Remuneration to directors concurrently serving as the General Manager or Vice Presidents:

Date: 2024; unit: NT\$ thousand; thousand shares

Title	Name	Salary (A) (Note 2)		Post-employment pension (B)		Bonus, special disbursement, etc. (C) (Note 3)		Amount of remuneration to employees (D) (Note 4)				Sum of A, B, C and D <b>and</b> its ratio to profit after tax (%) (Note 8)				Remuneration received from non- subsidiary investee companies or parent company (Note 9)
		The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company		All companies in the financial statements (Note 5)		The Company	All companies in the financial statements			
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares					
General Manager	Chen Cheng- Lung	6,252	11,532	0	0	3,626	7,126	127	0	127	0	10,005	8.0%	18,785	15.0%	None

Note 1: The amount of the 2024 employees' remuneration is presented as proposed (calculated based on the actual distribution amount last year). Profit after tax refers to the profit after tax in the most recent year's parent-only or individual financial statements.

Remuneration Scale

Scale of remuneration paid to the Company's General Manager and Vice Presidents	Names of General Manager and Vice Presidents	
	The Company	All companies in the financial statements (Note 7) E
Less than NT\$1,000,000	0	0
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)	0	0
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)	0	0
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)	0	0
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)	0	0
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)	Chen Cheng-Lung	0
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)	0	Chen Cheng-Lung
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)	0	0
More than NT\$100,000,000		
Total	1	1

(1)~3 Where the amount of employee remuneration (including that paid in shares and cash) approved by the Board of Directors for distribution to the General Manager and Vice Presidents in the most recent year cannot be estimated, this year's distribution amount shall be calculated in proportion to the actual distribution amount in the previous year and the following table shall be completed.

Date: 2024; unit: NT\$ thousand

	Title	Name	Amount paid in shares	Amount paid in cash	Total	Ratio of total amount to profit after tax (%)
Managerial officers	General Manager	Chen Cheng-Lung	0	407	407	0.3%
	Senior Vice President	Lee Guei-Chung				
	Vice President	Tseng Chih-Jen				
	Vice President	Joe Yang				
	Vice President	Nguyen Xuan Loc				
	Vice President	Huang Shih-Chang				

Note: The amount of the 2024 employees' remuneration is presented as proposed (calculated based on the actual distribution amount last year). Profit after tax refers to the profit after tax in the most recent year's parent-only or individual financial statements.

Note: Dismissed

(2) Remuneration to the General Manager and Vice Presidents:

Date: 2024; unit: NT\$ thousand; thousand shares

Title	Name	Salary (A) (Note 2)		Post-employment pension (B)		Bonus, special disbursement, etc. (C) (Note 3)		Amount of remuneration to employees (D) (Note 4)				Sum of A, B, C and D and its ratio to profit after tax (%) (Note 8)				Remuneration received from non-subsidiary investee companies or parent company (Note 9)
		The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company		All companies in the financial statements (Note 5)		The Company	All companies in the financial statements			
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares					
General Manager	Chen Cheng-Lung	16,353	21,633	380	380	6,286	9,786	407	0	407	0	23,426	18.6%	32,206	25.6%	None
Senior Vice President	Lee Guei-Chung															
Vice President	Tseng Chih-Jen															
Vice President	Joe Yang															
Vice President	Nguyen Xuan Loc															
Vice President	Huang Shih-Chang															

Note: The amount of the 2024 employees' remuneration is presented as proposed (calculated based on the actual distribution amount last year). Profit after tax refers to the profit after tax in the most recent year's parent-only or individual financial statements.

Remuneration Scale

Scale of remuneration paid to the Company's General Manager and Vice Presidents	Names of General Manager and Vice Presidents	
	The Company	Parent company and all investee companies E
Less than NT\$1,000,000	0	0
NT\$1,000,000 (inclusive)–NT\$2,000,000 (exclusive)	Joe Yang, Tseng Chih-Jen	Joe Yang, Tseng Chih-Jen
NT\$2,000,000 (inclusive)–NT\$3,500,000 (exclusive)	Lee Guei-Chung, Huang Shih-Chang	Lee Guei-Chung, Huang Shih-Chang
NT\$3,500,000 (inclusive)–NT\$5,000,000 (exclusive)	Nguyen Xuan Loc	Nguyen Xuan Loc
NT\$5,000,000 (inclusive)–NT\$10,000,000 (exclusive)	0	0
NT\$10,000,000 (inclusive)–NT\$15,000,000 (exclusive)	Chen Cheng-Lung	0
NT\$15,000,000 (inclusive)–NT\$30,000,000 (exclusive)	0	Chen Cheng-Lung
NT\$30,000,000 (inclusive)–NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive)–NT\$100,000,000 (exclusive)	0	0
More than NT\$100,000,000		
Total	6	6

(3)~1 Directors concurrently serving as the General Manager or Vice Presidents:

Date: 2024; unit: NT\$ thousand; thousand shares

Title	Name	Remuneration to directors								Sum of A, B, C and D and its ratio to profit after tax %				Remuneration received for concurrent service as an employee						Sum of A, B, C, D, E, F and G and its ratio to profit after tax %				Remuneration received from non-subsidiary investee companies or parent company		
		Remuneration (A)		Post-employment pension (B)		Remuneration to directors (C)		Business execution expense (D)		Salary, bonus, special disbursement, etc. (E)		Post-employment pension (F)		Remuneration to employees (G)		The Company		All companies in the financial statements		The Company		All companies in the financial statements				
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements										The Company	All companies in the financial statements
Chairman	Chen Cheng-Lung	0	0	0	0	1,635	1,706	30	90	1,665	1.3%	1,796	1.4%	9,878	18,658	0	0	127	0	127	0	11,670	9.3%	20,581	16.4%	None

- (3)~2 Where the amount of employee remuneration (including that paid in shares and cash) approved by the Board of Directors for distribution to the General Manager and Vice Presidents in the most recent year cannot be estimated, this year's distribution amount shall be calculated in proportion to the actual distribution amount in the previous year and the following table shall be completed:

Date: 2024; unit: NT\$ thousand

	Title	Name	Amount paid in shares	Amount paid in cash	Total	Ratio of total amount to profit after tax (%)
Managerial officers	General Manager	Chen Cheng-Lung	0	407	407	0.3%
	Senior Vice President	Lee Guei-Chung				
	Vice President	Tseng Chih-Jen				
	Vice President	Joe Yang				
	Vice President	Nguyen Xuan Loc				
	Vice President	Huang Shih-Chang				

Names of managerial officers to whom employee remuneration was distributed and the remuneration distributed

Date: 2024; unit: NT\$ thousand

	Title	Name	Amount paid in shares	Amount paid in cash	Total	Ratio of total amount to profit after tax (%)
Managerial officers	General Manager	Chen Cheng-Lung	0	712	712	0.45%
	Senior Vice President	Lee Guei-Chung				
	Vice President	Joe Yang				
	Vice President	Tseng Chih-Jen				
	Vice President	Nguyen Xuan Loc				
	Vice President	Huang Shih-Chang				
	Senior Director	Andy Chou				
	Director	Meng Tai-Li				
	Director	George				

	Title	Name	Amount paid in shares	Amount paid in cash	Total	Ratio of total amount to profit after tax (%)
		Huang				
	Director	Norton Liu				
	Assistant General Manager/Chief Financial and Accounting Officer/Chief Corporate Governance Officer	Huang Chien-Chi				
	Director	Li Chia-Yun				
	Senior Director	Chung Yu-Hsiu				
	Chief Corporate Governance Officer	Chu Shu-E Note 1				
	Director	Chen Yu-An				
	Director	Hsiao Hsien-Chang Note 1				
	Director	Chung Yu-Hsiu Note 1				
	Director	Chen Hsin-Hung Note 1				
	Director	Huang Chia-Hui				
	Director	Wang Yung-Feng				
	Senior Director	Li Ming-Tsung Note 1				
	Director	Liang Chia-Tung Note 1				

The amount of the 2024 employees' remuneration is presented as proposed (calculated based on the actual distribution amount last year). Profit after tax refers to the profit after tax in the most recent year's parent-only or individual financial statements.

Note 1: Resigned or dismissed during 2024–2025

(3)~3 Remuneration to the top 5 highest-paid managers of listed/OTC companies (their names and remuneration shall be disclosed individually):  
(e.g. General Manager, Vice Presidents, CEO, CFO, and other managerial officers)

Title	Name	Salary (A) (Note 2)		Post-employment pension (B)		Bonus, special disbursement, etc. (C) (Note 3)		Amount of remuneration to employees (D) (Note 4)				Sum of A, B, C and D <b>and</b> its ratio to profit after tax (%) (Note 6)				Whether there was any remuneration received from non- subsidiary investee companies or parent company (Note 7)
		The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	All companies in the financial statements (Note 5)				The Company	All companies in the financial statements			
								The Company		All companies in the financial statements (Note 5)						
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares					
General Manager	Chen Cheng- Lung	15,078	20,358	307	307	6,036	9,536	381	0	381	0	21,802	17.35%	30,582	24.34%	None
Senior Vice President	Lee Guei- Chung															
Vice President	Nguyen Xuan Loc															
Vice President	Tseng Chih-Jen															
Vice President	Huang Shih-Chang															

(2) Analysis of the total remuneration paid by the Company and all companies in the consolidated financial statements to the directors, supervisors, General Manager and Vice Presidents of the Company in the most recent two years as a percentage of the profit after tax in the parent-only or individual financial statements and the description of the policy, standard and packages for payment of remuneration, the procedures for determination of remuneration, and the relevance to the operating performance and future risks:

1. Total remuneration paid to directors, supervisors, General Manager, and Vice Presidents in the most recent two years as a percentage of the profit after tax in the parent-only or individual financial statements:

Title \ Item	Total remuneration as a % of the profit after tax in the parent-only financial statements			
	2023		2024	
	The Company	All companies in the financial statements	The Company	All companies in the financial statements
Director	6.43	10.41	20.29	36.91
General Manager and Vice President	4.90	7.18	18.64	25.63

2. The policy, standard and packages for payment of remuneration, the procedures for determination of remuneration, and the relevance to the operating performance and future risks:

The Company pays remuneration to the directors in accordance with the Articles of Incorporation.

The Board of Directors is authorized to determine the remuneration of the Company's directors based on their individual participation in and contribution to the Company's operations and with reference to the general level in the industry at home and abroad.

The Company shall subtract any accumulated losses from earnings in the year (i.e. pre-tax profit before deduction of the profit distributed as remuneration to employees and to directors and supervisors). A minimum amount of 1% of the remaining earnings, if any, shall be appropriated as remuneration to employees and a maximum amount of 2% shall be appropriated as remuneration to directors and supervisors.

The distribution of employees' remuneration in cash or shares and the distribution of directors' remuneration in cash are subject to a resolution adopted with the consent of a majority of all attending directors at a board meeting with more than two-thirds of board members present after being approved by the Compensation Committee, and it shall be subsequently reported at a shareholders' meeting.

Considering their independence, independent directors are not linked to the Company's operating performance and do not participate in the distribution of

directors' remuneration. They receive a fixed monthly remuneration. A transportation allowance of NT\$5,000 is paid for directors' attendance at each meeting.

The Company's employees, including the employees of the subsidiaries of the Company meeting certain specific requirements, are entitled to receive employees' remuneration paid in shares or cash.

The salary structure of the employees consists of a total salary that equals the base salary plus meal allowances. Performance bonuses are distributed only when the company's goals are achieved. The salary structure is determined based on professional experience and length of service. The salary of managerial officers is between NT\$80,000 and NT\$500,000.

3. Performance evaluation and compensation policies:

The Company has developed the [Performance Evaluation Management Guidelines] using the current period as the base period. The performance of the employees is evaluated based on their job performance during the review period and their daily attendance and leave records.

<Preparations> Subject: Annual performance evaluation is required for employees reporting to work on or before September 30 of the current year. <Notification/sending> The HR personnel send a "Notification of Year-end Performance Evaluation for Employees in 20xx" and a "Performance Evaluation Form" by mail to the Group's employees prior to the first week of every December.

<Performance evaluation interviews> The department heads must interview their subordinates during the review period. The business unit heads must determine the employees' performance evaluation ratings and proportionality principles for the ratings.

<Reviews by heads> There are five performance evaluation ratings. The department heads shall actively strengthen guidance and improvement follow-ups for employees with an evaluation rating of "C" (which is substandard).

<Compilation and submission of a performance evaluation form to the top management> The HR personnel compile a "Performance Evaluation Summary Form" based on the performance evaluation forms from all departments and submit the same to the top management.

<Performance evaluation follow-ups> The follow-ups aim to provide opportunities for communication to help improve job performance. They can also provide references for compensation adjustment/distribution and promotion, help identify education and training needs, and be used as references for talent training.

[Salary Management Guidelines] These guidelines have been established in order to provide reference for the salary payment standard and calculation method for the Company's employees and ensure fairness and reasonableness.

<General Salary Payment Procedures> Employees' monthly salary is credited to the account designated by them at the end of every month. If the month end falls on a weekend or holiday, the salary is credited on the working day prior to the weekend or holiday.

<Promotion and Salary Adjustment Procedures> All departments' annual salary adjustments and employee performance ratings made in accordance with the [Performance Evaluation Management Guidelines] are compiled by the HR

Department and submitted to the Chairman for approval. However, the annual salary adjustments and employee performance ratings of the Company's managerial officers (above Job Grade 9) shall be presented to the Compensation Committee for review and submitted to the Board of Directors for approval.

Employee compensation includes bonuses for the Company's operating performance that are assessed, calculated and distributed at the end of a fiscal year. The bonuses are calculated based on the Company's operating performance in the fiscal year.

### 3. Information on Corporate Governance

#### (1) Information on the operations of the Board of Directors:

1-1. The Board of Directors held six meetings (A) (including special board meetings) in 2024 and the attendance of directors in these meetings was as follows:

Title	Name	Actual number of meetings attended (in voting/non-voting capacity) B	Number of meetings attended by proxy	Actual rate of attendance (in non-voting capacity) (%) [B/A]	Remarks
Chairman	Chen Cheng-Lung	6	0	100	
Director	Chen Jan-Sun	6	0	100	
Director	Chen Lu Su-Yue	6	0	100	
Director	Wang Wei-Chung	6	0	100	
Director	Kao Sheng-Hui	6	0	100	
Independent Director	Wong Ching-Chang	6	0	100	
Independent Director	Huang Ming-Yu	6	0	100	
Independent Director	Wang Chu-Ching	6	0	100	
Independent Director	Huang Chung-Yuan	6	0	100	

Other information required:

- Where any of the following applies to the operations of the Board of Directors, the board meeting dates and sessions, proposals, all opinions from independent directors, and the actions taken by the Company in response to the opinions of the independent directors shall be specified.
  - Matters set forth in Article 14-3 of the Securities and Exchange Act: None.
  - Matters other than the foregoing ones, resolutions adopted by the Board of Directors to which objections or reservations have been expressed by the independent directors in records or written statements: No objections or reservations were expressed by the independent directors in the 2023 meetings.
- With respect to the recusal of any director with a stake in a proposal, the name of the director, the proposal, the reason for recusal and their participation in the voting must be specified: None.
- Listed and OTC companies shall disclose the cycle, period, scope, method, and content of self-evaluations (or peer evaluations) for the Board of Directors and complete Table 2 (2) Implementation of Evaluations for the Board of Directors.
- Goals for enhancement of the functions of the Board of Directors in the current year and the most recent year (e.g. establishment of the Audit Committee, improvement of information transparency) and the assessment of their implementation: The Company has improved information transparency by disclosing board meeting minutes on the Company's website.

1-2. Implementation of the Board of Directors' self-evaluation:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once a year	2024.1.1-2024.12.31	Performance evaluation for the Board of Directors and individual directors	A "Self-Evaluation Questionnaire for Performance Evaluation of the Board of Directors" was used to complete the performance evaluation.	<ul style="list-style-type: none"> <li>● Self-evaluation score: The 2024 annual evaluation score was between 4.83 and 5 (out of 5), which was considered good.</li> </ul> <ol style="list-style-type: none"> <li>1. Participation in the Company's operations: 5.00</li> <li>2. Improvement of decision-making quality of the Board of Directors: 4.83</li> <li>3. Composition and structure of the Board of Directors: 4.86</li> <li>4. Election and continuing education of directors: 5.00</li> <li>5. Internal control: 5.00</li> </ol> <ul style="list-style-type: none"> <li>● Overall comments: 1. The operations of the Board of Directors were deemed normal and compliant with regulations.</li> </ul>

1-3. Implementation of directors' self-evaluation:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once a year	2024.1.1-2024.12.31	Performance evaluation for the Board of Directors and individual directors	A "Self-Evaluation Questionnaire for Performance Evaluation of Board Members" was used to complete the performance evaluation.	<ul style="list-style-type: none"> <li>● Self-evaluation score: The 2024 annual evaluation score was between 4.93 and 5 (out of 5), which was considered good.</li> </ul> <ol style="list-style-type: none"> <li>1. Alignment with the Company's goals and mission: 4.93</li> <li>2. Awareness of the duties of a director: 5.00</li> <li>3. Participation in the Company's operations: 4.90</li> <li>4. Internal relationship management and communication: 4.96</li> <li>5. Specialties and continuing education of directors: 5.00</li> <li>6. Internal control: 4.93</li> </ol> <ul style="list-style-type: none"> <li>● Suggestions made by directors to the Board of Directors: <ol style="list-style-type: none"> <li>1. The operations of the Board of Directors were deemed normal and compliant with regulations.</li> <li>2. Good communication was maintained.</li> <li>3. All of them comply with relevant laws and regulations and fulfill the responsibilities of directors.</li> <li>4. Excellent</li> </ol> </li> </ul>

1-4. Implementation of Audit Committee members' self-evaluation:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once a year	2024.1.1-2024.12.31	Performance evaluation of functional committee members	A "Self-Evaluation Questionnaire for Performance Evaluation of Functional Committees" was used to complete the performance evaluation.	<ul style="list-style-type: none"> <li>● Self-evaluation score: A perfect score of 5</li> <li>1. Participation in the Company's operations: 5</li> <li>2. Awareness of the duties of the functional committee: 5</li> <li>3. Improvement of decision-making quality of the functional committee: 5</li> <li>4. Composition and election of members of the functional committee: 5</li> <li>5. Internal control system: 5</li> <li>● Suggestions: The functional committee operates normally and fulfills the duties of independent directors in accordance with the law and professionally.</li> </ul>

1-5. Implementation of Compensation Committee members' self-evaluation:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once a year	2024.1.1-2024.12.31	Performance evaluation of functional committee members	A "Self-Evaluation Questionnaire for Performance Evaluation of Functional Committees" was used to complete the performance evaluation.	<ul style="list-style-type: none"> <li>● Self-evaluation score: A perfect score of 5</li> <li>1. Participation in the Company's operations: 5</li> <li>2. Awareness of the duties of the functional committee: 5</li> <li>3. Improvement of decision-making quality of the functional committee: 5</li> <li>4. Composition and election of members of the functional committee: 5</li> <li>5. Internal control system: 5</li> <li>● Suggestions: The functional committee operates normally and fulfills the duties of independent directors in accordance with the law and professionally.</li> </ul>

1-6. External professional organization's evaluation, improvement suggestions, improvement plans and actions:

Since the Company only implemented directors' self-evaluation without any evaluation by external experts in 2024, the following presents the evaluation and improvement suggestions provided by external experts in 2022.

1. On December 16, 2022, the external professional organization's performance evaluation for the Company's Board of Directors was completed.
2. Evaluation period: 2022.1.1-2022.12.31
3. External professional organization performing the evaluation: Taiwan Institute of Ethical Business

4. Improvement suggestions and implementation in 2024:

- (1) Enhancing board diversity: The Company will include female directors and directors from different fields of expertise in the Board of Directors at the time of re-election.
- (2) Strengthening the supervision function of the Board of Directors: The Board of Directors has four independent directors, indicating that the supervision function of the Board of Directors has been strengthened.
- (3) Improving the recording of directors' speeches in the board meeting minutes: Improved.
- (4) Developing and implementing an integrated risk management mechanism: A Risk Management Team has been established under the Sustainable Development Committee for better risk management.
- (5) Overall planning of a whistleblowing system: Internal and external whistleblowing mechanisms and the procedures for the responsible unit to handle whistleblowing reports have been established.
- (6) Establishing a succession echelon of professional talents: A succession system of professional talents has been set up actively, and the Company selects talents with the right capabilities.
- (7) Presenting more sustainable development issues to board meetings for discussion: The Company has established the Sustainable Development Committee (comprising one director and two independent directors) and the subordinated teams for "risk management," "cybersecurity," "ethical management," etc., and reports to the Board of Directors regularly.

1-7. Details on attendance of independent directors at the Company's board meetings in 2024:

Board meeting session	Month	Independent Director	Independent Director	Independent Director	Independent Director
		Wong Ching-Chang	Huang Ming-Yu	Wong Chu-Ching	Huang Chung-Yuan
12-8	January	V	V	V	V
12-9	March	V	V	V	V
12-10	May	V	V	V	V
12-11	August	V	V	V	V
12-12	November	V	V	V	V
12-13	December	V	V	V	V
	Total	6	6	6	6

2. Training courses for directors in 2024:

Course title	Continuing education hours	Organizer	Participating directors
Methods of Taiwanese Companies' Deployment for International Taxation and Investment	3	Taiwan Corporate Governance Association	Chen Cheng-Lung, Chen Lu Su-Yue, Chen Jan-Sun Kao Sheng-Hui, Wong Ching-Chang, Wang Chu-Ching, Wang Wei-Chung, Huang Chung-Yuan
Matters to be Noticed for Recent Investment in the US and Mexico	3	Taiwan Corporate Governance Association	Chen Cheng-Lung, Chen Lu Su-Yue, Chen Jan-Sun Kao Sheng-Hui, Wong Ching-Chang, Wang Chu-Ching, Wang Wei-Chung, Huang Chung-Yuan
Summit for Development of Taiwan's Capital Market	3	Taiwan Stock Exchange	Chen Cheng-Lung
Anti-Money Laundering Regulations and Practical Case Studies	3	Taiwan Independent Directors Association	Huang Ming-Yu
2024 Cathay Sustainable Finance and Climate Change Summit	6	Taiwan Stock Exchange	Huang Ming-Yu
Analysis of the Latest Status of Corporate Governance Based on Corporate Governance Evaluation Indicators	3	Taiwan Corporate Governance Association	Huang Ming-Yu
Conference for Building a New Carbon Era with Sustainability Knowledge	3	Taiwan Stock Exchange	Wang Chu-Ching
Helmsman to Corporate Wisdom: Navigating with Corporate Governance	3	Taiwan Institute of Directors	Wang Wei-Chung
New Types of Securities Crime and Market Manipulation [Corporate Governance]	3	Taiwan Securities Association	Wang Wei-Chung
Sustainable Economic Activities and Biodiversity, TCFD Analysis	3	Taiwan Institute of Directors	Wang Wei-Chung

(2) Information on the operations of the Audit Committee and participation in the Board of Directors' operations:

1. Operations of the Audit Committee: The Audit Committee was formed in June 2022 and the supervisor system was abolished.

In 2024, the Audit Committee held five meetings (A), and attendance at these meetings was as follows:

Title	Name	Actual number of meetings attended (B)	Number of meetings attended by proxy	Actual rate of attendance (%) (B/A)	Remarks
Independent Director	Huang Ming-Yu	5	0	100	
Independent Director	Wong Ching-Chang	5	0	100	
Independent Director	Wang Chu-Ching	5	0	100	
Independent Director	Huang Chung-Yuan	5	0	100	
<p>Other information required:</p> <ol style="list-style-type: none"> <li>Where any of the following applies to the operations of the Audit Committee, the Audit Committee meeting dates and sessions, proposals, the dissent, reservations, or major suggestions of any independent director, the relevant resolutions of the Audit Committee, and the actions taken by the Company in response to the opinions of the Audit Committee shall be specified: Refer to 1.1 <ol style="list-style-type: none"> <li>Matters set forth in Article 14-5 of the Securities and Exchange Act.</li> <li>Matters other than the foregoing ones, which have not been approved by the Audit Committee but have been approved in resolutions by at least two-thirds of all directors.</li> </ol> </li> <li>With respect to the recusal of any independent director with a stake in a proposal, the name of the independent director, the proposal, the reason for recusal and their participation in the voting must be specified: None</li> <li>Communication between independent directors and the chief internal auditor and CPAs (such information must include the material matters, methods and results of communication regarding the financial and business conditions of the Company): <ol style="list-style-type: none"> <li>The Audit Committee has regularly reviewed audit reports and exchanged opinions regarding the audits with the chief internal auditor.</li> <li>The CPAs submit regular reports to the Audit Committee, discuss deficiencies related to internal control and audit with the Audit Committee, and request that the auditing department urge the Company's relevant departments to improve their internal procedures to reduce operational risks and enhance operating performance.</li> </ol> </li> </ol>					

1.1 Convening of Audit Committee meetings:

Meeting name	Meeting date	Important resolution and subsequent actions
1st term, 8th meeting	20240130	<ul style="list-style-type: none"> <li>• Review of participation in the <b>investment in the establishment of “GAP Total Return Fund I Limited Partnership.”</b></li> </ul>
		<p>Opinions from independent directors: None.  The Company’s response to independent directors’ opinions: None.  Resolution result: The above discussions were approved by all attending members.</p>
1st term, 9th meeting	20240311	<ul style="list-style-type: none"> <li>• <b>Reporting by CPAs: Communication with governing bodies.</b></li> <li>• Performance self-evaluation reporting of functional committee members for 2023.</li> <li>• Review of the financial statements for 2023.</li> <li>• Review of the earnings distribution for 2023. A cash dividend of NT\$1.7, with the ex-dividend date set on 7/16.</li> <li>• Review of the authorization for endorsements/guarantees.</li> <li>• Review of the regular assessment of the independence and AQIs of CPAs.</li> <li>• Review of the issuance of the “Statement of Internal Control” for 2023.</li> </ul>
		<p>Opinions from independent directors: None.  The Company’s response to independent directors’ opinions: None.  Resolution result: The above discussions were approved by all attending members.</p>
1st term, 10th meeting	20240510	<ul style="list-style-type: none"> <li>• Review of the consolidated financial statements for Q1 2024.</li> <li>• Review of the amendment of the Company’s relevant regulations and systems.</li> </ul> <p>“Rules of Procedure for Board of Directors Meetings,” “Organizational Rules of the Audit Committee” and “Organizational Rules of the Sustainable Development Committee”</p>
		<p>Opinions from independent directors: None.  The Company’s response to independent directors’ opinions: None.  Resolution result: The above discussions were approved by all attending members.</p>
1st term, 11th meeting	20240812	<ul style="list-style-type: none"> <li>• Report on director and supervisor liability insurance taken out for directors.</li> <li>• Review of the consolidated financial statements for Q2 2024.</li> <li>• Review of the earnings distribution for the first half of 2024.</li> <li>• Review of the endorsements/guarantees for Solomon Energy Technology Corporation.</li> </ul>
		<p>Opinions from independent directors: None.  The Company’s response to independent directors’ opinions: None.  Resolution result: The above discussions were approved by all attending members.</p>

Meeting name	Meeting date	Important resolution and subsequent actions
		members.
1st term, 12th meeting	20241111	<ul style="list-style-type: none"> <li>● <b>CPAs engaged:</b> Discussion on the consolidated financial statements for Q3 of 2024.</li> <li>● Review of the partial amendment of the “Corporate Governance Best-Practice Principles.”</li> <li>● Review of the establishment of the “Annual Internal Audit Plan for 2025.”</li> <li>● Review of the endorsements/guarantees for Solomon Energy Technology.</li> </ul> <p>Opinions from the Audit Committee: None.  The Company’s response to independent directors’ opinions: None.  Resolution result: The above discussions were approved by all attending members.</p>
1st term, 13th meeting	20250311	<ul style="list-style-type: none"> <li>● <b>Reporting by CPAs: Communication with governing bodies.</b></li> <li>● Performance self-evaluation reporting of the Board of Directors and functional committee members for 2024.</li> <li>● Review of the financial statements for 2024.</li> <li>● Review of the earnings distribution for 2024. A cash dividend of NT\$1, with the ex-dividend date set on 7/16.</li> <li>● Review of the authorization for endorsements/guarantees.</li> <li>● Review of the issuance of the “Statement of Internal Control” for 2024.</li> <li>● Review of the partial amendment of the “Articles of Incorporation.”</li> <li>● Review of the endorsements/guarantees for Solomon Energy Technology Corporation.</li> </ul> <p>Opinions from the Audit Committee: None.  The Company’s response to independent directors’ opinions: None.  Resolution result: The above discussions were approved by all attending members.</p>

2. Participation of the Audit Committee in the Board of Directors' operations:  
In 2024, the Board of Directors held four meetings (A), and attendance at these meetings was as follows:

Title	Name	Actual number of meetings attended (in non-voting capacity) (B)	Actual rate of attendance (in non-voting capacity) (%) (B/A)	Remarks
Audit Member	Huang Ming-Yu	5	100	
Audit Member	Wong Ching-Chang	5	100	
Audit Member	Wang Chu-Ching	5	100	
Audit Member	Huang Chung-Yuan	5	100	

Other information required:

1. Composition and responsibilities of the Audit Committee

- (1) Communication of the Audit Committee with the Company's employees and shareholders:

The Audit Committee regularly participates in board meetings, understands the Company's business activities and financial position, and proposes suggestions on operating performance improvement based on its expertise as a reference for the management to make business decisions.

- (2) Communication of the Audit Committee with the chief internal auditor and CPAs:

A. The Audit Committee has regularly reviewed audit reports and exchanged opinions regarding the audits with the chief internal auditor.

B. The CPAs have regularly invited the Audit Committee to meetings to discuss with the members the deficiencies related to internal controls and audit. They also ask the auditing department to urge the Company's relevant departments to improve their internal procedures in order to reduce operational risks and enhance the operating performance.

2. Where the Audit Committee attended board meetings in a non-voting capacity and expressed opinions, the board meeting dates and sessions, proposals, the resolutions of the Board of Directors, and the actions taken by the Company in response to the opinions of the Audit Committee shall be specified: None.

(2)-1 Communication of directors and Audit Committee members with the chief internal auditor and CPAs:

1. Communication mechanism:

The chief internal auditor submits written information on the implementation of internal audit to the directors and the Audit Committee members on a monthly basis, and holds irregular meetings to explain the implementation of audit plans and internal control. In case of material misconduct or likelihood of material damage to the Company, the chief internal auditor shall immediately report and inform the independent directors and the Audit Committee members of the same.

In order to facilitate the implementation of the Company's governance affairs, the CPAs

communicate with the directors and the Audit Committee members every quarter to ensure the reliability of the Company’s publicly disclosed financial information, discuss the work of auditors, and understand the Company’s material risks and the management’s actions to reduce the risks.

2. Communication policy:

- (1) At least once a year, a separate meeting between CPAs and the chief auditor is convened to discuss external audit opinions formed by the chief internal auditor and CPAs and to communicate the defects of the annual audit. The communicated opinions are recorded and reported to the Board of Directors.
- (2) The chief internal auditor makes reports to the Audit Committee on a regular basis.
  1. Annual internal audit plan;
  2. Annual professional training plan for auditors;
  3. Regularly reporting of the implementation of internal audit operations to the Audit Committee.
- (3) The CPAs participate in at least one Audit Committee meeting each year and report the annual audit results.
- (4) Others: A meeting may be convened from time to time to discuss any material abnormality or matters that independent directors, the chief auditor, and CPAs deem necessary to communicate independently.

3. Communication:

(1) Communication between directors, Audit Committee members and CPAs:

Date	Communication meeting	Communication subject	Communication results
20240311	Board of Directors Audit Committee	<ol style="list-style-type: none"> <li>1. CPAs participated in the Audit Committee meeting and board meeting for explanation and guidance regarding the 2023 financial statements.</li> <li>2. CPAs’ discussion and communication about the questions of the directors (Audit Committee).</li> <li>3. Review of the “Statement of Internal Control” for 2023.</li> </ol>	No opinion
20240510	Board of Directors Audit Committee	<ol style="list-style-type: none"> <li>1. Communication with the directors (Audit Committee) in the planning stage of the financial statement audit for 2024.</li> <li>2. Issuance of a communication letter on the 2024 Q1 financial statements to governing bodies.</li> <li>3. CPAs’ response to and communication about the questions of directors (Audit</li> </ol>	No opinion

		Committee).	
20240812	Board of Directors Audit Committee	1. Issuance of a communication letter on the 2024 Q2 financial statements to governing bodies. 2. CPAs' discussion and communication about the questions of the directors (Audit Committee).	No opinion
20241111	Board of Directors Audit Committee	1. CPAs participated in the board meeting for explanation and guidance regarding the 2024 Q3 financial statements. 2. CPAs' response to and communication about the questions of directors (Audit Committee).	No opinion

#### Communication Plan

Communication subject	Form of communication	Expected communication time
<b>Annual audit planning</b> <ul style="list-style-type: none"> <li>● Communication with governing bodies</li> <li>● Roles and responsibilities of the principal auditor</li> <li>● Audit plans</li> <li>● Preliminary opinions on key audit matters</li> <li>● Independence of CPAs</li> </ul>	1. Written correspondence 2. CPAs attending meetings in person to engage in communication and provide guidance	March 2024
<b>Interim review</b> <ul style="list-style-type: none"> <li>● Review of the Q1 quarterly report</li> <li>● Review of the Q2 quarterly report</li> <li>● Review of the Q3 quarterly report</li> </ul>	1. Written correspondence 2. CPAs attending meetings in person to engage in communication and provide guidance	May 2024 August 2024 November 2024
<b>Annual audit summary</b> <ul style="list-style-type: none"> <li>● Important audit findings</li> </ul>	1. Written correspondence 2. CPAs attending meetings in person to engage in communication and provide guidance	March 2025

(2) Communication between the chief internal auditor and CPAs in Audit Committee meetings:

Date	Attendees	Communication subject	Communication results
20240311	Independent Director Huang Ming-Yu Independent Director Wang Chu-Ching Independent Director Wong Ching-Chang Independent Director Huang Chung-Yuan Chief Auditor Lin Pao-Tsun PwC CPA Wen Ya-Fang PwC Manager Teng Chia-Ling	Financial statements for 2023 Updates of the competent authorities' policies	No opinion
20240510	Independent Director Huang Ming-Yu Independent Director Wang Chu-Ching Independent Director Wong Ching-Chang Independent Director Huang Chung-Yuan Chief Auditor Lin Pao-Tsun	2024 Q1 Financial Statements	No opinion
20240812	Independent Director Huang Ming-Yu Independent Director Wang Chu-Ching Independent Director Wong Ching-Chang Independent Director Huang Chung-Yuan Chief Auditor Lin Pao-Tsun PWC CPA Liang Yi-Chang	2024 Q2 Financial Statements	No opinion
20241111	Independent Director Huang Ming-Yu Independent Director Wang Chu-Ching Independent Director Wong Ching-Chang Independent Director Huang Chung-Yuan Chief Auditor Lin Pao-Tsun	2024 Q3 Financial Statements	No opinion

	PwC CPA Wen Ya-Fang PwC Manager Teng Chia-Ling		
--	---	--	--

(3) Communication between the chief internal auditor and independent directors:

Session	Communication key points	Communication results
November 2023	Review of the annual internal audit plan for 2024.	No opinion
January 2024	Audit report for November 2023 to December 2023.	No opinion
March 2024	Presentation and reporting of the implementation of the 2023 internal audit plan.	No opinion
March 2024	Audit report for January 2024. Result of the self-evaluation for the internal control system in 2023, indicating no material deficiency. Issuance and submission of a "Statement of Internal Control" on the effectiveness of the design and implementation of the Company's internal control system.	No opinion
May 2024	Audit report for February to March 2024.	No opinion
August 2024	Audit report for April to June 2024.	No opinion
November 2024	Audit report for July to October 2024.	No opinion
December 2024	Audit report for November to December 2024.	No opinion

(4) Separate communication between the CPAs and the independent directors and the chief auditor:

Date	Attendees	Communication subject	Communication results
20240311	Independent Director Huang Ming-Yu Independent Director Wang Chu-Ching Independent Director Wong Ching-Chang Independent Director Huang Chung-Yuan Chief Auditor Lin Pao-Tsun PwC CPA Wen Ya-Fang PwC Manager Teng Chia-Ling	Financial statements for 2023 Advocacy of 2024 government decrees	No opinion

(3) Implementation of corporate governance, differences with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and the reasons for such differences:

Item assessed	Implementation			Differences with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and the reasons for such differences
	Yes	No	Summary	
1. Has the company established and disclose its corporate governance best-practice principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	V		The principles for corporate governance are: (1) creating an internal control system; (2) protecting the shareholders' equity; (3) enhancing the functions of the Board of Directors; (4) fulfilling the supervisors' functions; (5) respecting the rights and interests of stakeholders; (6) improving information transparency.	Compliant with the Corporate Governance Best-Practice Principles
2. The Company's shareholding structure and shareholders' equity				
(1) Has the company established internal procedures for handling shareholders' suggestions, questions, disputes, and lawsuits? Does the company follow such procedures?	V		Such procedures have been established in the "Corporate Governance Best-Practice Principles." The Company has appointed a spokesperson, an acting spokesperson, and a shareholder services department to deal with relevant problems.	Compliant with the Corporate Governance Best-Practice Principles
(2) Does the company keep a list of major shareholders actually controlling the company and the ultimate controllers of the major shareholders?	V		The list is kept by the Securities Office.	
(3) Has the company established and implemented a system for risk control and firewalls with its associates?	V		The Company has established the "Regulations Governing the Financial and Business Activities between Related Parties" and "Procedures for the Supervision and Management of Subsidiaries" as a basis for the supervision of the subsidiaries in order for the auditors to conduct regular or random audits.	
(4) Has the company established internal regulations that prevent insiders from trading securities using non-public market information?	V		The Company has established the "Procedures for Management of Material Insider Information" and the "Code of Ethical Conduct" as a basis for preventing insider trading.	
3. Composition and responsibilities of the Board of Directors				
(1) Does the board of directors formulate diversity policies and specific management goals? Are the policies and goals thoroughly implemented?	V		1. The Company has one female director. 2. The Company has established the "Corporate Governance Best-Practice Principles" and "Procedures for Election of Directors." The nomination and selection of board members are in compliance with the Company's Articles of Incorporation. The candidate nomination	Compliant with the Corporate Governance Best-Practice Principles

Item assessed	Implementation		Differences with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and the reasons for such differences
	Yes	No	
			<p>system is adopted, and the educational/work experience and qualifications of each candidate are evaluated to ensure the diversity and independence of board members. Talented people with different professional backgrounds (including accounting, finance, technology) are elected as directors in accordance with the procedures. The Procedures for Election of Directors have been implemented thoroughly.</p> <p>3. There were nine directors in the 12th term of the Board of Directors, including one female director. Employee directors accounted for 33.33%, female directors represented 11.11%, and independent directors accounted for 44.44%.</p> <p>4. The Board of Directors has established a diversity policy for the composition of its members, which is disclosed on the Company's website and this annual report.</p>
(2) Has the company, apart from establishing a compensation committee and an audit committee, voluntarily set up any other functional committee?	V		In 2023, the Company's Board of Directors approved the establishment of the "Sustainable Development Committee" with three members (including two independent directors). Teams for sexual harassment prevention, risk management, nomination, corporate governance, and cybersecurity risk management will be set up for the committee.
(3) Has the company established regulations and methods for evaluating the performance of the board of directors? Does the company conduct such performance evaluations on a regular basis each year? Are the results of such performance evaluations submitted to the board of directors and used as a reference for the remuneration of individual directors and for their nomination or re-election?	V		<p>1. In 2022, the Company commissioned Taiwan Institute of Ethical Business, an external professional organization, for the first time to carry out a performance evaluation.</p> <p>2. The Board of Directors used a "Self-Evaluation Questionnaire for Performance Evaluation of Board Members" to complete the performance evaluation in December 2024.</p> <p>3. Evaluation period: 2024.1.1–2024.12.31</p> <p>The Company completed the performance evaluation of the Board of Directors, board members, Compensation Committee, and Audit Committee in December 2024. The evaluation results and the direction of continuous improvement in the next year have been reported at the board meeting in March 2025.</p>

Item assessed	Implementation		Summary	Differences with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and the reasons for such differences
	Yes	No		
			<ul style="list-style-type: none"> <li> <b>Overall comments on the Board of Directors' self-evaluation:</b>            The operations of the Board of Directors were deemed normal and compliant with regulations; good communication was maintained. All of them comply with relevant laws and regulations and fulfill the responsibilities of directors; excellent.         </li> <li> <b>Performance evaluation of functional committees (Compensation Committee and Audit Committee)</b>            Overall comments on the Compensation Committee and the Audit Committee: The functional committees operate normally and fulfill the duties of independent directors in accordance with the law and professionally.         </li> </ul>	
(4) Does the company assess the independence of CPAs on a regular basis?	V		<p>The Company's Board of Directors reviews the independence and AQIs of CPAs annually to ascertain whether they comply with the regulations on independence in the Standards of Professional Ethics for Certified Public Accountants of the Republic of China No. 10 and the firm's global independence policy. After the Company has confirmed that there are no financial interests or business relationships between the CPAs and the Company, except for fees related to audit and taxation cases, and has ensured that the CPAs did not violate the principles of independence, the Board of Directors assesses the appointment of the CPAs and the associated fees.</p> <p>In March 2024, the Board of Directors conducted an assessment for the CPAs and appointed them after confirming that there were no other financial interests and business relationships between them and the Company and making sure that they did not violate the principles of independence.</p>	
4. Does the listed/OTC company appoint an appropriate number of competent corporate governance officers and designate a chief corporate governance officer to be in charge of corporate governance affairs (including but not limited to providing the information required for directors or supervisors to perform their	V		The Securities Office is specialized in corporate governance affairs (including but not limited to providing the information required for directors to perform their duties, managing affairs for board meetings and shareholders' meetings as required by law, conducting company registration and change registration, and preparing minutes for board	Compliant with the Corporate Governance Best-Practice Principles

Item assessed	Implementation			Differences with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and the reasons for such differences
	Yes	No	Summary	
duties, assisting directors or supervisors in compliance, managing affairs for board meetings and shareholders' meetings as required by law, and preparing minutes for board meetings and shareholders' meetings)?			meetings and shareholders' meetings). Assistant General Manager and Chief Financial and Accounting Officer Huang Chien-Chi was appointed as the chief corporate governance officer (concurrently) at the 1211th board meeting held on 2024.8.12. For the authority, scope, and continuing education of the chief corporate governance officer.	
5. Has the company established channels of communication with stakeholders (including but not limited to shareholders, employees, customers and suppliers)? Does the company create a section for stakeholders on its website and give proper responses regarding important issues of corporate social responsibility that concern stakeholders?	V		The Company has appointed a spokesperson and an acting spokesperson. Relevant contact information is disclosed on the Market Observation Post System (MOPS). The Company also discloses relevant financial and shareholder services information on the MOPS and the Company's website to ensure good channels for communication with investors.  SOLOMON has established channels of communication with stakeholders, set up a stakeholders' section on the website, and given proper responses regarding important issues of corporate social responsibility that concern the stakeholders.	Compliant with the Corporate Governance Best-Practice Principles
6. Does the company engage any professional shareholder services agent to manage affairs for shareholders' meetings?	V		The Company has engaged a professional shareholder services agent, the Shareholder Services Department of President Securities Corporation, to manage affairs for shareholders' meetings.	Compliant with the Corporate Governance Best-Practice Principles
7. Information disclosure				
(1) Does the company set up a website to disclose financial, business and corporate governance information?	V		Such website has been set up. The URL is: www.solomon.com.tw	Compliant with the Corporate Governance Best-Practice Principles
(2) Does the company use other means to disclose information (e.g. setting up an English website, assigning specialized personnel to collect and disclose corporate information, implementing a spokesperson system, uploading the proceedings of investor conferences to the company's website)?	V		The Company has the Securities Office responsible for collecting information related to the Company. The spokesperson fully discloses material information.  The Company has set up a Chinese and an English website, appointed a spokesperson to be in charge of external communications, and designated dedicated personnel to disclose the Company's information on the MOPS as required by law.	Compliant with the Corporate Governance Best-Practice Principles

Item assessed	Implementation		Summary	Differences with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and the reasons for such differences
	Yes	No		
(3) Does the company publish and submit annual financial statements within two months after the end of each fiscal year? Does the company publish and submit financial statements of the first, second and third quarters and the monthly operational status before the required deadline?		V	The Company has many associates, making it impossible to publish and submit the financial statements within two months after the end of the fiscal year. All the other information is published and submitted before the required deadline.	Compliant with the Corporate Governance Best-Practice Principles
8. Does the company have other important information useful for understanding the status of corporate governance of the company (including but not limited to employees' rights, employee care, investor relations, supplier relationships, stakeholders' rights, continuing education of directors and supervisors, implementation of risk management policies and risk measurement standards, implementation of customer policies, and purchase of liability insurance for directors and supervisors by the company)?		V	(1) Employees' rights and employee care: The Company has points of contact for different types of stakeholders, such as the HR Department responsible for dealing with problems related to employees' rights. We have also established the Employee Welfare Committee to take care of the needs of the employees. These points of contact operate smoothly. (2) Investor relations: Communication channels have been created for the spokesperson and acting spokesperson system to answer the questions of shareholders. (3) Supplier relationships: The Company has always maintained good relationships with suppliers. (4) Stakeholders' rights: We respect and protect the rights that stakeholders are entitled to, maintain good communication channels with customers, employees and suppliers, and disclose relevant information in accordance with the regulations of the competent authority to provide the Company's information in a timely manner. (5) Continuing education of directors: A minimum of six hours of continuing education is required each year in accordance with the regulations. (6) Implementation of risk management policies and risk measurement standards: To put the monitoring mechanism into practice and ensure the control of risks, the Company's material operating policies, investment projects, endorsements/guarantees, loaning of funds, bank funding, and other material proposals are assessed and analyzed by appropriate responsible departments and	Compliant with the Corporate Governance Best-Practice Principles

Item assessed	Implementation			Differences with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and the reasons for such differences
	Yes	No	Summary	
			<p>then implemented based on the resolutions of the Board of Directors, and the Auditing Office also formulates its annual audit plan based on risk assessment results and thoroughly implements the plan.</p> <p>(7) Implementation of customer policies: The Company has dedicated customer service departments responsible for implementing customer policies. These policies are executed smoothly.</p> <p>(8) The Company’s purchase of liability insurance for directors and supervisors and social responsibility: We have taken out a liability insurance policy with coverage of US\$5 million for our directors and key officers. Information on the coverage amount, available coverage, and premium rate of the directors’ liability insurance policy taken out or renewed and other important information were reported at the board meeting held in August 2024.</p> <p>(9) The Company has adopted the “Code of Ethical Conduct,” “Sustainable Development Principles,” “Ethical Management Principles,” and “Corporate Governance Best-Practice Principles” as one of the bases for corporate governance management.</p>	
9.	<p>Please describe the matters improved based on the results of corporate governance evaluation released by the Corporate Governance Center of the Taiwan Stock Exchange in the most recent year and specify the priorities and measures for improvement with respect to matters not yet improved.</p> <p>Improvements: The Audit Committee was established in June 2022. The annual report and financial statements for 2022 in English have been issued.</p>			

Note: No matter whether “Yes” or “No” is selected in the Implementation column, it shall be explained in the Summary column.

Table 1

Summary: The Company’s regular assessment of the independence and AQIs (Audit Quality Indicators) of CPAs.

- Article 68 of Statement of Auditing Standards No. 46: “Familiarity correlates particularly with cases where the financial statements of listed/OTC companies are audited. For such cases, principal auditors shall be rotated after a certain period of time (usually no longer than seven years) and may be reinstated at least after a certain period of time (usually no less than two years).” Also, Article 27, Paragraph 2 of the Company’s “Corporate Governance Best-Practice Principles”: “The Company shall regularly (at least once a year) assess the independence of the CPAs appointed. Where any of the CPAs have not been changed for seven consecutive years or have been punished or where their independence has been impaired, the need to change such CPAs shall be contemplated and the results shall be reported to the Board of Directors.” Matters are handled according to these regulations.
- The Company’s CPAs in 2023 are: CPA Liang Yi-Chang and CPA Wen Ya-Fang from PricewaterhouseCoopers Taiwan. Their audit tenure at the Company is described as follows:

Name of CPA	Audit tenure (from start to now)	Accumulated tenure
Liang Yi-Chang	2018 until now	5 years
Wen Ya-Fang	From Q1 of 2023	1 year

- The Company assesses the independence of CPAs in accordance with Article 47 of the Certified Public Accountant Act and the Bulletin of the Norm of Professional Ethics No. 10 – Integrity, Objectivity and Independence. To sum up, the standards and results of assessing the independence of the two CPAs are as follows:

Item assessed	Assessment result	Compliance with independence requirements
1. Whether the CPA has direct or material indirect financial interests with the Company	No	Yes
2. Whether the CPA has made or received loans or guarantees to or from the Company or the Company’s directors	No	Yes
3. Whether the CPA has close business relationships and a potential employment relationship with the Company	No	Yes
4. Whether the CPA and their audit team members are currently holding or, in the most recent two years, have held director or managerial positions or other positions having a significant impact on the audit work at the Company	No	Yes
5. Whether the CPA has offered any non-audit services that may have a direct impact on the audit work to the Company	No	Yes
6. Whether the CPA has served as a broker to sell the shares or other securities issued by the Company	No	Yes

7. Whether the CPA has acted as a defender of the Company or has mediated any dispute with third parties on behalf of the Company	No	Yes
8. Whether the CPA is a relative of the Company's directors, managerial officers, or personnel holding positions having a significant impact on the audit case	No	Yes

4. The AQIs issued by PricewaterhouseCoopers Taiwan.
5. In summary, the PwC CPAs had no conflict of interest and were compliant with the principles of independence during their tenure as the Company's auditors. Thus, the Company agreed to continue the appointment in 2024.

Table 2

**Information on the chief corporate governance officer (2024):**

1. **At the 3rd meeting of the 12th term of the Board of Directors on 2022.11.09, the Company appointed the Executive Assistant to the Chairman, Ms. Chu Shu-E, as the “Chief Corporate Governance Officer” (full-time). As she resigned on 2024.3.31, Assistant General Manager and Chief Financial and Accounting Officer Huang Chien-Chi was appointed at the 11th meeting of the 12th term of the Board of Directors on 2024.8.12 to take the position (concurrently).**
2. **The functional requirements of the “Corporate Governance Officer” and the corporate governance affairs that the officer is in charge of are described as follows:**
  - (1) The corporate governance affairs shall include:
    1. Handling matters related to board meetings and shareholders’ meetings in accordance with the law.
    2. Preparing minutes for board meetings and shareholders’ meetings.
    3. Assisting directors in taking office and receiving continuing education.
    4. Providing directors with information required for executing their duties.
    5. Assisting directors in complying with laws and regulations.
    6. Reporting to the Board of Directors on the investigation result of the compliance with relevant laws and regulations regarding the qualifications of the independent directors for their nomination, election and during their tenure.
    7. Handling matters related to the change of directors.
    8. Other matters stipulated in the Company’s Articles of Incorporation or contracts.
  - (2) Qualifications of the Company’s chief corporate governance officer:  
Having more than 3 years of experience in charge of finance in a public company.
  - (3) Concurrent positions of the chief corporate governance officer:  
The chief corporate governance officer is a managerial officer of the Company and may be served by other personnel in the Company concurrently.
3. **Assistant General Manager and Chief Financial and Accounting Officer Huang Chien-Chi was appointed as the “Chief Corporate Governance Officer” of the Company. Her educational and work experiences are shown in the following table:**

<b>Educational and work experiences of Assistant General Manager Huang Chien-Chi:</b>	
Educational and work experiences	Current position
Bachelor of Business Administration, Department of Accounting, School of Business, Soochow University Assistant Manager, PwC Assistant Manager of Internal Audit, Sentronic International Co., Ltd. Accounting Manager, Sentronic International Co., Ltd. Manager, Finance Department, SOLOMON Technology Corporation	Assistant General Manager of Finance Department and Chief Financial and Accounting Officer, SOLOMON Technology Corporation

4. The continuing education of the chief corporate governance officer in 2024 is as follows:

Course date	Organizer	Course title	Continuing education hours	Total continuing education hours in the current year
2024.9.3-9.4	Taiwan Corporate Governance Association	Workshop for Identification of Climate Risks and Seminar on Net Zero Carbon Emissions	9	21
2024.10.04	Securities and Futures Institute	2024 Insider Trading Prevention Conference	3	
2024.10.25	Securities and Futures Institute	2024 Conference on Awareness of Compliance with the Laws Governing Trading of Equity by Insiders	3	
2024.12.09	Taiwan Corporate Governance Association	Methods of Taiwanese Companies' Deployment for International Taxation and Investment	3	
2024.12.09	Taiwan Corporate Governance Association	Matters to be Noticed for Recent Investment in the US and Mexico	3	

(3)–1 Description of the diversity policy of SOLOMON's Board of Directors and its implementation:

- Management goals: Basis: **SOLOMON Technology Corporation Procedures for Election of Directors**

The overall composition of the Board of Directors shall be taken into consideration for the election of the directors of the Company. The composition of the Board of Directors shall be determined by taking diversity into account based on the Company's business operations, business type and development needs. It is advised that the considerations include, but not be limited to, the following two categories of criteria:

1. Basic requirements and values: Gender, age, nationality and culture.
2. Professional knowledge and skills: Professional background (e.g. law, accounting, industry, finance, marketing or technology), professional skills and industrial experience.
3. Members of the Board of Directors shall possess the necessary knowledge, skills and experience for performing their duties. They shall possess the following skills:
  - (1) Operational judgment skills.
  - (2) Accounting and financial analysis skills.
  - (3) Business management skills.
  - (4) Crisis management skills.
  - (5) Industrial knowledge.
  - (6) International market insights.
  - (7) Leadership skills.

- (8) Decision-making skills.
4. The specific background and expertise management goals are as follows:
- (1) The Company's Board of Directors also values gender equality, and its members shall at least include one female.
  - (2) The Board of Directors of the Company focuses on operational judgment, business management, and crisis management, and more than two-thirds of the board members shall possess capabilities related to these core items.
  - (3) There is at least one member with accounting background.
  - (4) There is at least one member with technology industry background.
  - (5) Independent directors shall not hold office for more than three consecutive terms in order to maintain their independence.
  - (6) The number of directors who are employees of the Company, its parent, subsidiary, or sibling companies shall be less than one-third (inclusive) of the board members in order to achieve the purpose of supervision.

● Implementation:

Item Name	Gender	Operational judgment skills	Accounting and financial analysis skills	Business management skills	Crisis management skills	Industrial knowledge	International market insights	Leadership skills	Decision-making skills
Chen Cheng-Lung	Male	●	●	●	●	●	●	●	●
Chen Jan-Sun	Male	●	●	●	●	●	●	●	●
Chen Lu Su-Yue	Female	●	●	●		●	●		
Wang Wei-Chung	Male	●	●	●	●	●	●	●	●
Kao Sheng-Hui	Male	●	●	●	●	●	●	●	●
Huang Ming-Yu	Male	●	●	●	●	●	●	●	●
Wong Ching-Chang	Male	●	●	●	●	●	●	●	●
Wong Chu-Ching	Male	●	●	●	●	●	●	●	●
Huang Chung-Yuan	Male	●	●	●	●	●	●	●	●

- Composition Description:

	Item	Proportion %
1	Directors who are employees	33.33
2	Independent Director	44.44
3	Female directors	11.11

- Industrial Experience/Expertise Distribution:

Name	Item	Gender	Accounting and financial analysis skills	Automated/intelligent industries	International trade	Investment
Chen Cheng-Lung		Male	●	●	●	●
Chen Jan-Sun		Male	●	●	●	●
Chen Lu Su-Yue		Female	●		●	●
Wang Wei-Chung		Male	●	●	●	●
Kao Sheng-Hui		Male	●	●	●	●
Wong Ching-Chang		Male	●	●	●	●
Huang Ming-Yu		Male	●	●	●	●
Wang Chu-Ching		Male	●	●	●	●
Huang Chung-Yuan		Male	●	●	●	●

- Age Distribution of Directors:

Name	Item	Gender	40-50	50-60	60-70	70-80
Chen Cheng-Lung		Male		●		
Chen Jan-Sun		Male				●
Chen Lu Su-Yue		Female				●
Wang Wei-Chung		Male	●			
Kao Sheng-Hui		Male				●
Huang Ming-Yu		Male				●
Wong Ching-Chang		Male			●	
Wang Chu-Ching		Male			●	
Huang Chung-Yuan		Male		●		

- Term-of-office Distribution of Independent Directors:

Name \ Item	Gender	One term	Two terms
Huang Ming-Yu	Male	●	
Wang Ching-Chang	Male		●
Wong Chu-Ching	Male	●	
Huang Chung-Yuan	Male	●	

(4) Disclosure of the composition, responsibilities and operations of the Compensation Committee:

1. Composition:

The appointment of Independent Directors Wong Ching-Chang, Huang Ming-Yu, Wang Chu-Ching, and Huang Chung-Yuan as the members of the 5th Compensation Committee was approved at the board meeting held on 2022.6.8. The appointment became effective immediately upon approval by the Board of Directors (i.e. on 2022.6.8) and will end on 2025.6.7, the same date on which the term of the directors of the 12th Board of Directors will end. The compensation members elected Member Huang Ming-Yu as the convener.

2. Responsibilities: The Compensation Committee consists of four members appointed by a resolution of the Board of Directors, with an independent director as the convener.

The Compensation Committee holds at least two meetings a year. The reason for convening meetings shall be specified at the time of convening such meetings. A notice shall be given to the members seven days before a meeting. However, this is not applicable in case of an emergency.

3. Operations: In 2024, the Compensation Committee convened on February 6 and December 18.

Participating members: The four members were present at both meetings.

Meeting date	Session	Proposal	Meeting result	Actions taken by the Company in response to the opinions of the Compensation Committee
2024.2.6	5th term, 5th meeting	<ul style="list-style-type: none"> <li>● Report on the list of directors.</li> <li>● Review of change of managerial officers.</li> <li>● Review of the distribution of year-end bonuses and Lunar New Year bonuses to managerial officers for 2023.</li> </ul>	Passed	None
2024.12.18	5th term, 6th meeting	<ul style="list-style-type: none"> <li>● Report on change of directors and managerial officers.</li> <li>● Report on the compensation of directors and managerial officers.</li> <li>● Review of the distribution of remuneration to directors for 2023.</li> <li>● Review of the distribution of employees' remuneration for 2023.</li> </ul>	Passed	None

(1) Information of members of the Compensation Committee:

Name	Title	Criteria	Independence	Number of publicly listed companies where the committee member is currently also a compensation committee member
		Professional qualifications and experience		
Independent Director Convener	Huang Ming-Yu	More than 20 years of work experience None of the circumstances under Article 30 of the Company Act apply	Compliant with what is described in the note	3
Independent Director	Wang Ching-Chang	More than 20 years of work experience None of the circumstances under Article 30 of the Company Act apply	Compliant with what is described in the note	0
Independent Director	Wong Chu-Ching	More than 20 years of work experience None of the circumstances under Article 30 of the Company Act apply	Compliant with what is described in the note	0
Independent Director	Huang Chung-Yuan	More than 20 years of work experience None of the circumstances under Article 30 of the Company Act apply	Compliant with what is described in the note	0

(2) Information of operations of the Compensation Committee:

- A. The Compensation Committee of the Company consists of four members.
- B. Term of the current members: June 8, 2022, to June 7, 2025. In 2024, the Compensation Committee held two meetings (A), and the qualifications of the members and their attendance at these meetings were as follows:

Title	Name	Actual number of meetings attended (B)	Number of meetings attended by proxy	Actual rate of attendance (%) (B/A) (Note)	Remarks
Convener	Huang Ming-Yu	2	0	100	-
Committee Member	Wang Ching-Chang	2	0	100	-
Committee Member	Wong Chu-Ching	2	0	100	-
Committee Member	Huang Chung-Yuan	2	0	100	-
Other information required:					
<p>1. Where the Board of Directors has declined to adopt or amend the suggestions of the Compensation Committee, the board meeting dates and sessions, proposals, the resolutions of the Board of Directors, and the actions taken by the Company in response to the opinions of the Compensation Committee shall be specified (if the compensation approved by the Board of Directors is higher than that suggested by the Compensation Committee, the difference and its reason shall be specified): There was no such circumstance.</p> <p>2. Where the members of the Compensation Committee have expressed objections or reservations in records or written statements to any matter subject to a resolution of the Compensation Committee, the Compensation Committee meeting dates and sessions, proposals, the opinions of all members, and the actions taken in response to their opinions shall be specified: There was no such circumstance.</p>					

(5) Information of operations of the Sustainable Development Committee:

1. Composition:

- (1) The committee members shall be appointed by resolution of the Board of Directors. The number of members shall not be less than three. Among them, at least one shall be an independent director and at least one or more members shall possess the professional skills required by the Committee. All committee members shall elect a chairperson to act as the convener and meeting chair.
- (2) The Committee has established “Functional Teams” and an “Execution Office” and appointed relevant business managers to ensure the promotion and implementation of sustainable development-related tasks.
- (3) The Board of Directors approved the establishment of the “Organizational Rules for Sustainable Development” and the “1st Sustainable Development Committee” on 2023.11.10. Chairman Chen Cheng-Lung and two independent directors, Wong Ching-Chang and Huang Chung-Yuan, were appointed as the members of the Committee. The appointment took effect upon the approval of the Board of Directors (i.e. 2023.11.10) and will end on 2025.6.7, the same as the expiration date of the term of office of the 12th term of the Board of Directors.

2. Duties:
  - (1) Establishing sustainable development policies.
  - (2) Formulating annual sustainable development plans and strategic directions.
  - (3) Tracking, reviewing, and reporting the implementation and effectiveness of sustainable development to the Board of Directors.
  - (4) Making decisions on other matters related to sustainable development.
3. Duties of functional teams:
 

According to the Company’s needs, functional teams including those for “nomination,” “ethical management,” “risk management,” “information security,” “environmental protection,” and “occupational safety” may be established for the Committee to implement corporate sustainability work.

The “Department of Infrastructure” acts as the “Executive Unit” of the Committee to comprehensively manage the Committee’s operations and integrate the annual plans and execution of each “functional team.”
4. Operation and implementation performance:
 

The Company’s 2024 ESG implementation and performance and the establishment of plans and strategies for 2025 were approved by the Sustainable Development Committee on 2024.12.18 and reported to the Board of Directors:

I. Implementation and performance related to ESG sustainability issues in 2024:	
1	Initial ESG counseling and consultation meeting in January.
2	Education and training on information collection for ESG report in March.
3	Collection of greenhouse gas inventory data from March to May.
4	Data collection for ESG report from May to June.
5	Completion of greenhouse gas inventory and report in July.
6	Data collection and compilation of the sustainability report in July.
7	Completion of the compilation, optimization and disclosure on the MOPS of the sustainability report in August.
8	Completion of the external verification of greenhouse gas inventory in September.
9	Acquisition of the third-party verification statement for greenhouse gas inventory in October.
10	<p>Reporting on the annual ESG performance to the “Sustainable Development Committee” and the Board of Directors in December.</p> <p>➤ <b>Performance related to sustainability governance</b></p> <ul style="list-style-type: none"> <li>✓ Comprehensive corporate governance structure and diversified functional committees.               <ul style="list-style-type: none"> <li>● Audit Committee, Compensation Committee, and Sustainable Development Committee</li> </ul> </li> <li>✓ Diversity of the Board of Directors, with gender equality valued.               <ul style="list-style-type: none"> <li>● The members of the Board of Directors have experience in different industries and fields of expertise.</li> <li>● A female director is included to promote gender equality and diversify the corporate sustainable development.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>✓ Implementation of comprehensive and strict risk assessment management. <ul style="list-style-type: none"> <li>● The Company has established various control systems with reference to the principles of ISO 31000 risk management system in order to respond to possible crises in a timely manner and maintain the sustainable operation of the Company.</li> </ul> </li> <li>✓ Domestic iconic award: Taiwan Excellence Silver Award. <ul style="list-style-type: none"> <li>● The “META-aivi Wearable AI Solutions” that the Company independently developed won the Taiwan Excellence Silver Award.</li> </ul> </li> <li>✓ Setup of an information security system. <ul style="list-style-type: none"> <li>● The IEC 62443 4-1 certification was obtained in November 2024.</li> </ul> </li> </ul> <p>➤ <b>Performance related to environmental issues</b></p> <ul style="list-style-type: none"> <li>✓ Carbon emissions inventory with the ISO 14064-1 greenhouse gas inventory management system. <ul style="list-style-type: none"> <li>● The Company has introduced the greenhouse gas inventory and obtained the third-party verification statement.</li> <li>● Electricity consumption in 2023 was 4.44% less than that in 2022.</li> </ul> </li> <li>✓ Identification of climate risks and opportunities based on the international framework of TCFD. <ul style="list-style-type: none"> <li>● Risks: Operational impact resulting from the <u>rise in material prices, increase in average temperature, fluctuation of energy costs, and changes in customer behaviors.</u></li> <li>● Opportunities: <u>Production and distribution process with greater efficiency, adoption of new technology, changes in income streams, and optimization and R&amp;D of products and services.</u></li> </ul> </li> </ul> <p>➤ <b>Performance related to social issues</b></p> <ul style="list-style-type: none"> <li>✓ Talent development and support to disadvantaged groups. <ul style="list-style-type: none"> <li>● Industry–academia collaboration: R&amp;D Talent Development Program with Tamkang University</li> <li>● Support to disadvantaged groups: Donations to social welfare organizations.</li> </ul> </li> <li>✓ International framework of SASB – ESG Indicators for Electrical &amp; Electronic Equipment Industry. <ul style="list-style-type: none"> <li>● SASB Standards are adopted to disclose important industrial ESG indicators, such as energy management, product safety, and end of management after product life cycle.</li> </ul> </li> <li>✓ Joint effort with suppliers for sustainable development. <ul style="list-style-type: none"> <li>● The Company has formulated environmental and social screening standards for suppliers, with the “Letter of Commitment to Integrity,” “Occupational Safety and Health Survey Form” and “Social Responsibility Self-Evaluation Form,” etc., signed.</li> </ul> </li> </ul>
--	--

II. Establishment of plans and strategies for 2025	
<b>1. Reporting on ESG plans:</b>	
In response to the deadline set by the Financial Supervisory Commission, SOLOMON and Solomon Data International's sustainability report must be prepared and verified by 2025. The first stage has been completed in 2024, with SOLOMON Technology Corporation and Solomon Data International's sustainability report compiled. In 2025, the sustainability report will be further optimized by the graphic designer, and a third-party verification company will be introduced for verification. (Since the sustainability report covers a wide and diverse range of topics, it is necessary for all units to pay more attention to ESG topics. <u>Kind Management Consulting, Co. will be providing guidance, and GREAT Certification will be taking care of the verification.</u> )	
November to December 2024	In 2024, a meeting was held in November, and the questionnaire on material topics for stakeholders and the sustainability report was confirmed in December.
January to April 2025	The draft of the sustainability report for 2024 (general disclosures and disclosures of indicators for economic topics, social topics, and environmental and occupational safety topics, TCFD and SASB – data confirmation) has been completed.
May 2025	GREAT Certification will verify the AA1000 certification (sustainability report for 2024).
June 2025	The sustainability report for 2024 will be modified by the graphic designer and uploaded to the MOPS.
<b>2. Setup of an information security system:</b>	
Q2 2025	The certification related to ISO 27001 was obtained in 2022.

5. Information of members of the Sustainable Development Committee:

Member name	Whether the member is an independent director	Expertise
Chen Cheng-Lung	No	Please refer to relevant information in Information of Directors on page 7.
Wong Ching-Chang	Yes	Please refer to relevant information in Information of Directors on page 11. More than 20 years of work experience None of the circumstances under Article 30 of the Company Act apply
Huang Chung-Yuan	Yes	Please refer to relevant information in Information of Directors on page 13. More than 20 years of work experience None of the circumstances under Article 30 of the Company Act apply

(5) Promotion of sustainable development, differences with the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies, and the reasons for such differences:

Item promoted	Implementation		Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No	
1. Has the company established a governance framework to promote sustainable development? Has the company established a specialized (or designated an existing) department to promote sustainable development, which senior management is authorized by the board of directors to manage under the supervision of the board?	V		<p>The Company will implement a governance framework for ESG and sustainable development through the guidance of a consulting firm in the second half of 2023. An [ESG Promotion Committee] will be established and its subordinate members responsible for affairs related to &lt;corporate governance&gt;, &lt;environment&gt;, &lt;society&gt;, and &lt;economy&gt; will be divided into groups to promote sustainable development.</p> <p>The process and stages involved in introducing ESG and sustainable development are described below: Interviews/ESG scope assessment → Kick-off meeting/education and training → Identification of material matters → Identification of material considerations → Selection of performance indicators → Assignment of tasks → Collection and compilation of documents and data → Preparation of the first draft of the ESG report → Internal checks and draft revision → External verification and draft revision → Official publication/continuous updating.</p> <p>The Company has established the “Sustainable Development Principles.” The Board of Directors approved the establishment of the “Organizational Rules for Sustainable Development” and the “1st Sustainable Development Committee” on 2023.11.10. Chairman Chen Cheng-Lung and two independent directors, Wong Ching-Chang and Huang Chung-Yuan, were appointed as the members of the Committee. The appointment took effect upon the approval of the Board of Directors (i.e. 2023.11.10) and will end on 2025.6.7, the same as the expiration date of the term of office of the 12th term of the Board of Directors.</p> <p>According to the Company’s needs, functional teams including those for “nomination,” “ethical management,” “risk management,” “information security,” “environmental protection,” and “occupational safety” may be</p>

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			established for the Committee to implement corporate sustainability work. The “Department of Infrastructure” acts as the “Executive Unit” of the Committee to comprehensively manage the Committee’s operations and integrate the annual plans and execution of each “functional team.” In December 2024, the unit reported on the execution in 2024 and the work plan for 2025 to the Board of Directors.	
2. Does the company conduct any risk assessment regarding environmental, social and corporate governance issues related to the company’s operations according to the materiality principle? Has the company established any relevant risk management policy or strategy? (Note 2)	V		<p>With an eye to better corporate governance, a sound risk management mechanism was established in 2024 to control all possible risks within an affordable range, establish a risk management system, and serve as the basis for various risk management and execution, so that the operational effectiveness of risk management can be improved.</p> <p>The risk management procedure includes risk identification, risk analysis, risk assessment, risk management, and risk reporting. Risks and opportunities and corresponding measures are determined based on 13 risk dimensions, including 7 market risks, 20 operational risks, 4 strategic risks, 1 financial risk, 1 investment risk, 2 legal risks, 5 cybersecurity risks, 4 environmental risks, 1 work safety risk, 4 human resource risks, 2 sustainability risks, and 1 climate change risk.</p> <p>The Risk Management Team expects to, before Q4 of 2024, evaluate whether the risk management is effectively implemented in 2024, with a view to ensuring the proper implementation and compliance. The Risk Management Team reports by the end of each year, and reports to the ESG Development Committee at least once a year.</p> <p>After the Risk Management Team confirms the risk management status, the convener reports to the Board of Directors at least once a year. The Securities Office discloses relevant information in accordance with the regulations of the competent authority, and discloses information related to risk management on the Company’s website, sustainability report, and</p>	No major difference

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			annual report. Such information includes the “Risk Management Policy and Procedure,” organizational structure for risk governance and management, and details of risk management practices and implementation (e.g. the frequency and date of reporting to the Board of Directors and committees).	
3. Environmental issues				
(1) Does the company create an appropriate environmental management system based on the industrial characteristics of the company?	V		<p>Electricity: Energy-efficient lighting, replacement of water chiller units with new inverter water chiller units (variable frequency to save energy)</p> <p>Water: Installation of touchless water faucets and water-saving toilets.</p> <p>Paper: Reducing paper use and encouraging the replacement of paper documents with electronic ones in administrative processes and the use of printed and recycled paper.</p> <p>Waste: Garbage sorting and waste recycling by commissioned professional waste disposal companies to reduce environmental impacts</p> <p>The companies in the industry that the Company is in are mainly engaged in products and services. Our business activities’ impact on the environment mostly comes from the water and electricity consumed and the waste generated in our office and business premises. Hence, we have created suitable environmental management systems in this regard (such as water resource saving, energy-efficient air conditioning and lighting, and waste management procedures).</p> <p>ISO 14001 is not applicable since the Company is not a manufacturer.</p>	No major difference
(2) Is the company committed to achieving more efficient use of energy and using renewable materials with low environmental impacts?	V		<p>Since 2024, the Group has started to propose energy saving and carbon reduction plans based on the data of the annual greenhouse gas inventory:</p> <p>Achieving more efficient use of resources to reduce environmental impacts:</p>	No major difference

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			<p>1. We continue to reduce the use of paper and encourage the replacement of paper documents with electronic ones in administrative processes. Relevant measures include using printed and recycled paper and actively strengthening internal review and procurement systems and other fully computerized systems.</p> <p>2. The Company carries out garbage sorting, recycles usable resources, and commissions a professional waste disposal company to recycle waste to reduce environmental impacts.</p>	
(3) Does the company assess the present and future potential risks and opportunities arising from climate change for the company? Does the company take any measures in response to climate-related issues?	V		<p>Man-made climate change results from changes in the greenhouse gas content in the atmosphere. Changes in particulate matters in the air (also called aerosols) and land use also contribute to climate change. Man-made greenhouse gas emissions have increased since the industrial age (around 1750). The concentrations of carbon dioxide, methane, and nitrous oxide in the atmosphere have reached their highest levels in 800,000 years. These man-made greenhouse gas emissions and other human activities have influenced the whole climate system and it is thus believed that they are very likely the main cause of climate change since the 20th century.</p> <p>1. A green supply chain is promoted to support energy saving and carbon reduction measures.</p> <p>2. The office personnel are further encouraged to save energy and reduce carbon emissions from food, clothing, housing, and transportation by, for example, eating less meat and more greens, choosing reusable products, learning about green buildings, and using electric vehicles and public transportation more.</p>	No major difference
(4) Does the company make statistics of the greenhouse gas emissions, water usage and total weight of waste over the previous two years? Has the company established policies for energy saving and carbon reduction, greenhouse gas reduction, reduction of water usage or	V		<p>The Company's strategies for energy saving and carbon reduction and greenhouse gas reduction are as follows:</p> <p>1. Water resource saving: The Company has fully switched to the use of water-saving facilities to reduce water resources wasted and used, such</p>	No major difference

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
management of other waste?			<p>as touchless water faucets, urinal flush valves, and water-saving toilets. We have also enhanced the water leakage management system, and check pipes and toilets from time to time to reduce water leakage and losses.</p> <p>2. Energy-efficient air conditioning: We reinforce the control of the use of air conditioning (e.g. by having Taipower install water chiller unit temperature adjusters to keep the air conditioning at 26°C), and has installed air conditioning timers, which can help reduce about 2% of electricity consumption (carbon emissions) every year.</p> <p>3. Energy-efficient lighting: The use of lighting equipment is further controlled (e.g. by turning lights off during lunch breaks, before getting off work, and when not in use), which can help reduce electricity consumption (carbon emissions) by 1%.</p> <p>4. Garbage sorting and recycling: Since we are not a manufacturer, we do not generate hazardous waste. For general domestic waste, waste sorting and recycling bins are set up for waste reduction and resource recycling to protect the environment.</p> <p>The above strategies and practices will be propagated to all employees throughout the year and thoroughly implemented.</p> <p>Water consumption: 2024/7,346 m<sup>3</sup>; 2023/8,767 m<sup>3</sup>  Total waste weight: 2024/52,241 kg; 2023/53,411 kg  The Company has no industrial waste but domestic waste.  Policy issues will be communicated to the employees by means of announcement to encourage them to protect the earth together.</p>	
4. Social issues				
(1) Has the company established relevant management policies and procedures in accordance with applicable laws and regulations and	V		The Company recognizes and voluntarily follows internationally recognized human rights standards such as the “UN Universal Declaration	No major difference

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences						
	Yes	No								
international human rights conventions?			<p>of Human Rights,” “United Nations Global Compact,” “United Nations Guiding Principles on Business and Human Rights” and “International Labour Organization,” thereby formulating the “SOLOMON Human Rights Policy” to respect the protections stipulated by human rights covenants, with the policy disclosed on the Company’s website. We regularly examine our own operations, value chain, investment activities, and other related activities by paying attention to major social issues and data monitoring every year to identify and assess groups at risk and potential human rights risks, and we continue to monitor and improve plan implementation results.</p> <p>The Company’s human rights management policies and specific plans are summarized as follows:</p> <table border="1"> <thead> <tr> <th>Human rights management policy</th> <th>Specific plan</th> </tr> </thead> <tbody> <tr> <td>Providing a safe and healthy work environment</td> <td>See 1. The Company’s employee welfare measures, retirement system and their implementation 2. Measures to protect employees’ work environment and personal safety 3. Employee compensation 4. Establishment and implementation of reasonable employee welfare measures (including compensation, leave, and other benefits) 5. Performance evaluation and compensation policy.</td> </tr> <tr> <td>Assisting employees in maintaining physical and</td> <td>The lights are turned off at noon for 40 minutes to provide employees with sufficient lunch time.</td> </tr> </tbody> </table>	Human rights management policy	Specific plan	Providing a safe and healthy work environment	See 1. The Company’s employee welfare measures, retirement system and their implementation 2. Measures to protect employees’ work environment and personal safety 3. Employee compensation 4. Establishment and implementation of reasonable employee welfare measures (including compensation, leave, and other benefits) 5. Performance evaluation and compensation policy.	Assisting employees in maintaining physical and	The lights are turned off at noon for 40 minutes to provide employees with sufficient lunch time.	
Human rights management policy	Specific plan									
Providing a safe and healthy work environment	See 1. The Company’s employee welfare measures, retirement system and their implementation 2. Measures to protect employees’ work environment and personal safety 3. Employee compensation 4. Establishment and implementation of reasonable employee welfare measures (including compensation, leave, and other benefits) 5. Performance evaluation and compensation policy.									
Assisting employees in maintaining physical and	The lights are turned off at noon for 40 minutes to provide employees with sufficient lunch time.									

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			<p>mental health and work-life balance</p> <p>The Company's Employee Welfare Committee provides subsidies for hospitalization, maternity and company trips, etc.</p> <p>Prohibiting forced labor and abiding by the labor laws and regulations of the local government</p> <p>A leave system is implemented to encourage employees to value work-life balance.</p> <p>Including human rights clauses in contracts entered into with suppliers and implementing on-site audits</p> <p>The Company reaches out to new suppliers and provides them with a "Basic Supplier Information Form," a "Supplier Survey Form," a "Letter of Commitment to Integrity," a "Declaration for Non-use of Conflict Minerals," an "Occupational Safety and Health Survey Form," and "Supplier/Contractor Social Responsibility Guidelines."</p> <p>In addition, the Company also provided human rights protection training for employees in 2024; a total of 465 employees received the training, with training hours totaling 909. In the future, we will continue to pay attention to human rights protection issues and promote relevant education and training to raise human rights protection awareness and reduce the possibility of related risks.</p>	
(2) Has the company established and implement reasonable employee welfare measures (including compensation, leave and other benefits)? Is the operating performance or result appropriately reflected in the compensation for employees?	V		The [Employee Welfare Committee Management Guidelines] have been established in accordance with Article 6 of the Organizational Rules of the Employee Welfare Committee to offer welfare subsidies to employees, ranging from marriage allowance, funeral allowance, maternity allowance, solatium for injury/illness hospitalization, cash gifts for festivals to emergency aid for the employees.	No major difference

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			<p>The [Attendance Management Guidelines] specify that the guidelines apply to all matters related to the employees' attendance and leave. New or existing types of leave are introduced or changed as required by law to ensure the rights and interests of the employees.</p> <p>[Salary Management Guidelines] The guidelines are established in order to provide reference for the salary payment standard and calculation method for the Company's employees and ensure fairness and reasonableness. The General Salary Payment Procedures and Promotion and Salary Adjustment Procedures are also explicitly specified.</p> <p>[Performance Evaluation Management Guidelines] The Company uses the current period as the base period. The performance of the employees is evaluated based on their job performance during the review period and their daily attendance and leave records. The compensation policy is also regularly reviewed by the Compensation Committee to pursue internal equity and external competitiveness.</p> <p>The Compensation Committee has been established to review the compensation policy on a periodic basis to achieve internal equity and external competitiveness. The Company's performance evaluation system includes evaluating the employees' core competence and performance regarding corporate social responsibility and uses the evaluation result as a basis for year-end bonuses, salary adjustment, and promotion.</p> <p>We have a leave system in place in compliance with the government's regulations.</p> <p>The Employee Welfare Committee has been set up to promote physical and arts activities and take care of the families of employees.</p> <p>[Performance Evaluation Management and Compensation Policies]</p>	

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			Employee compensation includes bonuses for the Company's operating performance that are assessed, calculated and distributed at the end of a fiscal year. The bonuses are calculated based on the Company's operating performance in the fiscal year.	
(3) Does the company provide employees with a safe and healthy work environment and carry out safety and health education to employees regularly?	V		<p>We have formulated protective measures for the personal safety and work environment of our employees.</p> <ol style="list-style-type: none"> <li>[Plan for Prevention of Ergonomic Hazards] To protect the employees from being exposed to an unsatisfactorily designed work environment, repetitive tasks, poor working postures or improper time management at work for a long period of time, relevant preventive measures shall be adopted in accordance with Article 6, Paragraph 2, Subparagraph 1 of the Occupational Safety and Health Act and Article 324-1 of the Regulations for the Occupational Safety and Health Equipment and Measures to prevent ergonomic hazards resulting from work, including musculoskeletal injury or illness. In 2024, 287 employees conducted a "Survey on Musculoskeletal Disorders." The result showed that there were 9 employees with suspected musculoskeletal disorders, and guidance has been provided for improvement.</li> <li>[Plan for Prevention of Diseases Induced by Overwork] In an effort to prevent overwork from causing diseases to the Company's employees, health management measures are provided for our employees who work in shifts, at night or long periods of time to protect them from developing cerebrovascular and cardiovascular diseases due to overwork and thereby ensure their physical and mental health. These measures are implemented in accordance with Article 6, Paragraph 2, Subparagraph 2 of the Occupational Safety and Health Act and Article 324-2 of the Regulations for Occupational Safety and Health Equipment and Measures. In 2024, a total of 37 employees received face-to-face physician counseling and health education. Follow-up interviews about</li> </ol>	No major difference

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			<p>their health conditions have been conducted with them afterwards.</p> <p>3. [Plan for Prevention of Unlawful Infringement When Performing Duties] In order to protect our employees from being treated improperly by their employers, managers or colleagues by means of taking advantage of their positions or status, and from being subject to verbal abuse, physical aggression, intimidation, threats, and other bullying or violent behaviors that result in psychological or physical harm or even endanger their lives from the people they serve or other third parties, the prevention plan has been developed in accordance with Article 6, Paragraph 2, Subparagraph 3 of the Occupational Safety and Health Act, Article 11 of the Enforcement Rules of the Occupational Safety and Health Act, and Article 324-3 of the Regulations for Occupational Safety and Health Equipment and Measures. By doing so, we hope to prevent internal and external unlawful infringement during the performance of duties, ensure a safe workplace, and protect the physical and mental health of our employees. The statistics for 2024 showed that there were no incidents related to physical, mental and verbal abuse and sexual harassment.</p> <p>4. [Maternal Health Protection and Management Plan] Pursuant to the regulations on maternal health protection in Articles 30 and 31 of the Occupational Safety and Health Act, it is advisable for business entities to properly draw up and adopt necessary safety and health measures and develop maternal health protection plans for matters related to maternal health protection so as to ensure the physical and mental health of female employees in pregnancy, after childbirth, and during lactation and thereby protect maternal health. In 2024, 1 employee had a face-to-face assessment with a doctor after childbirth, and it was confirmed that her job would not cause harm to her maternal health.</p> <p>5. [Health Management Guidelines] To ensure the health of the Company's</p>	

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			<p>employees, prevent work-related disorders, and conduct early diagnosis and treatment in case of disorders, the guidelines have been established and company health check-ups have been organized at the end of every year. The health check-up rate equal to the total number of people receiving health check-ups in 2024 (257)/total number of the Company's employees (376) reached 68%.</p> <p>6. Describe the number of fires in the year, the number of casualties, the number as a percentage of all employees, and relevant improvement measures in response to fires: None.</p> <p>An ISO 45001 occupational safety and health management system has been introduced for three years since 2021. The system has been certified by the SGC to optimize its operation.</p> <p>There was 1 occupational accident involving employees in the Company in 2024. The Company had a total of 310 employees and the occupational accident rate was 0.03%.</p> <p>The Occupational Safety and Health Committee holds regular meetings on a quarterly basis to review and improve the prevention measures for occupational accidents to avoid their occurrence. We also draw our employees' attention to occupational accidents through education and training.</p> <p>We offer our employees a comfortable, safe and healthy work environment, such as an employee rest area and reading room. The Company takes out group insurance and organizes health check-ups and safety and health training for all employees every year. Moreover, all the Company's offices carry out industrial safety and fire safety inspections as well as drills every six months, perform environmental cleaning and disinfection on a monthly basis, and clean water towers and water dispensers every three months. A variety of activities is organized by the</p>	

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			<p>Welfare Committee to help the employees stay physically and mentally balanced.</p> <p>Specific access management measures: Building security guards are dispatched to monitor the security of the building 24 hours.</p> <p>Pandemic prevention measures: The Company has alcohol-based hand sanitizer available.</p>	
(4) Does the company have an effective plan for development and training of the career abilities of employees?	V		<p>[Education and Training Management Procedures] In order to foster high-performance talent and management associates that meet the organization's needs for growth, we have set standards for the design, implementation, analysis, tracking, and improvement of education and training courses in the hope of achieving standardization and clarity. These courses include education and training courses for new employees, professional on-the-job training, external training, and training on core competencies. With the aim of developing the Company's core competencies, education and training is provided to allow all departments to better pass on their expertise (technology) and train talent.</p> <p>[Rotation Management Guidelines] Intra-departmental and interdepartmental job rotation for employees can not only help the organization become more flexible, preventing organizational rigidity, but also increase the flexibility of manpower utilization. The Company has gradually noticed the importance of employee career management and cultivated a pool of high-performing talent with multiple skills.</p> <p>[Replacement Plan Management Procedures] The purpose of the procedures is to cultivate suitable replacements at all levels in a systematic manner and create a talent pool to help continue all business strategies or plans without interruption and reduce the risk of key staff turnover.</p> <p>We make sure all employees possess the required core competencies and ensure the management has the needed management competencies. We</p>	No major difference

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			have also clearly defined the behaviors that need to be displayed for each competency and provide competency-based education and training.	
(5) Regarding customer health and safety, customer privacy, marketing and labeling in relation to products and services, does the company comply with applicable laws and international standards? Has the company established policies and complaint procedures for the protection of consumer or customer rights?	V		<p>[Communication Management Procedures] The procedures aim to implement the management systems, keep the consistency between the information communicated internally and the information on the quality management system, and provide information and responses on the quality management system to execute reliable and effective internal/external communication and stakeholder communication.</p> <p>[Customer Service Management Procedures] We offer timely and effective services to customers, ensuring their satisfaction with the products provided by the Company to build a positive company and product image.</p> <p>[Information Management Procedures]</p> <ol style="list-style-type: none"> <li>1. Cybersecurity policy: Relevant systems are regularly reviewed to see if they keep up with changes in the business environment and make timely adjustments if necessary. Regular internal audits are conducted to strengthen the Company's information security management.</li> <li>2. Confidentiality measures for customers' data: <ol style="list-style-type: none"> <li>a. Data collection method– We and our subsidiaries collect customers' data in marketing activities and transactions with their consent in accordance with the applicable laws and regulations. This also includes publicly disclosed information and the legal data disclosed by government agencies.</li> <li>b. Data storage and retention methods– All customers' data are retained safely in the Company's database. In addition, with respect to access to controlled data, according to the internal management regulations of the Company and our subsidiaries, personnel who are not duly authorized shall not have</li> </ol> </li> </ol>	No major difference

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			<p>access to or change customers' data.</p> <p>c. Data security and protection methods– We and our subsidiaries use security mechanisms to encrypt data during transmission and have installed firewalls to avoid illegal intrusions and prevent customers' data from being accessed illegally. Meanwhile, the customers' passwords are stored in a randomized manner to protect them from being obtained illegally.</p> <p>The Company complies with the RoHS requirements and does not use products made from "conflict minerals."</p>	
(6) Does the company have any supplier management policy that requires suppliers to comply with relevant regulations with regard to issues of environmental protection, occupational safety and health or labor rights. What is the status of its implementation?	V		<p>[Supplier Management Procedures] related to the ISO 45001 Occupational Health and Safety Management System</p> <p>Purpose:</p> <ol style="list-style-type: none"> <li>1. The procedures are used to establish maintenance procedures to ensure compliance with the occupational health and safety requirements in national laws and regulations before purchasing goods and receiving services and to meet all applicable occupational health and safety requirements before use.</li> <li>2. New suppliers: Purchasing personnel may create a supplier record for suppliers only after confirming their compliance with relevant criteria. The personnel reach out to new suppliers and provide them with a "Basic Supplier Information Form," a "Supplier Survey Form," a "Letter of Commitment to Integrity," a "Declaration for Non-use of Conflict Minerals," an "Occupational Safety and Health Survey Form," and "Supplier/Contractor Social Responsibility Guidelines." Each year, the "Social Responsibility Survey" and "Business Continuity Survey" will be conducted during the supplier evaluation.</li> <li>3. Supplier evaluation: a. Quality evaluation, b. Delivery evaluation, c.</li> </ol>	No major difference

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			<p>Transaction rate evaluation, d. Service evaluation, e. Others</p> <p>4. Evaluation results: The purchasing personnel classify/manage suppliers according to the evaluation results.</p> <p>The Company does not make transactions with suppliers with a record of major industrial safety accidents or air pollution violations</p> <p>1. Supplier selection:</p> <p>Purchasing units and units with needs shall select suppliers based on their compliance with occupational safety and health regulations as well as required occupational safety and health specifications. Purchasing personnel gather information on suppliers capable of supplying the Company's raw materials, machinery, equipment, and services for preliminary approval by relevant units after assessment. A "Basic Supplier Information Form" is filled out and filed for application. The application is then reviewed in accordance with the procurement regulations. All qualified suppliers are required to sign a "Solomon Group Letter of Commitment to Integrity" and a "Declaration for Non-use of Conflict Minerals," or provide relevant supporting documents.</p> <p>2. Supplier management:</p> <p>A. Periodic evaluation:</p> <p>Supplier evaluation: Suppliers with three or more deliveries made are evaluated semi-annually.</p> <p>Contractor evaluation: Contractors with one or more deliveries made are evaluated semi-annually.</p> <p>For key suppliers, an on-site audit is conducted once every three years.</p>	

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			<p>B. Supplier evaluation items:</p> <p>Quality evaluation: Count the deliveries and quality nonconformities during the period to calculate the quality pass rate.</p> <p>Delivery evaluation: Count the deliveries and delayed deliveries during the period to calculate the on-time delivery rate.</p> <p>Transaction rate evaluation: Count the quotations as well as placed and unplaced orders during the period to calculate the transaction rate.</p> <p>Service evaluation: Calculate the service evaluation score based on technical support, warranty and maintenance, education and training, service attitude, and response speed.</p> <p>C. Contractor evaluation items:</p> <p>Quality evaluation: Calculate the quality score based on construction quality and the quality of materials used.</p> <p>Construction period evaluation: Calculate the score based on the ability to control the progress and efficiency.</p> <p>Construction safety evaluation: Calculate the score based on industrial safety and health management capabilities.</p> <p>Service evaluation: Calculate the score based on the acceptance and overall cooperation.</p> <p>3. Evaluation results:</p> <p>Purchasing personnel add up the scores of all evaluation items and assign the supplier to the corresponding level according to its total evaluation score.</p> <p>Level A suppliers: The total evaluation score falls between 90 and 100.</p> <p>Level B suppliers: The total evaluation score falls between 80 and 89.</p> <p>Level C suppliers: The total evaluation score falls between 70 and 79.</p>	

Item promoted	Implementation		Summary	Differences with the Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No		
			<p>Level D suppliers: The total evaluation score is less than 70. The personnel shall also fill out a “Supplier Discipline Assessment Form” and request the supplier for clarification and improvement.</p> <p>Level E suppliers: The total evaluation score is less than 70 and inquiry is suspended.</p> <p>Level F suppliers: The total evaluation score is less than 70, with permanent suspension.</p> <p>4. Implementation: The Group conducted supplier education and training for 11 people, totaling 568 hours, in the current year.</p>	
5. Does the company prepare a sustainable development report and other reports that disclose non-financial information of the company based on internationally accepted report preparation standards or guidelines? Do the foregoing reports receive the assurance or guarantee opinions of any third-party certifying agency?	V		The company has prepared its 2023 (Year 112 of the ROC calendar) Sustainability Report and other reports disclosing non-financial information in accordance with internationally recognized reporting standards or guidelines. As this is the company’s first report, it did not obtain assurance or verification opinions from a third-party assurance provider. The preparation of the 2024 (Year 113) Sustainability Report is currently underway.	No major difference
6. Where the company has established its own principles of sustainable development in accordance with the “Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies,” the differences between the operations of the company and such principles must be described: No major difference.				
7. Other important information useful for understanding the status of promotion of sustainable development: None.				

Note 1: If “Yes” is selected in the Implementation column, please specify the important policies, strategies, and measures adopted and their implementation; if “No” is selected, please explain the differences and the reasons therefor in the “Differences with the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons for such differences” column and specify the relevant policies, strategies, and measures to be adopted in the future.

Note 2: The principle of materiality refers to identifying environmental, social and corporate governance issues that have a significant impact on the Company’s investors and other stakeholders.

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

(5)–1 The Company’s climate-related information:

1. Climate-related implementation:

Item	Implementation
<ol style="list-style-type: none"> <li>1. Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management.</li> <li>2. Describe how the identified climate risks and opportunities affect the Company’s business, strategy and finance (short, medium, and long term).</li> <li>3. Describe the financial impact of extreme climate events and transition actions.</li> <li>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</li> <li>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts used shall be described.</li> <li>6. If there is a transition plan in place to manage climate-related risks, specify the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</li> <li>7. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.</li> <li>8. If climate-related targets are set, the activities covered, the scope of greenhouse gas emissions, the planned schedule, and the progress of each year shall be explained; if carbon offsets or renewable energy certificates (RECs) are used to achieve the targets, the source and number of the carbon offsets or the number of the RECs shall be described.</li> <li>9. Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and concrete action plans (indicated in 1-1 and 1-2 separately).</li> </ol>	<p>In August 2023, the Board of Directors approved the Risk Management Policy and Procedure. The risk management team will operate in accordance with the procedure and will start the investigation, analysis, evaluation and handling of the 2024 risk management assessment in the fourth quarter. The risk management team will communicate and coordinate with its upper unit to formulate risk management action plans for continuous monitoring and improvement. The plans are included in the audit plan for regular review.</p>

1-1. The Company’s greenhouse gas inventory and assurance in the most recent two years:

1-1-1. Greenhouse gas inventory information:

Describe the greenhouse gas emissions (metric tons CO<sub>2</sub>e), intensity (metric tons CO<sub>2</sub>e/NT\$ million), and data coverage for the most recent two years.

**2023**

Solomon Group  
Category 1 emissions: 243.3808 (metric tons CO<sub>2</sub>e/year)  
Category 2 emissions: 4288.8994 (metric tons CO<sub>2</sub>e/year)  
Category 3 emissions: 149.0807 (metric tons CO<sub>2</sub>e/year)  
Category 4 emissions: 773.2874 (metric tons CO<sub>2</sub>e/year)  
Categories 1–4 emissions: 5454.648 (metric tons CO<sub>2</sub>e/year)

Intensity: 1.293 (metric tons CO<sub>2</sub>e/NT\$ million) 5454.648/4219.903

#### 1-1-2 Greenhouse gas assurance information:

Describe the status of assurance in the most recent two years and up to the publication date of the annual report, including the scope of assurance, assurance institution, assurance standard, and assurance opinion.

Assured information on the 2023 greenhouse gas inventory:

Scope of assurance: Solomon Group includes Solomon Headquarters, Hsinchu Liaison Office, Taichung Liaison Office, Kaohsiung Liaison Office, Headquarters (factory), Nangang Building (warehouse), Shenzhen Company, US Company, Vietnam Company, Japan Company, Hong Kong Branch, Thailand Company, Solomon Smartnet Corp., Moredel Investment Headquarters, Solomon Energy Headquarters, Singapore Company, Solomon Data International Headquarters, Solomon Data International Nangang Building, Cornucopia Innovation Headquarters, Cornucopia Innovation Nangang Building, Solomon Goldentek Display Headquarters, Solomon Goldentek Display Kaohsiung (factory), Dong Guan Goldentek (factory), Yumon (Shanghai), Beijing Office, and Suzhou Office.

Assurance institution: DNV

Assurance standard: ISO 14064-1:2018

Assurance opinion: For the level of assurance for the verification statement, Category 1 and Category 2 attained a level of reasonable assurance, and Category 3 and Category 4 attained a level of limited assurance.

#### 1-2. Greenhouse gas reduction targets, strategies, and concrete action plans:

Describe the greenhouse gas reduction base year and its data, reduction targets, strategies, and concrete action plans, and the achievement of the reduction targets.

2023 is set as the base year of Solomon Group's greenhouse gas inventory, and the third-party verification was conducted in the third quarter.

<p>The Company's basic information</p> <p><input type="checkbox"/> Companies with capital of more than NT\$10 billion, companies in the steel industry or cement industry</p> <p><input type="checkbox"/> Companies with capital over NT\$5 billion and less than NT\$10 billion</p> <p><input checked="" type="checkbox"/> Companies with capital of less than NT\$5 billion</p>	<p>According to the Sustainable Development Roadmap of Public Companies, at least the following shall be disclosed</p> <p><input type="checkbox"/> Parent-only inventory      <input type="checkbox"/> Inventory for subsidiaries in the consolidated financial statements</p> <p><input type="checkbox"/> Parent-only assurance      <input type="checkbox"/> Assurance for subsidiaries in the consolidated financial statements</p>
---	--

<b>Scope 1 (Note 1)</b>	<b>Total emissions (metric tons CO2e)</b>	<b>Intensity (metric tons CO2e/NT\$ million) (Note 2)</b>	<b>Total annual turnover</b>	<b>Assurance institution</b>	<b>Assurance description</b>
SOLOMON	72.8181	0.0284	2,560,082,276	DNV	(Note 3)
Solomon Energy	0.0000	0.0000	73,565,447		
Cornucopia Innovation	8.2439	0.1197	68,899,827		
Solomon Goldentek Display (Kaohsiung)	21.8895	0.0271	809,162,914		
Solomon Goldentek Display (Dong Guan)	118.7451	0.1468			
Yumon	19.2476	0.0429	449,150,952		
Solomon Data International	2.4366	0.0094	259,041,955		
Solomon Group (Total)	243.3808	0.0577	4,219,903,371		
<b>Scope 2 (Note 1)</b>	<b>Total emissions (metric tons CO2e)</b>	<b>Intensity (metric tons CO2e/NT\$ million) (Note 2)</b>	<b>Turnover</b>	<b>Assurance institution</b>	<b>Assurance description</b>
SOLOMON	607.3722	0.2372	2,560,082,276	DNV	(Note 3)
Solomon Energy	0.0000	0.0000	73,565,447		
Cornucopia Innovation	57.1303	0.8292	68,899,827		
Solomon Goldentek Display (Kaohsiung)	305.0075	0.3769	809,162,914		
Solomon Goldentek Display (Dong Guan)	3237.7756	4.0014			
Yumon	13.8141	0.0308	449,150,952		
Solomon Data International	67.7997	0.2617	259,041,955		

Solomon Group (Total)	4288.8994	1.0164	4,219,903,371		
<b>Scope 3 (Note 1)</b>	<b>Total emissions (metric tons CO2e)</b>	<b>Intensity (metric tons CO2e/NT\$ million) (Note 2)</b>	<b>Turnover</b>	<b>Assurance institution</b>	<b>Assurance description</b>
SOLOMON	128.0182	0.0500	2,560,082,276	DNV	<b>(Note 3)</b>
Solomon Energy	9.1197	0.1240	73,565,447		
Cornucopia Innovation	4.8609	0.0706	68,899,827		
Solomon Goldentek Display (Kaohsiung)	2.4284	0.0030	809,162,914		
Solomon Goldentek Display (Dong Guan)	NA	NA			
Yumon	NA	NA	449,150,952		
Solomon Data International	4.6535	0.0180	259,041,955		
Solomon Group (Total)	149.0807	0.0353	4,219,903,371		
<b>Scope 4 (Note 1)</b>	<b>Total emissions (metric tons CO2e)</b>	<b>Intensity (metric tons CO2e/NT\$ million) (Note 2)</b>	<b>Turnover</b>	<b>Assurance institution</b>	<b>Assurance description</b>
SOLOMON	123.5849	0.0483	2,560,082,276	DNV	<b>(Note 3)</b>
Solomon Energy	0.0000	0.0000	73,565,447		
Cornucopia Innovation	13.0065	0.1888	68,899,827		
Solomon Goldentek Display (Kaohsiung)	61.3632	0.0758	809,162,914		
Solomon Goldentek Display (Dong Guan)	556.1992	0.6874			
Yumon	5.1868	0.0115	449,150,952		
Solomon Data International	13.9468	0.0538	259,041,955		
Solomon Group (Total)	773.2874	0.1832	4,219,903,371		
<b>Scope 1–Scope 4 (Note 1)</b>	<b>Total emissions (metric tons CO2e)</b>	<b>Intensity (metric tons CO2e/NT\$ million) (Note 2)</b>	<b>Turnover</b>	<b>Assurance institution</b>	<b>Assurance description</b>
SOLOMON	931.7934	0.3640	2,560,082,276	DNV	<b>(Note 3)</b>
Solomon Energy	9.1197	0.1240	73,565,447		
Cornucopia Innovation	83.2416	1.2082	68,899,827		

Solomon Goldentek Display (Kaohsiung)	390.6886	0.4828	809,162,914		
Solomon Goldentek Display (Dong Guan)	3912.7199	4.8355			
Yumon	38.2485	0.0852	449,150,952		
Solomon Data International	88.8366	0.3429	259,041,955		
<b>Solomon Group (Total)</b>	<b>5454.648</b>	<b>1.2926</b>	<b>4,219,903,371</b>		

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

Note 2: The intensity of greenhouse gas emissions can be calculated per unit of product/service or turnover. However, if the intensity is calculated based on turnover (NT\$ million), at least the data used for the calculation shall be presented.

Note 3: Assured information on the 2022 greenhouse gas inventory:

Scope of assurance: Solomon Group includes Solomon Headquarters, Hsinchu Liaison Office, Taichung Liaison Office, Kaohsiung Liaison Office, Headquarters (factory), Nangang Building (warehouse), Shenzhen Company, US Company, Vietnam Company, Japan Company, Hong Kong Branch, Thailand Company, Solomon Smartnet Corp., Moredel Investment Headquarters, Solomon Energy Headquarters, Singapore Company, Solomon Data International Headquarters, Solomon Data International Nangang Building, Cornucopia Innovation Headquarters, Cornucopia Innovation Nangang Building, Solomon Goldentek Display Headquarters, Solomon Goldentek Display Kaohsiung (factory), Dong Guan Goldentek (factory), Yumon (Shanghai), Beijing Office, and Suzhou Office.

Assurance standard: ISO 14064-1:2018

Assurance opinion: For the level of assurance for the verification statement, Scope 1 and Scope 2 attained a level of reasonable assurance, and Scope 3 attained a level of limited assurance.

## **2022**

Solomon Group Category 1 emissions: 196.9632 (metric tons CO<sub>2</sub>e/year)  
Category 2 emissions: 4515.4965 (metric tons CO<sub>2</sub>e/year)  
Category 3 emissions: 899.7327 (metric tons CO<sub>2</sub>e/year)  
Category 4 emissions: 187.6243 (metric tons CO<sub>2</sub>e/year)  
Category 1–4 emissions: 5799.8167 (metric tons CO<sub>2</sub>e/year)

Intensity: 1.1047 (metric tons CO<sub>2</sub>e/NT\$ million) 5799.8167/5249.928

1-1-2 Greenhouse gas assurance information:

Describe the status of assurance in the most recent two years and up to the publication date of the annual report, including the scope of assurance, assurance institution, assurance standard, and assurance opinion.
<p>Assured information on the 2022 greenhouse gas inventory:</p> <p>Scope of assurance: Solomon Group includes Solomon Headquarters, Hsinchu Liaison Office, Taichung Liaison Office, Kaohsiung Liaison Office, Headquarters (factory), Nangang Building (warehouse), Shenzhen Company, US Company, Vietnam Company, Singapore Company, Solomon Smartnet Corp., Moredel Investment Headquarters, Solomon Energy Headquarters, Solomon Data International Headquarters, Solomon Data International Nangang Building, Cornucopia Innovation Headquarters, Cornucopia Innovation Nangang Building, Solomon Goldentek Display Headquarters, Solomon Goldentek Display Kaohsiung (factory), Dong Guan Goldentek (factory), Yumon (Shanghai), Beijing Office, Suzhou Office, and Xiamen Office.</p> <p>Assurance institution: SGS</p> <p>Assurance standard: ISO 14064-1:2018</p> <p>Assurance opinion: For the level of assurance for the verification statement, Category 1 and Category 2 attained a level of reasonable assurance, and Category 3 and Category 4 attained a level of limited assurance.</p>

1-2. Greenhouse gas reduction targets, strategies, and concrete action plans:

Describe the greenhouse gas reduction base year and its data, reduction targets, strategies, and concrete action plans, and the achievement of the reduction targets.
2023 was the first year of Solomon Group's introduction of greenhouse gas inventory (the base year is 2022), and the third-party verification was conducted at the end of 2023.

<p>The Company's basic information</p> <p><input type="checkbox"/> Companies with capital of more than NT\$10 billion, companies in the steel industry or cement industry</p> <p><input type="checkbox"/> Companies with capital over NT\$5 billion and less than NT\$10 billion</p> <p><input checked="" type="checkbox"/> Companies with capital of less than NT\$5 billion</p>	<p>According to the Sustainable Development Roadmap of Public Companies, at least the following shall be disclosed</p> <p><input type="checkbox"/> Parent-only inventory</p> <p><input type="checkbox"/> Parent-only assurance</p> <p><input type="checkbox"/> Inventory for subsidiaries in the consolidated financial statements</p> <p><input type="checkbox"/> Assurance for subsidiaries in the consolidated financial statements</p>
---	--

<b>Scope 1 (Note 1)</b>	<b>Total emissions (metric tons CO2e)</b>	<b>Intensity (metric tons CO2e/NT\$ million) (Note 2)</b>	<b>Total annual turnover</b>	<b>Assurance institution</b>	<b>Assurance description</b>
SOLOMON	76.0219	0.0244	3,119,003,977	SGS	<b>(Note 3)</b>
Solomon Energy	NA	NA	33,398,458		
Cornucopia Innovation	3.9458	0.0776	50,819,562		
Solomon Goldentek Display (Kaohsiung)	21.9639	0.0166	1,323,988,330		
Solomon Goldentek Display (Dong Guan)	79.7149	0.0602			
Yumon	13.3183	0.0259	514,410,884		
Solomon Data International	1.9984	0.0096	208,306,400		
Solomon Group (Total)	196.9632	0.0375	5,249,927,611		
<b>Scope 2 (Note 1)</b>	<b>Total emissions (metric tons CO2e)</b>	<b>Intensity (metric tons CO2e/NT\$ million) (Note 2)</b>	<b>Turnover</b>	<b>Assurance institution</b>	<b>Assurance description</b>
SOLOMON	500.7296	0.1605	3,119,003,977	SGS	<b>(Note 3)</b>
Solomon Energy	NA	NA	33,398,458		
Cornucopia Innovation	50.1356	0.9865	50,819,562		
Solomon Goldentek Display (Kaohsiung)	305.6249	0.2308	1,323,988,330		
Solomon Goldentek Display (Dong Guan)	3589.377	2.7110			
Yumon	13.1307	0.0255	514,410,884		
Solomon Data International	56.4987	0.2712	208,306,400		
Solomon Group (Total)	4515.4965	0.8601	5,249,927,611		
<b>Scope 3 (Note 1)</b>	<b>Total emissions (metric tons CO2e)</b>	<b>Intensity (metric tons CO2e/NT\$ million) (Note 2)</b>	<b>Turnover</b>	<b>Assurance institution</b>	<b>Assurance description</b>
SOLOMON	541.4199	0.1736	3,119,003,977	SGS	<b>(Note 3)</b>
Solomon Energy	11.6317	NA	33,398,458		
Cornucopia Innovation	44.9148	0.8838	50,819,562		
Solomon Goldentek	200.4549	0.1514	1,323,988,330		

Display (Kaohsiung)					
Solomon Goldentek Display (Dong Guan)	3.1167	0.0024			
Yumon	171.59	0.3336	514,410,884		
Solomon Data International	114.229	0.5484	208,306,400		
Solomon Group (Total)	1087.357	0.2071	5,249,927,611		
<b>Scope 1–Scope 3 (Note 1)</b>	<b>Total emissions (metric tons CO<sub>2</sub>e)</b>	<b>Intensity (metric tons CO<sub>2</sub>e/NT\$ million) (Note 2)</b>	<b>Turnover</b>	<b>Assurance institution</b>	<b>Assurance description</b>
SOLOMON	1118.1714	0.3585	3,119,003,977	SGS	<b>(Note 3)</b>
Solomon Energy	NA	NA	33,398,458		
Cornucopia Innovation	98.9962	1.9480	50,819,562		
Solomon Goldentek Display (Kaohsiung)	528.0437	0.3988	1,323,988,330		
Solomon Goldentek Display (Dong Guan)	3672.2086	2.7736			
Yumon	198.039	0.3850	514,410,884		
Solomon Data International	172.7261	0.8292	208,306,400		
<b>Solomon Group (Total)</b>	<b>5799.8167</b>	<b>1.10474</b>	<b>5,249,927,611</b>		

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

Note 2: The intensity of greenhouse gas emissions can be calculated per unit of product/service or turnover. However, if the intensity is calculated based on turnover (NT\$ million), at least the data used for the calculation shall be presented.

Note 3: Assured information on the 2022 greenhouse gas inventory:

Scope of assurance: Solomon Group includes Solomon Headquarters, Hsinchu Liaison Office, Taichung Liaison Office, Kaohsiung Liaison Office, Headquarters (factory), Nangang Building (warehouse), Shenzhen Company, US Company, Vietnam Company, Singapore Company, Solomon Smartnet Corp., Moredel Investment Headquarters, Solomon Energy Headquarters, Solomon Data International Headquarters, Solomon Data International Nangang Building, Cornucopia Innovation Headquarters, Cornucopia Innovation Nangang Building, Solomon Goldentek Display Headquarters, Solomon Goldentek Display Kaohsiung (factory), Dong Guan Goldentek (factory), Yumon (Shanghai), Beijing Office, Suzhou Office, and Xiamen Office.

Assurance standard: ISO 14064-1:2018

Assurance opinion: For the level of assurance for the verification statement, Scope 1 and Scope 2 attained a level of reasonable assurance, and Scope 3 attained a level of limited assurance.

(6) Status of ethical management, differences with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences:

Item assessed	Implementation			Differences with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No	Summary	
1. Establishment of ethical management policies and plans				
(1) Has the company established any ethical management policy adopted by the board of directors? Do the regulations and external documents of the company specify the policy and practices of ethical management and the commitments of the board of directors and the senior management to actively implementing the ethical management policy?	V		The Company operates based on the philosophy of “Uprightness, Integrity, Diligence, Thrift.” The “Ethical Management Principles” have also been established. We always include an integrity clause in the contracts with suppliers and customers. The Board of Directors and the top management actively live up to the commitments in the business strategies.	No major difference.
(2) Has the company established any mechanism for the assessment of the risks of unethical behavior to perform regular analysis and assessment of operating activities with higher risks of unethical behavior within the scope of the company’s business? Has the company established, on the basis of the foregoing, any plan for the prevention of unethical behavior, including at least measures for the prevention of the behavior under Article 7, Paragraph 2 of the “Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies”?	V		The Company has established the “Code of Ethical Conduct,” “Corporate Social Responsibility Principles,” “Ethical Management Principles,” and “Corporate Governance Best-Practice Principles.” Furthermore, the Company gives the employees a full understanding of our determination to implement ethical management and relevant policies and preventive programs through education, training and propagation.	
(3) Does the company specify and implement the operating procedures, behavioral guidelines, penalties for violations and complaint system in the plan for the prevention of unethical behavior? Is the foregoing plan reviewed and amended on a regular basis?	V		The Company communicates the prohibition of business activities involving “unethical conduct” and “disclosing confidential information” to the employees at assemblies (meetings).	
2. Implementation of ethical management				
(1) Does the company assess the history of integrity of its business counterparties? Do the contracts between the company and business counterparties include any provisions governing ethical behavior?	V		We have well-developed corporate governance and risk control mechanisms in place. The Auditing Office audits all departments on a regular or irregular basis, implements a monitoring mechanism, and	No major difference.

Item assessed	Implementation			Differences with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No	Summary	
			controls risks.	
(2) Has the company set up any unit subordinate to the board of directors that is responsible for the promotion of corporate ethical management and gives a report to the board of directors regarding its ethical management policy and unethical behavior prevention plan as well as their supervision and implementation on a regular basis (at least annually)?	V		<p>The Company has established the “Corporate Sustainability Committee” subordinate to the Board of Directors, with an “Ethical Management Team” formed thereunder to implement the Group’s affairs regarding ethical management, anti-corruption, anti-bribery and legal compliance, and report the implementation status to the Board of Directors of the Company every year. The latest report was in December 2024.</p> <p>The “Department of Infrastructure” acts as the “Executive Unit” of the Committee to comprehensively manage the Committee’s operations and integrate the annual plans and execution of each “functional team.”</p> <p>The Company’s Group has established the “Ethical Management Principles” in 2014; the establishment and amendment of this policy and these principles shall be subject to the approval of the Board of Directors. The Board of Directors of the Company exercises the due care of a good administrator to supervise the Company’s prevention of unethical behaviors, thereby ensuring the implementation of the ethical management policy.</p> <p>The Group organizes internal and external education and training on ethical management issues (including courses on compliance with ethical management regulations, accounting systems, professional technology, internal control, and book club).</p> <p>Internal and External education and training: 465 trainees/909 hours in total</p>	
(3) Has the company established any policy for prevention of conflicts of interest, provide any appropriate channel for representation, and	V		The Company has established the Employee Ethical Code of Conduct that clearly stipulates that all employees shall act in the best interest of	

Item assessed	Implementation			Differences with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No	Summary	
implement such policy?			Solomon Group when performing their duties and avoid engaging in any behavior that may constitute a conflict between their interests and those of Solomon Group.	
(4) Has the company established effective accounting and internal control systems to ensure the implementation of ethical management? Does the internal audit department have any relevant audit plan based on the results of the assessment of the risks of unethical behavior? Does the company, in accordance with the foregoing plan, conduct an audit of the compliance with the unethical behavior prevention plan, or engage a CPA to conduct such an audit?	V		We have established effective accounting and internal control systems, and the Auditing Office has formulated relevant audit plans based on the results of the assessment of the risks of unethical behavior. An audit has also been conducted to assess compliance with the unethical behavior prevention plan in accordance with the foregoing plans.	
(5) Does the company organize internal and external training sessions on ethical management on a regular basis?	V		The Group organizes internal and external education and training on ethical management issues (including courses on compliance with ethical management regulations, accounting systems, professional technology, internal control, and book club). Internal and External education and training: 465 trainees/909 hours in total	
<b>3. Operations of the whistleblowing system of the company</b>				
(1) Has the company established specific systems for whistleblowing and rewards? Has the company established any convenient whistleblowing channel and appoint any personnel responsible for dealing with the persons who are the targets of whistleblowing?	V		Procedure for handling unlawful infringement in the workplace: <ul style="list-style-type: none"> <li>● Internally to the internal employees of the Group:               <ol style="list-style-type: none"> <li>1. The Company has established a Grievance Committee, which consists of employer and employee representatives. The Grievance Committee shall have one chairperson (HR Department) who shall serve as the meeting chair. If the chairperson is unable to preside over a meeting for any reason, the chairperson may designate another member to act on behalf thereof. The Committee shall have three to seven members and may engage experts and scholars to be</li> </ol> </li> </ul>	No major difference.
(2) Has the company established standard operating procedures for the investigation of cases reported by whistleblowers, including subsequent measures required after the completion of the investigation and the relevant confidentiality measures?	V			

Item assessed	Implementation			Differences with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No	Summary	
			<p>its members if necessary, and the female representation in the Committee shall not be less than one-half.</p> <p>2. Reporting and handling: Employees are encouraged to voluntarily report all incidents of attack or intimidation and assist in follow-up. The grievance or reporting process must be objective, fair, and impartial. The rights and privacy of the victim, grievant or whistleblower must be kept in full confidentiality to ensure that they will not be retaliated against.</p> <p>3. Employees who encounter unlawful infringement in the workplace may file a “Report/Grievance Form for Unlawful Infringement in the Workplace” through the grievance channel for handling. The Company shall start the investigation within seven days after receiving or transferring a grievance, and shall complete the investigation within one month. If necessary, the deadline may be extended by one month.</p> <p>4. After receiving a report, the Grievance Committee will handle it according to the Operating Procedure for Unlawful Infringement in the Performance of Duties. The handling of the report shall be recorded in accordance with the format of the “Report and Handling Form for Unlawful Infringement in the Workplace.”</p> <p>5. Internal incidents: In case of organizational unlawful infringement, depending on the nature and severity of the incident, security guards, security personnel, or the police may be requested to intervene if necessary.</p> <p>6. External incidents: A network must be established with the local police and prosecutors to report unlawful infringement.</p> <p>7. Evaluation and improvement of implementation effectiveness: After</p>	

Item assessed	Implementation			Differences with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No	Summary	
			<p>an unlawful infringement incident in the workplace occurs, each unit, along with the occupational safety and health and human resources management units, shall review the environment and job accommodation procedures. If hazard prevention or control measures are found to be insufficient, the implementation method or priority shall be adjusted in a timely manner to find room for improvement.</p> <p>8. The investigation reports, meeting minutes, training contents, evaluation reports, notices, medical treatment and compensation records related to the unlawful infringement in the Company's workplace shall also be retained to facilitate annual risk assessment and analysis.</p> <p>9. All investigation reports of unlawful infringement in the workplace shall be recorded in writing and kept for subsequent review.</p> <p>10. The system for whistleblowing and rewards is defined in the "Regulations Governing Rewards and Penalties for Employees," and a dedicated email address for grievances, <a href="mailto:hr@solomon.com.tw">hr@solomon.com.tw</a>, is set up; the Grievance Committee is responsible for handling relevant cases.</p> <p>11. The prevention program execution records or documents shall be archived and retained for at least three years, and personal privacy shall be protected.</p> <p>Number of internal cases handled in 2024: 0.  No corruption or anti-competitive behavior occurred in 2024.</p> <ul style="list-style-type: none"> <li>Externally to the internal employees:</li> </ul> <p>Seminars are organized to promote the awareness of integrity and</p>	

Item assessed	Implementation			Differences with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No	Summary	
			<p>confidentiality obligations of the Group’s employees.</p> <p>Whistleblowing system – email address for whistleblowing and grievances:</p> <p>An external party finding any specific evidence that any of the Company’s internal employees has violated the Regulations shall file a whistleblowing report to <a href="mailto:119@solomon.com.tw">119@solomon.com.tw</a>. All the emails sent to this whistleblowing email address are received by the Chairman, and the identity of the whistleblowers will be kept confidential. The HR Department is the dedicated unit for handling the reports on employees’ unethical behaviors.</p> <p>If a whistleblowing case involves a director or a senior manager, the case will be further reported to the independent directors. A whistleblower protection system will also be established to keep the identity of the whistleblower and the content strictly confidential, guaranteeing that the whistleblower is protected from any improper treatment stemming from such whistleblowing.</p> <p>Number of external cases handled in 2024: 0.</p> <p>No corruption or anti-competitive behavior occurred in 2024.</p> <ul style="list-style-type: none"> <li>● Whistleblower protection system: <ul style="list-style-type: none"> <li>• The Company strictly prohibits any form of retaliation to the whistleblowers (demotion, dismissal, threatening, harassment, etc.)</li> <li>• If a whistleblower is treated improperly due to their whistleblowing, they may appeal to the Grievance Committee or government authorities, and the Company will provide legal and administrative support.</li> </ul> </li> </ul>	

Item assessed	Implementation			Differences with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies, and the reasons for such differences
	Yes	No	Summary	
			<ul style="list-style-type: none"> <li>The Company can provide whistleblowers with additional protection measures, such as job transfer, anonymous contact channels or legal consultation support, according to the situation.</li> </ul>	
(3) Does the company adopt measures to protect whistleblowers from improper retaliation as a result of whistleblowing?	V		The Company's guidelines specify that any employee who finds any specific evidence of ethical management violations shall make a report via the email addresses at which the Chairman personally receives emails and require that the identity of the whistleblower shall be kept confidential. If the whistleblowing allows Solomon Group to incur less damage, appropriate rewards may be given.	
4. Enhancement of information disclosure Does the company disclose its ethical management principles and the results of their promotion on its website and the Market Observation Post System?	V		The Company's website <a href="http://www.solomon.com.tw">www.solomon.com.tw</a> has been set up, and we will disclose relevant information on the website.	No major difference.
5. Where the company has established its own principles of ethical management in accordance with the "Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies," the differences between the operations of your company and such principles must be described: No major difference.				
6. Other important information useful for understanding the status of ethical management at the company: (e.g. the company's review and revision of its ethical management principles): We state clearly in sales contracts or orders that unethical business behavior is prohibited.				

(7) Other important information useful for understanding the status of corporate governance: None.

(8) Implementation of the internal control system

1. Statement of Internal Control: (Please refer to the MOPS.)

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

2. Review reports from CPAs engaged to review the internal control system: None.

(9) Important resolutions adopted at shareholders' meetings and by the Board of Directors:  
Resolutions by the Board of Directors:

Meeting name	Meeting date	Important resolution and subsequent actions	Matters set forth in Article 14-3 of the Securities and Exchange Act
12th term, 8th meeting	20240130	<ul style="list-style-type: none"> <li>• Operating performance report for December 2023.</li> <li>• Report on the acquisition or disposal of securities in September 2023–January 2024.</li> <li>• Review of participation in the <b>investment in the establishment of “GAP Total Return Fund I Limited Partnership.”</b></li> </ul> <p>Opinions from independent directors: All relevant projects were presented to and approved by the Audit Committee without objection.</p> <p>The Company’s response to independent directors’ opinions: None.</p> <p>Resolution result: The above matters to be ratified and discussions were approved by all attending directors unanimously or after a revision.</p>	Subparagraph 6
12th term, 9th meeting	20240311	<ul style="list-style-type: none"> <li>• Communication between CPAs and the corporate governance personnel.</li> <li>• Operating performance report for February 2024.</li> <li>• Approval of the acquisition or disposal of securities in February 2024.</li> <li>• Report on the schedule planning for the “Sustainable Development Roadmap of Public Companies” (inventory and verification of greenhouse gas information) for Q1 of 2024.</li> <li>• Audit report.</li> <li>• Board performance evaluation review report for 2023.</li> <li>• 2023 Business Report.</li> <li>• Review of “employees’ remuneration” and “directors’ remuneration” for 2023.</li> <li>• <b>Review of the financial statements for 2023.</b></li> <li>• Review of the earnings distribution (a cash dividend of NT\$1.7) for 2023 with the ex-dividend date set on July 16, 2024.</li> <li>• <b>Review of the authorization for the Company’s endorsements/guarantees.</b></li> <li>• <b>Review of the Company’s regular assessment of the independence and AQIs of CPAs.</b></li> <li>• Review of managerial officer appointment: Appointing Mr. Huang Shih-Chang as the Vice President of the Finance Department.</li> <li>• <b>Review of the issuance of the “Statement of Internal Control” for 2023.</b></li> </ul>	Subparagraphs 1, 5, 7, 9

Meeting name	Meeting date	Important resolution and subsequent actions	Matters set forth in Article 14-3 of the Securities and Exchange Act
		<ul style="list-style-type: none"> <li>• Ratification of an application to a bank for an extension of the financing facility.</li> <li>• Review of the convening of the annual general meeting in 2024.</li> </ul> <p>Opinions from independent directors: All relevant projects were presented to and approved by the Audit Committee without objection.</p> <p>The Company’s response to independent directors’ opinions: None.</p> <p>Resolution result: The above matters to be ratified and discussions were approved by all attending directors.</p>	
12th term, 10th meeting	20240510	<ul style="list-style-type: none"> <li>• Operating performance report for April 2024.</li> <li>• Report on the acquisition or disposal of securities in March–April 2024.</li> <li>• Report on the schedule planning for the “Sustainable Development Roadmap of Public Companies” (inventory and verification of greenhouse gas information) for Q2 of 2024.</li> <li>• Audit report.</li> <li>• <b>Review of the consolidated financial statements for Q1 of 2024.</b></li> <li>• <b>Review of the amendment of the Company’s relevant regulations and systems.</b></li> <li>• <b>Regulations for Board of Directors’ Meetings</b></li> <li>• <b>Organizational Rules of the Audit Committee</b></li> <li>• <b>Organizational Rules of the Sustainable Development Committee</b></li> </ul> <p>Opinions from independent directors: All relevant projects were presented to and approved by the Audit Committee without objection.</p> <p>The Company’s response to independent directors’ opinions: None.</p> <p>Resolution result: The above matters to be ratified and discussions were approved by all attending directors.</p>	Subparagraphs 1, 9
12th term, 11th meeting	20240812	<ul style="list-style-type: none"> <li>• Operating performance report for July 2024.</li> <li>• Report on the acquisition or disposal of securities in May–August 2024.</li> <li>• Report on director and supervisor liability insurance taken out for directors.</li> <li>• Report on the schedule planning for the “Sustainable Development Roadmap of Public Companies” (inventory and verification of greenhouse gas information) for Q3 of 2024.</li> <li>• Audit report.</li> <li>• <b>Review of the consolidated financial statements for Q2 of 2024.</b></li> <li>• Review of the earnings distribution for the first half of 2024. (No distribution was made)</li> <li>• Review of the appointment of the chief corporate governance officer.</li> </ul> <p>Assistant General Manager and Chief Financial and Accounting Officer Huang Chien-Chi was appointed to concurrently take the position.</p> <ul style="list-style-type: none"> <li>• Ratification of an application to a bank for an extension of the</li> </ul>	Subparagraphs 5, 9

Meeting name	Meeting date	Important resolution and subsequent actions	Matters set forth in Article 14-3 of the Securities and Exchange Act
		financing facility. Taipei Branch, Mega Bank; Far Eastern Int'l Bank <b>• Review of the endorsements/guarantees for Solomon Energy Technology.</b> Opinions from independent directors: All relevant projects were presented to and approved by the Audit Committee without objection. The Company's response to independent directors' opinions: None. Resolution result: The above matters to be ratified and discussions were approved by all attending directors.	
12th term, 12th meeting	20241111	<ul style="list-style-type: none"> <li>• Communication between CPAs and the corporate governance personnel.</li> <li>• Operating performance report for October 2024.</li> <li>• Report on the acquisition or disposal of securities in September–November 2024. Capital increase to the subsidiary in the US. Capital increase to the subsidiary in Vietnam.</li> <li>• Report on the schedule planning for the “Sustainable Development Roadmap of Public Companies” (inventory and verification of greenhouse gas information) for Q4 of 2024.</li> <li>• Audit report.</li> <li>• <b>Review of the consolidated financial statements for Q3 of 2024.</b></li> <li>• <b>Review of the amendment of the “Corporate Governance Best-Practice Principles.”</b></li> <li>• <b>Review of the amendment of the “internal control system.”</b></li> <li>• <b>Review of the establishment of the “Procedure for Sustainability Information Management.”</b></li> <li>• <b>Review of the establishment of the “Annual Internal Audit Plan for 2025.”</b></li> <li>• Review of the application to Taishin International Bank for an extension of the financing facility.</li> <li>• <b>Review of the endorsements/guarantees for Solomon Energy Technology.</b></li> </ul> Opinions from independent directors: All relevant projects were presented to and approved by the Audit Committee without objection. The Company's response to independent directors' opinions: None. Resolution result: The above matters to be ratified and discussions were approved by all attending directors unanimously or after a revision.	Subparagraphs 1, 5, 9
12th term, 13th meeting	20241217	<ul style="list-style-type: none"> <li>• Operating performance report for November 2024.</li> <li>• Report on the acquisition or disposal of securities in November–December 2024.</li> <li>• Report on 2024 ESG implementation performance and plans for 2025.</li> <li>• Report on the enhancement of corporate value.</li> <li>• Report on the investigation result of the qualifications of the</li> </ul>	NA

Meeting name	Meeting date	Important resolution and subsequent actions	Matters set forth in Article 14-3 of the Securities and Exchange Act
		<p>Company's current independent directors during their tenure.</p> <hr/> <p>Opinions from independent directors: None. The Company's response to independent directors' opinions: None. Resolution result: There was no proposal for ratification and discussion this time.</p>	
12th term, 14th meeting	20250311	<ul style="list-style-type: none"> <li>• Communication between CPAs and the corporate governance personnel.</li> <li>• Operating performance report for February 2025.</li> <li>• Approval of the acquisition or disposal of securities between January and March 2024.</li> <li>• Report on the schedule planning for the "Sustainable Development Roadmap of Public Companies" (inventory and verification of greenhouse gas information) for Q1 of 2025.</li> <li>• Audit report.</li> <li>• Report on the performance evaluation review of the Board of Directors and functional committees for 2024.</li> <li>• 2024 Business Report.</li> <li>• Review of "employees' remuneration" and "directors' remuneration" for 2024.</li> <li>• <b>Review of the financial statements for 2024.</b></li> <li>• Review of the earnings distribution (a cash dividend of NT\$1) for 2024 with the ex-dividend date set on July 16, 2025.</li> <li>• <b>Review of the authorization for the Company's endorsements/guarantees.</b></li> <li>• <b>Review of the issuance of the "Statement of Internal Control" for 2024.</b></li> <li>• <b>Review of the amendment of the Company's "Articles of Incorporation."</b></li> <li>• Review of the election of the directors of the 13th Board of Directors.</li> <li>• Review of the lifting of "non-compete restrictions" for the directors of the 13th Board of Directors.</li> <li>• Review of the application to the bank for an extension of the financing facility.</li> <li>• <b>Review of the endorsements/guarantees for Solomon Energy Technology.</b></li> <li>• Review of the convening of the annual general meeting in 2025.</li> </ul> <hr/> <p>Opinions from independent directors: None. The Company's response to independent directors' opinions: None. Resolution result: There was no proposal for ratification and discussion this time.</p>	Subparagraphs 1, 5, 9

Implementation of resolutions at shareholders' meetings: Annual general meeting on June 7, 2024.

Proposal	Resolution	Implementation
2023 Business Report	Reported	
Audit Committee's 2023 Report	Reported	
Report on the distribution of remuneration to employees and to directors in 2023	Reported	The distribution was completed.
Report on the distribution of shareholder bonuses in 2023	Reported	
Ratification of the business report and financial statements for 2023	Ratified	
Ratification of the earnings distribution for 2023: A cash dividend of NT\$1.7 Total amount: NT\$291,500,788	Ratified	The ex-dividend date was set on 2024.7.16. The cash dividend was distributed on 2024.7.26.

(10) Different opinions expressed by directors in records or written statements with regard to important resolutions adopted by the Board of Directors: In 2023 and as of the publication date of the annual report, there were no different opinions from directors or supervisors with regard to important resolutions adopted by the Board of Directors. For the important resolutions adopted at shareholders' meetings and by the Board of Directors.

#### 4. Information of Professional Fees for CPAs

Unit: NT\$ thousand

Name of CPA firm	Name of CPA	CPA audit period	Audit fees	Non-audit fees	Total
Pricewaterhouse Coopers Taiwan	Liang Yi-Chang Wen Ya-Fang	2024	3,080	490	3,570
Description of non-audit fees	(1) NT\$400 thousand for auditing of profit-seeking enterprise income tax, (2) NT\$50 thousand for reading and consideration of other information, (3) NT\$40 thousand for review of the non-managerial full-time employee salary checklist, totaling NT\$490 thousand				

(1) Audit fees paid in the year when the CPA firm was changed that were less than those paid in the previous year: N/A (None).

(2) Audit fees that were reduced by 10% or more compared to those in the previous year:

1. Reduced amount and percentage: N/A
2. Reason for the reduction: N/A

#### 5. Information of Change of CPAs

None.

#### 6. Information of Positions That the Chairman, General Manager or Financial/Accounting Manager of the Company Served in at the Firm of the CPAs or Any of Its Associates in the Most Recent Year

None.

7. Transfers of Shares and Changes in Pledged Shares Held by Directors, Supervisors, Managerial Officers, and Major Shareholders

(1) Changes in shares held by directors, managerial officers, and major shareholders:  
(Please visit the MOPS for details)

<https://mopsov.twse.com.tw/mops/web/stapap1>

(2) Information of transfers of shares (managerial officers and shareholding):

Unit: shares

Name (Note 1)	Reason for transfer of shares (Note 2)	Transaction date	Counterparty	Relationship between the counterparty and the Company, directors, supervisors, managerial officers, and shareholders with a shareholding of more than 10%	Number of shares	Transaction price
Chen Lu Su-Yue	Gifting	2024.03.25	Chen Po-Cheng	Grandparent and grandchild	72,000	N/A
Chen Lu Su-Yue	Gifting	2024.03.25	Na Mei Investment Corp.	None	500,000	N/A
Chen Jan-Sun	Gifting	2024.03.25	Chen Po-Cheng	Grandparent and grandchild	72,000	N/A
Chen Jan-Sun	Gifting	2024.03.25	Lu Fu Investment Corp.	None	200,000	N/A
Chen Jan-Sun	Gifting	2024.03.25	Na Mei Investment Corp.	None	300,000	N/A
Chen Lu Su-Yue	Gifting	2024.05.24	Chen Hsuan-An	Grandparent and grandchild	61,000	N/A
Chen Lu Su-Yue	Gifting	2024.05.24	Xin Li Investment	None	1,254,000	N/A
Chen Jan-Sun	Gifting	2024.05.24	Chen Po-Han	Grandparent and grandchild	61,000	N/A
Chen Jan-Sun	Gifting	2024.05.24	Lu Fu Investment	None	1,254,000	N/A
Chen Cheng-Lung	Gifting	2024.05.24	Yang Yu-Pin	Husband and wife	372,000	N/A
Chen Cheng-Lung	Gifting	2024.05.24	Chen Hsuan-An	Father and daughter	325,000	N/A
Chen Cheng-Lung	Gifting	2024.05.24	Chen Po-Han	Father and son	239,000	N/A
Yang Yu-Pin	Gifting	2024.05.24	Chen Po-Han	Mother and son	61,000	N/A

## (3) Information of pledged shares:

Name (Note 1)	Reason for changes in pledges (Note 2)	Date of change	Counterparty	Relationship between the counterparty and the Company, directors, supervisors, managerial officers, and shareholders with a shareholding of more than 10%	Number of shares	Shareholding percentage	Pledge percentage	Pledge (redemption) amount
N/A								

## 8. Information of shareholders with top 10 shareholdings and the relationship between them

Number of shares: shares; date: April 12, 2025

Name (Note 1)	Shareholding in own name		Shareholdings of spouse and minor children		Nominee shareholding		Names and relationship of top 10 shareholders who are related parties as defined by the statements of financial accounting standards no. 6 or are spouses or relatives within the second degree of consanguinity.	
	Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %	Name	Relationship
Chen Cheng-Lung	14,797,057	8.63	1,893,360	1.10	0	0	Chen Lu Su-Yue, Chen Jan-Sun Chen Cheng-Lien, Chen Chuan-Chuan	Parents Brother and sister
Chen Lu Su-Yue	12,071,843	7.04	7,594,377	4.43	0	0	Chen Jan-Sun Chen Cheng-Lung, Chen Cheng-Lien, Chen Chuan-Chuan	Spouse Children
Xin Li Investment Corp.	10,489,114	6.12	0	0	0	0	None	
Xin Li Investment Representative: Chen Chuan-Chuan	5,739,267	3.35	0	0	0	0	Same (Chen Chuan-Chuan)	
Chen Jan-Sun	7,594,377	4.43	12,071,843	7.04	0	0	Chen Lu Su-Yue Chen Cheng-Lung, Chen Cheng-Lien, Chen Chuan-Chuan	Spouse Children
Chen Chuan-Chuan	5,739,267	3.35	0	0	0	0	Chen Lu Su-Yue, Chen Jan-Sun Chen Cheng-Lung, Chen Cheng-Lien	Parents Brothers
Lu Fu Investment Corp.	6,130,000	3.57	0	0	0	0	None	
Lu Fu Investment Representative: Chen Cheng-Lien	2,450,000	1.43	266,636	0.16	0	0	Same (Chen Cheng-Lien)	

Name (Note 1)	Shareholding in own name		Shareholdings of spouse and minor children		Nominee shareholding		Names and relationship of top 10 shareholders who are related parties as defined by the statements of financial accounting standards no. 6 or are spouses or relatives within the second degree of consanguinity.	
	Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %	Name	Relationship
Chen Cheng-Lien	2,450,000	1.43	266,636	0.16	0	0	Chen Lu Su-Yue, Chen Jan-Sun Chen Cheng-Lung, Chen Chuan-Chuan	Parents Brother and sister
Mo Li Investment Corp.	2,748,803	1.60	0	0	0	0	None	
Mo Li Investment Representative: Chen Chuan-Chuan	5,732,267	3.34	0	0	0	0	Same (Chen Chuan-Chuan)	
Yang Yu-Pin	1,893,360	1.10	14,797,057	8.63	0	0	Chen Lu Su-Yue, Chen Jan-Sun Chen Cheng-Lung, Chen Chuan-Chuan Chen Cheng-Lien	Spouse Spouse- parenets Spouse- sister in law
HSBC Bank (Taiwan) Limited – Custodian	1,618,000	0.94	0	0	0	0	None	

## 9. Comprehensive Shareholding Percentages

Number of shares held by the Company, the directors, supervisors and managerial officers of the Company, and companies directly or indirectly controlled by the Company in a single investee company, and the comprehensive shareholding percentage calculated on a consolidated basis.

Date: December 31, 2024

Unit: shares; %

Investee company (Note)	The Company's investment		Investments of directors, supervisors, managerial officers and directly or indirectly controlled companies		Comprehensive investment	
	Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %
Solomon (Cayman)	7,232,836	100.00	0	0	7,232,836	100.00
Solomon Smartnet Corp.	20,000,000	100.00	0	0	20,000,000	100.00
Solomon Goldentek Display Corp.	42,871,029	70.77	11,220,000	18.52	54,091,029	89.29
Moredel Investment Corp.	28,460,900	100.00	0	0	28,460,900	100.00
Solomon Data International Corporation	4,972,676	24.04	5,662,857	27.37	10,635,533	51.41
Total Profit Holding Limited	3,088,700	100.00	0	0	3,088,700	100.00
Cornucopia Innovation Corporation	6,100,000	35.06	2,660,000	15.29	8,760,000	50.34
Solomon Science Technology(VN)Company Limited	-	100.00	0	0	-	100.00
Solomon Robotics(THAI) Ltd.	2,488,000	100.00	0	0	2,488,000	100.00
Solomon Technology (USA) Corp.	31,000	100.00	0	0	31,000	100.00
Solomon Technology Japan co.,Ltd	2,200	100.00	0	0	2,200	100.00
Solomon Energy Technology Corporation	22,000,000	100.00	0	0	22,000,000	100.00
Sheng-Peng Technology Corp.	510,000	51.00	0	0	510,000	51.00

## Chapter 3. Financing: Capital and shares

### 1. Sources of share capital

#### (1) Share capital formation process:

Unit: shares/NT\$

Year/month	Issue price	Authorized share capital		Paid-in share capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Sources of share capital	Non-cash property used as share payment	Others
1990.05	10	70,000,000	700,000,000	25,000,000	250,000,000	Establishment (cash)	None	Public offering approved by Letter (1990)-Tai-Cai-Zheng-(I) No. 02927
1991.08	10	70,000,000	700,000,000	55,000,000	550,000,000	Cash capital increase of NT\$300,000,000	None	Approved by Letter (1991)-Tai-Cai-Zheng-(I) No. 02467 dated August 29, 1991
1993.08	10	70,000,000	700,000,000	60,500,000	605,000,000	Capitalization of retained earnings of NT\$55,000,000	None	Approved by Letter (1993)-Tai-Cai-Zheng-(I) No. 30403 dated July 29, 1993
1994.06	10	70,000,000	700,000,000	63,525,000	635,250,000	Capitalization of retained earnings of NT\$30,250,000	None	Approved by Letter (1994)-Tai-Cai-Zheng-(I) No. 27666 dated June 16, 1994
1995.08	10	73,053,750	730,537,500	73,053,750	730,537,500	Capitalization of retained earnings of NT\$95,287,500	None	Approved by Letter (1995)-Tai-Cai-Zheng-(I) No. 39116 dated July 3, 1995
1996.04	10	140,000,000	1,400,000,000	91,317,188	913,171,880	Capitalization of retained earnings of NT\$182,634,380	None	Approved by Letter (1996)-Tai-Cai-Zheng-(I) No. 25327 dated April 23, 1996
1997.06	50	180,000,000	1,800,000,000	160,000,000	1,600,000,000	Cash capital increase of NT\$458,535,150 Capitalization of retained earnings of NT\$228,292,970	None	Approved by Letter (1997)-Tai-Cai-Zheng-(I) No. 28357 dated April 28, 1997
1998.07	45.17	350,000,000	3,500,000,000	234,511,436	2,345,114,360	Capitalization of retained earnings of NT\$320,000,000 Capital reserve of NT\$160,000,000 Capitalization of employee bonuses of NT\$28,444,440 NT\$236,669,920 of common shares issued upon conversion of SOLOMON's CBs (A)	None	Approved by Letter (1998)-Tai-Cai-Zheng No. 53274 dated June 28, 1998 Approved by Letter (1997)-Tai-Cai-Zheng (I) No. 88603 dated December 18, 1997
1998.12	45.17 35.48	350,000,000	3,500,000,000	234,784,821	2,347,848,210	NT\$2,733,850 of common shares issued upon conversion of SOLOMON's CBs (B)	None	Approved by Letter (1997)-Tai-Cai-Zheng (I) No. 88603 dated December 18, 1997
1999.12	35.48 34.88	350,000,000	3,500,000,000	242,963,954	2,429,639,540	NT\$81,791,330 of common shares issued upon conversion of SOLOMON's CBs (C)	None	Approved by Letter (1997)-Tai-Cai-Zheng (I) No. 88603 dated December 18, 1997
2000.07	34.88 28.44	500,000,000	5,000,000,000	300,489,134	3,004,891,340	Capitalization of retained earnings of NT\$281,838,180 Capital reserve of NT\$242,963,950 Capitalization of employee bonuses of NT\$25,052,280 NT\$25,397,390 of common shares issued upon conversion of SOLOMON's CBs (A)	None	Approved by Letter (2000)-Tai-Cai-Zheng-(I) No. 57693 dated July 05, 2000 Approved by Letter (1997)-Tai-Cai-Zheng (I) No. 88603 dated December 18, 1997
2000.12	28.44	500,000,000	5,000,000,000	300,496,166	3,004,961,660	NT\$70,320 of common shares issued upon conversion of SOLOMON's CBs (B)	None	Approved by Letter (1997)-Tai-Cai-Zheng (I) No. 88603 dated December 18, 1997
2001.08	10	500,000,000	5,000,000,000	376,170,820	3,761,708,200	Capitalization of retained earnings of NT\$491,654,070 Capital reserve of NT\$208,580,510 Capitalization of employee bonuses of NT\$56,511,960	None	Approved by Letter (2001)-Tai-Cai-Zheng-(I) No. 143097 dated July 15, 2001
2002.12	15.90	500,000,000	5,000,000,000	376,183,398	3,761,833,980	NT\$125,780 of common shares issued upon conversion of SOLOMON's CBs (B)	None	Approved by Letter (1997)-Tai-Cai-Zheng (I) No. 88603 dated December 18, 1997
2007.4.11	11.85	500,000,000	5,000,000,000	376,203,398	3,762,033,980	Conversion of employee stock warrants into 20,000 common shares at NT\$11.85 per	None	Tai-Zheng-Shang-Zi No. 09600077051 dated

Year/month	Issue price	Authorized share capital		Paid-in share capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Sources of share capital	Non-cash property used as share payment	Others
						share		2007.4.2
2007.7.12	11.85	500,000,000	5,000,000,000	377,419,898	3,774,198,980	Conversion of employee stock warrants into 1,216,500 common shares at NT\$11.85 per share	None	Tai-Zheng-Shang-Zi No. 0960022480 dated 2007.8.7
2007.10.1	11.85	500,000,000	5,000,000,000	387,393,980	3,877,393,980	Conversion of employee stock warrants into 10,319,500 common shares at NT\$11.85 per share	None	Tai-Zheng-Shang-Zi No. 0960031867 dated 2007.10.21
2007.12.31	11.85	500,000,000	5,000,000,000	388,362,398	3,883,623,980	Conversion of employee stock warrants into 623,000 common shares at NT\$11.85 per share	None	Tai-Zheng-Shang-Zi No. 09700021871 dated 2008.1.22
2008.3.26	11.85	500,000,000	5,000,000,000	388,924,398	3,889,243,980	Conversion of employee stock warrants into 562,000 common shares at NT\$11.85 per share	None	Tai-Zheng-Shang-Zi No. 09700087381 dated 2008.4.9
2008.4.2	10	500,000,000	5,000,000,000	212,924,938	2,129,243,980	Cash capital reduction of NT\$1,760,000,000 Reduction of 176,000,000 shares Capital reduction rate: 45.25301%	None	Jin-Guan-Zheng-Yi-Zi No. 0970012359 dated 2008.4.2
2008.8.23	10	500,000,000	5,000,000,000	236,394,474	2,363,944,740	Capitalization of retained earnings of NT\$212,924,400 Capitalization of employee bonuses of NT\$21,776,360	None	Jin-Guan-Zheng-Yi-Zi No. 0970038687 dated 2008.7.31
2008.12.1	10	500,000,000	5,000,000,000	228,837,474	2,288,374,740	Cancellation of treasury stocks of NT\$75,570,000	None	Jin-Guan-Zheng-San-Zi No. 0970064126 dated 2008.11.21
2009.4.14	10	500,000,000	5,000,000,000	225,854,474	2,258,544,740	Cancellation of treasury stocks of NT\$29,830,000	None	Jin-Guan-Zheng-San-Zi 0980002890 dated 2009.1.20 Jin-Guan-Zheng-San-Zi 0980012178 dated 2009.3.20
2009.6.10	10	500,000,000	5,000,000,000	180,854,474	1,808,544,740	Cash capital reduction of NT\$450,000,000 Reduction of 45,000,000 shares Capital reduction rate: 19.92433411%	None	Jin-Guan-Zheng-Fa-Zi No. 0980027376 dated 2009.6.10
2009.12.24	10.70	500,000,000	5,000,000,000	188,057,744	1,880,577,440	Conversion of employee stock warrants into 7,203,270 common shares at NT\$10.70 per share	None	Tai-Zheng-Shang-Zi No. 09900009151 dated 2010.1.11
2013.8.6	10	500,000,000	5,000,000,000	182,416,012	1,824,160,120	Cash capital reduction of NT\$56,417,320 Reduction of 5,641,732 shares Capital reduction rate: 3%	None	Jin-Guan-Zheng-Fa-Zi No. 1020029698 dated 2013.8.6
2014.7.14	10	500,000,000	5,000,000,000	171,471,052	1,714,710,520	Cash capital reduction of NT\$109,449,600 Reduction of 10,944,960 shares Capital reduction rate: 6%	None	Jin-Guan-Zheng-Fa-Zi No. 1030025659 dated 2014.7.14

(2) Type of shares:

Date: April 9, 2024

Type of shares	Authorized share capital			Remarks
	Outstanding shares (Note 1)	Unissued shares	Total	
Common shares	171,471,052 shares	328,528,948 shares	500,000,000 shares	Including 56,000,000 shares for exercising stock warrants and warrants attached to preferred shares or to corporate bonds

(3) Information on the shelf registration system: None.

## 2. List of Major Shareholders

Date: April 12, 2025 (book closure date)

Name of major shareholders	Number of shares held (shares)	Shareholding percentage (%)
Chen Cheng-Lung	14,797,057	8.63
Chen Lu Su-Yue	12,071,843	7.04
Xin Li Investment Corp.	10,489,116	6.12
Chen Jan-Sun	7,594,377	4.43
Lu Fu Investment Corp.	6,130,000	3.57
Chen Chuan-Chuan	5,739,267	3.35
Mo Li Investment Corp.	2,748,803	1.60
Chen Cheng-Lien	2,450,000	1.43
Yang Yu-Pin	1,893,360	1.10
HSBC Bank (Taiwan) Limited – Custodian	1,618,000	0.94

## 3. The Company's Dividend Policy and Its Implementation

### (1) Dividend policy (Articles of Incorporation):

Article 27: Dividends and bonuses shall be distributed based on the percentage of shares held by each shareholder. No dividend and bonus shall be distributed if the Company has no earnings.

Article 28: The Company shall subtract any accumulated losses from earnings in the year (i.e. pre-tax profit before deduction of the profit distributed as remuneration to employees and to directors and supervisors). A minimum amount of 1% of the remaining earnings, if any, shall be appropriated as remuneration to employees and a maximum amount of 2% shall be appropriated as remuneration to directors and supervisors.

The distribution of employees' remuneration in cash or in shares and the distribution of directors and supervisors' remuneration in cash are subject to a resolution adopted with the consent of a majority of all attending directors at a board meeting with more than two-thirds of board members present and shall be subsequently reported at a shareholders' meeting.

The Company's employees, including the employees of the parent or subsidiaries of the Company meeting certain specific requirements, are entitled to receive employees' remuneration paid in shares or cash.

The Company may distribute earnings or offset losses after the end of each half of a fiscal year.

If there are earnings at the half-year-end closing of a fiscal year, they shall first be used to pay taxes, offset accumulated losses, and estimate retained remuneration to employees and to directors and supervisors. There shall be 10% of the earnings also set aside as legal reserve, unless the balance of the legal reserve has accumulated to the same amount as the Company's paid-in capital. Provision for or reversal of special reserves is then required pursuant to the law. The remaining earnings, if any, shall be added to the undistributed earnings carried over from the previous fiscal year as the shareholder bonus. The Board of Directors shall draw up a distribution proposal. Distribution of earnings by issuing new shares is

subject to a resolution adopted at a shareholders' meeting; distribution of earnings in cash is subject to a resolution of the Board of Directors.

Where the Company has earnings at the year-end closing of a fiscal year, 10% thereof shall be set aside as a legal reserve as required by law, after they are used to pay taxes and offset accumulated losses, unless the balance of the legal reserve has accumulated to the same amount as the Company's paid-in capital. Provision for or reversal of special reserves is then required pursuant to the law. The remaining earnings, if any, shall be added to the undistributed earnings carried forward from the first half of the fiscal year as accumulated distributable earnings. The Board of Directors shall subsequently draw up a distribution proposal and submit the same to a shareholders' meeting for a resolution on the distribution of bonuses to shareholders.

The Board of Directors is authorized to adopt a resolution to distribute the abovementioned earnings, legal reserve, and capital reserve in cash at a meeting attended by more than two-thirds of directors with the consent of a majority of all attending directors and the distribution shall be reported at a shareholders' meeting. The distribution of the earnings, legal reserve, and capital reserve by issuing new shares is subject to a resolution adopted at a shareholders' meeting according to the preceding paragraph. Article 29: The industry where the Company operates is at a stage of steady growth in its development cycle. In consideration of the demand for funds in the future and long-term financial planning, the Company not only distributes earnings in accordance with the preceding article, but also ensures that the percentage of cash dividends distributed is not less than 20% of the shareholders' bonuses distributed in the year. However, if the cash dividends are less than NT\$0.50 per share, the bonuses may be distributed in the form of stock dividends.

The Company may determine the most appropriate dividend policy and distribution method based on the Company's actual operations in the current year and in consideration of capital budgeting for the following year.

(2) Dividend policy:

1. If there are earnings in a fiscal year, the planned dividend amount is NT\$0.50–2 per share
2. The dividend is basically distributed in cash.

(3) Dividend distribution proposed at the annual general meeting in 2025:

**SOLOMON Technology Corporation**  
**2024 Statement of Earnings Distribution**

Unit: NT\$

Item	Amount
Opening undistributed earnings	2,444,247,212
Plus (less): Remeasurement of defined benefit plans	9,336,850
Plus (less): Net profit after tax in the current year	144,011,971
Less: 10% set aside as legal reserve	(15,334,882)
Plus (less): Reversed (set aside) as special reserves	16,133,451
Distributable earnings	2,598,394,602
Distributable items:	
Shareholder bonus (a cash dividend of NT\$1 per share)	(171,471,052)
Closing undistributed earnings	2,426,923,550

Note: The Ministry of Finance's Tai-Tsai-Shui Letter No. 871941343 dated April 30, 1998 specifies that separate recognition is required for earning distribution. Priority is given to the 2024 earnings for this earning distribution.

Note: The Board of Directors has resolved that the 2024 cash dividend will be distributed. The 2024 Statement of Earnings Distribution is yet to be ratified by the annual general meeting in 2025.

4. Effects of Bonus Shares Proposed at the Annual General Meeting on the Business Performance and Earnings per Share of the Company

N/A.

5. Remuneration to employees and to directors

(1) The percentage or range of the remuneration to employees and directors as specified in the Articles of Incorporation:

Article 28 of the Articles of Incorporation:

The Company shall subtract any accumulated losses from earnings in the year (i.e. pre-tax profit before deduction of the profit distributed as remuneration to employees and to directors and supervisors). If there are any remaining earnings,

a minimum amount of 1% shall be appropriated as remuneration to employees and a maximum amount of 2% shall be appropriated as remuneration to directors.

The distribution of employees' remuneration in cash or in shares and the distribution of directors' remuneration in cash are subject to a resolution adopted with the consent of a majority of all attending directors at a board meeting with more than two-thirds of board members present and shall be subsequently reported at a shareholders' meeting.

The Company's employees, including the employees of the subsidiaries of the Company meeting certain specific requirements, are entitled to receive employees' remuneration paid in shares or cash.

- (2) The basis of the estimate of the remuneration to employees and directors, the basis of calculation of the number of shares distributed as the remuneration to employees, and the accounting treatment in case of any difference between the actual amount of distribution and the estimate:
1. Basis of estimate:
 

The Company shall subtract any accumulated losses from earnings in the year (i.e. pre-tax profit before deduction of the profit distributed as remuneration to employees and to directors). If there are any remaining earnings, a minimum amount of 1% thereof shall be appropriated as remuneration to employees and a maximum amount of 2% shall be appropriated as remuneration to directors and supervisors.
  2. The basis of the calculation of the number of shares distributed as the remuneration to employees and the accounting treatment in case of any difference between the actual amount of distribution and the estimate: N/A.
- (3) Distribution of remuneration approved by the Board of Directors:
1. The amount of remuneration distributed, in cash or in shares, to employees and directors: (Where there is any difference between the amount and the estimated amount in the year when the expenses are recognized, the difference and the reason and treatment thereof shall be disclosed)
    - (1) Employee remuneration (cash): NT\$2,125,993 in total (2024)
    - (2) Employee remuneration (shares): NT\$0 (2024)
    - (3) Director remuneration: NT\$4,251,986 in total (2024)
    - (4) Description of the differences between the amounts and the estimated amounts in the year when the expenses are recognized: No difference.
  2. The amount of remuneration distributed in shares to employees and its ratio to the sum of the profit after tax in the parent-only financial statements and employee remuneration in the current period:
    - (1) The amount of remuneration distributed in shares to employees: NT\$0
    - (2) The ratio of the aforesaid remuneration to the sum of the profit after tax and employee remuneration in the current period:  $NT\$0 / (NT\$144,012 \text{ thousand} + NT\$2,126 \text{ thousand}) = 0\%$
- (4) Actual distribution of remuneration to employees and directors in the previous year (including the number of shares, the amount distributed, and the stock price) and differences (if any) between the distributed amounts and the recognized amounts of remuneration to employees and directors; such differences and the reason and treatment thereof shall be specified:
1. Employee remuneration (cash): NT\$5,851,248 in total (2023)
  2. Employee remuneration (shares): NT\$0 (2023)
  3. Director remuneration: NT\$11,702,496 in total (2023)
  4. Description of the differences between the amounts and the estimated amounts in the year when the expenses are recognized: No difference.
6. Repurchase of the Company's Own Shares
- No shares of the Company were repurchased in 2024 and as of the publication date of the annual report.

## Chapter 4. Fundraising status: others

1. Issuance of Corporate Bonds

The Company did not issue corporate bonds in 2024 and as of the publication date of the annual report.

2. Issuance of Preferred Shares

The Company did not issue preferred shares in 2024 and as of the publication date of the annual report.

3. Issuance of Depositary Receipts

The Company did not issue global depositary receipts in 2024 and as of the publication date of the annual report.

4. Issuance of Employee Stock Warrants and Restricted Stock Awards for Employees

The Company did not issue employee stock warrants and restricted stock awards for employees in 2024 and as of the publication date of the annual report.

5. Issuance of New Shares with Shares Acquired or Assigned from Other Companies

The Company did not issue new shares with shares acquired or assigned from other companies in 2024 and as of the publication date of the annual report.

6. Implementation of the Fund Usage Plan

(1) Plan Description

Issues or private placements of securities that have not been completed as of the end of the quarter prior to the publication date of the annual report or issues or private placements of securities that were completed in the most recent three years of which the planned benefits have not been shown: None.

(2) Implementation

Comparison between the implementation of the aforesaid plans for their purposes and the estimated benefits: None.

## Chapter 5. Overview of Operations

### 1. Information of Business Activities

#### (1) Scope of business:

##### 1. Information of main business activities and their proportion:

Industry category	Industry subcategory	Percentage of the Company's revenue related to the industry to the total revenue %
Electromechanical Business Group	Uninterruptible power systems (UPS)	48
Intelligence Business Group	Intelligent products	22
Optoelectronic manufacturing industry	TN/STN/TFT – LCD parts and components	21
Electronic channel industry	IC and other channels	7
Other electronics industries	Other electronics industries	2
<b>Total</b>		<b>100</b>

### 2. Current main products:

#### (1) SOLOMON:

Division/sub-division		Product
Technology Equipment Business Unit	PC	<ol style="list-style-type: none"> <li>1. Diesel generators, ATS automatic switches, parallel systems from the US Cummins Power Generation</li> <li>2. Dynamic uninterruptible power systems (UPS) from the German Piller</li> <li>3. Busways from the German Siemens</li> <li>4. Turbine generator systems from the Japanese Kawasaki</li> <li>5. System design, planning, integration, installation, part purchase/sale, and repair and maintenance services for the above equipment</li> </ol>
	PQ	<ol style="list-style-type: none"> <li>1. Electromechanical products: <ul style="list-style-type: none"> <li>- High frequency uninterruptible power supply equipment/high frequency SMR uninterruptible power supply equipment/UPS energy storage equipment from Eaton</li> <li>- IDC products from Eaton</li> <li>- DC chargers and low frequency inverters from the German BENNING</li> <li>- Custom-designed medium voltage and low voltage distribution boards</li> <li>- Power quality testing and improvement</li> </ul> </li> <li>2. After-sales services: <ul style="list-style-type: none"> <li>- Regular maintenance of electromechanical products</li> </ul> </li> </ol>

Division/sub-division	Product
	<ul style="list-style-type: none"> <li>- Repair/renewal/installation/refurbishment of electromechanical products</li> </ul>
Gas Equipment Business Unit	<ol style="list-style-type: none"> <li>1. Generators with internal gas combustion engines and their parts and components <ul style="list-style-type: none"> <li>- Jenbacher Gas Engine Generator Sets</li> </ul> </li> <li>2. Waste heat boilers/heat exchangers</li> <li>3. Steam turbine generator units</li> <li>4. Solid recovered fuel (SRF) gasification devices</li> <li>5. Repair and maintenance and regular after-sales service and maintenance of the equipment above</li> </ol>
Automation Business Unit	<ol style="list-style-type: none"> <li>1. Full range of ROCKWELL product lines</li> <li>2. Smart IIoT <ul style="list-style-type: none"> <li>- IIoT platform (PTC ThingWorx)</li> <li>- IIoT gateway (SIA IoT Gateway)</li> <li>- IIoT secure remote gateway (Secomea Gateway)</li> </ul> </li> <li>3. Augmented reality (AR) solutions <ul style="list-style-type: none"> <li>- AR development kit (PTC Vuforia)</li> <li>- 3D modeling tool (PTC Creo)</li> </ul> </li> <li>4. Virtual reality education and training solutions <ul style="list-style-type: none"> <li>- Virtual reality development kit (Emulate 3D)</li> </ul> </li> <li>5. Smart manufacturing solutions <ul style="list-style-type: none"> <li>- Shop floor management solutions (PLEX MES, PLEX QMS)</li> <li>- Asset efficiency management platform (PLEX APM)</li> </ul> </li> <li>6. OT cybersecurity management solutions (Firewall, IPS, NDR, SIEM, SOAR, DR)</li> <li>7. OT server fault tolerance system, edge computing/servers</li> <li>8. Industrial Ethernet and communications</li> <li>9. Non-invasive central monitoring systems</li> <li>10. Internet of Machines (IoM) integration consulting services</li> <li>11. OT/IT information integration consulting services</li> </ol>
Robot Business Unit	<ol style="list-style-type: none"> <li>1. Robotic arms <ul style="list-style-type: none"> <li>- Horizontal Four-axis Multi-joint SCARA Robot/Shibaura Machine</li> <li>- Vertical Six-axis Multi-joint Robot/Shibaura Machine &amp; Universal Robots&amp; Kawasaki Robot &amp; MecaDemic</li> </ul> </li> <li>2. Force sensing grippers <ul style="list-style-type: none"> <li>- Robotiq (six-axis force sensor/smart gripper)</li> <li>- On Robot (smart gripper/six-axis force sensor)</li> </ul> </li> <li>3. End-gripping modules</li> <li>4. Automated guided vehicles (AGVs) <ul style="list-style-type: none"> <li>- Mobile Industrial Robots</li> <li>- Peripheral modules of Mobile Industrial Robots</li> </ul> </li> </ol>
Vision Business Unit	<ol style="list-style-type: none"> <li>1. Self-developed products <ul style="list-style-type: none"> <li>- 3D vision – robotic bin picking systems</li> </ul> </li> </ol>

Division/sub-division	Product
	<ul style="list-style-type: none"> <li>- 2D vision – robotic bin picking systems</li> <li>- 3D structured light scanner/measurement software</li> <li>- Vision-guided robots</li> <li>- Deep Learning</li> </ul> <p>2. Sale/agency business for the following products:</p> <ul style="list-style-type: none"> <li>- <b>AOI/AI testing system modules</b></li> <li>- AOI/AI machine vision-related parts</li> <li>- 2D/3D testing software</li> <li>- Robotic arm positioning systems</li> <li>- Vision measurement and testing systems</li> <li>- Barcode and OCR identification systems</li> <li>- 3D vision – robotic bin picking systems</li> <li>- 2D vision – robotic bin picking systems</li> <li>- Vision-guided robot systems</li> <li>- Robotic arm anti-collision systems</li> <li>- 3D image stitching systems</li> </ul>
LCD Business Unit	<p>1. Distribution/agency business for the following products:</p> <ul style="list-style-type: none"> <li>- TFT LCD (Cell 、COG 、FOG 、Module)</li> <li>- Driver IC</li> </ul> <p>2. Sale of SOLOMON’s customized private label LCD modules, <b>AD boards and HMI.</b></p>
Component Business Unit	<ol style="list-style-type: none"> <li>1. A-D/D-A Converter/PWM/PFC/CC-CV/Combo IC</li> <li>2. Audio/DC Amplifier</li> <li>3. Power/LED Driver</li> <li>4. LDO/Adjustable Regulator</li> <li>5. Discrete - Switching/Rectifier/Schottky/Zener Diode</li> <li>6. Bipolar/Digital Transistor</li> <li>7. LV/HV MOSFET / Super Junction MosFET</li> <li>8. Photocoupler/Photo Power TRIAC</li> <li>9. Infrared LED/Phototransistor</li> <li>10. TVS/ESD/Varistor</li> <li>11. Connector 、Fuse</li> <li>12. E-Cap</li> <li>13. MLCC</li> <li>14. Film Cap</li> <li>15. Polymer Cap</li> <li>16. EDLC</li> <li>17. Inductor</li> <li>18. Feram</li> <li>19. Dram 、EEProm</li> </ol>

(2) Solomon Energy Technology:

Company name	Product
Solomon Energy Technology	<ol style="list-style-type: none"> <li>1. SOLOMON diesel generators</li> <li>2. SOLOMON parallel systems</li> <li>3. SOLOMON busways and related systems</li> <li>4. Agency business for Mitsubishi Heavy Industries' diesel generator series</li> <li>5. System design, planning, installation, part purchase/sale, and repair and maintenance services for the above equipment</li> </ol>

3. New products to be developed:

(1) SOLOMON:

Department	Product
Vision Business Unit	<p>Continuously enhance AI-integrated vision algorithms and focus on smart logistics, smart manufacturing and smart security solutions. The main development directions are listed as follows:</p> <ol style="list-style-type: none"> <li>1. Accupick Enhance existing functions, and further adopt NVIDIA Omniverse to provide solutions for cyber-physical integration</li> <li>2. Solmotion: Optimize existing functions, and incorporate NVIDIA Isaac to provide greater solutions</li> <li>3. META-aivi               <ol style="list-style-type: none"> <li>(1) Continue to develop and optimize website and app functions</li> <li>(2) Incorporate AR technology to provide high-efficiency solutions</li> </ol> </li> <li>4. Solvision Explore the market of the medical field</li> <li>5. Continue to integrate products from ecosystem partners</li> <li>6. Integrate AI technology into the AOI system to improve the accuracy of defect detection</li> <li>7. Provide more comprehensive and precise product measurement and testing solutions</li> </ol>
Robot Business Unit	<ol style="list-style-type: none"> <li>1. Integrate robotic arms with vision and AI deep learning applications</li> <li>2. Develop and apply integration modules for AGVs equipped with robotic arms</li> <li>3. Use AMR in conjunction with vision for wafer cassette picking</li> </ol>
Automation Business Unit	<ol style="list-style-type: none"> <li>1. Plant/production line automation equipment asset management solutions</li> <li>2. Cloud-based production line quality management system</li> <li>3. 5G private networks OT/IT cybersecurity solutions</li> <li>4. Rotary machinery variable-frequency control AI intelligent platform</li> </ol>

Department	Product
Gas Equipment Business Unit	<ol style="list-style-type: none"> <li>1. Explore project opportunities in the industrial biogas market (paper making and chemical engineering) in a systematic and in-depth manner</li> <li>2. Due to the rapid increase of electricity demand in Taiwan, more efforts will be devoted to developing the market in Taiwan</li> </ol>
LCD Business Unit	<ol style="list-style-type: none"> <li>1. TFT LCM screen AD boards</li> <li>2. HMI</li> </ol>
Component Business Unit	<ol style="list-style-type: none"> <li>1. Continue seek agency opportunities for new product lines in 2025, just as the new agency business obtained in the second half of 2024 for Fujitsu (Japan) – FeRam</li> <li>2. Focus the department’s new agency opportunities on the agency of product lines of new markets and of high added value</li> </ol>

(2) Solomon Energy Technology:

Company name	Product
Solomon Energy Technology	<ol style="list-style-type: none"> <li>1. SOLOMON generators</li> <li>2. Mitsubishi OEM diesel generators</li> </ol>

(2) Overview of industry:

The Company’s business units operate in different industries. The industries in which the main business units are engaged are described as follows:

1. Overview of industries related to power quality equipment:

(1) Current status and development of the industries:

Due to the US–China trade war, a large number of Taiwanese companies in China have returned Taiwan. In addition, semiconductor wafer manufacturers and electronics companies have expanded their production on a large scale. All these factors have contributed to a rapid increase in the demand for electricity in Taiwan. According to the data of the Ministry of Economic Affairs, the domestic electricity consumption is expected to grow by 2.5% per year on average from 2021 to 2027. In addition, the application of emerging technologies such as 5G, AI, and electric vehicles has sped up, further increasing the demand for electricity consumption.

Under the policy of energy transformation, the government promotes the replacement of coal-fired power plants with natural gas power plants, and boosts the development of renewable energy. However, the power supply quality is unstable due to the renewable energy’s characteristic of intermittent power generation, which causes enterprises to increase the adoption of backup power to ensure stable production.

Global climate change has led to the rise of green industry and the implementation of low-carbon economy policies, including the current mainstream of new energy construction, energy storage system, and ESG promotion. Gradually aware of the risks of greenhouse gas emissions caused by electricity consumption, enterprises are accelerating the improvement of power consumption efficiency and energy

management. The technology industry particularly needs stable and high-quality electricity to support the demand for 24-hour production. Accordingly, the innovation of power supply systems and hardware facilities has become critical. The expansion of the IT industry and the digital transformation have facilitated the rapid construction of data centers, and the growth of data traffic resulting from cloud computing, IoT, and AI has increased enterprises' demand for UPS. The UPS system has become a key technology to ensure the stable operation of data centers and prevent data losses due to voltage fluctuations or power interruptions. In addition, the popularity of remote work and e-commerce has accelerated the expansion of data centers, particularly in the Asia Pacific region, where demand growth is the fastest. The reason is that the power infrastructure in the region is relatively unstable, while the digital economy is developing rapidly.

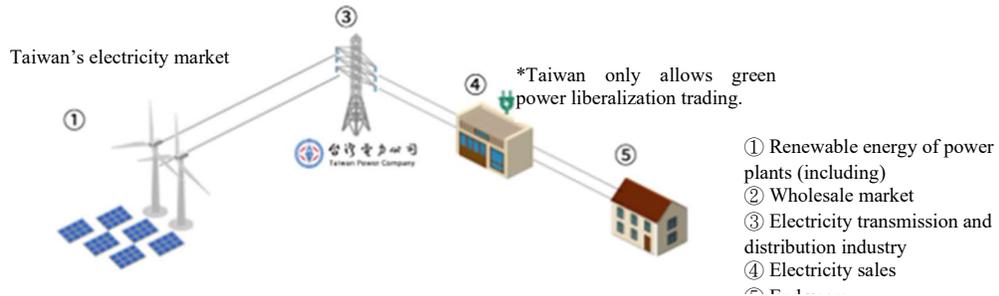
The electricity quality equipment market has strong growth potential due to multiple drivers such as the continuous increase in electricity demand, the promotion of green energy policy, and the development of digital economy. Enterprises should focus on the development of UPS and related technologies to meet the needs of high-performance and stable power supply and thereby support the steady development of the industry.

(2) Relationship among the upstream, midstream and downstream industries:

The Company's customer base covers a wide range of business areas, including high-tech industries, oil refining, petrochemicals, chemicals, natural gas, electricity, transportation, steel, and environmental engineering, and is diversified and not limited to a single area. The services provided by the Company are designed by professional engineering personnel according to the needs of clients. The plant construction requirements of the clients are translated into engineering drawings (including design and shop drawings), and then the projects are completed with the support of contractors according to the engineering drawings. In the process of building a plant, sufficient professionalism is required in the supply of all materials and equipment, as well as construction standards and specifications to ensure that the projects can meet the requirements of the clients and finish within the construction contract period. Therefore, plant construction is an industry with extremely high technical entry barriers.

Upstream (Raw materials)	Midstream (Product production/technical development)	Downstream (Markets with demand)
Steel materials, cylinders, pistons, cylinder covers, inlet valves, exhaust valves, piston pins, connecting rods, crankshafts, bearing flywheels, permanent magnets, armature coils, etc.	Diesel generators (Electricity for emergency response)	Technology sector, petrochemical sector, manufacturing sector, public construction projects, hospitals, banks, IDCs, composite buildings, etc.

Transformers, cabinets, cables, capacitors, PCB, batteries, etc.	Uninterruptible power systems (UPS) (Electricity protection)	Technology sector, petrochemical sector, manufacturing sector, public construction projects, medical equipment, financial sector, computer equipment, etc.
--	---	--



(3) Development trends and competition of products:

In China, the investment in the chip industry and the construction of data centers are growing rapidly due to the support of policies, which, coupled with carbon peaking and carbon neutrality policies, have expanded the demand for energy storage systems. With OEM brands continuing to increase their market share with their cost-related advantages, the market competition is becoming fiercer. This trend has brought higher requirements to suppliers of high-end and specialized equipment, and enterprises must respond to market challenges with technological and service innovations.

Though the US–China trade war has prompted Taiwanese companies to return to Taiwan, the stress of power rationing and shortage is a realistic problem in Taiwan. Enterprises thus have a strong need for emergency response ability and stable electricity. The dominant brands in the high-end market include Cummins and Caterpillar, while the major players in the middle market include Tatung, Kohler, TECO, etc. The Company has invested in Solomon Energy Technology, in order to expand the market scope and meet the needs of different levels of OEM brands.

Taiwan is actively promoting energy transformation, with the proportion of renewable energy power generation planned to be increased to 20% by 2025. While this creates a new opportunity for the electricity equipment industry, it also increases the challenges to grid stability. UPS plays an important role in this process, supporting the operation of high-tech industries by ensuring a stable power supply, particularly in the semiconductor industry and other industries with high requirements for power quality.

The expansion of Taiwan's IT industry is promoted by 5G, Industry 4.0 and digital transformation, and the demand for data centers is increasing. The UPS system has become a key to stable operation, preventing data losses and economic losses due to voltage fluctuations or power interruptions. The Company has

worked with Eaton to actively promote 5G SMR modules and UPS solutions to meet the need for efficient and stable electricity in new infrastructure construction.

SOLOMON's collaboration with Benning focuses on industrial grade UPS, DC chargers and smart power management systems, helping technology manufacturers maintain the stable operation of equipment. At the same time, these solutions can support the stability of processes in the semiconductor and high-tech industries and help respond to changes in market demand brought about by energy transformation.

Taiwan's energy transformation and China's market upgrade are both driving the progress of the electricity equipment industry. Based on highly reliable power solutions, the Company will continue to develop the market, promote the steady development of the technology industry, and contribute to the sustainable energy transformation.

## 2. Overview of industries related to gas generation:

### (1) Current status and development of the industries:

#### A. Policy:

China is accelerating the construction of a clean, low-carbon, safe, and high-efficiency new energy system and making great efforts to promote low-carbon transformation. In 2022, the "Action Plan for Carbon Dioxide Peaking Before 2030" was released, which proposes promoting the replacement of fossil fuels such as coal and petroleum with natural gas in more fields and industries, and accelerating the realization of "carbon peaking and carbon neutrality" goals. In the field of power generation, with the increasing support of the Chinese government for clean energy, the installed capacity of natural gas power generation continues to increase. By 2024, the total installed capacity of natural gas power generation in the country is expected to reach 137.19GW, with a gradually rising proportion of the total installed capacity. Following the investment in new gas-fired power generation projects, such as the natural gas cogeneration project in Dinghu District, Zhaoqing City, and the gas-fired power station by SCIG in Ziyang City, an additional installed capacity of up to 15GW is expected, which will help guarantee a stable power supply in the country. Meanwhile, as the operation hours of the natural gas power generators increase, the full-year power generation capacity thereof in 2024 is estimated at 67TWh with higher proportion in the total power generation capacity of the whole society. In 2024, the Chinese government further strengthened the core position of natural gas in the clean energy structure based on energy transformation. The government has adopted the "14th Five-Year Plan" and other policies to promote the construction of natural gas infrastructure and the expansion of the urban gas pipeline network with a view to facilitating the steady growth of household and industrial gas and accelerating the construction of natural gas power generation projects for increased installed capacity and improved operational efficiency. In the industrial sector, the policies provide guidance for enterprises to optimize the energy structure and progressively replace traditional high-consuming energy with natural gas to achieve the goals of energy conservation and emission reduction. To ensure the security of energy supply, the government has also

been expanding its domestic production and international cooperation channels to effectively reduce dependence on external sources. These comprehensive measures not only stabilize the balance between supply and demand in the market, but also provide solid protection for economic recovery and sustainable development. According to statistics, additional installed capacity of 1.85GW was created with regard to China's biomass power generation in 2024. As of December 2024, the countrywide installed capacity of China's biomass power generation reached 45.99GW, a 4% growth compared to the same period of last year. The biomass power generation capacity was 208.3TWh, with an annual growth rate of 5%.

The Taiwanese government is committed to promoting energy transformation, using gas-fired power generation as a transitional energy source to replace coal-fired power generation in the pursuit of carbon reduction and to achieve the goal of carbon neutrality. At the same time, the renewable energy development plan has also increased the diversity of energy demands, stimulating the promotion and application of related technologies such as gas internal combustion engines and waste-to-energy (e.g. solid recovered fuel). In addition, the government supports enterprises in investing in the utilization of industrial biogas and the construction of distributed energy systems, which results in diversified market demands.

#### B. Industry:

In the past ten years, the installed capacity of natural gas and the electricity generation of natural gas in China has stably increased at an annual average increase rate of up to 15% and 14%, respectively. The increase rate of the installed capacity of natural gas was 7% higher than that of the total installed capacity of electricity during the same period. The industries expect that the installed capacity of gas-fired generation in China will reach 140GW by 2025 and 240GW by 2035.

In Taiwan, the demand for equipment related to gas-fired power generation is growing rapidly, particularly for generators with internal gas combustion engines and their parts and components, such as Jenbacher Gas Engine Generator Sets, which have dominated the market due to their high efficiency and stable performance. As the applications of technologies like cooling water tanks, heat exchangers and solid recovered fuel (SRF) gasification devices are further developed, Taiwanese manufacturers have the advantage of providing comprehensive solutions. Furthermore, equipment maintenance and repair services have become an indispensable part of the industry; accordingly, customers are provided with comprehensive after-sales support, the service life of equipment is extended, and the operational efficiency of the system is enhanced.

#### C. Application:

As the energy market in China continues to evolve, gas-fired power generation and combined heat and power (CHP) have become the key models of high-efficiency energy use. Gas-fired CHP incorporates power generation and heat supply and recovers residual heat from the waste gas of a gas generator to improve the overall energy efficiency. In particular, gas-steam combined cycle power plants (CCPP) feature rapid peak load regulation and high performance, thus gradually gaining popularity in industrial parks and

urban heat supply projects. The accelerated construction of modern power grids has increased the demand for grid flexibility and further promoted the development of the CHP industry. With environmental improvement, energy conservation and emission reduction as the core goals, the development of gas-fired power generation and CHP in China is rather promising, and the demand for urban infrastructure and industrial upgrades will continue to be stimulated.

Taiwan's paper making and chemical engineering industries, etc., are increasingly aware of the economic and environmental benefits of biogas power generation. The application of gas internal combustion engines and related systems has highlighted the need for industrial customization, demonstrating that there are significant opportunities for systematic development projects. The rapid increase in electricity demand has driven the popularity of gas-fired power generation systems, especially in large-scale infrastructure and distributed energy projects, where cooling and gasification devices are also important contributors. The gas-fired power generation industry in Taiwan will benefit from policy support and technological progress in the future. With the enhanced competitiveness of product technologies and comprehensive solutions, the industrial biomass market will develop, and greater domestic electricity application opportunities will be explored, facilitating energy transformation and consistent economic growth.

(2) Relationship among the upstream, midstream and downstream industries:

With the background of energy transformation, the gas-fired power generation industry in China and Taiwan has shown rapid development and close relationship among the upstream, midstream and downstream industries.

A. Overview of industry:

China's market: With CHP as the core, gas-fired power generation integrates power supply and heat. The installed capacity reached 550GW in 2021, and is estimated at nearly 600GW in 2022. CHP features high efficiency and flexible peak load regulation, thus widely used in large or medium-sized cities and industrial parks.

Taiwan's market: The gas-fired power generation sector has grown rapidly due to the energy structure adjustment and the increase in electricity demand. Particularly, the application of technologies such as generators with internal combustion engines, heat exchangers and solid recovered fuel supports the industrial circular economy and the development of distributed energy.

B. Relationship among the upstream, midstream and downstream sectors:

Upstream: The supply of natural gas resources is fundamental. The related pipelines and infrastructure for storage and transportation directly affect the scale of industrial development.

Midstream: Core technology equipment, such as gas internal combustion engines, CCPP systems and heat exchangers, determines the operating efficiency and the effect of energy saving and emission reduction of the industry.

Downstream: The applications are mainly urban infrastructure, industrial parks, and renewable energy projects, and the after-sales maintenance and repair service helps ensure long-term operational efficiency.

C. Future trends:

The markets of both sides are driven by policies and technology. Taiwan will focus on distributed energy and renewable fuel gasification, while China will focus on CHP to satisfy regional energy demand. Overall, gas-fired power generation technology is promising in terms of energy conservation, carbon reduction, and energy efficiency improvement; it is expected to continuously support the processes of urbanization and industrial upgrading.

(3) Development trends and competition of products:

Gas-fired Generation vs. Coal-fired Power Plants	
Emissions	The CO2 emissions from gas-fired generation are over 50% less than those from coal-fired power plants. Their NOx emissions are about 10% of those from coal-fired power plants. Gas-fired generation releases nearly zero sulfur dioxide and smoke/dust emissions, demonstrating its advantages in terms of environmental protection.
Land use	In most cases, the floor space required for building a gas-fired power plant is only 54% of that required for a coal-fired power plant. Building gas-fired power plants is thus feasible in load centers in cities experiencing power shortages, enabling on-site power supply.
Operation	Gas-fired power plants have the advantages of flexible operation and fast activation/deactivation, making them the best option for grid peak load regulation.
Data source: GE Power, Guosheng Securities Institute	

A. The gas-fired power generation markets in China and Taiwan continue to grow due to energy transformation and demand for energy saving:

China’s market: CHP projects are concentrated in developed regions, including Shanghai, Beijing, Jiangsu, Zhejiang, and Shandong, where customer resources are abundant and the demands for power and heat are high. Based on the “following the thermal load” (FTL) principle, CHP projects have the advantages of energy saving and regional exclusivity, and meet the demand for heat supply of local industrial parks and cities.

Taiwan’s market: Emphasis is placed on the development of high-efficiency gas generators and renewable fuel technologies, and the application of distributed energy systems is also highlighted to support the circular economy and renewable energy strategies.

B. The competition between China and Taiwan in the gas-fired power generation market:

China’s market: Enterprises have more than 10 years of experience in CHP investment and operation, and the selection of project sites is subject to the requirements for heat load capacity and the restrictions of the heat supply radius. This makes it difficult for competitors to enter existing markets and creates a significant competitive advantage of exclusivity.

Taiwan’s market: Taiwanese companies focus on technology upgrade and after-sales services. In the face of market competition from international equipment importers and local companies, they compete for greater market share by providing high value-added technology solutions.

C. Summary:

The gas-fired power generation markets in China and Taiwan both focus on developed regions with high demand as the core. Enterprises respond to

market challenges with the first-mover advantage and technological innovation, and realize region-based and project-based development following the promotion of energy transformation.

### 3. Overview of industries related to intelligent equipment applications:

#### (1) Current status and development of the industries:

Industrial automation and control systems (IACS), as a key pillar of smart manufacturing and sustainable development, are widely used in the fields of manufacturing, energy, transportation, etc. As the world sees a digitalization trend, enterprises are accelerating the implementation of artificial intelligence (AI), Internet of Things (IoT) and edge computing technologies, fulfilling real-time monitoring and AI decision-making through automation to improve production efficiency and reduce waste. In energy-intensive industries, the automation and control systems can precisely regulate loads and effectively reduce energy consumption, supporting the achievement of the goals of energy conservation and emission reduction.

Meanwhile, international requirements on environmental sustainability, such as the EU's "Carbon Border Adjustment Mechanism" (CBAM), has prompted enterprises to adopt low-carbon technology. Industrial automation and control systems have become the core tool for optimizing processes and realizing a low-carbon economy; they help manufacturers deal with the pressure of carbon cost and boost competitiveness.

Enterprises should achieve the intelligentization of all processes through industrial automation and control systems to enhance production efficiency, invest in technological innovation to extend equipment life, and comply with international safety standards such as IEC 62443 to ensure system stability and environmental compliance. In the future, as technology evolves, IACS will bring more value in terms of improving asset performance and reducing environmental impact.

#### (2) Relationship among the upstream, midstream and downstream industries:

SOLOMON is an agent of Rockwell Automation, USA in Taiwan, and is also a partner of Parametric Technology (PTC). Through the cooperation with these leading international companies, SOLOMON provides a strong integrated solution, especially for the vertical integration in the industrial field.

Specifically, SOLOMON has integrated Rockwell Automation's professional knowledge in the field of industrial automation with the independently developed AI visual recognition technology and PTC's AR solutions, providing effective solutions for the problems faced by the manufacturing industry, such as labor shortages, an aging labor force, and operational negligence. This not only significantly reduces operating costs, but also helps improve operating accuracy and environmental friendliness.

In addition, SOLOMON makes use of the support of the 5G private networks to develop various applications in a rapid manner for the manufacturing industry, such as quick identification of 3D scenarios based on cloud computing services, thereby saving operating time and improving work efficiency.

SOLOMON's products are sold to enterprises in various industries, including semiconductor and electronics, steel, transportation and logistics, tire, petrochemical and mining, consumer goods, food processing, pulp and paper,

public construction, and water treatment, etc. Particular attention is paid to the setup of a safe B2B network, with an eye to a supply chain with better stability.

(3) Development trends and competition of products:

Following the current trend of digital transformation and innovation, the issues of carbon tax and cybersecurity have become increasingly important. As a result, enterprises are actively using digital technology to change their business models, processes, products, and services. This process usually involves the application of multiple software and services, including ERP (enterprise resource planning), CRM (customer relationship management), MES (manufacturing execution system), QMS (quality management system), data analysis tools, cloud services and collaborative work, etc. These systems work together to improve the operational efficiency and flexibility of enterprises.

Under this background, the solutions provided by SOLOMON cover the demand for a vertically integrated application platform, especially FactoryTalk DataMosaix and PTC ThingWorx, which can effectively solve the connection issues between various systems and provide comprehensive cloud and mobile application support. These platforms can support the data exchange among different systems, promote the integration and real-time analysis of data, and improve the Company's ability to respond to environmental changes in an agile manner.

In terms of hardware solutions, the Company offers diversified IoT solutions for production equipment and machines, so that enterprises can realize intelligent management of production equipment. In addition, the Company has abundant experience in OT/IT cybersecurity solutions, especially in the context of large semiconductor factories. This reflects that the cybersecurity measures of the Company can effectively respond to the increasingly complex network-security challenges, and protect enterprises' production systems from external threats.

For data centers, EMS (energy management system) is specially designed by the Company to optimize energy efficiency and resource utilization, which plays a key role in supporting corporate green production and carbon reduction targets.

In terms of data analysis tools, SOLOMON's solutions include screening of raw data collected from production machines and verification by various algorithms on FactoryTalk DataMosaix. Such data, after being processed, will be presented in a diversified dashboard to help decision-makers of enterprises make accurate judgments and provide specific suggestions for further improvement of business performance.

In conclusion, the comprehensive solutions provided by SOLOMON not only cover the needs for digitalization and cybersecurity, but also combine multiple technology fields such as smart manufacturing, data analysis and energy management, thereby supporting enterprises to successfully achieve digital transformation in the face of challenges related to carbon tax and cybersecurity.

4. Overview of vision-related industries:

(1) Current status and development of the industries:

In recent years, with the continuous enhancement of artificial intelligence, machine learning, and computing power, the machine vision industry has shown stable growth and in-depth application. In 2024, the rise of generative AI has further injected new energy into the field of machine vision. Many companies

have begun to apply generative models to image enhancement, data synthesis and other scenarios, and provide more data for model training.

The continued progress of deep learning and computer vision algorithms has enabled machine vision systems to reach a new level in terms of recognition capability and precision. Particularly, with the promotion of multimodal learning, machine vision can not only process static images but also combine data from voices, languages, and more to make comprehensive judgments, significantly expanding the breadth and depth of application scenarios.

Currently, machine vision has been deeply applied in the industries of manufacturing, automobile, medical care, retail and security monitoring. The applications are not limited to quality inspection, object recognition and classification; innovative applications in autonomous driving, surgery assistance, and customer interaction are also increasing. For example, advanced vision algorithms are used for real-time analysis of road situations for the autonomous driving technology, and vision systems are used for precise disease testing and surgical guidance in the medical field.

The machine vision market continues to show a robust growth, and it is expected to maintain a stable compound annual growth rate of double digits in the next few years. It is worth noting that with the popularization of edge computing, more machine visual solutions with low latency and high efficiency are widely used, which further promotes the applications of the industry.

For the machine vision industry, 2024 marked its golden age of technology acceleration and application expansion. The technology integration of generative AI, the deepening of multimodal applications, and the wide deployment of edge devices brought unprecedented opportunities for the development of machine vision. In the future, machine vision is likely to play a more critical role in smart manufacturing, automated logistics, digital healthcare and other fields, and become an important stimulant to industrial transformation.

(2) Relationship among the upstream, midstream and downstream industries:

Upstream (technology and raw material supply): Upstream industries include the manufacturers and suppliers of core components and raw materials such as sensors, lenses, lighting systems, and processors, as well as the developers of basic software and algorithms. These technologies and components form the foundation of machine vision systems; their performance directly affects the application scope and precision of the systems.

Midstream (machine vision system integration): Midstream enterprises focus on integrating the upstream-provided hardware components with software technologies to provide a complete machine vision system. This includes the design and production of machine vision equipment (such as cameras and image processing equipment), as well as the provision of related software solutions and services. Midstream enterprises need to pay close attention to downstream market demand in order to provide customized high-efficiency products and solutions for specific industries.

Downstream (applications and end markets): The downstream sector focuses on the wide range of applications of machine vision systems in various end industries, including manufacturing, automotive, medical care, security monitoring, agriculture, retail, and other fields. These industries make use of machine vision technology for automated inspection, quality control, navigation

and positioning, etc., in order to boost production efficiency, reduce costs, and improve user experience.

(3) Development trends and competition of products:

The rapid development of open-source software has been driving down the development threshold for software while driving up the popularity of AI technology in different industries. The market demand for AI products and services continues to rise, and machine vision technology has become an important pillar to promote smart products and enhance user experience. The combination of machine vision and deep learning enables equipment to “see” the surrounding environment like a human eye and interpret the surroundings; the application scope has been further expanded from the traditional manufacturing industry to fields such as automated logistics, medical care, agriculture, and retail.

According to the latest market research report, the global machine vision market is expected to maintain a stable growth in the next few years, with 3D machine vision technology as the main growth momentum.

In the face of the more and more complex automation requirements, SOLOMON’s extensive manufacturing and testing expertise enables the Company to stay ahead of the competition in AI and 3D vision applications. The Company provides solutions with vision-guided robots, vision inspection, and smart depalletizing, etc., and offers frontline operators AI-driven AR solutions. In the future, SOLOMON will continue to utilize the most advanced AI machine vision technology to improve the productivity and profitability of customers, respond to the competition in the global market, and accordingly achieve a win-win situation.

5. Overview of industries related to robotic intelligence:

(1) Current status and development of the industries:

The robot industry is growing rapidly at a global level. With the technological innovation, expanding demand and market maturity, the applications of robots have been expanded from the industrial production field in early days to multiple fields such as service industry, medical care, logistics, and agriculture.

According to the report of the International Federation of Robotics (IFR), the global robot market has exceeded US\$30 billion in 2023, and will continue to grow in the next few years, especially with the contributions of AI, automated production, and smart logistics. The demand for industrial robots and service robots is particularly increasing, which has led to a steady growth in the overall market. With the breakthrough and progress in technology, the following is introduced:

- A. AI and deep learning: AI has become the core technology for the advancement of robots. The development of deep learning and reinforcement learning has significantly increased robots’ ability in terms of environmental perception, language understanding, and problem-solving.
- B. Machine vision technology: With the advancement of visual perception technology, robots can identify objects and distinguish colors more accurately, achieve depth perception, and perform automated navigation, thereby improving the precision and efficiency of automation.

C. Collaborative robots (cobots): Collaborative robots are gradually replacing traditional industrial robots. These robots can work with human beings, and they have higher flexibility and safety in interactions to meet the needs in different work environments.

D. Autonomous driving and mobile robots: The development of unmanned driving technology is a strong technical support for the development of mobile robots (such as automated guided vehicles, and drones). These devices have huge potential for applications in the fields of logistics, transportation, rescue, etc.

To meet this demand, it is necessary to continue developing robotic automation processes and artificial intelligence technology. Improving efficiency is key to promoting a manufacturing industry that emphasizes production efficiency and yield.

(2) Relationship among the upstream, midstream and downstream industries:

The upstream, midstream, and downstream sectors of the robot industry are closely linked to each other, forming a complete industrial chain. The upstream sector is responsible for providing key raw materials and technical support; the midstream sector is responsible for the design, manufacturing, and integration of robots; while the downstream sector is the ultimate market for robot applications. The close cooperation and collaborative innovation among these three sectors promotes the development of the entire robot industry.

(3) Development trends and competition of products:

The future development trends of the robot industry are mainly intelligentization, autonomous operations, collaborative operations and servitization. The combination of these trends with emerging technologies (such as AI, machine vision, and IoT) has led to the continuous expansion of robot technology applications in various industries. Regarding competition, the global market competition, technological innovation, cost control and standardization process will become the key to the success of enterprises. In the future, with breakthroughs in new technologies and the opening of the global market, the robot industry will find more development opportunities, along with increased competitive challenges related to technology, cost, and regulations.

6. Overview of the optoelectronic industry:

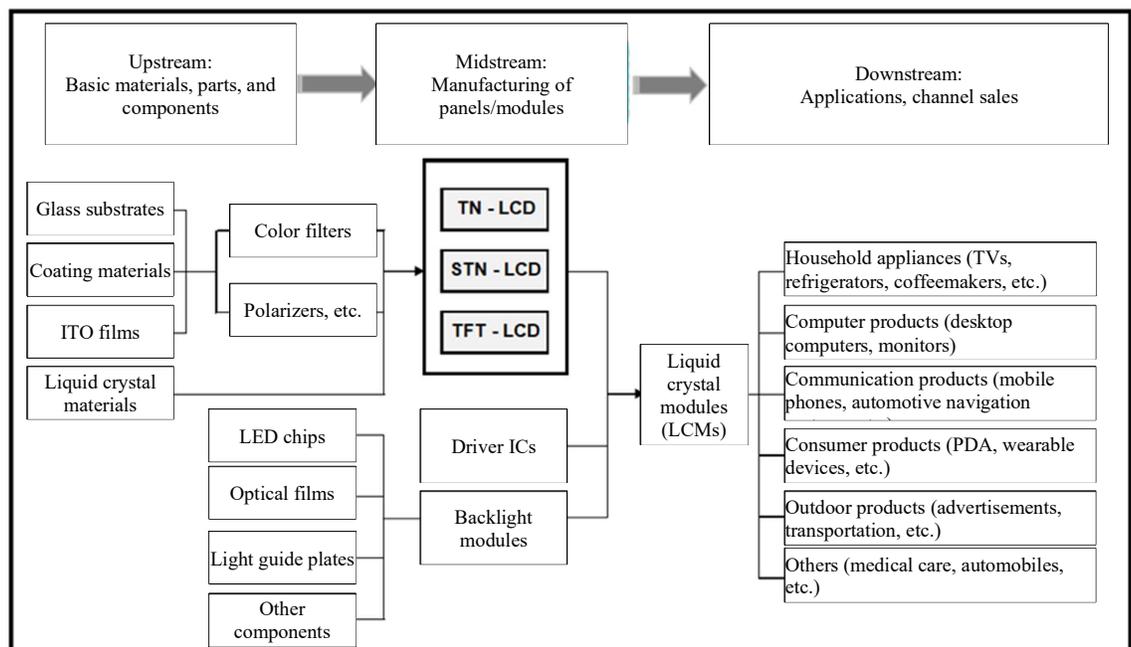
(1) Current status and development of the industries:

For the LCD panel industry in 2024, due to the rebounding demand and oversupply, the shipment volume is expected to reach 242 million pieces with an annual growth rate of 3.4%. In particular, the demand for large-size TV display panels is the main driver. However, owing to poor overall economic performance and the pressure for the balance between supply and demand, the price fluctuation has been stable. Manufacturers are also gradually moving toward the development of high-end product lines. Meanwhile, the demand for commercial displays and IT products has provided support to the industry as well.

The future development will be affected by technical substitution, such as the increase in OLED and Mini-LED penetration rate. In addition, geopolitics and environmental protection regulations may affect the stability of the supply chain. Manufacturers need to improve technological innovation and expand emerging markets to maintain competitiveness.

The development of the LCD panel industry in 2025 will continue to meet changes and challenges, mainly in the following aspects: 1) Adjustment of production capacity and market demand; 2) Trends of price and demand; 3) Technology and application development; and 4) Environmental protection and regulatory impacts. In conclusion, although the LCD panel market in 2025 is facing pressure from demand diversification and technological transformation, the production capacity advantages of Chinese manufacturers and the increase in market concentration will create a more solid foundation for competition. In Taiwan, the focus will be on high-end markets and niche applications. In particular, the greater demand for automotive displays and medical/industrial panels will open up new opportunities for Taiwanese manufacturers. The demand for automotive displays is expected to grow at a yearly growth rate of 7–9%, and Taiwanese manufacturers are likely to have a larger market share with the stable supply chain. Meanwhile, Taiwan is strengthening the integration of the local supply chain, reducing the reliance on materials in China as well as geopolitical risks. The optimization of the cost structure enables Taiwanese manufacturers to maintain competitiveness in the face of profit-related pressure.

- (2) Relationship among the upstream, midstream and downstream industries:  
 The relationship among the upstream, midstream and downstream LCD panel industries is depicted in the following graph: (figure updated)



## 7. Overview of industries related to electronic components:

- (1) Current status and development of the industries:

In 2024, the overall semiconductor market showed a decline. The memory product market was impacted the most with an annual decline of 35%. AI-related industries, cloud processing chips, and power semiconductors for electric vehicles, such as SiC and IGBT, were one of the few areas experiencing growth. Among the world's top 20 semiconductor companies, only 5 could achieve

positive revenue growth in 2023, namely Nvidia, Broadcom, Infineon, ST, and NXP. Nvidia’s revenue comes from GPUs and DPUs; Broadcom’s revenue comes from network communication equipment and customized chips; and the revenue of Infineon, ST, and NXP comes from automotive and AI semiconductor components.

Looking forward to 2025, the global semiconductor market is expected to grow by double-digit percentages of 10–15%.

(2) Relationship among the upstream, midstream and downstream industries:

As the end market continues to destock, it is expected to recover to its level in Q4 2024. This will take time, and the main reason is that the downstream stock needs to be reduced and the upstream production capacity needs to be adjusted due to insufficiency.

In terms of market demand, the four major application markets that are expected to grow significantly are servers, games, automotive, and automotive – specifically, the field of electric vehicles.

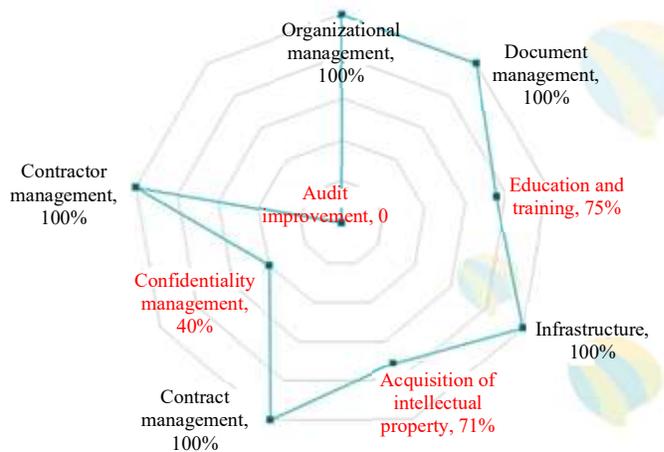
(3) Development trends and competition of products:

Semiconductors related to AI and high-performance computing are most noteworthy. For example, Nvidia’s server GPUs are market-leading and active products that bring considerable gross profit and revenue. Various countries have also started to develop high-performance computing and low-power customized edge processors, such as Taiwan and South Korea. Generally speaking, they are still in the stage of definition and exploration, and mass shipments will take place in Q2 2025.

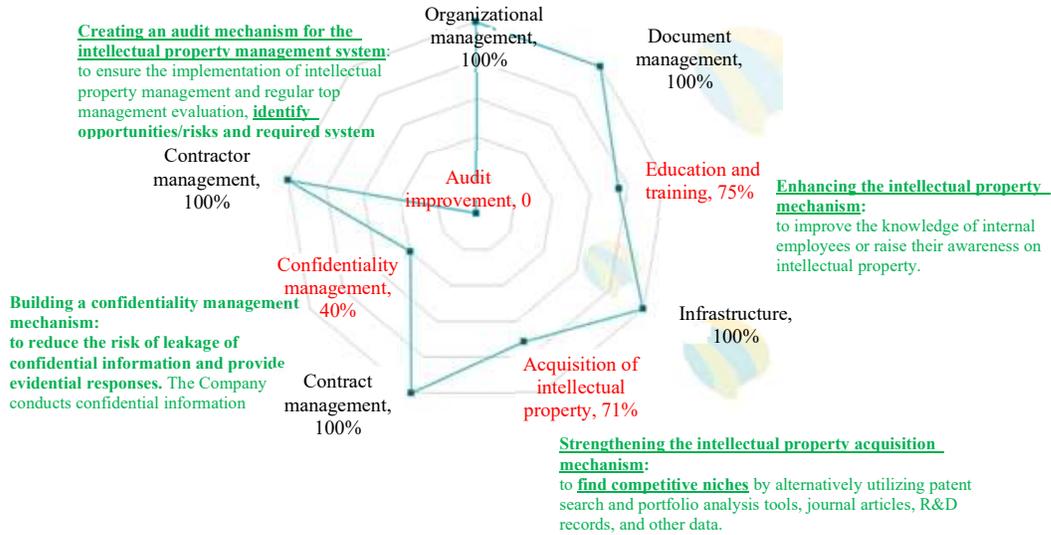
The memory industry is expected to resume growth in 2025. Memory manufacturers have gradually switched to high-bandwidth memory (HBM) for high-end AI servers, whose prices are much higher than the general DRAM price. In the future, general DRAM and HBM may be stably supplied.

8. The Company’s intellectual property management plan

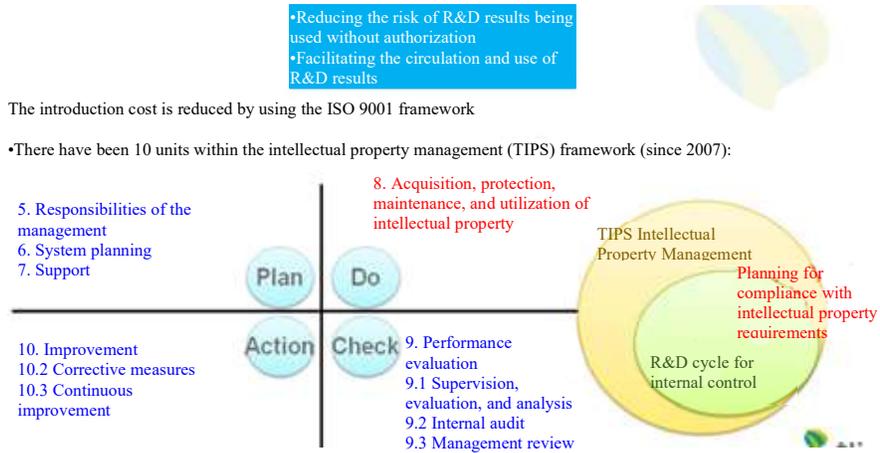
(1) The Company’s intellectual property management self-assessment plan:



(2) The Company’s assessment results:



(3) Intellectual property management plan: Introduction of TIPS



(3) Overview of technology, research and development:

1. R&D expense:

Unit: NT\$ thousand

Year	2024	Q1 2025
R&D expense	149,662	36,889

2. Successfully developed technologies or products:

Period	2024	2025, as of the publication date of the annual report
Successfully developed products	1. AccuPick: It can suck packages placed randomly on the conveyor belt and	1. Functions for text or voice interaction with customers were added to AccuPick 2. META-aivi's website and app functions were

Period	2024	2025, as of the publication date of the annual report
	<p>arrange them in a specific way</p> <p>2. AccuPick automated packaging system</p> <p>3. AccuPick: It can monitor multiple equipment units remotely and enable manual operation in case of central system shutdowns</p> <p>4. Solvision: It can perform identification in embedded systems and the cloud</p> <p>5. Solmotion: Arm path teaching is completed with a handheld pen</p>	<p>optimized</p> <p>3. Products from ecosystem partners were integrated to create an automated inspection system</p>

(4) Long-term and short-term business development plans:

Business unit	Long-term business development plan	Short-term business development plan
Technology Equipment Business Unit	<ol style="list-style-type: none"> <li>1. Position the Company as a power quality system service provider and focus on all activities related to power quality except those that Taipower is engaged in.</li> <li>2. Grasp the business opportunities from the Chinese government's pursuit of independence in the chip industry through plant construction and branch out into the diesel generator industry and relevant repair and maintenance services.</li> <li>3. Keep up with the pace of 5G and data center deployment and expansion in China.</li> <li>4. Grow the Company's design and project talent pools and improve integrity in the project closure phase.</li> <li>5. Cultivate repair and maintenance personnel and develop and expand the Company's aftermarket business.</li> </ol>	<ol style="list-style-type: none"> <li>1. Shift from fuel to power quality: Product layout and organization structuring for biogas power generation systems, UPS, and energy storage systems.</li> <li>2. Distribute the Company's offices in Taipei, Hsinchu, Taichung, and Kaohsiung.</li> <li>3. Target markets in Eastern and Northern China.</li> <li>4. Build talent pipelines in data centers and 5G markets on a continuous basis.</li> <li>5. Further expand the Company's business in the repair and maintenance market.</li> <li>6. Place short-term focus on projects and investments (for plant construction) in Taiwan to make prominent achievements in application markets, thereby boosting the Company's market share.</li> <li>7. Strengthen the integrity of business in Northern, Central and Southern Taiwan and grasp the development trends of the six municipalities in Taiwan and the government's policies for encouraging domestic investments to serve companies with needs.</li> </ol>

Business unit	Long-term business development plan	Short-term business development plan
Gas Equipment Business Unit	<ol style="list-style-type: none"> <li>1. Retain long-term repeat customers in the natural gas market, such as gas companies and power construction companies.</li> <li>2. Work with professional organic waste treatment groups/suppliers to expand the Company's business in the biogas market.</li> <li>3. Expand the business with a long-term profit-seeking mindset. Strive for a win-win situation for the Company and customers through long-term after-sales services.</li> <li>4. Offer flexible long-term options that meet customers' requirements (e.g. adopting quarterly or annual payment).</li> <li>5. Ask manufacturers to control channels of parts and adhere to the principle of local service provision.</li> <li>6. Create a reasonable scientific spare parts mechanism to guarantee a competitive edge in the aftermarket.</li> <li>7. Seize the business opportunities from the replacement of imported equipment with locally manufactured equipment.</li> </ol>	<ol style="list-style-type: none"> <li>1. Prioritize upstream investors with control over natural gas resources for natural gas projects.</li> <li>2. Exploit coalbed methane and syngas markets and other markets.</li> <li>3. Develop and optimize tool and parts inventory management systems.</li> <li>4. Keep more components and spare parts for models with higher sales in stock for emergency response and to increase customer satisfaction.</li> <li>5. Establish technical and project file databases.</li> <li>6. Improve the coverage of key customers for biogas projects and provide special offers to the customers in the foremarket and aftermarket.</li> </ol>
Automation Business Unit	<ol style="list-style-type: none"> <li>1. Obtain MERLION Programme 2025 certification from ROCKWELL.</li> <li>2. Cooperate with certifying agencies and industry associations to keep in line with ESG requirements and develop 5G applications required by the industry.</li> <li>3. Develop integrated applications of AR and AI vision technologies to provide diverse applications for the manufacturing industry.</li> <li>4. Utilize the product portfolio of the products under the Company's agency business to continuously develop new application solutions for AIoT processes and factory management systems.</li> </ol>	<ol style="list-style-type: none"> <li>1. Promote the plans of new products released by ROCKWELL every year.</li> <li>2. Adjust the mode as having dedicated personnel responsible for respective products/markets/applications.</li> <li>3. Integrate RA QMS systems with AI vision solutions to develop production line quality inspection solutions.</li> <li>4. Combine AR and AI vision and start with smart inspection to promote the inheritance of experience and the implementation of standard operating procedures.</li> <li>5. Focus on existing goals such as facility maintenance and management, cybersecurity, and the enhancement of energy management solutions.</li> <li>6. Form alliances with 5G carriers to be dedicated to developing application solutions for smart manufacturing and smart logistics.</li> </ol>

Business unit	Long-term business development plan	Short-term business development plan
Vision Business Unit	<ol style="list-style-type: none"> <li>1. Continue to expand the application in new industries and deepen the collaboration relationship with strategic partners.</li> <li>2. Continuously invest R&amp;D talent and develop high-efficiency machine vision systems that optimize production efficiency to maintain a leading position in the market. Set up branches in key global markets, enhance local technical support, and achieve market deployment.</li> </ol>	<ol style="list-style-type: none"> <li>1. Expand the worldwide network of the agency business and set up more international offices through exhibitions and diversified marketing channels (by land, sea, and air).</li> <li>2. Collaborate with relevant software and hardware partners to build an ecosystem network that develops differentiated vision products and expands the application market. Additionally, increase the sales of AI 3D products by lowering the bar for customers to adopt these products and encouraging them to purchase more advanced products afterwards.</li> </ol>
Robot Business Unit	<ol style="list-style-type: none"> <li>1. Work with SIs in developing automation solutions and automated integration</li> <li>2. Forge technical partnerships with end customers to jointly develop new process applications and future development solutions.</li> <li>3. Cooperate with manufacturers to jointly solve customer needs and adopt new product solutions.</li> <li>4. Ensure collaboration and integration of internal units.</li> </ol>	<ol style="list-style-type: none"> <li>1. Penetrate into target markets and retain existing customers.</li> <li>2. Promote duplicating applications and expand service scope.</li> <li>3. Create added value with product portfolios.</li> <li>4. Target application markets: <ol style="list-style-type: none"> <li>(1) Warehousing and handling</li> <li>(2) Automated handling of raw materials in traditional industries</li> <li>(3) Collaborative handling in midstream and downstream semiconductor industries</li> <li>(4) Automated assembly of electronic parts and components</li> <li>(5) Automated inspection of automotive parts and components</li> </ol> </li> </ol>
Component Business Unit	<p>Mainly promote the applications in servers, gaming machines, instruments, and charging stations.</p>	<ol style="list-style-type: none"> <li>1. Improve business skills and increase the number of actions.</li> <li>2. Organize regular internal training and case sharing.</li> <li>3. Systematically track various project sources.</li> <li>4. Cement the relationship with manufacturers and customers to maximize trilateral cooperation.</li> <li>5. Increase revenue, orders, and gross profit margin, collect receivables, and reduce inventory.</li> </ol>

Business unit	Long-term business development plan	Short-term business development plan
LCD Business Unit	<ol style="list-style-type: none"> <li>1. Increase product lines of the agency business.</li> <li>2. Increase the added value and solutions of products.</li> <li>3. Complete deployment in niche markets, with industries of medical care, aerospace and shipbuilding as the fields that require long-term development for applications.</li> </ol>	<ol style="list-style-type: none"> <li>1. Existing brand for agency business (HannStar Display): Focus on the commencement of production of big selling sizes.</li> <li>2. Work closely with Solomon Goldentek Display, a subsidiary of the Group, to provide customers with customized services for medium-sized and small-sized products, creating synergies and achieving win-win results.</li> <li>3. Increase the collaboration with outsourced companies for 15.6” modules and above to make up for the shortage of medium and large-size customized products.</li> </ol>

## 2. Overview of Markets and Production/Sales

### (1) Industry-specific performance indicators:

The performance indicators specific to the industry where the Company operates generally are financial structure and solvency. The financial structure of a company can be determined by its “debt asset ratio” and “long-term funds to fixed assets.” The “solvency” of a company can be used to measure its operational risk level. The higher the ratio, the better its liquidity position, and the lower its operational risk level. The following table shows the Company’s performance measured based on the two indicators:

Item/Year		2023	2024
Financial structure	Debt to asset ratio (%)	36.76	37.16
	Long-term funds to fixed assets (%)	1369.87	1471.09
Solvency	Current ratio (%)	180.87	232.51
	Quick ratio (%)	105.41	161.02
	Times interest earned (%)	39.08	12.65

We will make persistent improvements in the hope of putting up a better performance this year.

### (2) Market analysis:

#### 1. Technology Equipment Business Unit:

##### (1) Generators and UPS:

Main product	Generators		Dynamic UPS		Static UPS
	Taiwan	China	Taiwan	China	Taiwan, China
Sales region	N/A	N/A	N/A	N/A	N/A
Market share	N/A	N/A	N/A	N/A	N/A
Future market growth and supply and demand	Growth	Growth	Growth	Growth	Growth

Main product	Generators		Dynamic UPS		Static UPS
Competitive niches	<ol style="list-style-type: none"> <li>1. Agent of the world's No.1 brand</li> <li>2. SOLOMON has operated in the market for decades, with a good reputation from customers</li> <li>3. The Company owns a well-organized professional service team</li> <li>4. We collect comprehensive market information to fully grasp the business opportunities in the market</li> </ol>	<ol style="list-style-type: none"> <li>1. The Company acts as an agent of the world's No.1 brand</li> <li>2. We have extensive experience and a good corporate reputation</li> <li>3. The Company owns a well-organized professional service team</li> <li>4. We have actively set up more offices</li> </ol>	<ol style="list-style-type: none"> <li>1. The Company acts as an agent of the world's top 3 brands</li> <li>2. SOLOMON has operated in the market for years, with a good reputation from customers</li> <li>3. The Company owns a well-organized professional service team</li> <li>4. We collect comprehensive market information to fully grasp the business opportunities in the market</li> </ol>	<ol style="list-style-type: none"> <li>1. The Company acts as an agent of the world's top 3 brands</li> <li>2. We have extensive experience and a good corporate reputation</li> <li>3. The Company owns a well-organized professional service team</li> </ol>	<ol style="list-style-type: none"> <li>1. The Company acts as an agent of the world's top 3 brands</li> <li>2. SOLOMON has operated in the market for years, with a good reputation from customers</li> <li>3. The Company owns a well-organized professional service team</li> <li>4. We collect comprehensive market information to fully grasp the business opportunities in the market</li> </ol>
Advantages for development prospects	The government's energy transformation and 5G development as well as the demand for green energy increase business opportunities in the market	China's chip independence as well as 5G and data center investment and construction increase business opportunities in the market	The government's energy transformation as well as the demand of technology plants and data centers increase business opportunities in the market	China's chip independence as well as 5G and data center investment and construction increase business opportunities in the market	The government's energy transformation as well as the demand of technology plants and data centers increase business opportunities in the market
Disadvantages for development prospects	The products have a higher price, making them less competitive to reach customers who use prices as the main consideration when making purchase decisions				
Countermeasures	<ol style="list-style-type: none"> <li>1. Highlighting product features and differentiation and asking for reasonable cost reductions from suppliers to increase market share</li> <li>2. Cementing customer relationships in order to increase competitiveness with excellent products and services</li> </ol>				

(2) Busways:

Main product	Busways
Sales region	Taiwan
Market share	N/A
Future market growth and supply and demand	The products are associated with large plant construction investments in the industry; economic revival will increase corporate investments
Competitive niches	<ol style="list-style-type: none"> <li>1. We offer customers a comprehensive series of busways, ranging from medium voltage busways to low voltage busways and from metal-enclosed busways to cast resin busways</li> <li>2. The Company owns a well-organized professional service team</li> </ol>
Advantages for development prospects	<ol style="list-style-type: none"> <li>1. By using appropriate strategies, the demand for the products can be stimulated, thereby scaling up the market</li> <li>2. Products made in China are allowed to be imported</li> </ol>
Disadvantages for development prospects	There are many alternatives
Countermeasures	<ol style="list-style-type: none"> <li>1. Developing and integrating other products for tie-in sales</li> <li>2. Developing Taiwanese companies and markets in China</li> <li>3. Working with more competitive companies</li> </ol>

(3) Aftermarket:

Main product	Maintenance/inspection and repair/renewal/installation/refurbishment
Sales region	Taiwan, China
Market share	NA
Future market growth and supply and demand	Continuous growth
Competitive niches	<ol style="list-style-type: none"> <li>1. SOLOMON has strong relationships with industrial park/plant customers and possesses system integration capabilities well recognized by customers.</li> <li>2. The Company offers customers using our products for 15 years or more system upgrading/improvement options in response to the risk of power shortage in Taiwan.</li> <li>3. We promote new products/services to existing customers and expand our services.</li> </ol>
Advantages for development prospects	<ol style="list-style-type: none"> <li>1. Taiwan is facing a higher risk of power rationing.</li> <li>2. Old power systems have reached the end of their useful life and it is not easy to get spare parts for maintenance or the spare parts may not be stable enough.</li> <li>3. As industrial park customers have adopted lean staffing in plants, there is room for developing monitoring products.</li> </ol>
Disadvantages for development prospects	<ol style="list-style-type: none"> <li>1. Customers tend to compare the prices of the Company's products and services with those from their other service providers due to their homogeneity.</li> <li>2. As power system improvement/upgrading projects involve production line stoppages and other factors, it is difficult to determine the implementation time.</li> </ol>

Countermeasures	<ol style="list-style-type: none"> <li>1. Strengthening customer relationships and assisting customers in improvement planning to gain a competitive edge in niche markets.</li> <li>2. Further training our technical service teams on finishing power system improvement/optimization during annual service days to avoid production line stoppages that result in failure to implement projects.</li> </ol>
-----------------	--

## 2. Gas Equipment Business Unit:

Main product	Jenbacher Gas Engines
Sales region	Taiwan and Eastern China
Market share	70% (Based on Capacity)
Future market growth and supply and demand	5–8% growth
Competitive niches	<ol style="list-style-type: none"> <li>1. The Company acts as the agent of companies in the Eastern China region which is the center of markets in China. Big cities in the region have developed relevant policies and environmental requirements and the local governments have relatively ample budgets.</li> <li>2. China has developed national environmental subsidy policies and included the bio-natural gas industry in addition to the natural gas market in the strategic system for critical energy development. The projects in the biogas market have high profitability and a short life cycle.</li> <li>3. China has improved its energy structure and increased the percentage of gas-fired power generation. Distributed power stations have been greatly promoted and developed in the areas where we operate our agency business.</li> <li>4. Jenbacher occupies a world-leading position in terms of gas internal combustion engine technology in the industry with good product quality and reputation.</li> <li>5. We have completed several key national projects, such as China National Petroleum Corporation's data centers, Shanghai Disneyland, Nanjing Lukou International Airport, and National Expo Exhibition Complex. Thanks to the increasing number of projects that we have implemented in recent years and our stable after-sales services, the Company has entered a stable development stage.</li> <li>6. Our after-sales team is OEM-trained, which is a powerful weapon in the aftermarket and can facilitate word-of-mouth before sales.</li> </ol>

Advantages for development prospects	<ol style="list-style-type: none"> <li>1. China has heavily promoted distributed natural gas, encouraged the development of natural gas load-following power plants, and advanced natural gas cogeneration systematically to progressively turn natural gas into one of the main energy sources in China's modern clean energy system.</li> <li>2. The floor space required for a gas-fired power plant is half of that required for a coal-fired power plant of the same scale. The water consumption of a gas-fired power plant is less than one-third that of a coal-fired power plant. The overall emission performance of gas-fired power plants is significantly better than that of coal-fired power plants retrofitted in accordance with the ultra-low emission policy. Therefore, in the process of pursuing high-quality economic transformation, the advantages of developing gas-fired power have become increasingly evident in the developed regions of Eastern China, where land resources are becoming scarce and environmental protection regulations, along with water use restrictions, are becoming stricter, making the development of gas-fired power increasingly urgent.</li> <li>3. Gas-fired power generation (including cogeneration and distributed energy) features high energy efficiency, low emissions, a small floor area, low water consumption, and fast activation/deactivation. These advantages make it extremely suitable for power and heat (cooling) load centers, allowing it to replace distributed coal-fired boilers and small coal-fired power plants for heat supply. Gas-fired power generation thus plays a key and significant role in improving environmental quality.</li> <li>4. Gas-fired power plants can be quickly activated/deactivated, have good load adaptability, and can be operated flexibly, making them a perfect load-following power plant option that can help enhance grid safety. Gas-fired power plants' performance in terms of security is outstanding for grids with an increasing proportion of variable energy sources.</li> <li>5. China has systematically developed gas-fired power projects in critical regions such as the Greater Bay Area, the Yangtze River Delta, and the BTH region. Lifting the policy that prohibits cogeneration development, creating a favorable environment for gas-fired power development, and promoting nationwide clean energy to achieve high-quality development are the goals that "14th Five-Year Plan" intends to accomplish for the gas-fired power industry.</li> <li>6. The central government continues providing financial support to the biomass power generation industry, which meets the public's expectations and dispels the pessimistic views, worries and wait-and-see attitude of the industry and financial institutions. As long as the electricity subsidy for new projects can be fully distributed in a timely manner on a yearly basis, according to the principle of budgeting based on revenue, the biomass power generation industry will develop stably in the future.</li> </ol>
Disadvantages for development prospects	<ol style="list-style-type: none"> <li>1. The economic growth rate slows down, leading to a weakening of power demand in the whole society</li> <li>2. The electricity price is adjusted downward</li> <li>3. The fuel price fluctuates</li> <li>4. Project production time</li> </ol>
Countermeasures	<ol style="list-style-type: none"> <li>1. Putting extra focus on exploiting non-natural gas markets: such as environmental protection companies, environmental health companies, water service providers, drainage companies, municipal service providers, the coalbed methane market in Western China, and the market for renewal of old equipment</li> <li>2. Exploiting the coalbed methane market</li> <li>3. Developing new products (main control cabinets, desulfurization systems)</li> <li>4. Adopting a new business model (investment-finance-leasing)</li> </ol>

3. Automation Business Unit:

(1) All of Rockwell Automation’s product lines & the peripheral brand Encompass

Main product	All of Rockwell Automation’s product lines & the peripheral brand Encompass
Sales region	Taiwan
Market share	About 8%
Future supply and demand and growth in the market	<ol style="list-style-type: none"> <li>1. 5G private networks feature a stable wireless connection with high speed and low latency, providing a stable wireless option for the flexible deployment of production lines in the manufacturing industry and accelerating the promotion of smart manufacturing and digital transformation.</li> <li>2. In response to the worldwide requirements of net zero emissions and ESG, the manufacturing industry needs more energy management mechanisms and the installation of various monitoring devices, and the demand for the integration of automation software and hardware will be doubled.</li> <li>3. Following the trend of digital transformation, the emergence of enterprise Internet of Things (IoT) and machine learning has driven a significant increase in relevant investments in semiconductor and related supply chains.</li> <li>4. For the biotechnology industry, which needs to comply with FDA and GMP regulations, in addition to facilitating production traceability, material tracking, and process control with an MES, additional software and hardware are required to collect and monitor production data generated during the manufacturing process to ensure product quality.</li> </ol>
Competitive niches	<ol style="list-style-type: none"> <li>1. Rockwell Automation (RA) is the world’s largest industrial automation company. Its brand Allen-Bradley® is renowned all over the world for its innovation and excellence.</li> <li>2. RA is the No.1 brand that offers the manufacturing industry in the United States comprehensive automated production solutions and has over 60% market share in the US. It specializes in three major fields, namely the variable-frequency drive field, system control field, and information service field.</li> <li>3. The Company has worked with Encompass, a Western brand whose products are sold along with RA products and also a world-renowned automation equipment manufacturer, in offering integrated solutions to expand our business and sharpen our edge.</li> <li>4. The characteristic of diversity may be used for data collection and process tracking during the production process, and the analyzed product portfolio can increase competitiveness and capture more markets.</li> <li>5. The Company integrates with the products of 5G operators and PTC series to provide the best AIoT solution. Meanwhile, the Company offers on-premises and cloud AIoT solutions for customers to choose from.</li> </ol>

Advantages for development prospects	<ol style="list-style-type: none"> <li>1. We strive to be certified by ROCKWELL as a maintenance center to offer local services to users of AB Products that have developed in Taiwan for more than 45 years.</li> <li>2. RA has comprehensive IIoT solutions as well as extensive relevant experience in multiple fields and industries, offering brand effect and highly trusted by customers.</li> <li>3. RA has collaborated with several cybersecurity software and hardware companies to provide comprehensive cybersecurity solutions, assist industrial users with cybersecurity protection, and prevent any disruption in factory operations resulting from cybersecurity issues.</li> <li>4. With the aim of achieving integrated marketing, SOLOMON works with brands as their agent to provide customers with a one-stop shopping and service experience, thereby sharpening the competitive advantages of our products and services.</li> <li>5. The market demand for IIoT is gradually emerging; it is the best time to expand the Company's business in the market.</li> </ol>
Disadvantages for development prospects	<ol style="list-style-type: none"> <li>1. RA's product lines are for large-scale industrial applications, so it is less competitive in terms of small systems and equipment.</li> <li>2. The introduction of industrial software and cloud applications requires a relatively long time, and the results are not likely to be seen immediately.</li> <li>3. The industries of petrochemical and steel have a lot of faith in DCS in manufacturing processes. Thus, it is not easy for PLC to compete with DCS.</li> <li>4. Cloud applications and the subscription economy have not yet been widely recognized by small and medium enterprises.</li> <li>5. The market demands for AIoT and digital transformation are still growing.</li> </ol>
Countermeasures	<ol style="list-style-type: none"> <li>1. Optimized use of resources: Cloud Academy/RAU and other programs from manufacturers are used to improve personnel quality.</li> <li>2. Active action: Cooperating with companies, governments, and academic institutions, such as the Institute for Information Industry or CPC, through PTC's smart manufacturing technology programs to look for more business opportunities for RA products in the industries of speciality chemicals and EV.</li> <li>3. Differentiation: Teaming up with SIs to develop new applications and tackling challenges in using SI for Python development through RA's safety PLC support and edge computing.</li> <li>4. Reinforcement: Finding strategic partners in the industry to expand market coverage.</li> </ol>

(2) PTC AIoT & AR and relevant peripheral brands

Main product	PTC AIoT & AR and relevant peripheral brands
Sales region	Taiwan
Market share	About 10%

Future supply and demand and growth in the market	<ol style="list-style-type: none"> <li>1. 5G private networks' unique features, including millimeter waves and low latency, enable companies in the manufacturing industry to run high-mix low-volume (HMLV) production and offer options in a flexible way, thereby accelerating the promotion of intelligent transformation.</li> <li>2. To be able to quickly adjust their operational strategies, the companies in the manufacturing industry pay more attention to issues such as AI, the enhancement of operational familiarity of new personnel, and their implementation of operating procedures.</li> <li>3. The use of AIoT and machine learning has matured in the manufacturing industry, which encourages semiconductor companies, electronics industries, and petrochemical manufacturers to substantially adopt and invest in such technologies.</li> </ol>
Competitive niches	<ol style="list-style-type: none"> <li>1. PTC is a world-renowned platform for 3D CAD, PLM, ALM and IoT as well as an AR solution provider. Its products of ThingWorx and Vuforia are known for innovation and lead the industry.</li> <li>2. PTC has been rated as one of the world's top 3 leading brands by Gartner and Forrester for its AIoT &amp; AR technology for consecutive years. Its 3D painting product Creo holds a high market share worldwide.</li> <li>3. The Company has introduced products that can be sold along with IoT gateway products so that business systems such as MES, ERP, APS, etc. can be integrated in a top-down manner with M2M technology in order to create a real-time war room system.</li> <li>4. We have formed an alliance with telecom service providers to provide the best integrated AIoT solutions. The Company offers on-premises and cloud AIoT solutions, both of which have high acceptance among customers.</li> </ol>
Advantages for development prospects	<ol style="list-style-type: none"> <li>1. The Company's cooperation with telecom service providers, HPE, and PTC allows us to focus on 5G AIoT private network applications and offer comprehensive solutions.</li> <li>2. PTC has comprehensive IIoT and AR solutions as well as extensive relevant experience. The products thereof are user-friendly and help shorten the time for solution setup.</li> <li>3. Digital transformation, AIoT and machine learning have been gradually accepted by users; it is the best time to expand the Company's business in the market.</li> </ol>
Disadvantages for development prospects	<ol style="list-style-type: none"> <li>1. As AIoT requires complete vertical integration application assessment and a longer introduction period, we will need to compete with streamlined and single application solutions.</li> <li>2. Local companies have not yet accepted the subscription-based capital expenditure.</li> <li>3. As AR application cases are still rare, it is difficult to attract investment from users.</li> </ol>
Countermeasures	<ol style="list-style-type: none"> <li>1. Active action: Looking for more business opportunities in automotive parts/components and industrial machinery industries by utilizing PTC's solutions to plan smart manufacturing technology programs through quasi-government consulting units.</li> <li>2. Differentiation: Offering demonstrative guidance with Vuforia AR and combining AI vision applications to allow new employees in the manufacturing industry to get up to speed faster and implement standard operating procedures.</li> <li>3. Reinforcement: Forming strategic partnerships with 5G operators to expand market coverage.</li> </ol>

(3) Aftermarket

Main product	<ol style="list-style-type: none"> <li>1. Customized processing services</li> <li>2. Supplementary modern service-based solutions for new packaged application portfolios</li> <li>3. Refurbishment of old products and upgrading of solutions</li> <li>4. Maintenance services for RA's products</li> </ol>
Sales region	Taiwan
Market share	N/A
Future supply and demand and growth in the market	We strive to be certified by ROCKWELL as a maintenance center to offer local services to users of AB Products that have developed in Taiwan for more than 45 years.
Competitive niches	<ol style="list-style-type: none"> <li>1. We have built strong relationships with RA's existing customers in industrial parks. Our maintenance services/trial runs/customized frequency converters equipped with the predictive failure detection function are highly recognized by the customers.</li> <li>2. In response to the aging of the systems and equipment of Taiwanese customers and the risk of the discontinuation of old equipment, the Company offers customers using our products for 15 years or more system refurbishment/upgrading and improvement options.</li> <li>3. We promote new products/services to existing customers and expand our services.</li> </ol>
Advantages for development prospects	<ol style="list-style-type: none"> <li>1. We can enhance the machine/equipment utilization and system stability of customers and transform their machines/equipment and systems into new modern products and system applications that can be integrated with IoT, thereby exploiting new markets, new technologies, and new applications.</li> <li>2. Old systems have reached the end of their useful life and it is not easy to get spare parts for maintenance or the spare parts may not be stable enough.</li> <li>3. Industrial park customers have adopted lean staffing in plants, which can facilitate the development of asset management and network-security monitoring applications.</li> </ol>
Disadvantages for development prospects	<ol style="list-style-type: none"> <li>1. Customers tend to compare the prices of the Company's products and services with those from their other service providers due to their homogeneity.</li> <li>2. As the projects related to the refurbishment of old products and the upgrading of solutions involve production line stoppages and other factors, it is difficult to determine the implementation time.</li> </ol>
Countermeasures	<ol style="list-style-type: none"> <li>1. Strengthening customer relationships and assisting customers in improvement planning to gain a competitive edge in niche markets.</li> <li>2. Introducing supplementary modern service-based solutions for new packaged application portfolios to differentiate the Company from the existing competitors and avoid price wars.</li> <li>3. Implementing projects in planned stages (if possible) and strengthening the technical service teams' implementation of "accountability" practices.</li> </ol>

4. Vision Business Unit:

Main product	Solvision	AccuPick	Solmotion	Meta-AIVI
Sales region	Worldwide	Worldwide	Worldwide	Worldwide
Market share	N/A	N/A	N/A	N/A
Future market growth and supply and demand	<p>For the machine vision industry, 2024 marked its golden age of technology acceleration and application expansion. The technology integration of generative AI, the deepening of multimodal applications, and the wide deployment of edge devices brought unprecedented opportunities for the development of machine vision. In the future, machine vision is likely to play a more critical role in smart manufacturing, automated logistics, digital healthcare and other fields, and become an important stimulant to industrial transformation.</p>			<p>The product is a new application in the market with very few products for similar applications, and there are almost no competitors. It is widely used in many industries, not limited to manufacturing. In addition, it is easy to integrate with partners' products to develop new products and applications.</p>
Competitive niches	<ol style="list-style-type: none"> <li>1. Our self-developed software is highly customizable and scalable to meet a diversity of requirements.</li> <li>2. With a user-friendly UI, it helps visual system integrators and equipment manufacturers to easily use the latest AI visual inspection technology to solve various challenges encountered by customers. It can identify and position irregular defects or features, and easily solve the visual problems that are difficult to be solved with traditional optics. In addition, SolVision can also recognize the results that are</li> </ol>	<ol style="list-style-type: none"> <li>1. Our self-developed software is highly customizable and scalable to meet a diversity of requirements.</li> <li>2. AccuPick 3D has been successfully integrated with 20 major world-renowned robot brands, and more brands are being added to the list of brands that it supports. Furthermore, AccuPick can also be connected to and applied with the products of major PLC brands, such as Rockwell Automation, Siemens, Mitsubishi, and Omron.</li> <li>3. In automated bin picking solutions, the robot path planning module that AccuPick is equipped with (optional) is able to quickly identify the optimal path for picking to avoid collision and can be</li> </ol>	<ol style="list-style-type: none"> <li>1. By identifying the position of objects through visual comparison technology, our robotic arms are able to solve the problem of needing fixtures/jigs to fix workpieces in the past in a timely manner with high efficiency.</li> <li>2. The system can even accurately locate high-complexity objects at changing positions and determine their directions and optimal paths to guide robots in completing tasks successfully.</li> <li>3. Solmotion can be integrated with AccuPick products to create complete smart manufacturing solutions.</li> <li>4. With an intuitive and easy-to-operate interface, the users only</li> </ol>	<ol style="list-style-type: none"> <li>1. This product has been developed in response to the trend of labor shortages. It can help corporate customers shorten the time required for rookie training and assist customers in producing products smoothly.</li> <li>2. This product optimizes personnel's product testing speed and efficiency through human-machine collaboration.</li> <li>3. Developed based on the Company's core technology and equipped with the advantage of an excellent user interface with existing products, the product can be quickly introduced for different applications in a diversity of industries to actively expand</li> </ol>

	<p>unidentifiable by traditional AOI software and significantly improve the accuracy of defect recognition.</p> <p>3. It can greatly shorten the time for AOI optical hardware evaluation and design, and reduce algorithm development time and costs.</p>	<p>used with the 20 supported global robot brands.</p> <p>Besides this, AccuPick series products enable the functions of highly precise optical scanning and quick image scanning and processing.</p>	<p>need to mark objects for the system to automatically learn the object parts and easily edit the robot path and placement direction, without programming or coding.</p>	<p>new markets.</p> <p>4. This product adopts AI and AR technologies, integrates multiple devices (such as AR glasses, drones, mobile phones, tablets, surveillance cameras, industrial cameras, body cameras, and AMR/AGV), and can be customized according to customer needs and the settings.</p>
Advantages for development prospects	<p>1. Growth accelerated by the demand for smart manufacturing</p> <p>As the world faces increasing labor costs and workers show less willingness to engage in highly intensive or dangerous tasks, companies are accelerating their efforts to introduce smart manufacturing. Particularly, large international enterprises are actively promoting automation. This trend has brought about huge demand for smart automation, which has become a market opportunity worth grasping.</p> <p>2. Wide range of applications of machine vision technology stimulated by AI technology</p> <p>The rapid rise of AI technology has further expanded the scope of machine vision applications. Speed, precision and convenience of operation have become the three keys. The applications of machine vision have matured in terms of quality testing, recognition and process optimization.</p> <p>3. Better efficiency of automation and human-machine collaboration based on AI deep learning</p> <p>AI deep learning enables robotic arm to execute more functions in automation and increase its industrial applications. Meanwhile, in the fields of non-automation, AI technology can help personnel maintain operational quality and improve work efficiency, thereby realizing the best benefits of human-machine collaboration.</p>			
Disadvantages for development prospects	<p>The high initial investment cost and the shortage of technical talent have made the implementation of smart manufacturing and AI technology challenging. In addition, the fierce market competition, traditional industries' low acceptance in terms of new technologies, and issues regarding data security and privacy have further affected companies' trust and willingness to introduce. At the same time, external economic uncertainties, policy changes and supply chain interruptions may also hinder the investment process. Moreover, the technology is updated too quickly, which may increase the costs of enterprises and impact long-term competitiveness.</p>			
Countermeasures	<p>We will develop standardized and modular solutions to reduce the difficulty of technology implementation and meet the diversified industrial needs. At the same time, the Company will continue to innovate and launch differentiated products, and strengthen market education by demonstrating the effectiveness of successful cases to improve customer acceptance of new technologies. In addition, we will keep our technological agility, adopting a system that is scalable and flexible to upgrade to ensure that enterprises maintain long-term competitiveness in a rapidly changing technological environment.</p>			

## 5. Robot Business Unit:

Main product	Robotic arms	Autonomous mobile robots (AMRs)
Sales region	Taiwan	Taiwan
Market share	N/A	N/A
Future market growth and supply and demand	There is higher dependence on cooperative robots. Workers in the manufacturing industry are used to working with people. However, there is currently a major trend toward the use of cooperative robots (cobots/AMRs) that work with humans in the manufacturing industry and other business environments. Cooperative robots are safe and easy to set up and can move between areas in work premises or factories. Traditional industrial robotic arms and fixed-rail robots are expected to be gradually replaced in the following ten years.	
Competitive niches	<ol style="list-style-type: none"> <li>1. We act as the agent of multiple well-known robotic arm brands of different natures worldwide to offer products ranging from cooperative and industrial robotic arms to high-precision micro-robotic arms and provide customers with more diverse application options to meet their different needs.</li> <li>2. The Company owns a well-organized professional service team and has customer education and training courses.</li> </ol>	<ol style="list-style-type: none"> <li>1. Our products are competitive with similar products in terms of price.</li> <li>2. SOLOMON is so far the largest agent in Taiwan.</li> <li>3. We have accumulated rich application experience as a product agency and also have a well-organized professional service team.</li> <li>4. The Company possesses the capability of peripheral system and equipment integration.</li> </ol>
Advantages for development prospects	Smart manufacturing is the next challenge that industrial robots will face. How to strengthen software/hardware integration and human-robot collaboration will be a future development focus. For the manufacturing industry, the goal of the next stage will also be to integrate human-robot collaboration with AGVs and achieve intelligent automation and flexibility as well as efficient production and manufacturing.	
Disadvantages for development prospects	<ol style="list-style-type: none"> <li>1. There are more and more robotic arm brands every year, leading to intense competition among homogeneous products and more options for customers.</li> <li>2. As robotic arms or AGVs are asset equipment in nature, they have a long customer assessment and testing period. Their sales and introduction can thus be easily affected.</li> <li>3. Most customers need comprehensive solutions. The point of contact with individual suppliers has to provide sales solutions, if appropriate.</li> </ol>	
Countermeasures	<ol style="list-style-type: none"> <li>1. Improving customers' overall satisfaction with the Company and boosting their willingness to buy our products through collaborative experimentation and analysis and by providing the customers with planning options.</li> <li>2. Presenting manufacturers' and the Company's successful projects to customers to enhance their confidence in investment and introduction.</li> </ol>	

6. LCD Business Unit:

Brand	HannStar Display, CSOT, EverDisplay, ILITEK, Solomon Systech	SOLOMON's own brands
Sales region	Greater China	Taiwan, Europe, the United States, Japan, India, Southeast Asia
Main product	TFT LCD (Cell, FOG, MDL, Touch Module), Driver IC	1. Customized liquid crystal modules 2. AD boards 3. HMI
Future market growth and supply and demand	<p>1. Supply and demand:</p> <p>(1) LCD panels: In 2024, though consumption was stimulated by large-scale sports events and the subsidy policies in China, the supply was still higher than demand in the panel sector; reducing the volume of production was the only way to support the price and avoid continuous price drops.</p> <p>(2) Display driver ICs: The demand for mobile phone IDDI is still strong thanks to the maintenance and the second-hand market. However, as the market is full of competitors, price competition is inevitable.</p> <p>2. Future growth:</p> <p>(1) LCD panels: (a) The demand for large-sized panels has been stable since Q4 of 2024, and it is anticipated that the shipment will grow in 2025. At the same time, with the stimulation of AI, the growth of the NB market is expected. (b) Small-sized panels showed an annual growth rate of 6.7% in 2024 due to the increase in demand for second-hand and refurbished mobile phones. However, the market is expected to see a slight growth in 2025 due to the stable demand for new phones.</p> <p>(2) Display driver ICs: It is expected that the compound annual growth rate (CAGR) of the driver IC market will increase by about 7.7% from 2024 to 2025.</p>	<p>1. Supply and demand:</p> <p>(1) In 2024, the global customer demand was still relatively uncertain due to geopolitical and war-related uncertainties.</p> <p>(2) The demand for customized products was mostly HMLV production, causing the necessity to overcome the problem of minimum order quantity for raw materials.</p> <p>2. Future growth: With the growth of diversified needs in the market and the addition of new technology applications, high value-added products will be further developed in 2025.</p> <p>(1) The demand for high-precision display for industrial control and medical equipment will contribute to the stable growth of medium-sized and small-sized panels.</p> <p>(2) In-car displays: While large control panels have emerged as a prevalent trend, secondary displays in vehicles, such as dashboards, continue to rely on medium- and small-sized panels. In addition, the demand therefor will gradually rise following the expansion of the EV market.</p>

Competitive niches	<ol style="list-style-type: none"> <li>1. The Company has good customer relations and a professional sales team.</li> <li>2. High-efficiency warehousing management and fast logistic services enable timely delivery.</li> <li>3. With extensive experience in the optoelectronics industry, we possess a deep understanding of the market and are well equipped to meet customer needs.</li> <li>4. We have the ability to operate the business of competitive products and develop niche markets.</li> </ol>	<ol style="list-style-type: none"> <li>1. The Company’s own brand covers product lines of small-sized, medium-sized and large-sized products, which allows us to rapidly provide products of customers’ desired specifications.</li> <li>2. In addition to customized products, we also accept customization orders of small quantities, providing flexible and cost-effective options.</li> </ol>
Advantages for development prospects	<ol style="list-style-type: none"> <li>1. We are able to work with new panel brands to serve as their agent and thereby make our product lines more diversified.</li> <li>2. The Company has a wide range of resources across departments, which enables us to provide more in-depth comprehensive services for key customers.</li> </ol>	<ol style="list-style-type: none"> <li>1. The resources of the module plant of the affiliate “Solomon Goldentek Display” are utilized as a support to create a win-win situation.</li> <li>2. The Company is supported by strong OEM partners and the prices of the cables for which we serve as an agent.</li> </ol>
Disadvantages for development prospects	<ol style="list-style-type: none"> <li>1. China is actively expanding the production capacity of its industries of LCD panels and driver ICs, and increasing its market share; the supply will inevitably be higher than the demand. As a result, the price volatility will be considerable and the risk is extremely high.</li> <li>2. Customers have too many choices to choose from, which limits the Company’s profitability.</li> </ol>	<ol style="list-style-type: none"> <li>1. China is impacted by the shrinking domestic demand and the US–China trade war; thus, Chinese companies can only try to win orders at a low price, which leads to limited profits.</li> <li>2. The threshold for module assembly is very low, and the products of competitors can be highly differentiated. As customers have many suppliers to choose from and compare prices, the competition is fierce.</li> </ol>
Countermeasures	<ol style="list-style-type: none"> <li>1. More agency lines need to be developed to find our competitive products. Meanwhile, the Company can arrange package options for sales to maintain customers and increase profits.</li> <li>2. Focus will be given to niche markets for customer base expansion.</li> </ol>	<ol style="list-style-type: none"> <li>1. In terms of products: The added value of products will be increased.</li> <li>2. In terms of markets: We will expand our markets with niche applications in the industries of special vehicles, medical care, and shipbuilding.</li> <li>3. In terms of technologies: We will find and provide solutions that can solve customers’ pain points to increase our core value.</li> </ol>

### 7. Component Business Unit:

Main product	Active, passive and protection elements
Sales region	Taiwan
Market share	N/A
Future market growth and supply and demand	There are uncertainties about whether traditional mainstream products will grow steadily or recover in 2025. The reason is that the market supply and demand are unclear, leading to limited growth momentum. However, the derivatives of AI, automotive electronics, and satellite communication will show significant growth.
Competitive niches	The department has a diversified agency line and can respond to the global environment, such as the multi-party relationship between the United States, China, and Taiwan.
Advantages for development prospects	1. The products of each department of the Company are suitable for a wide range of applications and can be cross sold. 2. With a large number of customers, the Company can cultivate in industries with future growth potential.
Disadvantages for development prospects	As electronics agents have been merged in recent years, if we do not actively promote more brands, there will be a risk of being replaced.
Countermeasures	We will maintain good interactions with manufacturers and customers, actively promote new projects, and keep track of all project sources.

### (3) Important applications and manufacturing processes of main products:

Business unit	Main product	Important applications	Production and manufacturing process
Technology Business Unit	Diesel generators	Used as an emergency power supply in the semiconductor industry, panel industry, electronic technology industry, commercial buildings, hospitals, conference centers, and other types of plants or buildings.	(1) Agency business, no manufacturing process involved (2) Own brand products, shipped after being assembled from engines, alternators, and controllers ordered by Solomon Energy Technology from ES in Singapore
	UPS		
	Busways	Used as a power transmission/distribution material in public construction projects and industrial buildings.	
Gas Equipment Business Unit	Jenbacher Gas Engines	Gas-fired distributed energy supply (cogeneration, combined cooling, heating and power (CCHP)), biogas power generation (organic industrial wastewater, domestic sewage), landfill gas power generation, special gas power generation (associated petroleum gas, coalbed methane, furnace gas from steelmaking processes).	Agency business, no manufacturing process involved

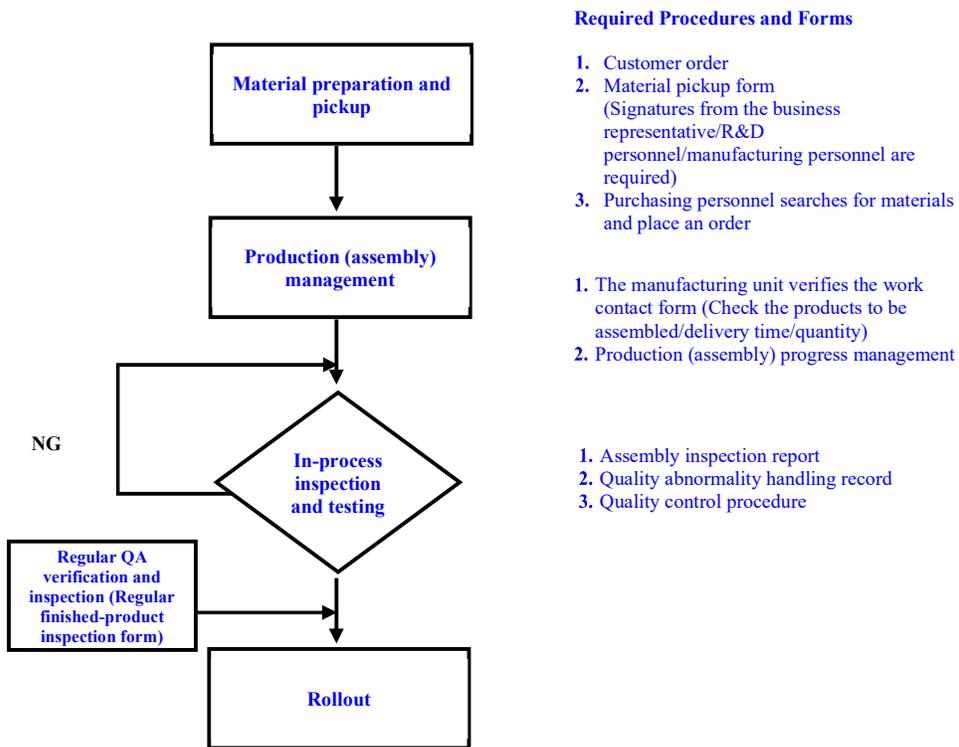
Business unit	Main product	Important applications	Production and manufacturing process
Automation Business Unit	Rockwell Automation	RA is a company with globally well-known leading brands that offer comprehensive automated production solutions in the manufacturing industry. Its products are widely used in advanced electronic information technology, food and beverage, plastics, automotive, tire, biopharmaceutical, sewage treatment, power plant, printing, and petroleum and gas industries.	Agency business, no manufacturing process involved
	PTC	IIoT platforms, AR, machine learning, communication integration.	
	HPE	Servers used for IIoT platforms and industrial data centers (IDCs).	
	CKD	Automated assembly and handling and automated flow control equipment in semiconductor and FPD industries.	
	MTE	Products used to improve power quality, e.g. in the semiconductor industry and for commercial buildings and tunnel air conditioning systems.	
	Secomea	Remote monitoring equipment in line with Germany's Industry 4.0 and compliant with NIST SP 800-115 & ISECOM OSSTMM network-security standards.	
Robot Business Unit	Universal Robots Shibaura Machine Kawasaki MecaDemic	Robots are greatly helpful when it comes to saving on manpower, replacing workers in dangerous work environments, and even improving repetitive processing capabilities. They can help bridge the gap between manual assembly/production lines and automated production lines. Industrial robots are used in assembly, processing, welding, cutting, pressurization, the handling of goods, testing, etc. and are most used in automotive, automotive part/component, electronics, chemical engineering, rubber, and plastics industries.	Agency business, no manufacturing process involved
	MiR	AMRs can be easily controlled by connecting them to smartphones and tablets. Furthermore, they are able to autonomously ride elevators through wireless remote control and are used for material handling in production lines, flexible workstation transfer, and in the warehousing and logistics industry.	

Business unit	Main product	Important applications	Production and manufacturing process
	OnRobot Robotiq	Standard robot peripherals and accessories can accelerate the sale and integration of robots. After the peripherals and accessories are installed on robots, the robots can be set up quickly and used for grabbing, sucking, screwing, and grinding.	
Vision Business Unit	<ol style="list-style-type: none"> <li>1. 3D vision – robotic bin picking systems</li> <li>2. AI defect detection system modules</li> <li>3. Widely used AR+AI vision systems</li> <li>4. Robot-guided VGR modules</li> </ol>	<ol style="list-style-type: none"> <li>1. Used for the automation of production lines and the replacement of workers in feeding in the automotive part industry, electronics industry, rubber and plastics industry, food industry, pharmaceutical and biotech industries, textile industry, metal processing industry, foundry industry, daily necessities and retail, and logistics and warehousing industry.</li> <li>2. Used for the automation of production lines, such as checking uppers, identifying defects of the assembly and appearance of servers/circuit boards/wafers, comparing and classifying samples (e.g. agricultural products), quickly categorizing objects (dining utensils, medical devices, etc.), and recognizing characters on barcode labels.</li> <li>3. Used in combination of AI and AR technologies for human-machine collaboration and integrating multiple devices (mobile phones, tablets, IP cameras, body cameras, AR glasses, drones, AMR/AGV, etc.), with a wide range of industrial applications.</li> <li>4. Used to weld/glue/grind/burnish/drill metal parts/components and position or apply glue to soles.</li> </ol>	The business unit's manufacturing and production process is shown in the table
Component Business Unit	Film capacitors	Mainly used in motherboard audio circuits, high-end sound cards, servers, high-wattage drivers, and power supplies.	Agency business, no manufacturing process involved
	High-voltage and high-capacity MLCCs	IPC, network communication products, and other industries.	
	LED	TFT-LCD backlight and light fixtures.	

Business unit	Main product	Important applications	Production and manufacturing process
	ADIC- 1.PWM/PFC/CC-CV/ Combo IC 2.Ballast Controller.	*SMPS、LIPS、Charger、 Adaptor、Ballast、LED Lighting	
	DCIC- 1.Buck/BoostConvert 2.LED Driver. 3.CMOS/Bipolar	*TV、Panel、STB、NET WORKING、PC、DSC、 PHONE、PAD、Audio、HD BOX。	
	LDO. Discrete- 1.SBD/Rectifier Diode. 2.HighVoltage Transistor 3.LV/HV MOSFET 4.SmallSignal Transistor 5.TVS/ESD	*ALL	
	TVS overvoltage protection elements (diodes & fuses)	Used in network communication, laptops, tablets, consumer electronics, and other application markets.	
	Computer connectors	Used in connection applications for computers and industrial, medical and consumer electronics.	
	LAN transformers	Mainly used in the RJ-45 connector ports of network communication and computer products.	
	LCD Business Unit	Large-sized TFT LCD modules	
Medium-sized TFT LCD modules		Mainly used in medical care, tablets, automobiles, industrial control, white goods, robots, POS terminals, and clerical machines.	
Small-sized TFT LCD modules		Mainly used in AR/VR, toys, game consoles, mobile phones, handheld devices, wearable devices, GPS, dash cams, smart home appliances, security products, projectors, etc.	
Driver IC		All TFT LCD modules must be used in conjunction with driver ICs. TVs, notebooks, tablets, and mobile phones require the largest amount of TFT LCD modules.	
AD boards		Required by all displays.	

Business unit	Main product	Important applications	Production and manufacturing process
	HMI	Used in the fields of industrial automation, medical equipment, transportation and logistics, public facilities and urban management, game entertainment, etc.	

Table. Vision Business Unit's Manufacturing and Production Process



**Required Procedures and Forms**

1. Customer order
  2. Material pickup form  
(Signatures from the business representative/R&D personnel/manufacturing personnel are required)
  3. Purchasing personnel searches for materials and place an order
- 
1. The manufacturing unit verifies the work contact form (Check the products to be assembled/delivery time/quantity)
  2. Production (assembly) progress management
- 
1. Assembly inspection report
  2. Quality abnormality handling record
  3. Quality control procedure

(4) Supply of primary raw materials:

Business unit	Supply of primary raw materials
Technology Equipment Business Unit	N/A (non-manufacturing industries)
Gas Equipment Business Unit	
Automation Business Unit	
Robot Business Unit	
Component Business Unit	
LCD Business Unit	
Vision Business Unit	There are over 20 suppliers offering main parts and components. The hardware product portfolio consists of cameras, lenses, projectors, transmission lines, power supply units, hardware locks, assembly parts (including custom cases), and custom industrial computers. The delivery time for standard items is about 1.5 months while the delivery time for custom items is three months at the most.

(5) List of suppliers and customers accounting for no less than 10% of the total purchases and sales of the Company in any of the most recent two years:

1. Information of major suppliers in the most recent two years (consolidated information):

Unit: NT\$ thousand

Item	2023				2024				Q1 2025 (Note 2)			
	Name	Amount	Share of annual net purchase [%]	Relationship with the issuer	Name	Amount	Share of annual net purchase [%]	Relationship with the issuer	Name	Amount	Share of net purchase as of the previous quarter in the current year [%]	Relationship with the issuer
1	Supplier R	1,073,762	36.55	None	Supplier R	603,180	30.75	None	Supplier R	317,591	41.43	None
2	Supplier C	525,069	17.87	None	Supplier C	220,130	11.22	None	Supplier C	145,932	19.04	None
3	Supplier G	269,957	9.19	None	Supplier G	181,592	9.26	None	Supplier G	35,037	4.57	None
4	Supplier L-H	50,434	1.72	None	Supplier L-H	97,925	4.99	None	Supplier L-H	61,178	7.98	None
5	Supplier S	134,368	4.57	None	Supplier S	108,928	5.55	None	Supplier S	26,530	3.46	None
6	Supplier M	78,125	2.66	None	Supplier M	57,887	2.95	None	Supplier M	16,594	2.16	None
	Others	806,249	27.44	None	Others	691,662	35.28	None	Others	163,787	21.36	None
	Net purchase	2,937,964	100		Net purchase	1,961,304	100		Net purchase	766,649	100.00	

2. Information of major customers in the most recent two years (consolidated information):

Unit: NT\$ thousand

Item	2023				2024				Q1 2025 (Note 2)			
	Name	Amount	Share of annual net sales [%]	Relationship with the issuer	Name	Amount	Share of annual net sales [%]	Relationship with the issuer	Name	Amount	Share of net sales as of the previous quarter in the current year [%]	Relationship with the issuer
1	X	244,169	5.79	無	X	0	0	-	X	0	0	無
2	Y	241,623	5.73	無	Y	155,706	4.44	無	Y	78,396	6.45	無
3	T	219,776	5.21	無	T	20,568	0.59	無	T	16,119	1.33	無
4	L	183,019	4.34	無	L	24,739	0.71	無	L	0	0	無
5	C	37,181	0.88	無	C	231,460	6.61	無	C	13,005	1.07	無
6	CP	0	0	-	CP	122,624	3.50	無	CP	0	0	無
7	K	150,508	3.57	無	K	152,279	4.35	無	K	57,286	4.71	無
8	MK	0	0	-	MK	30,988	0.88	無	MK	174,418	14.34	無
9	YT	0	0	-	YT	36,344	1.04	無	YT	52,860	4.35	無
	Others	3,143,627	74.48	無	Others	2,728,389	77.88	無	Others	823,925	67.75	無
	Net sales	4,219,903	100.00		Net sales	3,503,097	100.00		Net sales	1,216,009	100.00	

3. Employees in Service  
(Consolidated Information)

Year		December 31, 2023	December 31, 2024	March 31, 2025
Number of employees	Administration departments	640	518	678
	Sales departments	158	305	170
	Total	798	823	848
Average age		44.24	44.99	44.20
Average length of service (years)		9.90	9.59	9.69
Distribution of educational level %	Ph.D.	0.88	0.97	0.59
	Master's	12.16	14.46	14.39
	Bachelor's	32.08	32.08	31.96
	College	18.55	18.10	18.04
	High school or lower	36.34	34.51	35.02

4. Information of Environmental Protection Expenses

- (1) Losses incurred due to environmental pollution (including any relevant compensation and environmental protection inspection results that are not compliant with laws and regulations, in which case the date of punishment, punishment notice number, legal provisions violated, and the content of the legal provisions shall be specified) for the most recent year and as of the publication date of the annual report; the estimated amount of such losses that may occur currently or in the future, as well as measures taken in response, shall be disclosed: None.
- (2) Future measures in response: All our produced products use RoHS-compliant parts and components. We also ask our agency brands to provide RoHS-compliant products at customers' requests. Compliance with the RoHS Directive is a fundamental requirement for products to be sold in the industry. It neither causes an extra financial burden to the Company nor affects the Company's business.

5. Labor-Management Relations

- (1) Employee welfare measures, continuous education, training and retirement systems and their implementation, agreements between employees and the employer, and measures for the protection of employee rights:
  1. Recruitment:  
The Company recruits and selects employees through open selection procedures while adhering to meritocratic principles and the philosophy of putting the right people in the right places. We strongly believe that "only with the right people can problems be solved." Excellent professionals are the key to leading companies toward good performance and values. Hiring and retaining excellent talent is one of the Company's HR strategy goals.
  2. Employee development:  
The Company provides a work environment that enables continuous learning and

development, allowing employees to contribute their strengths and be equipped for their jobs. We offer internal and external core/management competency and professional training courses that are systematically planned for employees in different positions. Additionally, we provide on-the-job training and a mentoring system for new hires to help them onboard quickly. Through education and training courses, the employees are able to continuously accomplish the tasks and goals that are assigned to them by the organization, thereby constantly sharpening the Company's core competitive edge.

An extract from the "Employee Education and Training Regulations" is as follows:

- (1) Vision: Fostering high-performance talent to create value and promote the fast growth of the organization.
- (2) Mission: Training talent needed currently or in the future in a systematic manner through integration of the Company's internal and external resources.
- (3) Scope: Applicable to all the Company's employees.
- (4) Responsibility:
  - a. Education and Training Center: Responsible for the establishment of training policies and systems, the formulation of annual plans, the setting and management of budgets, the planning, implementation, and assessment of courses, the management and use of education and training resources, the cultivation and management of internal instructors, the co-organization of professional skill tests, and other education and training matters.
  - b. Units requiring talent: Responsible for reporting their training requirements, conducting on-the-job training (OJT), and actively training excellent successors for the units for the purpose of organizational development. The Company has developed the [Rotation Management Guidelines] and [Replacement Plan Management Procedures] for the key management to make systematic training and succession plans.
- (5) Education and training system – divided into three parts by nature:
  - a. Off-the-job training (OFF JT): refers to the education and training taking participants out of their jobs temporarily.
  - b. On-the-job training (OJT): refers to the job instructions given by the head or designated mentor to employees in the workplace.
  - c. Self-development (S.D.): refers to the company-encouraged courses or activities planned in a way that meets the development needs of both the Company and employees.
- (6) Education and training programs – classified into three types by the way in which they are implemented:
  - a. Internal training: Education and training planned and organized by the Company.
  - b. External training: Education and training courses organized by external training organizations, to which employees may apply for participation in order to use external training resources effectively and make up for deficiencies in internal training.
  - c. Outsourced training: Education and training courses whose planning and implementation are outsourced to external training organizations in order to use external training resources effectively and make up for deficiencies in internal training.

### 3. Employee training courses:

The Group organizes internal and external education and training on ethical management issues (including courses on compliance with ethical management regulations, accounting systems, professional technology, internal control, and book club).

- The group conducted internal and external training related to the topic of ethical business practices, reaching a total of 465 participants with a cumulative 909 training hours. The categories of the related courses are listed as follows:

Course Category	Course Topic	Number of Participants	Training Hours
Compliance Promotion	6	9	60
Financial/Accounting System Management	5	9	90
Business Training	6	178	354
Business Management	13	268	399
Information Management	1	1	6
Total	31	465	909

- Total Annual Training for All Group Employees:  
2,713 participants / 19,612.2 hours
  - Internal Training: 2,348 participants / 17,101.2 hours
  - External Training: 365 participants / 2,511 hours

### 4. Competent authority-designated certificates received by personnel responsible for the transparency of financial information:

Name	Company	Title	Certificate description	Organizer	Continuing education hours
Huang Chien-Chi	SOLOMON	Chief Accountant	Continuing Education Workshop for the Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	Accounting Research and Development Foundation	12
Huang Jen-Fu	SOLOMON	Substitute for the Chief Accountant	Continuing Education Workshop for the Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	Accounting Research and Development Foundation	12
Lin Pao-Tsun	SOLOMON	Chief Auditor	Enhancement of Corporate Sustainable Value and Improvement of the Risk Management System	The Institute of Internal Auditors-Chinese Taiwan	6
Lin Pao-Tsun	SOLOMON	Chief Auditor	How Internal Auditors Interpret Business Performance and Risks from IFRS Financial Statements	The Institute of Internal Auditors-Chinese Taiwan	6
Chen Chiao-Hsueh	SOLOMON	Deputy Auditor	Enhancement of Corporate Sustainable Value and Improvement of the Risk Management System	The Institute of Internal Auditors-Chinese Taiwan	6

Name	Company	Title	Certificate description	Organizer	Continuing education hours
Chen Chiao-Hsueh	SOLOMON	Deputy Auditor	Corporate Application and Examples of “ESG” and “Internal Audit and Control Integration”	The Institute of Internal Auditors-Chinese Taiwan	6
Huang Chien-Chi	SOLOMON	Chief Corporate Governance Officer	Workshop for Identification of Climate Risks and Seminar on Net Zero Carbon Emissions	Taiwan Corporate Governance Association	9
Huang Chien-Chi	SOLOMON	Chief Corporate Governance Officer	2024 Insider Trading Prevention Conference	Securities and Futures Institute	3
Huang Chien-Chi	SOLOMON	Chief Corporate Governance Officer	2024 Conference on Awareness of Compliance with the Laws Governing Trading of Equity by Insiders	Securities and Futures Institute	3
Huang Chien-Chi	SOLOMON	Chief Corporate Governance Officer	Methods of Taiwanese Companies’ Deployment for International Taxation and Investment	Taiwan Corporate Governance Association	3
Huang Chien-Chi	SOLOMON	Chief Corporate Governance Officer	Matters to be Noticed for Recent Investment in the US and Mexico	Taiwan Corporate Governance Association	3
Huang Min-Chieh	Solomon Goldentek Display	Chief Accountant	Continuing Education Workshop for the Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	Accounting Research and Development Foundation	30
Chou Ming-Chang	Solomon Goldentek Display	Chief Auditor	Corporate Application and Examples of “ESG” and “Internal Audit and Control Integration”	The Institute of Internal Auditors-Chinese Taiwan	6
Chou Ming-Chang	Solomon Goldentek Display	Chief Auditor	Information Governance and Internal Control and Audit (Personal Data/Trade Secret Protection and AI)	The Institute of Internal Auditors-Chinese Taiwan	6
Wu Feng-Mei	Solomon Goldentek Display	Deputy Auditor	Must-Learn Skills for Internal Auditors to Master Chat GPT	The Institute of Internal Auditors-Chinese Taiwan	6
Wu Feng-Mei	Solomon Goldentek Display	Deputy Auditor	Information Governance and Internal Control and Audit (Personal Data/Trade Secret Protection and AI)	The Institute of Internal Auditors-Chinese Taiwan	6
Chen Ssu-Mei	Solomon Data International	Chief Accountant	Continuing Education Workshop for the Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	Accounting Research and Development Foundation	12
Yeh Li-Yu	Solomon Data International	Substitute for the Chief Accountant	Continuing Education Workshop for the Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	Accounting Research and Development Foundation	12
Chueh Hsiu-Ping	Solomon Data International	Chief Auditor	Enhancement of Corporate Sustainable Value and Improvement of the Risk Management System	Securities & Futures Institute	6
Chueh Hsiu-Ping	Solomon Data International	Chief Auditor	Corporate Application and Examples of “ESG” and “Internal Audit and Control Integration”	The Institute of Internal Auditors-Chinese Taiwan	6

Name	Company	Title	Certificate description	Organizer	Continuing education hours
Chen Wen-Feng	Solomon Data International	Deputy Auditor	Strategies for Corporate Sustainability Transitions and Internal Audit in Response to ESG Trends	Securities & Futures Institute	6
Chen Wen-Feng	Solomon Data International	Deputy Auditor	Compliance Auditing for Major Financial and Business Activities	Securities & Futures Institute	6
Chen Hsueh-Ping	Solomon Data International	Chief Corporate Governance Officer	Conference on Compliance with the Regulations Governing the Equity of Insiders in Listed Companies	Taipei Exchange	3
Chen Hsueh-Ping	Solomon Data International	Chief Corporate Governance Officer	2024 WIN: Symposium on Digital and Sustainable Finance under the AI Trend	Taipei Exchange	3
Chen Hsueh-Ping	Solomon Data International	Chief Corporate Governance Officer	Matters to be Noticed for Recent Investment in the US and Mexico	Taiwan Corporate Governance Association	3
Chen Hsueh-Ping	Solomon Data International	Chief Corporate Governance Officer	Methods of Taiwanese Companies' Deployment for International Taxation and Investment	Taiwan Corporate Governance Association	3
Chen Hsueh-Ping	Solomon Data International	Chief Corporate Governance Officer	2024 Corporate Governance Forum: New Challenges Faced by Chief Corporate Governance Officers	Taipei Bar Association	3

## 5. Employee benefits:

### (1) Description of the defined pension contribution plan:

Under the defined contribution plan, pension contributions that shall be made are recognized as pension cost in the current period on an accrual basis. Pre-paid contributions are recognized as assets to the extent that a cash refund or reduction in future payments is available.

### (2) Description of the defined benefit plan:

- a. Under the defined benefit plan, net obligations are calculated based on the discounted future benefits earned by employees for services rendered during the current period or in the past and stated at the present value of the defined benefit obligations on the balance sheet date less the fair value of plan assets. The defined benefit obligations are calculated by an actuary using the projected unit credit method every year. The discount rate is the yield rate of government bonds on the balance sheet date.
- b. Remeasurements arising from the defined benefit plan are recognized as other comprehensive income and recorded in retained earnings in the period of their incurrence.
- c. Expenses related to the service cost in the previous period are immediately recognized as profit or loss.

### (3) Implementation of the defined benefit plan:

The Company has established a defined benefit pension plan in accordance with the "Labor Standards Act." The plan is applicable to the length of service of all

full-time employees calculated before the “Labor Pension Act” was implemented on July 1, 2005, and the length of service of employees who choose to stay in the pension scheme under the Labor Standards Act calculated after the implementation of the “Labor Pension Act.” The pension paid to employees who meet the criteria for retirement is calculated based on their length of service and their average salary for the 6 months prior to their retirement. Employees whose length of service is no more than 15 years (inclusive) will receive two base points for each year of service and employees whose length of service is more than 15 years will receive one base point for each additional year of service. The maximum number of accumulated base points is 45. The Company makes a pension contribution of 2% of the total salary on a monthly basis and deposits it into a special account with the Bank of Taiwan in the name of the Labor Pension Fund Supervisory Committee. In addition, before the end of each fiscal year, if the balance of the labor pension fund account referred to in the preceding paragraph is insufficient to pay the pension calculated above to employees expected to meet the criteria for retirement in the following fiscal year, the Company will make a full, one-off contribution by the end of March of the next fiscal year.

The Company’s defined retirement benefit plan fund assets are entrusted by the Bank of Taiwan through contracted management according to the proportion and amount for contracted management items set forth in the annual investment/utilization plan of the fund and within the scope as defined in Article 6 of the Regulations for Management, Utilization and Supervision of the National Pension Insurance Fund (i.e. being deposited in domestic or foreign financial institutions, invested in domestic/foreign listed, OTC, or privately offered equity securities and in domestic/foreign real estate-related securitized products, etc.) The relevant utilization is supervised by the Labor Pension Fund Supervisory Committee. Regarding the utilization of the fund, the minimum earnings approved to be distributed every year shall not be less than the attainable earnings calculated based on the 2-year time deposit interest rates offered by local banks. Any deficit shall be made up for with the money from the national treasury upon the approval of the competent authority. As the Company has no right to participate in the utilization and management of the fund, the classification of the fair value of plan assets cannot be disclosed in accordance with Paragraph 142 of IAS 19. Please refer to the labor pension fund utilization report for each year published by the government for the fair value of all assets constituting the fund on December 31, 2024 and 2023.

(4) Implementation of the defined contribution plan:

Since July 1, 2005, the Company has had its defined contribution plan in place in accordance with the “Labor Pension Act.” The plan is applicable to employees who are of Taiwanese nationality. The Company and its domestic subsidiaries make and deposit a labor pension distribution of 6% of the salary of the employees who choose to opt in to the labor pension scheme under the “Labor Pension Act” into their personal accounts with the Bureau of Labor Insurance every month. The pension is paid monthly or at once to the employees based on the amount of money in their personal pension accounts and the accumulated gains.

The pension costs recognized by the Group in accordance with the aforesaid pension plan in 2024 and 2023 were NT\$41,633 (thousand) and NT\$40,082

(thousand), respectively.

A: The contribution percentage and contribution status under new and old systems:

- (a) New system: Since July 1, 2005, for employees who choose to opt in to the labor pension scheme under the “Labor Pension Act”: a monthly pension contribution of no less than 6% of the employees’ monthly salaries is made and deposited to their personal pension accounts set up by the Bureau of Labor Insurance. This allows the employees’ pensions to accrue wherever they work without being affected by job changes or the closure or shutdown of business entities. Such pension accounts are owned by the employees.
- (b) Old system: A monthly pension contribution of 2% of employees’ monthly salaries is made and deposited to the dedicated account. If the amount of pension contributions in the account reaches the total present value of pensions required for all employees to apply for payment of their pensions after they meet the criteria for retirement, the making of such contribution may be suspended upon approval by the local competent authority.

B: Procedure and qualifications for employees to apply for payment of their pensions:

**Application Procedure**

- (a) An application for retirement must be filed one month before the retirement.
- (b) When applying for retirement, employees should complete a retirement application and a list of tasks that they are responsible for and submit the same to the Company for approval.
- (c) After approving the employees’ pension applications, the Company gives a notice to the Labor Pension Fund Supervisory Committee to review such applications.

**Qualifications for Application**

- (a) Employees who meet any of the following conditions may apply for retirement:
  - Serving the Company for over 15 years and at the age of 55 or more.
  - Serving the Company for over 25 years.
  - Serving the Company for over 10 years and at the age of 60 or more.
- (b) Employees who do not meet any of the following conditions may not be forced into retirement:
  - At the age of 65 or more.
  - Mentally incapacitated or physically disabled to be competent in their jobs.
- (c) Employees who meet the criteria for retirement should apply for retirement in accordance with the “Labor Standards Act.”
- (d) For employees transferred within the Group, their length of service and pensions may be calculated on a consolidated basis.
- (e) Employees who die during their employment are considered retired.

- (f) Employees who need long-term recovery from illness during their employment are allowed to apply for project retirement.

C: Operations of the Pension Management Committee:

The Supervisory Committee holds meetings pursuant to the law and may convene special meetings, if necessary.

(5) Employee bonuses and remuneration to directors:

Employee bonuses and remuneration to directors are recognized as expenses and liabilities when they are subject to legal or constructive obligations and their amounts can be estimated reasonably. Any difference between the amounts of the bonuses and remuneration actually distributed as resolved at the shareholders' meeting and the estimated amounts is treated as an accounting estimate change. In addition, the Group calculates the number of shares to be provided as share bonuses based on the fair value per share on the day prior to the resolution date of the shareholders' meeting in the financial statement year, with ex-right and ex-dividend effects taken into account.

(6) Employee benefit system:

According to the regulations of the Employee Welfare Committee, a monthly contribution of 5% of employees' salaries should be made as annual operating funds that are used to provide employee benefits and organize the committee's activities.

(7) Other company benefits:

- A. Basic benefits: The Company enrolls in labor insurance, health insurance, and pension systems and takes out group insurance for all employees to protect their labor rights.
- B. Festival cash gifts: We give cash gifts for Labor Day, Dragon Boat Festival, and Moon Festival, ranging from NT\$500 to NT\$1,000 per festival.
- C. Employee Welfare Committee: The Company organizes domestic trips on an irregular basis, holds merchant promotions, and provides subsidies for marriage, funerals, hospitalization, and maternity as well as solatium for injury/illness hospitalization and other welfare subsidies.
- D. Leisure activities and vacations: As the Group is a contracted member of Uni-Resort Mawudu, the employees may enjoy the resort rooms and meals at member prices.
- E. Health check-ups: SOLOMON offers a safe and healthy work environment to employees in compliance with the applicable labor laws and regulations and organizes annual health check-ups for regular tracking.
- F. Club activities: Employees may apply to form clubs or participate in a variety of club activities to promote exchange and interaction between the employees.
- G. Childcare and after-school care: The Group contracts with Hess International Educational Group to provide after-school programs for kindergarten and elementary school children at all branches across Taiwan.
- H. Offers for salary transfer accounts: 10 free inter-bank withdrawals or transfers per month.

6. Labor-management agreements:

The Company's labor-management agreements are concluded when employees start working in the Company in accordance with the Labor Standards Act and according

to the personnel management regulations. In response to the amendment of related labor laws and regulations, **the minimum monthly salary in 2023 was NT\$26,400, and the minimum hourly wage was increased to NT\$176. In 2024, the minimum monthly salary is NT\$27,470, and the minimum hourly wage is increased to NT\$183.** The labor insurance premium rate for 2024 is 12% (i.e. the labor insurance premium rate for general accidents is **11%** and the employment insurance premium rate is **1%**). We will adjust the corresponding system in accordance with laws and regulations for compliance. An extract from the “Code of Service for Employees” is as follows:

- (1) Employees shall separate personal matters from work, respect individual personalities mutually, treat each other with sincerity, and collaborate to attain the business goals of the Company.
- (2) Employees shall comply with all the Company’s regulations and observe the reasonable instructions of managerial officers at all levels without skimping on the job. The managerial officers at all levels shall give instructions to the employees in a polite manner.
- (3) Employees may not disclose their salaries on purpose or ask others about their salaries.
- (4) Without written consent from the Company, employees may not run businesses privately or concurrently hold positions in other companies.
- (5) Without written consent from the Company, employees may not disclose, communicate, hand over, or transfer the Company’s confidential information known or obtained by them to others or externally publish or announce such information. They shall also comply with the “Document Confidentiality Regulations” to secure confidential documents.
- (6) Employees shall do their jobs in a thorough manner without avoiding responsibility or procrastinating and they may not handle personal matters during their work time.
- (7) Without written consent from the Company, employees may not run or be engaged in a business that is the same as or similar to that of the Company for themselves or any third party.
- (8) Employees may not read any documents that are irrelevant to their jobs and print and disclose publicly any data or written materials without the consent of the Company.
- (9) Employees may not be greedy and lazy or extravagant and debauched, gamble, use drugs, abuse alcohol, cause trouble, violate national laws and regulations, or commit other dishonorable acts.
- (10) All the Company’s employees shall observe all the regulations and systems/guidelines and announcements of the Company and plants.
- (11) Employees shall take good care of public property without abusing, destroying, or embezzling it. They shall have full responsibility for the public property that they administer or receive for use.
- (12) Employees shall obey the Company’s transfer or deployment arrangements. Employees who go on business trips or are dispatched or transferred shall follow the schedule without causing errors or delays.
- (13) Employees shall wear employee ID cards during their work time, or they will accept relevant punishments without objections.

- (14) The Company may reward employees for obtaining patents on inventions related to production, manufacturing, and R&D technologies and the ownership of the patents belongs to the Company.
- (15) Employees are obligated to obey reasonable orders given by their managers within the scope of supervision. However, where they have any opinion on such orders, a report may be made at any time.

7. Participation in and effectiveness of corporate activities and social responsibility promotion (the Group):

Item	Activity	Description of participation	Implementation performance
1	Tamkang University Subsidizing the Doctoral R&D Talent Development Program under industry–university collaboration	Corporate donation	NT\$140,000
2	Sponsoring the Development Center for Spinal Cord Injuries for rehabilitation and training expenses	Corporate donation	NT\$9,000
3	Eden Social Welfare Foundation	Participation of the Group's employees	Donation of invoices and a small amount of money
4	Cih Yue Charity Foundation	Corporate donation	NT\$500,000
5	Dharma Drum Mountain Buddhist Foundation	Corporate donation	NT\$6,000
6	Wu Sheng Monastery, LJM Buddhist Society	Corporate donation	NT\$6,000
7	Step30's public welfare activity (donation to Africa)	Participation of the Group's employees	152 pairs of old shoes collected
8	Year-end warmth delivery charity sale (Christmas event) Jointly organized by the Genesis Social Welfare Foundation, the I Can Workshop of the Taipei Autism Children Social Welfare Foundation, the Gofe Sheltered Workshop, and the Double Blessing Baptist Church	Participation of the Group's employees and the employees of other companies in the building where the Company leased the office in Neihu	Around NT\$30,000 earned through the charity sale
9	Taiwan Health and Medical Association	Corporate donation	NT\$150,000
10	National Taiwan University College of Medicine, Account 408	Corporate donation	NT\$1,000,000

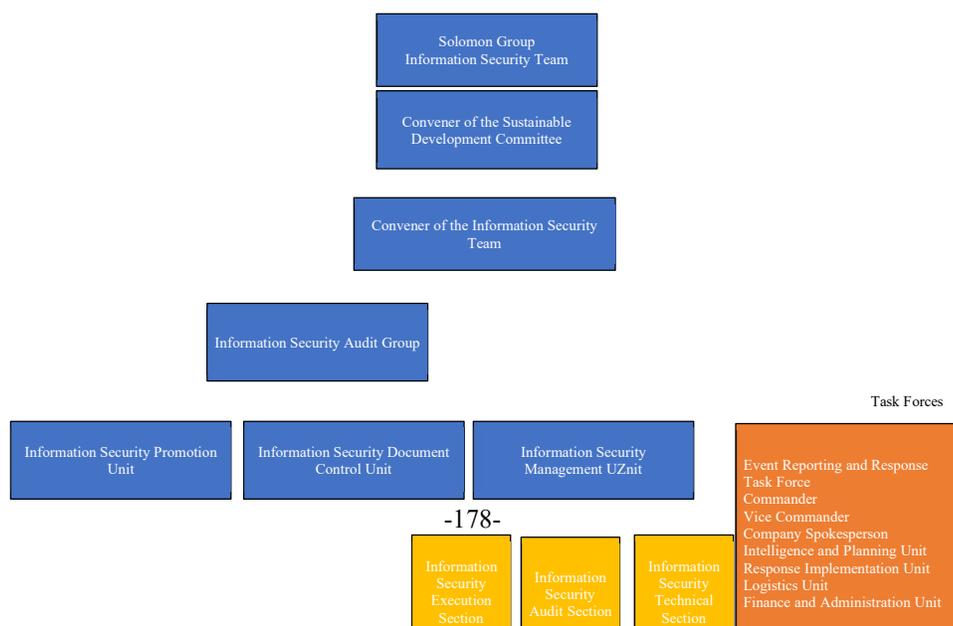
- (2) Losses incurred due to labor-management disputes (including any labor inspection result not compliant with the Labor Standards Act, in which case the date of punishment, punishment notice number, legal provisions violated, the content of the legal provisions, and punishment content shall be specified), the estimated amount of such losses that may occur in the future and measures in response:

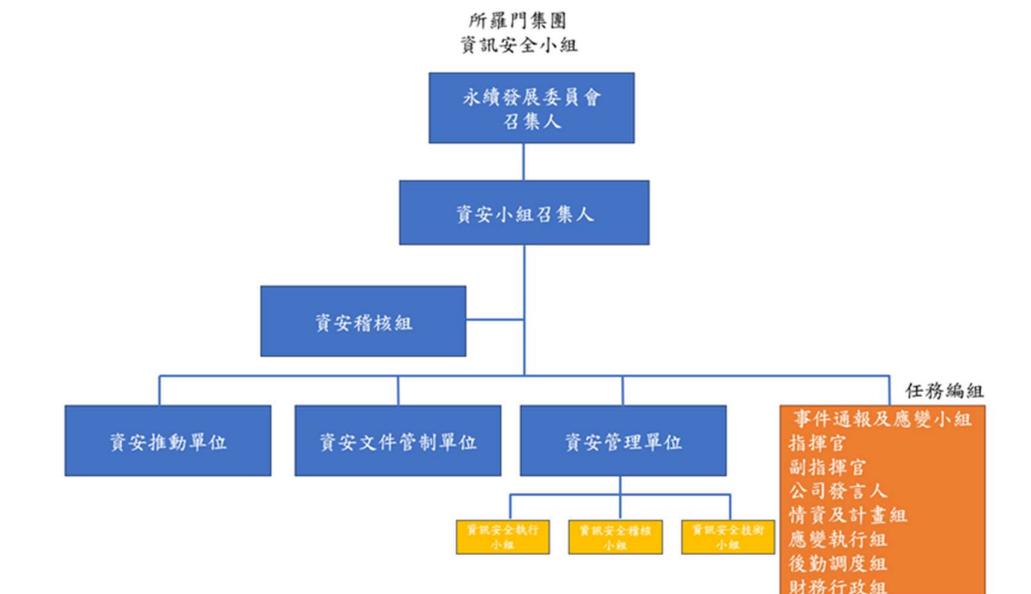
The Company had no labor-management disputes in the most recent year and as of the publication date of the annual report, and thus no losses were incurred. Our personnel management regulations are implemented in compliance with the Labor Standards Act and we do our best to make sure the related conditions are better than what the Labor Standards Act requires. Therefore, the possibility of losses resulting from labor-management disputes in the future is very remote.

## 6. Cybersecurity Management

### (1) Cybersecurity risk management framework:

- The Company complies with the requirements of the competent authority, the Financial Supervisory Commission, on information security management mechanisms. TWSE/TPEX listed companies are classified into three levels, and the Company is a Level 2 listed company. We have established a dedicated information security unit with an information security supervisor and personnel responsible for information security affairs, information security system planning, and the monitoring and execution of information security management operations in accordance with Level 2 requirements to ensure continuous optimization and mitigate potential cybersecurity risks.
- Organizational operating model: A Cybersecurity Team has been established for the Sustainable Development Committee. The team is responsible for developing and disseminating cybersecurity policies and information security operating procedures. All internal departments have a responsibility to promote cybersecurity. The cybersecurity management unit is responsible for establishing procedures, organizing personnel education and training, and introducing and implementing cybersecurity policies. As the unit supervising cybersecurity governance, the Auditing Office is responsible for overseeing the implementation of internal cybersecurity measures and conducting cybersecurity risk audits. If any deficiencies are found, the office requires the audited units to submit specific relevant improvement plans and regularly tracks the progress of these improvements in order to reduce internal cybersecurity risks. Every year, the audit results are reported to the Board of Directors.





(2) Cybersecurity policy:

Purpose: Promote the information management system, establish a safe and reliable information operating environment, ensure data, system, equipment and network security, strengthen information security management, ensure the confidentiality, integrity and availability of information assets, and raise the information security awareness of relevant personnel, in order to provide an environment conducive to the continuous operation of the Company's information services, comply with relevant laws and regulations, avoid internal and external deliberate or accidental threats, and improve service quality, achieving the goal of sustainable operations.

Scope:

1. All employees, partners or units of the Company shall comply with this policy.
2. Cybersecurity management covers control measures for four aspects to prevent any possible risks and damages caused to the Company by improper use, leakage, tampering, and damage of information as a result of human negligence, deliberate acts or natural disasters. The control measures are described as follows:
  - 2.1 Organizational control measures.
  - 2.2 Personnel control measures.
  - 2.3 Physical control measures.
  - 2.4 Technical management.

(3) Specific management plans:

As technology advances, the Company continues to install and upgrade information security management systems, implements relevant management measures in a non-stop manner to prevent external cybersecurity threats, and establishes an operating code of conduct for internal personnel in order to improve the security of the Company's overall information environment and reduce internal personnel information security risks.

Category	Description	Relevant measure
Permission management	Personnel account and permission management and management measures for system operations	Management and approval of personnel accounts and permissions
		Regular inventory of personnel accounts and permissions
Access control	Control measures for personnel's access to internal/external systems and data transmission channels	Internal/external access control measures
		Control measures for data leakage channels
External threats	Potential vulnerabilities and viruses on internal systems and protection measures	Regular host/computer updates
		Regular network-security inspection and repair
		Virus protection and malware detection
System availability	System availability status and handling measures in case of service interruptions	Monitoring of the system/network availability status
		Measures in response to service interruptions
		Data backup and redundancy and on-premises/off-site redundancy mechanisms
		Regular disaster recovery drills

(4) Resources invested in cybersecurity management:

1. Information security education and training are organized to upgrade the information security knowledge and professional skills of all employees. Information security education and training courses are provided for new employees when they report to work, thereby improving the information security awareness of the Company's employees. We also provide related professional skills training for full-time personnel.
2. The Company implements business continuity management procedures, formulates a business continuity plan (BCP), and conducts business continuity exercises every year to ensure continuous operations of the Company's business. This allows us to respond at critical moments and improve our information services.
3. For participation in collaborative cyber defense mechanisms, in order to strengthen our active defense strategy, we have joined the TWCERT/CC Information Security Alliance, through which we can obtain intelligence on information security and cyber hacking from time to time, share threat intelligence, gain industry experience, give internal cybersecurity alerts in a timely manner, review internal equipment and system updates, and constantly enhance the defense capacity to promote key partners' trust in the Company's goodwill and information security level.
4. Introduction of the ISO 27001 information security management system in 2024: The Company intends to obtain third-party international information security certification, and strengthen information security and protection (e.g. through an email security filtering mechanism and SOC cybersecurity monitoring services).
  - Schedule of obtaining the certification: The Company expects to be certified in Q1 2025 and obtain the certification in Q2 2025.
5. Implementation of the IEC 62443 4-1 product safety development in 2024: The Company has been certified in November.
6. Number of employees deployed:  
The Company adopts a group-based method for management:

- (1) Cybersecurity personnel: 2 persons; 4 in total in the Group  
 (2) Information personnel (assisting the cybersecurity personnel): 5 persons  
 7. Number of discussion meetings in 2024: 10 meetings were held to discuss the proposals regarding ISO 27001 and IEC 62443 4-1, etc.  
 8. External training:

No.	Course title	hours	Number of trainees
1	ithome Cybersecurity Conference	24 hours	2
2	ithome Cloud Summit Taiwan	8 hours	2
3	Google Cybersecurity Online Courses by the Institute for Information Industry	168 hours	2

7. Important Contracts

(1) SOLOMON Technology Corporation

No.	Nature of contract	Contracting party	Start and expiry dates of contract	Main subject	Restrictions
1	Agency	PROTEK DEVICES L.P.	2004.05.03~ (without an expiration date)	Serve as an agent of the company's electrostatic protection devices and other products	Non-exclusive agent in Taiwan
2	Distribution (the Company is the supplier)	Yujin Mechatronics Corp.	2017.04.06~	Distribution of the Company's related products	Non-exclusive distributor in South Korea
3	Distribution (the Company is the supplier)	JRC CO., LTD.	2021.01.01~ 2024.12.31	Distribution of the Company's related products	Non-exclusive distributor in Japan
4	Distribution (the Company is the supplier)	OUTSOURCING TECHNOLOGY INC.	2023.10.01~ 2024.09.30	Distribution of the Company's related products	Non-exclusive distributor in Japan
5	Distribution (the Company is the supplier)	Lanjing Electronics Co., Ltd.	2024.01.30~ 2025.01.29	Distribution of the Company's related products	Non-exclusive distributor in Taiwan
6	Distribution (the Company is the supplier)	J-System Co., Ltd.	2025.02.11~ 2026.02.10	Distribution of the Company's related products	Non-exclusive distributor in South Korea

No.	Nature of contract	Contracting party	Start and expiry dates of contract	Main subject	Restrictions
7	Distribution	Piller Power Systems GmbH	2005.11.13~ 2008.11.14 Automatically extended for one year when expired	Distribution of the company's dynamic uninterruptible power systems and related products	Non-exclusive distributor in Taiwan
8	Distribution	EPLAN Software & Service GmbH & Co. KG	2012.05.01~ 2012.12.31 Automatically extended for one year when expired	Distribution of the company's related products	There are clauses prohibiting the sale of competitive products
9	Distribution	Siemens Ltd.	2013.10.01~	Distribution of the company's related products	There are annual performance targets and incentive bonuses
10	Distribution	ROBOTIQ, Inc.	2015.09.29~ 2018.09.28 Automatically extended for three years when expired	Distribution of the company's related products	The distribution territory is Taiwan
11	Distribution	LMI TECHNOLOGIES LTD..	2016.09.12~ 2016.12.31 Automatically extended for one year when expired	Distribution of the company's related products	The distribution territory is Taiwan
12	Distribution	HannStar Display Corp.	2017.01.01~ 2017.12.31 Automatically extended for one year when expired	Distribution of the company's related products	Sales regions include Taiwan, Hong Kong, China, and Southeast Asia
13	Distribution	MTE Power Quality Solutions Pte.	2017.01.01~ 2017.12.31 Automatically extended for one year when expired	Distribution of the company's related products	The distribution territory is Taiwan

No.	Nature of contract	Contracting party	Start and expiry dates of contract	Main subject	Restrictions
14	Distribution	On Robot ApS	2017.04.12~	Distribution of the company's related products	Manufacturer may add or delete the products distributed upon a written notice
15	Distribution	OptoForceKit,	2017.06.05~ 2017.12.31 Automatically extended for one year when expired	Distribution of the company's related products	Non-exclusive distributor in Taiwan
16	Distribution	TOSHIBA TELI CORPORATION	2019.04.22~ 2020.04.21 Automatically renewed when expired	Distribution of the company's related products	The distribution territory is Taiwan
17	Distribution	Mitsubishi Electric Corporation	2020.01.20~ 2020.12.31 Automatically extended for one year when expired, with a maximum of five years	Distribution of the company's air conditioning equipment	The distribution territory is Taiwan
18	Distribution	Trifork Smart Device ApS	2020.12.18~	Distribution of the company's related products	The distribution territory is Taiwan
19	Distribution	MECADEMIC Inc.	2021.01.01~ 2021.12.31 Automatically extended for one year when expired	Distribution of the company's related products	Non-exclusive distributor in Taiwan
20	Distribution	Secomea	2021.01.01~	Distribution of the company's related products	The distribution territory is Taiwan
21	Distribution	ROCKWELL AUTOMATION TAIWAN CO., LTD.	2022.10.01~ 2028.09.30	Distribution of the company's related products	Distributor in Taiwan

No.	Nature of contract	Contracting party	Start and expiry dates of contract	Main subject	Restrictions
22	Distribution	INNIO Jenbacher GmbH & Co OG	2024.08.01~ 2027.07.31	Distribution of the company's related products	The distribution territory is Taiwan and some provinces in China
23	Distribution	Eaton Phoenixtec MMPL Co., Ltd.	2024.01.01 2024.12.31	Maintenance service distributor	The distribution territory is Taiwan
24	Distribution	UNIVERSAL ROBOTS	2024.01.01 2024.12.31	Distribution of the company's related products	The distribution territory is the Asia Pacific region
25	Distribution	Fujitsu Semiconductor Memory Solution Limited	2024.05.01 2025.04.30	Distribution of the company's related products	The distribution territory is Taiwan, etc.
26	Distribution	FAIR Innovation (Suzhou) Robotic System Co., Ltd.	2025.01.16~ 2026.03.31	Distribution of the company's related products	Non-exclusive distributor in Taiwan
27	Agent	Kawasaki Heavy Industries Ltd., Taipei Branch (Japan)	2021.11.01~ 2022.10.31 Automatically extended for one years when expired	Sale of the company's general industrial robotic arms	Including customer after-sales services
28	Annual procurement	Taiwan Cummins Sales & Service Co., Ltd	2025.03.03~ 2026.03.02	Procurement of diesel engines from the company Generator units	According to the company's global policy

## (2) Yumon International Trade Shanghai Limited Corporation

No.	Nature of contract	Contracting party	Start and expiry dates of contract	Main subject	Restrictions
1	Distributor	Cummins (China) Investment Company Limited	2024.01.01~ 2024.12.31	Generator units and services	Engineering, procurement, and construction of projects overseas and in the high-tech manufacturing industry in Shanghai, Suzhou, and East China
2	Distributor	Cummins (China) Investment Company Limited	2024.01.01~ 2024.12.31	Generator units and services	Beijing City
3	Distribution	INNIO Jenbacher GmbH & Co OG	2024.08.01~ 2027.07.31	Distribution of the company's related products	The distribution territory is some provinces in China

## (3) Solomon Goldentek Display Corp.

No.	Nature of contract	Contracting party	Start and expiry dates of contract	Main subject	Restrictions
1	Non-exclusive agency contract	INABA DENKI SANGYO CO., LTD	2001.12.22~ Indefinite (invalid once its termination is proposed one month ahead)	Non-exclusive agency contract	None
2	Sales contract	ACTE AS NORWAY	2004.04.19~ Indefinite (The contract will become invalid once its termination is proposed one month ahead)	Sales contract	None

3	Transaction agreement	Sci Can	2005.08.06~ Transaction termination date	Transaction agreement	None
4	Supplier agreement	SCICAN	2008.10.01~ Transaction termination date	Supplier agreement	None
5	Commission agreement	ASTA TECHNOLOGIES	2021.04.22~2026.12.31	Commission agreement	None
6	Distribution/agency	Masters SP zoo	2024.04.15~ Agency termination date	Distribution/agency contract	None
7	Distribution contract	Taiwan DerLight Energy Co., Ltd.	2024.04.15~ Distribution termination date	Distribution contract	None
8	Commission agreement	Masters SP zoo	2024.08.01~2028.07.31	Commission agreement	None
9	Distribution contract	GBC Gloryrich Business Corp.	2024.02.15~ Distribution termination date	Distribution contract	None

(4) Solomon Data International Corporation

No.	Nature of contract	Contracting party	Start and expiry dates of contract	Main subject	Restrictions
1	Distribution certificate	SoloEdge Technologies Taiwan Co., Ltd.	2024.01.01~ 2024.12.31	Serving as an agent for inverters, optimizers, and energy storage products	Non-exclusive agent in Taiwan

## Chapter 6. Review and Analysis of the Financial Position and Financial Performance and the Assessment of Risk Events

### 1. Financial Position

Unit: NT\$ thousand

Item \ Year	2023.12.31	2024.12.31	Difference	
			Amount	%
Current assets	5,446,358	7,878,942	2,432,584	44.66
Non-current assets	3,501,734	2,064,061	(1,437,673)	(41.06)
Total assets	8,948,092	9,943,003	994,911	11.12
Current liabilities	3,011,244	3,388,615	377,371	12.53
Non-current liabilities	278,444	306,676	28,232	10.14
Total liabilities	3,289,688	3,695,291	405,603	12.33
Share capital	1,714,711	1,714,711	0	0.00
Capital reserves	262,149	911,355	649,206	247.65
Retained earnings	3,377,752	3,239,601	(138,151)	(4.09)
Other equity	(125,280)	(109,147)	16,133	(12.88)
Treasury stocks	(6,042)	(6,042)	0	0.00
Equity attributable to owners of the parent company	5,223,290	5,750,478	527,188	10.09
Non-controlling interests	435,114	497,234	62,120	14.28
Total equity	5,658,404	6,247,712	589,308	10.41
Description of changes: (if the increase or decrease is 20% or more and the increased or decreased amount reaches NT\$10 million)				
1. Increase in current assets and decrease in non-current assets: Mainly due to the adjustment of liquidity of corporate bonds				
2. Change in capital reserve: Mainly due to the Group's disposal of subsidiaries' shares				

## 2. Financial Performance

### (1) Operating Result Comparison:

Unit: NT\$ thousand

Item \ Year	2023	2024	Amount of increase (decrease)	Percentage of change (%)
Operating income	4,219,903	3,503,097	(716,806)	(16.99)
Gross operating profit	968,719	791,136	(177,583)	(18.33)
Operating profit	143,145	(48,146)	(191,291)	(133.63)
Pre-tax profit	638,524	285,834	(352,690)	(55.24)
Net profit in the current period	557,787	158,262	(399,525)	(71.63)
Other comprehensive income in the current period (after tax, net)	(27,616)	24,633	52,249	(189.20)
Total comprehensive income in the current period	530,171	182,895	(347,276)	(65.50)
Net profit attributable to owners of the parent company	532,241	144,012	(388,229)	(72.94)
Net profit attributable to non-controlling interests	25,546	14,250	(11,296)	(44.22)
Total comprehensive income attributable to owners of the parent company	524,776	169,483	(355,293)	(67.70)
Total comprehensive income attributable to non-controlling interests	5,395	13,412	8,017	148.60
Earnings per share	3.11	0.84	(2)	(72.99)
Analysis and description of the percentage of changes: (if the increase or decrease is 20% or more and the increased or decreased amount reaches NT\$10 million)				
1. The decrease in operating profits as compared to the previous period was mainly due to the decrease in turnover in the current period over the previous period				
2. The decrease in net profit in the current period as compared to the previous period was mainly due to the lower operating income resulting from the decrease in turnover in the current period, and due to the decrease in gain on valuation of financial assets compared to the previous period				

### (2) Potential effects of expected sales volumes and their basis on the Company's future finance and business, and measures in response:

The development opportunities in the smart manufacturing market are concentrated more on the "smart manufacturing" and "smart logistics" fields. We support the government's forward-looking infrastructure and energy development policies and grasp the investment opportunities that Taiwanese companies bring back. The Company also increases the number of global distributors and sets up more offices across countries to gain deeper understanding of local markets and improve the development success rate. We will continuously keep track of market development trends and optimize our product portfolio in 2025, and will focus on the development of the Energy & Power Business Group and Smart Manufacturing Business Group. Meanwhile, we will ensure a sound financial structure and thereby keep creating value for the Company and shareholders.

### 3. Cash flow

#### (1) Analysis of changes in cash flows in the most recent two years:

Unit: NT\$ thousand

Item \ Year	2023	2024	Amount of increase (decrease)	%	Description
Operating activities	(108,059)	108,839	216,898	200.72	The decrease in the inventory and accounts receivable in the current period and the increase in the contractual liabilities led to the increase in the net cash inflow from operating activities
Investing activities	(535,626)	(41,034)	494,592	92.34	The increase in the time deposits due in the current period led to the decrease in the net cash outflow from investing activities
Financing activities	(555,485)	458,280	1,013,765	182.50	The increase in the shares of subsidiaries disposed of in the current period led to the increase in the net cash outflow from financing activities
Net cash flow	(1,194,970)	547,728	1,742,698	145.84	

#### (2) Liquidity analysis for the most recent two years:

Item/Year	2023 %	2024 %	Percentage of increase/decrease %
Cash flow ratio	(3.59)	3.21	189.00
Cash flow adequacy ratio	67.46	35.40	(47.52)
Cash reinvestment ratio	(5.61)	(2.80)	50.09
Analysis and description of the percentage of changes: Due to the increase in the current contractual liabilities, which led to the increase in the net cash inflow from operating activities			

(3) Cash flows and cash flow analysis for 2025 (estimation):

Unit: NT\$ thousand

Opening cash balance (A)	Annual cash inflow (B)	Annual cash outflow (C)	Cash balance (deficit) (D)=(A)+(B)-(C)	Remedy for cash deficit	
				Investment plan	Financial management plan
1,803,115	474,000	290,000	1,987,115	—	—
1. Analysis of changes in cash flows for 2024: (1) Operating activities: A net cash inflow from the expected operating activities in the following year would be mainly related to continuous transaction risk control, stably growing operating revenue, the accelerated collection of accounts receivable, and the control of the purchase and use of materials with the production and sales balance mechanism. These factors would increase the cash turnover and thereby sustain a net cash inflow from operating activities. (2) Investing activities: Cash flows from the expected investing activities in the following year would mainly be the investments in industries associated with the business activities of the Company and associates. (3) Financing activities: Cash flows from the expected financing activities in the following year would mainly be the short-term loans generated from the distribution of cash dividends and capital movements. 2. Expected remedies for cash deficits and liquidity analysis for 2025: N/A.					

4. Effects of Material Capital Expenditure in 2024 on Finance and Business

The Company did not have material capital expenditure plans in 2024.

5. Investment Policies for 2024, the Main Reasons for Profits or Losses, the Improvement Plan, and the Investment Plan for 2025

(1) The Company's investments in 2024 mainly focused on relevant core businesses:

1. We continuously implemented all new investment projects and monitored investee companies according to our investment/merger regulations and the investee companies' management mechanisms, enabling all investment projects and investee companies to run based on our investment/merger management mechanism and create maximum profits.

2. Investment profits in 2024

The main reasons for the profits from the contribution of our subsidiary, Solomon Goldentek Display Corp., were the efforts of the management and marketing teams and their persistence in improving management and optimizing processes, thereby realizing profits.

(2) Investment plan for 2025:

The Company will plan to dispose of investments in non-core businesses, simplify the investment structure, and focus on investments in and mergers with potential strategic partners related to the Company's business.

## 6. Risk Events

Analysis of relevant matters in 2024 and as of the publication date of the annual report:

- (1) Effects of interest rate and exchange rate changes and inflation on the profit/loss of the Company, and future measures in response:

Item	2024 (NT\$ thousand)
Interest income	169,556
Interest expense	24,545
Net foreign exchange gain/loss	181,859

The Company regularly assesses bank borrowing rates and keeps in close touch with banks for lower borrowing rates. For foreign exchange rates, we develop clear foreign exchange operation strategies and strictly control relevant procedures to monitor foreign exchange changes and make strategic adjustments if necessary.

- (2) Policies on high-risk and high-leverage investments, loaning of funds to others, endorsements/guarantees, and derivative transactions, the main reasons for profits or losses, and future measures in response:

The Company was not engaged in high-risk, high-leverage investment trading in 2024. The Company's trading of derivatives, loaning of funds to others, and making of endorsements/guarantees complied with the Company's "Procedures for Financial Derivatives Transactions," "Operating Procedures for Loaning of Funds to Others," and "Operating Procedures for Endorsements and Guarantees."

- (3) Future (2025) R&D plans and expected R&D expense:

Project name	Current progress	Main factors leading to R&D success in the future	Expected R&D expense
Development of advanced functions for AccuPick	In progress	The system platform featuring fast learning, high-efficiency deployment and high integration, the intuitive operation interface and control logics, the modularized design and the multi-functional integration enable the product to implement more complex algorithm integration and process control.	NT\$30,000 thousand
Development of advanced functions for Solvision	In progress	By integrating the multiple relevant existing hardware, analysis tools and SDKs in the market, the accuracy of testing is enhanced.	
Development of advanced functions for Solmotion	In progress	With extensive practical experience, the Company has successfully developed a variety of automation equipment applications and has made significant progress in the integration of visual recognition, coordinate system conversion, and arm control.	
AR+AI systems and applications	In progress	Metaverse applications are gradually being accepted by the public and becoming a development trend of emerging technology. We have leveraged our technological advantages in	

Project name	Current progress	Main factors leading to R&D success in the future	Expected R&D expense
		AI and 3D vision to develop Metaverse-related applications, with effective progress achieved.	

(4) Effects of important changes in domestic or foreign policies and laws on the finance and business of the Company, and measures in response: None.

(5) Effects of changes in technology (including cybersecurity risks) on the finance and business of the Company, and measures in response:

In response to global market and industrial development trends, we have paid close attention to changes in technology. In addition to reviewing our own existing product advantages and technology capacity on an ongoing basis, we have actively looked for strategic partners to gain technology R&D capabilities and give full play to the operational synergy of the industrial chain, thereby creating maximum value for the shareholders, customers and employees. Therefore, the changes in technology in recent years have not affected the Company's finance and business.

(6) Effects of changes in corporate image on the crisis management of the Company, and measures in response:

We always adhere to the principle of decent, down-to-earth and ethical management, comply with laws and regulations, implement risk control internally and thoroughly, and actively give full play to the synergy of the Group externally. In case of a crisis resulting from corporate image changes, the Company will form a project team to take appropriate actions in response. There are no foreseeable crises.

(7) Expected benefits and potential risks of mergers, and measures in response:

To integrate the Group's resources, expand the Company's business, improve corporate management efficiency, and streamline the Group's operating costs:

April 1, 2007: The Company merged with its 100%-owned subsidiary "Long Men Technology Corporation."

October 7, 2007: The Company merged with its 100%-owned subsidiary "Mo Dao Investment Co., Ltd."

2008: No mergers occurred.

December 22, 2009: Solomon Group (including SOLOMON, Moredel, Solomon Smartnet) subscribed for a total of 18,250,000 shares in Data International Co., Ltd.'s first private placement of common shares for capital increase in 2009, increasing the shareholding percentage to 53.53%. Data International Co., Ltd. became a member of Solomon Group.

May 18, 2010: Solomon Group (including SOLOMON, Moredel, Solomon Smartnet) subscribed for a total of 8,549,000 shares in Data International Co., Ltd.'s first private placement of common shares in 2010, increasing the shareholding percentage to 58.33%.

2011–now: No mergers occurred.

(8) Expected benefits and possible risks of expansion of plants, and measures in response: None.

(9) Risks from the concentration of purchases or sales:

1. The Group strives to diversify its customer base, carries out transactions with eligible customers, and actively develops new large customers for risk diversification.
  2. The Group's largest supplier accounts for about 37.94% of net purchases, and thus new product lines and other alternative main products are being developed on a proactive and ongoing basis.
  3. In the future, the Group will continuously keep an eye on market development trends and adjust inventory policies for products at risk of price declines, if necessary, to prevent losses.
- (10) Effects and risks of substantial transfers of shares held by directors, supervisors or major shareholders to the Company, and measures in response: None.
- (11) Effects and risks of changes in management to the Company, and measures in response: None.
- (12) Litigious or non-litigious events: None.
- (13) Other major risks and measures in response:

In addition to the risk events disclosed above, the Company has established guidelines for accounts receivable and inventory management in response to customer default risk and inventory obsolescence risk that are of the greatest concern in corporate management. Such guidelines are communicated to and implemented for the sales units, Finance Department, Business Management Department, and Auditing Office during daily management.

Units responsible for managing the aforesaid risks are managed by the project team consisting of the heads of the sales units, Finance Department, Business Management Department, and Auditing Office, based on the nature of projects.

1. The Group's day-to-day operations are affected by multiple financial risks, including market risk (financial risk, exchange rate risk, and price risk), liquidity risk, credit risk, and legal risk: Management policies, risk assessments, response strategies, and quantitative risk exposure information for such risks. (see pp. - )
2. Market risk: The Company's business units and management units establish and implement strategies for the business activities they are in charge of and take actions in response based on the results of the analysis and assessment of legal, policy and market changes. The heads of the Business Management Department and business groups are responsible for controlling and handling potential market risks and crises.
3. Strategic and operational risks: The Company keeps track of the operational performance of departments on a continuous basis and adjusts strategic directions based on changes in market competition and customers, when appropriate, to reduce operational risks and thereby align corporate strategies with the Company's vision and achieve operational goals. Factors that affect the operational risks and relevant management mechanisms are listed below:
  - (1) Purchase cost control: We assess procurement risks and control procurement costs.
  - (2) Supplier management: We assess suppliers and contractors to check their delivery and contract performance status. The suppliers are assessed for four items: quality, delivery time, quotes, and services; the contractors are assessed for four items: quality, construction time, construction safety, and services.
  - (3) Channel analysis and management: We analyze and manage inventory costs, order processes and costs, and foremarket and aftermarket service costs.

- (4) Management of accounts receivable: We manage the accounts receivable collection risk.
  - (5) Introduction of ISO 9001 and ISO 45001: Through the analysis of the internal and external issues related to the Company and the concerns of stakeholders, we understand the environment in which the Company operates and formulate operational guiding principles to ensure the efficient operation of the quality management system and the occupational safety and health system. Risk management standards for the Company's organizational background and stakeholders are established to respond to potential risks and opportunities brought about by environmental changes and take countermeasures or control measures in advance based on risk assessment results.
4. Auditing Office: All the Company's material operational decisions are implemented by a resolution of the Board of Directors after being assessed and analyzed by the appropriate responsible departments. The Auditing Office draws up annual audit plans and develops self-assessment procedures and methods through risk assessments in accordance with laws and regulations. The aforesaid potential risks are kept under control by implementing the audit plans and self-assessment procedures and the results are submitted to the Board of Directors on a regular basis.
5. Cybersecurity risk management: (Refer to pp.131–132)

7. Other Important Matters

None.

## Chapter 7. Special Information

### 1. Information of Associates

(1) Consolidated business report of affiliates: (Please refer to the relevant information on the MOPS.)

[https://doc.twse.com.tw/server-java/t57sb01?step=1&colorchg=1&co\\_id=2359&year=&mtype=K&isnew=true](https://doc.twse.com.tw/server-java/t57sb01?step=1&colorchg=1&co_id=2359&year=&mtype=K&isnew=true)

(2) Consolidated financial statements of affiliates: (Please refer to the relevant information on the MOPS.)

[https://doc.twse.com.tw/server-java/t57sb01?step=1&colorchg=1&co\\_id=2359&year=&mtype=K&isnew=true](https://doc.twse.com.tw/server-java/t57sb01?step=1&colorchg=1&co_id=2359&year=&mtype=K&isnew=true)

(3) Affiliation report: None.

### 2. Private Placement of Securities

Private placement of securities in 2024 and as of the publication date of the annual report: None.

### 3. Other Additional Information Required

None.

Chapter 8. Occurrence of Events with a Material Effect on Shareholders' Equity or Securities Price, as Defined under Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act, in the Most Recent Year and as of the Publication Date of the Annual Report: (including those defined in Article 11, Paragraph 1, Press Briefings Concerning Material **Information**, of the Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities): None.

Company Name: SOLOMON Technology Corporation

Person in Charge: Chen Cheng-Lung