

MITAC HOLDINGS CORP.

2024

Annual Report

Taiwan Stock Exchange Market Observation Post System:

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

Printed date: March 4, 2025

www.mitac.com

I. Names, position, contact number and email address of the spokesman and deputy spokesman

Spokesman: Ho, Jhi-Wu / President

Deputy Spokesman: Huang, Hsiu-Ling / Vice President of Finance Center

Tel: +886-3-328-9000 E-mail: stock@mic.com.tw

II. Addresses and telephone numbers for HQ, branch offices and factories

1. MiTAC Holdings Corporation

No. 202, Wenhua 2nd Road, Guishan District, Taoyuan City 333412, Taiwan, R.O.C.

Tel: +886-3-328-9000

2. Branch: N/A

3. Factory: N/A

4. Primary subsidiaries

(1) MiTAC International Corp.

Office and factory address: No. 1, R&D Road 2, Hsinchu Science Park, Hsinchu 308008, Taiwan, R.O.C.

Tel: +886-3-577-9250

Linkou Branch Office: No. 200, Wenhua 2nd Road, Guishan District, Taoyuan City 333412, Taiwan, R.O.C.

Tel: 886-3- 396-2888

(2) MiTAC Computing Technology Corporation

Office and factory address: 3F., No. 1, R&D Road 2, Hsinchu Science Park, Hsinchu 308008, Taiwan, R.O.C.

Tel: 886-3-577-9088

Linkou Office: No. 200, Wenhua 2nd Road, Guishan District, Taoyuan City 333412, Taiwan, R.O.C.

Tel: 886-3-327-5988

(3) MiTAC Digital Technology Corporation

Office and factory address: 4F., No. 1, R&D Road 2, Hsinchu Science Park, Hsinchu 308008, Taiwan, R.O.C.

Tel: 886-3-577-9968

Linkou Office: No. 200, Wenhua 2nd Road, Guishan District, Taoyuan City 333412, Taiwan, R.O.C.

Tel: 886-3-396-1888

III. Name, address, website and telephone of stock agency

Name: China Trust Commercial Bank - Stock Agency Department

Address: 5F., No. 83, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei, Taiwan, R.O.C.

Website: www.ctbcbank.com

Tel: 886-2-6636-5566

IV. Name of CPA, accountant firm, address, website and telephone of CPA responsible for the latest annual financial statement

CPA: Liu, Chien-Yu , Li, Tien-Yi

Name of CPA firm: Pricewaterhouse Coopers

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

Website: www.pwc.tw Tel: 886-2-2729-6666

V. Foreign securities listing: N/A

VI. Company website: www.mitac.com

The original of this annual report is written in Chinese language. If there is any discrepancy between the Chinese version and this English translation, the Chinese version shall prevail.

Contents

	<u>Pages</u>
One. Letter to Shareholders	1
Two. Corporate Governance Report.....	4
I. Information on Directors, Presidents, Vice Presidents, Assistant Vice Presidents, and managers of each department and division	4
II. Remunerations to Directors, Presidents, and Vice Presidents	20
III. Corporate governance	23
IV. Information on fees for certified public accountants	70
V. Information for changing CPA	70
VI. The Company's Chairman, Presidents or managers responsible for financial or accounting operations who assumed positions in an office of the CPA who certified the financial statements or in any of its affiliates in the most recent year	71
VII. Any transfer of equity interests and pledge of or change in equity interests of directors, managers, or shareholders with a stake of more than 10 percent in the most recent year up to the publication date of this annual report	71
VIII. Information on the relationship of Top 10 shareholders by proportion of shareholding, related parties, spouse, or kindred within the 2nd tier	72
IX. Number of Shares Held by the Company or the Company's Directors and Managers, as Well as the Number of Shares Held by the Company for the Reinvestment Businesses That it Directly or Indirectly Controls, and Combined to Calculate the Comprehensive Shareholding Ratio	73
Three. Fund Raising	74
I. Capital and Shares	74
II. Issuance of corporate bonds	77
III. The issuance of preferred shares	77
IV. The issuance of GDR	77
V. Status of employee stock option certificates	77
VI. Status of restricted stock award (RSA)	78
VII. M&A or acceptance of new shares from assignment of other companies	78
VIII. Implementation of the fund allocation plan	78
Four. Operation Overview	79
I. Business Activities	79
II. Market and an overview of production and sales	92
III. Employee information in the last two years up to the publication date of this annual report	98
IV. Environmental Disclosure	98
V. Employer and employee relationships	99
VI. Information security management	102
VII. Important contracts	106
Five. A review and analysis of the Company's financial status and operating results, and risk management	107
I. The Company's financial status	107
II. The Company's financial performance	107

	III.Cash flow	108
	IV. The effect upon financial operations of any major capital expenditures during the most recent fiscal year	109
	V. The Company's reinvestment policy for the most recent fiscal year, the main reasons for the profits/losses generated thereby, the plan for improving re-investment profitability, and investment plans for the coming year	109
	VI.Risk management issues	109
	VII.Other important matters	113
Six.	Important Notice	114
	I.Information on affiliates.....	114
	II. Private placement of securities in the most recent year up to the publication date of this annual report	114
	III.Other matters that require additional description.....	114
	IV. Events that caused significant influence on shareholders' equity or stock price pursuant to Subparagraph III, Paragraph II, Article 36 of the Securities and Exchanges Act in the most recent year to the date this report was printed	114

One. Letter to Shareholders

Dear Shareholders,

2024 marked the rise of edge AI and the deployment of generative AI on edge devices as it became widespread and more pervasive in everyday applications. All industries accelerated their investments in the research and development of related products, services and AI adoption. The industry still faces challenges despite easing inflation and interest cuts in the United States and Europe due to the uncertainty of geopolitical development, Trump's re-election, the US-China trade and the reorganization of the global supply chain. Reflecting on 2024, it was a year of opportunities and growth. MiTAC Computing Technology Corp. benefited from the robust demand for hyperscale data centers and CSPs (cloud service providers) achieved strong annual revenues. MiTAC Digital Technology Corp. not only secured large projects, but its long-established software subscription service also thrived, contributing to profit and steady growth.

MiTAC Holdings Corp. has seized every opportunity for growth by maintaining enthusiasm, innovation, execution and professionalism as well as business resilience to address economic changes caused by the world situation; the following outlines the Operation Performance of 2024 and Prospects of 2025:

The Operating Performance for 2024

In 2024, MiTAC Holdings Corp. generated consolidated revenues totaling NT\$61.360 billion and net income of NT\$3.959 billion attributable to the parent company, which resulted in after-tax earnings per share of NT\$3.28.

Honors and Innovations

1. The results of the Corporate Governance Evaluation showed a ranking between 6% and 20% of the listed companies, reflecting the achievement of sustainability.
2. MiTAC Holdings Corp. obtained the "2024 Badge of Accredited Healthy Workplace" from the Health Promotion Administration, MOHW.
3. MiTAC International Corp., MiTAC Computing Technology Corp. and MiTAC Digital Technology Corp. received the "Taiwan iSports Enterprise certification" from the Sports Administration in 2024.
4. MiTAC International Corp. obtained the AED Safe Place certification from the Department of Public Health, Taoyuan.
5. MiTAC International Corp. was honored as the "2024 Q1~ Q3 Keelung, Taipei, Xinbei, Taoyuan My Carbon Reduction Passbook "model enterprise.
6. MiTAC Computing Technology Corp.'s Newark factory received its first RBA-VAP (Validated Audit Program of the Responsible Business Alliance) certification.
7. MiTAC Digital Technology Corp. received TUV NORD ISO/SAE 21434 certification for automotive cybersecurity.
8. MiTAC Digital Technology Corp.'s self-service kiosk MioSERV™ and Connected Dashcam - Mio MiSentry 12T+MioNext App won the 2024 iF DESIGN AWARD.
9. MiTAC Digital Technology Corp.'s MiVue 955WD 、MioNext App 、MiVue MP30 GPS, fleet management solution and event reconstruction, etc. won the 33rd Taiwan Excellence Award.
10. With its connected dashcam+fleet management solution, MiTAC Digital Technology Corp. is preferred by the largest fleet management company and will penetrate into the European market.

R&D Results

1. MiTAC Computing Technology Corp. unveiled its new server equipped with 8 AMD Instinct™ MI300X accelerators at COMPUTEX 2024.
2. MiTAC Computing Technology Corp. has launched its servers powered by Intel® Xeon® 6 Scalable processors, designed for AI, high-performance computing, cloud environments, and intensive workloads.
3. MiTAC Computing Technology Corp. launched its new high-performance servers, featuring the latest AMD EPYC™ 9005 Series CPUs and AMD Instinct™ MI325X accelerators offering performance and density leadership for the growing demands of AI-enabled, business-critical data center workloads.
4. MiTAC Computing Technology Corp. introduced new AI and HPC-optimized servers with advanced CPU and GPU integration at SC24.
5. MiTAC Digital Technology Corp. launched a motorcycle dashcam MiVue MP30 GPS with front and rear 2K dual lenses. Its built-in GPS functions allow export tracks, high-resolution photos and videos, enhancing riding experience and interaction.
6. MiTAC Digital Technology Corp. launched its digital fleet management platform, VisionMax, in international markets with a monthly subscription service to increase company revenue consistently. This initiative showcased MiTAC Digital Technology Corp.'s software and hardware integration capabilities while providing comprehensive services.
7. MiTAC Digital Technology Corp. showcased its full range of automotive electronics and fleet management solutions at Automechanika Frankfurt and IAA Transportation.
8. MiTAC Digital Technology Corp. introduced the world's first 3-channel dashcam equipped with dual processors capable of simultaneously handling 8K resolution video. It powers a 4K resolution front camera and 2K video resolution for both the inner and rear cameras, this ensures unparalleled video clarity from all angles, even in low-light conditions, providing a comprehensive view for enhanced safety.

The Operating Prospects for 2025

The year 2025 is expected to be both turbulent and unpredictable. Trump 2.0, rapidly changing policies have introduced numerous variables, increasing difficulty and complexity in business operations. Tariffs implemented by the Trump administration are impacting the diversification plans of the global supply chain. Inflation has not cooled sharply, the market is conservative regarding interest cuts and thus the industry will continue to face numerous challenges. The rapid development of AI fuels the robust growth of generative AI, edge computing, autonomous vehicles and connected cars.

The Group has two primary businesses: MiTAC Computing Technology Corp.'s cloud and AI businesses that leverage extensive experience in ODM, the MiTAC brand integrated with DSG (Data Solutions Group) and data center verification capacities; it enhances customer satisfaction through strategic alliance and close regional cooperation. Due to the robust demand from CSPs (cloud service providers) for generative AI, MiTAC Computing Technology Corp. will further strengthen its product line and actively invest in the development of liquid cooling solutions to provide customers with a full range of solutions while fostering a collaborative and mutually beneficial relationship. MiTAC

Digital Technology Corp. and its partners continue to focus on connected cars, automotive electronics and AIoT hardware and software integrated solutions. Leveraging edge AI alongside Vision AI technology and cloud computing to provide industrial computing solutions. MiTAC Digital Technology Corp. develops solutions compatible with Windows and Android. MiTAC Digital Technology Corp. transitioned from providing hardware and software services to offering a full range of value-added AI as a Service (AIaaS) to establish a solid foundation for long-term development and maintaining stable growth and profitability.

MiTAC Holdings Corp. has established a clear blueprint for emission reduction and continues to promote its short-, mid-, and long-term emission reduction plans, implementing photovoltaic panels in its factories to generate energy and increase investment in renewables and energy efficiency. As part of the tree planting program, MiTAC Holdings Corp. has actively collaborated with a professional tree protection team and planted 23,081 trees in the high mountains since 2022 to mitigate global warming, preserve water resources, and maintain biodiversity. As the era of AI has begun, we held a series of information security activities and exercises, risk control exercises and enhance employee care to establish an ESG sustainable management culture in the daily routines of the company. MiTAC Holdings Corp. will continue to promote the digital transformation of the Group, providing smart integration services and operation strategy to support steady growth and profitability.

We wish you good health and great fortune

Chairman : Miao, Matthew Feng Chiang

President : Ho, Jhi-Wu

Two. Corporate Governance Report

I. Information on Directors, Presidents, Vice Presidents, Assistant Vice Presidents, and managers of each department and division

(I) Background of Directors

Unit: share February 28, 2025

Title	Country or place of registration	Name	Gender Age	Elected/appointed date	Term	Date first elected	Shares held at time of election		Quantity of shares held		Shares currently held by spouse or dependents		Shares held in the names of others		Education and Experience	Positions currently held at MiTAC or other companies	Other managers, directors, or supervisors who are the spouses or second-degree relatives			Note
							Shares held	Percentage	Shares held	Percentage	Shares held	Percentage	Shares held	Percentage			Title	Name	Relationship	
Chairman	ROC	MiTAC Inc.	-	May 31, 2022	3 Years	Jun. 24, 2013	104,431,091	8.66%	101,431,091	8.41%	0	0.00%	0	0.00%	None	None	None	None	None	
	US	Miau, Matthew Feng Chiang	Male 70~79 years old	May 31, 2022	3 Years	Jun. 24, 2013	12,174,721	1.01%	12,174,721	1.01%	0	0.00%	0	0.00%	National Chiao Tung University, Honorary Doctorate Santa Clara University, EMBA University of California Berkeley, California, USA, Bachelor, Electrical Engineering ITRI Laureate President, UPC Technology Corporation President, Linde Lienhwa Industrial Gases Co., Ltd. Chairman, SYNEX Corporation (SYNNEX) Independent Director, Galileo Independent Director, British Oxygen Company (BOC) Independent Director, The Linde Group (Linde) Representative, The APEC Business Advisory Council (ABAC) Convener, National Information and Communications Initiative (NICI) Advisory Committee Director, TD SYNEX Corporation Chairman, Chinese National Federation of Industries (CNFI)	Chairman, Lien Hwa Industrial Holdings Corp. Chairman, UPC Technology Corp. Chairman, SYNEX Technology International Corp. Chairman, MiTAC Inc Director, Getac Holdings Corporation Independent Director, Cathay Financial Holding Co. Ltd. Director, CTCI Foundation	None	None	None	

Title	Country or place of registration	Name	Gender Age	Elected/ appointed date	Term	Date first elected	Shares held at time of election		Quantity of shares held		Shares currently held by spouse or dependents		Shares held in the names of others		Education and Experience	Positions currently held at MiTAC or other companies	Other managers, directors, or supervisors who are the spouses or second-degree relatives			Notes
							Shares held	Percentage	Shares held	Percentage	Shares held	Percentage	Shares held	Percentage			Title	Name	Relationship	
Director	ROC	Ho, Jhi-Wu	Male 70~79 years old	May 31, 2022	3 Years	Jun. 24, 2013	2,438,953	0.20%	1,958,953	0.16%	0	0.00%	0	0.00%	Master in Computer Science, Fairleigh Dickinson University Master in Science of International Economics, San Diego State University Marketing Manager, EMAG Engineering Inc.	President, MiTAC Holdings Corporation Director and President, MiTAC International Corp. Chairman and CEO, MiTAC Computing Technology Corp. Chairman, MiTAC Digital Technology Corp. Chairman, Tsu Fung Investment Corporation Director, 3Probe Technologies Co., Ltd. Director, Promise Technology, Inc. Director, Whetron Electronics Co., Ltd Director, MiTAC Advance Technology Corp.	None	None	None	
Director	ROC	Chiao, Yu-Cheng	Male 60~69 years old	May 31, 2022	3 Years	Jun. 24, 2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	MSEE, Washington University, USA MS in Telecommunication Engineering, Chiao Tung University Chairman, Walsin Lihwa Corp. Chairman, Nuvoton Technology Corporation	Chairman and CEO, Winbond Electronics Corp. Director, Walsin Lihwa Director, Walsin Technology Corp. Director, Nuvoton Technology Corporation Independent Director, TCC Group Holdings Co., Ltd. Director, Cheng Hsin General Hospital	None	None	None	
Director	ROC	MiTAC Inc.	-	May 31, 2022	3 Years	Jun. 24, 2013	104,431,091	8.66%	101,431,091	8.41%	0	0.00%	0	0.00%	None	None	None	None	None	
	ROC	Hsu, Tzu-Hwa	Male 70~79 years old	May 31, 2022	3 Years	Sep.13, 2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	PhD, Electronic Engineering, University of California, Berkeley, California, USA President, Walden International Investment Group. Vice Chairman of Board of East Tender Optoelectronics Corp. Independent Director of LuxNet Corporation	None	None	None		

Title	Country or place of registration	Name	Gender Age	Elected/ appointed date	Term	Date first elected	Shares held at time of election		Quantity of shares held		Shares currently held by spouse or dependents		Shares held in the names of others		Education and Experience	Positions currently held at MiTAC or other companies	Other managers, directors, or supervisors who are the spouses or second-degree relatives			Note
							Shares held	Percentage	Shares held	Percentage	Shares held	Percentage	Shares held	Percentage			Title	Name	Relationship	
	ROC	Su, Liang	Male 70~79 years old	May 31, 2022	3 Years	July 3, 2018	0	0.00%	0	0.00%	11	0.00%	0	0.00%	Master, Institute of Information Management, Tamkang University Bachelor, Department of Computer Science, National Chiao Tung University EMBA, National Chengchi University Executive Director, Taipei Computer Association Chairman, GO SMART Preparatory Advisory Committee Chairman, Taiwan Smart City Solutions Alliance Vice President, RITEK Corporation Chairman, Chinese Foundation For Digitization Technology Technology Consultant, Taipei Rapid Transit Corporation Convener of Supervisory Committee of Taipei Computer Association	Vice Chairman & President, MiTAC Inc. Chairman & President, MiTAC Information Technology Corp. Chairman, MiTAC Advance Technology Corp. Independent Director, Mao Bao Inc. Independent Director, Unitech Electronics Co., Ltd. Director, Easycard Corporation Director, Far Eastern Electronic Toll Collection Co., Ltd. Director, MiTAC Hikari Corp. Director, CECI Engineering Consultants, Inc. Director, FETC International Co., Ltd. Managing Director, Institute for Information Industry Supervisor, EasyCard Investment Holdings Co., Ltd.	None	None	None	
Director	ROC	UPC Technology Corp.	-	May 31, 2022	3 Years	June 24, 2013	99,802,598	8.27%	99,802,598	8.27%	0	0.00%	0	0.00%	None	None	None	None	None	

Title	Country or place of registration	Name	Gender Age	Elected/ appointed date	Term	Date first elected	Shares held at time of election		Quantity of shares held		Shares currently held by spouse or dependents		Shares held in the names of others		Education and Experience	Positions currently held at MiTAC or other companies	Other managers, directors, or supervisors who are the spouses or second-degree relatives			Note
							Shares held	Percentage	Shares held	Percentage	Shares held	Percentage	Shares held	Percentage			Title	Name	Relationship	
	ROC	Way, Yung-Do	Male 70~79 years old	May 31, 2022	3 Years	Jun. 24, 2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	MBA of Georgia University BA of Accountancy, Soochow University Senior Auditor, Deloitte Haskins & Sells, USA CEO, Deloitte Taiwan	Independent Director, Far Eastern Dept. Stores Ltd. Independent Director, Taita Chemical Co., Ltd. Independent Director, Cathay Financial Holding Co. Ltd. Independent Director, Cathay United Bank Company Limited Independent Director, Cathay Securities Corporation Director, Iron Force Industrial Co., Ltd. Chairman, YCSY Co., Ltd.	None	None	None	
	ROC	Chang, Kwang-Cheng	Male 70~79 years old	May 31, 2022	3 Years	Sep.13, 2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	PhD. Atmospheric Science, State University of New York, USA Honorary Doctorate in Theology, Dallas Baptist University, USA Honorary Doctorate, Tokyo Denki University MBA, State University of New York, USA Master of Atmospheric Science, State University of New York, USA Bachelor of Metrology, Dept. of Geography, National Taiwan University Director, Commerce Development Research Institute President, Shih Chien University President, Minghsin University of Science and Technology Visiting Professor, School of Business, University of Hawaii President, Chung Yuan Christian University Independent Director, Taiwan Power Company	Chairman, Chung Yuan Christian University	None	None	None	

Title	Country or place of registration	Name	Gender Age	Elected/ appointed date	Term	Date first elected	Shares held at time of election		Quantity of shares held		Shares currently held by spouse or dependents		Shares held in the names of others		Education and Experience	Positions currently held at MiTAC or other companies	Other managers, directors, or supervisors who are the spouses or second-degree relatives			Note
							Shares held	Percentage	Shares held	Percentage	Shares held	Percentage	Shares held	Percentage			Title	Name	Relationship	
Independent Director	ROC	Lu, Shyude-Ching	Male 70~79 years old	May 31, 2022	3 Years	June 21, 2016	0	0.00%	0	0.00%	0	0.00%	0	0.00%	University of Hawaii System, Department of Electrical Engineering, EngD National Cheng Kung U., Department of Engineering Science, BS Director, Institute of Telecommunication, Ministry of Transportation and Communication, ROC Head, Division of Posts and Telecommunications Ministry of Transportation and Communication Deputy Director, Directorate-General of Telecommunication General Manager, Chunghwa Telecom Co., Ltd. Chairperson, Chunghwa Telecom Co., Ltd.	Independent Director, Radium Life Tech. Co., Ltd. Independent Director, Delta Electronics, Inc. Director, CTCI Advanced Systems Inc. Director, XRSpace Co., Ltd Director, Alpha Ring Asia Inc.	None	None	None	
Independent Director	ROC	Ma, Shaw-Hsiang	Male 80~89 years old	May 31, 2022	3 Years	June 21, 2016	0	0.00%	0	0.00%	0	0.00%	0	0.00%	BBA, Hitotsubashi University Chairman, MACISCO Ltd. Director & General manager, Federal Corp. General Manager, Jiangsu Jiaguo Construction Materials Processing Warehouse Co., Ltd.	Chairman, MAXON Corp.	None	None	None	
Independent Director	ROC	Hao, Ting	Male 60~69 years old	May 31, 2022	3 Years	May 31, 2022	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Founder, DAVICOM Semiconductor, Inc. Chairman, NCTU Alumni Association Chairman, C-Com Corporation Staff in Charge, Communication, HQ of Compaq in Houston Doctor, Business Management, Victoria University Master, EECS, UC Berkeley Bachelor, Department of Electrical and Control Engineering, National Chiao Tung University	Chairman, DAVICOM Semiconductor, Inc. Independent Director, United Integrated Services Co., Ltd.	None	None	None	

Note : Please refer to Table 1 for information on the major shareholders of corporate shareholders

Table 1: Major Shareholders of Corporate Shareholders

March 4, 2025

Name of institutional shareholders (Note 1)	Major shareholders of institutional shareholders (Note 2)	
	Name of shareholder	Name of shareholder
MiTAC Inc. (Note 3)	Lien Hwa Industrial holdings Corp.	35.29
	SYNNEX Technology International Corporation	18.39
	Mei An Investment Co., Ltd.	10.56
	MiTAC International Corp.	8.71
	Tsu Fung Investment Corporation	5.37
	Hsu, Ai-Chen	1.98
	Hua Cheng Investment Co., Ltd.	1.92
	Miau, Matthew Feng Chiang	1.08
	Yih Feng Investment Corp.	0.75
	Hong Ding Investment Co., Ltd.	0.74
UPC Techonology Corp. (Note 4)	Lien Hwa Industrial holdings Corp.	31.10
	SYNNEX Technology International Corporation	5.05
	Yih Yuan Investment Corp.	1.58
	Liberty Stationery Corp.	1.51
	Mei An Investment Co., Ltd.	1.45
	Tsu Fung Investment Corporation	1.28
	MiTAC International Corp.	1.18
	Pornchai Engineering and Trading Corp.	1.10
	Tong Da Investment Corp.	1.06
	Yih Feng Investment Corp.	0.96

Note 1: If Directors serve as representatives of institutional shareholders, the names of institutional shareholders must be provided.

Note 2: Name the major shareholders (the top 10 owners) of the corporate shareholders and their shareholding percentage. Table 2 below is applicable if any of the major shareholders is an institutional entity.

Note 3: As the registration of transfer of shares for the 2025 annual general meeting has not ceased as of the publication date of this annual report, the information on the corporate shareholders was dated the ex-dividend date, namely the cut-off date for share transfer registration in 2024.

Note 4: As the registration of the transfer of shares for the 2025 annual general meeting has not ceased as of the publication date of this annual report, the information on the corporate shareholders was as of the cut-off date for share transfer registration in 2024.

Table 2: Major Shareholders of Major Corporate Shareholders

March 4, 2025

Name of institutional shareholder (Note 1)	Major shareholders of institutional shareholders (Note 2)	
	Name of shareholder	Percentage of shareholding (%)
Lien Hwa Industrial holdings Corp. (Note 3)	UPC Technology Corp.	9.68
	Yih Yuan Investment Corp.	9.14
	Yih Feng Investment Corp.	4.86
	Miau, Matthew Feng Chiang	3.19
	Miao, Feng-Chuan	3.02
	Y.S. Education Foundation	3.00
	Lien Hwa Industrial Holdings Corp. Employee Welfare Committee	2.82
	MiTAC International Corp.	2.79
	Miao, Feng-Sheng	2.51
	Jason Chow	2.23
SYNNEX Technology International Corporation (Note 3)	MiTAC Inc.	15.62
	Cathay MSCI Taiwan ESG Sustainability High Dividend	8.02

Name of institutional shareholder (Note 1)	Major shareholders of institutional shareholders (Note 2)	
	Name of shareholder	Percentage of shareholding (%)
	Yield ETF account held in custody by Taishin International Bank Co., Ltd.	
	Yuanta Taiwan Dividend Plus ETF account	4.72
SYNNEX Technology International Corporation (Note 3)	Fuh Hwa Taiwan Technology Dividend Highlight ETF Securities Investment Trust Fund Account with Taipei Fubon Bank acting as custodian	4.31
	Lien Hwa Industrial Holdings Corp.	3.57
	Morgan Standly Capital International managed account with HSBC (Taiwan) Bank acting as custodian	3.29
	Tu, Shu Wu	2.17
	Rong Syuan Investments Co., Ltd.	2.16
	Miau, Matthew Fung Chiang	1.71
	Mei-An Investment Co., Ltd.	1.43
Mei An Investment Co., Ltd.	Vision Quest Overseas Ltd.	82.25
	JumpStart Investments Ltd.	16.67
	Others	1.08
MiTAC International Corp.	MiTAC Holdings Corporation	100.00
Tsu Fung Investment Corporation	MiTAC International Corp.	100.00
Hua Cheng Investment Co., Ltd.	Lien Hwa Industrial holdings Corp.	100.00
Yih Feng Investment Corp.	Heng Fu Ltd. (British Virgin Islands)	100.00
Hong Ding Investment Co., Ltd. (Note 3)	Tu, Ying-Rong	41.88
	Tu, Ying-Hsuan	41.88
	Tu, Shu-Wu	8.55
	Tu, Hai-Chen	7.69
Yih Yuan Investment Corp.	Chuan Neng Ltd. (British Virgin Islands)	100.00
Liberty Stationery Corp. (Note 3)	Zhi-Jiang Investment Co., Ltd.	19.74
	Sung-Chen International Corporation	9.93
	Masateru Kadota	9.67
	Yayoi Kadota	8.74
	Takanori Kadota	8.90
	Complete Connection Limited	5.77
	Yu, Chien-An	5.19
	Hou, Hsiu-Wen	4.07
	Nam Fong Investment Co., Ltd.	4.02
	Chang, Cheng	3.54
Pornchai Engineering and Trading Co., Ltd. (Note 3)	Terawat Techapongvorachai	32.39
	Dusanee Techapongvorachai	14.52
	Terawan Techapongvorachai	14.52
	Chotedanai Techapongvorachai	12.86
	Nichamol Techapongvorachai	12.85
	Parinda Techapongvorachai	12.85
Tong Da Investment Corp.	Ho Li Investment Co., Ltd.	19.99
	SYNNEX Technology International Corporation	19.99
	Hua Cheng Investment Co., Ltd.	19.99
	Wei Cheng Investment Co., Ltd	19.99
	Tsu Fung Investment Corporation	19.99
	Chou, Te-Chien	0.05

Note 1: If any of the major shareholders listed in Table 1 is an institution, the name of the institution must be provided.

Note 2: Name the major shareholders (the top 10 owners) of institutional shareholders and their shareholding percentage.

Note 3: As the registration of the transfer of shares for the 2025 annual general meeting has not ceased as of the publication date of this annual report, the information in Table 2 reflects the status as of the cut-off date for share transfer registration in 2024 for the corporate shareholders listed in Table 1.

1. Qualifications for directors, and disclosure of information on the independence of independent directors:

Qualifications Name	Professional qualifications and experiences	Compliance with independence requirements	Number of public companies where the person concurrently acts as an independent director
Chairman MiTAC Inc. Rep.: Miau, Matthew Feng Chiang	More than five years of work experience in business, law, finance, accounting, or other areas required for the operation of the Company. Contribute IT distribution and manufacturing knowledge, international business experience, and expertise in venture capital with long-term investor perspective to the company.	<p>(1) Serving as a manager of the Company and its affiliate (MiTAC International Corp., MiTAC Computing Tech. Corp.).</p> <p>(2) Serving as the Chairman and a director of the Company and its affiliates (MiTAC International Corp., MiTAC Computing Technology Corp., MiTAC Digital Technology Corp.)</p> <p>(3) Holding more than 1% of the Company's total issued shares and being one of the top 10 individual shareholders.</p> <p>(4) Being the manager as specified in (1)</p> <p>(5) Serving as the chairman of the top 5 corporate shareholders (MiTAC Inc., UPC Technology Corp., Lien Hwa Industrial Holdings Corp.), who directly holds more than 5% of the Company's total issued shares, and the chairman and an employee of the corporate shareholders (MiTAC Inc. and UPC Technology Corp.) appointing representatives to be the directors of the Company under Paragraph 2, Article 27 of the Company Act.</p> <p>(6) Serving as the chairman or a president, holding an equivalent position in the Company and other companies (UPC Technology Corp., Lien Hwa Industrial Holdings Corp., SYNEX Technology International Corporation, MiTAC Inc.) or being the spouse thereof, and acting as a director or an employee of other companies.</p> <p>(7) Serving as a director and manager of specific companies engaged in financial or business transactions with the Company and its affiliate (MiTAC International Corp.).</p> <p>(8) Elected as a representative appointed by a legal person (MiTAC Inc.) under Paragraph 2, Article 27 of the Company Act.</p> <p>(9) In compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" by the Financial Supervisory Commission.</p>	1

Qualifications Name	Professional qualifications and experiences	Compliance with independence requirements	Number of public companies where the person concurrently acts as an independent director
Director Ho, Jhi-Wu	<p>More than five years of work experience in business, law, finance, accounting, or other areas required for the operation of the Company.</p> <p>With good operational judgment, knowledge of the technology industry, crisis management skills, leadership, decision-making skills and an understanding of international markets.</p>	<p>(1) Serving as a manager of the Company and its affiliate (MiTAC International Corp., MiTAC Computing Tech. Corp.).</p> <p>(2) Serving as the Chairman and a director of the Company and its affiliates (MiTAC International Corp., MiTAC Computing Technology Corp., MiTAC Digital Technology Corp.)</p> <p>(3) Being one of the individual shareholders ranked among the top 10 in terms of the percentage of shares held thereby in the Company's total issued shares.</p> <p>(4) Being the manager as specified in (1)</p> <p>(5) Serving as the chairman or president, holding an equivalent position in the Company and in other companies (MiTAC International Corp., MiTAC Computing Technology Corp. and MiTAC Digital Technology Corp.) or being the spouse and acting as a director or an employee of other companies.</p> <p>(6) Serving as a director and manager of specific companies engaged in financial or business transactions with the Company and its affiliate (MiTAC International Corp.).</p> <p>(7) In compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" by the Financial Supervisory Commission.</p>	0
Director Chiao, Yu-Cheng	<p>More than five years of work experience in business, law, finance, accounting, or other areas required for the operation of the Company.</p> <p>With expertise in promoting technological development and product innovation in the semiconductor industry and rich experience in improving the capacities for the development of memory and logic ICs. With knowledge of the technology industry, good operational judgment, operational management skills, crisis management skills, leadership, decision-making skills and an understanding of international markets.</p>	<p>(1) Serving as a director of the Company.</p> <p>(2) In compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" by the Financial Supervisory Commission.</p>	1

Qualifications Name	Professional qualifications and experiences	Compliance with independence requirements	Number of public companies where the person concurrently acts as an independent director
Director MiTAC Inc. Rep.: Hsu, Tzu-Hwa	More than five years of work experience in business, law, finance, accounting, or other areas required for the operation of the Company. Good at being the venture capital investor who seizes the best opportunities in satellite, communication and semiconductor areas and with knowledge of the venture capital industry, good operational judgment, crisis management skills, leadership, decision-making skills and an understanding of international markets.	(1) Serving as a director of the Company. (2) Serving as a director of the Company's corporate shareholder, who directly holds more than 5% of the Company's total issued shares, is one of the top 5 shareholders (MiTAC Inc.) and has appointed a representative to serve as a director of the Company under Paragraph 2, Article 27 of the Company. (3) Being elected as a representative appointed by the corporate (MiTAC Inc.) under Paragraph 2, Article 27 of the Company Act. (4) In compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" by the Financial Supervisory Commission.	0
Director MiTAC Inc. Rep.: Su, Liang	More than five years of work experience in business, law, finance, accounting, or other areas required for the operation of the Company. With industry knowledge, good operational judgment, operational management skills, crisis management skills, leadership, decision-making skills and an understanding of international markets.	(1) Serving as a director of the Company. (2) Serving as a director of the Company's corporate shareholder, who directly holds more than 5% of the Company's total issued shares, is one of the top 5 shareholders (MiTAC Inc.) and has appointed a representative to serve as a director of the Company under Paragraph 2, Article 27 of the Company. (3) Serving as the chairman or a president, holding an equivalent position in the Company and other companies (MiTAC Inc.) or being the spouse, and acting as a director or an employee of other companies. (4) Being elected as a representative appointed by the corporate (MiTAC Inc.) under Paragraph 2, Article 27 of the Company Act. (5) In compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" by the Financial Supervisory Commission.	2
Director UPC Technology Corp. Rep.: Way, Yung-Do	More than five years of work experience in business, law, finance, accounting, or other areas required for the operation of the Company and having experience as a CPA. Experienced in accounting and financial analysis and with good operational judgment, crisis management skills, leadership, decision-making skills and an understanding of international markets.	(1) Serving as a director of the Company. (2) Being elected as a representative appointed by the corporate (UPC Technology Corp.) under Paragraph 2, Article 27 of the Company Act. (3) In compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" by the Financial Supervisory Commission.	4 (Note 1)

Qualifications Name	Professional qualifications and experiences	Compliance with independence requirements	Number of public companies where the person concurrently acts as an independent director
Director UPC Technology Corp. Rep.: Chang, Kwang- Cheng	More than five years of work experience in business, law, finance, accounting, or other areas required for the operation of the Company and having experience as a lecturer or higher in departments related to the aforesaid areas in private colleges or universities. With knowledge of the academic field, operational management skills, crisis management skills, leadership, decision-making skills and an understanding of international markets.	(1) Serving as a director of the Company. (2) Being elected as a representative appointed by the corporate (UPC Technology Corp.) under Paragraph 2, Article 27 of the Company Act. (3) In compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" by the Financial Supervisory Commission.	0
Independent Director Lu, Shyude- Ching	More than five years of work experience in business, law, finance, accounting, or other areas required for the operation of the Company. Having rich experience in the field of telecommunications and knowledge of the technology industry, accounting and financial analysis capabilities, good operational judgment, crisis management skills, leadership, decision-making skills and an understanding of international markets.	The following three independent directors have met the requirements of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" by the Financial Supervisory Commission and Article 14-2 of the Securities and Exchange Act two years before and during their tenure. Furthermore, as specified in Article 14-3 of the Securities and Exchange Act, the independent directors have the authority to fully engage in decision-making, express their opinions, and carry out their responsibilities independently.	2
Independent Director Ma, Shaw- Hsiang	More than five years of work experience in business, law, finance, accounting, or other areas required for the operation of the Company. With the ability to strategize, identify system factors, integrate humanities and sciences and achieve innovation breakthroughs as well as knowledge of the technology industry, good operational judgment, operational management skills, crisis management skills, leadership, decision-making skills, and an understanding of international markets.		0

Qualifications Name	Professional qualifications and experiences	Compliance with independence requirements	Number of public companies where the person concurrently acts as an independent director
Independent Director Hao, Ting	<p>More than five years of work experience in business, law, finance, accounting, or other areas required for the operation of the Company.</p> <p>Accumulated 43 years of experience in the field of communications and semiconductors, and is well-known in the high-tech industry in Silicon Valley and Hsinchu Science Park.</p> <p>During his 28 years as the chairman of DAVICOM Semiconductor, Inc. in addition to improving the company's business strategy and supervising the company's ESG goals, he also actively cultivated outstanding professional employees, developed innovative and high-quality products, and strengthened the company's competitiveness. With an international perspective, plan the company's mid-to-long-term strategy, continue to create product multiplier value, protect the rights and interests of investors, and fulfill the legal and social responsibilities and obligations of directors.</p> <p>Good at technology industry management, financial and accounting analysis, global operation layout, crisis management and industrial investment, and has international market macro.</p>		1

Note 1: In accordance with Article 4 of “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”, no independent director of a public company may concurrently serve as an independent director of more than three other public companies. Where an independent director of a financial holding company or of a TWSE listed or TPEX listed investment holding company concurrently serves as an independent director of more than one wholly owned subsidiary of that company, the number of such subsidiaries beyond one shall be included in the calculation of the number of subsidiaries at which the independent director concurrently serves under the preceding paragraph.

Note 2: The directors have not committed any circumstances listed in Article 30 of the Company Act

2. Diversity and independence of the Board of Directors

(1) Diversity of the Board of Directors

A. Diversity policy:

The Board of Directors is formed in accordance with the Company's development and the shareholders of the major shareholders. There shall be proper board members in consideration of business needs.

Diversity shall be taken into account for the formation of the Board of Directors. An appropriate policy of diversity shall also be devised based on the operations, type of business and development requirements. The diversity criteria should include but not be limited to the following two standards:

- (a) Basic requirements and values: Gender, age, nationality, culture, etc.
- (b) Professional knowledge and skills: Professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience, etc.

B. Specific goals:

Gender equality shall be ensured for the formation of the Board of Directors and all board members shall possess the knowledge, skills, and competence necessary to perform their duties. To achieve the goal of ideal corporate governance, the Board of Directors shall, on the whole, possess the following abilities:

- (a) Operational judgment ability.
- (b) Accounting and financial analysis abilities.
- (c) Operational and management ability.
- (d) Crisis management ability.
- (e) Industry knowledge.
- (f) Understanding of international markets.
- (g) Leadership.
- (h) Decision-making skills.

C. Implementation:

- (a) The Company focuses on operational judgment, operational management skills, and crisis management skills. A majority of the board members ought to possess the required core competencies:

Competency	Number of persons	Percentage
Operational judgment ability	10	100.00%
Operational and management ability	7	70.00%
Crisis management ability	10	100.00%

- (b) Proportion of directors who did not serve as the employees or managers of the Company concurrently:

For the purpose of supervision, there were 8 directors (80%) not serving as the employees or managers of the Company concurrently, which constitutes a majority of total directors.

- D. The number of directors of any gender on the Company's Board of Directors is less than one-third. Explain the reasons and measures to enhance director gender diversity: The Company has not reached the threshold of having one-third of its board to be female.

Reason: The composition of the Board of Directors is primarily based on the directors' professional backgrounds, experiences, participation, and contributions to the Company's

future development. There is no special restriction on gender ratios.

Measures: Implement gender equality of board members in accordance with the laws and regulations of the Competent Authority.

(2) Independence of the Board of Directors

- A 、 To ensure independence, a majority of the independent directors are not allowed to be reelected for more than 3 terms consecutively:

The 3 independent directors have not served more than three terms in office.

- B. As none of the Company's board members are the spouses or 2nd-degree relatives to one another, the circumstances set forth in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act do not apply.

(II) Information on Presidents, Vice Presidents, Assistant Vice Presidents, and managers of each department and division

Unit: share February 28, 2025

Title	Nationality	Name	Sex	Elected/ appointed date	Shareholding		Shares currently held by spouse or dependents		Shares held in the names of others		Education and Experience	Concurrent duties in other companies	Manager who is the spouse or kin within the 2nd tier.			Note
					Shares held	Percentage	Shares held	Percent age	Shares held	Percent age			Title	Name	Relations hip	
President	ROC	Ho, Jhi-Wu	Male	Sep. 12, 2013	1,958,953	0.16%	0	0.00%	0	0.00%	Master in Computer Science, Fairleigh Dickinson University Master in Science of International Economics, San Diego State University Marketing Manager, EMAG Engineering Inc.	Director and President, MiTAC International Corp. Chairman and CEO, MiTAC Computing Technology Corp. Chairman, MiTAC Digital Technology Corporation Chairman, Tsu Fung Investment Corporation Director, 3Probe Technologies Co., Ltd. Director, Promise Technology, Inc. Director, Whetron Electronics Co., Ltd. Director, MiTAC Advance Technology Corp.	None	None	None	
Vice President and Head of Finance	ROC	Huang, Hsiu-Ling	Female	Sep. 12, 2013	237,583	0.02%	0	0.00%	0	0.00%	Bachelor, Finance and Taxation, National Chung Hsing University Director of General Management Dept., Hanrei Technology Corporation Associate Manager of Accounting Department, MiTAC International Corp.	Vice President of Finance, MiTAC International Corp. Director, COMPUCASE Enterprise Co., Ltd. Director, Tsu Fung Investment Corp.	None	None	None	
CSO	US	Miau, Matthew Feng Chiang	Male	May 12, 2020	12,174,721	1.01%	0	0.00%	0	0.00%	National Chiao Tung University, Honorary Doctorate Santa Clara University, EMBA University of California Berkeley, California, USA, Bachelor, Electrical Engineering ITRI Laureate President, UPC Technology Corporation President, Linde Lienhwa Industrial Gases Co., Ltd. Chairman, SYNEX Corporation (SYNNEX) Independent Director, Galileo Independent Director, British Oxygen Company (BOC) Independent Director, The Linde Group (Linde) Representative, The APEC Business Advisory Council (ABAC) Convener, National Information and Communications Initiative (NICI) Advisory Committee Director, TD SYNEX Corporation Chairman, Chinese National Federation of Industries (CNFI)	Chairman, Lien Hwa Industrial Holdings Corp. Chairman, UPC Technology Corp. Chairman, SYNEX Technology International Corp. Chairman, MiTAC Inc Director, Getac Holdings Corp. Independent Director, Cathay Financial Holding Co. Ltd. Director, CTCI Foundation	None	None	None	

Title	Nationality	Name	Sex	Elected/ appointed date	Shareholding		Shares currently held by spouse or dependents		Shares held in the names of others		Education and Experience	Concurrent duties in other companies	Manager who is the spouse or kin within the 2nd tier.			Note
					Shares held	Percentage	Shares held	Percent age	Shares held	Percent age			Title	Name	Relations hip	
Chief Corporate Governance Officer	ROC	Hsu, Che- Hsien	Male	Aug. 11, 2020	4,445	0.00%	0	0.00%	0	0.00%	Master of Science in Technology Management, College of Management, Fu Jen Catholic University Bachelor, Department of Business Administration, Soochow University Share Registration Director, MiTAC International Corp.	None	None	None	None	

II. Remunerations to Directors, Presidents, and Vice Presidents

Remunerations to Directors and Independent Directors

Unit: In thousands of New Taiwan Dollars, 2024

Unit: in thousands of New Taiwan Dollars, 2024

Title	Name	Remuneration to the Directors								Sum of A, B, C and D, and the proportion to net income		Remuneration to employees holding concurrent positions								Sum of A, B, C, D, E, F and G, and the proportion to net income		Remuneration from investees other than subsidiaries, or from the parent company (H)
		Compensation (A)		Pension (B) (Note 1)		Director remuneration (C) (Note 2)		Business expenses (D)				Salaries, bonus, and special expenses (E)		Retirement pension (F) (Note 1)		Employee remuneration (G) (Note 3)						
		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	MiTAC Inc Rep: Miao, Matthew Feng Chiang	552	552	-	-	5,600	5,600	184	184	6,336 0.16%	6,336 0.16%	1,089	19,340	-	-	3,400	-	3,400	-	10,825 0.27%	29,076 0.73%	118
Director	Ho, Jhi-Wu																					
Director	Chiao, Yu-Cheng																					
Director	MiTAC Inc. Rep: Hsu, Tzu-Hwa																					
Director	MiTAC Inc Rep: Su, Liang																					
Director	UPC Technology Corp. Rep: Way, Yung-Do																					
Director	UPC Technology Corp Rep: Chang, Kwang-Cheng																					
Independent Director	Lu, Shyude-Ching	1,416	1,416	-	-	2,400	2,400	84	84	3,900 0.10%	3,900 0.10%	-	-	-	-	-	-	-	-	3,900 0.10%	3,900 0.10%	-
Independent Director	Ma, Shaw-Hsiang																					
Independent Director	Hao, Ting																					

Note 1: The figure for pension is the appropriated amount.

Note 2: Represents the amount of directors' remuneration that the board has proposed as part of the latest earnings appropriation.

Note 3: The amount of remuneration to employees planned to pay in the most recent year.

Note 4: The policies, systems, standards and structure with respect to the remuneration to independent directors, and the description of the correlation between the remuneration amount and the responsibility, risk and time devoted: The remuneration to the Company's independent directors is recommended with reference to their performance evaluation results, the Company's operating performance, and the general standards of the industry and then proposed by the Remuneration Committee to the Board of Directors for resolution.

Note 5: Analysis of the percentage of the total remuneration paid to the Company's directors by the Company and all the companies included in the consolidated financial statements in the most recent 2 years to the net income in the standalone financial statements and description of the policies, standards and packages for the remuneration, the procedure for determining the remuneration, and the association with the operational performance and future risk exposure:

The Board is authorized to determine the remuneration to the directors based on the Articles of Incorporation of the Company, with reference to the suggestion of the Remuneration Committee and general standards of the industry, and in consideration of future risk exposure. In addition, if there are earnings in the year, a maximum amount of 1% shall be appropriated as the remuneration to the directors under Article 25 of the Articles of Incorporation of the Company. The profit in 2024 was higher than that in 2023, and the total directors' remuneration was also higher than that in 2023, but the proportion of the after-tax net profit decreased slightly.

Note 6: The Company does not disclose the name and remuneration of particular director. Therefore, the disclosure of remunerations was presented on a salary scale with the names of all concerned.

Note 7: Further to the remuneration disclosed in the above table, the remuneration received by the Company's directors for rendering services (e.g. serving as a consultant for the parent company/any of the companies included in the financial statements/investees, who is not regarded as an employee thereof): None.

Salary Scale

Bracket of salaries paid to directors of the Company	Name of director			
	Total of first 4 items (A+B+C+D)		Total of (A+B+C+D+E+F+G)+(H)	
	The Company	All companies in the financial statements	The Company	All investees
Less than NT\$1,000,000	MiTAC Inc./Miau, Matthew Feng Chiang/Ho Jih-Wu/Chiao, Yu-Cheng/ Hsu, Tzu-Hwa/Su, Liang/UPC Technology Corp./Way, Yung-Do/Chang, Kwang-Cheng	MiTAC Inc./Miau, Matthew Feng Chiang/Ho Jih-Wu/Chiao, Yu-Cheng/ Hsu, Tzu-Hwa/Su, Liang/UPC Technology Corp./Way, Yung-Do/Chang, Kwang-Cheng	MiTAC Inc. /Chiao, Yu-Cheng/ Hsu, Tzu-Hwa/Su, Liang/UPC Technology Corp./Way, Yung-Do/Chang, Kwang-Cheng	MiTAC Inc. /Chiao, Yu-Cheng/ Hsu, Tzu-Hwa/Su, Liang/UPC Technology Corp./Way, Yung-Do/Chang, Kwang-Cheng
NT\$1,000,000 (incl.) ~ NT\$2,000,000 (not incl.)	Lu, Shyude-Ching/Ma, Shaw-Hsiang/ Hao, Ting	Lu, Shyude-Ching/Ma, Shaw-Hsiang/ Hao, Ting	Lu, Shyude-Ching/Ma, Shaw-Hsiang/ Hao, Ting	Lu, Shyude-Ching/Ma, Shaw-Hsiang/ Hao, Ting
NT\$2,000,000 (incl.) ~ NT\$3,500,000 (not incl.)			Miau, Matthew Feng Chiang/Ho Jih-Wu	
NT\$3,500,000 (incl.) ~ NT\$5,000,000 (not incl.)				
NT\$5,000,000 (incl.) ~ NT\$10,000,000 (not incl.)				Miau, Matthew Feng Chiang
NT\$10,000,000 (incl.) ~ NT\$15,000,000 (not incl.)				
NT\$15,000,000 (incl.) ~ NT\$30,000,000 (not incl.)				Ho Jih-Wu
NT\$30,000,000 (incl.) ~ NT\$50,000,000 (not incl.)				
NT\$50,000,000 (incl.) ~ NT\$100,000,000 (not incl.)				
More than NT\$100,000,000				
Total	12	12	12	12

Remuneration to President and Vice Presidents

2024

Unit: In thousands of New Taiwan Dollars

Title	Name	Salaries (A)		Pension (B)(Note 1)		Bonus and special expenses(C)		Employee remuneration (D) (Note 2)				Sum of A, B, C and D, and the proportion to net income		Remuneration from investees other than subsidiaries, or from the parent company (E)
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
President	Ho, Jhi-Wu	-	10,275	-	119	1,089	14,547	4,050	-	4,050	-	5,139 0.13%	28,991 0.73%	118
Vice President and Head of Finance	Huang, Hsiu-Ling													
CSO	Miau, Matthew Feng Chiang (Note 1)													

Note 1: The figure for pension is the appropriated amount.

Note 2: The amount of remuneration to employees planned to pay in the most recent year.

Note 3: Total remuneration, as a percentage of net income stated in the entity financial reports, as paid by the Company and by each other company included in the consolidated financial statements to the Company's presidents and vice presidents during the past 2 fiscal years, and analyze and describe remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure: the remuneration of the general manager and deputy general manager depends on their personal performance and contribution to the Company's overall operation, and is determined by referring to the Remuneration Committee's recommendations, peers' standards and consideration of future risk. The profit in 2024 was higher than that in 2023, and the total remuneration of the general manager and deputy general manager was also higher than that in 2023; its proportion to the net income after tax increased slightly compared to 2023, while all companies in the financial report were lower than in 2023.

Salary Scale

Brackets of salaries to the President and all Vice Presidents	Name of President and Vice Presidents	
	Total of (A+B+C+D)+(E)	
	The Company	All investees
Less than NT\$1,000,000	Huang, Hsiu-Ling	
NT\$1,000,000 (incl.) ~ NT\$2,000,000 (not incl.)		
NT\$2,000,000 (incl.) ~ NT\$3,500,000 (not incl.)	Miau, Matthew Feng Chiang/Ho, Jhi-Wu	
NT\$3,500,000 (incl.) ~ NT\$5,000,000 (not incl.)		
NT\$5,000,000 (incl.) ~ NT\$10,000,000 (not incl.)		Miau, Matthew Feng Chiang/Huang, Hsiu-Ling
NT\$10,000,000 (incl.) ~ NT\$15,000,000 (not incl.)		Ho, Jhi-Wu
NT\$15,000,000 (incl.) ~ NT\$30,000,000 (not incl.)		
NT\$30,000,000 (incl.) ~ NT\$50,000,000 (not incl.)		
NT\$50,000,000 (incl.) ~ NT\$100,000,000 (not incl.)		
More than NT\$100,000,000		
Total	3	3

Names of managers entitled to employee remuneration and amount entitled

2024 Unit: In thousands of New Taiwan Dollars						
	Title	Name	Amount paid in shares	Amount paid in cash	Total	Total amount in proportion to earnings before taxation (%)
Manager	President	Ho, Jhi-Wu	-	4,100	4,100	0.10%
	Vice President and Head of Finance	Huang, Hsiu-Ling				
	CSO	Miau, Matthew Feng Chiang				
	Chief Corporate Governance Officer	Hsu, Che-Hsien				

Note: The amount of remuneration to employees planned to pay in the most recent year.

III. Corporate governance

- (I) The operation of the Board: The Board convened 7 times (A) in 2024. The attendance of the directors at the meetings is shown below:

Title	Name	Attendance in person B	Attendance by proxy	Percentage of actual attendance [B/A]	Note
Chairman	MiTAC Inc. Rep: Miao, Matthew Feng Chiang	7	0	100.00%	
Director	Ho, Jhi-Wu	7	0	100.00%	
Director	Chiao, Yu-Cheng	6	1	85.71%	
Director	MiTAC Inc. Rep: Hsu, Tzu-Hwa	7	0	100.00%	
Director	MiTAC Inc. Rep: Su, Liang	7	0	100.00%	
Director	UPC Technology Corp. Rep: Way, Yung-Do	6	1	85.71%	
Director	UPC Technology Corp. Rep: Chang, Kwang- Cheng	6	1	85.71%	
Independent Director	Lu, Shyude-Ching	7	0	100.00%	
Independent Director	Ma, Shaw-Hsiang	7	0	100.00%	
Independent Director	Hao, Ting	7	0	100.00%	

Special notes:

- I. If any of the following circumstances was noted in the Board of Directors' meeting, the date, term, subject matter, all the opinions of the independent directors and the Company's response towards said opinions shall be stated:
- (I) Pursuant to Article 14-3 of the Securities and Exchange Act: The Company has established the Audit Committee, and thus Article 14-3 of the Securities Exchange Act is not applicable. For relevant information, please refer to the "Operation of the Audit Committee" in this annual report.
- (II) In addition to the matters mentioned above, any resolution adopted by the Board of Directors for which dissent or reservation has been expressed by any independent director, which has been recorded in the minutes or any written statement: None.
- II. Regarding the situation of directors' conflict of interest recusal, the name of the director with potential conflict of interest, subject matter, reason for conflict of interest recusal and deliberation participation shall be recorded:

Date of the Board of Directors' meeting	Term	Names of the directors sought to avoid the conflict of interest	Subject Matter	Reasons for the avoidance of the conflict of interest	Participation in deliberation
2024.01.23	4 th Board 10 th Meeting	Miao, Matthew Feng Chiang Ho, Jhi-Wu	Review of the 2023 salary adjustment for managers Review of the 2023 year-end bonus to managers in for resolution.	Concurrently serving as a manager	Passed unanimously as proposed by all attending directors entitled to vote.
2024.05.13	4 th Board 12 th Meeting	Miao, Matthew Feng Chiang Ho, Jhi-Wu	Review of the 2024 salary adjustment for managers		
2024.11.12	4 th	Miao, Matthew	List the number of shares		

		Board 15 th Meeting	Feng Chiang Ho, Jhi-Wu	that managers may subscribe to for the first time and the first issue of employee stock options for the first time.		
				Review of special bonus for managers		
III. Evaluation of the Board of Directors:						
In the 2024 performance evaluation result, the Board of Directors’ performance was deemed excellent, indicating that the overall operation of the Board met corporate governance standards. The Chief Corporate Governance Officer reported the results of his assessment to the Board of Directors on 3/4/2025.						
	Frequency	Period	Scope	Method	Contents	
	Once a year	January 1 to December 31, 2024	1. The Board 2. Individual Board members 3. Compensation Committee 4. Audit Committee	1. Board self- evaluation 2. Board member self- evaluation 3. Functional committee member self- evaluation	I. Performance evaluation of the Board: 1. Level of participation in the operation of the Company 2. Improvement on the decision making quality of the Board 3. Composition and structure of the Board 4. Election and continuing education of Directors 5. Internal control II. Performance evaluation on individual Board members: 1. Their grasp of the Company's goals and missions. 2. Their recognition of director's duties. 3. Level of participation in the operation of the Company 4. Their management of internal relationships and communication. 5. Directors’ professionalism and continuing training 6. Internal control III. Performance evaluation for functional committees (Remuneration Committee and Audit Committee): 1. Level of participation in the operation of the Company 2. Understanding in the Functional Committee’s duties 3. Improvement on the decision making quality of the Functional Committee 4. Composition and election of Functional Committee members 5. Internal control	
IV. Enhancements to the functionality of the Board of Directors in the current and the most recent year (e.g. establishment of the Audit Committee, improvement of information transparency, etc.), and the evaluation of such enhancements:						
1. The Company has established the "Rules of Procedure for Board of Directors Meeting" and implemented accordingly; all major resolutions made by the Board of Directors are disclosed on the Company's website.						
2. The Company also discloses information about directors’ meeting attendance and continuing education regularly on the “Corporate Governance” section of the Market Observation Post System to ensures the						

timeliness and transparency of information disclosed.

3. The Company has passed the motion for the establishment of the “Regulations for the Evaluation of the Performance of the Board” in the Board session whereby performance of the Board shall be subject to internal evaluation at least once a year and report to the Board.
4. In the years ahead, the Company will fortify the functions of the Board of Directors in responding to applicable legal rules and the requirements of corporate governance.

(II) The operation of the Audit Committee:

1. In May 2019, the Company formed the Audit Committee consisting of all independent directors to replace supervisors. The Audit Committee operates mainly for the purpose of overseeing the following matters in accordance with the Company's “Charter of the Audit Committee”:
 - (1) Fair presentation of the Company’s financial statements
 - (2) Selection (release) of CPAs and their independence and evaluation
 - (3) Effective implementation of internal control
 - (4) The Company’s compliance with relevant laws and regulations
 - (5) Management control of the Company's existing or potential risks
2. The Audit Committee review the following matters in 2024:
 - (1) Adoption of or amendments to the Internal Control System pursuant to Article 14-1 of the Securities and Exchange Act.
 - (2) Effectiveness Evaluation of the Internal Control System.
 - (3) Adoption of or amendments to the procedures for handling material financial or business activities, such as acquisition or disposal of assets, derivatives trading, loans of funds to others, and endorsements or guarantees for others pursuant to Article 36-1 of the Securities and Exchange Act.
 - (4) Matters in which a director is an interested party.
 - (5) Derivatives trading of a material nature.
 - (6) Loans of funds, endorsements, or provision of guarantees of a material nature.
 - (7) The offering, issuance, or private placement of equity-type securities.
 - (8) The hiring or dismissal of a certified public accountant and their compensation.
 - (9) The appointment or discharge of a financial, accounting, or internal audit officer.
 - (10) Quarterly and annual financial reports that are duly signed or sealed by the Chairman, managerial officer, and accounting officer.
 - (11) Other matters of material nature as prescribed by the Company or competent authority.

3. The Audit Committee held 7 (A) meetings in 2024. The attendance of the independent directors at the meeting is shown below:

Title	Name	Attendance in person (B)	Proxy attendance count	Percentage of actual attendance (%) (B/A)	Note
Audit Committee (Convener)	Lu, Shyude-Ching	7	0	100%	
Audit Committee	Ma, Shaw-Hsiang	7	0	100%	
Audit Committee	Hao, Ting	7	0	100%	

Special notes:

- I. In the event of any of the following situation with respect to the Audit Committee's operation, the date, term and subject matter of the Audit Committee meeting as well as the dissent, reservation or major suggestion of any independent director, the Audit Committee resolution, and the Company's response to the Committee's opinions shall be specified:

(I) On issues stated in Article 14-5 of the Securities and Exchange Act:

Date	Term	Subject Matter	Dissent, reservation or major suggestions of independent directors	Resolutions	The Company's response to such Audit Committee members' opinions
2024.01.23	2 nd Committee 9 th Meeting	Evaluate CPAs's service fees for the year 2023.	None	The motion was approved by all present members unanimously .	None
		Ratification of the added limit of endorsement/guarantee for others.			
2024.02.23	2 nd Committee 10 th Meeting	Evaluate the independence and suitability of the CPAs and the CPAs's service fees for the year 2024.			
		Corrections to the Company's consolidated financial reports for Q1 to Q3 of 2023.			
		Completion of the preparation of the Company's 2023 business report and financial report.			
		Motion for the Company's 2023 earnings distribution.			
		Evaluation on validity of the Company's internal control system design and implementation, and "Declaration of Internal Control"			
		MHC may carry out the stock release operation and /or waiver of cash capital increase subscription rights of its subsidiary MiTAC Digital Technology Corp.			
2024.05.13	2 nd Committee 11 th Meeting	Ratification of the added and removed limit of endorsement/guarantee for others.			
		Completion of the preparation of the Company's 2024Q1 financial report.			
2024.08.12	2 nd Committee 12 th Meeting	Completion of the preparation of the Company's 2024Q2 financial report.			
		Ratification of the added and removed limit of endorsement/guarantee for others.			

2024.02.23	Face-to-face communication with independent directors	Effectiveness of the design and implementation of the internal control system.	None
		Report on the operation of the Auditing Office.	None
2024.02.23	10 th Meeting of 2 nd Audit Committee	Report on the operation of the Auditing Office.	None
		The internal evaluation of the internal control system in 2023 indicated no material defect with the issuance of the “Declaration of Internal Control” for proof of the effectiveness in the design and implementation of the company's internal control system.	Propose to the Board after approval
2024.05.13	11 th Meeting of 2 nd Audit Committee	Report on the operation of the Auditing Office.	None
2024.08.12	12 th Meeting of 2 nd Audit Committee	Report on the operation of the Auditing Office.	None
2024.09.20	13 th Meeting of 2 nd Audit Committee	Report on the operation of the Auditing Office.	None
2024.11.12	14 th Meeting of 2 nd Audit Committee	Report on the operation of the Auditing Office.	None
		2025 auditing plan	Propose to the Board after approval

(II) Communications between the Independent Directors and CPAs: The independent directors of the Audit Committee communicate with the CPAs through the Audit Committee meetings or individual meetings at least twice a year ; the CPAs may use written communication and discussion when necessary.

Date	Nature	Focus of communication	Suggestions and implementation
2024.02.23	Separate communication meeting with the independent directors	Define Audit Quality Indicator (AQI)	None
2024.02.23	10 th Meeting of 2 nd Audit Committee	Communication with the governance body after the 2023 audit 1. Scope of audit and materiality of audit 2. Significant matters for communication 3. Other matters for communication 4. Comparative table of accountant’s estimated CPAs’s service fees for 2024 5. CPAs independence-non-certification services 6. Updates in laws: New challenges for global sustainable media	

	2024.11.12	14 th Meeting of 2 nd Audit Committee	<p>Communication with the governance body after the Q3 2024 review</p> <ol style="list-style-type: none"> 1. Scope and findings of the Q3 2024 review 2. Significant matters for communication 3. Annual Communications Plan 4. Role and Responsibilities of CPAs 5. Annual Audit Plan 6. Auditors independence 7. Recent updates in laws 8. ESG updates 	
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(III) Corporate governance practices, and deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and causes thereof:

Assessment criteria	Corporate governance in action			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance principles based on "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?"	✓		The Company has established corporate governance principles in accordance with "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and published onto its website and on MOPS.	Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."
II. Equity structure and shareholders' equity: (I) Has the Company implemented a set of internal procedures to handle shareholders' suggestions, queries, disputes and litigations?	✓		The Company has appointed a designated company spokesperson for responding to the recommendations, queries, and disputes from the shareholders.	Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."
(II) Is the Company constantly informed of the identities of its major shareholders and the ultimate controller?	✓		The Company can properly control the composition of major shareholders and the ultimate parties in control of these major shareholders, and declares the quantity of shareholding by the directors, supervisors, and major shareholders on a monthly basis in accordance with the Securities and Exchange Act.	
(III) Has the Company established and implemented risk management and firewalls on companies it is affiliated with?	✓		The Company has established an internal control system and related rules and regulations in compliance with applicable legal rules, and has properly enforced such rules and regulations. In addition to self-assessment, the Board of Directors and the management has reviewed the self-assessment results of the departments and the audit reports of the auditing functions at regular intervals or at any time as needed to materialize the implementation of the internal control system. The Company seeks to establish viable financial, operation, and accounting systems in accordance with the requirements for public companies and to buttress the management of the subsidiaries and affiliates for proper control to reduce operational risk. The transactions with subsidiaries and affiliates were made under the principle of equality and fairness, and they are bound by related rules and regulations governing business and financial transactions among the entities.	
(IV) Has the Company established internal policies that prevent insiders from trading securities against non-public information?	✓		The Company has established a set of "Material Internal Information Procedures" and "Integrity Code of Conduct" to outline insiders' duty of confidentiality over material information. No insider is allowed to exploit material information for own gain or for the gains of others. The above procedures and code of conduct have been communicated to Directors, managers and all parties who come into contact with material insider information, whether due to identity, job role or controlling interest.	

Assessment criteria	Corporate governance in action			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
III. Organization and functions of the Board of Directors				
(I) Are a diversity policy and specific management objectives established and implemented by the Board of Directors?	✓		According to Article 20 of the “Corporate Governance Best Practice Principles” of the Company, the Board shall consist of members from a diversity of professions and expertise the detail of which is disclosed at the website of the Company. The implementations of Board diversity are as below: 1. The Board of Directors discloses the diversified policies on the composition of its members on the Company's website and MOPS. 2. Please refer to the “Diversity and Independence of the Board of Directors” section in page 15 of the annual report for the Board’s diversity policy and specific management objectives and the implementation thereof.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.”
(II) Apart from the Remuneration Committee and Audit Committee, has the Company assembled other functional committees at its own discretion?		✓	Other functional committees will be introduced as needed by the Company.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.”
(III) Has the Company established methodology for evaluating the performance of its Board of Directors, on an annual basis? Are the results of the evaluation reported at the Board Meeting and used as reference for remuneration and the nomination for re-election?	✓		The Company has established regulations for evaluating the performance of the Board of Directors, and the performance evaluation is conducted at least once a year. The 2024 performance evaluation report has been submitted to the 2025 Board Meeting, and the results of the evaluation are disclosed in the “Corporate Governance” section on the Company’s website for reference. According to Article 25 of the Company's Articles of Incorporation, the Company shall set aside no higher than 1% of the earnings in the year as the remuneration to the directors, and reasonable rewards may be provided for them depending on the operating and their contribution to the Company's performance. The procedure for determining remuneration is based on the Company’s “Regulations for the Evaluation of the Performance of the Board” to provide reasonable remuneration with the Company’s overall operating performance, future operating risks, and the development trend in the industry taken into account and depending on the individual achievement and the contribution to the Company’s performance. The remuneration system is also reviewed from time to time according to actual operations and relevant laws to ensure a balance between the Company’s sustainable operation and risk control.	

Assessment criteria	Corporate governance in action			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(IV) Are CPAs' independence assessed on a regular basis?	✓		The Company assesses the independence and suitability of CPAs at least once a year, by referring to requirements in the Audit Quality Indicators (AQIs), the assessment form has been established with regard to their professional qualifications, their seniority in audit services, whether they are involved in the Company's interest (such as investing in the Company or serving as the Company's executive), and whether they have kinship relations to the Company's responsible person or managerial officers, whether there is regular training, whether the CPAs and the accounting firm have sufficient manpower and time for audit tasks, and charge the services reasonably for evaluation, and after obtaining the CPA's statement, the evaluation results were submitted to the Audit Committee and the Board of Directors for approval on March 4 th , 2025.	
IV. Does the TWSE/TPEX Listed company have an adequate number of corporate governance personnel with appropriate qualifications to be in charge of corporate governance affairs including, but not limited to, providing directors and supervisors with required information for business execution, handling relevant matters with board meetings and shareholders meetings according to the laws, processing corporate registration and amendment registration, and preparing minutes of board meetings and shareholders meetings?	✓		<p>(I) In order to implement corporate governance and promote the effective function of the Board, the Company has approved the appointment of Mr. Hsu, Che-Hsien, as Chief Corporate Governance Officer of the Company on August 11, 2020 by the Board. The Chief Corporate Governance Officer is the highest executive in charge of corporate governance-related matters. The corporate governance personnel responsible for the corporate governance business of each relevant unit are responsible for various matters of corporate governance. The Company's Chief Corporate Governance Officer has more than 20 years of working experience at public offering companies engaged in financial, shareholders service affairs or deliberations management.</p> <p>(II) Implementation of major duties in 2024:</p> <ol style="list-style-type: none"> 1. Handling matters relating to board meetings, the Remuneration Committee and Audit Committee meetings according to laws and producing minutes. 2. Assist Directors in continuing training: Provide information about Directors' continuing training, reminding them to complete the training hours and completing the application process in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies". 3. According to the Company's "Regulations for the Evaluation of the Performance of the Board", the performance of the Board and the functional committees is regularly evaluated to strengthen the efficiency of the Board and functional committees. 4. Provide Directors with information required for business operation. 5. Assist Directors in compliance with laws and regulations, and make matters such as declaration of shareholding changes according to law. 6. Handling matters relating to shareholders' meetings, and producing minutes according to laws. 	Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."

Assessment criteria	Corporate governance in action			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies															
	Yes	No	Summary																
			<p>7. Report to the Board about the results of the review on whether the qualifications of independent directors comply with relevant laws and regulations at the time of nomination, election and during their office.</p> <p>8. Handle matters related to the change of directors.</p> <p>9. Other matters as required by the Company’s Article of Incorporation or contract.</p> <p>(III) 2024 Continuing Education Training</p> <table><tr><th>Organizer</th><th>Course name</th><th>Study hours</th></tr><tr><td>Taiwan Business Council for Sustainable Development</td><td>Empowering the Carbon Era with Sustainable Knowledge Conference</td><td>6</td></tr><tr><td>Taiwan Institute of Directors</td><td>New Energy Era Seminar</td><td>3</td></tr><tr><td>Securities and Futures Institute</td><td>Institutional Investor Perspectives Forum</td><td>3</td></tr><tr><td>Securities and Futures Institute</td><td>2024 Annual Insider Trading Prevention Promotion Conference</td><td>3</td></tr></table>	Organizer	Course name	Study hours	Taiwan Business Council for Sustainable Development	Empowering the Carbon Era with Sustainable Knowledge Conference	6	Taiwan Institute of Directors	New Energy Era Seminar	3	Securities and Futures Institute	Institutional Investor Perspectives Forum	3	Securities and Futures Institute	2024 Annual Insider Trading Prevention Promotion Conference	3	
Organizer	Course name	Study hours																	
Taiwan Business Council for Sustainable Development	Empowering the Carbon Era with Sustainable Knowledge Conference	6																	
Taiwan Institute of Directors	New Energy Era Seminar	3																	
Securities and Futures Institute	Institutional Investor Perspectives Forum	3																	
Securities and Futures Institute	2024 Annual Insider Trading Prevention Promotion Conference	3																	
V. Does the Company have established a communication channel for the stakeholders (including but not limited to stockholders, employees, customers and suppliers), set the stakeholder section on the Company’s website, and responded to the stakeholders regarding their concerns over corporate social responsibilities?	✓		The Company has created a stakeholders section on its website, and assigned dedicated personnel to communicate, handle and reply to stakeholders' queries. The corporate sustainability report has been made available on the website, which stakeholders may access and download at any time. Stakeholders section: https://www.mitac.com/en-global/stakeholders/index Download corporate sustainability report: https://www.mitac.com/en-global/csr_reports/index	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.”															
VI. Does the Company have commissioned a professional stock service agent to handle shareholders affairs?	✓		The Company has commissioned Chinatrust Bank as the share administration agency, which is responsible for handling shareholder meeting affairs.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.”															
VII. Information disclosure (I) Has the Company established a website that discloses financial, business, and corporate governance-related information?	✓		The Company has a website (www.mitac.com) that discloses financial, business and corporate governance information in the investor and corporate governance sections. Investor section: https://www.mitac.com/zh-TW/investors_overview/index Corporate governance section: https://www.mitac.com/zh-TW/corporate_governance/index	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles															

Assessment criteria	Corporate governance in action			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
				for TWSE/TPEX Listed Companies.”
(II) Has the Company adopted other means to disclose information (e.g., English website, assignment of specific personnel to collect and disclose corporate information, implementation of a spokesperson system, broadcasting of investor conferences via the Company website)?	✓		The Company’s website is available in Traditional Chinese, Simplified Chinese and English, and dedicated personnel are appointed to gather and disclose information relating to the Company. The Company assigned a spokesperson and has an acting spokesperson policy in place. The presentation materials and videos of the investor conferences are accessible to investors on the Company’s website and the MOPS.	
(III) Does the Company announce and report the annual financial report within two months after the end of the fiscal year, and announce and report Q1, Q2, Q3 financial reports and the operating status of each month in advance of the prescribed deadline?	✓		The Company published and reported its annual financial report, its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.”
VIII. Does the Company have other information that enables a better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholders’ interests, continuing education of directors/supervisors, implementation of risk management policies and risk measurements, implementation of customer policy, and insuring against liabilities of Company directors and supervisors)?	✓		<p>(I) Employee rights and privileges</p> <p>MiTAC firmly believes that people is the driving force for corporate development. For this reason, MiTAC highly values the rights and privileges of its employees and makes additional investment for their welfare to high standard further to the protection of the rights and privileges of the employees as required by law:</p> <ol style="list-style-type: none"> 1. Policies: (1) Labor/health insurance, pension contribution, employee training, safety and health measures, equal gender opportunities, etc. (2) Provide different forms of fringe benefits for the employees with ceaseless effort, including group insurance, free physical examination, and subsidy for pleasure trips, gym, emergency aid, subsidy for matrimony/maternity/funeral, Interest-free subsidy for car purchase with advance salary, subsidy for continuing education, parenting care and support for employees’ religious diversity. 2. Implementation: (1) Duly observe applicable legal rules for the protection of the rights of employees. (2) Employee welfare is managed by designated personnel. 	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.”

Assessment criteria	Corporate governance in action			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			<p>(3) Designated employee relation personnel are appointed to respond to the personal needs of the employees. This service system is running well.</p> <p>(II) Concern for employees</p> <p>1. Policies: MiTAC has appointed designated personnel for managing employee relations. These personnel are responsible for caring for the employees. Scope of service: Emergency aid, employee complaint, handling complaints, response to whistle-blowing and protection of whistle-blowers, employee health and hospitalization care, coordination of employee problems, prevention of sexual harassment at workplace, handling complaints and consultation in career development. MiTAC introduced the Employee Assistant Program in cooperation with an external consulting firm. Through psychological counseling and assistance from financial and legal experts, MiTAC helps its employees to relieve any psychological and life problems.</p> <p>2. Implementation: There were 74 cases involving Taiwanese employees' use of the staff assistance program during the year. The topic of consultation is mainly family counseling, personal health care, legal assistance, and psychological counseling. According to the result of the satisfaction feedback of individual cases, employees are able to receive adequate help through this channel and have highly praised this service. When employees or their families suffered from accidental injuries, natural disasters, or severe illness, or death, MiTAC will provide immediate and appropriate help in the form of financial aid. The purpose is to help these employees or families recovered from ailment and get back to their work quickly. This is the manifestation of The Company in caring for the employees and their families as an integral part of its corporate social responsibility. As mentioned, under the prerequisite of winning on both sides of the management and labor, this has been proven highly effective in bringing harmony and commitment to organizational stability at workplace.</p> <p>(III) Investor relation: MiTAC firmly insists on the principles of sincerity and information disclosure, and spare no effort in making corporate governance transparent. In practice, MiTAC discloses its state of operation and financial position to shareholders. With the establishment of the spokesperson and acting spokesperson system, the Company has performed its obligation in disclosure under due diligence. The Company has set up a "Investor section" in its website. Specialists and</p>	

Assessment criteria	Corporate governance in action			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies								
	Yes	No	Summary									
			<p>electronic mailbox have been made available to handle investors’ suggestions and queries.</p> <p>(IV) Supplier relations and stakeholders’ rights: The Group maintains long-term relationship with its suppliers to ensure continuity of material supply. Dedicated personnel have been assigned to resolve product-related problems and whatever queries raised by shareholders on the Company’s website, in the “Stakeholder section”, and thereby protect their interests.</p> <p>(V) Continuing education of directors: All the Directors of the Company have respective professional background in the industry. Information on the continuing education of the Directors 2024 is shown at MOPS in the section of “Corporate Governance” for the reference of the investors at any time.</p> <p>(VI)Implementation of risk management policies and risk measurement criteria: various risk management and assessments are conducted pursuant to the "Risk Management Policies and Procedures," approved by the board of directors, and the operation is reported to the board of directors at least once a year.</p> <p>(VII)Implementation of customer policies: The Group maintains sound relationship with customers to secure profitability.</p> <p>(VIII)Professional liability insurance for the protection of Directors and Manager: As per the requirement of the “Corporate Governance Best Practice Principles for TWSE/ Tpex -listed Companies”, MiTAC has taken professional liability insurance to protect the directors and the supervisors. Information is being disclosed at the “corporate governance” section of MOPS.</p> <table><tr><td>The insured</td><td>The insurer</td><td>The amount insured</td><td>Term of policy (starting and ending)</td></tr><tr><td>All directors and managers</td><td>Fubon Insurance Co., Ltd.</td><td>NT\$390,780 thousand</td><td>November 15, 2024 to November 15, 2025</td></tr></table> <p>(IX) Licensing and certification of the Group's internal auditors: 1. IIA: 4 persons 2. CPA of the ROC:1 person</p>	The insured	The insurer	The amount insured	Term of policy (starting and ending)	All directors and managers	Fubon Insurance Co., Ltd.	NT\$390,780 thousand	November 15, 2024 to November 15, 2025	
The insured	The insurer	The amount insured	Term of policy (starting and ending)									
All directors and managers	Fubon Insurance Co., Ltd.	NT\$390,780 thousand	November 15, 2024 to November 15, 2025									
IX. Improvements made based on the latest corporate governance evaluation result announced by the Corporate Governance Center, Taiwan Stock Exchange, prioritized improvements and measures for areas to be improved.												
(I)Response to the 2024 Corporate Governance Evaluation Result:												
Evaluation Indicators in 2023		Improvement status										
Has the company uploaded the Chinese version of the annual report 18 days prior to the general shareholder's meeting?		The company uploaded the Chinese version of the annual report at 2024 Annual shareholder's meeting, which is 18 days before the general shareholder's meeting.										

Assessment criteria	Corporate governance in action			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(II) Matters required further improvements as stated in the 2024 Corporate Governance Evaluation Result and the measures to be taken: <ol style="list-style-type: none"> The Company conduct the self-evaluation for the Corporate Governance Evaluation pursuant to the regulations of the competent authority; for various indicators failed to be achieved, the Company has proposed the prioritized improvement measures based on the Company's current situation, to gradually improve the corporate governance to enhance the image of corporate governance. The Company will re-elect all directors at the 2025 Annual General Meeting, which will include one female director and will have one-third of independent directors. 				

(IV) If the Company has a remuneration committee or nomination committee, the formation, responsibilities and operation thereof shall be disclosed:

1. The Company established the Compensation consisting of 3 outside experts who satisfied criteria of professionalism and independence. The Committee holds meetings at least twice a year and exercises the following authorities in a professional and objective manner; its suggestions are raised for discussion in board meetings:

- (1) Periodically review the “Charter of the Remuneration Committee” and give suggestions for amendment.
- (2) Stipulate and regularly review the performance of the Company’s Directors and managers, as well as the annual and long-term performance goal, compensation policies, systems, standards and structure.
- (3) Regularly evaluate the achievement of the Company's Directors and managers' performance goals, and determine the content and amount of their individual remuneration based on the evaluation results obtained from the performance evaluation.

2. Profiles of the Remuneration Committee members

Member Type	Name	Qualifications	Professional qualifications and experiences	Independence (Note)	If the member is also a member of the remuneration of other public companies, specify the number of these public companies.
Independent Director and Remuneration Committee Convener	Ma, Shaw-Hsiang		Refer to the information on directors on page 14		0
Independent director and member of the Compensation Committee	Lu, Shyude-Ching		Refer to the information on directors on page 14		2
Independent director and member of the Compensation Committee	Hao, Ting		Refer to the information on directors on page 15		1

Note: The members maintain their independence during the two years before being elected and throughout their term of office, complying with the following:

- (1) Not an employee of the Company or its subsidiaries or affiliates.
- (2) Not a director or supervisor of the Company or any of its affiliates.
- (3) Not an individual shareholder holding more than 1% of the Company’s total issued shares together with his/her spouse and minor children or holding such shares using another person’s name or ranked among the top 10 individual shareholders.
- (4) Not a manager of (1), or spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of (2) or (3).
- (5) Not a director, supervisor, or employee of a corporate shareholder that directly holds more than 5% of the Company's total issued shares, or is ranked among the top 5 shareholders, or has appointed a representative to be a director or supervisor of the Company under Paragraph 1 or Paragraph 2, Article 27 of the Company Act.
- (6) Not a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person: a director, supervisor, or employee of that other company.
- (7) Not the same person as the Company’s Chairman, President or person with equivalent position, or the director, supervisor or employee of company or institution of the spouse thereof.
- (8) Not a director, supervisor, manager or shareholder holding more than 5% of the shares of a specific company or institution engaged in financial or business transactions with the Company.
- (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides commercial, legal, financial, accounting services or consultation to the Company or to any affiliate of the Company in the most recent 2 years with an accumulated

service compensation of less than NTD 500 thousand, or a spouse thereof. This restriction does not apply to any member of the Compensation Committee, public tender offers Audit Committee or mergers and acquisition special committee, who exercises powers pursuant to relative regulations of the Securities and Exchange Act and Business Mergers and Acquisitions Act.

(10) The provisions of Article 30 of the Company Act are not applicable.

3.The Operation of the Remuneration Committee

(1)The Compensation Committee of MiTAC consists of 3 members.

(2)Duration of service: May 31, 2022 to May 30, 2025 .The Remuneration Committee held 4 meetings in 2024 (A). The qualifications of the members and their attendance to the meetings are as follows:

Title	Name	Attendance in person (B)	Attendance by proxy	Percentage of actual attendance (%) (B/A)	Note
Convener	Ma, Shaw-Hsiang	4	0	100.00%	
Members	Lu, Shyude-Ching	4	0	100.00%	
Members	Hao, Ting	4	0	100.00%	

Special notes:

- I. Where the Board may not accept or revise the recommendations of the Remuneration Committee, specify the date and the instance of the Board session, and the content of the motions, the resolution of the Board, and the response to the opinions of the Remuneration Committee: None.
- II. If there is any adverse opinion or qualified opinion of the members in the decision of specific motions in the Remuneration Committee on record or with written declaration, specify the date and the instance of the committee meeting, the content of the motion, the opinions of all members and the response to the opinions of the members: None.
- III. Discussion matters and resolutions of Compensation Committee meetings, and the Company's response to members' opinions:

Date	Term	Subject Matter	Resolutions	The Company's response to members' opinions
2024/01/23	1 st meeting in 2024	Review of the 2023 Board performance evaluation indicators for resolution	No objection	None
		Review of the remuneration to directors in 2023 for resolution	No objection	None
		Review of the compensation adjustment to managers in 2023 for resolution	No objection	None
		Review of the year-end bonus to managers in 2023 for resolution	No objection	None
2024/05/13	2 nd meeting in 2024	Review of the remuneration to managers in 2024 for resolution	No objection	None
		Review of the remuneration to subsidiaries's senior executives for resolution	No objection	None
2024/09/20	3 rd meeting in 2024	Review the number of shares the company's managers may subscribe to for the first employee stock option of MiTAC Digital Corporation, a company subsidiary.	No objection	None
2024/11/12	4 th meeting in	Review the number of shares that the	No	None

	2024	company managers may subscribe to for the first time and the first issue of employee stock options.	objection	
		Review and approval of the special bonuses for managers	No objection	None

4. Explanation of the link between performance evaluation and remuneration of directors and managers

(1) Compensation policy, standards/packages, of the directors and executive managers:

A. According to Article 16 of the Articles of Incorporation, directors remuneration authorize the board to determine the remuneration of Directors according to the recommendation from the Remuneration Committee of the Company and the general standards within the industry.

According to Article 25 of the Articles of Incorporation, when the Company has a profit (i.e. pre-tax profit before distribution of remuneration to employees and directors) in the current fiscal year, the Company shall allocate at least 0.1% of the profit as the remuneration to the employees and no higher than 1% as the remuneration to the directors. However, if the Company still has accumulated losses, it shall retain the compensation amount. In accordance to "Rules for Performance Evaluation of Board of Directors" The performance is reviewed regularly and the evaluation indicators for directors are as follows:

- Their grasp of goals and missions.
- Their recognition of director's duties.
- Level of participation in the operation of the Company
- Their management of internal relationships and communication.
- Directors' professionalism and continuing training
- Internal control

B. The Company's Remuneration Committee recommends managers' remuneration based on industry salary levels and internal managers' duties and responsibilities and submits it to the board of directors for approval to achieve competitiveness and internal balance. Incentive bonuses are also awarded based on the company's operating performance and individual work performance. According to Article 25 of the Articles of Incorporation, when the Company has a profit in the current fiscal year, the Company shall allocate at least 0.1% of the profit as the remuneration to the employees. The performance evaluation indicators for managers are as follows:

Indicators	Description	Percentage
Financial indicators	Revenue, profit target	30%~100%
Non-financial indicators	Key performance indicators of responsible functions	0%~70%
Sustainable Development indicators	Achievement of management objectives concerning	±5% Adj.

	significant sustainable management issues, such as regulatory compliance, customer service, economic performance, etc.	
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- C. The Remuneration Committee determines the company's remuneration packages, including base salary, short-term bonuses (including performance bonuses and profit sharing), long-term bonuses, various benefits, and other benefits; its scope is consistent with the remuneration of directors and managers in the annual report.

(2) The procedures for determining the remuneration :

- A. Directors' and managers' remuneration is reviewed periodically based on the "Regulations for the Evaluation of the Performance of the Board," and their performance evaluation results are then proposed to the Board of Directors for resolution.
- B. The performance evaluation and the remuneration of the Company's directors and managers are reviewed annually by the Remuneration Committee and the Board of Directors. In addition to individual performance achievement rates and contributions to the Company, the Company's overall operating performance, industry trends, and future risk exposure are also considered. The remuneration policy is reviewed in a timely based on operating conditions and relevant laws and regulation. The 2024 remuneration is recommended with reference to their performance evaluation results, the Company's operating performance, and the general standards of the industry and then proposed by the Remuneration Committee to the Board of Directors for resolution.

(3)The relationship between operating performance and future risk exposure:

- A. The policies, systems, standards and structure with respect to the remuneration and the description of the correlation between the remuneration amount and the responsibility, risk and time devoted: The remuneration is recommended with reference to their performance evaluation results, the Company's operating performance, and the general standards of the industry and then proposed by the Remuneration Committee to the Board of Directors for resolution.
- B. The performance targets for managers are combined with risk management to ensure a balance between sustainable business operations and risk control. Performance ratings are based on performance and relate to salary and remuneration policies. Important decisions of the company's management are made after evaluating various risk factors. The results of the decisions are reflected in the company's profitability, and the management's remuneration is related to the performance of risk control.

5. The Company does not have a nomination committee in place.

(V) Deviation between the sustainable development practices and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof:

Assessment criteria	Corporate governance in action			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
I. Does the Company have a governance structure for promoting sustainable development and a unit that specializes (or is involved in) in sustainable development promotion? Does the Board of Directors authorize the senior management to handle and oversee relevant matters?	✓		<p>(I) The company has established the "Sustainable Development Committee," composed of the President Office and relevant corresponding units. This committee is responsible for proposing and implementing sustainable development policies, systems, related management guidelines, and specific promotion plans. It also regularly prepares a "Sustainability Report."</p> <p>(II) Since its establishment in 2021, the "Sustainable Development Committee" convenes meeting regularly, to identify major issues concerned by the six major stakeholders. Each department conducts programs for each issue accordingly, revise the related goals and policies as necessary, ensure the implementation of these plans, evaluate their execution. These are reported to the board of directors regularly (at least once a year).</p> <p>(III) Based on the historical greenhouse gas inventory data, our company estimated the required electricity consumption for future operational growth and referred to the renewable energy policies of the operating locations to establish a 10-year emission reduction pathway. This pathway was reported to the board of directors and explained in key internal meetings. Future product designs focusing on energy-saving and reduction will be planned as important development directions.</p> <p>(IV) Operation in 2024:</p> <ol style="list-style-type: none"> 1. In 2024, the Company participated in the Carbon Disclosure Project (CDP) and achieves B list rating for Climate Change questionnaire. 2. The Company participated in the S & P Global CSA assessment, and invited departments such as HR, IT, Public Relations & Facility Management to complete the questionnaire. This was done to gain a deeper understanding of international investment institutions' perspectives on the corporate capabilities and strategic objectives of publicly listed companies regarding ESG issues. 3. Governance Aspect - Continuously complete the AA1000 Assurance Standard certification for our sustainability report. In response to the sustainability development roadmap for TWSE and TPEX listed companies, we completed the greenhouse gas inventory for the parent company and planned the ISO 14064 verification schedule, with control measures in place on a quarterly basis. Based on 	Compliant with the rationale and practices of "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies."

Assessment criteria	Corporate governance in action			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof								
	Yes	No	Summary									
			the risk management policy and procedures, we report risk identification results and develop response strategies for high-risk items. Environmental Aspect - the promotion of renewable energy and the implementation of tree planting program. Social Aspect– Three of our factory sites have passed the RBA VAP certification. Various ESG projects are actively promoted both internally and externally, to continuously improve the capabilities and resilience of the Company's business and management continuity.									
II. Does the Company conduct risk assessment for environmental, social and corporate governance issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies?	✓		<div>This disclosure covers the Company's main sites in 2024, including existing locations in Taiwan, China, and the Americas. Sustainability issues are determined by the Sustainability Development Committee's working group based on the principle of materiality. There are a total of 17 sustainability issues identified. From these, 9 major issues were prioritized based on their impact on the company and the level of concern among stakeholders.</div> <table><tr><th>Category</th><th>Material Issues</th><th>Description</th></tr><tr><td rowspan="2">Environmental</td><td>Legal Compliance (Environmental)</td><td>To ensure that our business operations and product sales comply with the laws and regulations of various countries and localities, we aim to minimize the risk of legal violations and associated losses. Furthermore, we are committed to aligning with international trends in environmentally-friendly product design. To mitigate the operational impacts of global warming, we are actively developing and implementing adaptation measures. These include reducing greenhouse gas emissions, lowering the risks associated with climate change, and enhancing awareness and transparency related to climate change.</td></tr><tr><td>Product Responsibilities</td><td>Through the Environmental Engineering Department's internal systems and the environmental policy requirements for</td></tr></table>	Category	Material Issues	Description	Environmental	Legal Compliance (Environmental)	To ensure that our business operations and product sales comply with the laws and regulations of various countries and localities, we aim to minimize the risk of legal violations and associated losses. Furthermore, we are committed to aligning with international trends in environmentally-friendly product design. To mitigate the operational impacts of global warming, we are actively developing and implementing adaptation measures. These include reducing greenhouse gas emissions, lowering the risks associated with climate change, and enhancing awareness and transparency related to climate change.	Product Responsibilities	Through the Environmental Engineering Department's internal systems and the environmental policy requirements for	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.”
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Assessment criteria	Corporate governance in action				Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof	
	Yes	No	Summary			
					suppliers, we have developed a product environmental compliance process system. Additionally, we ensure the implementation of a robust compliance review mechanism through our contract management system.	
			Governance	Business Strategy and Operational Performance	We regularly conduct strategic and operational meetings to ensure that our product positioning and technological innovations align with industry trends. Our focus includes enhancing R&D capabilities, strengthening quality management, and adopting advanced production technologies. By integrating digitalization and intelligent management systems into our corporate culture, we aim to improve overall operational efficiency.	
				Business Ethics and Ethical Codes of Conduct	We conduct our business activities in accordance with our Codes of Integrity , Codes of Ethical Conduct, and Ethics Policy . Additionally, we mandate that all suppliers adhere to our Supplier Code of Conduct . This ensures that ethical principles and integrity are upheld throughout our value chain.	
				Risk Management	We conduct annual assessments based on the "Risk Management Policies and Procedures", develop countermeasures for risks that lack control mechanisms, and regularly track and monitor these risks to enhance corporate resilience.	
				Corporate Governance	Regularly complete performance evaluations of the Board of Directors and functional committees, and maintain effective	

Assessment criteria	Corporate governance in action					Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary			
					communication between board members and the company's management team.	
			Social	Talent Attraction and Retention	Through diverse talent recruitment channels, we provide the necessary talent for business development. We encourage talent retention and development through systematic on-the-job training and talent development mechanisms.	
				Customer Service	By conducting regular customer satisfaction surveys, we gather feedback from our clients and maintain good relationships with them.	
				Labor Rights	Ensure that all practices comply with global best standards for human rights protection, provide human rights-related training to employees, and offer all stakeholders transparent and accessible grievance channels.	
III. Environmental issues (I) Does the Company have an appropriate environmental management system established in accordance with its industrial character?	✓		In accordance with the IECQ QC 080000 technical standard, we have established a hazardous substances management platform to effectively control harmful substances. We also regularly maintain the ISO 14001 management system at our production and operational sites. Additionally, we have implemented the ISO 50001 energy management system in our two plants in mainland China, successfully passing external verification by the end of 2024 and obtaining certification in early 2025.			Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.”

Assessment criteria	Corporate governance in action			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
(II) Is the Company dedicated to enhancing energy efficiency and using recycled materials with low impact on the environment?	✓		<ol style="list-style-type: none"> Enhance the efficiency of resource utilization through measures such as adopting solar energy, implementing green lighting renovations, using high-efficiency energy-saving lighting, modifying air compression systems, optimizing electrical machinery, installing variable frequency devices and energy-saving motors, using heat from air compressors to generate hot water, modifying oil burning boilers, implementing automatic control for air conditioning, and replacing equipment with high-efficiency alternatives. In 2024, a total of 20 energy-saving projects were carried out, resulting in approximately 6,831.82 MWh of electricity savings and a reduction in carbon emissions by about 3,641.90 tons. The proportion of electricity generated from renewable energy sources reached 17.8% in 2024. In order to cherish the Earth's resources and reduce the environmental impact, MiTAC practices paperless e-operations, encourages double-sided printing, and promotes the use of recycled toner cartridges and recycled plastic trash bags. Employee cafeterias in Taiwan have completely stopped providing disposable tableware. In terms of green product design, in 2024, recycled plastic was introduced in server products, making up 0.12% of the total material. Additionally, recycled metal was newly introduced in the structural steel of the products. 	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.”
(III) Does the Company assess the potential risks and possibilities of climate changes to the Company now and in the future, and take measures to respond to climate-related issues?	✓		<u>(Please refer to (VI) Climate-Related Information of TWSE/TPEX Listed Company)</u>	
(IV) Does the Company record the greenhouse gas emissions, water consumption and total weight of waste produced in the past two years, and formulate policies on energy conservation and carbon reduction, greenhouse gas reduction, water consumption or other waste management?	✓		<ol style="list-style-type: none"> The Company conducts an annual inventory of greenhouse gas emissions for the previous year. The scope of the inventory includes direct greenhouse gas emissions, indirect greenhouse gas emissions from imported energy, indirect greenhouse gas emissions from transportation (employee commuting, business travel, product transportation), indirect greenhouse gas emissions from upstream raw material procurement, and indirect emissions from waste disposal and treatment. In 2024, indirect greenhouse gas emissions from upstream transportation, upstream energy emissions, and capital goods purchase were newly added to the inventory. Since 2020, the inventory has been verified by third-party organizations to enhance the 	

Assessment criteria	Corporate governance in action			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof									
	Yes	No	Summary										
			<p>reliability of our company's greenhouse gas data. Through the verification results, we can better monitor the progress of our group's carbon reduction path.</p> <p>2. There were a total of 20 energy-saving projects in 2024, with an annual total electricity savings of approximately 6,831.82 MWh.</p> <p>3. The information regarding greenhouse gas emissions, water usage, and total weight of waste over the past two years is as follows:</p> <p>(1) <u>Greenhouse gas emissions: please refer to (VI)Climate-Related Information of TWSE/TPEX Listed Company</u></p> <p>(2) <u>Water consumption:</u> The water sources for each of our company's plants and offices are all municipal potable water, used primarily for domestic purposes (about 95%). Due to the nature of the industry, there is no demand for process water, therefore there is no production of industrial wastewater. All water use complies with local government regulations. We promote internal water audits and continuously implement various water-saving measures, using water intensity as a key observation indicator to address water resource risks arising from climate change. Our goal is to reduce water intensity (water usage per unit revenue) by 1% annually based on the 2021 usage as the baseline, achieving a total reduction of 5% by 2026.</p> <p>(Including the water consumption of the subsidiaries)</p> <table><tr><th>Year</th><th>Total water consumption (Million liters)</th><th>Water consumption intensity (Million liters /NT\$ million)</th></tr><tr><td>2023</td><td>417.55</td><td>0.0118</td></tr><tr><td>2024</td><td>440.69</td><td>0.0072</td></tr></table> <p>(3) <u>Waste Generation:</u> The company views compliance with legal regulations as the most basic requirement and has established dedicated management units to ensure all operational bases follow environmental management system procedures. Each plant strengthens waste classification management and outsources waste disposal, selecting qualified suppliers with effective waste treatment capabilities for the best corresponding treatment technology based on the waste characteristics. We conduct irregular audits to ensure proper waste treatment, categorizing and processing the waste via recycling, thermal treatment, incineration, or landfilling, to prevent secondary environmental pollution. Our</p>	Year	Total water consumption (Million liters)	Water consumption intensity (Million liters /NT\$ million)	2023	417.55	0.0118	2024	440.69	0.0072	
Year	Total water consumption (Million liters)	Water consumption intensity (Million liters /NT\$ million)											
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2023	158.85	1,942.59	1,679.66	0.0591															
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IV.Social issues (I) Does the Company have the relevant management policies and procedures stipulated in accordance with the relevant laws and regulations and international conventions on human rights?	✓		<p>The Group follows the principles regulated by international human rights conventions such as the 'Universal Declaration of Human Rights,' the 'United Nations Guiding Principles on Business and Human Rights,' and the 'International Labour Organization's Declaration on Fundamental Principles and Rights at Work.' We also implement the regulations of the Responsible Business Alliance (RBA), respecting internationally recognized fundamental human rights, including the prohibition of child labor, the elimination of all forms of forced labor, the elimination of employment and occupation discrimination, and the prevention of workplace violence. In accordance with the labor laws of the countries where our company operates, we have developed several policies and management regulations related to employee rights and obligations, such as the 'Human Rights Policy,' 'Employment Policy Declaration,' 'Standards for the Prohibition of Child Labor and the Protection of Minor Workers and Female Workers,' and 'Regulations on Free Choice of Employment, Humane Treatment, and Non-Discrimination.' These policies are adjusted as needed when revisions are made.</p> <p>To ensure that employees understand their legal labor rights, the company incorporates human rights education into mandatory training for all employees, using standardized teaching materials. These materials cover government regulations, the company's</p>	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.”															

Assessment criteria	Corporate governance in action			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
			principles of ethical business conduct, and RBA standards. In addition to mandatory training for new employees, all employees are also required to participate in online refresher courses annually.	
(II) Does the Company formulate and implement reasonable employee benefits measures (including remuneration, vacation and other benefits, etc.), and appropriately reflect the results of operating performance in employee compensation?	✓		<p>In addition to strictly adhering to the 'Labor Standards Act' and other related regulations, the company conducts in annual surveys on compensation and benefits policies. This helps us establish reasonable and market-competitive employee welfare measures and compensation policies.</p> <p>The company conducts performance evaluations every six months. Based on individual performance, we offer dual-track promotion opportunities, and these evaluations also serve as a basis for salary adjustments and the distribution of performance bonuses.</p> <p>-Bonues: The Company offers Festival bonuses, and year-end performance bonuses are based on the company, department and individual performances.</p> <p>-Salary adjustment: The company determines the overall salary adjustment rate annually by considering the consumer price index, industry adjustment trends, and the company's operational status. Then, individual adjustments are made based on personal salary levels and performance.</p>	Compliant with the rationale and practices of "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies."
(III) Does the Company provide employee with a safe and healthy work environment, and provide safety and health education to employees regularly?	✓		<p>The Group complies with the Occupational Safety and Health Act and implements the related regulations as follows:</p> <ol style="list-style-type: none"> 1. Focus on the management of safety and health, with the safety and health of employees as the most important foundation of our corporate operations. We have obtained ISO 45001 Occupational Safety and Health Management System certification at our R&D headquarters and various factory sites. We are committed to providing a safe, healthy, and low-risk operating condition and working environment for employees, customers, suppliers, neighboring communities, and other stakeholders. We implement various management measures through the PDCA cycle to realize a safety culture of 'continuous improvement' 2. Conduct the necessary workplace environment tests (lighting, CO₂, noise & organic solvents) every six months, and perform tests for colony-forming units in drinking water every three months. 3. Conduct fire drills and report fire safety inspections. In 2024, there were 0 fire incidents, 0 casualties, and the casualty rate as a percentage of total employees was 0% in Taiwan. Every two years, we carry out building safety inspections and 	

Assessment criteria	Corporate governance in action			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
			<p>immediately implement corrections and preventive measures for identified issues.</p> <p>4. Healthy employees are an important asset to the company. Therefore, the company offer health check-ups for all employees every two years. In 2024, the health check-up participation rate for employees in Taiwan was 98.3%. In addition to the items mandated by the Regulations of the Labor Health Protection, we also provide various cancer screenings and ultrasound examinations, exceeding regulatory requirements to care for our employees' health.</p> <p>5. Organized a health promotion activity called '100 Days to Winning Weight,' fostering a positive health-focused atmosphere at MiTAC's workplace. This initiative combines health knowledge, proper dietary concepts, and exercise to achieve effective and healthy weight loss. Adhering to the '333' exercise principle, we encourage regular exercise to safeguard health. Employees are motivated to increase their daily physical activity, reflecting our ongoing commitment to employee health. As a result, we have received the 'Badge of Accredited Healthy Workplace' from the Health Promotion Administration, Ministry of Healthy and Welfare and the 'Taiwai iSport Enterprise Certification' from the Sports Administration, Ministry of Education.</p> <p>6. The company is committed to enhancing workplace safety and safeguarding employee health. We conduct courses on CPR and the operation of automated external defibrillators (AEDs). Through professional training provided by nurses, 77% of MiTAC International Corp. employees participated. Consequently, we received the 'AED Safe Place Certification' from the Ministry of Health and Welfare.</p> <p>7. Regularly conduct safety and health education training for new employees and general safety and health education training for all incumbent staff. Starting from a commitment to environmental, safety, and health policies and protecting Earth's resources, we actively plan various safety and health training, environmental waste reduction, and public advocacy activities. These initiatives promote disaster prevention and mitigation and integrate ESG indicators. We simultaneously carry out diverse learning, practical exchanges, health care, and public advocacy activities during Workplace Safety and Health Week to enhance employees' safety and health awareness at work, thereby creating a safe, stable, and reassuring friendly workplace environment.</p> <p>8. Arrange initial and refresher training courses for specialized personnel, including occupational safety and health managers, nursing staff, first-aid personnel, forklift operators, fire safety managers, supervisors of organic solvent operations, radiation</p>	

Assessment criteria	Corporate governance in action			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof										
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			<p>safety operators, waste management technicians, and energy management personnel.</p> <p>9. The maps showing the distribution of fire-fighting equipment and escape routes are posted within office areas. Every six months, we conduct annual self-defense fire team training courses, as well as drills for using fire-fighting equipment, handling chemical spills, and responding to typhoon and flood emergencies.</p> <p>10. Safety precautions for the work area are posted in production zone workplaces, and educational training on work safety regulations is provided in detail to the operational personnel.</p> <table border="1"><tr><td colspan="2">Statistics on personnel training/drills in Taiwan in 2024</td></tr><tr><td>Basic safety and health training (including initial and re-training): sessions</td><td>104</td></tr><tr><td>Basic safety and health training (including initial and re-training): total of attendees</td><td>5,752</td></tr><tr><td>Evacuation and disaster prevention training and drill: sessions</td><td>35</td></tr><tr><td>Evacuation and disaster prevention training and drill: total of attendees</td><td>1,213</td></tr></table> <p>11. To prevent emergency incidents, Automated External Defibrillators (AED) have been installed in the lobbies of the Hsinchu and Huaya buildings, and we received the 'AED Safe Place Certification' from the Ministry of Health and Welfare.</p> <p>12. When introducing/modifying operating procedures, adding/changing raw materials, or altering or expanding equipment, we follow the change management application procedure to review the operating processes, chemical safety data, equipment specification documents, and safety protection measures during the changes to identify and prevent potential hazards.</p> <p>13. Amended the contractor management procedures to rigorously inform contractors about the work environment, operational hazard factors, and disaster prevention measures. Strengthen the inspection management of high-risk construction projects, and provide safety and health education and training to the operational personnel entering the site to eliminate operational hazards.</p> <p>14. Establish procedures based on the technical guidelines for risk assessment. Through continuous hazard identification and risk assessment, reduce hazards arising from routine and non-routine activities. Each unit should consider physical, chemical, biological, and ergonomic factors to identify unacceptable risks or opportunities for improvement. Implement appropriate preventive management measures to control risks to an acceptable level.</p>	Statistics on personnel training/drills in Taiwan in 2024		Basic safety and health training (including initial and re-training): sessions	104	Basic safety and health training (including initial and re-training): total of attendees	5,752	Evacuation and disaster prevention training and drill: sessions	35	Evacuation and disaster prevention training and drill: total of attendees	1,213	
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			15. When an accident occurs in the workplace, the department where the incident occurred must report to the Safety and Health Management Office to initiate the handling and investigation of the accident. The root causes of the incident are addressed and preventive measures are implemented to ensure the safety and health of colleagues and prevent the recurrence of such accidents. In 2024, there were 9 incidents of workplace injuries and 21 traffic accidents involving employees commuting in Taiwan. Traffic safety seminars have been planned to educate employees on defensive driving and inform them of their rights and obligations following an accident.	
(IV) Does the Company have an effective career capacity development training program established for the employees?	✓		<p>In order to assist employees in their career development and skill enhancement, our group offers training courses for new employees, professional positions, and managerial positions, which integrate employees' career growth with the company's development. In 2024, the total training hours for employees reached 387,237.1 hours, with an average of 56.1 hours of training per person.</p> <ol style="list-style-type: none"> 1. We provide orientation training and onboarding courses for new employees. Department supervisors are responsible for job guidance, and we also assign counselors to help newcomers adapt to the team and environment. Through these various arrangements, we assist new partners in quickly becoming familiar with and integrating into the company's operations. 2. To assist all employees in planning their future careers, our company conducts bi-annual two-way discussions between supervisors and employees to develop employee career development plans. Each unit supervisor is responsible for providing professional technical training. Meanwhile, the company also implements a job rotation system to encourage multi-functional development, cultivating specialized talents to enhance the company's competitiveness. 3. For management roles, the company has planned a management competency development training program to help improve supervisors' leadership, coaching, and decision-making abilities. Furthermore, the company encourages pursuing master's degree programs and EMBA courses to further enhance the professional and managerial skills of our supervisory staff. 	
(V) With respect to the issues related to products and services, such as customer health and safety, customer privacy,	✓		The Group maintains customer rights and fulfills product responsibilities, beginning with considering the product life cycle during the design phase. We prioritize environmental protection and consumer convenience and safety as part of our final review process.	

Assessment criteria	Corporate governance in action			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
marketing and labeling, does the Company conform to the relevant regulations and international standards and establish the relevant rights protection policies and complaint procedures for the consumers or customers?			Additionally, we have established customer complaint channels, developed a consumer dispute resolution system, and implemented a compensation application procedure. Customers can make inquiries or provide suggestions through the contact methods for each brand listed on our company website (https://www.mitac.com/zh-TW/stakeholders).	
(VI) Does the Company formulate a supplier management policy that requires suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and their implementation?	✓		<p>All of our new suppliers must pass the supplier evaluation and comply with the supplier code of conduct.</p> <p>Also, the main or key suppliers must possess required certifications:</p> <ul style="list-style-type: none"> • Process-related raw material suppliers: Must be certified with the ISO 9001 Quality Management System. • Facility and related operations contractors: Must obtain ISO 45001 Occupational Health and Safety Management System certification. • Local suppliers: Must obtain a valid factory registration certificate issued by the local government according to the business category and ISO 14001 Environmental Management System certification. <p>In regard to suppliers' corporate social responsibility, suppliers are required to undergo RBA (Responsible Business Alliance) audits alongside quality operation audits. The audited items include labor ethics, environmental, health, and safety. Any deficiencies found must be addressed with corrective measures and the improvements must be completed within the stipulated timeframe.</p> <p>Our company also uses the supplier management platform (e-SCM) to require suppliers to provide test reports for product environmental specifications, such as the absence of hazardous substances, to ensure that products comply with RoHS (Restriction of Hazardous Substances) standards. Concerning RBA conflict minerals ethical issues, through collaboration with customers and the RMI (Responsible Minerals Initiative), suppliers are continually required to maintain compliance with raw material standards, ensuring proper management at the source of the supply chain.</p>	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.”
V. Does the Company use internationally accepted standards or guidelines for preparation of reports as reference in preparing the corporate sustainability report and other reports disclosing non-financial information of the Company? Have such	✓		The Company has prepared the '2024 Sustainability Report' in accordance with the internationally recognized reporting guidelines (GRI Standards). We have commissioned TÜV NORD Taiwan Co., Ltd. to assure the report, ensuring that it meets the GRI Standards' core adherence option and the AA 1000 Type 2 moderate assurance level requirements. The assurance results will be disclosed in the report.	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.”

Assessment criteria	Corporate governance in action			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
<p>(2)Status of implementation</p> <p>4. Consumers' rights and privileges:</p> <p>(1)Systems and measures</p> <p>(2)Status of implementation</p> <p>5. Human rights:</p> <p>(1)Systems and measures</p>			<p>a.Organized blood donation campaigns and charity sales with proceeds donated to the Ruth Society for disability services. Additionally, there are "Flea Market Charity Sales" and "Second-hand Goods Charity Sales," where unused clothing is sold at discounted prices for employees, promoting the reuse of second-hand items, reducing waste, and enhancing material circulation. A certain percentage of the sales revenue from these charity sales is donated to charity funds.</p> <p>b. Sponsored Chinese Taipei Softball Association for persons with disabilities and the Standard Chartered Taipei Marathon</p> <p>c. Collaboration with the tree planting team of Tse-Xin Organic Agriculture Foundation to restore the abandoned cultivated lands in Fushou Mountain, and the forest restoration project for the mountains after fire of the National Taiwan University Mountain Forest Farm. A total of 7,786 trees were planted in the high mountain area in 2024.</p> <p>d. held a total of four blood donation activities, raised 76,500 cc of blood.</p> <p>e. In 2024, a total of 945 participants engaged in related company charity activities, with a total expenditure of approximately 6 million NTD on related donations and charity activities, including 0.56 million NTD in employee self-donations.</p> <p>: For realizing the responsibility for the consumers, MiTAC customer service team spares no effort in creating innovative models and logistics support system, and promotes this idea and system to all customer service teams of MiTAC in different countries of the world.</p> <p>: The Mio/NAVMAN/MAGELLAN brands of MiTAC unveiled the following to the consumers.</p> <p>a. "Online Repair Service" allows the customers to request for repairs without the constraints of time and place.</p> <p>b. "Mio Online Service" offers round-the-clock question and answer for Mio product information.</p> <p>c."Mio Online Update" allows for online product update through simple procedures.</p> <p>: a. The group's employment policy prioritizes the hiring of local employees, providing job opportunities for local labor and persons with disabilities in each region. All employees are treated equally and enjoy equal opportunities in terms of wages, promotions, rewards, and training, without any distinction based on race, age, color, gender, sexual orientation, language, education, religion, occupation, political affiliation, nationality, region, birthplace, social status, class, property, or any other identity. During the recruitment or working processes, managers in any department must treat all employees equally, without any discriminatory behavior.</p> <p>b. We care about and protect employees' rights, strictly adhering to the regulations of the Responsible Business Alliance (RBA) and various national labor laws, and we strictly prohibit the employment of child labor under the age of 16. We safeguard the labor rights of employees and ensure no discrimination in employment or work based on race, color, gender, language, religion, political or other opinions, nationality or social origin, property, birth, or other status. All forms of forced labor, including contract labor and debt bondage, are prohibited. We also uphold humanitarian principles in treating employees, eliminating any instances of violence, corporal punishment, mental or physical coercion, and public humiliation.</p> <p>c. To maintain workplace equality and dignity across diverse genders, the group strictly prohibits sexual harassment in the workplace and is committed to providing a gender-inclusive equality work environment.</p>	

Assessment criteria	Corporate governance in action			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
(2) Status of implementation			<p>a. MiTAC acknowledges and values the contributions of a diverse workforce. Any additions or modifications to employment conditions are communicated and coordinated between both parties, and so far, no disputes have arisen. We provide job opportunities for indigenous background labor and individuals with disabilities in various regions. In 2024, we employed 16 colleagues with disabilities and 5 colleagues of indigenous background in Taiwan, and 29 colleagues with disabilities in mainland China.</p> <p>b. MiTAC complies with labor laws and respects employees' opinions. Any additions or modifications regarding labor relations are communicated and coordinated between both parties. In 2024, we held 13 legally mandated labor-management meetings, and there have been no disputes to date.</p> <p>c. MiTAC have established the "Workplace Sexual Harassment Prevention and Complaint Handling Measures" and set up a dedicated sexual harassment complaint hotline managed by specialists. Regular educational sessions on sexual harassment prevention are conducted to avoid such issues in the workplace, and everything has been operating smoothly so far.</p> <p>d. The Group emphasizes workplace diversity and equality issues. In addition to equal pay for equal work regardless of gender, we maintain an appropriate gender ratio in all departments. Women make up 40.12% of our company, with 26.79% of management positions held by women, reflecting our commitment to workplace gender equality.</p>	

(VI) Climate-Related Information of TWSE/TPEX Listed Company

Item	Implementation status															
<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</p> <p>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</p> <p>3. Describe the financial impact of extreme weather events and transformative actions.</p> <p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p> <p>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</p> <p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p> <p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p> <p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p>	<div><div><div>■</div><div>Regarding climate change issues, the Company evaluates the risks and opportunities of climate change based on the TCFD recommendation framework. The Company formed the “Sustainable Development Committee” under its subsidiary MiTAC International Corp. The Committee is responsible for identifying climate change risk factors and assessing risks and opportunities under different circumstances. In addition, this committee is responsible for collecting and verifying annual greenhouse gas emissions data and reporting the data to the board of directors. This allows the board of directors to track the status of carbon reduction footprint regularly, consider climate change risk factors for global strategic planning, fully consider the transition risks and opportunities of climate change when developing low-carbon products, and take climate change factors into consideration for major asset investments.</div></div><div><div>■</div><div>We have identified 14 risk items according to risk categories such as regulatory risk, market risk, technological risk, and physical risk. Additionally, we have identified 12 opportunity items related to climate change. Based on the results of the risk assessment, we have summarized three key risk items and three climate opportunities.</div></div></div> <div><div>【Climate Change Risks】</div><div>Unit: In thousands of New Taiwan Dollars</div><table><tr><th>Category</th><th>Key Risk Items</th><th>Time</th><th>Response Strategies</th><th>Financial Impact Assessment</th></tr><tr><td>Regulations</td><td>Carbon fees leading to higher raw material costs</td><td>Long-term</td><td>1.Develop guidelines for volume and waste reduction design to mitigate the use of affected raw materials. 2.Adopt circular economy practices, including research into increasing the ratio of recycled content in petrochemical materials. 3.Introduce procurement practices that prioritize low-carbon options for petrochemical and steel materials.</td><td>1,030</td></tr><tr><td>Regulations</td><td>Costs increased for GHG emission reduction (The cash flow invested in the current year)</td><td>Mid-term</td><td>1.Enhance incentives for developing energy-saving schemes through ICP (internal carbon pricing). 2.Invest in the construction of solar power equipment, gradually completing the installation of solar panels on the rooftops of the group's buildings where power plants can be established, as well as the addition and replacement of other energy-saving equipment. 3. Increase awareness of climate change and carbon emission reduction among employees through training and corporate culture reform, encouraging all-hands participation in emission reduction actions.</td><td>26,469</td></tr></table></div>	Category	Key Risk Items	Time	Response Strategies	Financial Impact Assessment	Regulations	Carbon fees leading to higher raw material costs	Long-term	1.Develop guidelines for volume and waste reduction design to mitigate the use of affected raw materials. 2.Adopt circular economy practices, including research into increasing the ratio of recycled content in petrochemical materials. 3.Introduce procurement practices that prioritize low-carbon options for petrochemical and steel materials.	1,030	Regulations	Costs increased for GHG emission reduction (The cash flow invested in the current year)	Mid-term	1.Enhance incentives for developing energy-saving schemes through ICP (internal carbon pricing). 2.Invest in the construction of solar power equipment, gradually completing the installation of solar panels on the rooftops of the group's buildings where power plants can be established, as well as the addition and replacement of other energy-saving equipment. 3. Increase awareness of climate change and carbon emission reduction among employees through training and corporate culture reform, encouraging all-hands participation in emission reduction actions.	26,469
Category	Key Risk Items	Time	Response Strategies	Financial Impact Assessment												
Regulations	Carbon fees leading to higher raw material costs	Long-term	1.Develop guidelines for volume and waste reduction design to mitigate the use of affected raw materials. 2.Adopt circular economy practices, including research into increasing the ratio of recycled content in petrochemical materials. 3.Introduce procurement practices that prioritize low-carbon options for petrochemical and steel materials.	1,030												
Regulations	Costs increased for GHG emission reduction (The cash flow invested in the current year)	Mid-term	1.Enhance incentives for developing energy-saving schemes through ICP (internal carbon pricing). 2.Invest in the construction of solar power equipment, gradually completing the installation of solar panels on the rooftops of the group's buildings where power plants can be established, as well as the addition and replacement of other energy-saving equipment. 3. Increase awareness of climate change and carbon emission reduction among employees through training and corporate culture reform, encouraging all-hands participation in emission reduction actions.	26,469												

Item	Implementation status				
	【 Climate Change Risks 】		Unit: In thousands of New Taiwan Dollars		
	Category	Key Risk Items	Time	Response Strategies	Financial Impact Assessment
	Regulations	Increased asset amortization costs due to enhancing asset energy efficiency for carbon reduction(The additional expenses incurred in the current year)	Short-term	1.Collaborate with ESCO companies to identify suitable equipment for replacement, develop annual scrapping and replacement lists, and reduce capital investment. 2.Extend equipment lifespan by investing in high-efficiency equipment with lower operating costs to reduce long-term maintenance costs. 3.Monitor government subsidies for climate change adaptation, such as energy-saving subsidies and tax exemptions, to reduce overall emission reduction costs	1,917
	【 Climate Change Opportunities 】		Unit: In thousands of New Taiwan Dollars		
	Category	Key Risk Items	Time		Response Strategies
	Assisting suppliers in low-carbon transition to reduce procurement costs.	Long-term	1. As CBAM initially targets plastic and steel products for the imposition of carbon taxation, collaboration in research and development enables suppliers to effectively reduce carbon emissions in the production process, thereby minimizing the increase in carbon fees. 2. By providing suppliers with stable order guarantees through long-term contracts, we encourage them to invest in low-carbon technologies and process improvements. 3. Incorporating low-carbon production into green procurement policies prioritizes suppliers with low-carbon production methods.		2,353

Item	Implementation status			
	Category	Key Risk Items	Time	Response Strategies
	Effectively execute climate change BCP	Mid-term	1. Combining scenario analysis with precise risk identification and assessment is crucial to evaluate the impact of extreme weather events such as floods, droughts, and hurricanes, as well as long-term climate change factors like rising sea levels and temperature fluctuations on operations, as well as gain a grasp on corresponding disaster events. 2. Regular testing and drills of the BCP are necessary to ensure its effectiveness, with improvements made based on the results of these drills. 3. Implementing monitoring mechanisms allows for continuous surveillance of climate change-related risks and trends. Regular assessments and updates to the BCP are essential to reflect new risks and changes in business conditions.	>10,000
	Use of low-carbon energy sources	Short-term	1. Transitioning to renewable energy sources can result in immediate reductions in electricity expenses in the short term while offering stable long-term benefits in carbon emissions reduction. 2. Monitoring Corporate Power Purchase Agreements (CPPAs), whether through collective procurement or supply chain mechanisms, offers the potential to boost demand and lower the cost of low-carbon energy. 3. Monitor the carbon trading market and local carbon usage regulations in manufacturing sites' corresponding country to reduce the demand for low-carbon energy or to address the challenges of substituting low-carbon energy for emissions reduction.	29,169
	<p>■ We have conducted a transformation risk analysis based on three different scenarios referenced from the IEA World Energy Outlook 2022 report. Additionally, we utilized the Aqueduct tool provided by WRI to assess flood risks similar to the STEPS scenario in 2050. The simulation results indicate that major production locations in southern China, eastern China, and Hsinchu in Taiwan, will be subject to varying degrees of flood risk. Furthermore, according to the IEA's three scenario analyses:</p> <p>1. APS Scenario</p> <p>It is projected that the Earth will warm by 2.1° C by 2100, with greenhouse gas emissions in 2050 expected to</p>			

Item	Implementation status							
	<p>be reduced to one-third of those in 2020.</p> <p>2.STEPS Scenario</p> <p>The Earth is expected to warm by 2.6° C by 2100, with greenhouse gas emissions in 2030 reduced by less than 15% compared to 2020.</p> <p>3.NZE2050 Scenario</p> <p>This scenario mandates achieving net-zero emissions globally by 2050, with the goal of keeping the temperature increase by 2100 below 1.5° C.</p> <p>■ Based on these analyses, MiTAC considers them crucial references for managing transformation risks and developing low-carbon products. We have outlined strategies below according to these three transformation risk scenarios and their impacts on the value chain:</p>							
	Type of Climate Scenario	Scenario	Impact	Period	Premise Parameter	Value Chain Impact and MiTAC Strategy		
						Upstream	MiTAC	Downstream
	Transition	IEA NZE2050	The proportion of renewable energy increases, and related raw materials are restricted for production. The replacement of production materials will be accelerated. Companies that cannot replace will receive high carbon fees and carbon taxes.	2025-2050	Temperature rise below 1.5° C	The suppliers with high energy consumption might experience the stress of high carbon tax and be eliminated, and they will pass the production costs on to the Company.	Business operations almost entirely use green electricity, and the quota for green electricity procurement will increase year by year. Selecting suppliers carefully is the primary coping strategy since the market can provide suitable low-carbon components.	The low-carbon products will bring the customers with capability of circular economy management to a higher level, and the ability to manage carbon emissions throughout the product life cycle will be a decisive factor of the product design.
	IEA APS (commitments)	Governments will follow the policies they promised to adopt, with carbon fees and taxes as the	2025-2100	Temperature rise more than 2.1° C	The suppliers, which are in the industry with great	Due to the commitment of various governments to carbon	Some customers will place importance on the emissions	

Item	Implementation status							
			means thereof, which will increase the corporate operating costs.			electricity consumption, will be restricted by energy saving and carbon reduction regulations. Managing multiple suppliers requires attention to the carbon emission performance of suppliers in different regions.	management regulations, lowcarbon products and services will see a rise in demand from regulatory requirements. Developing low-carbon products is the main coping strategy.	reduction management of key suppliers when adopting lowcarbon products.
		IEA STEPS	Global warming will increase the impact of climate change and make business continuity more challenging.	2025-2100	Temperature rise of 2.6° C	The supply chain will be costoriented, so it will be hard for the suppliers aware of transition to receive orders.	Due to the lack of significant results in carbon reduction, the impact of climate change intensifies. Reducing the risk of production locations and providing backup mechanisms become the main coping strategies.	Due to differences in regulations in different countries and regions, customers have varying requirements for the carbon emissions of products. The management of customer differentiation is thus a focus of management.

Item	Implementation status																									
	Physical	IPCC RCP8.5	The increase in rainfall and the rise of sea level will impact the operating locations at a low altitude, e.g. the production location on the coast of China.	2030-2050	Inundation depth	For the suppliers with production sites in the scope of hotspots of flood risk, the effectiveness of their alternative plans will need to be ensured based on the supplier BCM survey.	Eastern China, Southern China, and Hsinchu may face the risk of water-related disasters, production interruptions, or disruptions in transportation operations. Providing backup mechanisms becomes the primary coping strategy.	If the customers have VMI in the high-risk areas, special agreements or insurance for risk avoidance will be required for the assets deposited in the warehouse.																		
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan	1. The greenhouse gas inventory and assurance status for the company's past two fiscal years.																									
	(1)Greenhouse Gas Inventory Information																									
	<table><tr><th>Year</th><th>Data Scope</th><th>Scope 1 (metric tons CO₂e)</th><th>Scope 2 (metric tons CO₂e)</th><th>Emission per unit (tCO₂e/NT\$ million)</th></tr><tr><td>2023</td><td>Major Subsidiaries</td><td>3,159</td><td>33,979</td><td>1.05</td></tr><tr><td rowspan="2">2024</td><td>Major Subsidiaries</td><td>3,002</td><td>29,937</td><td rowspan="2">0.55</td></tr><tr><td>Other Subsidiaries</td><td>265</td><td>325</td></tr></table>								Year	Data Scope	Scope 1 (metric tons CO ₂ e)	Scope 2 (metric tons CO ₂ e)	Emission per unit (tCO ₂ e/NT\$ million)	2023	Major Subsidiaries	3,159	33,979	1.05	2024	Major Subsidiaries	3,002	29,937	0.55	Other Subsidiaries	265	325
	Year	Data Scope	Scope 1 (metric tons CO ₂ e)	Scope 2 (metric tons CO ₂ e)	Emission per unit (tCO ₂ e/NT\$ million)																					
2023	Major Subsidiaries	3,159	33,979	1.05																						
2024	Major Subsidiaries	3,002	29,937	0.55																						
	Other Subsidiaries	265	325																							
	Data scope: Prior to 2023, only the greenhouse gas emissions of major subsidiaries were covered. Starting from 2024, the data will include other subsidiaries as well. The emissions from major subsidiaries account for more than 95% of the group's total emissions.																									
	(2)Greenhouse Gas Assurance Information																									
	The Company conducts an annual audit of the greenhouse gas emissions for the previous year. The audit scope includes: direct greenhouse gas emissions, indirect greenhouse gas emissions from imported energy, indirect greenhouse gas emissions from transportation (business travel, product transportation), indirect greenhouse gas emissions from upstream raw material procurement, and indirect greenhouse gas emissions from waste disposal and treatment. Starting from 2024, Scope 3 will be expanded to include "upstream transportation," "upstream emissions from energy usage," and "purchased capital goods".																									
	(a) Scope of assurance : MiTAC Holdings Corporation. (parent), MiTAC International Corp.- Taoyuan, MiTAC Computing Technology Corp. - Taoyuan, MiTAC Digital Technology Corporation -Taoyuan, MiTAC International Corp.- Hsinchu, MiTAC Computing Technology Corp. - Hsinchu, MiTAC Digital Technology																									

Item	Implementation status
	<p>Corporation - Hsinchu, MiTAC Computer (KunShan) Co., Ltd, MiTAC Information Systems (KunShan) Co., Ltd., MiTAC Computer (Shunde) Ltd, MiTAC Information Systems Corp., MiTAC Research (ShangHai) Ltd., MiTAC Innovation (KunShan) Ltd. and MiTAC Investment Holding Ltd.'s direct and indirect emission sources include all manufacturing and management facilities, employee living areas, offices, production lines and public areas.</p> <p>(b) Assurance institutions : TUV NORD Taiwan Co., Ltd.</p> <p>(c) Assurance standards : ISO 14064-1 : 2018</p> <p>(d) Assurance opinion : The detail and verified information will be disclosed in the sustainability report.</p>
	<p>2. Greenhouse gas targets, strategy and concrete action plan</p> <p>(1) Greenhouse gas reduction baseline year and data : 2020; Scope1: 2,705 tons ; Scope2: 35,612 tons</p> <p>(2) Greenhouse gas reduction target : Using 2020 as our baseline year, our short-term goal is to reduce greenhouse gas emissions by 15% by 2025, our mid-term goal is to achieve a 50% reduction in greenhouse gas emissions by 2030, and our long-term goal by 2050 is to achieve net-zero emissions.</p> <p>(3) Greenhouse gas reduction strategy : MiTAC Group is concerned about global climate change and is committed to protecting the earth's resources and fulfilling its responsibilities as a corporate citizen. In addition to continuously promoting greenhouse gas emission control to reduce operating costs, the group aims to achieve sustainable energy development that balances resource efficiency, energy conservation, and environmental protection. The goal is to work towards a low-carbon economy and society in the industry by implementing the following:</p> <p>(a.)Developing renewable energy</p> <p>(b.)Improve energy efficiency</p> <p>(c.)Strengthening the Group's climate resilience</p> <p>(d.)Comply with environmental regulations, customer's requests and other related regulations.</p> <p>(4) Greenhouse gas actions and reduction target achievements:</p> <p>In 2024, a total of 20 energy-saving initiatives were implemented, achieving a total electricity savings of approximately 6,831.82 MWh and a reduction in carbon emissions of about 3,641.90 tons (for a detailed explanation of the energy-saving initiatives, please refer to section 4.4 Energy and Greenhouse Gas Management in the MiTAC 2024 Sustainability Report). Five production facilities have completed the installation of self-use solar power systems, generating approximately 6,093 MWh in 2024. Additionally, the group initiated the purchase of renewable electricity in 2024, with a purchase volume of 6,446 MWh. Using 2020 as the baseline year, the total greenhouse gas (Scope 1 + 2) emissions in 2024 decreased by 14.04%.</p>

(VII)Implementation of ethical corporate management, deviation thereof from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and causes thereof:

Assessment criteria	Status of implementation			Deviation and causes of deviation from Ethical Corporate Management Best -Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. With business integrity policy and action plan in place (I) Are the Company's guidelines on corporate conduct and ethics provided in internal policies and disclosed publicly? Have the Board of Directors and the senior management team demonstrated their commitments to implement the policies?	✓		The Company has established a " Integrity Code of Conduct Board of Directors", approved by the Board of Directors. This code is available on the official website. Both the Board of Directors and management are required to adhere to these guidelines. Additionally, the Company holds annual training sessions and awareness campaigns to promote ethical standards and prevent dishonest behavior among employees.	Compliant with the rationale and practices of "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies."
(II) Has the Company established an evaluation mechanism for the risk of dishonesty behaviors? Does the Company regularly analyze and evaluate business activities with a higher risk of dishonesty in the business scope, and formulate a plan to prevent dishonesty behaviors, which at least covers Paragraph 2 of Article 7 in the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?"	✓		MiTAC demands all employees to refrain from accepting improper gifts, so that they do not compromise the Company's interests for personal gains. In addition, all employees have the duty of confidentiality over business secrets of the Company and other relevant parties. For the prevention plan within business activities with a high risk of dishonesty in the business scope, MiTAC has established management measures such as preventing bribery and bribery, prohibiting the provision of illegal political contributions, prohibiting inappropriate charitable donations or sponsorship, and prohibiting inside transactions.	

Assessment criteria	Status of implementation			Deviation and causes of deviation from Ethical Corporate Management Best -Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(III) Does the Company establish procedures, behavioral guidelines, disciplinary actions and complaint systems in action plans against unethical conduct? Are the plans implemented thoroughly and reviewed and modified regularly?	✓		“Business Integrity” has always been the cornerstone of the MiTAC's sustainable operation. MiTAC adheres to operational transparency, implements internal management, and sets various anti-corruption management policies as the basis for business operations. MiTAC has the “Procedures for Ethical Management and Guidelines for Conduct”, “Employee Code of Conduct” and “Anti-corruption Policy” in place to provide whistle-blowing channels, outline operating procedures and behavioral guidelines that employees are bound to obey, and disciplinary actions and grievance systems for violations. Both the code and the policy are rigorously enforced. In the event of law amendments or poor implementation results, such policy will be adjusted timely to suit the present requirements.	
II. Realization of business integrity				
(I) Does the Company evaluate the integrity of all counterparts it has business relationships with? Are there any integrity clauses in the agreements it signs with business partners?	✓		All procurement personnel of MiTAC has signed the "Letter of Integrity" and further promoted such self-requests to partner manufacturers. MiTAC signs an "Integrity Commitment Agreement" when dealing with important suppliers, for systematically tracking, identification and implementation of regulations, in aim to become a trustworthy partner of the stakeholders.	Compliant with the rationale and practices of “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.”
(II) Has the Company set up dedicated unit in charge of promotion and execution of the company's corporate conduct and ethics, and report to the Board about any operation policies, and plans and supervision on honesty and integrity and prevention of dishonesty on a regular basis (at least once a year)?	✓		The Human Resource Development Center is responsible for the establishment of business integrity policy and prevention measures, whereas the internal audit function is responsible for supervising execution of such policy and measures. The internal audit function conducts random audits on compliance status within the Company. The report on the implementation of ethical management in 2024 was submitted to the Board on March 4, 2025. The Company’s Board of Directors will exercise the due care of a prudent administrator to identify and prevent unethical conduct while constantly reviewing the effectiveness and making continual improvements to ensure sound execution of the ethical management policy.	
(III) Does the Company have any policy that prevents conflict of interest, and channels that facilitate the report of conflicting interests?	✓		The Company have a policy for the prevention of the conflict of interest, and it provides appropriate channels for the directors, supervisors, and managers in voluntary justification of their positions, which may entail potential conflict of interest against the Company.	
(IV) Has the Company established effective accounting and	✓		The Group has developed effective accounting and internal control	

Assessment criteria	Status of implementation			Deviation and causes of deviation from Ethical Corporate Management Best -Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
internal control systems for the implementation of policies, prepared audit plans according to the evaluation result of dishonesty risks, and audit such execution and compliance, or hire external auditors to audit such execution and compliance?			systems, including ethical management policies and prevention plans. For procedures at high risk of unethical conduct, the internal audit unit performs audits on the procedures according to the annual audit plan formulated based on the risk assessment results. The implementation of the audit plan and subsequent improvement measures are reported to the Audit Committee and Board of Directors to ensure audit effectiveness. In addition, the Company's departments and subsidiaries must self-check the design and effectiveness of the internal control system through the annual internal control self-evaluation.	
(V) Does the Company organize internal or external training on a regular basis to maintain business integrity?	✓		In order to implement the concept of business integrity, the Company has, on its internal and external official websites, strengthened the policy that all employees must complete online courses including the "Integrity Code of Conduct", "Employee Code of Conduct", "Anti-corruption Policy", and "Prohibition of Insider Trading". In addition to new employees, all employees are also scheduled to participate in online retraining annually. Through announcements and reminders, the Company ensures that employees understand the Company's emphasis on ethics and implement the spirit of integrity in daily work. In 2024, the Company organized various internal and external education and training courses related to ethical management issues (including compliance with ethical management laws and regulations, education and promotions of company policies, Responsible Business Alliance, audit and accounting system, internal control and internal audit systems, prohibition of insider trading, and other related courses), and a total of 7,671 person/times were trained, with a total of 5,833.5 hours. Among them, the "Integrity Management and Ethical Management Policy" training rates are 97.33% in Taiwan, 99.02% in China, and 95.14% in the United States. The overall training rate for this course is 98.22%.	
III. Reporting of misconduct				
(I) Does the Company provide a whistleblower and reward system for employees to report misconduct? Does the Company assign dedicated personnel to investigate the reported misconducts?	✓		The Company has an Anti-corruption Policy supported by a whistleblower and reward system. There is a broad range of misconduct reporting channels available to both insiders and outsiders, including the whistleblowing mailbox of the audit. These reporting channels have been announced to the public, while the internal audit function is assigned to handle and investigate reported cases.	Compliant with the rationale and practices of "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies."
(II) Has the Company developed any standard investigation	✓		The Company has standard investigation procedures in place to investigate	

Assessment criteria	Status of implementation			Deviation and causes of deviation from Ethical Corporate Management Best -Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
procedures for reported misconduct, defined follow-up actions to be taken following the completion of the investigation, or had confidentiality systems in place?			reported misconduct. An investigation committee is formed for investigation and discipline according to the procedures. A confidentiality system is also built to ensure the confidentiality of the investigation process and safekeeping of audit-related documents.	
(III) Has the Company provided proper whistleblower protection?	✓		In order to protect the safety of the whistleblowers, the whistleblower or related documents are kept strictly confidential, to prevent the whistleblowers from being retaliated against, and also to establish a competent whistleblower system, so that no whistleblowers shall be treated unfavorably.	
IV. Increasing disclosure of information Does the Company have the contents of corporate management and its implementation disclosed on the website and MOPS?	✓		The Company has established “Integrity Code of Conduct” and published onto its website and at the “Corporate Governance” section of MOPS. Implementation progress of the Integrity Code of Conduct is disclosed in annual reports.	Compliant with the rationale and practices of “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.”
V. If the Company has established business integrity policies in accordance with “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies,” please describe its current practices and any deviations from the Best Practice Principles: The Company has implemented Integrity Code of Conduct, which conforms with the rationality and practices of “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-listed Companies.”				
VI. Other information relevant to understanding the Company’s business integrity (e.g., reviews of business integrity principles): The Board has approved the amendments to the “Integrity Code of Conduct” on Nov. 7, 2019, in compliance to the regulations of the competent authority and the needs of practical operations.				

(VIII) Other important information enabling better understanding of the Company’s corporate governance implementation: None

(IX) Implementation of the internal control system:

1. Statement of Declaration of Internal Control:

Please refer to Market Observation Post System (MOPS)→Single Company→Corporate Governance→Company Regulations/Internal Control→Internal Control System Statement , website: <https://mops.twse.com.tw/mops/#/web/t06sg20>

2. Certified public accountants commissioned to conduct internal audit and the audit report: None.

(X) Major resolutions of shareholders' meetings and the Board of Directors in the most recent year up to the publication date of this annual report:

1. Shareholders' meetings

Date of meeting	Summary of important motions	Resolutions	Status of implementation
2024.05.28	1. Adoption of the 2023 Business Report and Financial Statements (Proposed by the Board of Directors)	Voted and approved as proposed	Act in accordance with the resolution
	2. Ratification of the distribution of earnings in 2023 (Cash dividends shall be distributed as resolved by the Board and the distribution shall be reported to the shareholders' meeting). Shareholders' dividends: A cash dividend of NT\$1.3 per share.	Voted and approved as proposed	The record date was set on April 3, 2024, and the cash dividend was paid on April 30, 2024.
	3. Proposal for Change of Company Name and Amendment to the Articles of Incorporation (Proposed by the Board of Directors)	Voted and approved as proposed	The registration of the name change was completed in June 2024, and the company operates in accordance with the amended Articles of Incorporation.
	4. Discussion on partial amendments to the "Rules of Procedure for Shareholders Meeting"	Voted and approved as proposed	Act in accordance with the amended "Rules of Procedure for Shareholders Meeting".
	5. Proposal to cooperate with the future stock listing plan of the subsidiary MiTAC Digital Technology Corp. (hereinafter referred to as "MDT"), the Company may carry out the stock release operation and/or waiver of the cash capital increase subscription rights of MDT	Voted and approved as proposed	Act in accordance with the resolution of the shareholders' meeting and release 29,305 thousand shares .

2. Board of Directors

Date of meeting	Term	Major resolution
2024.01.23	4 th Board 10 th Meeting	1. Approved subsidiary MiTAC International Corp.'s subsidiary MiTAC Technology (Vietnam) Company Limited 's capital increase and factory construction. 2. Approved the proposal of remuneration to Directors in 2023 amounting to NT\$6.5 million.

Date of meeting	Term	Major resolution
2024.02.23	4th Board 11 th Meeting	<ol style="list-style-type: none"> 1. Approved the proposal of remuneration to employees in 2023 amounting to NT\$2,213 thousand. 2. Approved the correction to the company's consolidated financial report for Q1 to Q3 of 2023. 3. Approved the financial statements for 2023. 4. Approved the proposal for distribution of earnings 2023. Shareholder Bonus: Cash dividend at NT\$1.3 per share. 5. Approved the partial amendments to the "Articles of Incorporation". 6. Approved the partial amendments to the "Rules of Procedure for Shareholders' Meeting". 7. Approved to cooperate with the future stock listing plan of the subsidiary MiTAC Digital Technology Corp. (hereinafter referred to as "MDT"), the Company may carry out the stock release operation and/or waiver of the subscription rights for cash capital increase of MDT. 8. Approved to date of the Company's 2024 shareholders meeting, the convening reason, shareholder proposals and the period for shareholder's proposals.
2024.05.13	4th Board 12 th Meeting	Approved the financial report of Q1, 2024.
2024.08.12	4th Board 13 th Meeting	<ol style="list-style-type: none"> 1. Approved the financial report of Q2, 2024. 2. Approved the exchange of securities certificates in relation to the Company's chinese name change. (The date of the listing for trading of new stock: Sept. 23, 2024)
2024.09.20	4th Board 14 th Meeting	<ol style="list-style-type: none"> 1. Approved the issuance of the 1st employee stock option 2. Approved the eligibility criteria for optionees for the 1st employee stock options.
2024.11.12	4th Board 15 th Meeting	<ol style="list-style-type: none"> 1. Approved the financial report of Q3, 2024. 2. Approved a loan of NT\$1.6 billion to MiTAC Computing Technology Corp.
2024.12.27	4th Board 16 th Meeting	Approved to dispose the 28,000 thousand shares of subsidiary MiTAC Digital Technology Corp.
2025.01.23	4th Board 17 th Meeting	<ol style="list-style-type: none"> 1. Approved subsidiary MiTAC International Corp.'s subsidiary MiTAC Technology (Vietnam) Company Limited for the increase in investment amt. for factory construction. 2. Approved the proposal of remuneration to Directors in 2024 amounting to NT\$8 million. 3. Approved a loan of NT\$4.5 billion to MiTAC Computing Technology Corp.
2025.03.04	4th Board 18 th Meeting	<ol style="list-style-type: none"> 1. Approved the proposal of remuneration to employees in 2024 amounting to NT\$4,119 thousand. 2. Approved the financial statements for 2024. 3. Approved the proposal for distribution of 2024 profits. Shareholder Bonus: cash dividend at NT\$ 1.0 per share and a stock dividend at NT\$ 1.0 per share. 4. Approved the proposal for issuing 120,655,679 new shares through capitalization of earnings. 5. Approved an increase in the allocation of 1,305 thousand shares of MDT for subscription by securities underwriters and Securities and Futures Investors Protection Center. 6. Approved the partial amendments to the "Articles of Incorporation". 7. Approved the proposal of re-election of directors at the general meeting of shareholders 8. Approved the list of candidates of directors (including independent directors) elected by nomination

Date of meeting	Term	Major resolution
		9. Approved the release of directors from Non-competition Restrictions. 10. Approved the date of the Company's 2024 shareholders meeting, the convening reason, the convening type, and period for shareholders' proposals.

- (XI) Directors' dissenting opinions on major resolutions made by the Board of Directors in the most recent year up to the publication date of this annual report, which have been on record or stated in written statements: None.

IV. Information on fees of the certified public accountants

Unit: In thousands of New Taiwan Dollars

Name of CPA Firm	Name of CPA	CPA Auditing Period	Audit Fee	Non-Audit Fee	Total	Notes
PwC Taiwan	Liu, Chien-Yu	January 1, 2024 - December 31, 2024	1,240	1,009	2,249	Non-audit fees refer to the fees for tax compliance audits and other financial consulting services.
	Li, Tien-Yi					

- (I) When the accounting firm is changed and the amount of fees paid for auditing services during the year in which the change is made is lower than that during the previous year, the amounts before and after the change and the causes of such decrease shall be disclosed: None.
- (II) When the amount of fees paid for auditing services is 10% or more lower than that during the previous year, the amount by which the fees decreased, the proportion thereof, and the causes of such decrease shall be disclosed: None.

V. Information for changing CPA

(I) Ex-CPA

Date of change	January 17, 2023		
Reason and description for the change	To cope with the internal transfer within the financial statement accounting firm, the Board approved the resolution that starting 2023 Q1, the certified public accountants of PwC Taiwan would be changed from Liu, Chien-Yu / Cheng, Ya-Huei, to Liu, Chien-Yu / Li, Tien-Yi.		
Description is that the appointer or CPA terminates or refuse appointment.	Participants	CPA	Appointer
	Circumstance		
	Voluntarily terminate appointment	Not applicable	Not applicable
	Appointment is no longer accepted (continued)	Not applicable	Not applicable

If issued any audit report with other than an unqualified opinion during the preceding two years, the opinion and the reason:	None		
Any differences in opinions with the issuers	Have		Accounting principle or practice
			Disclosure of financial report
			Audit scope or steps
			Others
	None	✓	
	Description: none		
Other disclosures (Matters that shall be disclosed provided from Item 1-4 to 1-7, paragraph 5, Article 10 of these Guidelines)	None		

(II) Succeeding CPA

Name of CPA firm	PricewaterhouseCoopers Taiwan
Name of CPA	Liu, Chien-Yu 、 Li, Tien-Yi
Date of appointment	January 17, 2023
Inquired with such accountant about the accounting treatment method of a specific transaction or the applicable accounting principle and his/her possible opinion on the financial report before appointment	None
Written opinion of the successor certified public accountant in connection with any discrepancy of opinion between him/her and the former CPA	None

(III) Reply letter from former CPA on matters provided in item 1 and matter No. 3 in item 2, paragraph 5, Article 10 of these Guidelines: None.

VI. The Company's Chairman, Presidents or managers responsible for financial or accounting operations who assumed positions in an office of the CPA who certified the financial statements or in any of its affiliates in the most recent year: None.

VII. Any transfer of equity interests and pledge of or change in equity interests of directors, managers, or shareholders with a stake of more than 10 percent in the most recent year up to the publication date of this annual report

(I) Transfer of equity by a director, manager or major shareholder:

Please refer to Market Observation Post System (MOPS)→Single Company→Equity

Change/Securities Issuance→Equity Transfer Information Inquiry→Post-event Report Form for Insider Shareholding Change, website: https://mops.twse.com.tw/mops/#/web/query6_1

(II) Information of equity transfer: Not applicable

(III) Information of equity pledge: Not applicable

VIII. Information on the relationship of Top 10 shareholders by proportion of shareholding, related parties, spouse, or kindred within the 2nd tier.

January 21, 2025 (Note)

Name	Shares held in own name		Shares currently held by spouse or dependents		Shares held in the names of others		Disclosure of names and relationships between the top ten shareholders including spouses, relatives within 2nd degree of kinship, or the relationships		Note
	Shares held	Percentage	Shares held	Percentage	Shares held	Shareholding Percentage	Name	Relationship	
Lien Hwa Industrial Holdings Corp. Rep: Miao, Matthew Feng Chiang	105,940,944	8.78%	0	0.00%	0	0.00%	MiTAC Inc.	Same Chairman	
							UPC Technology Corp.	Same Chairman	
							Mei An Investment Co., Ltd.	Chairman is the spouse of the company's Chairman	
MiTAC Inc. Rep: Miao, Matthew Feng Chiang	101,431,091	8.41%	0	0.00%	0	0.00%	UPC Technology Corp.	Same Chairman	
							Lien Hwa Industrial Holdings Corp.	Same Chairman	
							Mei An Investment Co., Ltd.	Chairman is the spouse of the company's Chairman	
UPC Technology Corp. Rep: Miao, Matthew Feng Chiang	99,802,598	8.27%	0	0.00%	0	0.00%	MiTAC Inc.	Same Chairman	
							Lien Hwa Industrial Holdings Corp.	Same Chairman	
							Mei An Investment Co., Ltd.	Chairman is the spouse of the company's Chairman	
Citibank Taiwan in custody for Norges Bank	35,684,070	2.96%	0	0.00%	0	0.00%	None	None	
Mei An Investment Co., Ltd. Rep: Hsu, Ai-Chen	32,844,145	2.72%	0	0.00%	0	0.00%	Lien Hwa Industrial Holdings Corp.	Chairman is the spouse of the company's Chairman	
							MiTAC Inc.	Chairman is the spouse of the company's Chairman	
							UPC Technology Corp.	Chairman is the spouse of the company's Chairman	
HSBC Bank (Taiwan) in custody for Société Générale bank	31,793,158	2.64%	0	0.00%	0	0.00%	None	None	
Yih Yuan Investment Corp. Rep.: Sun, Song-En	20,410,000	1.69%	0	0.00%	0	0.00%	None	None	
Yi Feng Investment Co., Ltd. Rep.: Sho-Hua, Sui	15,166,017	1.26%	0	0.00%	0	0.00%	None	None	
Chunghwa Post Co., Ltd. Rep.: Wang, Kwo-Tsai	13,350,000	1.11%					None	None	
JPMorgan Chase Bank in custody for Vanguard Total International Stock Index Fund	12,739,570	1.06%					None	None	

Note: Record date is January 21, 2025

IX. Number of Shares Held by the Company or the Company's Directors and Managers, as Well as the Number of Shares Held by the Company for the Reinvestment Businesses That it Directly or Indirectly Controls, and Combined to Calculate the Comprehensive Shareholding Ratio

March 4, 2025; unit: share; %

Investee (Note)	Holdings of the Company		Holdings of directors, managers and directly or indirectly controlled business		Total investment	
	Shares held	Shareholding percentage	Shares held	Shareholding percentage	Shares held	Shareholding percentage
MiTAC International Corp.	4,099,434,336	100.00	-	-	4,099,434,336	100.00
MiTAC Computing Technology Corp.	224,153,102	96.30	720,000	0.31	224,873,102	96.61
MiTAC Digital Technology Corp.	68,544,889	62.65	3,880,336	3.55	72,425,225	66.19
Infopower Technologies Ltd.	6,774,199	33.33	-	-	6,774,199	33.33

Note: Investee accounted for under the equity method

Three. Fund Raising

I. Capital and Shares

(I) Sources of capital

1. Outstanding shares

Unit: Share; NT\$

Date	Issuing price	Authorized capital		Paid-in capital		Note		
		Shares held	Amount	Shares held	Amount	Sources of capital	Investment by properties other than cash	Effective date (approval date) of new capital and approval document number
2020.08	10	1,500,000,000	15,000,000,000	1,206,556,789	12,065,567,890	Capitalization of earnings into share capital, NT\$1,292,739,420	-	Aug. 18, 2020 Ministerial Order No. 10901147930

Note: The information represents data on the latest issuance of shares. (There was no issuance of shares in the most recent year up to the publication date of this annual report.)

March 4, 2025/Unit: Share

Types of shares	Authorized capital			Note
	Outstanding	Unissued shares	Total	
Registered common shares	1,206,556,789	293,443,211	1,500,000,000	Listed companies' stocks

2. Information relevant to the aggregate reporting policy: None.

(II) List of major shareholders

January 21, 2025 (Note)/Unit: Share

Major shareholder	Shareholding Qty of shareholding	Shareholding percentage
Lien Hwa Industrial Holdings Corp.	105,940,944	8.78%
MiTAC Inc.	101,431,091	8.41%
UPC Technology Corp.	99,802,598	8.27%
Citibank Taiwan in custody for Norges Bank	35,684,070	2.96%
Mei An Investment Co., Ltd.	32,844,145	2.72%
HSBC Bank (Taiwan) in custody for Société Générale bank	31,793,158	2.64%
Yih Yuan Investment Corp.	20,410,000	1.69%
Yi Feng Investment Co., Ltd.	15,166,017	1.26%
Chunghwa Post Co., Ltd.	13,350,000	1.11%
JPMorgan Chase Bank in custody for Vanguard Total International Stock Index Fund	12,739,570	1.06%

Note: Record date is January 21, 2025

(III) Dividend policy and its implementation

1. Dividend policy stipulated in Articles of Incorporation:

When allocating the earnings, the Company shall first estimate and reserve the taxes to be paid, offset its losses, set aside a legal capital reserve at 10% of the remaining earnings, and allocate or reverse special reserve pursuant to relevant laws and regulations. If there is a surplus, the balance and the accumulated undistributed surplus

will be determined by the Board for distribution. In circumstances of distributing in forms of issuance of new shares, such matter shall be first submitted to the Shareholders' Meeting for resolution before distribution. In circumstances of distributing in form of cash, pursuant to Paragraph 5, Article 240 of the Company Act, the distribution shall be determined by a majority of the Directors at a meeting attended by two-thirds or more of the total number of Directors, and then reported to the Shareholders' Meeting.

The percentage of dividends to be paid in cash may be proposed at the Board of Directors' discretion based on the Company's financial structure, future capital requirements and profitability, subject to a minimum of 10%.

The Company may distribute all or part of the legal reserve and capital reserve stipulated by Article 241 of the Company Act in form of cash and report to the Shareholders' Meeting, after such matter has been determined by a majority of the Directors at a meeting attended by two-thirds or more of the total number of Directors.

2. The Company will maintain a stable dividend policy and distribute no less than 30% of the current year earnings(excluding one-time valuation gains recognized due to the change of the valuation method for investees) as shareholders' dividends.

3. Dividend distribution proposed at the shareholders' meeting

Under the above-mentioned principles, the Board of Directors prepared the motion for distribution of earnings in 2024 on March 4, 2025. The cash dividend is NT\$1.00 per share and may be distributed upon the Board's resolution pursuant to the Company Act and Company's Articles of Incorporation. The stock dividend is NT\$1.00 per share. The motion will be presented to the annual general meeting on May 23, 2025.

4. Anticipated significant changes in dividend policy: none.

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

Item		Year	2025 (Estimate)
Beginning paid-in capital (NTD thousand)			12,065,568
This year's distribution of dividends	Cash Dividend (NTD)		1.00
	Appropriations of earnings in stock dividends to shareholders (share)		0.10
	Appropriations of capital reserve in stock dividends shareholders (share)		-
Change in operating performance	Operating Profit		N/A (Note)
	Operating profit increase (decrease) ratio over the same period last year		
	Net income (NTD)		
	Net income increase (decrease) ratio over the same period last year		
	Earnings Per Share (NTD)		
	Earnings per Share increase (decrease) ratio over the same period last year		
	Average annual return on investment (annual average P/E ratio)		
Pro forma earnings per share and P/E ratio	If capital increase by retained earning is entirely replaced by cash dividend distribution	Pro forma earnings per share Pro forma average annual return on investment	
	If capital reserve is not used for capital increase	Pro forma earnings per share Pro forma average annual return on investment	
	If capital reserve to capital	Pro forma earnings per share	

	increase has not yet been undertaken and the surplus to capital increase is changed to cash dividend distribution	Pro forma average annual return on investment	
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Note: In compliance with the “ Regulations Governing the Publication of Financial Forecasts of Public Companies”, the Company has not disclose its complete financial forecast; it is not required to disclose its forecast for 2025.

(V) Remuneration to employees/directors

1. The percentages or ranges with respect to remuneration to employees and directors, as set forth in Articles of Incorporation

Annual profits concluded by the Company (i.e. pre-tax profit before distribution of employees’/directors’ remuneration) shall be subject to employee remuneration of no less than 0.1% and director remuneration of no more than 1%. Remuneration shall be distributed with the resolution of the Board of Directors. However, profits must first be taken to offset against cumulative losses if any.

Employees’ remuneration, as mentioned above, can be paid in shares or cash and to employees of affiliated companies that satisfy certain criteria. This certain criteria may be determined under the Chairman's authority.

2. Basis of calculation for employees' and directors' remuneration and share-based remuneration; and accounting treatments for any discrepancies between the amounts estimated and the amounts paid:

- (1) Basis for the estimation of remuneration to employees and directors in current period: The Company shall appropriate at least 0.1% of the EBT before distribution of remuneration to employees and directors as remuneration to employees in 2024. The remuneration to directors shall be estimated based on the expected amount of remuneration to be paid.
- (2) Basis of estimation for share-based employee remuneration: The number of shares to be paid as employee remuneration was determined based on the closing price one day before the board resolution date, after taking into consideration the effects of stock and cash dividends.
- (3) The accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure: Dispose based on the accounting estimated changes.

3. Board of Directors passed remuneration distribution:

- (1) If there is a difference between the amount of remuneration paid to employees and directors distributed in cash or shares and the estimated amount of recognized expenses in the year concerned, the amount, causes and treatment of such difference shall be disclosed: The Board of Directors resolved to appropriate NT\$4,119 thousand as remuneration to employees and NT\$8,000 thousand as remuneration to directors, which was not different from the estimated amount of recognized expenses in the year concerned.
- (2) The amount of remuneration paid to employees in shares and the percentage thereof to the sum of the net income as stated in the separate or individual financial statements in the current period and the total remuneration to employees: Not applicable, as the Company did not pay remuneration to the employees in shares in 2024.

4. The actual distribution of employee bonuses and remuneration to directors in the previous year (with an indication of the number of shares provided, amount and stock

price), any difference from the amount of recognized employee bonuses and remuneration to directors, and the causes and treatment thereof:

	Actual amount paid in cash
Employee bonuses	NT\$2,213 thousand
Director remuneration	NT\$6,500 thousand

Note: There was no difference between the actual amount paid and the amount of recognized employee bonuses and director remuneration.

(VI) Buyback of Common Stock: None.

II Issuance of corporate bonds: None.

III. The issuance of preferred shares: None.

IV. The issuance of GDR: None.

V. Status of employee stock option certificates:

1. The annual report shall disclose unexpired employee subscription warrants issued by the company in existence as of the date of publication of the annual report, and shall explain the effect of such warrants upon shareholders' equity.

March 4, 2025

Type of employee share subscription warrants	The 1 st employee share subscription warrant
Effective registration date and total number of units	October 15, 2024 10,000 Units
Issue (handling) date	Have not yet been issued (Note)
Number of units issued	Have not yet been issued (Note)
Number of units still available for issuance	10,000 Units
Ratio of the number of issued subscribable shares to the total number of issued shares	Have not yet been issued (Note)
Duration	6 years
Exercise method	Delivered by the company by issuing new shares.

March 4, 2025

Type of employee share subscription warrants	The 1 st employee share subscription warrant								
Vesting period and percentage (%)	Two years after the grant date of the stock option till 10 days prior to the expiration date, the option can be exercised according to the following schedule: <table> <tr> <th>Option term</th><th>Exercisable option ratio (Cumulative)</th></tr> <tr> <td>After 2 years</td><td>50%</td></tr> <tr> <td>After 3 years</td><td>75%</td></tr> <tr> <td>After 4 years</td><td>100%</td></tr> </table>	Option term	Exercisable option ratio (Cumulative)	After 2 years	50%	After 3 years	75%	After 4 years	100%
Option term	Exercisable option ratio (Cumulative)								
After 2 years	50%								
After 3 years	75%								
After 4 years	100%								

Type of employee share subscription warrants	The 1 st employee share subscription warrant
Number of shares subscribed through exercise of the warrants	Have not yet been issued (Note)
Amount of the shares subscribed through exercise of the warrants (NT\$)	Have not yet been issued (Note)
Number of unexercised shares	Have not yet been issued (Note)
Subscription price per share of the unexercised shares	Have not yet been issued (Note)
Ratio of the number of unexercised shares to the total number of issued shares (%)	Have not yet been issued (Note)
The effect on shareholders' equity	Stock option holders can only exercise their options according to the schedule specified in the issuance and subscription regulations of employee stock options, which allows for exercise two years after the options are granted. As a result, there will be no significant impact on shareholders' equity.

Note: As of the date of publication of the annual report, the stock option details can be referred to Market Observation Post System.

2. The annual report shall disclose the names of top-level company executives holding employee share subscription warrants and the cumulative number of such warrants exercised by said executives as of the date of publication of the annual report. The annual report shall also disclose the names of the ten employees holding employee subscription warrants authorizing purchase of the most shares, along with the cumulative number of warrants exercised by these ten employees, as of the date of publication of the annual report. For the subsequent handling of the employee share subscription warrants, please refer to the announcement at MOPS.

VI. Status of restricted stock award (RSA): None.

VII. M&A or acceptance of new shares from assignment of other companies: None.

VIII. Implementation of the fund allocation plan: None.

Four. Operation Overview

The Company was established by MiTAC International Corp. through a share conversion on September 12, 2013, it is a holding company that specializes in investment and oversees its subsidiaries's operations. Its subsidiaries involved primarily in the development, design, manufacturing and distribution of computers and ancillary equipment as well as communication related products. And as such, overview of the Company's operation will be based on the businesses of its subsidiaries.

I. Business Activities:

(I) Scope of business

1. Principal business activities

(1) Cloud computing product business: general-purpose server/workstation product series, including single/dual-socket servers/workstations adopting x86 architecture with Intel and AMD and the customized server/workstation, storage system, network and servers for customers. To address the growing trend of artificial intelligence applications, in addition to developing high-performance servers tailored for AI, there is an enhancement for specific general-purpose servers with GPU support to fulfill the requirements of AI inference applications. At the same time, we provide rack system design and assembly services to meet the large data centers' need to integrate computing, networking, and optimized storage solutions.

In response to the growing trend of open design architecture, MiTAC Computing Technology Corporation is dedicated to contributing more designs that comply with the Open Compute Project (OCP) standards, having become a platinum member of OCP. Its contributions include designs for racks, servers, storage systems, and telecom servers. Furthermore, to address the increasing demand for enhanced computing performance, MCT have introduced a liquid cooling solution. This solution not only improves the performance of our servers but also helps reduce the power consumption of non-IT equipment in the server room, thereby achieving energy efficiency goals.

(2) Automotive electronics, smart IoT and industrial PC products business: Automotive electronics (e.g. in-car navigation systems, car amplifiers), consumer electronics (e.g. portable navigation devices (PNDs), GPS dash cams), business electronics (e.g. fleet communication and navigation devices, industrial tablets, AIoT 4G LTE connected dash cameras), smart fleet management platforms and cloud-based navigation services. Additionally, for the IIoT (Factory 4.0), Artificial Intelligence of Things (AIoT), and Edge AI, the various x86-based and ARM-based embedded products, such as the POS system, industrial motherboard, and BOX PC, Panel PC, etc., are offered to meet the demand for smart manufacturing, smart transportation, smart retail, smart cities diverse applications in each field.

2. Business distribution

Unit: In thousands of New Taiwan Dollars

Products \ Year	2024	Ratio (%)
Computer & communication products	61,359,852	100.00

3. Major products and new products or technology under planning

(1) Cloud computing products

- Data center computing servers
- Data center storage servers
- Standard rack mount servers
- Enterprise-grade high-availability storage systems
- AI and high performance computing (AI&HPC) servers
- Open Computer Project (OCP) and telecom servers
- Liquid cooling solution
- Product design manufacturing and rack-level integration for computing/networking/storage solutions.

(2) Automotive electronics and AIoT products

- Portable navigation devices (PNDs)
- Carplay Display Audio & Connected Car Tablet & Navigation Box and telematic products
- Car Amplifier
- Bike Computer
- Outdoor Lighting Control
- Consumer electronics, fitness navigation devices for outdoor use
- Enterprise electronics
- Mobile cloud storage
- 4G LTE connected dash cameras
- Fleet management and car A/V systems (VisionMax)
- Product series for smart store applications (Multifunctional POS, self checkout system)
- Interactive Kiosk (Interactive Kiosk/Kiosk Panel PC)
- Industrial wide temperature and wide voltage embedded motherboards: uATX/Mini-iTX
- 3.5/2.5 inches industrial wide temperature and wide voltage embedded motherboards
- Industrial/medical use COM Express motherboard module
- Industrial rugged embedded computer (Embedded System)
- Embedded system for railway transportation (IEC50155)
- Industrial Edge AI Embedded System
- The first high-computing dual-graphics card machine learning and inference embedded system on the market(Machine Learning System)
- The first 3-in-1 smart network monitoring host on the market (Smart NVR)
- Industrial IoT gateway (OT Network Appliance)
- Second generation NVIDIA Jetson Orin NX (AI BOX)
- x86/ARM-based Industrial Panel PC
-

(II) Industry overview:

1. Current status of the industry and its development

According to the analysis and research of customer demand in major markets, as the fifth-generation mobile communication technology (5G), artificial intelligence (AI), AI Internet of Things (AIoT), edge computing have been emerging, the demand for AI and high-performance computing servers (AI & HPC Servers), edge servers and 5G access network servers has been rising annually with the growth of the traditional enterprise server market, enterprise storage market and large cloud data center infrastructure. The increasing prevalence of HPC & GPU servers and 5G transmission in AI model training computing also drives the demand for high-performance and low-latency edge computing servers.

As the x86 architecture continues to be the standard, the server market remains dominated by Intel and AMD. In the second half of 2024, both companies released new architectural processors, encouraging customers to adopt advanced technologies such as DDR5 and PCIe 5.0, as well as promoting upgrades and replacements. Recently, artificial intelligence applications, such as large-scale language model (LLM) computing and the GPT-4 Generative Pre-trained Transformer, have attracted significant attention. In addition to developing NVIDIA's new-generation Blackwell architecture HGX computing module, our company is actively involved in the design of AMD's MI300X, MI325X, and MI355X servers. This initiative aims to provide customers with a variety of options for LLM inference applications.

The Company is in the process of designing high-performance AI servers based on the NVIDIA MGX system architecture. These servers will support the latest NVIDIA H200 NVL and RTX PRO™ 6000 Blackwell Server Edition GPU cards. We plan to provide samples for testing to our major customers in the second half of 2025. In contrast to the high deployment costs associated with artificial intelligence training servers, our brand MiTAC, offers a range of multi-functional commercial servers. These servers can accommodate between 2 to 8 standard PCIe GPU cards and are ideal for artificial intelligence inference applications. This ensures that we can meet our customers' diverse AI application needs effectively.

For data center applications focusing on energy saving and high-density computing, in addition to standard rack-mount units, OCP servers have been gradually deployed for applications beyond hyperscale data centers, becoming a new alternative for data center construction. Our significant customers approve of our OCP server, CP2S11, an OCP Inspired™ product. With the trend of pursuing low PUE (non-IT equipment energy consumption efficiency), traditional cooling methods using only system fans and heat sinks can no longer meet the needs of HPC and AI servers in data centers. Liquid cooling technology has also gradually been accepted by large customers. The company has implemented DLC (Direct Liquid Cooling) technology into Intel server products D50TNP and D50DNP, and will participate in the Intel Open IP Immersion Cooling cooperation project to promote immersion cooling architecture.

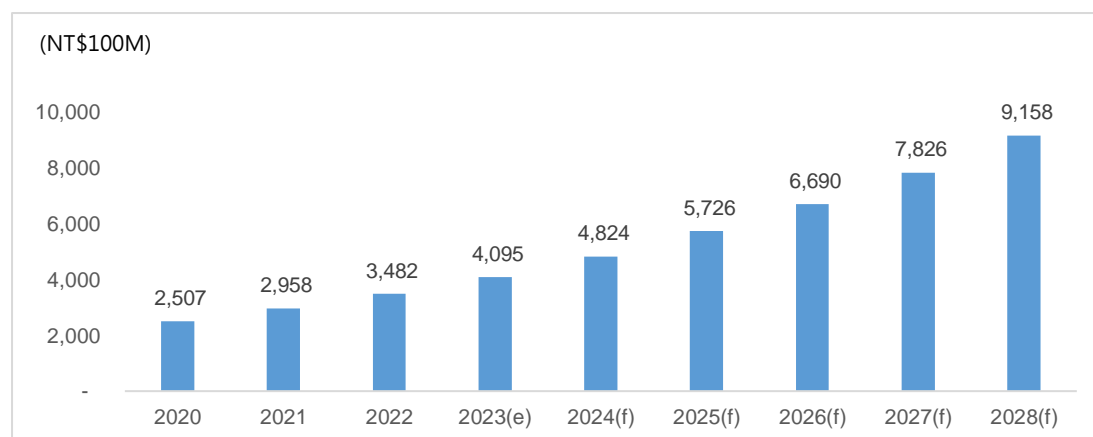
Customers of large data centers focus on the Total Cost of Ownership (TCO). Despite of high product customization, the product specifications in the mainstream product still

dominates the design. Further to the stability, availability, user friendliness, easy management and easy maintenance of the system, the energy efficiency will be more important. In terms of logistics, customers of large data centers reduce their overall cost with the business model where the direct order with ODM vendors in customization will help to boost up growth of shipment under the ODM Direct. Medium-to-small sized data center operators utilize standard products for limited customization, while reducing Total Cost of Ownership (TCO) with the whole cabinet system design and assembly services for integration of computing/networking/storage solutions provided by ODM vendors.

Automotive electronic products can be classified based on their impact on vehicle driving performance: body electronic control systems and on-board electronic devices. The body electronic control system is associated with the mechanical performance of the vehicle, such as the engine, chassis, and body electronic controls. On-board electronic devices focus on driving safety, monitoring, and entertainment. Their applications include driving information systems, navigation systems, car audio and television entertainment systems, on-board communication systems, and networking equipment. According to the Industrial Technology Research Institute's IEK, the global automotive electronics market is anticipated to exceed \$400 billion in 2027, with a compound annual growth rate (CAGR) of 7.1% from 2022 to 2027. The primary drivers of this growth include the increasing penetration rate of Advanced Driver Assistance Systems (ADAS), rising demand for electrification systems, and the trend toward connected vehicles.

Driven by the global automotive industry's CASE (Connectivity, Autonomous, Sharing, Electric) trend, Taiwan's automotive electronics market is growing rapidly. According to the ITRI market report, Taiwan's automotive electronics output value was NT\$409.5 billion in 2023 and is expected to reach NT\$915.8 billion in 2028, with a compound annual growth rate (CAGR) of 17.5% (Figure 1). Among them, driving information systems such as audio and video entertainment screens, GPS and ADAS account for the highest proportion of overall automotive electronic products (about 54%), followed by electric and transmission systems (about 24%). The output value of the first two systems accounts for nearly 80%.

Figure 1 : Taiwan's automotive electronics output value



Source: ITRI

In recent years, governments worldwide have implemented vehicle safety-related regulations requiring the installation of Advanced Driver Assistance Systems (ADAS)

on vehicles to enhance road safety. This has resulted to a continuous increase in the adoption of ADAS features such as blind spot detection (BLIS), active cruise control (ACC), and automatic braking system (AEB), which in turn has led to increase in demand for sensors such as vehicle-mounted cameras, electronic rearview mirrors (Camera-Monitor System, CMS), and head-up displays (Head-Up Display, HUD) and other smart display products (Table 1).

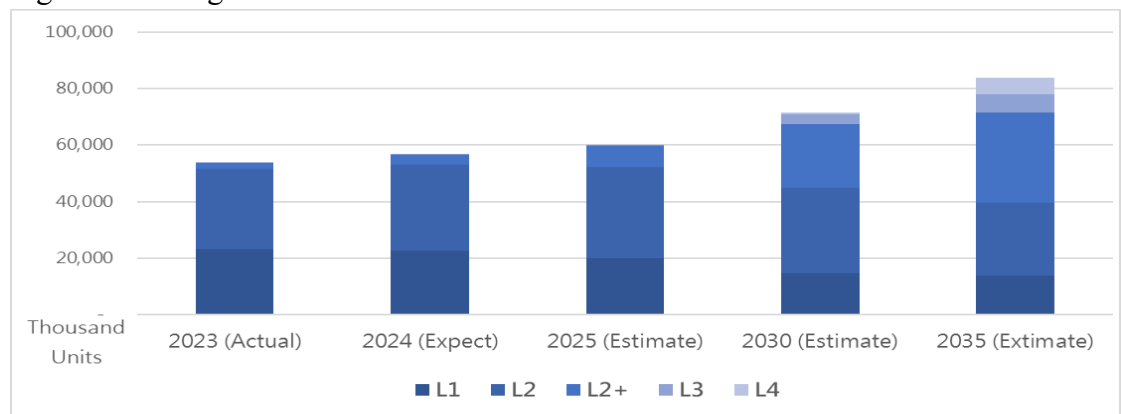
Currently, most cars on the market fall under Level 1 and 2 categories. According to Yano Research's research and estimates, the market shares of Level 1 and Level 2 cars are 31.6% and 67.8%, respectively in 2024. The CAGR of Level 2 cars from 2020 to 2025 is 32.6% (Figure 2), which is the primary driver of growth in the self-driving car market in recent years. After 2025, Level 3 and higher self-driving cars will further boost the growth of related automotive electronic products. MiTAC Digital Corp.'s main automotive electronics products include driving recorders, advanced driver assistance systems, navigation software and hardware solutions, and outdoor entertainment navigation, and will continue to benefit from the development of ADAS technology in the long term.

Table 1: Number of sensors for different autonomous levels

Autonomous Levels	L1	L2	L3	L4	L5
ADAS Features	ACC、AEB、 LKAFCW、TSR、 BSD、LDW	PA、LCA、DMS	TJP、HWP	CP、AVP	All of them
Quantity of Sensors	6-9 Camera*1 Ultrasonic Radar*4 MmWave Radar*1	13-20 Camera*4 Ultrasonic Radar*8 Mm Wave Radar*1	22-30 Camera*7 Ultrasonic Radar*8 MmWave Radar*6 LiDAR*1	36-41 Camera*13 Ultrasonic Radar*10 MmWave Radar*8 LiDAR*5	36-41 Camera*13 Ultrasonic Radar*10 MmWave Radar*8 LiDAR*5

Source: Institute for information industry

Figure 2 : The global autonomous vehicle market size



Note: Yano Research categorizes L2+ as a hand-free operation limited to driving on highways and driving assistance on general roads.

Source: Yano Research Institute

Starting July 2014, the EU vehicle safety regulation UN R157 mandates that new cars sold in the EU must be equipped with a driver monitoring system (DMS). This requirement increased the demand for telematics and internet of vehicle systems. The

industry is actively developing efficient DMS solutions integrating various technologies, including image recognition, eye tracking, AI facial expression analysis, cloud storage, remote system control, and driving behavior analysis (speeding, braking, and acceleration). As a result, they effectively assist fleets in reducing accident rates and improving driver behavior.

TrendForce estimates that the compound annual growth rate of DMS installation will reach 27% from 2024 to 2027. Europe is currently the largest market for DMS due to regulatory influences, followed by China. Although there is no clear legal mandatory installation timeline, the Chinese market has rapidly developed high-level assisted driving (Level 2+) functions. Therefore, many vehicles are equipped with DMS to ensure driving safety, even if they do not claim to have reached China's self-driving classification of Level 3 conditional autonomous driving.

On the other hand, as the IoT issues and applications are more popular, the application of industrial tablet PCs has been getting mature. Its application scope covers the retailing, healthcare, governmental agencies, military, logistics, factory automation, warehousing management, energy, etc. and most major markets are located in the Europe, U.S., and Japan. More and more companies are willing to introduce industrial tablet PC solutions.

With regards to POS (point-of-sale) systems, market research companies have estimated the global demand for POS systems to be between 2 million ~ 3 million units per year, translating to a steady growth at 7~10%. Since the traditional POS system, the mobility and self-service trends have taken place with more new opportunities and applications, such as the self-ordering system for restaurants, price comparison system for shopping malls, self-checkout system.

For the industrial PC, with the advent of Industrial 4.0 and its applications, machines and tools at factories are connected and communicate with each other through the IoT architecture. Big data and cloud computing are utilized to provide feedback for better on-site production efficiency. Industrial PCs with edge computing capability are used to provide more timely online AI recognition and determination. As a result, factories or vertical industries with various embedding applications have started upgrading their computing infrastructure, in the hope that their investment will drive IoT and AI intelligent production and services. The advancement of AI algorithms and the growing demand for data processing in industrial settings have made Edge AI a crucial technology in smart manufacturing. With Edge AI, companies can process and analyze data in real time on the device side, reducing their reliance on the cloud. This approach minimizes latency and bandwidth costs while enhancing operational efficiency. As a result, applications such as machine vision, smart detection, and predictive maintenance have become increasingly widespread. Furthermore, the introduction of 5G communication technology has significantly improved the immediacy and reliability of edge computing, further accelerating the integration of industrial computers with smart manufacturing. Cross-industry and diversified project collaboration will generate more business opportunities for software and hardware integration applications, enabling businesses to rapidly deploy IoT and Edge AI-related solutions. For instance, industrial computer manufacturers can partner with AI developers, telecommunication equipment manufacturers, and cloud service providers to create high-performance, energy-efficient, and reliable smart solutions. These collaborations can span various fields, including smart logistics, smart healthcare, and automated warehousing, ultimately enhancing competitiveness across industries. Additionally, as technology advances, Intelligent

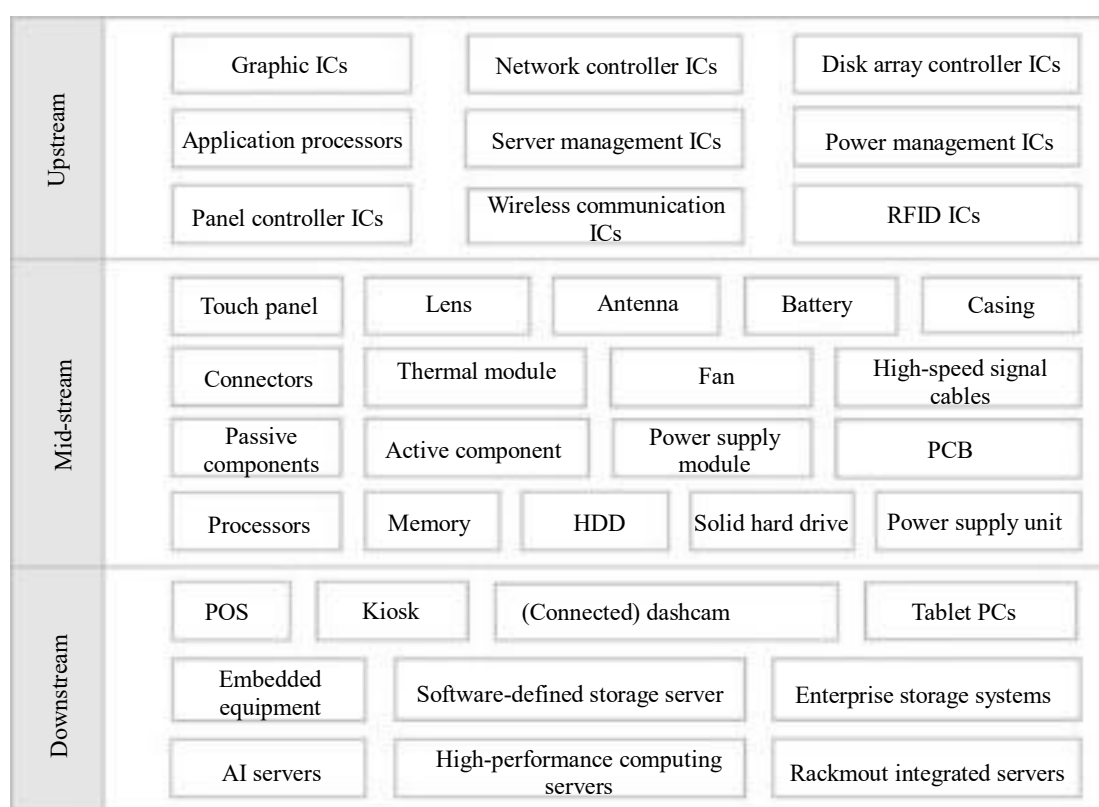
Edge is becoming a crucial trend for future development, improving autonomous decision-making capabilities in industrial sectors through more sophisticated AI models and greater computing power.

The global demand for industrial computers has consistently grown at a steady rate of approximately 10% per year. The increasing prevalence and sophistication of edge computing and artificial intelligence (AI) are expected to further boost this overall market demand. In the future, industrial computers will evolve to become more innovative, flexible, and energy-efficient. This evolution will drive advancements in smart manufacturing and digital transformation, ultimately creating greater value and competitive advantages for businesses.

The automotive electronics and AIoT product planning, although global sales of portable satellite navigation products have fallen over the years, related applications of satellite navigation has continued to be transferred to products such as embedded in-car navigation equipment and GPS tracker for bicycles. At the same time, new products with the same satellite tracking technologies, such as GPS sports watch, have been also developed for IoV positioning or self-driving car. These products, once integrated with the Company's existing cloud computing technology and hardware/software services, will become total solutions for customers; in the IoT segment, the Company will integrate products with GPS technology and work with customers to foray into this new industry.

2. Linkage of industry upstream, midstream and downstream

The industry in which the Group operates is considered downstream. The upstream segment comprises IC and chip manufacturing; the midstream segment is involved in component manufacturing; and the downstream segment is about end products such as servers and consumer products.



3. Development trends and degree of competition for our products

(1) Cloud computing products:

Standard rack mount servers remain mainstream. Equipped with the Intel/AMD x86 platform, the servers with hardware specifications and corresponding software (including operating systems, virtualization software and various applications) can meet the demand of multiple markets (e.g. small and medium enterprises, large multinational enterprises, and large cloud data center providers). As the technology has been relatively mature and there are a large number of ODM firms, differentiation strategy emerged as the vital issue for all R&D designers. OCP servers focusing on high-density computing and high performance have been widely used in hyperscale data centers. The concept that virtualization software is run on general-purpose servers for open platform has been adopted gradually in the cloud, central offices, and access. In response to this trend, MiTAC has implemented the “Alliance” and “High Fence” strategies: For the “Alliance” strategy, we have joined the OCP to keep pace with the latest industry trends and seek for partnerships. In our "High Fence" strategy, we emphasize the importance of staying ahead in the industry by researching and developing next-generation servers. We also focus on implementing unique value-added features, such as flexible scalability, an open software architecture (including OpenBMC and OpenBIOS), and enhanced security features for our servers (like Root-of-Trust (ROT) and Platform Firmware Resilience (PFR)). Additionally, we strive to promote the demand for open platforms through industry partnerships, ensuring we remain competitive in the realm of open architecture.

As the software technology specifications advance, data storage has not relied on the traditional RAID adapters to provide data redundancy. The Software-Defined methodology has been utilized to provide low-cost, high-availability, high-efficient and easy-to-scale storage architecture. The demands for storage servers has begun emerging. After installing the Distributed File System on their available servers, customers can quickly re-purpose them as storage servers for storage of big data. Traditional enterprise storage devices focus on the high availability of data and devices, and most of them feature dual SAS controllers combined with dual-port SAS HDDs to provide stable data access for enterprise customers. As the amount of data has been increasing enormously and the storage media technology evolves, the types of enterprise storage equipment has changed from SAS storage to NVMe featuring PCI Express, which not only reduces the overhead for protocol conversion, but also improves the throughput and read/write performance of the overall data.

To achieve product marketing and business sales plans, we also actively participate in international exhibitions such as:

- MiTAC Computing Corp.’s attended CloudFest 2024, showcased its latest cloud servers.
- MiTAC Computing Technology participated in the Computex 2024 event held in Taipei in June. In addition to exhibiting a series of servers supporting the latest Intel Xeon® and AMD EPYC™, MiTAC DSG servers, it also exhibited the M50DNP server utilizing direct liquid cooling technology (Direct Liquid Cooling; DLC), fully demonstrating MiTAC Computing Technology's research and development achievements in the field of liquid cooling.
- MiTAC Computing Technology Corp. unveiled its latest edge servers as part of its OCP solutions and JBOD storage at the 2024 OCP Global Summit, which took place in San Jose, CA, USA, in October.

- MiTAC Computing Technology Corp. unveiled its new lineup of AI/HPC and Intel® DSG servers at SC24 in Atlanta, Georgia.

(2) Automotive electronics, AIoT and Industrial PC products:

For automotive electronics and AIoT products, we focus on the three areas: automotive electronics, smart connected devices, and professional tablet PCs. Our leading automotive electronics include dash cameras, advanced driver assistance systems, navigation software and hardware solutions, outdoor navigation devices, etc. For the dashcam, not only its video resolution and night vision sensing do constantly evolve, but also it is used with the advanced driver assistance system (such as the forward collision, lane departure, driver fatigue detection, pedestrian impact, go alert), GPS speed camera alert, blindspot detection, anti-thief features to improve the driver safety; in addition, its Wi-Fi features enable quick video transmission to the cloud for storage to provide real-time message and remote control. The navigation hardware and software solution is integrated with GPS, Wi-Fi, and Bluetooth features and can be tailored for certain vehicles to implement route planning and fleet management to effectively improve driving safety and working efficiency. We have launched the product with cycling navigation for outdoor leisure lovers. It is anti-shock and waterproof, and suitable for outdoor environment. It also features GPS, Wi-Fi, and Bluetooth and allows you to plan your route, share it with your friends, and upload it to the cloud platform.

For the field of smart connected devices, we focus on the VoT, implementing cloud file storage, remote system control, driving behavior analysis (speeding, braking, and accelerating), which has been extended to the smart lighting system, or even system installations for smart cities.

The professional tablet PCs and device management platform has been tailored for the environment where special industries operate. The device is rugged, durable, drop-proof, and water-proof. When combined with the 4G, LTE, Wi-Fi, NFC, and Bluetooth features, it can be used in the fields of logistics, retailing, tourism, healthcare, and industry and takes the place of human with low efficiency to improve working efficiency, reduce costs, and improve service quality.

Because the trend of cloud computing increased the market for Thin Client computers, demand grew as a result. In the past, only remote access was possible, the computers have grown to support area browser and have evolved to support VOIP and video conferencing. Computers have evolved from small screens to the capacity to support multiple high resolution monitors, and fan-less architecture have become the norm. In terms of product structure, Thin Client PCs have also evolved from traditional micro independent cases to All-In-One, industria and Panel PC/Box PC for retail applications. In terms of platforms, SOC integrated chips have been developed from x86 architecture. The embedded application in industry expanded from the use of particular industry to the domain of different public applications (e.g.: Smart Retailing). Consequently, product design tends to be multifunctional yet compact, and the importance of appearance design is increasingly recognized and required.

Regarding industrial computer products, the rapid development of Edge AI and AIoT technologies brought a new round of growth opportunities to the industrial computer market. We are actively expanding our product applications and are dedicated to developing high-performance, low-power solutions to meet the diverse

needs of various sectors, such as industrial automation, smart cities, smart healthcare, and smart retail. We continue to advance the digital transformation within the industry. Our core competitive advantages enable us to maintain a leading position in the global industrial PC market :

1. We have extensive experience designing multi-platform architectures, X86 architecture (Intel, AMD) and developing ARM-based platforms (such as Qualcomm, NXP, and Nvidia). We can provide solutions tailored to market demands, ensuring our products deliver high performance, low power consumption, and exceptional cost-effectiveness.
2. We have comprehensive capabilities in hardware, software, and platform development. Our internal team specializes in software application development and possesses expertise in operating system development (Linux and Android) and independently creating Edge AI-related application software and cloud platforms. It enables us to offer a complete solution that spans hardware, software, platforms, and end applications, enhancing customer value and increasing market competitiveness.
3. The deep integration of optical and AI technologies is a significant trend in the Edge AI market. By combining our internal optical and AI software development teams, we are innovating in intelligent recognition and analysis techniques. Our solutions are applied in various fields, including industrial inspection, facial recognition, and smart monitoring. These advancements not only enhance the accuracy of image recognition but also allow for continuous optimization through deep learning technology to meet the evolving demands of various smart applications.

To align with new market growth trends and leverage our strengths, we will continue to focus on technological innovation and the development of new market applications. Our aim is to provide a comprehensive product solution (Total Solution) that distinguishes us from the competition. We will achieve this by enhancing and integrating our research and development capabilities and optimizing our product portfolio.

(III)Technology and R&D overview

1. Committed R&D expense

Unit: In thousands of New Taiwan Dollars

Item	Year
	2024
Research and development expense	3,074,619

2. Successfully developed technology or product in the latest year or up to the publication date of the annual report

As a response to the development trends of global wireless communications, mobile communications, and cloud computing, MiTAC's main R&D strategy is controlling the development schedule of new technology and products, and launching new technology products whenever possible with the R&D talent pool in Taiwan, China, and the US. We follow the product specification set by technology leaders in mainstream markets and create our own technology through R&D. We can also roll out products that meet market demand to control business opportunities. Our competitiveness rested with the diversity of products, the complete series, a complete vertical supply system, and

globalized production sites.

- (1)The number of patents obtained up to the publication date of this annual report is as follows:

Taiwan	Mainland China	Europe, U.S. and Japan
306	356	245

- (2)Product development and brand strength:

- A. MiTAC Computing Technology Corp. participated in numerous exhibitions in 2024 and showcased AMD EPYC9005 (Turin) and Intel Xeon® 6 E-Cores processors. The Company provides flexible system options and high-performance computing server system for AI, in-depth learning, high-performance computing, high-density storage, and cloud computing. MiTAC Computing Technology Corp. in cooperation with industrial system integration firms to provide server motherboards for embedded applications at high temperature to satisfy the needs for high-performance computing and high reliability under special environment.
- B. MiTAC Computing Technology Corp. showcased its range of AI/HPC, Intel servers and NVIDIA MGX server solution at the Super Computing 2024 (SC'24) to enhance the growth momentum of the AI & HPC market.
- C. At the 2024 OCP Global Summit, which took place in Europe and Asia, MiTAC Computing Technology Corp. introduced its Open Rack v3 (ORv3) edge servers as part of its OCP solutions. These servers support the AMD EPYC 9004 and 4th Gen. Intel Xeon scalable processors, and LE2S01, a JBOD storage solution that accommodates 36 units of 3.5-inch hard drives within a 2OU space.
- D. Magellan fleet management system provides professional fleet management with effective functions, from route planning, monitoring drivers' execution status and complying with (US) government's ELD mandate regulations, providing fleet management navigation, managing Hours of Service (HOS) and Return to Route software, Magellan's new product portfolio offers a set of scalable essential services that best meet the business needs of growing fleets and urban transportation.
- E. ORV (Off-road Recreation Vehicle) SmartECO System : This system allows users to receive LBS (location-based service) data and enables access to personalized navigation data stored on the cloud, which can be utilized in planning recreational routes. It can be integrated with the functionalities of smartphones, PCs, and navigation devices through a cloud system
- F. Connected car tablets: The tablets are designed exclusively for enterprise customers with vehicle management needs and equipped with built-in 3G/LTE/BT/WiFi connectivity in order to transmit vehicle data to the cloud in a real-time manner and to achieve communication and interaction between the dispatch center and the driver. They have been tested under more rigorous conditions.
- G. COM Express motherboard modules for industrial/medical use: The architecture with the separate motherboard module and serial interface module is suitable for small quantity and large variety of products with

flexible design. (high-margin market with high technical barriers)

- H. BoxPC for railway transport (IEC50155): BoxPC is a quasi system compliant with the IEC50155 international railway standard and can ensure the stable running of computer systems during railway transport under changeable and challenging conditions and requirements. (high-margin market with high technical barriers)
- I. High scalable Kiosk Panel PC: In response to the rapid growth of automated equipment for the retailing industry, the Company will launch touch panel models of different sizes. The design of this series is a breakthrough from the traditional design frame with a thin frame for easy fitting into a variety of peripheral devices (e.g.: MSR, Smart Card Reader, Camera, Barcode Reader).
- J. Industrial Edge AI Embedded System: Equipped with our independently researched and developed modular I/O and rugged enclosure, it can work with different internal or external AI computing graphics to meet the requirements of various edge computing fields and computing needs.
- K. Smart NVR: The Company has worked with Intel and launched the first 3-in-1 smart NVR in the market. It integrates NVR (monitoring host), smart image analysis host (AI Box) and PoE Switch, which you need to purchase separately, into a 1U enclosure, for customers to deploy monitoring devices. When combined with AI edge computing applications, it can significantly lower the costs and complexity of the system installation for customers.
- L. MiTAC Digital Technology Corporation/Mio launched the first electronic rearview mirror-type dual lens dashcam MiVue R850D, the first high definition dual-lens MiVue 955WD with a 4K front-facing camera and a 2K rear-facing dashcam, and the first 4G LTE connected dashcam MiSentry 12T to monitor the situation inside or outside the car in real time. For the storage format for dashcam files, it launched the a video format SuperMP4, which allows rapid writing without corruption. In addition to this, this format is also highly compatible with PCs and mobile phones. MiVue T60 not only has a front-facing HDR camera that can suppress overexposure, but also features a built-in HDR that can suppress overexposure caused by rear lamps to provide better videos.
- M. MiTAC Digital Technology Corp. won the following awards in 2024: MiTAC Digital Technology Corp.'s 『MiVue 955WD, WIFI GPS, dual-lens, safety warnings』, 『MioEYE K Series + VisionMax™, 360°Intelligent Video Telematics Solution』, 『MiVue MP30 GPS, dual 2K WIFI & rider dash cam』, 『VisionMax™, event reconstruction』 and 『MioNext™ App, Connected Dashcam App』 won the 33rd Taiwan Excellence Award.
MiTAC Digital Technology Corp.'s self-service kiosk MioSERV S270, MioNext App and MiSentry Series won the 2024 iF DESIGN AWARD.

(IV) Long- and short-term business development plans

1. Cloud computing product series

(1) Short-term business development plan:

Maintain stable after-sales service and technical support for server system products taken over from Intel, and actively promote MiTAC Computer Corp.'s server platforms supporting AMD EPYC 9005 and Intel Xeon® 6 E-Cores processors through regular meetings with dealers to meet the needs of mainstream AI computing, cloud edge computing and software-defined storage servers

(2) Long-term business development plan:

Since October 1, 2024, MiTAC Computing Technology Corp. has integrated its TYAN®, DSG, and MiTAC OCP server product lines under the MiTAC Computing brand. This change aims to promote a unified brand presence in the market. Regarding product strategy, the company will continue to develop servers that cater to the needs of Big AI inference and cloud service providers, alongside introducing new products featuring liquid cooling technology, thus creating momentum driving sales growth in the next three years.

In terms of business strategy, we aim to expand our collaboration with leading server customers worldwide, including both enterprise and cloud service clients. Our focus will be on shipping products that range from modules to complete systems and covering both low-end and high-end offerings. We will work on partnerships that span from single product lines to multiple product lines. To ensure stable, long-term relationships, we will continuously enhance our product development capabilities and speed, improve control over production quality and delivery times, and integrate our global supply chains. Additionally, we will strengthen our international logistics and service network to solidify our position as a major ODM/OEM for server systems.

2. Automotive electronics, AIoT and industrial PC products

(1) Short-term business development plan:

- A. In terms of mobile handheld and vehicle navigation devices, although global sales of portable satellite navigation products have fallen over the years, related applications of satellite navigation has continued to be transferred to products such as embedded in-car navigation equipment and GPS tracking for bicycles. At the same time, new products with the same satellite tracking technologies have been developed as well. In addition, we planned IoV devices, smart image recognition, and self-driving system, combined with our existing HW/SW products, technologies, and services, to provide the total solution for customers. The IoV products incorporate satellite positioning and we work with customers to enter this new industry.
- B. Industrial tablets and portable devices: We will be launching portable devices with equal emphasis on proprietary brand management, ODM and OEM. In Europe, MiTAC's primary focus will be the promotion of proprietary brand; in USA, the Company will focus primarily on OEM; in Japan, ODM and OEM will receive equal attention.

(2) Long-term business development plan:

- A. Automotive electronics and IoV products: Our mid- and long-term business development strategies focus on expanding our business and exploring emerging markets in Asia-Pacific, China and the Middle East. We will adapt to the changes and needs of different age groups with diverse products for vehicle driving, image analysis and recognition, and IoV. In addition, through our brands and B2B strategy and experience of Mio, Magellan as well as Navman products, we integrate life, safety, sports and leisure, and navigation service products to allow customers to take advantage of product features and services in real time, whether they are moving, running, or driving. This strategy will guide MiTAC toward the leader of hardware and software integration for IoV and automotive electronics products.
- B. Professional tablets and device management platforms: We will further market our products to Central Asia, Southern Asia, and South America. We will continue the development of automotive tablets and mobile POS applications. In addition, the professional tablet PCs have been tailored for the environment where special industries operate. The device is rugged, durable, drop-proof, and water-proof. When combined with the 4G, LTE, Wi-Fi, NFC, and Bluetooth features, it can be used in the fields of logistics, retailing, tourism, healthcare, and industry and takes the place of human with low efficiency to improve working efficiency, reduce costs, and improve service quality. Thus, more product applications are covered for higher business and sales performance.

II. Market and an overview of production and sales

(I) Market analysis

1. Geographic location of the sales of the company's major products

Unit: In thousands of New Taiwan Dollars

Regions	2024
Taiwan	1,302,839
US	37,371,643
Europe	11,469,422
Others	11,215,948
Total	61,359,852

2. Market share

The company has over 20 years of experience in server R&D, design and manufacturing, providing customization for cloud service providers, AI/high-performance computing, and edge computing. Starting from October 2024, the two brands, TYAN and MiTAC, were integrated into MiTAC as the unified brand name to strengthen channel planning, brand management synergy, and brand image integration. In the automotive electronics and smart IoT products sector, the company successfully entered the supply chain of international automakers in 2019. In 2022, it launched fleet management solutions and has expanded into the field of smart IoT driving recorders over the past two years. The company continues to maintain its position as a leading manufacturer of automotive electronics and intelligent Internet of Things solutions.

3. Future supply and demand in this market and growth outlook

(1) Cloud computing product

The business for cloud data centers is continuously growing, resulting from a significant increase in enterprise data volume. This surge is driving considerable demand for cloud servers and software-defined storage markets. Additionally, the emergence of new applications in big data analytics, artificial intelligence (AI), the Internet of Things (IoT), and 5G edge computing is further fueling this trend. Looking ahead to 2025, there is still potential for growth in the global demand for cloud servers. The demand for platforms that support next generation technologies (DDR5, PCI Express 5.0) is gradually increasing. The combined effects of the US-China trade war and Russia's invasion of Ukraine have led to a slight slowdown in market demand. Many customers opt to use mature products, such as DDR4 and PCI Express 4.0, to minimize additional verification costs. We will continue to monitor this situation and respond proactively. Furthermore, with the post-pandemic shift towards mobile working and WFH, as well as the principles of corporate ESG (Environmental, Social, and Governance) and sustainable management, the demand for cloud services is expected to grow steadily. Consequently, data computing and storage will increasingly transition to cloud service providers. In light of rising energy costs, these providers will focus on enhancing the energy efficiency and performance of their servers. MiTAC Computing Corp. has a range of x86 server products equipped with AMD EPYC 9005 processors and Intel Xeon® 6 E-Cores processors. These products range from entry-level cloud computing servers to AI servers that support high-end graphics processors (GPUs), addressing a wide array of application scenarios. The company's mission is to collaborate closely with customers to provide professional IT personnel with the latest products. The Group is committed to continuous technological innovation, developing solutions that combine flexibility, reliability, high efficiency, strong performance, and low operating costs. This approach helps customers build an ideal IT infrastructure and respond effectively to the ever-changing business environment and emerging corporate opportunities.

The concept of using general-purpose servers to run visualization software for open architecture has gradually gained traction in cloud environments, central offices, and access points. This trend indicates that the demand for servers will continue to expand across various specifications. It is essential to closely monitor the product lifecycle and launch new offerings promptly to meet market demands.

(2) Automotive electronics, AIoT and industrial PC products

As cloud computing evolves, more and more smart end-products are needed, which in turn contributes to the rapid development of the smart end-products. Smart phones, tablets or any products with a display screen (e.g. in-car AV systems, watches, glasses) could provide enormous market opportunities. Mobile end-products will become more diverse as the users of cloud-related applications increase, bringing in business opportunities worth 100 million of NT dollars. Based on the SoLoMo concept, MiTAC has developed applications across different platforms and services to satisfy consumers' diverse tastes.

4. Competitive niche, positive and negative factors for the prospects of our development, and our corresponding strategy

To respond to the emergence of cloud applications, MiTAC not only possesses the capability to design and manufacture cloud hardware, but also combines hardware/software development, engineering automation, manufacturing and design, and after-sales services to develop a new global business model that will accomplish higher customer satisfaction and help create competitive advantages. We also actively develop new technologies and explore new markets, such as 5G and AI technologies.

With respect to wireless communication, MiTAC will take the initiative in developing niche products that target consumer needs in the market and improving the capacity in terms of the R&D, innovation and integration of hardware/software, cost control, quality control, yield control, mass production, inventory management, procurement of key components, logistic support, regional distribution, and financial strength.

(1)Competitive niche

- A. Customer demand and control of the market: We grow with location based service markets. MiTAC jointly explores and invests in markets with regional software and hardware customers to understand terminal demand. MiTAC is also negotiating cooperation plans with various world-class information and communication firms so that it can fully grasp market trends, seize fluctuations in the market, and explore new products.
- B. Cooperation with world-class software and hardware firms to secure the supply of material: This advantage includes the support of software firms in software development and the source of key components.
- C. Research and development capability: Many of our products lead the market and win international awards, earning “number one” ranks
- D. Introduction of smart manufacturing via digital transformation: The product design, integration, and manufacturing are the core capabilities of the Company. We have worked with our partners to develop the standard exchange protocol for machines to improve its smart manufacturing ability.
- E. Through close cooperation with regional agents, to provide channel market partners with more complete and rapid customer services and actively expand MiTAC data center solutions to enhance the brand image of MiTAC Computing Technology Corp.

(2)Favorable factors for prospects of development

A. A supply chain that integrates internet infrastructure

Our sales and distribution model is in line with global e-commerce development and operation. Many of our high-priced products are produced and distributed directly to customers for greater shipment efficiency, lower cost, and higher customer satisfaction.

B. Global eManufacturing model

After the trial running of the logistics model, the eManufacturing system of MiTAC is well-developed. We have formed a global manufacturing model with bases in Taiwan and the United States focusing on R&D, production bases in Asia engaged in the manufacturing of modules and semi-finished goods, and system assembly centers in the US. Low-end components and systems with long delivery time are manufactured in Taiwan and Asia; main components with high unit price are procured and assembled in production bases closer to customers. Such global manufacturing model has allowed MiTAC to grow from a regional organization to an international e-manufacturer that is able to engage in R&D, engineering, manufacturing, and distribution at a global level simultaneously.

C. Intensify the development of products of high added-value

In response to the trend of development in the integration of wireless Internet communication and computer, MiTAC will continue to form strategic alliance with international leading firms for joint development of market. MiTAC possesses spectacular innovative design, R&D, production, and manufacturing integration capabilities in the GPS market and launched various mobile navigation/communication products ahead of the market. In addition, effort will be made in the development of the MDM (Mobile Device Management) software with a view to providing software integration partners faster and complete full-range service.

D. Maintaining growth momentum in the market

As cloud service technology continues to mature, an increasing number of commercial application software programs are being upgraded from standalone and server versions to "cloud versions," allowing for a broader range of services. Consequently, the specifications of cloud server hardware have also accelerated the adoption of new platforms, driven by the annual rise in the number of virtual machines.

Additionally, in response to the rapid growth of AI inference applications, cloud service providers are actively deploying AIaaS (AI as a Service). This trend is expected to contribute to the ongoing expansion of the overall data center business. Furthermore, with a projected recovery in the automotive market, connected driving recorders and related automotive software services are also anticipated to drive growth momentum.

E. E-supply chain

As dictated by the needs of global production and the segmentation of products for customers in different regions, MiTAC is engaged in the modular design of key components and the integration with the e-commerce capability of upstream companies for timely worldwide delivery of goods in order to lower the operation risk, reduce the inventory, and provide timely delivery service to the customers.

(3) Negative factors for the prospects of our development and our corresponding strategies

A. Connected GPS devices and cameras have been widely used in smart cars. The transition from driver assistance to autonomous driving will influence the market share of standard automotive equipment. In response to that, we not only offer more suitable equipment in the after-market to improve vehicle intelligence, but also develop the following products and services with stronger competitive strength:

- (a) The integration with vehicle information applications is improved to enhance vehicle intelligence.
- (b) We focus on R&D and innovation, perfect our R&D results, reduce product development cycle and launch new products continuously to localize, diversify, differentiate and mass produce our products to ensure that we have an edge in terms of products and profit.
- (c) The Company closely works with the existing ODM customers in upstream design, mass production and logistic support to enter the smart car market.
- (d) We leverage our global logistics model for complete material planning, value chain building, and logistic support.

B. The embedded system products confront the problems of small quantity in large variety, extremely high cost of development, and the strict requirements of quality and application environment. Most of the customers are small and medium enterprises in wide dispersion geographically. Marketing of these products is

tough and the counter-measures are:

- (a) Modular design shortens the lead-time for development of new products and customized products.
 - (b) Continue the development of high-level integrative solution with equal weight in hardware and software research and development.
 - (c) Global marketing in a wide array of business mode
 - (d) Invest in comprehensive solutions, enhance value, and acquire Domain Knowledge to continue developing technologically advanced products.
 - (e) Work with strategic partners to maximize the margin benefits and satisfy the most diverse shipping needs.
- C. Key components are still controlled by overseas manufacturers. We need further experience in the integration of software and hardware. Our corresponding strategies are as follows:
- (a) Maintaining good supply chain relationship with overseas manufacturers of key components and striving for cultivating talents capable of integrating software and hardware in operating platforms and communication components.
 - (b) Diversifying the supply sources of key components: We seek more R&D and design suppliers to ensure sufficient supply and competitive pricing. We also build good relationship with domestic manufacturers producing or planning to produce key components to maximize our options.
 - (c) Achieve the advantage of support by quantity: Thanks to the product series with high sales and the orders from large OEM/ODM customers, our procurement cost can be reduced substantially.

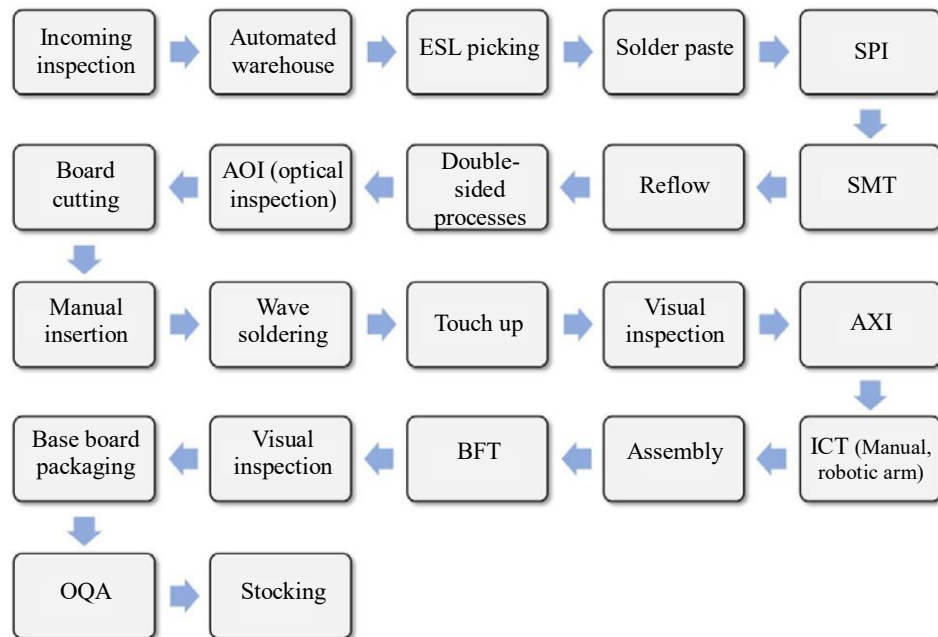
(II) Important applications and production process for main products

1. The functions of major products

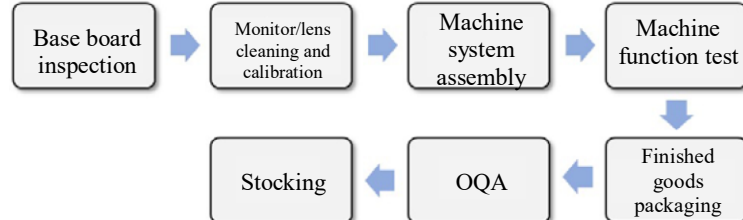
Product categories	Major usage and functions
Servers	Commercial data computing tools
Storage	Commercial data storage tools
Terminal PC	Essential tool for individuals, families, schools, companies and retail.
Automotive electronics, AIoT and industrial PC products	Consumer electronics (outdoor, physical fitness, driver navigation), fleet management system, smart cloud IoV, and embedded system, industrial use tablet PC system and vertical integration industrial PC.

2. Production process

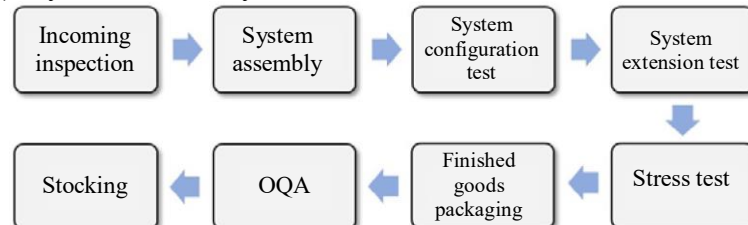
(1) Printed Circuit Board Assembly (PCBA)



(2) Whole set process (AIO, tablet PC, on-board equipment)



(3) System Assembly



(III) Supply of key materials

1. Component name: CPU/ CHIPSET 、HDD 、DRAM 、PCB 、IC 、PSU, etc.
2. Availability: Most of the above suppliers are famous international companies that have good track records in the industry and work with us for many years. They can stably supply goods to us and have relatively competitive advantages.

(IV) Major customers and suppliers in the last two years

1. The names of suppliers that accounted for more than 10% of the total purchase in any of the last two years, the amount and proportion of the purchase, and the reason for the changes:

Unit: In thousands of New Taiwan Dollars

Item	2023				2024			
	Name	Amount	Ratio to net annual purchases (%)	Relationship with the issuer	Name	Amount	Ratio to net annual purchases (%)	Relationship with the issuer
1	Supplier C	4,838,522	16	None	Supplier C	22,883,041	34	None
2	Others	25,892,362	84		Others	44,592,847	66	
	Net Purchases	30,730,884	100		Net Purchases	67,475,888	100	

Note: The changes are the responses to the annual production and marketing policies, raw material demand, manufacturer supply prices, delivery conditions and quality.

2. The name of the customer that accounted for more than 10% of the total sale in any of the last two years, and the proportion of the sale amount, the reason for the changes:

Unit: In thousands of New Taiwan Dollars

Item	2023				2024			
	Name	Amount	Ratio to net annual sales (%)	Relationship with the issuer	Name	Amount	Ratio to net annual sales (%)	Relationship with the issuer
1	Customer A	12,339,857	35	None	Customer A	34,240,387	56	None
2	Customer D	3,776,908	11	None				
3	Others	19,419,248	54		Others	27,119,465	44	
	Net sales	35,536,013	100		Net sales	61,359,852	100	

Note: The changes are the responses to market trend, product needs, prospect of the industry, R&D technology, sale profit, and the contracts with customers.

III. Employee information in the last two years up to the publication date of this annual report

Year		2023	2024	As of Feb. 28, 2025
Number of employees	Direct Labor	2,681	3,773	3,828
	Indirect Labor	3,501	3,489	3,491
	Total	6,182	7,262	7,319
Average age		36.23	34.56	35.13
Average years of service		7.28	6.72	7.08
Education background distribution (%)	Ph.D.	0.14	0.15	0.15
	Master's degree	10.08	8.82	8.83
	College	63.26	61.72	61.98
	Senior High School	18.14	22.48	22.93
	Schools at the Senior Secondary Level and Below	8.38	6.83	6.11

IV. Environmental Disclosure

- (I) The group did not suffer any loss or penalty due to pollution of environment in the last year up until the publication date of this annual report. Below is a description of relevant practices adopted by MiTAC:

The Group is a professional assembly firm and the operation is mostly assembly works. As such, the problem of air pollution, water pollution and contamination of toxic substances for control is not found. In 1992, MiTAC received Certificate of Excellence during the 1st Environmental Evaluation for Top-500 Businesses organized by Environmental Protection Administration. In 1997, MiTAC attained ISO 14001 certification and continues to devote itself to preventing pollution. In 1999, MiTAC received from the Council of Labor Affairs a 2-year certification for having passed the Safety and Health System Evaluation. MiTAC

will continue to enforce its environmental protection and work safety policies, and strive to sustain an operation that is free of pollution and hazard.

For expenditure regarding environmental protection, the Group classifies it into three categories: Direct environmental cost, indirect environmental cost, and others. It is compiled based on the local investment amount or spending of the year. In addition to ensuring the compliance with local regulations, which causes expenses, energy saving programs are conducted for GHG (greenhouse gas) issues in several regions, e.g. Utilizing renewable energy such as solar power, recycling wastes, and saving electricity by means of lighting management, summer air-conditioning management, replacement with water chiller units, etc., to reduce CO2 emission. The energy efficiency improvement is considered the main expenditure item of the direct environmental cost. The electricity usage at factories and offices accounts for the largest portion of the energy consumption. Therefore, environmental monitoring systems will be introduced to our business bases to monitor electricity and water consumption and a large amount of smart meters will also be mounted. We will continue our investment in equipment and systems necessary for carbon reduction, properly control the energy consumption of buildings and processes, and pursue better energy efficiency.

(II) Environmental protection expenditure

1. Environment protection expenditure refers to all expenses related to environmental protection activities. It represents how dedicated a company is to the environment, and serves as a key indicator to the quality of environmental management. However, the definition and scope of environmental expenditure still differ from country to country.
2. The statistics on MiTAC Group's 2024 environmental protection expenditure covered are shown below:
 - Environmental costs associated with the Company's operations (direct cost) amounted to NT\$ 23,186,679, which included expenses on environmental monitoring and the prevention of air /effluent /soil / groundwater pollution, efficient use of resources and disposal /treatment /recycling /reuse of commercial wastes/ costs of energy conservation and promotion of renewable energy, etc.
 - Environmental management activity costs (indirect cost) amounted to NT\$ 7,326,673. The administrative costs included personnel expenses on environmental education, system management and validation and environmental protection-related activities.
 - Other environmental costs totaled NT\$144,433, which included social activity expenses, including sponsoring environmental organizations, promotion of environmental information and so forth, taxes, energy levies and other expenses (i.e., water treatment expenses).
 - Losses (including damage compensations) and fines incurred due to pollution of environment in the year of report up until the publication date of this annual report: The Company has not incurred any losses (including damage compensations) or fines due to environmental pollution; hence the sum is zero.

V. Employer and employee relationships

Driven by a humane management approach, MiTAC is devoted to creating a work environment that facilitates two-way communication between line managers, their subordinates and their peers. The Company has also taken initiative in creating communication channels and gathering employees' thoughts as a means of ensuring harmonious labor-management relations and achieving win-win between the Company and its employees.

(I) Communication and reward

1. Labor communication

The Group regularly organizes cross-hierarchical meetings, management meetings and labor-management meetings to build a sound two-way communication mechanism. In addition, an employee suggestion box and an online suggestion box, "Speakout," were created for employees to express their opinions and feedback under confidentiality. MiTAC's employees are able to learn the Company's business performance and latest product information through the official website, monthly publications, and the general assembly for employees. Together, these measures ensure the completeness of internal communication within the Company.

2. Employee incentives

MiTAC offers a variety of incentives to commend individual and team performance in all areas of expertise, and thereby encourage employees to seek continual growth and improvement that would contribute to the Company's competitiveness. Some of the incentives offered to employees include:

- Employee of the year award: Publicly recognizes the winners; the Company prepares commendation letters and offers bonuses and additional leaves as a show of gratitude to employees and their families.
- Department/individual patent award: This award is intended to encourage employees in creating patents that are relevant to their jobs. Incentives are provided from proposal, application to approval stage of a patent application; at the end of each year, departments and individuals are assessed for the patents created, and those who exhibit outstanding performance are commended with department/individual awards and commended at the year-end gathering.
- Long-term service award: As an appreciation for employees' long-time contribution and commitment to the Company, senior employees with 5, 10, 15, 20, 25, 30, 35 and 40 year service seniority are commended personally by the senior management with the long-term service award and gift certificates as reward.
- Short- and long-term rewards: Short-term and long-term rewards, including performance bonuses, festival bonuses, project bonuses, profit sharing, employee stock options and treasury stocks, are provided based on the Company's and teams' operating performance and the employees' performance.

(II) Welfare and training

1. Welfare

MiTAC views employees as critical capital to the organization. All employees are entitled to labor insurance, national health insurance, group insurance, and travel insurance. Together, these insurance cover employees for death, health, and safety during overseas business trips and thereby provide them with additional security both in work and life. On the other hand, when our employees suffer an accident and cannot support their family, or lose their life and property due to natural disasters, the Company will provide proper assistance for them through "emergency financial aid" to help them and their families restore health and to increase their engagement.

We deeply believe that happy families are the foremost support to our employees. The creation of an environment with proper balance between workload and daily lives will be

the only way to allow for physical and psychological health of the employees so that they could indulge in their work, which in turn contribute to the sustainable development of the organization. For this end, the Group support the employees in taking care of their families thereby a hearty temporary nursery care space “MiKidsLand” has been arranged in the office area. Employees who have the needs for day care of children may take their children to the workplace for reading and resting at a safe place. In so doing, the employees could take care of their children nearby and could have the peace of mind in concentrating on their works. We do care about our employees who may need raising their children. The Maternity Grant (NT\$ 20,000) will be given for every child and the Employee Welfare Committee also provides the Maternity Cash Gift (NT\$ 3,000). In 2024, 35 people applied for them.

In addition, the Company allocates the budget “Interest-free subsidy for car purchase with advance salary” to help the employees to improve their commute. An advance subsidy totaling nearly NT\$4.12 million was issued to 19 applicants in 2024.

To ensure the physical and psychological health of the employees, the Group works in cooperation with external professional consulting teams to initiate the “Employee Aid Program”. This is a program participated by psychological counselors, lawyers, nutritionists, and wealth management experts to provide the employees and their families with professional counseling assistance in their daily lives, including counseling services for pressure at workplace, interpersonal relation, family and marriage, gender relations, legal issues, wealth management and medical care. This arrangement could help the employees maintain a healthy work-life balance.

Moreover, the well-organized Employee Welfare Committee also provides a variety of benefits for the employees. The departments nominate members of the committee. The committee holds regular meetings and organizes a diversity of benefits and events for the employees. It has also established different social clubs and a free gym, aerobic dance room, and massage room. Professional massage therapists are engaged to provide massage services to the employees. Subsidies will also be granted for the employees in different occasions such as marriage, funerals, and other festivities to express the concern of the Company as well as bonuses, travel subsidies and the lucky draws at year-end parties. In 2024, the committee released a total of over NT\$20 million of subsidies.

2. Employees' training and continuing education

The Group values the improvement of employees' skills, and has planned training courses for new employees, individual specialists and managers along with the employee careers and company development. When they are combined with the online learning courses, OJT, study group, external professional training, and on-job learning subsidy, we can help employees continue to grow through self-learning and group learning activities, create a suitable environment for employees to develop their skills, and build a communication platform. Therefore, each employee can contribute their knowledge and strength, work with peace of mind, have engagement in the long run, and help MiTAC to be thriving continuously. In 2024, the total employee training hours are 387,237.1 hours and the average is 56.1 hours/person.

(III) Retirement policy

The group has established a robust retirement system in accordance with the Labor Standards Act and the Labor Pension Act. All contributions made to the system are being held in a dedicated pension reserve account and managed by a supervisory committee that comprises labor and management representatives. Furthermore, monthly contributions are made to the pension reserve account using actuarial estimates produced by an impartial third party. For employees who are subject to the retirement system under the Labor

Pension Act (the new system), monthly contributions are made into employees' pension accounts in the amounts specified by law. So far, the two systems have been running properly as they are expected to.

(IV) Labor-management communication

The Group has always taken care of the employees and maintained sound labor-management relationship by sharing gains and communicating with the employees. The current collective agreement and labor union consist of 61.7%. Management meetings and labor-management meetings are held on a regular basis to inform the employees of the Company's operating performance, and they may be invited to discuss labor conditions and benefits. In the future, we will adhere to humane management and create diverse communication channels to not only maintain but also improve the existing sound labor-management relationship.

(V) Work environment and employees' safety

To reinforce the protection measures in the workplace and for the personal safety of employees in order to protect them from injury or death due to occupational accidents and prevent protests arising therefrom, MiTAC has been certified for ISO 14001 - Environmental Management System and ISO 45001 Occupational Health and Safety Management System and has adopted the RBA Code of Conduct. These certifications are regularly validated by third-party institutions. The Company actively implements the systems throughout the organization.

(VI) Employee code of conduct

The Company has created a set of "Integrity Code of Conduct" to establish integrity as part of its corporate culture, and a set of "Employee Code of Conduct" to ensure the consistency of employees' behaviors. There are four main focuses in the Employee Code of Conduct: service principles, confidentiality and prohibition against competing business involvements, network usage and information security, and interaction with suppliers. These codes have been published on the Company's intranet where employees may access at any time, and serve as a regular reminder not to commit violations.

To enforce discipline and fairness within the Company, a set of "Employee Reward and Disciplinary Policy" has been created to serve as guidelines for rewarding excellence and penalizing violators. The Company has a set of "Anti-corruption Policy" policies in place to prevent illegal conduct and organized fraud. An investigation panel has been assembled to investigate suspicious conduct, ensuring the soundness of the Company's operations

(VII) Losses arising as a result of employment disputes in the most recent year up to the publication date of this annual report (including any violations of the Labor Standards Act found in labor inspection; the disciplinary date, the number of the disciplinary letter, articles violated, provisions violated and disciplinary actions shall be specified), the estimated amount of losses that may incur currently or in the future and responsive actions taken, and the reasons in cases where the losses cannot be reasonably estimated:

MiTAC did not suffer any losses due to employment disputes in the most recent year up to the publication date of this annual report. The Group currently maintains diverse, open and transparent communication channels between managers and employees and between the employees to avoid any losses due to employment disputes in the future.

VI. Information security management

(I) Information security promotion organization

In 2019, the Group established an information security promotion committee and formed a department dedicated to cybersecurity. An information security manager and three information security professionals were appointed to be responsible for promoting information security management. In November 2022, an CISO (Chief information security officer, CISO) was appointed to be responsible for organizing the information security policies, and coordinating as well as overseeing the matters in relation to information security of the group. The President serves as the chair of the Information Security Committee, the Vice President of the Digital Development Center of MiTAC International Corp. acts as the deputy chair and the CISO acts as the executive secretary. The Advisory committee members includes managers of the legal, HR, finance, ESG, R&D, IR, stock, audit departments. External information security experts may also be invited to the meeting to report or answer questions.

The Information Security Department reports on the implementation of information security measures to the management or the Board of Directors on an annual basis to ensure the availability and effectiveness of the operation. The Audit Committee conducts the information security review on the Information Center every year, while the Information Security Department also develops improvement measures based on the findings of the audits of information services, information infrastructure, application system development, production environment, cloud services, IoT applications, etc. and follow up these measures.

(II) Information security policies

To effectively ensure strong information security governance and protect the information assets of the company, its customers, and individuals from intentional or accidental internal and external damage. The company implemented the international information security management system standard ISO27001 in 2019 and successfully passed certification by the end of that year. Since then, we have maintained our commitment to information security by undergoing annual audits from a third-party verification company; we completed the ISO27001:2022 transition audit and validation at the end of 2024; this ensures our information security management system can effectively address current digital environments and emerging threats. The most recent certification is valid from February 6, 2025, to January 14, 2026.

We have developed information security policies and regulations and overseen the availability and effectiveness of the implementation of information security objectives. Our information security procedures cover our core businesses and their significance, information asset inventory and risk assessment, application system development and maintenance security, personal data protection policy, information security protection and control measures, management measures for outsourced information and communication systems or services, information security incident reporting and response, and continual improvement and performance management mechanisms for information security. The relevant information security policies, management procedures and guidelines are reviewed and revised on a yearly basis. As we uphold the philosophy of realizing information security and sustainable management for all of our businesses, we are dedicated to ensuring the management of personnel, management procedures and information technologies and making all departments comprehend the information security policies and follow the relevant control procedures to improve the confidentiality, integrity and availability of all the operations of each information service system.

(III) Information security awareness raising and training

- All new employees must undergo obligatory information security awareness training with themes covering new forms of threats and attacks, information security concept

and protection, the Company's information security policies and regulations, recognition of phishing emails, emergency response and reporting, and rules regarding rewards and punishments.

- Annual cybersecurity seminars are held for senior executives.
- All personnel using the information systems must participate in information security courses every year.
- Managers and personnel responsible for information security shall take part in professional information security training annually.
- Personnel with software development responsibilities must take the Secure Software Development Lifecycle (SSDLC) course.
- We regularly distribute information security newsletters to promote the company's information security policies. These newsletters will also include recent important cybersecurity news from both domestic and international sources. Additionally, they will cover topics such as email security, remote work security, IoT security, cloud security, and emerging threats related to new technologies, including the security of generative AI.
- Email phishing exercises (social engineering exercises) are conducted several times a year to test employees' vigilance against cybersecurity threats. Employees who fail the test are required to take email security awareness training and complete a Root Cause and Corrective Action (RCCA) report, which needs to be signed off by their respective center supervisors.
- Hosted the "Online Secure Development Competition" in 2024, where programmers from various branches within the Group were invited to learn about secure development practices and showcase their skills in the competition. This event aims to enhance participants' awareness and skills related to secure development.

(IV) Information and communication system inventory and risk assessment

Performs inventory of IT and OT information assets, checks the information and communication systems, and updates the information asset list to assess the value of the assets on an annual basis. In addition to the annual risk assessment, we identify and regularly review the potential information risks to our core businesses and information assets that should be protected, analyze the impact in case of loss of confidentiality, integrity and availability and perform corresponding control measures concerning information security management and technology. The probability and possible impact of business interruptions are also assessed to set the clear recovery time objective (RTO) and recovery point objective (RPO) for the core businesses with complete backup mechanisms and plans in place.

(V) Information security protection and control measures

With the aim of constantly reinforcing the information security protection and management mechanism, the Company not only abides by the control requirements under the ISO27001, but also uses the "Information Security Management Act," "Information Security Control Guidelines for TWSE/GTSM Listed Companies," NIST CSF(Cybersecurity Framework) and other domestic or foreign regulations or standards as reference for analyzing the needs for information security protection based on the Cyber Defense Matrix and revising our 3-year information security plan every six months to optimize the information security budgets, control procedures, and protection measures.

Regarding the patching and protection of system vulnerabilities, all systems and equipment shall be tested for information security and security configuration enhancement before going live to ensure that they meet the basic information security protection requirements.

Source code scanning, vulnerability scanning, and external penetration testing are performed to inspect and verify the security status of each system. We also continuously monitor cybersecurity threat intelligence and immediately investigate and formulate patching or improvement countermeasures for newly disclosed security vulnerabilities. For emerging threats such as new types of viruses and malware, including ransomware and mining software, various security protection mechanisms (such as Next-Generation Firewall, Intrusion Prevention System, Web Application Firewall, Advanced Persistent Threat (APT) protection, Endpoint Detection and Response (EDR), Managed Detection and Response (MDR), Multi-Factor Authentication (MFA), etc.) have been established. These are implemented in accordance with security management procedures to take timely response measures. Through external enterprise cybersecurity risk rating services, we continuously collect various network security risk analysis indicators from the outside to continuously monitor and reduce cybersecurity risks.

(VI) Information security incident response/reporting and information assessment

In line with the Group's business continuity management framework, information security incident response, handling and reporting procedures are established, including the assessment for impacts and damages caused by incidents, internal and external reporting procedures, methods for informing other affected departments, contact persons and methods for reporting of incidents.

For key application systems directly related to business operations, such as production, R&D, and sales systems, the drills of backup and recovery, remote backup, remote recovery and disaster recovery are arranged every year to maintain the response capability and operations. Fifteen disaster recovery drills and reviews were conducted in 2024, with the scope covering the key application systems, Internet services, power supply and air conditioning; the results all met the recovery time objective (RTO) and the recovery point objective (RPO) set.

In 2024, the IT departments at MiTAC headquarters and key production sites continued to work together on joint emergency response drills. They conducted a desktop simulation to address the crashing of the Windows system with "Blue Screen of Death" that occurred globally in July 2024 due to a software update bug from the security software company CrowdStrike. It assessed the operational continuity management, disaster recovery plans, and business operation continuity in a complex disaster. The drill aims to enhance support and collaboration between departments, strengthening overall crisis management and response capabilities.

The Company has participated in the cyber security information sharing organization of the Hsinchu Science Park Bureau and the Taiwan Computer Emergency Response Team & Coordination Center (TWCERT/CC), Taiwan Chief Information Security Officer (CISO) Association, and Chief Information Officer Association of the Information Service Industry Association of R.O.C. for regularly receiving information security alerts as well as an information security threat and vulnerability information. We outsourced dark web monitoring to cybersecurity vendors for reporting sensitive data leaks, account password breaches, and intelligence warnings about hacker attacks, in order to take preventive actions, improve information security protection capabilities and reduce the risk of being hacked.

(VII) Supply chain information security management

In 2024, MHC completed a information security self-assessment survey of its 250 suppliers. The response rate of the supplier information security self-assessment questionnaire was 40% and completed the on-site cybersecurity check of 2 significant suppliers. Adding information security assessments to supplier assessments can help improve supply chain risk management, improve supplier risk visibility, enhance overall operational security, and meet the expectations and requirements of customers.

(VIII) Losses arising as a result of material information security incidents in the most recent year up to the publication date of this annual report, possible impacts thereof and responsive actions thereof, and the reasons in cases where the losses cannot be reasonably estimated:

In the most recent year up to the publication date of this annual report, the Group did not suffer business interruptions, data corruption, data leakage or other material information security incidents.

Target	2022	2023	2024
Events causing business interruption, data corruption, data leakage or other material information security events < 1 case.	0, No business interruption, data corruption, data leakage or other material information security events.	0, No business interruption, data corruption, data leakage or other material information security events.	0, No business interruption, data corruption, data leakage or other material information security events.

VII.Important contracts

Contract nature	Participants	Contract start/end date	Main contents	Restrictions
Master Supply Agreement Restatement	Customer A	From July 1, 2014 to June 30, 2017; automatically renewable on a yearly basis.	To outline terms concerning the production, delivery, payment and warranty of computer-related products.	None
Master Supply Agreement Restatement	Customer V	From March 18, 2024 to March 17, 2025; renewable with the consensus of all participants.	To outline terms concerning the sell, delivery and payment of computer-related products.	None
Master Supply Agreement Restatement	Customer E	From October 23, 2014 to October 22, 2015; automatically renewable.	To outline terms concerning the production, delivery, payment and warranty of computer-related products.	None

Five.A review and analysis of the Company's financial status and operating results, and risk management

I. The Company's financial status

Unit: In thousands of New Taiwan Dollars

Item \ Year	Dec. 31, 2023	Dec. 31, 2024	Variation	
			Amount	%
Current assets	31,539,479	60,585,982	29,046,503	92%
Property, Plant and Equipment	7,209,141	7,128,794	(80,347)	-1%
Intangible assets	103,193	105,038	1,845	2%
Other assets	49,900,512	47,144,917	(2,755,595)	-6%
Total assets	88,752,325	114,964,731	26,212,406	30%
Current liabilities	18,343,489	45,168,296	26,824,807	146%
Non-Current liabilities	8,981,005	9,310,268	329,263	4%
Total liabilities	27,324,494	54,478,564	27,154,070	99%
Share capital	12,065,568	12,065,568	0	0%
Additional paid-in capital	22,789,603	22,762,760	(26,843)	0%
Retained earnings	23,158,930	25,656,303	2,497,373	11%
Other equity	3,310,848	(411,533)	(3,722,381)	-112%
Attributable to the shareholder's equity of the parent company	61,324,949	60,073,098	(1,251,851)	-2%
Non-Controlling Interest	102,882	413,069	310,187	301%
Total equity	61,427,831	60,486,167	(941,664)	-2%
The main reasons for any material change (up to 20%) in the Company's assets, liabilities, or equity during the past two fiscal years:				
1. Current assets and Total assets : Mainly due to an increase in account receivable and inventories.				
2. Current liabilities and Total liabilities: Mainly due to an increase in account payable and other payables.				
3. Other equity: Mainly due to an increase in the financial statements translation differences of foreign operations and an decrease in the unrealised gains (losses) from financial assets measured at fair value through other comprehensive income.				
4. Non-Controlling Interest: Mainly due to disposal of the subsidiary's stock to non-controlling interest.				

II. The Company's financial performance

Unit: In thousands of New Taiwan Dollars

Item \ Year	2023	2024	Variation	
			Amount	%
Revenue	35,536,013	61,359,852	25,823,839	73%
Gross profit	4,489,808	7,368,404	2,878,596	64%
Operating profit	67,705	1,783,608	1,715,903	2534%
Non-Operating Income and Expenses	1,933,555	2,779,868	846,313	44%
Net profit before tax	2,001,260	4,563,476	2,562,216	128%
Income tax expense	(213,815)	(589,667)	(375,852)	176%
Net Income - current	1,787,445	3,973,809	2,186,364	122%
Other current comprehensive income	172,013	(3,605,255)	(3,777,268)	-2196%
Total current comprehensive income or loss	1,959,458	368,554	(1,590,904)	-81%

Item \ Year	2023	2024	Variation	
			Amount	%
Net income attributable to the shareholder's equity of the parent company	1,783,630	3,958,649	2,175,019	122%
Comprehensive profit and loss attributable to the shareholder's equity of the parent company	1,955,763	351,264	(1,604,499)	-82%
(I) The main reasons for the variations(up to 20%) in the last two years:				
1. YOY increase in revenue and operating profit: Mainly due to strong demand from hyperscale cloud data centers and cloud service customers; the Company also experienced continued stable demand from automotive manufacturers in the vehicle electronics market.				
2. YOY increase in non-operating income and expenses: Mainly due to an increase in Share of profit of associates and joint ventures accounted for using equity method and net currency exchange gain.				
3. YOY increase in net profit before tax: Mainly due to increase in operating profit.				
4. YOY increase in income tax expenses, net Income – current and net income attributable to the shareholder's equity of the parent company: Mainly due to increase in net profit before tax.				
5. YOY decrease in other current comprehensive income: As a result of an increase in unrealised losses from investments in equity instruments measured at fair value through other comprehensive income.				
6. YOY decrease in total comprehensive income and comprehensive profit and loss attributable to the shareholder's equity of the parent company: Mainly due to decrease in other current comprehensive income .				
(II) Expected sales volume and basis of estimate: No applicable, as the Company does not prepare financial forecasts.				
(III) The possible effect upon the Company's financial operations as well as measures to be taken in response: No material effect.				

III. Cash flow

(I) Analysis of cash flow for the year

Unit: In thousands of New Taiwan Dollars

Opening cash balance	Annual net cash flow from operating activities	Annual net cash flow from investing activities	Annual net cash flow from financing activities	Ending cash balance
8,321,029	1,479,443	(1,024,147)	(703,909)	8,115,965

1. Operating activities: The amount of net cash inflow from operating activities was NT\$1,479,443 thousand. This was mainly due to the change in net assets and net liabilities related to operating activities.
2. Investing activities: The amount of net cash outflow from investing activities was NT\$1,024,147 thousand, which arose from the Acquisition of financial assets at fair value through other comprehensive income and property, plant and equipment.
3. Financing activities: The amount of net cash outflow from financing activities was NT\$703,909 thousand, which resulted from distributing cash dividends.

(II) Improvement plans for cash deficit: Not applicable.

(III) Cash liquidity analysis for the next fiscal year

Unit: In thousands of New Taiwan Dollars

Opening cash balance	Annual net cash flow from operating activities	Annual cash outflow	Cash surplus (deficit)	Remedies for cash shortfalls	
				Investment plans	Finance plans
8,115,965	(8,638,570)	(3,641,928)	(4,164,534)	-	Bank Borrowing

1. Analysis of cash flow for the year:

(1) Operating activities: Net cash outflow from operating activities is expected in 2025, which is due to the change in net assets and net liabilities related to operating activities.

(2) Annual cash outflow: Mainly caused by spending on plant renovation and distributing cash dividends.

2. Improvement plans for cash shortfalls: In addition to being funded by cash inflows from operating activities, bank borrowings will be utilized when cash balances are insufficient..

IV. The effect upon financial operations of any major capital expenditures during the most recent fiscal year: None.

V. The Company's reinvestment policy for the most recent fiscal year, the main reasons for the profits/losses generated thereby, the plan for improving re-investment profitability, and investment plans for the coming year:

(I) The reinvestment policy for the most recent fiscal year: The reinvestments of the Group are long-term strategic planning for future business demands, hoping to increase revenues and profits.

(II) The main reasons for the profits/losses generated from reinvestments and the plan for improving re-investment profitability: Profits were mainly caused by the stable growth of business and proper control of costs. The loss was mainly caused by the reason that it is still on the stage of developing new products or the sales of products fell short of expectation. In addition, MiTAC will consider elements from all perspectives and make proper management policy for non-operating reinvestees or investees with poor performance to improve management performance and control investment losses.

(III) Investment plans for the coming year: The Company will follow the operating strategy to execute the global investment plans.

VI. Risk management issues

(I) Impact of changes in interest rates and exchange rates, and inflation on the company's profit, and future response measures:

1. The influence of changes in interest rates and exchange rates, and inflation in 2024 on the profit of the company:

Unit: In thousands of
New Taiwan Dollars

Item	2024	
	Amount	As a percentage of revenues %
Interest income (expense)	142,214	0.23
Exchange gains (losses) (including gains/losses on valuation of financial instruments)	267,773	0.44

Note: The influence of inflation on the profits (loss) of the Company is insignificant.

2.The response measures taken by the company for interest and exchange rate fluctuations and changes in the inflation rate:

- (1)The pricing, collection and payments for trade receivables and payables are mainly in USD along with one-basket currencies to reduce the effect of exchange rate fluctuation on the overall revenues.
- (2)All derivative transactions the Company has currently undertaken are intended to hedge against foreign currency assets and liabilities shown on the balance sheet. As required by "Procedures for Derivatives Trading ," the Company transacts financial instruments with banks and evaluates gains and losses on a regular basis to ensure that hedges remain effective in minimizing interest rate and exchange rate impacts on income.
- (3)The Company maintains close interactions with banks and conducts regular assessments to secure the best borrowing rates, and therefore reduces impact of interest rate variations on income.
- (4)The Company gathers regular information on exchange rate, interest rate, and the financial market. Meetings are held where appropriate to discuss the best course of action. In the occurrence of extreme market events, the executive management will be notified immediately for proper actions.
- (5)In light of recent disasters caused by extreme weather conditions and the dramatic changes of interest rates and exchange rates around the world, it is increasingly important for businesses to source supplies that are stable and reasonably priced. To address this challenge, MiTAC has been monitoring changes in the market and making procurement plans in advance so that suppliers have ample time to find alternative materials or make advance purchases at their discretion. As most of the material supply chains are affected more or less by prolonged delivery, it has become apparent that the Company must devote greater attention to creating demand, exploring ways to reduce risks, managing uncertainties involving prolonged delivery and shortage of labor, easing inventory control, and adjusting cost control for non-production materials. Meanwhile, distributors may carry additional inventory as a response to mitigate the impact on the company's profit due to supply disruptions or volatile costs.

(II) The Company's policy regarding high-risk investments, highly leveraged investments, loans to others, endorsements, guarantees, and derivative transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future:

- 1.MiTAC does not engage in high-risk and highly leveraged investments.
- 2.Funds were loaned to others in accordance with the "Procedures for Lending Funds to Others". The loan objects and amounts were in compliance with relevant laws and regulations.
- 3.Endorsement/guarantees in favor of third parties were undertaken in accordance with the "Procedures for Endorsements and Guarantees". The endorsement/guarantee objects and amounts are in compliance with relevant laws and regulations.
- 4.Derivatives transactions are conducted in accordance with "Procedures for Derivatives Trading". Transactions in derivative financial products are all for the purpose of hedging.

(III) Research and development work to be carried out in the future, and further expenditures expected for research and development:

1. This year (2025), the Company plans to appropriate NT\$3.1 billion in R&D.

2. Future R&D plans

(1) Cloud computing product series

- AI and in-depth learning optimal design server platform
- Industrial grade embedded server platform
- High-performance GPU computing server
- 5G radio access network (RAN) servers and edge computing servers
- Direct Liquid Cooling servers
- Immersion Cooling server

(2) Automotive electronics, AIoT and industrial PC products series

- Cloud computing applications and technologies
- Integrated data capture, voice, and wireless broadband communication
- GPS, electronic navigation technologies and mobile positioning services
- Compact portable electronic devices; technological development for green energy products.
- Dashcam image processing technology
- Next-gen Intel industrial motherboards and embedded systems with AI computing
- Next-gen AMD industrial motherboards and embedded systems with AI computing
- Qualcomm ARM-based AI industrial motherboards and embedded systems
- Industrial Pico-ITX boards and DIN rail-mounted embedded systems
- All-in-one Edge AI software development kit to simplify and accelerate AI deployment across vertical industries

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

The impact of the Sino-US trade war and our corresponding strategies:

MiTAC Group (MiTAC) has global presence and has production sites in Asia and the USA. Subject to the development condition, the Company will seek the optimal production model based on the production cost, logistic cost and customer needs, and will also make good use of the production base in the USA to engage in assembly and production to mitigate the tariff impact. To expand production capacity outside of China, the Company not only increased the capacity of Hsinchu Science Park factory but also announced a capital injection of USD 30 million into its Vietnam subsidiary in early 2024. This move is intended to ensure that the Vietnam plant will commence mass production by the end of 2025 to meet customer demand. In response to the trend of onshore manufacturing in the USA, subsidiary MiTAC Computing Technology Corp. also announced in October 2024 a capital increase of USD 25 million for its U.S. production site to support the manufacturing operations of AI servers.

For the US Entity List, the Company has developed a management system based on the Consolidated Screening List (CSL) API provided by the U.S. Department of Commerce's International Trade Administration (ITA) to ensure that all counterparties—customers and suppliers—are screened against the list. Through internal due diligence procedures, the Company aims to mitigate the risk of significant penalties in the future.

- (V) Financial impacts and response measures in the event of changes in technology(including cyber security risks)and the industry:
- 1.To adapt to climate change, countries around the world will gradually announce their net-zero carbon routes and the global supply chains will ask suppliers to set their carbon reduction goals according to the carbon reduction pathways of brands.The Company has completed the planning and contracting for solar energy installations at four manufacturing sites. Upon completion, the annual clean energy ratio is expected to reach 9.78%. In addition, energy-intensive equipment is being progressively replaced to comply with regulatory requirements and customer expectations.
 - 2.With the widespread adoption of AI technologies, demand for AI data center development has increased. Although AI data centers—often classified as hyperscale data centers—currently account for a relatively small portion of the market, the company has made strategic adjustments and deployments in anticipation of future growth. These include collaborations with U.S. customers and investments in related technology development, enabling the Company to play diversified roles in meeting customer needs.
 3. To strengthen information security management, the Company adopted the ISO 27001 management system to effectively address cybersecurity risks. By the end of 2024, the Company completed the transition to ISO 27001:2022 and passed the certification audit, affirming the effectiveness of its information security management system and certification validity. In addition, as the last line of defense in cybersecurity, the IT departments at MiTAC headquarters and key production sites continued to conduct joint emergency response drills throughout 2024.
- (VI) Impacts on crisis management and response measures in the event of changes in the corporate image: None.
- (VII)Expected benefits and possible risks associated with mergers and acquisitions, and responsive measures: None.
- (VIII)Expected benefits and possible risks with regard to any plant expansion, and response measures: None.
- (IX) Risks associated with any consolidation of purchasing or sales operations, and response measures:
- Purchasing: The main raw material procurement policy is based on the principle of having two suppliers or more and decentralizing procurement. We maintain safety stock and instantly update changes in demand with major suppliers to ensure a long-term and close collaboration relationship and to secure the source of all materials.
- Sales: MiTAC's strong R&D and manufacturing capability has enabled it to maintain long-term relationship with existing customers while at the same time explore new customers to diversify revenue sources, thereby mitigate the risk of sales concentration that may affect the Company's stable growth.
- (X) Effect upon and risk to the Company in the event that a major quantity of shares belonging to a director or a shareholder holding greater than a 10 percent stake in the Company has been transferred or has otherwise changed hands, and response measures: The Company is constantly aware of the identity of the controlling shareholders, and the name of the ultimate controller of the major shareholders. The shareholdings of the directors and major shareholders with more than 10% ownership interest are reported regularly in accordance with the Securities and Exchange Act.
- (XI) Effect upon and risk to the Company associated with any change in governance personnel or top management, and response measures: None.

(XII) Litigation and non-contentious matters:

In the most recent fiscal year up till the publication date of this annual report, there had been no litigations, non-contentious cases, or administrative litigations involving the Company, the Company's director, president, person-in-charge, any shareholder with more than 10% ownership interest, or any subsidiary of the Company that would have significant impact on shareholders' equity or securities prices, as described in the subparagraph 12, Paragraph 6, Article 20 of "Regulations Governing Information to be Published in Annual Reports of Public Companies."

(XIII) Other major risks and response measures:

1. With changes in brand strategy and industry business models, inventory management has become a key operational issue amid business growth. The Company utilizes Business Intelligence (BI) systems and lean management practices to monitor inventory turnover and ensure effective inventory control.
2. In response to global inflation and increased U.S. tariffs, which have raised supplier costs and affected their operations, the financial soundness of suppliers has become a key issue in supplier risk management. The Company will continue to conduct regular reviews and analyses of financial reports for existing suppliers.

VII. Other important matters: None.

Six.Important Notice

I.Information on affiliates

The companies that shall be included in the consolidated financial statements of affiliates in 2024 (from January 1, 2024 to December 31, 2024) under the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises” are identical with the companies to be included into the consolidated financial statements of the parent company and subsidiaries pursuant to IFRS 10. Furthermore, information for disclosure in the consolidated financial statements of the affiliates has also been disclosed in the aforementioned consolidated financial statements of the parent company and subsidiaries, and thereby it is not necessary to compile the consolidated financial statements of the affiliates.

The Company's three reporting forms for affiliated enterprises have been filed on the Market Observation Post System (MOPS). Please refer to Market Observation Post System (MOPS)→Single Company→electronic file download→'The three reporting forms for affiliated enterprises' section for details. Website:

https://mopsov.twse.com.tw/mops/web/t57sb01_q10.

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

III. Other matters that require additional description: None.

IV. Events that caused significant influence on shareholders' equity or stock price pursuant to Subparagraph III, Paragraph II, Article 36 of the Securities and Exchanges Act in the most recent year to the date this report was printed: None.

MiTAC Holdings Corporation

Chairman: Miao, Matthew Feng Chiang

Annual Report

2024

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