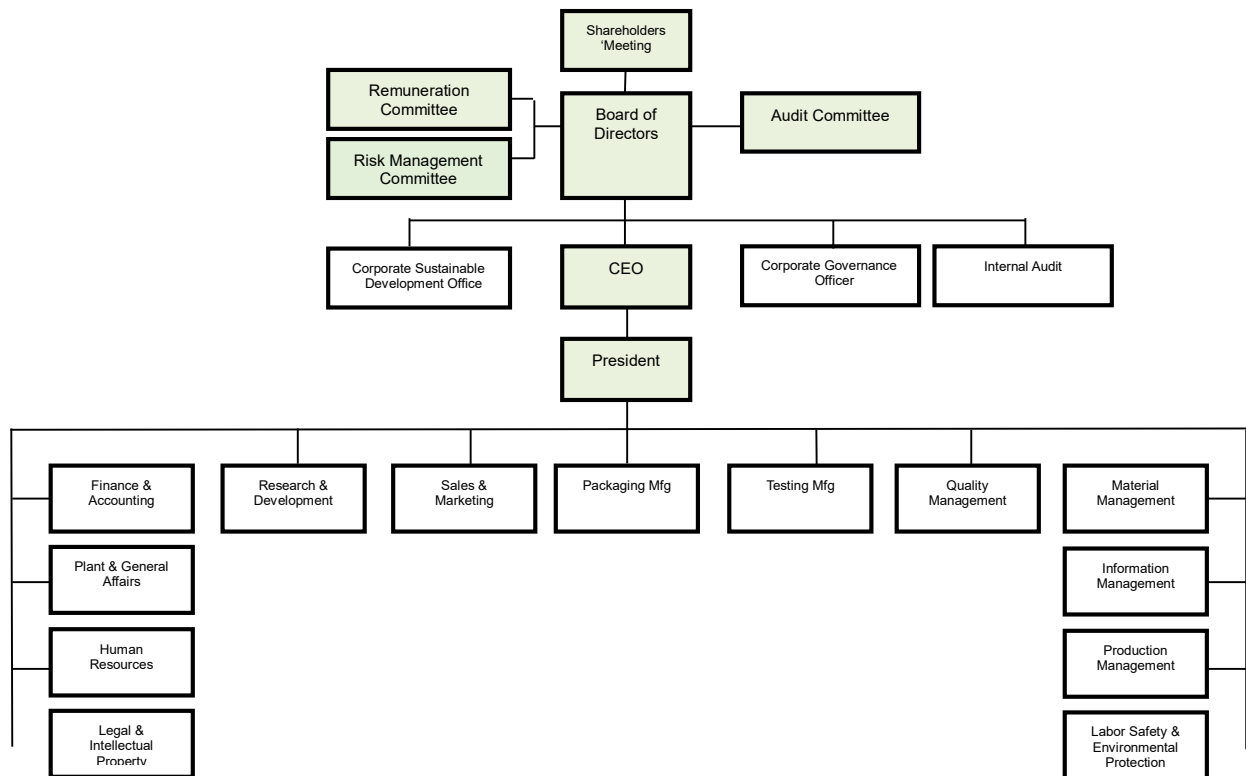


III. Corporate Governance

1. Company Organization



Responsibilities of Major Sections:

Major Section	Responsibilities
Chairman	Leading corporate strategies and objectives. Execute and monitor for continuing improvement.
CEO	Supervises of corporate strategies, objectives, execution of overall business and operations.
President	Management of corporate strategies, objectives, execution of overall business and operations.
Corporate Governance Officer	Responsible for regulation compliance for board and shareholders' meeting.
Corporate Suitable Development Office	Responsible for corporate social responsibility regulation and execution. Risk management and emergency handling.
Internal Audit Office	Responsible for reviewing and assessing the effectiveness of the implementation of the Company's internal control system.
Accounting & Finance	Responsible for finance, accounting and shareholder services.
Labor Safety & Environmental Protection	Responsible for factory safety and labor's occupational health and hazard.
Human Resources	Responsible for Human Resources regulation creation and execution. Employee welfares and relationships.
Legal & Intellectual Property	Responsible for contract review, legal matters, and intellectual property management.
Research & Development	Responsible for development of new products.
Sales & Marketing	Responsible for market survey, development, and customer contact and coordination.
Packaging Manufacturing	Responsible for product packaging production and related process analysis, equipment maintenance.
Testing Manufacturing	Responsible for the production and related product testing process analysis, equipment maintenance.
Quality Management	Responsible for quality management policies, the design and implementation of quality indicators, customer complaints, reliability testing and equipment calibration.
Materials Management	Responsible for production scheduling, raw material procurement, warehousing and transportation management.
Information Management	Responsible for setting up and maintaining the information system.
Industrial Engineering	Responsible for facility layout planning and efficiency enhancement.
Production Management	Responsible for production capacity planning and scheduling.

2. Board of Directors, Independent Directors, CEO, Vice Presidents, Assistant Vice Presidents, Head of Each Department and Subsidiaries

(1) Information Regarding Board of Directors and Independent Directors

Information Regarding Directors and Independent Directors (I)

April 2, 2024

Title	Name	Nationality	Date On-Board	Gender	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Children		PTI Shareholding by Nominee Arrangement		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Directors or Independent Directors Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers (Note 2)		
							Shareholding	%	Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation
Chairman	D.K. Tsai	ROC	5/31/2023	Male 71-80 yrs old	3 years	6/23/1999	4,440,000	0.58%	3,730,000	0.49%	-	0.00%	-	0.00%	Industrial Engineering from Taipei Institute of Technology General Manager, Kingston Technology Far East Corp. Chairman, Kingston Technology Far East Corp.	CSO of Powertech Technology Inc. Legal Representative Director of Greatek Electronics Inc. Director of Powertech Holding (B.V.I.) Inc. Director of PTI Technology (Singapore) Pte. Ltd. Director of Powertech Technology (Singapore) Pte. Ltd. Executive Director of Powertech Technology Japan Ltd. Director of Tera Probe, Inc. Director of Powertech Technology Akita Inc. Independent Director of Chicony Power Technology Co. Ltd. Chairman of PTI Education Foundation	-	-	-

Title	Name	Nationality	Date On-Board	Gender	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Children		PTI Shareholding by Nominee Arrangement		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Directors or Independent Directors Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers (Note 2)		
							Shareholding	%	Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation
Director	J.S. Leu	ROC	5/31/2023	Male 61-70 yrs old	3 years	5/28/2020	62,356	0.01%	62,356	0.01%	0	0.00%	0	0.00%	Bachelor of Mechanical Engineering from Feng Chia University Deputy Director, Packaging Manufacturing, Powerchip Technology Corp.	President of Powertech Technology Inc. Chairman of Longforce Technology (Suzhou) Ltd. Chairman of Powertech Semiconductor (Xi'an) Co., Ltd Legal Representative Director of Greatek Electronics Inc. Director of PTI Technology (Singapore) Pte. Ltd Director of Powertech Technology (Singapore) Pte. Ltd.	-	-	-
Director	Kingston Technology Corp. Investment Account Rep: Shigeo Koguchi	USA.	5/31/2023	Male 71-80 yrs old	3 years	5/26/2017	29,875,000 0	3.94% 0.00%	29,875,000 0	3.94% 0.00%	0	- 0.00%	0	- 0.00%	Master of Engineering from University of Florida Master of Engineering from Hokkaido University Sr. Executive VP. Of Toshiba Corp. Director and Senior Advisor of Toshiba Corp.	None	-	-	-
Director	Kingston Technology Corp. Investment Account Rep: Daphne Wu	USA.	5/31/2023	Female 51-60 yrs old	3 years	5/26/2017	29,875,000 22,000	3.94% 0.00%	29,875,000 15,000	3.94% 0.00%	0	- 0.00%	0	- 0.00%	Bachelor of Accountancy from National Chengchi University CFO of Kingston Technology Far East Corp.	CFO of Kingston Technology Far East Corp. Supervisor of Kingston Solution Inc.	-	-	-

Title	Name	Nationality	Date On-Board	Gender	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Children		PTI Shareholding by Nominee Arrangement		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Directors or Independent Directors Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers (Note 2)		
							Shareholding	%	Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation
Director	Greatek Electronic Inc. Rep: Boris Hsieh	ROC	5/31/2023	Male 61-70 yrs old	3 years	5/28/2020	11,800,000 48,000	1.55% 0.00%	11,800,000 18,000	1.55% 0.00%	2,000	— 0.00%	— 0	— 0.00%	Executive Master Degree in Business Administration from National ChiaoTung University General Manager of Kingston Technology Far East Corp. VP of Hon Hai Precision Industry Co Ltd Sr. VP of Powertech Technology Inc President of Microtech Technology Inc. CEO of Greatek Electronics Inc.	CEO of Powertech Technology Inc. Chairman and Legal Representative Director of Greatek Electronics Inc. Chairman of Get-Team Tech Corporation Director of Tera Probe, Inc. Director of PTI Education Foundation	-	-	-
Director	Toshiba Memory Semiconductor Taiwan Corp. Rep: Kenjiro Hara	ROC	5/31/2023	Male 61-70 yrs old	3 years	6/14/2005	3,655,309 0	0.48% 0.00%	3,655,309 0	0.48% 0.00%	0	— 0.00%	— 0	— 0.00%	Master of Mechanical Engineering from Tokyo University of Science Director of Procurement of Toshiba Memory Corporation	Chairman & President of Koxia Memory Semiconductor Taiwan Corp. President of Microtops Design Corp.	-	-	-
Independent Director	Morgan Chang	ROC	5/31/2023	Male 71-80 yrs old	3 years	5/28/2020	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Bachelor Degree in Computer and Control Engineering from National ChiaoTung University Manager of Acer Inc. Chairman of Kuang Chien Computer Co. Ltd. Deputy Mayor of Taichung City	Taiwan National Policy Advisor to the President CEO of Kuang Chien Computer Co. Ltd. Director of Eastern Resins Industrial Co. Ltd. Independent Director of Max Echo Technology Corp.	-	-	-

Title	Name	Nationality	Date On-Board	Gender	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Children		PTI Shareholding by Nominee Arrangement		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Directors or Independent Directors Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers (Note 2)		
							Shareholding	%	Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation
Independent Director	Pei-Ing Lee	ROC	5/31/2023	Male 61-70 yrs old	3 years	5/26/2017	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Ph.D. in Chemical Engineering from Syracuse University, New York Sr. Research Supervisor from IBM USA Chairman of Inotera Memories, Inc.	Director & President of Nanya Technology Corp. Chairman of Formosa Advanced Technologies Co. Ltd.	-	-	-
Independent Director	Jui-Tsung Chen	ROC	5/31/2023	Male 71-80 yrs old	3 years	5/28/2020	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Honorary Doctorate from National Cheng Kung University Chairman of Compal Communications, Inc. President of Compal Electronics, Inc.	Vice Chairman & CSO of Compal Electronics, Inc. (Note 1)	-	-	-
Independent Director	Chao-Chin Tung	ROC	5/31/2023	Male 71-80 yrs old	3 years	5/31/2023	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master Degree in Material Science, University of Rochester Chairman of China Development Industrial Bank Chairman of CTBC Bank Co., Ltd. Director of Taiwan Institute of Economic Research Vice Chairman of Resonac HD Taiwan Co., Ltd.	Director of Homeplus Digital Co., Ltd.	-	-	-

Note 1: Independent director Jui-Tsung Chen currently holding the following position:

Chairman for: Arcadyan Technology Corporation、Compal Ruifang Health Assets Development Corporation、Ripal Optotronics Co., Ltd.、UniCore Biomedical Co., Ltd.、Aco Healthcare Co., Ltd.、ARCE Therapeutics, Inc.、Kinpo&Compal Group Assets Development Corporation、Palcom International Corporation、General Life Biotechnology Co., Ltd.、Ray-Kwong Medical Management Consulting Co., Ltd.、River Regeneration and Rejuvenation Biotechnology Co. Ltd.、Raypal Biomedical Co., Ltd.、Compal System Trading (Kunshan) Co., Ltd.、Compal Smart Device (Chongqing) Co., Ltd.、COMPAL SMART DEVICE INDIA PRIVATE LIMITED、

Board of Director for: HengHao Technology Co. Ltd.、Mactech Co., Ltd.、Phoenix Innovation Venture Capital Co., Ltd.、Compal Broadband Networks, Inc.、UNICOM GLOBAL, INC.、Compal (Vietnam) Co., Ltd.、Compal Management (Chengdu) Co., Ltd.、Compal Optoelectronics (Kunshan) Co., Ltd.、Compal Investment (Sichuan) Co., Ltd.、Compal Investment (Jiangsu) Co., Ltd.、Compal Information Technology (Kunshan) Co., Ltd.、Compal Display Electronics (Kunshan) Co., Ltd.、Compal Development & Management (Vietnam) Co., Ltd.、Compal Information (Kunshan) Co., Ltd.、Compal Electronics Technology (Kunshan) Co., Ltd.、Compal Electronics (Chengdu) Co., Ltd.、Compal Electronics (ChongQing) Co., Ltd.、Compal Electronics, (China) Co., Ltd.、Compal Networking (Kunshan) Co., Ltd.、Compal Digital Technology (Kunshan) Co., Ltd.、Kunshan Botai Electronics Co., Ltd.、Kinpo Group Management Consultant Company、NCKUEE ALUMNI ASSOCIATION、Arcadyan Holding (BVI) Corp.、Arch Holding (BVI) Corp.、Ascendant Private Equity Investment Ltd.、Big Chance International Co., Ltd.、Billion Sea Holdings Ltd.、Bizcom Electronics, Inc.、Center Mind International Co., Ltd.、Compal Americas (US) Inc.、Compal Display Holding (HK) Limited、Compal Electronics (Holding) Ltd.、Compal Electronics (Vietnam) Co., Ltd.、Compal Electronics International Ltd.、Compal Electronics N.A. Inc.、Compal International Holding Co., Ltd.、Compal International Holding (HK) Limited、Compal International Ltd.、Compal Rayonnant Holdings Ltd.、Compal USA (Indiana), Inc.、Compal Wise Electronic (Vietnam) Co., Ltd.、Compalead Electronics B.V.、Core Profit Holdings Limited、Etrade Management Co., Ltd.、Flight Global Holding Inc.、Forever Young Technology Inc.、Fortune Way Technology Corp.、Giant Rank Trading Limited、Goal Reach Enterprises Ltd.、High Shine Industrial Corp.、Intelligent Universal Enterprise Ltd.、Jenpal international Ltd.、Just International Ltd.、Prisco International Co., Ltd.、Prospect Fortune Group Ltd.、Sinoprime Global Inc.、Smart International Trading Ltd.、Wah Yuen Technology Holding Ltd.、Webtek Technology Co., Ltd

Note 2: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g., increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer): Not applicable.

Note 3: Not including information of directors whose terms were expired.

For Directors or Committee Members that are representatives of Institutional Shareholders, the main shareholders of the Institutional Shareholders (the Top Ten Shareholders)

Apr 1, 2024

Name of Institutional Shareholder	Main Shareholders of the Institutional Shareholders
Kingston Technology Corporation Investment Account	John Tu (50%), David Sun (50%)
Greatek Electronic Inc.	Powertech Technology Inc. (42.91%), Chang Gung Medical Foundation (2.21%), Su-yu Wu (1.14%), Chang Wah Electromaterials Inc. (1.07%), Hung-Wei Venture Capital Co., Ltd (1.02%), Chiu-shia Yang (1.01%), CitiBank Taiwan in custody for Norges Bank (0.94%), Chuang-Hsien Chueh (0.78%), Weltrend Semiconductor, Inc.(0.77%), JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds (0.72%)
Kioxia Memory Semiconductor Taiwan Corp.	Kioxia Corporation (100%)

The main shareholders of the Institutional Shareholders in Table above whose main shareholders are Institutional Shareholders:

Apr 1, 2024

Name of Institution	Main Shareholders of the Institution
Powertech Technology Inc.	Capital Tip Customized Taiwan Select High Dividend ETF(5.98%), Yuanta Taiwan Dividend Plus ETF(4.73%), Fuh Hwa Taiwan Technology Dividend Highlight ETF(4.28%), Investment Account of Kingston Technology Corporation(3.94%), UPAMC Taiwan High Dividend Momentum ETF(2.02%), Chunghwa Post Co., Ltd.(1.94%), KTC-SUN Corp.(1.81%), Hermes Investment Funds Public Limited Company(1.81%), KGI Life Insurance Co., Ltd.(1.77%), Labor Pension Fund(1.70%)
Chang Gung Medical Foundation	Nan Ya Plastics Corp(18.20%), Formosa Chemicals & Fiber Corp (14.01%),Formosa Plastics Corp(13.44%), Wang Yong Zai (deceased, 11.38%), Wang Yong Ching (deceased, 7.44%)
Chang Wah Electro-materials Inc..	Wah Lee Industrial Corp. (28.70%), Shin-shin Investment Inc. (8.29%), Fubon Life Assurance Co. Ltd .(6.53%), Yuan-yao Energy Inc.(6.25%), Citibank Custodianship of Singapore Government Funds Dedicated Account (4.24%), Chang Wah Technology Co., Ltd. (3.97%), Bei Sih Jie Investment Co., Ltd. (3.15%), JMC Electronics Co., Ltd. (2.08%), Chase hosts the Van Garde Group Emerging Markets Fund (0.84%), JPMorgan Chase Bank N.A. in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds (0.79%)
Hung-Wei Venture Capital Co., Ltd.	Realtek Semiconductor Corp.(100%)
Weltrend Semiconductor, Inc.	Fufeng Investment Co., Ltd. (2.69%), Sam Lin (2.50%), James Chou (1.37%), JPMorgan Chase Bank N.A., Taipei Branch has been entrusted with the Vanguard Emerging Markets Stock Index Fund, a series of Vanguard International Equity Index Funds (1.23%), JPMorgan Chase Bank N.A., Taipei Branch has been entrusted with the Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds (1.11%), Chongyou Investment Co., Ltd. (1.08%), JC Liu (1.02%), Cindy Guo (0.71%), JPMorgan Chase Bank N.A., Taipei Branch has been entrusted with the special investment accounts of J.P. Morgan Asset Management (0.71%), Paul Liao (0.61%)
Kioxia Corporation	Kioxia Holdings Corporation (100%)

(1) Information Regarding Board of Directors

Apr 1, 2024

Qualification Name	Specialty Field and Experiences	Independence	Independent Director of Public listed Company
DK Tsai	Business strategy and operational experiences CSO of Powertech Technology Inc. President of Kingston Far East Group and Chairman of Kingston Technology Corp. Not been a person of any conditions defined by Article 30 of the Company Law	NA	Chicony Power Technology Co. Ltd.
JS Leu	Business strategy and mfg operation experiences. President of Powertech Technology Inc. Deputy Director of Packaging Manufacturing in Powerchip Technology Corp. Not been a person of any conditions defined by Article 30 of the Company Law	NA	None
Kingston Technology Corp. Investment Account Rep: Shigeo Koguchi	Business strategy and mfg operation experiences. Sr. Executive VP. Of Toshiba Corp. Director and Senior Advisor of Toshiba Corp. Not been a person of any conditions defined by Article 30 of the Company Law	NA	None
Kingston Technology Corp. Investment Account Rep: Daphne Wu	Business strategy and finance & accounting experiences. CFO of Kingston Technology Far East Corp. CFO of Kingston Technology Far East Corp. Supervisor of Kingston Solution Inc. Not been a person of any conditions defined by Article 30 of the Company Law	NA	None
Greatek Electronic Inc. Rep: Boris Hsieh	Business strategy and mfg operation experiences. CEO of Powertech Technology Inc. Chairman of Greatek Electronics Inc. General Manager of Kingston Technology Far East Corp. VP of Hon Hai Precision Industry Co Ltd Sr. VP of Powertech Technology Inc President of Microtech Technology Inc Not been a person of any conditions defined by Article 30 of the Company Law	NA	None
Toshiba Memory Semiconductor Taiwan Corp. Rep: Kenjiro Hara	Business strategy and supply management experiences. Chairman & President of Kioxia Memory Semiconductor Taiwan Corp. President of Microtops Design Corp. Director of Procurement of Toshiba Memory Corporation Not been a person of any conditions defined by Article 30 of the Company Law	NA	None

Qualification Name	Specialty Field and Experiences	Independence	Independent Director of Public listed Company
Morgan Chang	Business strategy and manufacturing operation experiences. Taiwan National Policy Advisor to the President CEO of Kuang Chien Computer Co. Ltd. Supervisor of Eastern Resins Industrial Co. Ltd. Independent Director of Max Echo Technology Corp. Manager of Acer Inc. Chairman of Kuang Chien Computer Co. Ltd. Deputy Mayor of Taichung City Not been a person of any conditions defined by Article 30 of the Company Law	Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer, or of any of the above persons.	None
Pei-Ing Lee	Business strategy and manufacturing operation experiences. Over 39 years' experiences in Semiconductor and DRAM industry. Director & President of Nanya Technology Corp. Legal Representative Director of Formosa Advanced Technologies Co. Ltd. Not been a person of any conditions defined by Article 30 of the Company Law	Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer, or of any of the above persons.	Max Echo Technology Corp.
Jui-Tsung Chen	Business strategy and manufacturing operation experiences. Vice Chairman & CSO of Compal Electronics, Inc Chairman of Compal Communications, Inc. President of Compal Electronics, Inc. Not been a person of any conditions defined by Article 30 of the Company Law	Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer, or of any of the above persons.	None
Chao-Chin Tung	Business strategy and manufacturing operation experiences. Chairman of The Allied Association for Science Park Industries Chairman of CTBC Bank Co., Ltd. Not been a person of any conditions defined by Article 30 of the Company Law	Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer, or of any of the above persons.	None

Director Diversity and Independence:

1. 10th Term Board of Director are composed by of 10 directors with diverse profession skills including: (1) visionary and execution ability from DK Tsai, JS Leu, Boris Hsieh, Jui-Tsung Chen, and Morgan Chang (2) accounting & finance specialty from Daphne Wu and Chao-Chin Tung (3) Technology expertise from Shigeo Koguchi and Pei-Ing Lee (4) supply management specialty from Kenjiro Hara; and currently serving as national policy advisor to the Presidential Office is Morgan Chang.
2. Director diversification: (1) Nationality: 8 from Taiwan and 2 from Japan (2) 40% (4 person) as independent director higher than Taiwan Securities and Exchange Act requirement (3) Age distribution: 1 at 51-60, 4 at 61-70, and 5 at 71-80 (4) Gender distribution: 1 female director.
3. Board composition has surpassed the requirement of Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies Article 20. Future implementation and improvement will be focus on but not limited to fundamental and professional skills to ensure board directors are up-to-date with regulation and industry trends.
4. Independence: 4 independent directors served under 9 years. None of the directors are spouses or relatives within the second degree, and the circumstances are in compliance with the provisions of paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act

(2) Information Regarding President, Vice Presidents, Assistant Vice Presidents, and Department Managers

Apr 1, 2024 / Unit: share

Title	Name	Nationality	Gender	Date On-Board	Shareholding		Shareholding Under Spouse and Minor Children		Shareholding Under 3 rd Party Name		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Managers Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers		
					Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation
CSO	D.K. Tsai	ROC	Male	11/02/2018	3,730,000	0.49%	-	-	-	-	Industrial Engineering from Taipei Institute of Technology General Manager of Kingston Technology Far East Corp. Chairman of Kingston Technology Far East Corp.	Chairman of Powertech Technology Inc. Legal Representative Director of Greatek Electronics Inc. Director of Powertech Holding (B.V.I.) Inc. Director of PTI Technology (Singapore) Pte. Ltd. Director of Powertech Technology (Singapore) Pte. Ltd. Executive Director of Powertech Technology Japan Ltd. Director of Tera Probe, Inc. Director of Powertech Technology Akita Inc. Independent Director of Chicony Power Technology Co. Ltd. Chairman of PTI Education Foundation	-	-	-
CEO	Boris Hsieh	ROC	Male	10/01/2020	18,000	0.00%	2,000	0.00%	-	-	Executive Master Degree in Business Administration from National Chiao Tung University General Manager of Kingston Technology Far East Corp. VP of Hon Hai Precision Industry Co Ltd Sr. VP of Powertech Technology Inc. President of Microtech Technology Inc.	CEO of Powertech Technology Inc. Chairman and Legal Representative Director of Greatek Electronics Inc. Chairman of Get-Team Tech Corporation Director of Tera Probe, Inc Director of PTI Education Foundation			
President	J.S. Leu	ROC	Male	10/01/2020	62,356	0.01%	-	-	-	-	Bachelor of Mechanical Engineering from Feng Chia University Deputy Director of Packaging Manufacturing, Powerchip Technology Corp.	Director of Powertech Technology Inc. Director of Longforce Technology (Suzhou) Ltd. Chairman of Powertech Semiconductor (Xian) Co., Ltd. Legal Representative Director of Greatek Electronics Inc. Director of PTI Technology (Singapore) Pte. Ltd. Director of Powertech Technology (Singapore) Pte. Ltd.	-	-	-

Title	Name	Nationality	Gender	Date On-Board	Shareholding		Shareholding Under Spouse and Minor Children		Shareholding Under 3 rd Party Name		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Managers Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers		
					Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation
COO & Sr. VP	Y. C. Chen	ROC	Male	11/05/2021	0	0.00%	-	-	-	-	Bachelor of Industrial Engineering from Chung Yuan Christian University Mfg Manager of PowerChip Technology Corp.	Director of Powertech Technology (Suzhou) Ltd Legal Representative Director of Gretek Electronics Inc. Director of PTI Education Foundation	-	-	-
COO of Testing Operations Sr. VP	Wilber Wu	ROC	Male	08/10/2013	10,786	0.00%	-	-	-	-	Master of Industrial Engineering from Chung Yuan Christian University Department Manager of PowerChip Technology Corp.	Legal Representative Director of TeraPower Technology Inc. Director of PTI Education Foundation	-	-	-
CFO & Sr. VP	Evan Tseng	ROC	Male	05/01/2015	0	0.00%	-	-	-	-	Master of Accountancy from Soochow University Sr. AVP of Systex Corp.	Chairman and Legal Representative Director of TeraPower Technology Inc. Director of Powertech Technology (Singapore) Pte. Ltd. Supervisor of Powertech Technology (Suzhou) Ltd. Director of Powertech Semiconductor (Xian) Co., Ltd. Director of Tera Probe, Inc. Legal Representative Director of Powertech Technology Akita Inc. Supervisor of Tsai Lin Pu Social Welfare Foundation	-	-	-
Quality Assurance Sr. VP	John Wang (Note 1)	ROC	Male	12/12/2002	20,056	0.00%	-	-	-	-	MBA from National Chia Tung University Assistant VP of R&D, Kingpak Technology Inc.	None	-	-	-
Sales VP	Kevin Chiao	ROC	Male	10/01/2020	0	0.00%	-	-	-	-	Master of Industrial Engineering and Management from National Chiao Tung University Manager of Motorola, Inc. Manager of Macronix International Co., Ltd	None	-	-	-

Title	Name	Nationality	Gender	Date On-Board	Shareholding		Shareholding Under Spouse and Minor Children		Shareholding Under 3 rd Party Name		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Managers Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers		
					Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation
Corporate Executives Sr. VP	Paul Wu	ROC	Male	03/09/2010	0	0.00%	-	-	-	-	Bachelor of Mechanical Engineering from Tamkang University Director of Amkor Taiwan	None	-	-	-
Corporate Executives Sr. VP	Y.C. Chi (Note 2)	ROC	Male	05/10/2012	0	0.00%	14,000	0.00%	-	-	EMBA from National Central University Department Manager of PowerChip Technology Corp.	None	-	-	-
Plant Affairs VP	Perry Lin	ROC	Male	01/11/2019	20,715	0.00%	-	-	-	-	Associate degree of Mechanical Engineering from Minghsin Institute of Science & Technology Manager of Kingston Technology Far East Corp.	None	-	-	-
Human Resources & Legal Affairs VP.	Yohan Lin	ROC	Male	01/11/2019	166,000	0.02%	-	-	-	-	J.D from Law School of Golden Gate University Attorney of PricewaterhouseCoopers Taiwan	Supervisor of Powertech Semiconductor (Xian) Co., Ltd Supervisor of Powertech Technology Akita Inc. Supervisor of TeraPower Technology Inc. Director of PTI Education Foundation	-	-	-
Logic Testing R&D AVP	Vic Chen	ROC	Male	05/10/2012	78,000	0.01%	-	-	-	-	Master of Electrical Engineering from National Taiwan Science & Technology University AVP of Verigy Ltd. AVP of Agilent Technology Taiwan Ltd.	None	-	-	-
WLP AVP	Victor Tung	ROC	Male	03/01/2016	0	0.00%	3,000	0.00%	-	-	Master of Industrial Engineering from Yuan Ze University Sr. Director of Amkor Taiwan	None	-	-	-

Title	Name	Nationality	Gender	Date On-Board	Shareholding		Shareholding Under Spouse and Minor Children		Shareholding Under 3 rd Party Name		Education & Selected Past Positions	Selected Current Positions at PTI & Other Companies	Managers Whose Spouses or within Second-degree Relative of Consanguinity to Each Other or other Managers		
					Shareholding	%	Shareholding	%	Shareholding	%			Title	Name	Relation
Production Planning AVP	Jonny Chu (Note 3)	ROC	Male	11/06/2020	0	0.00%	-	-	-	-	Bachelor of Business Administration from Feng Chia University Manager of Amkor Taiwan	None	-	-	-
Logic Packaging RD AVP	Michael Hsu	ROC	Male	01/01/2023	0	0.00%	-	-	-	-	Master of Nuclear Science from National Tsing Hua University Department Manager of Amkor Taiwan	Board Director of PTI Education Foundation	-	-	-
Advanced & Memory Package RD AVP	Jim Lin	ROC	Male	01/01/2023	5,000	0.000 %	-	-	-	-	Ph. D of Power Mechanical Engineering from National Tsing Hua University RD Manager of TSMC	None	-	-	-

Note 1: Mr. John Wang retired on February 29, 2024. The number of shares he held was disclosed until the date of his retirement.

Note 2: Mr. Y.C. Chi retired on August 31, 2023. The number of shares his spouse and minor children held was disclosed until the date of his retirement.

Note 3: Mr. Jonny Chu retired on February 29, 2024. The number of shares he held was disclosed until the date of his retirement.

Note 4: If the general manager or person of an equivalent post (the highest level manager) and the chairperson of the board of directors of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g. increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer):Not applicable.

3 Remuneration Paid to Directors, CEO, and Vice Presidents

(1) Remuneration Paid to Directors

Unit : NT\$ Thousands

Job title	Name	Remuneration to directors								Sum of A+B+C+D and ratio to net income (Note 10)		Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D +E+F+G and ratio to net income (Note 10)		Remuneration received from investee enterprises other than subsidiaries or from the parent company
		Base Compensation (A) (Note 2)		Retirement pay and pensions (B)		Director profit sharing compensation (C) (Note 3)		Expenses and perquisites (D) (Note 4)				Salary, rewards, and special disbursements (E) (Note 5)		Retirement pay and pensions (F)		Employee profit-sharing compensation (G) (Note 6)						
		The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)	The Company	All Consolidated Entities (Note 7)	The Company		All Consolidated Entities (Note 7)		The Company	All Consolidated Entities (Note 7)	
																Cash	Stock (Fair Market Value)	Cash	Stock (Fair Market Value)			
Chairman	D.K. Tsai	0	0	0	0	108,115	145,093	770	1,202	108,885 1.36%	146,295 1.83%	34,667	34,667	4,868	4,868	16,217	0	16,217	0	164,637 2.06%	202,047 2.52%	NA
Director	J.Y. Hung (Note 12)																					
Director	JS Leu																					
Director	Kingston Technology Corporation Rep: Shigeo Koguchi																					
Director	Rep: Daphne Wu																					
Director	Greatek Electronic Inc. Rep: Boris Hsieh																					
Director	Kioxia Memory Semiconductors Taiwan Corp. Rep: Kenjiro Hara																					
Independent Director	Jim W.L Cheng (Note 12)	9,120	9,120	0	0	0	0	480	480	9,600 0.12%	9,600 0.12%	0	0	0	0	0	0	0	0	9,600 0.12%	9,600 0.12%	NA
Independent Director	Pei-Ing Lee																					
Independent Director	Morgan Chang																					
Independent Director	Jui-Tsung Chen																					
Independent Director	Chao-Chin Tung (Note 13)																					
1.Independent director's compensation policy, procedure, standard and structure are dependent on liability, risk, and time involved: Base on the Article of Incorporation, independent director compensation will be distributed monthly exclude from annual board compensation. Independent director compensation will be dependent on contribution and involvement of operations and approved by board. The approved compensation should also be reasonable with domestic and international peers. 2.Additional compensation for services for company disclosed in the annual report(such as outside consultant): NA																						

Remuneration Range Table

Ranges of remuneration paid to each of the Company's directors	Name of Director			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company (Note 8)	All Consolidated Entities (Note 9)	From PTI (Note 8)	From All Consolidated Entities (Note 9)
Less than NT\$1,000,000	—	—	—	—
NT\$1,000,000 (incl.)~ NT\$2,000,000 (excl.)	Jim WL Cheng, Chao-Chin Tung	Jim WL Cheng, Chao-Chin Tung	Jim WL Cheng, Chao-Chin Tung	Jim WL Cheng, Chao-Chin Tung
NT\$2,000,000 (incl.)~ NT\$3,500,000 (excl.)	Pei-Ing Lee, Morgan Chang, Jui-Tsung Chen, JY Hung	Pei-Ing Lee, Morgan Chang, Jui-Tsung Chen, JY Hung	Pei-Ing Lee, Morgan Chang, Jui-Tsung Chen, JY Hung	Pei-Ing Lee, Morgan Chang, Jui-Tsung Chen, JY Hung
NT\$3,500,000 (incl.)~ NT\$5,000,000 (excl.)	—	—	—	—
NT\$5,000,000 (incl.)~ NT\$10,000,000 (excl.)	—	—	—	—
NT\$10,000,000 (incl.)~ NT\$15,000,000 (excl.)	Kingston Technology Corporation Investment Account (Rep: Shigeo Koguchi, Daphne Wu) Kioxia Memory Semiconductor Taiwan Corp (Rep: Kenjiro Hara)	Kingston Technology Corporation Investment Account (Rep: Shigeo Koguchi, Daphne Wu) Kioxia Memory Semiconductor Taiwan Corp (Rep: Kenjiro Hara)	Kingston Technology Corporation Investment Account (Rep: Shigeo Koguchi, Daphne Wu) Kioxia Memory Semiconductor Taiwan Corp (Rep: Kenjiro Hara)	Kingston Technology Corporation Investment Account (Rep: Shigeo Koguchi, Daphne Wu) Kioxia Memory Semiconductor Taiwan Corp (Rep: Kenjiro Hara)
NT\$15,000,000 (incl.)~ NT\$30,000,000 (excl.)	JS Leu Greatek Electronic Inc. (Rep: Boris Hsieh)	JS Leu Greatek Electronic Inc. (Rep: Boris Hsieh)	—	—
NT\$30,000,000 (incl.)~ NT\$50,000,000 (excl.)	D.K. Tsai	D.K. Tsai	JS Leu Greatek Electronic Inc. (Rep: Boris Hsieh)	JS Leu Greatek Electronic Inc. (Rep: Boris Hsieh)
NT\$50,000,000 (incl.)~ NT\$100,000,000 (excl.)	—	—	D.K. Tsai	D.K. Tsai
NT\$100,000,000 or above	—	—	—	—
Total Director Count	12	12	12	12

Note 1: The names of all directors are listed individually (institutional shareholders by the name of institutional shareholders and its representatives). The remuneration is disclosed by summary for each item. Because two directors or representatives serve as CEO and president, they are excluded from this table and will be listed in Table 3 below.

Note 2: Remuneration paid for 2023. According to the latest Article of Incorporation, independent directors' compensation will be paid monthly and no longer in title to annual profits sharing plan.

Note 3: Remuneration paid for 2023 profit sharing plan before the amendment of Board remuneration plan.

Note 4: Compensation for traveling.

Note 5: Includes 2023 salaries, wages, allowances, pensions, severance pay, bonuses, incentives, traveling expenses, special expenses, allowances, dormitories, vehicles and other offers received as both employees and directors.

Note 6: The amount was employees served as Board members and received employee's profit sharing. The amount was estimated by ratio of year of 2023 actual amount multiple by year of 2023 distribution rate because the actual amount was pending for shareholders meeting approval.

Note 7: Disclose the total amount of remuneration in each category paid to the directors of the Company by all companies in the consolidated financial report (including the Company).

Note 8: Disclose the names of the directors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each director by the Company.

Note 9: Disclose the names of the directors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each director of the Company by all companies in the consolidated financial report (including the Company).

Note 10: Net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 11: a. In this column, specifically disclose the amount of remuneration received by the directors of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state “None”).

b. If directors of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column I of the Remuneration Range Table, and the name of that column shall be changed to “Parent company and all investee enterprises.”

c. Remuneration means remuneration received by directors of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

Note 12: Removed since the election of directors on May 31, 2023, and the remuneration is disclosed till the removal date.

Note 13: Elected since the election of directors on May 31, 2023, and the remuneration is disclosed from the elected date.

(2) Remuneration Paid to President and Vice President

Unit: NT\$ Thousands

Title	Name (Note1)	Salary (A) (Note 2)		Retirement pay and pension (B)		Rewards and special disbursements (C) (Note 3)		Employee profit-sharing compensation (D) (Note 4)				Sum of A+B+C+D and ratio to net income (%)		Remuneration received from investee enterprises other than subsidiaries or from the parent company
		The Company	All Consolidat ed Entities	The Company	All Consolidat ed Entities	The Company	All Consolidat ed Entities	The Company		All Consolidated Entities		The Company	All Consolidated Entities	
								Amount in Cash	Amount in Stock	Amount in Cash	Amount in Stock			
CSO	D.K. Tsai	42,459	42,459	24,138	24,138	50,479	51,055	28,250	0	28,250	0	145,326 1.81%	145,902 1.82%	NA
CEO	Boris Hsieh													
President	J.S. Leu													
COO & Sr. VP.	Y.C. Chen													
COO of Testing Operations Sr. VP.	Wilber Wu													
CQO & Sr. VP.	John Wang													
CFO & Sr. VP.	Evan Tseng													
Sales VP	Kevin Chiao													
Corporate Executives Sr. VP	Paul Wu													
Corporate Executives Sr. VP	Y.C. Chi (Note 1)													
Plant Affairs VP	Perry Lin													
Human Resources & Legal Affairs VP	Yohan Lin													

Remuneration Paid to President and Vice President Grade Table

Ranges of remuneration paid to each of the Company's general manager(s) and assistant general manager(s)	Name	
	The Company	All Consolidated Entities
Less than NT\$1,000,000	—	—
NT\$1,000,000 (incl.)~NT\$2,000,000 (excl.)	—	—
NT\$2,000,000 (incl.)~NT\$3,500,000 (excl.)	—	—
NT\$3,500,000 (incl.)~NT\$5,000,000 (excl.)	—	—
NT\$5,000,000 (incl.)~NT\$10,000,000 (excl.)	John Wang, Evan Tseng, Kevin Chiao, Y.C. Chi (Note 1), Perry Lin, Yohan Lin	John Wang, Evan Tseng, Kevin Chiao, Y.C. Chi (Note 1), Perry Lin, Yohan Lin
NT\$10,000,000 (incl.)~NT\$15,000,000 (excl.)	YC Chen, Wilber Wu, Paul Wu ,	YC Chen, Wilber Wu, Paul Wu ,
NT\$15,000,000 (incl.)~NT\$30,000,000 (excl.)	D.K. Tsai, Boris Hsieh, J.S. Leu	D.K. Tsai, Boris Hsieh, J.S. Leu
NT\$30,000,000 (incl.)~NT\$50,000,000 (excl.)	—	—
NT\$50,000,000 (incl.)~NT\$100,000,000 (excl.)	—	—
NT\$100,000,000 or above	—	—
Total Number of Executives	12	12

Note 1: Mr. Y.C. Chi retired on August 31, 2023, and his remuneration was disclosed until the date of his retirement.

Note 2: The amount was employees served as Board members and received employee's profit sharing. The amount was estimated by ratio of year of 2023 actual amount multiple by year of 2023 distribution rate because the actual amount was pending for shareholders meeting approval.

*This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

(3) Bonuses Paid to Management

Date: Dec 31 2023

	Job title	Name	Amount in stock (NTD K)	Amount in Cash (NTD K)	Total (NTD K)	As a % of net profit
Management	CSO	D.K. Tsai	0	33,221	33,221	0.41%
	CEO	Boris Hsieh				
	President	J.S. Leu				
	COO & Sr. VP	Y.C. Chen				
	Testing COO Sr. VP.	Wilber Wu				
	CQO & Sr. VP	John Wang (Note 1)				
	CFO & Sr. VP.	Evan Tseng				
	Sales VP	Kevin Chiao				
	Packaging Operations II. Sr. VP.	Paul Wu				
	Operations Sr. VP.	Y.C. Chi (Note 1)				
	Plant Affairs VP.	Perry Lin				
	Human Resources & Legal Affairs VP.	Yohan Lin				
	Testing RD AVP.	Vic Chen				
	Wafer Level Packaging AVP.	Victor Dong				
	Production Planning AVP	Jonny Chu (Note 1)				
	Advanced & Memory Package RD AVP	Jim Lin				
	Logic Packaging RD AVP	Michael Hsu				

Note 1: Mr. John Wang, Mr. Y.C. Chi and Mr. Jonny Chu retired before the Company distributed the employee compensation for 2023, so they did not participate in the distribution of employee compensation for 2023.

Note 2: The 2023 profit sharing amount was approved by Board of Directors but pending for Shareholders' Meeting approval. The estimation was based on 2023 actual amount multiple by proposed ratio for 2023. Net income after tax for 2023 was referred to 2023 PTI financial statement net income after tax.

Note 3: Applicable grades for management are based on ruling of FSC Letter No. 0920001301 MOF March 27, 2003. The grades are listed below:

- 1) President or equivalent grade
- 2) Vice Presidents or equivalent grade
- 3) Assistant Vice President or equivalent grades
- 4) Head of Finance Department
- 5) Head of Accounting Department
- 6) Other Corporate management affairs or have signing authority

- (4) Separately compare and describe total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by this company and by each other company included in the consolidated financial statements during the past 2 fiscal years to directors, supervisors, general managers, and assistant general managers, and analyze and describe remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure.:

Title	2023 Compensation Percentage of Net Income after Tax		2022 Compensation Percentage of Net Income after Tax	
	PTI Alone	Consolidated	PTI Alone	Consolidated
Board of Director (Including Independent Director)	1.48%	1.95%	1.47%	1.99%
President and Vice President	1.81%	1.82%	1.50%	1.85%

- (1) Compensation for Board of Directors were based on the percentage defined in Article of Incorporation. 2023 compensation was based on revised Article of Incorporation which was less than 1.5% of before tax income deducted annual board and employee compensation. Independent Directors were paid monthly and not entitled to board compensation.
- (2) Compensation for President and vice President were based on corporate payroll policy and employee profit sharing policy considering individual seniority, experiences, performance, and contribution. Compensation proposal will be reviewed by Remunerations Committee and approved by Board.
- (3) Weight of 2023 Board compensation over net income were similar with 2022 due to including salary compensation of one employee who served as additional Legal Representative Director. Weight of 2023 management compensation over net income were higher than 2022 due to 2023 management personnel headcount increased.

4. Corporate Governance Status

(I) Board of Directors Meeting Status:

The Company held a comprehensive re-election of directors at the annual general shareholders' meeting on May 31, 2023. 7 Board Meetings took place during 2023.

Before the re-election, the ninth board of directors held a total of 3 meetings in 2023 (A). The attendance status as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B/A 】	Remarks
Chairman	D.K. Tsai	3	0	100%	-
Director	JY Hung	3	0	100%	-
Director	JS Leu	3	0	100%	-
Director	Kingston Technology Corp. Rep: Shigeo Koguchi	3	0	100%	-
Director	Kingston Technology Corp. Rep: Daphne Wu	3	0	100%	-
Director	Greatek Electronic Inc. Rep: Boris Hsieh	3	1	80%	-
Director	Kioxia Memory Semiconductors Taiwan Rep : Kenjiro Hara	3	0	100%	-
Independent Director	Jim W.L. Cheng	3	0	100%	-

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【B/A】	Remarks
Independent Director	Pei-Ing Lee	3	0	100%	-
Independent Director	Morgan Chang	3	0	100%	-
Independent Director	Jui-Tsung Chen	2	1	67%	-
Accumulated Average Attendance		32	1	97%	-

After the re-election, the tenth board of directors held a total of 4 meetings in 2023 (A). The attendance status as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【B/A】	Remarks
Chairman	D.K. Tsai	4	0	100%	-
Director	JS Leu	4	0	100%	-
Director	Kingston Technology Corp. Rep: Shigeo Koguchi	4	0	100%	-
Director	Kingston Technology Corp. Rep: Daphne Wu	4	0	100%	-
Director	Greatek Electronic Inc. Rep: Boris Hsieh	4	0	100%	-
Director	Kioxia Memory Semiconductors Taiwan Rep : Kenjiro Hara	4	0	100%	-
Independent Director	Pei-Ing Lee	4	0	100%	-
Independent Director	Morgan Chang	4	0	100%	-
Independent Director	Jui-Tsung Chen	3	1	75%	-
Independent Director	Chao-Chin Tung	4	0	100%	-
Accumulated Average Attendance		39	1	98%	-

Other Remark:

- Any of the following situation should be clearly stated board meeting date, term, proposal details, all opinions from independent directors, and responses from the Company reading Independent Director opinion:

(1) Items listed by Article 14-3 of Securities and Exchange Act:

Audit Committee has been set up complied with Article 14-3 of Securities and Exchange Act and approved by Board. Details operations of Audit Committee can be found in Audit Committee Meeting Status in next section.

(2) Other written opinion or objection from Independent Directors regarding Board approval items: None.

2. Independent Directors should leave during discussion for matters with conflict of interest. Name of directors, proposal details, reason of conflicts and voting results:

(1) Board Meeting on Mar 10, 2024

Item 4: Proposal of 2023 Board and employee compensation

DK Tsai, Boris Hsieh, and JS Leu were excused from the meeting due to conflict of interests. Remaining participated directors approved the proposal.

Item 5: Management compensation adjustment

DK Tsai, Boris Hsieh, and JS Leu were excused from the meeting due to conflict of interests. Remaining participated directors approved the proposal.

3. Self-professional targets set up for the Board (ex, set up of Audit Committee, improve corporation transparency) and keep track of progress:

Review Frequency	Once a year
Review Period	Jan 1 2023 to Dec 31 2023
Scope	Individual performance evaluation for director of board, audit and remuneration committee.
Evaluation Method	Each director will be reviewed by internal and self-evaluations. Or any other proper performance evaluation method.
Review Key Items	1. Board Operation Efficiency: Evaluation should include board's dedication, quality of decision making, quality of elected member, commitment of continuing education, and quality of internal control.
	2. Individual Director Performance : Realization of director responsibility, Awareness of corporate goals and progresses, involvement of operations, establishment of corporate communication, and improvement on professional learning and internal control.
	3. Functional Director Performance : Involvement of corporate operation, realization of director responsibility, quality of decision-making and elected members, and quality of internal control.

A performance category is rated as "exceptional" if the total completion rate was 90% or higher in the survey; A performance category is rated as "acceptable" if the total completion rate was between 80% (inclusive) and 90% in the survey; A performance category is rated as "improvement needed" if the total completion rate was less than 80% in the survey;

Whole board of directors				
Indicators	Number of indicators	Total score	Score	Achievement rate
A. Participation in the operation of the company	7	21	21	100.00%
B. Improvement of quality of decisions made by the board of directors	11	33	32.4	98.18%

C. Composition and structure of the board of directors	6	18	18	100.00%
D. Election and continuing education of the directors	6	18	17.4	96.67%
E. Internal control	5	10	9.2	92.00%
Total	35	100	98	98.00%
General comments	After evaluating the questionnaire, the total achievement rate was 98.00%, and the evaluation result was higher than the standard.			

Board members				
Indicators	Number of indicators	Total score	Average score	Achievement rate
A. Understanding of company goals and missions	3	15	14.10	94.00%
B. Director's understanding of their duties and responsibilities	3	15	14.20	94.67%
C. Participation in the company's operation	6	30	26.30	87.67%
D. Internal relation maintenance and communications	3	15	13.10	87.33%
E. Director's professional and continuing education	2	10	8.80	88.00%
F. Internal control	3	15	13.40	89.33%
Total	20	100	89.90	89.90%
General comments	After evaluating the questionnaire, the total achievement rate was 89.90%, and the evaluation result was standard compliant.			

Audit committee				
Indicators	Number of indicators	Total score	Average score	Achievement rate
A. Participation in the operation of the company	4	20	19.25	96.25%
B. Member's understanding of their duties and responsibilities	5	25	24.25	87.00%
C. Improvement of quality of decisions made by the audit committee	5	25	24.50	98.00%
D. Makeup of the audit committee and election of its members	3	15	14.75	98.33%
E. Internal control	3	15	15.00	100.00%
Total	20	100	97.75	97.75%
General comments	After evaluating the questionnaire, the total achievement rate was 97.75%, and the evaluation result was higher than the standard.			

Remuneration committee				
Indicators	Number of indicators	Total score	Average score	Achievement rate
A. Participation in the operation of the company	4	20	18.67	93.35%
B. Member's understanding of their duties and responsibilities	4	20	19.67	98.35%
C. Improvement of quality of decisions made by the	7	35	33.67	96.20%

remuneration committee				
D. Makeup of the remuneration committee and election of its members	4	20	20.00	100.00%
E. Internal control	1	5	5.00	100.00%
Total	20	100	97.01	97.01%
General comments	After evaluating the questionnaire, the total achievement rate was 97.01%, and the evaluation result was higher than the standard.			

Risk management committee				
Indicators	Number of indicators	Total score	Average score	Achievement rate
A. Participation in the operation of the company	4	20	18.67	93.35%
B. Member's understanding of their duties and responsibilities	4	20	19.00	95.00%
C. Improvement of quality of decisions made by the risk management	7	35	34.67	99.06%
D. Makeup of the risk management and election of its members	3	15	15.00	100.00%
E. Internal control	2	10	9.67	96.70%
Total	20	100	97.01	97.01%
General comments	After evaluating the questionnaire, the total achievement rate was 97.01%, and the evaluation result was higher than the standard.			

Method of improvement:

- (1) In response to the opinions raised by directors and as required by board resolutions, arrange multiple communication channels outside the board of directors to facilitate directors to understand relevant opinions and the handling of resolutions, so as to enhance directors' participation in the company's operations.
- (2) Opinions raised by board members before the meeting will be forwarded to relevant departments for processing in a timely manner and used as a reference for future relevant decision-making evaluations.
4. An evaluation of the goals set for strengthening the functions of the Board (e.g. Establishment of Audit Committee, enhancing information transparency) and implementation status during the current and immediately preceding fiscal years:

The Company convened 7 meetings of the Board of Directors during 2023. An abstract of material resolutions passed by the Board were posted on the Market Observation Post System website in both English and Chinese on the same day immediately after each meeting in accordance with the principle of enhancing information transparency. Investor and press conferences were also held based on statutory or practical requirements to explain and answer questions about material information.

The “Rules for Performance Evaluation of Board of Directors” were passed by the 16th meeting of the 8th Board of Directors on March 10, 2020, to strengthen corporate governance and enhance Board functions, as well as improve the Board efficiency through the setting of performance targets. Under the Rules, an international evaluation of Board performance must be conducted annually and completed by the first quarter of the following year.

5. Succession planning for the Chairperson (or Board members) and Management including related training, development and timetables:

Under the Company's succession plan, a successor must not only possess exceptional strategic business planning, logical analysis and management skills but also demonstrate that their values are aligned with our corporate culture of humanism, honesty and integrity. They must strive to realize the goal of "Global No.1 in Technology, Quality and Service" to ensure the sustainable development of the company. Succession planning is now being carried out in the following areas:

1. Organizational adjustments and rotation

- (1) Change of CEO and President:

Through a change of President and COO and the adjustment of organizational role served to refine our succession planning. The passing of the baton on the Chairperson's business philosophy and management strategy will help pave the way for the President to take over the reins of the Company and its future direction of development.

- (2) Rotation of senior managers:

Senior managers were appointed as the Chairperson or Board directors at subsidiaries while vice presidents of manufacturing operations were made managers at overseas subsidiaries. The rotation of assignments enhanced the business planning skills of senior managers and helped them build up experience in business administration.

- (3) Appointment of factory directors:

The position of factory director was appointed for manufacturing operations to hone their management skills and build up their hands-on experience with all aspects of manufacturing operations. The assignment is used to cultivate successors for senior managers in manufacturing units.

2. Passing on of ideals and experience

- (1) Institutionalization of business philosophy and management experience:

Business philosophy and management experience are institutionalized and documented by current senior management. The continuation of this legacy is assured through the definition of the Company's core and management competencies as well as the restructuring of roles and responsibilities.

- (2) Establishment and participation in important Company meetings:

Middle and senior management's participation in Company meetings such as business meetings, production and sales meetings, and information sessions by R&D units introduced them to core management operations, carry on the Company's business management philosophy, understand industry trends, and become familiar with the company's development strategy.

3. Successor nomination and development at all levels of management

- (1) Successor nomination at all levels of management

Once a suitability assessment is conducted through annual performance management, managers can nominate personnel as potential successors.

- (2) Development of potential successors

Managers at all levels are cultivated through a series of internal and external training programs to equip them with the necessary professional knowledge, skills, management ability, and ethics. Familiarization with the Company's corporate culture and business philosophy also prepare them for a future role in each level of management.

(II) Audit Committee Meeting Status:

The third term of Audit Committee held a total of 2 meetings in 2023 (A).

The attendance status as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【B/A】	Remarks
Independent Director	Jim W.L. Cheng	2	0	100%	
Independent Director	Pei-Ing Lee	2	0	100%	
Independent Director	Morgan Chang	2	0	100%	
Independent Director	Jui-Tsung Chen	1	1	50%	

The fourth term of Audit Committee held a total of 4 meetings in 2023 (A).

The attendance status as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【B/A】	Remarks
Independent Director	Morgan Chang	4	0	100%	
Independent Director	Pei-Ing Lee	4	0	100%	
Independent Director	Jui-Tsung Chen	3	1	75%	
Independent Director	Chao-Chin Tung	4	0	100%	

Other matters that require reporting:

i. Summary of the Audit Committee's operations during the year

The Audit Committee of the Company is made up of 4 independent directors. The purpose of the Committee is to ensure the quality and integrity of the Board of Directors during its execution of the accounting, auditing, and financial reporting processes as well as financial controls.

Key matters reviewed by the Audit Committee included:

- (1) Financial report as well as accounting policy and procedure
- (2) Internal audit plan and the effectiveness of the internal control system
- (3) Distribution of earnings
- (4) Transaction of derivative financial products
- (5) Private placement of securities
- (6) Company risk control
- (7) Evaluation of CPA independence and competence.
- (8) Transaction with related parties

▲ Review of financial report

The 2023 business report, financial statements, and earnings distribution proposal were issued by the Board of Directors. The financial statements were audited by the accounting firm Deloitte Taiwan and an auditor's report issued. The business report, financial statements and earnings distribution proposal mentioned above were reviewed by the Audit Committee and no discrepancies found.

▲ Evaluation of effectiveness for internal control system

The Audit Committee reviewed periodic reports from the Company's audit department, CPA and management to evaluate the effectiveness of the Company's internal control policy and procedure (including controls for finance, operations, risk management, information security, and compliance). The Audit Committee concluded that the Company's risk management and internal control systems were effective, and that the Company has already adopted the necessary measures to supervise and rectify violations.

ii. The date of the Board meeting, the term, contents of the proposals, resolutions of the Audit Committee, and the Company's handling of the resolutions of the Audit Committee shall be recorded under the following circumstances in the operations of the Audit Committee meeting:

(1) Items specified in Article 14-5 of the Securities and Exchange Act:

Contents of Agenda	Objections, Reservations or Major Advice	Contents of Resolutions	The Company's Response to the Audit Committee's Opinion
The 11th of the 3rd term Audit Committee Meeting (2023.03.08)			
1. Review the Report of Business and the Financial Reports of year 2022.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
2. Review the Earnings Distribution Plan for year 2022.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
3. Authorized 2023 Internal Audit Report Declaration.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
4. Amendments to the Internal Control System.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
5. Review the evaluation of the independence and suitability of the CPAs and audit fee.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
6. In order to reduce currency exchange risks, proposed to extend trade long term forward exchange term with existing US\$260M credit-lines.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
7. Review the proposal of private placement approved in 2023.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
8. Review the Waiver of the Non-competition Clause imposed on new Directors.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
The 12th of the 3rd term Audit Committee Meeting (2023.05.05)			
Review and approve the Consolidated Financial Report of Q1/2023.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
The 1st of the 4th term Audit Committee Meeting (2023.06.08)			
To elect the convener of the 4th term Audit Committee.	None	All committee members jointly recommended Mr. Morgan Chang as the convener and meeting chair of the 4th term Audit Committee.	The proposal was passed by all directors of board.
The 2nd of the 4th term Audit Committee Meeting (2023.06.27)			
1. To review and approve the proposed disposal the assets of overseas subsidiary.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
2. To review and approve the proposed disposal the equity of overseas subsidiary.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.

Contents of Agenda	Objections, Reservations or Major Advice	Contents of Resolutions	The Company's Response to the Audit Committee's Opinion
The 3rd of the 4th term Audit Committee Meeting (2023.08.04)			
1. Review and approve the Consolidated Financial Report of Q2/2023.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
2. In order to reduce currency exchange risks, proposed to extend trade long term forward exchange term with existing US\$90M credit-lines.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
The 4th of the 4th term Audit Committee Meeting (2023.10.31)			
1. Review and approve the Consolidated Financial Report of Q3/2023.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
2. To review and approve the internal audit plan for the year of 2024.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
3. To review and approve the proposal to request credit-lines increase from bank institutions.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
4. In order to reduce currency exchange risks, proposed to extend trade long term forward exchange term with existing US\$100M credit-lines.	None	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.

(2) Proposal Approved by more than 2/3 of Board Members without Audit Committee Approval: **None**.

iii. Independent Directors should leave during discussion for matters with conflict of interest.

Name of directors, proposal details, reason of conflicts and voting results: **None**.

iv. Communication between Independent Directors and CPA (ex. Issues regarding corporate financial, business operations, methods, results, and etc.):

(1) Internal audit department email audit reports to independent directors in a monthly basis. The head of internal audit should have specified major findings during Audit Committee meetings.

(2) Summarized quarterly consolidated and standalone financial statements information should be delivered and communicated with independent directors during Audit Committee meetings in order to comply with regulations defined in No 39 Statements of Auditing Standards and No.0930105373 of Securities and Futures Bureau.

(3) No less than 1 Audit Committee meeting per quarter. Summarized communication among independent directors, head of internal audit, and CPA:

Date	Communication Summary	Action Item
2023/03/10	Matters communicated at the 11th of the 3rd term Audit Committee were as follow: 1. Report on the results of the internal audit for Q4/2022. 2. To review and approve year 2022 annual efficacy of the internal control system and to produce Internal Control System Statements of year 2022. 3. To review and approve the proposed amendments to the Internal Control System. 4. Review the proposal of private placement approved in 2023.	There were no other recommendations than the items communicated on the left. The results from the internal audit for 2022 Q4 were reported to the Board of Directors; Statement on the effective design and execution of internal

Date	Communication Summary	Action Item
	<p>5. Accountant's report on the content and outcomes from their audit of the 2022 separate and consolidated financial statements. (including explanation of key audit matters in the audit report). Discussion and communication of major accounting estimate issues as well as recent amendments to tax and securities management regulations. In addition, review/audit planning for 2023 were also presented by the accountant. There was also discussion and communication over major audit risk items already identified by PTI.</p> <p>Communication with independent directors and recommendations: None.</p>	controls for 2022, as well as the 2022 separate and consolidated financial statements were submitted to the Board of Directors for approval. Once approved, they were published and filed with the competent authorities on time.
2023/05/05	<p>Matters communicated at the 12th of the 3rd term Audit Committee were as follow:</p> <ol style="list-style-type: none"> 1. Report on the results of the internal audit for Q1/2023. 2. Accountant's report on the content and outcomes from their audit of the Q1/2023 consolidated financial report. Discussion and communication of major accounting estimate issues. <p>Communication with independent directors and recommendations:</p> <p>An independent director asked about the ownership of patents that employees applied for while they were with the company, current company regulations and preservations measures, and whether the patents are owned by the Company, with a report to be made at the next meeting.</p>	<p>There were no other recommendations than the items communicated on the left.</p> <p>The results from the internal audit for Q1/2023 were reported to the Board of Directors; Once approved, they were published and filed with the competent authorities on time.</p>
2023/06/27	<p>Matters communicated at the 2nd of the 4th term Audit Committee were as follow:</p> <ol style="list-style-type: none"> 1. To review and approve the proposed disposal the assets of overseas subsidiary. 2. To review and approve the proposed disposal the equity of overseas subsidiary. <p>Communication with independent directors and recommendations:</p> <p>An independent director asked about the transaction amount, related contract issues, and if there are accounts receivable that have not been received after the transaction is completed, is the Company responsible for this? As well as industrial and commercial registration and SAFE operating procedures. The CFO and the Chief Audit Officer responded and explained the relevant circumstances of the transaction.</p>	There were no other recommendations than the items communicated on the left.
2023/08/04	<p>Matters communicated at the 3rd of the 4th term Audit Committee were as follow:</p> <ol style="list-style-type: none"> 1. Report on the results of the internal audit for Q2/2023. 2. Accountant's report on the content and outcomes from their audit of the Q2/2023 consolidated financial report. Discussion and communication of major accounting estimate issues. <p>Communication with independent directors and recommendations:</p> <ol style="list-style-type: none"> 1. An independent director asked about the current audit format of the subsidiaries. The Chief Audit Officer responded that they are currently in accordance with the audit plan approved in 2023. On-site audits of subsidiaries in China will be arranged in a timely manner based on the actual situation and mission requirements. 2. An independent director inquired about the company's policy on derivatives trading. The CFO responded that 	<p>There were no other recommendations than the items communicated on the left.</p> <p>The results from the internal audit for Q2/2023 were reported to the Board of Directors; Once approved, they were published and filed with the competent authorities on time.</p>

Date	Communication Summary	Action Item
	the company adjusts operations within the scope of the net US dollar asset position for hedging purposes based on trends and market movements in exchange rates.	
2023/10/31	<p>Matters communicated at the 2nd of the 4th term Audit Committee were as follow:</p> <ol style="list-style-type: none"> 1. Report on the results of the internal audit for Q3/2023. 2. Formulation of the 2024 internal audit plan 3. Evaluate investment in Southeast Asia. 4. Accountant's report on the content and outcomes from their audit of the Q3/2023 consolidated financial statements. Discussion and communication of major accounting estimate issues as well as recent amendments to tax and securities management regulations. The accountant also outlined and discussed the key audit matters for PTI. 5. Separate meeting was hold for communication among attended directors, CPAs, and internal audit officer regarding financial reports and operations status. <p>Communication with independent directors and recommendations:</p> <p>An independent director inquired about Company compliance on information security staffing and data backup plan. The Chief Audit Officer responded that the company complies with the regulations of the competent authority. An independent director suggested that the head of information security should brief the Risk Management Committee on current implementation.</p>	<p>There were no other recommendations than the items communicated on the left.</p> <p>The results from the internal audit for Q3/2023 were reported to the Board of Directors; Once approved, they were published and filed with the competent authorities on time.</p> <p>The internal audit plan was submitted to the board of directors for approval and announced as scheduled.</p>

(III) Variances and Reasons between PTI Corporate Governance Practices and Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies:

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Explanation	
1. Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	√		PTI Corporate Governance Best Practice Principles has followed "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and approved by Board of Directors on Nov 5 2014 and amended many times by board meeting. The document was disclosed in PTI company website and MOPS.	Complied with Regulation.
2. Shareholding Structure & Shareholders' Rights				
(1) Does the Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	√		(1.) PTI has dedicated spokesman and shareholders' affairs department to handle inquiries for shareholders. Contact information is available on company website. Legal inquiries will be handling by legal department.	Complied with Regulation.
(2) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	√		(2.) Regular reports and shareholder lists will be provided by stock transfer agent. PTI has disclosed information required by authority and kept good communication with major shareholders.	
(3) Has the Company built and implemented a risk management system and a	√		(3.) Procedures for activities with related parties has been established and followed.	

Assessment Item	Implementation Status			Non-impleme ntation and Its Reason(s)								
	Yes	No	Explanation									
			Directors for review and approval. In 2023, the AQI assessment confirmed that the number of training and audit hours invested by the accountants and their firm as well as their quality control capabilities were all better than the industry average. Innovative auditing tools were also introduced by the accounting firm in the past three years to improve audit quality so it was qualified to serve as the certified public accountant of the Company. f. Present the evaluation for Board of Directors on Mar 8, 2023.									
4. Does the TWSE/TPEX listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?	√		The Finance Department is in charge of corporate governance related issues and major tasks were listed in below. CFO was appointed as Corporate Governance Officer on Nov 6, 2020 Board meeting. a. Plan annual shareholder and board meetings agenda and schedule. b. Planning for board meetings details and notify attendance directors board meeting agenda 7 days before the meeting. c. Remind conflict of interests’ attendance to leave when necessary. d. Meeting minutes recording. Copy directors and file the meeting minute document within 20 days of meeting. e. Register for annual shareholder meeting with authorization with completed meeting notice, meeting agenda, annual report and meeting minutes within required period. File for amendment within 15 days after annual shareholder meeting. f. Public announcement of board and shareholder meeting conclusions comply with regulation and investor interests. g. Assist Directors for continue education programs.									
5. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a shareholder section on its company website? Does the Company appropriately respond to stakeholders’ questions and concerns on important corporate social responsibility issues?	√		<div>Stakeholders communication methods as below:</div> <table><tr><th>Related Party/Major Topics</th><th>Communication Method</th></tr><tr><td><u>Shareholders/Investors</u> Operations performance, Code of business conduct & ethics, work environment healthy and safety, Labor-management communication, Talent recruitment and retainment</td><td>Shareholders’ Meeting Financial Reports Host Quarterly Institutional Investor Conference Established spokesman and Investor Relations Department Company Website</td></tr><tr><td><u>Employees</u> Communication between employer and employees, work environment healthy and safety, labor-management communication, human rights of employees, compensation, talent recruitment and retainment, and career path development</td><td>Employees Benefits Committee Electronic Platform & Announcement Procedures for Improvement Proposal Reviewing Employee and Employer Meeting Suggestion Box Psychological Consultant and Aids</td></tr><tr><td><u>Customers</u> Services, code of business conduct and ethics, work environment healthy and safety, human rights of</td><td>Sales Meetings Customer Satisfaction Survey Customer Service Annual Customer Audit</td></tr></table>	Related Party/Major Topics	Communication Method	<u>Shareholders/Investors</u> Operations performance, Code of business conduct & ethics, work environment healthy and safety, Labor-management communication, Talent recruitment and retainment	Shareholders’ Meeting Financial Reports Host Quarterly Institutional Investor Conference Established spokesman and Investor Relations Department Company Website	<u>Employees</u> Communication between employer and employees, work environment healthy and safety, labor-management communication, human rights of employees, compensation, talent recruitment and retainment, and career path development	Employees Benefits Committee Electronic Platform & Announcement Procedures for Improvement Proposal Reviewing Employee and Employer Meeting Suggestion Box Psychological Consultant and Aids	<u>Customers</u> Services, code of business conduct and ethics, work environment healthy and safety, human rights of	Sales Meetings Customer Satisfaction Survey Customer Service Annual Customer Audit	Complied with Regulation.
Related Party/Major Topics	Communication Method											
<u>Shareholders/Investors</u> Operations performance, Code of business conduct & ethics, work environment healthy and safety, Labor-management communication, Talent recruitment and retainment	Shareholders’ Meeting Financial Reports Host Quarterly Institutional Investor Conference Established spokesman and Investor Relations Department Company Website											
<u>Employees</u> Communication between employer and employees, work environment healthy and safety, labor-management communication, human rights of employees, compensation, talent recruitment and retainment, and career path development	Employees Benefits Committee Electronic Platform & Announcement Procedures for Improvement Proposal Reviewing Employee and Employer Meeting Suggestion Box Psychological Consultant and Aids											
<u>Customers</u> Services, code of business conduct and ethics, work environment healthy and safety, human rights of	Sales Meetings Customer Satisfaction Survey Customer Service Annual Customer Audit											

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Explanation	
			<p>employees, compensation, talent recruitment and retention</p> <p><u>Suppliers</u> Code of business conduct and ethics, technology and service, sustainable supply chain, compliance regulations, work environment healthy and safety, human rights of employees, operating performance, customer service</p> <p><u>Government</u> Corporate governance, risk management, intellectual property rights protection, compliance regulations, work environment healthy and safety, human rights of employees, human rights of employees, compensation</p> <p><u>Community</u> Climate change, water resource management, green products, labor-management communication, development of employees, community involvement</p> <p>PTI has set up a section for stakeholders on the company website to disclose corporate social responsibilities, and CSR hotline and email account. Dedicated staff will take care of reported problems.</p>	
6.Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	√		Concord Securities Co. Ltd assisted PTI for shareholder affairs.	Complied with Regulation.
7.Information Disclosure (1)Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?	√		(1.) Company website has been set up and well maintained. Financial and Corporate Governance information will be disclose on the website upon occurrence.	Complied with Regulation.
(2)Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?	√		(2.)The Company has dedicated personnel in charge of disclosure on MOPS following authority regulations. Investor Relations section under company website discloses information in both Chinese and English. Spokesman and deputy spokesman are in place. The Company has been hosting physical quarterly Institutional Investor Conference. Live webcasting and replay of conference available on company website for investors.	

Assessment Item	Implementation Status			Non-impleme ntation and Its Reason(s)
	Yes	No	Explanation	
(3) Does the company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?		√	(3.) PTI complied with Security and Exchange Act Article 36 filing date.	
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors and supervisors)?	√		<p>a. Employee rights, interests and wellbeing: Please refer to Paragraph 4, Items (1) ~ (4) in (5) Implementation of Sustainable Development.</p> <p>b. Directors and managerial officers are reminded by the Company to engage in continuing education each year in accordance with the rules. Please refer to Explanation 3 below the table for detail.</p> <p>c. The "Risk Management Committee" and "Business Continuity Management Task Force" have already been established by the Company to identify risks to business operations from environment, social, and governance issues in accordance with the principles of materiality. Potential emergencies or impacts on business continuity are also examined to strengthen our risk management and response capabilities. Please refer to Explanation 4 in the table below for an overview of Risk Management Committee's composition, roles and responsibilities, and operations.</p> <p>d. The Company began purchasing liability insurance for directors (including independent directors) and managerial officers in 2008. The most recent insurance policy expired on August 26, 2023. Stacked insurance policies were renewed through Chubb (basic insurance) and Fubon Insurance Co., Ltd. (excess insurance) for the period running from August 26, 2023, through to August 26, 2024. Insurance coverage was US\$30,000,000. The scope of insurance and contents were reported at the 14th session of the 9th Board of Directors on October 31, 2023.</p> <p>e. The "Organic Charter of the Corporate Sustainability Committee" was formulated by the Company to establish the "Sustainable Development Committee." The Committee is convened once each quarter to improve and discuss the implementation of corporate sustainability and related topics.</p> <p>f. Annual reports, financial statements and sustainability reports are published every year for the disclosure of corporate governance information.</p> <p>g. PTI has been working actively to build to a secure and reliable information security management system to effectively protect the intellectual property and assets of our company and customers. ISO 27001 information security management system certification was obtained in October 2016, and renewed for a further 3-year period on October 21, 2022, to maintain the validity of our ISO 27001 certification.</p>	Complied with Regulation.
<p>9. Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement.</p> <p>PTI did not receive points for certain items in 9th Corporate Governance Evaluation (for 2022). Improvements made for the 10th Corporate Governance Evaluation (for 2023) are outlined below:</p>				

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Explanation	

Type of Indicator	Indicator Description		Improvement Status	Explanation for non-improvement or improvement
Protecting Shareholder Rights and Interests, and Treating Shareholders Equitably	1.1	Did the Company report the remuneration received by the directors at the annual general shareholders' meeting, including the remuneration policy, individual remuneration content and amount?	No.	Pending for board director approval.
	1.3	Did more than half of the directors (including at least one independent director) and the audit committee convener (or at least one supervisor) attend the AGM in person, and did the company disclose in the minutes the names of those who attended?	No.	The convener of the Audit Committee was unable to attend in person due to other commitments.
	1.15	Did more than half of the directors (including at least one independent director) and the audit committee convener (or at least one supervisor) attend the AGM in person, and did the company disclose in the minutes the names of those who attended?	No.	Publicity and reminders will be strengthened in the future.
Enhance Board Structure and Operations	2.11	Did the company's interim financial report approve by the Audit Committee and submitted to the Board of directors for discussion and resolution?	Yes	Relevant information has been disclosed on the MOPS.
	2.14	Has the Company established non-statutory functional committees such as a nomination committee, risk management committee or sustainable development committee, with no less than three members, more than half of the members being independent directors, and at least one member having the professional capabilities required by the committee, and disclose its composition, responsibilities and operations?	Yes	The composition, responsibilities and operations of the functional committees have been disclosed on the company's website.
	2.23	Have the rules adopted by the company for assessing the performance of the board of directors been passed by the board, with the express requirement that an external assessment be carried out at least once every three years, and has it furthermore carried out the assessment during the year being evaluated by the specified deadline, and disclosed the implementation status and assessment results on its website or in its annual report?	No	The existing Board evaluation excluded this item. Amendment of evaluation maybe needed.
	2.30	Did at least one of the company's internal auditors possess a certificate of qualification as a Certified Internal Auditor, Certified Information Systems Auditor, or Certified Public Accountant?	No	Encouraging existing staff to obtain the certificate.
Improving Transparency	3.4	Did the company file the audited annual financial reports within 60 days of accounting year end?	No	CPA cannot completed the audited report within the time frame.
	3.8	Did the company voluntarily disclose its financial forecast quarterly, without having any corrections ordered by the competent authority or having any demerits imposed by the TWSE or TPEX?	No	The Company provides voluntary disclosure of financial forecasts. A institutional investor conference is convened quarterly to brief investors on current business operations.

Assessment Item		Implementation Status			Non-implementation and Its Reason(s)
		Yes	No	Explanation	
Type of Indicator	Indicator Description			Improvement Status	Explanation for non-improvement or improvement
Improving Transparency	3.13	Did the annual report voluntarily disclose individual compensation for board director and supervisor?		No	Pending for board director approval.
	3.21	Did the annual report voluntarily disclose individual compensation for President and Vice President?		No	Pending for President approval.
Practices on Corporate Social Responsibility	4.1	Did the Company establish an exclusively (or concurrently) dedicated unit, and in accordance with the materiality principle, conduct risk assessments of environmental, social and corporate governance issues pertaining to company operations and establish the relevant risk management policy or strategy, as well as to be supervised by Board and disclose the implementation to the website and annual report?		Yes	The operation and implement of risk management has been disclosed on website and annual report.

Explanation 1: The diversity policy and specific management objectives of the Company:

(1) The diversity policy of the Board

Article of Incorporation 20-3 stated: board members should not be discriminated against gender; all members should be capable in knowledge, skills, and mind set. All board of directors should be capable in:

- | | |
|---------------------------|--------------------------------|
| a. Operational judgments; | e. Industry knowledge; |
| b. Financial analysis; | f. International perspectives; |
| c. Management skills; | g. Leadership skills; |
| d. Crisis management; | h. Decision Making. |

(2) Target and Progress:

Target	Progress Status
No less than 4 independent directors	Completed
Independent directors accounted for no less than 1/3 of board	Completed
No less than one female board director	Completed
Employees accounted for less than 1/3 of directors	Completed

(3) Execution Status:

Name	Nationality	Gender	Employee of PTI	Age Range			Independence Director Seniority (Terms)		Operational Judgment	Financial Analysis	Management Skills	Crisis Management	Industry Knowledge	International Perspectives	Decision Making
				51 - 60	61 - 70	71 - 80	<3	>3							
DK Tsai	ROC	Male	√			√			√		√	√	√	√	√
J. S. Leu	ROC	Male	√		√				√		√	√	√	√	√
Shigeo Koguchi	Japan	Male				√			√		√	√	√	√	√
Daphne Wu	ROC	Female		√					√	√	√	√	√	√	√
Boris Hsieh	ROC	Male	√		√				√		√	√	√	√	√

Name	Nationality	Gender	Employee of PTI	Age Range			Independence Director Seniority (Terms)		Operational Judgment	Financial Analysis	Management Skills	Crisis Management	Industry Knowledge	International Perspectives	Decision Making
				51 - 60	61 - 70	71 - 80	<3	> 3							
Kenjiro Hara	Japan	Male			√				√		√	√	√	√	√
Morgan Chang	ROC	Male				√	√		√		√	√	√	√	√
Pei-Ing Lee	ROC	Male			√		√		√		√	√	√	√	√
Jui-Tsung Chen	ROC	Male				√	√		√		√	√	√	√	√
Chao-Chin Tung	ROC	Male				√	√		√	√	√	√	√	√	√

Remark: Not including information of directors whose terms were expired.

Explanation 2: Evaluation of independency of CPA Cheng-Chih Lin and Su-Li Fang:

Events Influence CPA Independency:	Yes	No
1. Do the CPAs have direct and major financial relationship with the Company?		√
2. Do the Company or any board member lend or endorsement guarantee to CPAs?		√
3. Do the CPAs lend or endorsement guarantee to the Company?		√
4. Do the CPAs have frequent business relationship with the Company?		√
5. Do the CPAs have frequent business relationship with any board or management members?		√
6. Do the CPAs employee by the Company as board of director, management, or any position could significantly impact on audit now or last 2 years?		√
7. Are the CPAs going to be employed by the Company as board of director, management, or any position could significantly impact on audit in the future?		√
8. Do the CPAs as family members of board of director, management, or any position could significantly impact on audit?		√
9. Do the CPAs receive any significant valuables or gifts from board of director or management?		√
10. Do the CPAs employed by the Company for consecutive 7 years?		√

Explanation 3: Status of 2023 Continue Education for Board of Directors and Management:

Title	Name	Date	Host By	Course	Duration (Hours)
Chairman	DK Tsai	2023/10/31	Taiwan Corporate Governance Association	Risks and Challenges of Emerging Technology	3
		2023/11/03		New version of the corporate governance roadmap and ESG(I)	3
		2023/11/03		New version of the corporate governance roadmap and ESG(II)	3
Director	JS Leu	2023/10/31	Taiwan Corporate Governance Association	Risks and Challenges of Emerging Technology	3
Director	Boris Hsieh	2023/10/31	Taiwan Corporate Governance Association	Risks and Challenges of Emerging Technology	3
Director	Shigeo Koguchi	2023/10/31	Taiwan Corporate Governance Association	Risks and Challenges of Emerging Technology	3
Director	Daphne Wu	2023/10/31	Taiwan Corporate Governance Association	Risks and Challenges of Emerging Technology	3
Director	Kenjiro Hara	2023/10/31	Taiwan Corporate Governance Association	Risks and Challenges of Emerging Technology	3
Independent Director	Morgan Chang	2023/10/31	Taiwan Corporate Governance Association	Risks and Challenges of Emerging Technology	3
		2023/11/24	Securities & Futures Institute	Challenges and responsibilities of the board of directors under the corporate governance and sustainability development.	3
Independent Director	Pei-Ing Lee	2023/10/03	Securities & Futures Institute	Introduction to the Dispute over the Company's Management Rights and the Law on the Trial of Commercial Cases	3
				How directors should supervise enterprise risk and crisis management	3
Independent Director	Jui-Tsung Chen	2024/09/08	Taiwan Institute of Directors	The business implications of ESG rating analysis and sustainability evaluation in the capital market	3
		2024/10/12	Taiwan Institute of Directors	Legal risks of corporate investment and financing	3
		2024/11/10	Taiwan Corporate Governance Association	2023 Global Trends and Business Opportunities of Low-Carbon Economy and Innovation	3
Independent Director	Chao-Chin Tung	2023/10/31	Taiwan Corporate Governance Association	Risks and Challenges of Emerging Technology	3
		2024/11/15	Securities & Futures Institute	【2030/2050 Green Industrial Revolution】	3
CFO & Sr. VP	Evan Tseng	2023/11/28 – 2023/11/29	Accounting Research and Development Foundation	Continuing education class for principal accounting officers of issuers, securities firms and securities exchanges	12
		2023/09/12	Taiwan Corporate Governance Association	Corporate Growth Strategy and Open Innovation	3
		2023/10/21	Accounting Research and Development Foundation	Legal liabilities and case analysis related to the company's management right competition	3
		2023/10/29		ESG information disclosure trends and norms related to the sustainable development action plan of listed companies	3
		2023/10/31	Taiwan Corporate Governance Association	Risks and Challenges of Emerging Technology	3
Internal Audit	Huck Shen	2023/09/01	Accounting Research and Development Foundation	How to apply Robotic Process Automation (RPA) to improve the effectiveness of internal control	6
		2023/12/01	The Institute of Internal Auditors-Chinese Taiwan	Self-assessment of practice	6

Explanation 4: The Risk Management Committee was composed by 2 independent directors and one board director. The purpose of the committee was to supervise and enhance management operations whose responsibilities include:

- a. Review overall corporate risk management, establish risk management policy, structure, organization, and matrix.
- b. Execute risk management plans approved by board.
- c. Supervise the operation of the risk management procedures.
- d. Review and consolidated risk management finding and report to board timely.

Attendance Status of Risk Management Committee:

Title	Name	Specialty	2023 Attendance
Independent Director /Chair	Jim W.L. Cheng	Note 1	100%
Independent Director	Morgan Chang	Note 1	100%
Director	JS Leu	Note 1	100%

The members of 1st term Risk Management Committee were expired, and the 2nd term has been appointed by Board of directors, and commences from June 8, 2023 until May 30, 2026.

Title	Name	Specialty	2023 Attendance
Independent Director /Chair	JS Leu	Note 1	100%
Independent Director	Morgan Chang	Note 1	100%
Director	Chao-Chin Tung	Note 1	100%

Note 1: Please refer to Board of Director page 16 ~ 24 for details.

Note 2: The 2nd term of Risk Management Committee did not hold meeting in 2023

Risk Management Committee meeting minutes' summary:

Risk Management Committee	Agenda and follow-up	Contents of Resolutions	The Company's response to Risk Management Committee opinions
1st term 2nd meeting (2023/05/05)	1. Report the implementation of risk management operations by the Company in 2022. 2. Report the proposed risk management plan in 2023.	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.

(IV) If the company has a remuneration committee or nomination committee in place, the composition and operation of such committee shall be disclosed:

1. Information Regarding Remuneration Committee Members

Title	Criteria Name	More than 5 years of working experiences and professional filed	Test for Independent	Number of Remuneration Committee of other Public Listed Company	Note
Independent Director /Chair	Morgan Chang	Note 1	Note 1		

Independent Director	Pei-Ing Lee	Note 1	Note 1		
Independent Director	Chao-Chin Tung	Note 1	Note 1		

Note 1: Refer to Board of director table page 16~24 for details.

Note 2: Not including information of members whose terms were expired.

2. Attendance of Remuneration Committee Members

(1) Total 3 members of Remuneration Committee.

(2) Service Period:

The 4th term of Remuneration Committee commences from Jun 5 2020 to May 27 2023.

The 5th term of Remuneration Committee commences from Jun 8 2023 to May 31 2026.

1 (A) meeting (4th term) took place during 2023, and attendance status as below:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【B/A】	Remarks
Independent director/ Chair	Jim W.L. Cheng	1	0	100%	2023/05/27 expired
Independent director	Pei-Ing Lee	1	0	100%	
Independent director	Morgan Chang	1	0	100%	

1 (A) meeting (5th term) took place during 2023, and attendance status as below:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【B/A】	Remarks
Independent director/ Chair	Morgan Chang	1	0	100%	
Independent director	Pei-Ing Lee	1	0	100%	
Independent director	Chao-Chin Tung	1	0	100%	2023/06/08 take office

Other information required to be disclosed:

- i. If the board of directors does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the salary/compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons): None.
- ii. With respect to any matter for resolution by the remuneration committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the remuneration committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion: None.

Date of Meeting	Meeting Summary	Contents of Resolutions	The Company's response to Risk Management Committee opinions
2023/03/10	1. Review the appointment of newly managerial personnel. 2. Review the promotion of managerial personnel. 3. Review the compensation distribution plan for directors of the Board and employees for year 2022. 4. Review 2023 proposed salary adjustment plan for managerial personnel.	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.
2023/10/31	1. Review the salary remuneration policy of managerial personnel and system. 2. Report the implementation of 2022 director's remuneration. 3. Report the comparison of director's remuneration for the Company and the industry. 4. Report the implementation of 2022 managerial personnel's remuneration. 5. Report the comparison of managerial personnel's remuneration for the Company and the industry.	All committee members unanimously passed this motion.	The proposal was passed by all directors of board.

iii. Regular review of directors'/managerial officers' performance evaluation and other information such as salary policy, system, standard and structure.

- (1) Information from PTI's review and assessment of remuneration in 2023 is as shown in the above table.
- (2) The Remuneration Committee shall exercise the care of a prudent manager to fulfill the following duties, and submit recommendations to the board of directors for discussion.
 - A. PTI remuneration rules are regularly reviewed and amendments proposed.
 - B. Establish and regularly review the annual and long-term performance targets for directors and managerial officers, as well as the policies, systems, standards, and structure for their remuneration.
 - C. PTI directors and managerial officers are regularly assessed on their ability to meet performance targets. The content and amount of their individual remuneration are set accordingly.
- (3) The PTI Remuneration Committee shall carry out its duties in accordance with the following principles:
 - A. Ensure that the remuneration arrangements of the Company conform to the law and are sufficient to attract quality talent.
 - B. The performance evaluation and remuneration of directors, supervisors and executives should take prevailing industry standards into account and take into consideration the amount of personal time invested, responsibilities, personal target completion, performance in other roles and company compensation for other people in equivalent roles in recent years. The achievement of the company's short-term and long-term business objectives as well as the company's finances are used to evaluate the correlation between personal performance, company business performance and future risks.
 - C. The remuneration plan should not entice directors and managers into exceeding the Company's capacity for risk in pursuit of personal remuneration.
 - D. Short-term performance bonuses for directors and senior managerial officers, and the timing of variable salary payments/remunerations shall be set with reference to the particular industry characteristics and the nature of the Company's business.
 - E. Whether the content and amount of director and managerial officers' remuneration is reasonable should be taken into account. It is inadvisable for the remuneration decided for directors and managerial officers to diverge excessively from financial performance.
 - F. Members of the Committee may not participate in the discussion and voting on their personal remuneration.

(V) Fulfillment of Corporate Sustainable Development as well as deviations from Corporate Sustainable Development Best Practice Principles for TWSE/TPEX listed companies and their reasons:

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	✓		<p>a. A dedicated "CSR Office" was established by the Company on August 1, 2014, ensure proper CSR management, and was approved by the Board of Directors on February 9, 2015. The CSR Office was changed to the "Sustainable Development Management Office" in March 2022, and is responsible for the development and execution of corporate sustainability policies, systems, as well as related management strategies and action plans. A "Corporate Sustainability Committee" is also convened quarterly to brief senior managerial officers on current progress. Regular schedule annual reporting to Board of Directors regarding the progress. Latest reporting to board was on Aug 4 2023.</p> <p>b. To effectively conduct risk identification, response, monitoring and reporting, as well as to implement the risk management of uncertain factors that may threaten business operations, PTI's Board of Directors approved the establishment of the "Risk Management Committee" in May 2021 under the Board, which consists of 2 independent directors and one director, and at least one meeting is convened annually. The committee's responsibilities include assisting in the review of the risk management policy and risk tolerance and supervising the implementation of various risk management protocol in a bid to realize corporate sustainable development. To advance relevant services, the "Risk Management Task Force" was created under the Risk Management Committee, where a task group was formed with the President acting as the group leader supported by an assistant group leader; other members of the group include a secretary (Corporate Governance Officer) and several executive officers. Quarterly meetings are convened to discuss risk topics, and the relevant contents are presented to the Risk Management Committee annually to materialize executive risk management.</p>	None.
2. Does the company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?	✓		<p>a. The Company practices strict risk management to ensure the continuity of our operations. We confront risks and have established a "Risk Management Committee" under the Board of Directors to monitor risks and make annual reports to the Board. We turn risks into opportunities by adopting a</p>	None.

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
			<p>proactive mentality. Risk reduction is accomplished through regular risk monitoring, identification, impact assessment and formulation of response strategies.</p> <p>b. In 2023, the following environmental, social, and corporate governance (ESG) risks relating to Company operations were identified in accordance with the principles of materiality and business continuity management objectives. Environmental category: "Disruption of public services", "Environment and climate change"; Social category: "Talent attraction and retention": Governance category: "Information security management and network security", "Regulatory changes" and "Supply chain management." The six issues above were reported to the Board of Directors and responsibility for each type of risk's management methods and crisis response procedures assigned to dedicated personnel. A business continuity and sustainability safety net was constructed through early warning, response, crisis management and business continuity plans as well as recovery actions as part of our efforts to create sustainable value for stakeholders. Relevant risk content will also be reported and explained to the Board of Directors.</p>	
<p>3. Environmental Issues</p> <p>(1) Has the Company set an environmental management system designed to industry characteristics?</p>	✓		<p>(1) PTI has established an environmental management system based on the characteristics of our industry to fulfill our corporate responsibility on environmental protection as well as look after the safety and health of our employees. Certification for ISO 14001 environmental management system was obtained in 2003, followed by OHSAS 18001 (now ISO 45001) occupational safety and health management system in 2004. All factories also progressively obtained ISO 50001 energy management system certification from 2019 onwards. Environmental, safety and health management activities are now conducted in accordance with these standards. Environmental, safety and sustainability goals are now set and reviewed on a regular basis. The operation of the international standard management systems enables PTI to effectively control emissions, water pollution and waste from the production process. In addition, IECQ QC08000 hazardous substance management system certification was obtained in 2008. The certification</p>	None.

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
			ensured that PTI products do not contain substances harmful to human health or the environment, and complied with international regulations and customer requirements, reducing the environmental impact of our products and increasing their competitiveness.	
(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	✓		(2) Refer to Explanation 1.	
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	✓		(3) Refer to Explanation 2.	
(4) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	✓		(4) Refer to Explanation 3.	
4. Social issues (1) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	✓		<p>(1) The Company follows international standards and norms such as the "Responsible Business Alliance (RBA) Code of Conduct", "SA8000 International Standard on Social Responsibility", "United Nations Guiding Principles on Business and Human Rights (UNGPs)" and International Labor Organization Conventions (ILO Conventions) to enforce the protection of human rights.</p> <p>a. A human rights policy has been formulated to realize a friendly workplace that embraces diversity, equality and inclusion (DEI).</p> <p>b. The "Responsible Business Alliance" (RBA) is committed to supporting the rights and well-being of workers and communities worldwide affected by the global supply chain. The "RBA Code of Conduct" is a set of standards on social, environmental and ethical issues in the global industry supply chain that references key international human rights standards including the "United Nations Guiding Principles on Business and Human Rights", the "Declaration of Fundamental Principles and Rights at Work" of International Labor Organization (ILO),</p>	

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
			<p>and “Universal Declaration of Human Rights.” The “RBA Code of Conduct” introduced by PTI in 2009 covers labor, health and safety, environment, ethics and management systems. PTI became a formal member of RBA on April 20, 2015.</p> <p>c. The Social Accountability 8000 International Standard (SA8000) was formulated with reference to International Labor Organization ILO, UN Convention on the Rights of the Child, and Universal Declaration of Human Rights. It is a management standards system for the protection of labor rights, occupational environments and labor conditions. Workplace PTI has been working actively to introduce the SA8000 social responsibility management system. Certification was achieved in 2016 and all subsequent annual audits passed successfully.</p> <p>d. Human rights risk assessments and due diligence investigations are conducted by the Company every year to monitor and mitigate human rights risks. A Human Rights Due Diligence (HRDD) report is also issued and published on the corporate website.</p> <p>e. Training on labor rights, RBA and SA 8000 social responsibility management systems are conducted every year for all employees to enhance employee awareness on human rights protection.</p> <p>The Company is committed to providing a safe and healthy working environment where employees can develop their talents to the full. To implement this commitment, we comply with local laws and regulations, and formulate management policies and procedures based on the international labor and human rights standards mentioned above.</p>	
(2) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	✓		(2) Refer to Explanation 4.	
(3) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	✓		(3) Refer to Explanation 5.	

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
(4)Has the Company established effective career development training programs for employees?	✓		(4) PTI's planning of the education and training system ensures our training investment is aligned with business philosophy. The interaction between different training mechanisms provide employees with a complete blueprint for training and career development. Training tailored to each role and grade ensure that our talent cultivation and development will meet PTI's needs for business growth.	
(5)Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	✓		(5) The PTI "Code of Business Conduct and Ethics" required relevant policies to be formulated for all company R&D, purchasing, production, operation and service processes, such as: Policies for preventing stakeholders from being harmed by products or services, prohibition against leaking of confidential information, prohibition against violation of intellectual property rights, or engaging in unfair competition. PTI management of intellectual property is explained in item 6 of the following table. The relevant complaints procedure has been established by PTI. In addition to internal announcements, complaints channels are also disclosed on our corporate website to safeguard the interests and rights of both internal and external stakeholders.	
(6)Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	✓		(6) PTI considers suppliers/contractors to be our partners. Our supply chain management strives for steady development and sustainability through mutual cooperation. Targets and assessments are continuously set for quality, delivery time, cost and technology. Planned visits and on-site audits of business systems are conducted every year as well. The audit systems include: a. Quality management system b. Green product management system for non-use of hazardous substances in raw materials c. RBA Code of Conduct management system on labor and human rights, the environment and ethics d. Environmental, safety and health risk management e. Operation Sustainable Management Our "Code of Business Conduct and Ethics" require potential suppliers to undergo an assessment of their past business associations. A suitable screening process is used to examine their business dealings and determine whether they have a past record on environmental and social impact. PTI's supply chain management practices	

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Summary Explanation	
			are explained in item 7 of the following table.	
5. Does the company refer to international reporting standards or guidelines for the preparation of corporate social responsibility reports and other reports that disclose non-financial information? Does the company obtain third-party verification or assurance for the reports above?	✓		The compilation and drafting of the Company's 2021 Sustainability Report adhered to the "Core" option of the GRI Standards published by the Global Reporting Initiative (GRI), the Task Force on Climate-Related Financial Disclosures (TCFD) framework, and the Semiconductor Sustainability Accounting Standard 2018 issued by the Sustainability Accounting Standards Board. Independent third-party verification was also conducted by the British Standards Institution (BSI) against the AA1000 AS Type II high-level assurance. Limited assurance was also conducted by the accounting firm PwC based on the ISAE 3000 standard. The information for "salary of permanent employees in non-management positions" was verified by the accounting firm Deloitte.	None.
6. If the Company has established corporate sustainable development principles based on "Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", please describe any difference between the principles and their implementation: PTI referred to the "Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and other relevant laws and regulations in formulating our own "Corporate Sustainable Development Best Practice Principles." The Corporate Sustainable Development Best Practice Principles were approved for implementation by the Board of Directors on November 8, 2013. Amendments were passed by the Board on November 4, 2016, to improve Corporate Sustainable Development performance, promote better corporate governance, develop a sustainable environment, protect social welfare and strengthen the disclosure of Corporate Sustainable Development information. There is no difference between the defined principles and their implementation. These principles apply to the overall business activities of PTI and all subsidiaries.				
7. Other supplement information: Referred to Explanation 8.				

Explanation 1: Performance management targets for energy/resource recovery were set by PTI to improve resource utilization and reduce the environmental impact of production activities.

1. Establish energy and resource performance management goals:

The results are reviewed on a regular basis; We also assessed and advocated the use of reclaimed materials with low environmental burden/impact where it does not affect product quality. To protect the environment as well as cope with the effects of climate change and water resource depletion, we are gradually increasing our waste recycling and energy savings every year. Reclamation of process water has also been increased as an alternative to tap water use.

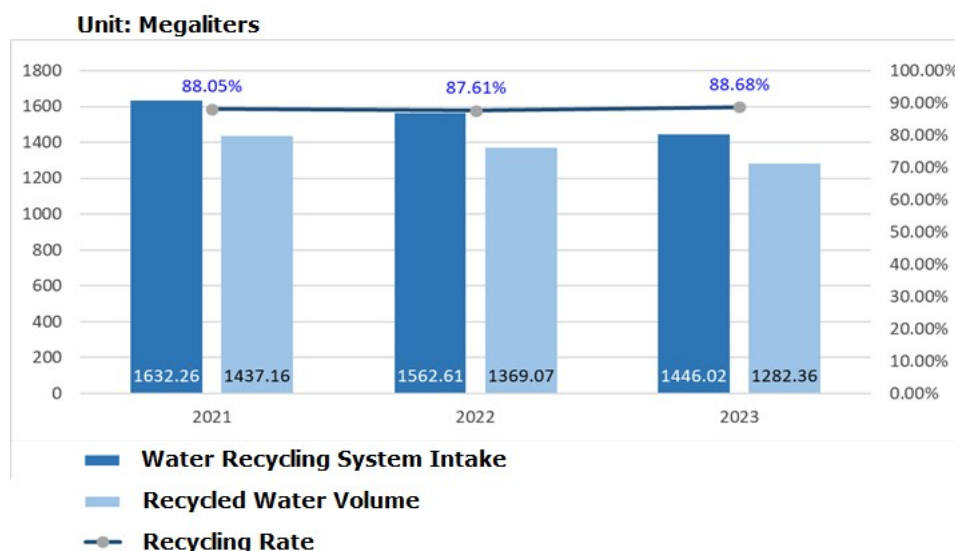
1. 2023 energy concentration status:

Item	2022	2023	YoY
Power Concentration (kWh/NT\$K)	14.47	15.84	Rose 9.47%
Water Concentration (Usage)/Revenue(NT\$M)	56.30	65.77	Rose 16.82%
Waste Concentration (Volume)/Revenue(NT\$M)	0.15	0.15	-

Item	2021	2022	2023
Waste Recycle (Tone)	1,034.64	1,066.00	3,758.59(Note)
Electronic Saving (kWh)	13,036,365	11,435,224	17,240,951
Waste Water Recycle (Tone)	1,437,157	1,369,070	1,282,359

Note: Waste recovery projects have been expanded to include resource recovery, recycling, energy recovery, etc.

2.2023 PTI recycled 88.68% waste water during dicing and grinding process.



Note: 1. Facility process dicing and grinding including: Plant 2A/B, 3A, 3C, and 8.

2. $\text{Recycle rate \%} = \left\{ \frac{\text{Recycle water volume (m}^3\text{)}}{\text{Recycle Equipment Water input (m}^3\text{)}} \right\} \times 100\%$

3. 2022 target water for dicing and grinding recycle rate was 85%.

2. Renewable energy consumption targets

Two plans will be progressively rolled out between 2022 and 2023 on renewable energy use. These were:

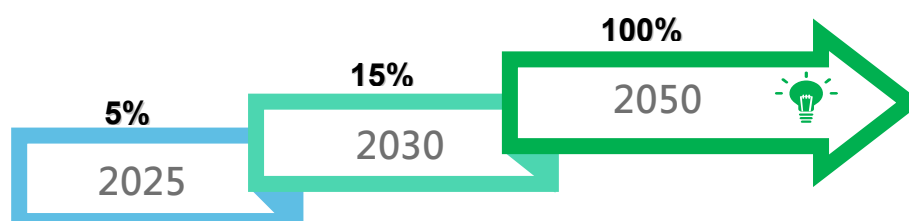
1. Implement renewal energy project

- Installation of solar power equipment on the roof of the planet in 2022 with power generation to commence in 2023.
- Purchase of green energy from renewable energy providers and engage in green energy wheeling from 2023 onwards.

The two projects are expected to supply around 7.5 MWh of renewable energy (green energy 1%) each year and reduce carbon emissions from electricity consumption; it will also meet two years early the requirement for major electricity consumers to use renewable energy for 10% of their contract capacity by 2025 set by the government.

2. Med-to-Long term target: Net zero schedule in line with international standard.

- Green entry reached 3% by 2025 and 15% by 2030.
- 100% Renewal energy by 2050 in line with RE100 standard.



Explanation 2:

PTI is actively responding to the potential business impacts of climate change and is committed to the continued reduction of greenhouse gases, waste, and wastewater discharge. We are actively working on plans and configurations that optimize our energy efficiency, conducting R&D on low-carbon or energy-efficient processes and services, continuing to review our risks and opportunities under the Task Force on Climate related Financial Disclosures, (TCFD) framework every year, and conducting trans-organizational assessments on climate change risks and response measures. The management team takes the findings into account in their business decisions to turn crisis into opportunity. These positive changes are also being pushed out to our suppliers to build a resilient climate change culture so that we can realize our goals and responsibilities on sustainability. The outcomes of PTI's 2023 TCFD assessment were as follow:

1. Risk factors: Increase in demand for use of green electricity, increase in carbon prices (carbon taxes), and increase in demand for alternative low-carbon products and services.
2. Opportunities: Development of low-carbon or energy-efficient products, upgrading of green production, distribution and logistics processes, improvements to energy efficiency.
3. Response: The four core elements of governance, strategy, risk management, and metrics and targets in the TCFD framework were used to identify climate change risks and opportunities. The results were then used to formulate response measures and business continuity plans that help mitigate the impact of climate risks. PTI can then take advantage of climate opportunities to the resilience of our business operations.

Explanation 3:

Measures such as energy conservation, carbon reduction, greenhouse gas reduction, reduced water consumption and waste management were promoted by PTI through the internal management system and various pollution control facilities to fulfill our corporate social responsibility. Our goal is to promote sustainable environment. An explanation of the statistics from the past two years is provided below:

1. GHG emissions, water consumption and total amount of waste
 - (1) Greenhouse gas emissions

A voluntary GHG inventory has been conducted by PTI every year since 2007. The inventory outcome serves as the basis for reduction efforts. The 2023 GHG emission statistics for PTI were based on data from actual inventories conducted at each production site that were verified by an independent third-party (BSI). Direct GHG emissions (Scope 1) accounted for 3.13 % of total emissions. The main source of indirect GHG emissions (Scope 2) was electricity consumption and accounted for 96.87% of total emissions. The GHG reduction strategy implemented by PTI focused therefore on electricity management and reduction of electricity use. GHG emissions over the past two years are shown in the table below:

Emissions of greenhouse gases by PTI in the last two years are as follow:

Greenhouse Gas Emission (Unit: ton CO2e/ year)		
Item	2022	2023
Category 1	14,452.87	18,777.99
Category 2	377,208.72	331,455.96
Total Emission	391,661.59	350,233.95

Remark: The GHG data of 2023 is the result of self-inventory, and third-party verification is expected to be completed before the end of July 2024.

(2) Water Usage

Extreme weather caused by climate change significantly impacted the water resources. PTI has been taking proactive actions for usage reduction, recycle and re-use. Table summarized the water usage for 2022 and 2023:

Item	2022	2023	Percentage
Tap Water (Tons)	2,904,510	2,734,971	Decrease 5.8%
Unground Water (Tons)	62,747	45,573	Decrease 27.4%

(3) Waste Material

2023 PTI generated 6,367.41 tons of hazard wasted material during the cleaning wafer process. PTI generated 2,275.92 tons of wasted material from waste water process which were handled by qualified vendors. In 2023, PTI Taiwan recycled total 4,091.49 tons of recyclable waste which was mainly sludge produced during wastewater treatment.

The amount of non-hazardous waste recycled (including energy recovery) totaled 3,743.48 metric tons. Through measures such as recycling and reuse, the 2023 non-hazardous waste recycling rate (including energy recovery) reaches 91.5%. And through the implementation of resource classification and circular economy in the factory, resources are recycled and reused to reduce the impact on the environment.

2. Promote energy saving, greenhouse gas reduction, water usage reduction, waste management and other measures in responds to climate change, PTI has annual goals and manage the results of our environmental protection outcome via data management. This includes:

(1) 2023 Annual Goals

- A.Non-hazardous waste recycling rate (including energy recovery) reaches 91.5%
- B.Efficiency of water reclamation system for cutting, trimming, and polishing processes reached 88.68%.
- C.Realized the target of a 1% saving in electricity consumption. Electricity consumption was reduced by 17,240,951 kWh, equivalent to the reduction of 8,535 tones CO₂e in carbon emissions.
- D.Realized the target of 1% carbon reduction; Reduce GHG emissions by 15% between 2015 and 2030
- E. A total of 117 energy conservation and carbon reduction measures were proactively executed for factory facilities and production processes.
- F. Climate change performance from the Carbon Disclosure Project (CDP): The 2023 CDP rating of B placed us in the Management grade.
- G. Water Questionnaire (WQ) performance: The B- rating from Water Questionnaire in 2023 placed us in the Management grade.
- H.In response to the impact of climate change on corporate operations and to provide disclosure of concrete climate change information, the Company conducted business inventory and risk identification on climate change in 2023 based on the TCFD management mechanism. The direct or indirect impacts of extreme weather, the effects of transformation from regulatory, technical or market requirements, as well as the risks and opportunities for the Company's business activities from other cultural and social dimensions were analyzed. A TCFD thematic report was then issued and disclosed on the corporate website.

(2) Environmental Management Plan

To fulfill company's corporate social responsibility and through the correct use of pollution monitor system, PTI has a long-term plans and measures for environmental management:

- A. Air Emission: PTI Taiwan installed air pollution prevention equipment especially designed for reducing Volatile Organic Compound (VOCs) emissions. They are tested regularly to comply with the treatment efficiency tests.
- B. Wastewater Recycle: Recycle and reuse the wastewater from the dicing and grinding process in order to reduce the use and protection of water resource.
- C. Waste Removal: PTI complies with the law in regard to the treatment of generated waste. We implement a proper recycling program at the source of the waste to improve the recycling efficiency. By collecting, classifying, reducing, and recycling, our major strategy focuses on "recycling" instead of "dumping." Transforming waste to resources will not only reduce impact on environment, but also increase the value generated by recycling.
- D. Audition and Coaching the Contractor: PTI audit our supplier and outsourcer with environmental pollution risks regularly. We also coach our contractor to carry out environmental protection duties; altogether we fulfill our responsibility of environmental protection as enterprise, and the goal of sustainable supply chain.
- E. Energy Saving and Carbon Reduction: An energy-saving cross-department task force to monitor energy saving project and the reduction of energy and greenhouse gas emission. PTI voluntarily provide carbon emission information in order to correspond with global trend.
- F. Autonomous Environmental Monitoring: Consist of wastewater properties, noise, air quality and waste monitoring in order to control the effective and impact of enterprise activities.
- G. Alternation of Environmental Permit: Update our environment permits to corporate with our enterprise activities and allow our activities and emissions in accordance to the law

(3) Environmental Protection Department

The company has Occupational Safety and Environmental Protection Section, specific in the management and promotion of occupational Safety and environmental protection, also, supervise pollution prevention facilities are function normally. Furthermore, the occupational safety and environmental protection committee consists of high ranking supervisors and selected departmental representative, which, in charge of drafting, responding to, and executing topics related to sustainable environment.

(4) Environmental Safety and Health Policy

To implement environmental safety and health protection values into business operations and every employee, the company has established "Environmental, Health and Safety Policy" and put actions on our employees, customers and other interest groups. Detailed illustrations are as follow:

- A. Convey our environmental, health and safety policy to our employee, customers and other interest groups.
- B. Comply with policies which demand for environmental protection, health and safety and the demand of the customers.
- C. Participation of damage, disease and accident prevention and damage control from all employees.
- D. Compliance with international environmental protection tendency, promote energy saving and reduce waste.
- E. Continuously review and improve to improve safety, health, environment and energy management goals and overall performance.
- F. Support the procurement of products and services that impact energy performance

Explanation 4:

To accomplish long-term developments of the Company while at the same time maintaining the living standards of our employees, the overall remuneration of PTI employees is based on professional knowledge and skills, work duties, performance, and long-term contributions as well as the Company's business targets to ensure the competitiveness of the Company's overall compensation. Adequate adjustments are made to their salaries on a yearly basis through the salary survey and by taking the market salary standards as well as the overall economic index and commodity price index into consideration. By continuing to optimize the competitiveness of our remuneration, PTI can attract more outstanding talents and attain a win-win outcome. Also, PTI complies with the relevant labor laws and regulations to hire employees at a salary level higher than the local minimum wage, whether in Taiwan or overseas. In addition to the above-mentioned quality compensation system, PTI also offers comprehensive benefits: from work to life, from everyday life to festivals, we offer a comprehensive benefits system that is better than the legal requirement to encourage and inspire every employee. Rewards and benefits of PTI Taiwan are as follows: Benefit subsidies in 2023 totaled NT\$281,974,631. Details in below:

Category	Details
Other Incentives	<ul style="list-style-type: none"> • Annual Incentives : distributed in Jun and Dec • Quarterly Incentives : base on company financial performance target • Compensation/Encouragement Incentives : base on company financial performance target, individual employee job performance and contribution • Pay Raise : annual adjustment
Fringe Benefits	<ul style="list-style-type: none"> • Special Events (Weeding 、Childbirth 、Hospitalization 、Funeral) • Birthday gifts • New Year Festival 、Dragon Boat Festival 、Mid-Autumn Festival • Movie Tickets • Travel Vouchers • Meals discounts • Free group insurance coverage(Life insurance for spouse & dependent 、accident insurance 、medical insurance 、cancer insurance, etc.) • Free annual physical check-ups • Club Activities • Other Events (Physical or on-line activities depends on plans.) • Discounted Stores (over 700 discounted stores) • Children day care (Contracted with multiples day care facilities to provide various supports).

Explanation 5:

Given the consideration of the working environment and the importance of personal protective equipment, PTI is to provide a safe and healthy working environment. The protection of employee's safety measures is as follow:

1. Implementation of "Environmental Safety and Health Policy"

To prevent occupational injuries and accidents and ensure the safety and health of our workplace, we implemented our "Environmental Safety and Health Policy."

2. Follows the Health and Safety Management System

Based on ISO 14001 and ISO 45001 systems to manage.

3. Measurement of Operating Environments

PTI conducts measurements of operating environments every six month to understand the hazard exposure in workplace environments. If the measurements return abnormal readings, we perform monitoring and improvement on the affected areas.

4. Personal Protective Equipment

To ensure the safety and health of employees and minimize exposure to harmful factors, PTI has implemented its personal protective equipment management regulations and required that employees wear appropriate personal protective equipment when handling hazardous operations.

5. Health Care

We provide comprehensive employee care and health care system to ensure every employee's mental and physical health. Including comprehensive channels for open communication, psychological counseling system, manage and follow up on health conditions with regular and special health examinations and medical counseling service. We value the health of working mothers and manage the prevention of disease triggered by abnormal workload toward employees, thus, creating an excellent work environment and a healthy corporate culture.

6. Training & Development

To raise the awareness of environmental safety and health, beside from training for new employees, PTI organize various training courses annually. Such as, waste management, greenhouse gas inspection, hazardousness identifies, risk and environmental assessment, personal protective equipment management, automatic check, emergency response and health seminars.

7. Health promotion and management

A number of health promoting activities were held in 2021, including: Flu vaccination, employee health exam, blood donation and bone density testing. On-site physician services were provided 289 times in 2021.

8. Occupational Injury Management

In 2023, there were no cases of occupational disease among PTI employees and 16 cases of injuries. Analysis found that "crushing/clamping injuries" and "other" were the most common with each accounting for 43.75% of all injuries. In addition to maintaining a safe environment and facilities, training for new or re-assigned employees were strengthened with regular awareness education. Departmental safety SOPs and operating environment information were drawn up with input from department supervisors to raise the safety awareness of employees and enforce safety management initiatives.

9. Industrial safety inspections

A comprehensive inspection system was established to ensure that health and safety personnel can use the corrective and preventive actions of the management system to identify problems areas and prevent accidents in the factory and its surrounding area. They are also expected to cooperate with the site manager on self-inspections or joint inspections. Identified deficiencies and their correction rate are analyzed by department and type then submitted to the monthly industrial safety meeting and the quarterly meeting of the Occupational Health and Safety Committee for review.

	Responsible Personnel/Content	Frequency
1	Site inspections by industrial safety personnel	No less than once a day
2	Environmental safety inspections by industrial safety personnel	No less than once a week
3	Special environmental inspections by industrial safety personnel	No less than once a month
4	Topical inspections by industrial safety personnel (In response to regulatory changes, incidents, and after internal/external audits)	Random
5	Cross-audit of industrial safety performance management	Once a quarter
6	Industrial safety inspection of production sites	No less than once a week
7	Walk-about management by site management	Random
8	Internal joint inspections by factory director/department heads	Once a month

10. There is no fire incidents in the Company in 2023.

Explanation 6:

The Intellectual Property Management Department is the designated company unit for intellectual property (IP) management. The relevant plans and management activities are as shown below. The status of planning and execution was reported during the 14th meeting of the 9th Board of Directors on November 4, 2022. The details were as follow:

1. Intellectual property strategy

PTI initially focused on boosting our “patent count” to protect our business freedom and strengthen our competitive advantage. Our patent strategy began shifting towards “patent quality” in 2012. We have been integrating our patents with products and technologies over the past years to create value and revenue. We also developed an IP management plan based on the patent strategy of our R&D department, continued to make improvements of the IP management system, and engaged in the production, management and application of IP to maintain our technical leadership.

2. Intellectual property management system

Regulates the acquisition, protection, evaluation, maintenance and use of intellectual property and other related matters, with the Intellectual Property Department being responsible for managing patents and trademarks. The “Guidelines for Patent/Trademark Application and Management” and “Patent Proposal/Application Management System” were formulated and introduced by PTI to encourage the conversion of R&D outcomes into patent proposals by research personnel. These streamlined the process for researchers to submit proposals and allow members of the review committee to determine the value of proposals from all aspects. Patent engineers can also track the progress of patent applications and ensure the quality of execution. For patent rights and trademark rights owned by the Company, establish a management registry that is regularly inventoried and updated.

PTI also formally applied for Taiwan Intellectual Property Management System (TIPS) certification in 2020 and certified in Dec 2020. Certificate was renewal and good through 2023. Random audit will be performed by TIPS to ensure the quality of execution. The certificate is valid until December 31, 2025

3. Potential IP risks and responses

(1) Implementation of regulatory compliance: In the future, business strategy must be connected to IP management and meet the requirements set by IP indicators newly added to the “Corporate Governance Evaluation “in order to achieve regulatory compliance. IP management must therefore be linked to our business strategy to maximize the returns from IP created by PTI and continue improving our ranking in the Corporate Governance Evaluation. The IP management system will be expanded to all local and overseas subsidiaries of PTI Group as well to secure customer recognition of our IP management capability.

- (2) Implementation of IP management: PTI is required by customers to engage in data loss prevention. We have strengthened our management of information security and trade secrets but more work needs to be done to prevent risks from inadequate control of intellectual property rights as a whole. IP audits, IP management documentation and standardized management must be implemented to ensure that PTI and customers' interests are not harmed.
- (3) Protection and application of R&D accomplishments: It is essential for PTI to establish a long-term technological advantage due to the trend towards diversification and high-technology in the packaging & testing industry. We our own in-house R&D capability and the ability to cultivate customers that provide a stable source of orders but there is a risk that competitors may develop similar products. A sound IP management system must be established for preemptive protection and application R&D outcomes to prevent the development of similar products by competitors that impact on our competitiveness in the industry.

4. Future planning

Continue to strengthen the intellectual property management regime and system, and to continue making improvements to IP management to ensure that R&D results are converted into IP and given effective protection; we will continue to implement measures such as R&D management, personnel management, and confidential information management to ensure alignment with industry trends and the Company's operational goals. Intellectual property rights such as patents, trademarks, and trade secrets will continue to be accumulated as well to enhance the company's competitive advantages as well as strengthen our defensive and response capabilities.

5. PTI IP awarded as of end of Dec 2023:

IP Case Number	■ Innovation Patten	Domestic	24 cases	Approved : 268 cases	International	Applied : 54 cases	Approved : 186 cases
	■ New Patten	Domestic	Applied : 0 cases	Approved : 5 cases	International	Applied : 0 cases	Approved : 3 cases
	■ Logo	Domestic	Applied : 0 cases	Approved : 18 cases	International	Applied : 0 cases	Approved : 23 cases
IP Category	Copyrights	International : 2		Trade Secrets	Listed in index		

Explanation 7: Supplier Management Guidance:

PTI has established effective and comprehensive supplier management guidance to secure suppliers and company sustainability.

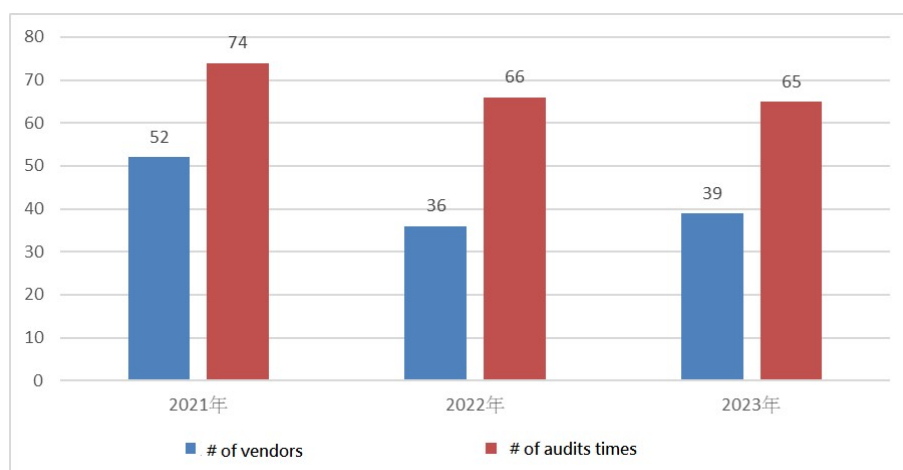
New Supplier Evaluation	<ul style="list-style-type: none"> Assess new suppliers, including paper, plant and sample evaluations. Supplier candidates must sign the "Business Integrity Commitment" and abide by the RBA Code of Conduct. Complete the supplier bribery risk and due diligence procedures to implement anti-bribery and anti-corruption. Those who meet PTI's requirements are eligible suppliers.
Supplier Assessment	<ul style="list-style-type: none"> Assess supplier of raw materials every season / 6 months. Assessment criteria include quality, delivery date, cost, and technology. Suppliers that fail the assessment are required to improve within a time limit and provide evidence of improvement or arrange for an on-site inspection.
Supplier Audit	<ul style="list-style-type: none"> Major raw material suppliers are audited annually. Auditing categories include quality management system, green product system, environment, safety, health system and RBA system (Labor Rights). When shortcomings are identified, suppliers are required to submit appropriate improvement plans with specific goals and time limits. Those who fail to achieve the goals within the time limit are disqualified as suppliers.
Supplier Consultation and Training	<ul style="list-style-type: none"> Conduct regular on-site consultation and training including RBA Code of Conduct, human rights issues, etc. to suppliers. "Supplier Social Responsibility Forum" is held annually to promote the green policy, quality policies, business integrity and ethics, CSR, etc. Direct materials suppliers must have international certifications such as the ISO 9001 Quality Management System. Those without certification must provide plans to obtain such international certification. Encourage suppliers to use electronic receipts to reduce the consumption of natural resources.

1. Supplier evaluation

Key raw material suppliers must pass supplier evaluation and undergo regular audits to ensure that they comply with PTI requirements on sustainability management and partner quality. All of PTI's raw material suppliers are evaluated quarterly against quality, delivery, cost, and technology targets. If any quality or delivery issues are identified during the evaluation, the supplier will be required to carry out immediate corrective action. They must then also provide supporting documentation on their corrective actions or undergo an on-site audit. All raw material suppliers evaluated in 2023 reached the standard for supplier eligibility.

2. Supplier audits

Key raw material suppliers are screened by PTI and evaluated on the basis of quality of process requirements. The evaluation outcome is then used to organize the audit plan. A total of 39 domestic suppliers were audited in 2023. These included key suppliers of raw materials and labor services. In 2023, audits were conducted at 41 suppliers including major raw material suppliers and labor suppliers. We audited the Responsible Business Alliance Code of Conduct systems and business continuity management systems of suppliers scheduled for annual audits or classified as high-risk. The audit controls served to prevent or reduce negative impacts on society. A total of 65 audits were conducted. The majority of non-conformities identified during on-site supplier audits in 2023 related to process control, occupational health and safety management, fire safety, SOP implementation and 6S management on the production line. Suppliers were asked to implement corrective action by the given deadline. Follow-up inspections found that corrective action was carried out for all non-conformities and no supplier were disqualified as a result of audits.



3. Hosting of “Supplier Social Responsibility Conference”

A supplier conference is held by PTI every year to establish a sustainable supply chain and effectively convey the concepts of corporate social responsibility. In addition to promoting joint growth and positive relations with suppliers, the conference is also used to share trends in sustainable development and the social responsibility activities on each side. By working together to promote the ideals of social responsibility, PTI and its suppliers can have realized the shared values of sustainable development and mutual success.

A total of 149 vendors and more than 177 representatives of chemical, material and human resources companies took part in the 2022 “Supplier Social Responsibility Conference.” The conference agenda encompassed developments and requirements of international GP regulations, information security awareness, environmental health and safety reviews, and creating sustainable new value together through CSR. These topics helped suppliers understand the direction that PTI is taking on sustainability so that everyone can work together towards the common goal of a sustainable future.

Explanation 8: Status and Results of the Practice of Sustainability:

《Social Aspects》

1. Talent Recruitment

PTI continues to provide job opportunities by employing over 730 employees in 2023. At the same time, we hire from the minority groups which helps resolve their economic pressure. In 2023, we have 39 employees from minority group.

2. Employment for Disabled People

To attend the needs of disable people and improve our work environment, we welcome physically or mentally disadvantaged persons to work at PTI. PTI continues to hire disabled people in accordance to the law, as of Dec. 2023, PTI have 111 employees from disadvantaged group and we have hired 25 persons in 2023.

Year	2019	2020	2021	2022	2023
Number of Employee with Disability	112	116	116	123	111

3. Establishment of “PTI Education Foundation”

PTI has established the "PTI Educational Foundation" (the Foundation) in 2017, to promote technology education, culture education, and talent development, as well as to be responsible corporate citizens. The foundation has been actively involved in community services to make the world a better place to live in.

2023 community give back NT\$3,380,647 activities included:

✧ Bridging the education gap to create endless possibilities for children:

The PTI Education Foundation sponsors the club activities held every Wednesday afternoon at Danan Elementary School in Miaoli County and the local Ching Shuei Elementary School, a rural school. In 2022 we began sponsoring the Little League baseball team at Taoyuan Elementary School to help the children realize their baseball dream. We have invested educational resources in multiple areas in the hopes of improving the quality of education and reducing the resource gap for children. We aim to give every child an equal opportunity for high-quality education and self-development.

✧ Technology and cultural education activities:

No matter how bad the pandemic became, talent development continued without pause. The 2023 PTI Future Star Summer Internship Program was launched on schedule and a variety of highly focused, content-rich online courses were also designed. We provided a comprehensive training mechanism led students on an exploration of the semiconductor packaging and testing industry that inspire their creative thinking skills and encouraged them to put what they learned to good use.

✧ Taking over the future:

PTI's support for the baseball and softball teams of Wufeng Elementary School and Shangguan Elementary School benefited about 50 students of remote rural schools. Providing a better environment for young players will help them focus on growing through baseballs so they can pursue their dreams and shine in the future.

✧ PTI XMAS Camp Day:

“PTI XMAS Camp Day” invited Green Light children and their families to family day activities in the serene surroundings of Shuizen Forest Park. Meticulous planning by the Employee Welfare Committee left the children with many fun memories.

✧ Technology education promotion:

In 2023, PTI was invited by the GOLF alliance to serve as the keynote enterprise speaker at the National Taipei University of Technology to introduce students on campus to the world of semiconductor packaging and testing. Industry, company, in-service and internship training programs were used to invite the next generation of talent to join PTI. Over the last few years, PTI has actively invested in youth empowerment building links between businesses and campuses. We also practiced CSR and boosted exposure for PTI in order to satisfy our internal demand for talent and build on the value of talent cultivation.

✧ Migrant workers' language education:

Migrant workers who come to work in Taiwan often face difficulties in everyday life and at work due to poor language skills and cultural differences. To improve the language skills of migrant workers, PTI partnered with "Chinese Language Teaching Center of Minhsin University of Science and Technology" to help migrant workers improve their Chinese proficiency so they can better adapt to living and working in Taiwan.

4. Volunteers Activity

PTI founded the volunteering club and with the resource from PTI Education Foundation. We were able to actively promote community service and care, also, be responsible corporate citizens. The company events invite charity groups to setup stalls to increase fundraising for the minority children, elderly living alone, and charity groups.

5. Industrial-Academy Collaboration

PTI has dedicated to the cultivation of students, enthusiastically working with nearby schools to create more job opportunities. PTI promotes industry-academy collaboration to ensure talents are properly developed and willing to stay with the company, thereby creating a win-win collaboration between corporate and sociality.

《Employee Aspects》

1. Policy for Positions Retained without Pay

Following government regulations, PTI (Taiwan) allows applications for positions retained without pay from any gender to encourage childbirth. As for 2023, there are a total of 331 childbirths under this policy. Number of childbirths in the past three years is 1,026.

2. Positions Retained without Pay:

✧ In 2023, 192 employees applied for maternity/ paternity leave without pay, and 37 male employees which accounts 18.75%. Among those who applied for position retained without pay for maternity or paternity, 79% of employee returned to their positions. After returning to their positions for one year, retention rates were 84%.

✧ Breastfeeding Room: We encourage postnatal employees to feed and collect breast milk. All plants are equipped with breastfeeding rooms with refrigerators installed for breastfeeding mothers to use.

✧ Reserved Parking Spots for Pregnant Women: To allow pregnant women and postnatal mothers to have more convenient workplace, we have reserved parking spots for pregnant women for their priority parking.

✧ Partner maternal and child institutions: The Company has contracted with 15 institutions in employee neighborhoods such as hospitals, clinics, post-natal care centers, quality kindergartens and childcare centers to provide employees with high-quality services from pregnancy, post-natal care to childcare and child development.

Implementation of Climate-Related Information

Item	Implementation status														
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	<p>Board of Directors</p> <p>PTI attaches great importance to shareholders' rights and interests, and the Board of Directors form the core of our business operations. The Board of Directors plays a supervisory and commanding role in the promotion of climate change and sustainability management strategies as well. Its subordinate Risk Management Committee, Remuneration Committee and Audit Committee assist the Board with oversight of corporate sustainability and climate change-related management actions. Each committee also briefs the Board of Directors on a regular basis.</p> <table border="1"> <thead> <tr> <th>Organization</th><th>Job</th></tr> </thead> <tbody> <tr> <td>Risk Management Committee</td><td>Assist in reviewing risk management policies, identifying and adapting to climate change risks, risk tolerance, and supervising the implementation of various risk management systems.</td></tr> <tr> <td>Remuneration Committee</td><td>Evaluate and ensure that individual compensation is linked to the Company's operating and ESG performance.</td></tr> <tr> <td>Audit Committee</td><td>Supervise the company's overall business risks.</td></tr> </tbody> </table> <p>Management</p> <p>- In addition to the support of senior managers, the promotion of carbon reduction, environmental sustainability, and other issues also requires the participation and cooperation of all units. PTI uses sustainability goals as the vertical axis and cross-functional organizations as the horizontal axis to outline all the areas of interest in each dimension of environmental sustainability. Providing senior executives and management with the big picture facilitates effective support and assistance.</p> <p>- We have established climate risk identification and response procedures for "top-down command and supervision, bottom-up response and feedback" that are implemented by TCFD Promotion Team and Energy Conservation Team. The outcomes are reported to the Industrial Safety and Environmental Protection Committee, ESG Committee and Risk Management Promotion Team. Impact analysis and risk identification for climate change are conducted and the results compiled by the Risk Management Committee.</p> <table border="1"> <thead> <tr> <th>Organization</th><th>Job</th></tr> </thead> <tbody> <tr> <td>Risk Management Promotion Team</td><td>The "Risk Management Promotion Team" was also set up under the Risk Management Committee to support the practice of climate governance. The team is organized as a task force headed by the President who also appoints a deputy team leader while the Chief Governance Officer serves as the executive secretary. The task force meets periodically to discuss risk topics including the effect and threat of extreme weather to company operations. An annual report is also made to the Risk Management Committee for discussion to ensure effective risk management.</td></tr> <tr> <td>ESG Committee</td><td>When matters relating to corporate sustainability management are discussed, the President serves as the convener while the Sustainable Development Management Office serves as the executive secretary to assist with the implementation of activities relating to sustainable development policy goals. Issues of</td></tr> </tbody> </table>	Organization	Job	Risk Management Committee	Assist in reviewing risk management policies, identifying and adapting to climate change risks, risk tolerance, and supervising the implementation of various risk management systems.	Remuneration Committee	Evaluate and ensure that individual compensation is linked to the Company's operating and ESG performance.	Audit Committee	Supervise the company's overall business risks.	Organization	Job	Risk Management Promotion Team	The "Risk Management Promotion Team" was also set up under the Risk Management Committee to support the practice of climate governance. The team is organized as a task force headed by the President who also appoints a deputy team leader while the Chief Governance Officer serves as the executive secretary. The task force meets periodically to discuss risk topics including the effect and threat of extreme weather to company operations. An annual report is also made to the Risk Management Committee for discussion to ensure effective risk management.	ESG Committee	When matters relating to corporate sustainability management are discussed, the President serves as the convener while the Sustainable Development Management Office serves as the executive secretary to assist with the implementation of activities relating to sustainable development policy goals. Issues of
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Item	Implementation status	
		<p>stakeholder concern are also discussed.</p> <ul style="list-style-type: none"> • TCFD Promotion Team: The Sustainable Development Management Office serves as the convener and carries out the identification of TCFD climate-related risks and opportunities every year. The TCFD climate-related risks and opportunities identified each year are reported to and discussed by the ESG Committee” to provide the management team with a reference for its decision-making.
	Industrial Safety and Environmental Protection Committee	<p>The President serves as the convener and is responsible for the study and discussion of matters relating to industrial safety and environmental protection. The goals are prevention of occupational injuries and pollution, improvement of environment, safety, and health (ESH) in the workplace, and enhancing ESH management. Quarterly meetings are convened to discuss issues such as climate change and environmental protection. For example: Development of environmental and energy-saving performance indicators, as well as the tracking and improvement greenhouse gas inventory results.</p> <ul style="list-style-type: none"> • Energy Conservation Team: The Factory Affairs Department serves as the convener for annual forums on energy conservation issues and energy management at each factory. Annual energy conservation statistics are also compiled and reported to the Industrial Safety and Environmental Protection Committee.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	The analysis of climate risks and opportunities please refer to 2023 ESG Report “7.1 Climate Change and Energy Management.”	
3. Describe the financial impact of extreme weather events and transformative actions.	The analysis of financial impact to climate changes please refer to 2023 ESG Report “7.1 Climate Change and Energy Management.”	
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Identification and monitoring of risks please refer to 2023 ESG Report “2.3 Risk Management” and “7.1 Climate Change and Energy Management.”	
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.	Climate-related risks and opportunities impact on PTI's strategy and financial planning. We use quantitative and qualitative analysis of climate-related scenarios so that appropriate response strategies can be adopted. Discussions are held by PTI on the Concentration Pathway Scenario (RCP) 2°C Scenario (2DS), and 1.5°C Scenario during the project meetings. Issues such as climate change risks and opportunities are assessed on the physical risks, transition risks, opportunity sources and so on in these scenarios.	
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.	PTI Formulate related management indicators in response to the impact of climate change, including improving energy-saving efficiency, saving 1% electricity consumption, setting up a project for renewable energy vouchers in the roof frame of the plant, renewable energy use of 3%, execution of ISO 14064 greenhouse gas inventory, ISO 14067 product carbon footprint, etc. And understand carbon exhaust hot spots and implement reducing carbon emissions by 3%, actively practice carbon reduction paths, and move towards 2050 net zero targets.	

Item	Implementation status
	PTI develop carbon reduction measures based on customer, product characteristics, and comprehensive implementation of environmental management plans, including planning to obtain the “Cleaner Production Assessment System” certificate, improving resource use efficiency and goals, and expanding water resource and waste recycling, as well as investing in the development of low-carbon and environmentally friendly products or processes, working together with the supply chain on low-carbon transformation projects, etc., to practice responsible production and concrete actions, and strive for a better society and environmental sustainability.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Assessing factors such as international trends and regulatory requirements, PTI is still studying internal carbon pricing management measures, which are expected to be implemented in 2026.
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.	For the various goals and implementation progress, please refer to 2023 ESG Report “1.6 2023 Performance Summary and 2024 Goal Setting” and “Chapter 7 Implementing Green Sustainability.”
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan.	Greenhouse gas inventory data please refer to 2023 ESG Report “7.1 Climate Change and Energy Management.”

**(VI) Ethical Corporate Management – Implementation Status and Deviations
from the Ethical Corporate Management Best Practice Principles for
TWSE/TPEX Listed Companies and the Reasons**

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Explanation	
1. Establishment of ethical corporate management policies and programs				Comply with regulations.
(1) Does the company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?	√		The Company's Board of Director has approved "Corporate Conduct and Ethics Policy" base on the guidance of "Public Company Conduct and Ethics Practice Principles" on April 30 2013, and approved the 1st amendment on Feb 9 2015. 2nd amendment approved on Nov 2 2018. 3rd amendment approved on Mar 10 2020. 4th amendment approved on Mar 10 2022.	
(2) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies?	√		The Company has established the following guidance: 1. Prohibition against Providing or Accepting Improper Benefits 2. Prohibition against and Handling Procedure for Facilitating Payments 3. Avoidance of Conflict of Interest 4. Procedures for Making Political Contributions, Charitable Donations or Sponsorships 5. Procedures for Developing & Establishing Business Relationship 6. Disclosure of Ethical Management Policy to the Public 7. Prohibition against Insider Trading 8. Prohibition against Disclosure of Confidential Information 9. Prohibition against Infringement of Intellectual Property Rights 10. Prohibition against Acts of Unfair Competition 11. Preventing Products or Services from Damaging the Stakeholders 12. Report system, dishonesty behavior disposal, reward and punishment and appeal system	
(3) Does the company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?	√		Please refer to Explanation 1.	
2. Ethic Management Practice				Comply with regulations.
(1) Does the company assess the ethics records of those it has business relationships with and include ethical conduct related clauses in the business contracts?	√		Please refer to Explanation 2.	
(2) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors,	√		The Company has set up a CSR Office on Aug 1, 2014 and renamed as Corporate Sustainability Development Office and approved on Mar 10 2022 board meeting. The office is dedicated to promote and enforce ethical	Comply with regulations.

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Explanation	
and does it regularly (at least once a year) report to the board of directors on its ethical corporate management policy and program to prevent unethical conduct and monitor their implementation?			practices and reported directly to the Board of Directors. No less than once per year report to board. (Oct 31 2023 10th term 4th board meeting reported Status of practice of business conduct and ethics.)	
(3)(Has the company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?	√		Employment contract stated all employees should avoid conflict of interests. Every employee every year signs "Agreement of Avoidance of Conflicts of Interest." starting from 2015. 2016 implement online training course for Code of Ethic and weighted in training scores with annual evaluation.	
(4)Does the company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits?	√		The Company has established comprehensive accounting and internal control procedures and reporting system.	
(5)Does the company provide internal and external ethical corporate management training programs on a regular basis?	√		Please refer to Explanation 3.	
3.Implementation of Complaint Procedures				Comply with regulations.
(1)Has the company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistle blowers?	√		The Company has established communication channels and complaint reporting system. Dedicated personnel handle complaints and make sure whistleblower identity will remain anonymous.	
(2)Has the company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner?	√		Please refer to Explanation 4.	
(3)Has the company adopted proper measures to protect whistle-blowers from retaliation for filing complaints?	√		The Company has established proper procedure to keep whistle-blower identity anonymous and away from wrongful conducts.	
4.Information Disclosure Does the company disclose its ethical corporate management policies and the results of their implementation on its website	√		The information and results of Code of Business Conducts and Ethics were available on MOPS and company website. https://www.pti.com.tw/zh/ir/corporate/majorinternalpolicies	Comply with regulations.

Assessment Item	Implementation Status			Non-implementation and Its Reason(s)
	Yes	No	Explanation	
and the Market Observation Post System (MOPS)?				
5.If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviations between the principles and their implementation: Compliant with Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.				
6.Other important information to facilitate a better understanding of the status of operation of the company's ethical corporate management policies (e.g., the company's reviewing and amending of its ethical corporate management best practice principles): PTI has been regularly reviewed the conduct and ethics compliance practices. 4th amendment was approved by Board on Mar 10 2022. Amendment was intended to improve the performance of the practice. Corporate Sustainability Development office was in charge of the implementation and directly report to the Board.				

Explanation 1:

The Company has placed the flowing procedures in place for business activities with higher risk of ethical conducts defined by Article 7 Item 2 of Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies:

- 1.Assist to incorporate the business integrity and ethics into the business strategy of the Company, and to establish the preventive measures in accordance with the laws and regulations to ensure the business integrity.
- 2.Regularly analyze and evaluate the risk of dishonesty in the business scope, and according the plans to prevent unethical business conduct, and to set forth the related work scope, standard procedures and guidelines for each plan.
- 3.Propose internal organizations and job functions, and cross-checking monitoring systems for those business activities within operation scope that may involve high unethical business conduct.
- 4.Hold the business ethics education training courses to let the employees understand the determination, policy and preventive action of the business ethics and the consequences of involving unethical conduct.
- 5.Set up the channels to report unethical conducts, and the categories and investigation procedures for each type of unethical conducts, and ensure the effective implementation.
- 6.Assist the Board of Directors and the managerial personnel to examine and evaluate the effectiveness of the preventive action for unethical conducts, and evaluate and report the relevant compliance procedures on a regular basis.
- 7.Establish the data related to the implementation of business integrity, and analyze and evaluate the effectiveness of such ethics implementation, and disclose such ethics policy, implementation status and evaluation result in the website and annual report of the Company, and disclose the Guidelines in the Market Observation Post System
- 8.Certified for ISO 37001 Anti-Bribery Management System as a guide for corporate governance enhancement

Explanation 2:

Evaluation for risk of ethic conducts before engaged with suppliers. Evaluation items included:

- 1.Operation locations, organization structure, operation policy, and payment location.
- 2.Ethical conduct status and practice.
- 3.Located in high risk of countries.
- 4.Industry belongs to high risk category.
- 5.Long term profitability and reputation.
- 6.Consult other vendors.
- 7.History of bribery or misconduct.

Before entering into a contract with another party, the Company shall gain a thorough knowledge of the status of the other party's ethical management, and may make the observance of ethical management as a part of the terms and conditions of the contract, stipulating at the least the following matters:

- (1) When a party to the contract becomes aware that any personnel has violated the terms and conditions pertaining to prohibition of commissions, rebates, or other benefits, the party shall immediately notify the other party of the violator's identity, the manner in which the provision, promise, request, or acceptance was made, and the monetary amount or other benefit that was provided, promised, requested, or accepted. The party shall also provide the other party with pertinent evidence and cooperate fully with the investigation. If there has been resultant damage to either party, the party may claim damage from the breaching party.
- (2) Where a party is discovered to be engaged in unethical conduct in its commercial activities, the other party may terminate or rescind the contract unconditionally at any time.
- (3) Specific and reasonable payment terms, including the place and method of payment and the requirement for compliance with related tax laws and regulations.

Explanation 3:

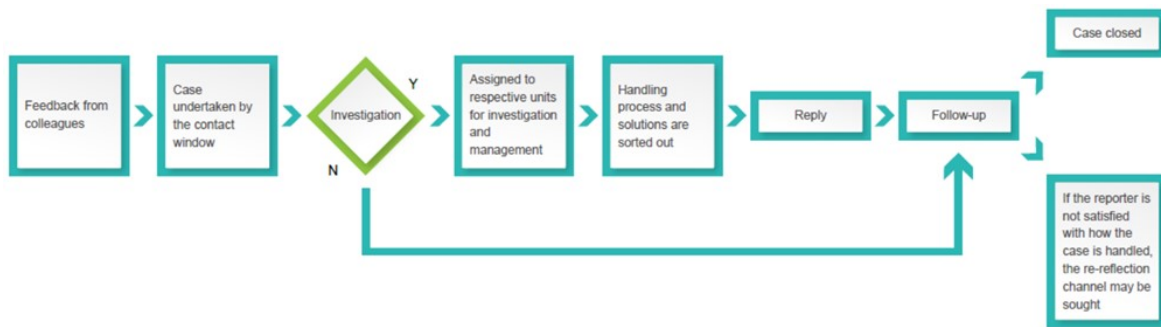
(1) 2023 Internal Training Details:

No.	Course	Hours per person	Number of Employees	Total hours
1	TIPS IP Management	1.00	3,906	3,906.0
2	Individual Identity Security.	1.00	10,667	10,667.0
3	Aware of Energy Management and Saving	1.00	10,667	10,667.0
4	Training for new hire employees.(Including data security, and code of ethics)	0.45	416	187.2
5	Corporate Ethics Conduct.	1.00	10,667	10,667.0
6	Cyber Security focus on Fishing email	1.00	76	76.0
7	Cyber Security	1.00	20,787	20,787.0
8	Law of Trade Secret	1.00	10,667	10,667.0
9	Work Place Sexual Harassment Prevention	1.00	10,667	10,667.0
10	General safety and health training	1.00	10,067	10,067.0
11	Hazardous chemical generals training	1.00	10,667	10,667.0
Total		-	99,254	99,025.2

(2) Supplier and contractor training:

1. Perform 2023 "Supplier's Social Responsibility Propaganda", with a total of 156 manufacturers and 184 participants; the agenda content covers integrity operations and anti-bribery.
2. All contractors and factory manufacturers will complete the relevant training of the factory before entering the factory, including integrity operations and anti-bribery.

(3) Standard flow of investigation and procedure:



(VII) Posting of Code of Business Conduct and Ethics:

Information for Code of Business Conduct and Ethics can be found on:

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

Company website: <http://www.pti.com.tw>

(VIII) Other Significant Information Regarding Code of Business Conduct and Ethics:

None.

(IV) Internal Control System Execution Status

1. Statement of Internal Control System

Powertech Technology Inc.

Statement of Internal Control System

Mar 8, 2024

Based on the findings of a self-assessment, Powertech Technology Inc. (PTI) states the following with regard to its internal control system during the year 2023:

1. PTI's Board of Directors and Management are responsible for establishing, implementing, and maintaining an adequate internal control system. Our internal control is a process designed to provide reasonable assurance over the effectiveness and efficiency of our operations (including profitability, performance, and safeguarding of assets), reliability of our financial reporting, and compliance with applicable laws and regulations.
2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its stated objectives. Moreover, the effectiveness of an internal control system may be subject to changes due to extenuating circumstances beyond our control. Nevertheless, our internal control system contains self-monitoring mechanisms, and PTI takes immediate remedial actions in response to any identified deficiencies.
3. PTI evaluates the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (herein below, the "Regulations"). The criteria adopted by the Regulations identify five key components of managerial internal control: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communication, and (5) monitoring.
4. PTI has evaluated the design and operating effectiveness of its internal control system according to the aforesaid regulations.
5. Based on the findings of such evaluation, PTI believes that, on December 31, 2022, we have maintained, in all material respects, an effective internal control system (that includes the supervision and management of our subsidiaries), to provide reasonable assurance over our operational effectiveness and efficiency, reliability of financial reporting, and compliance with applicable laws and regulations.
6. This Statement will be an integral part of PTI's Annual Report for the year 2023 and Prospectus, and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Law.
7. This Statement has been passed by the Board of Directors in their meeting held on Mar 8, 2024, with none of the ten attending directors expressing dissenting opinions, and the remainder all affirming the content of this Statement.

Powertech Technology Inc.

Chairman: D.K. Tsai

CEO: Boris Hsieh

President: J.S. Leu

2. Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report: None.

- (X) If there has been any legal penalty against the company or its internal personnel, or any disciplinary penalty by the company against its internal personnel for violation of the internal control system, during the most recent fiscal year or during the current fiscal year up to the publication date of the annual report, where the result of such penalty could have a material effect on shareholder equity or securities prices, the annual report shall disclose the penalty, the main shortcomings, and condition of improvement.: None.
- (XI) Material resolutions of a shareholders meeting or a board of directors meeting during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report:

1. Shareholder Meeting Major Conclusion and Execution

Date	Type of Meeting	Major Conclusion
May 31, 2023	Annual General Shareholders Meeting	<p>1. Approved 2022 Business Report and Financial Reports.</p> <p>2. Approved and distributed 2022 profit sharing distribution. Implementation status: NT\$7.00 cash distribution on Sep 5, 2023 for shareholders holding position on Aug 7, 2023.</p> <p>3. Approved the issuance of new common shares for cash to sponsor the issuance of the overseas depositary shares (“DR Offering”) and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement (“Private Placement Shares”) and/or issuance of overseas or domestic convertible bonds in private placement (“Private Placement CB”) and/or issuance of overseas or domestic convertible bonds (“CB”).</p> <p>4. Approved the Reelection of Directors of the Board. Elected Director lists: D.K. Tsai, J.S. Leu, Kingston Corp. (Rep: Shigeo Koguchi, Daphne Wu) GREATEK ELECTRONICS INC. (Rep : Boris Hsieh) Kioxia Semiconductor Taiwan Corporation (Rep: Kenjiro Hara) Elected Independent Director lists: Morgan Chang, Pei-Ing Lee, Jui-Tsung Chen, Chao-Chin Tung Implementation status: Information posted on MOPS on the same day of AGM. Approved by the Ministry of Economic Affairs to change registration on June 16, 2023 and posted on MOPS on the same day.</p> <p>5. Approved waiver of the Non-Competition Clause for director. Implementation status: Information posted on MOPS on the same day of AGM.</p>

2. Board Meeting Major Conclusion and Execution

Date	Type of Meeting	Major Conclusion
Mar 10, 2023	Board Meeting (9th term 15th meeting)	<p>1. Approved the business plan of year 2023.</p> <p>2. Approved the Report of Business and the Financial Reports of year 2022.</p> <p>3. Approved the Earnings Distribution Plan for year 2022.</p> <p>4. Approved the compensation distribution plan for directors of the Board and employees for year 2022.</p> <p>5. Approved the proposed salary adjustment plan for managerial personnel.</p> <p>6. Approved the promotion of managerial personnel.</p> <p>7. Approved 2022 Internal Control Declaration and reviewed the results of 2022 Internal Control execution.</p> <p>8. Approved the proposed amendments to the Internal Control System.</p> <p>9. Approved the proposed amendments to the “Corporate Governance Best Practice Principles.”</p>

Date	Type of Meeting	Major Conclusion
		10. Approved the evaluation of the independence and suitability of the CPAs and audit fee. 11. Approved the proposal to request credit-lines increase from the bank institutions. 12. Approved the proposed credit-lines for trading of forward foreign exchange. 13. Approved the issuance of new common shares for cash to sponsor the issuance of the overseas depositary shares (“DR Offering”) and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement (“Private Placement Shares”) and/or issuance of overseas or domestic corporate bonds (straight corporate bonds, convertible corporate bonds) in private placement and/or issuance of overseas or domestic corporate bonds (straight corporate bonds, convertible corporate bonds). 14. Approved the Reelection of Board of Directors. 15. Approved the Waiver of the Non-competition Clause imposed on new Directors. 16. Approved the Convening of Annual General Shareholders’ Meeting for the year of 2023.
Apr 14, 2023	Board Meeting (9th term 16th meeting)	1. Reviewed the qualification of candidates for directors of the Board nominated by PTT's shareholder (including independent directors.).
May 5, 2023	Board Meeting (9th term 17th meeting)	1. Approved the Consolidated Financial Report of Q1/2023.
Jun 8, 2023	Board Meeting (10th term 1st meeting)	1. Elected the Chairman. 2. Approved the appointment of members of the fourth term for the Audit Committee. 3. Approved the appointment of members of the fifth term for the Remuneration Committee. 4. Approved the appointment of members of the second term for the Risk Management Committee. 5. Approved the ex-dividend date for distribution of cash dividend for the year of 2022.
Jun 27, 2023	Board Meeting (10th term 2nd meeting)	1. Approved the proposed disposal the assets of overseas subsidiary. 2. Approved the proposed disposal the equity of overseas subsidiary.
Aug 4, 2023	Board Meeting (10th term 3rd meeting)	1. Approved the Consolidated Financial Report of Q2/2023. 2. Approved the retirement of the managerial personnel. 3. Approved the proposal to request credit-lines increase from bank institutions. 4. Approved the proposed credit-lines for trading of forward foreign exchange.
Oct 31, 2023	Board Meeting (10th term 4th meeting)	1. Approved the Consolidated Financial Report of Q3/2023. 2. Approved the internal audit plan for the year of 2024. 3. Approved the proposed plans to evaluate investment in Southeast Asia. 4. Approved the proposal to request credit-lines increase from bank institutions. 5. Approved the proposed credit-lines for trading of forward foreign exchange.

(XII) Different opinions from board or supervisor regarding major decision of board: None.

(XIII) Termination of chairman, president, head of accounting, head of finance, head of internal control, or head of R&D as the date of report printing: None.

5. Information on the professional fees of the attesting CPAs

- (1) The company shall disclose the amounts of the audit fees and non-audit fees paid to the attesting certified public accountants and to the accounting firm to which they belong and to any affiliated enterprises as well as the details of non-audit services

Unit: NT\$ K

Name of accounting firm	Name of CPAs	Period covered by the CPA audit	Audit Fees	Non-Audit Fees	Total Fees	Remarks
Deloitte & Touche LLP	Cheng-Chih Lin, Su-Li Fang	Jan 1 ~ Dec 31, 2023	9,790	1,341	11,131	Details of non-audit fees 1.Design of control system \$280 2.Transfer Pricing report \$350 3.Audit and compensable fees \$115 4.Sales tax filing \$160 5.Audit on Investment tax credit for Undistribution tax \$200 6.XBRL \$217 7.Audit for Payroll disclosure on MOPS \$20

- (2) When the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: None.
- (3) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefor shall be disclosed:

Audit fee was reduced by NT\$1.43 million after negotiating with the accounting firm in accordance with the prescribed procedures.

6. Information on Replacement of CPAs

- (1) Former CPAs

Date of replacement	Mar 10 2022		
Reason for replacement and explanation	In compliance with regulatory requirements on rotation.		
Describe whether the Company terminated or the CPAs terminated or did not accept the engagement	Status/Client	CPA	Consignor
	Terminated the engagement	Not Applicable	Not Applicable
	No longer accepted (discontinued) the engagement	Not Applicable	Not Applicable
If the CPAs issued an audit report expressing any opinion other than an unqualified opinion during the 2 most recent years, specify the opinion and the reasons	None		
Disagreement with the Company?	Yes	-	Accounting principle or practice
		-	Disclosure of financial statements
		-	Auditing scope or steps
		-	Other
	No	√	
Note	-		
Other disclosures (Any matters required to be disclosed under sub-items d to g of Article 10.6.A)	None		

(2) Successor CPAs

Name of accounting firm	Deloitte & Touche
Names of CPAs	Cheng-Chih Lin, Su-Li Fang (note)
Date of engagement	Mar 10, 2022
Subjects discussed and results of any consultation with the CPAs prior to the engagement, regarding the accounting treatment of or application of accounting principles to any specified transaction, or the type of audit opinion that might be issued on the company's financial report	None
Successor CPAs' written opinion regarding the matters of disagreement between the Company and the former CPAs	None

NOTE: In compliance with CPA firm regulatory rotation requirements, Cheng-Chih Lin and Su-Li Fang appointed as CAPs to replace Yu-Feng Huang and Cheng-Chih Lin.

- (3) The company shall mail to the former certified public accountant a copy of the disclosures it is making pursuant to item A and to (c) of the here preceding item, and advise the accountant of the need to respond by mail within 10 days should the accountant disagree. The company shall disclose the content of the reply letter from the former certified public accountant: None.

7. Where the company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm, the name and position of the person, and the period during which the position was held, shall be disclosed. The term "affiliated enterprise of a certified public accountant's accounting firm" means one in which the certified public accountants at the accounting firm of the attesting certified public accountant hold more than 50 percent of the shares, or of which such accountants hold more than half of the directorships, or a company or institution listed as an affiliated enterprise in the external publications or printed materials of the accounting firm of the certified public accountant: None.

8. Any transfer of equity interests and/or pledge of or change in equity interests (during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report) by a director, supervisor, managerial officer, or shareholder with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report. Where the counterparty in any such transfer or pledge of equity interests is a related party, disclose the counterparty's name, its relationship between that party and the company as well as the company's directors, supervisors, managerial officers, and ten-percent shareholders, and the number of shares transferred or pledged:

(1) Changes in Shareholding of Directors, Supervisors, Managerial Officers, and Major Shareholders

Unit: Shares

Title	Name	2023		As of Mar 31, 2024	
		Net Change in Shareholding	Net Change in Shares Pledged	Net Change in Shareholding	Net Change in Shares Pledged
Chairman	D.K. Tsai	(400,000)	—	(290,000)	—
Director	JY Hung (Note 1)	0	—	0	—
Director	Kingston Technology Corp. Investment Account Rep: Shigeo Koguchim, Daphne Wu	0	—	0	—
Director	Greatek Electronic Inc. Rep: Boris Hsieh	0	—	0	—
Director	Kioxia Semiconductors Taiwan Corp. Rep: Kenjiro Kara	0	—	0	—
Independent Director	Jim W.L. Cheng (Note 1)	0	—	0	—
Independent Director	Pei-Ing Lee	0	—	0	—
Independent Director	Morgan Chang	0	—	0	—
Independent Director	Jui-Tsung Chen	0	—	0	—
Independent Director	Chao-Chin Tung (Note 2)	0	—	0	—
CEO	Boris Hsieh	0	—	(130,000)	—
Director & President	J.S. Leu	0	—	0	—
Manager	John Wang (Note 3)	(18,000)	—	(53,000)	—
Manager	Y.C. Chen	0	—	0	—
Manager	Paul Wu	0	—	0	—
Manager	Wilber Wu	0	—	0	—
Manager	Y.C. Chi (Note 4)	0	—	0	—
Manager	Kevin Chiao	0	—	0	—
Manager	Perry Lin	0	—	0	—
Manager	Yohan Lin	0	—	0	—
Manager	Vic Chen	0	—	(87,000)	—
Manager	Victor Tung	0	—	0	—
Manager	Jonny Chu (Note 5)	0	—	0	—
Manager	Michael Hsu	0	—	0	—
Manager	Jim Lin	0	—	0	—
Finance & Accounting Manager	Evan Tseng	(2,000)	—	(2,000)	—

Note 1: Removed since the election of directors on May 31, 2023, and the number of shares he held is disclosed till the removal date.

Note 2: Elected since the election of directors on May 31, 2023, and the number of shares he held is disclosed from the elected date.

Note 3: Mr. John Wang retired on February 29, 2024. The number of shares he held was disclosed until the date of his retirement.

Note 4: Mr. Y.C. Chi retired on August 31, 2023. The number of shares his spouse and minor children held was disclosed until the date of his retirement.

Note 5: Mr. Jonny Chu retired on February 29, 2024. The number of shares he held was disclosed until the date of his retirement.

(2) Stock Transfer with Related Party: None.

(3) Stock Pledge with Related Party: None.

9. Information on Top 10 Shareholders of company shares who are spouses or within Second-degree Relative of Consanguinity to Each Other:

Apr 1, 2024

Name	Shareholding		Spouse & Minor Children		PTI Shareholding by Nominee Arrangement		Name and Relationship Between PTI's Top 10 Shareholders as Defined in the Statement of Financial Accounting Standards No. 6		Note
	Shareholding	%	Shareholding	%	Shareholding	%	Title (or Name)	Relationship	
Capital Tip Customized Taiwan Select High Dividend ETF	45,363,000	5.98%	—	—	—	—	None	—	—
Yuanta Taiwan Dividend Plus ETF	35,882,970	4.73%	—	—	—	—	None	—	—
Fuh Hwa Taiwan Technology Dividend Highlight ETF	32,523,000	4.28%	—	—	—	—	None	—	—
Investment Account of Kingston Technology Corporation	29,875,000	3.94%	—	—	—	—	KTC-SUN Corp.	The CEO of that company and the rep. of that shareholder is the same person	—
UPAMC Taiwan High Dividend Momentum ETF	15,345,000	2.02%	—	—	—	—	None	—	—
Chunghwa Post Co., Ltd. Rep: Hong-Mo Wu	14,706,900 0	1.94% 0.00%	—	—	—	—	None	—	—
KTC-SUN Corp. Rep: David Sun	13,765,362 0	1.81% 0.00%	—	—	—	—	Investment Account of Kingston Technology Company	The CEO of that company and the rep. of that shareholder is the same person	—
Hermes Investment Funds Public Limited Company	13,702,990	1.81%	—	—	—	—	None	—	—
KGI Life Insurance Co., Ltd. Rep: Su-Kuo Huang	13,427,000 0	1.77% 0.00%	—	—	—	—	None	—	—
Labor Pension Fund	12,877,500	1.70%	—	—	—	—	None	—	—

10. Shareholding Information Regarding the Same Invested Company of Company, Company's Board of Directors, Committee Members, Managers, and Businesses That Are Directly or Indirectly Controlled by Company

Units: Shares; %

Invested Company (Note 1)	Investment by Powertech Technology Inc.		Investments directly or indirectly controlled by Directors, Committee members, managers, and company		Combined Investments	
	Shareholding	%	Shareholding	%	Shareholding	%
TeraPower Technology Inc.	73,385,830	49.00%	76,381,170	51%	149,767,000	100.00%
Powertech Holding (BVI) Inc.	50,000	100.00%	0	0%	50,000	100.00%
Greatek Electronics Inc.	244,064,379	42.91%	0	0%	244,064,379	42.91%
Powertech Technology (Singapore) Pte. Ltd.	69,000,000	100.00%	0	0%	69,000,000	100.00%
Powertech Technology Japan Ltd.	(Note 2)	100.00%	0	0%	(Note 2)	100.00%
Get-Team Tech Corp.	—	—	7,796,498	97.46%	7,796,498	97.46%

Note 1: Investment using Equity Method Evaluation.

Note 2: No share issued.