

Promise Technology, Inc.

2024

Annul Report

Taiwan Stock Exchange Market Observation Post

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

Company website : <https://www.promise.com/tw>

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V 、 Foreign securities listing: N/A

VI 、 Company website : <https://www.promise.com.tw>

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

Contents

Letter to Shareholders	1
Corporate Governance Report	3
I. Organizational system	3
II. Information on Directors, Presidents, Vice Presidents, Assistant Vice Presidents, and managers of each department and division	5
III. The state of the company's implementation of corporate governance	16
IV. Information on fees for certified public accountants	43
V. Information for changing CPA	44
VI. The Company's Chairman, Presidents or managers responsible for financial or accounting operations who assumed positions in an office of the CPA who certified the financial statements or in any of its affiliates in the most recent year	45
VII. Any transfer of equity interests and pledge of or change in equity interests of directors, managers, or shareholders with a stake of more than 10 percent in the most recent year up to the publication date of this annual report	45
VIII. Information on the shareholders with the top 10 shareholding ratios, and their relatives are related to each other or within the spouse or second parent	46
IX. The number of shares held by the company, its directors, supervisors, managers, and enterprises directly or indirectly controlled by the company in the same reinvested enterprise shall be combined to calculate the comprehensive shareholding ratio	46
Fund raising	47
I. Capital and Shares	47
II. The situation of the company repurchasing the company's shares	52
III. Corporate bond handling	52
IV. Special Shares Handling	52
V. Overseas Depositary Receipts	52
VI. Employee Stock Option Certificates	52
VII. Circumstances of Restricting Employee Rights and New Shares	52
VIII. Issuance of new shares in the event of a merger or acquisition of shares of another company	52
IX. Implementation of the Funding Plan	52
Operation Overview	63
I. Business content	63
II. Market and production and sales overview	69
III. Employed employees	80
IV. Environmental Expenditure Information	80
V. Labor relations	80
VI. Information Security Management	83
VII. important contract	87
Review and analysis of financial condition and results of operations and risk matters	88
I. The Company's financial status	88
II. The Company's financial performance	88
III. Cash flow	89
IV. Impact of major capital expenditures on financial operations in recent years	89
V. Recent investment policies, main reasons for profit or loss, improvement plans and investment plans for the coming year	89
VI. Analysis and Assessment of Risk Matters	90
VII. Other important matters	94

Special matters to be recorded	94
I. Information about related companies	94
II. Handling of privately placed securities in the most recent year and up to the date of publication of the annual report: detailed instructions on the next page	96
III. Information about holding or disposing of the company's stocks by subsidiaries in the most recent year and as of the publication date of the annual report	96
IV. Special matters to be recorded	96
Events that caused significant influence on shareholders' equity or stock price pursuant to Subparagraph III, Paragraph II, Article 36 of the Securities and Exchanges Act in the most recent year to the date this report was printed	96
Annex I	100

Letter to Shareholders

Dear shareholders, :

Thank you very much to all shareholders for attending the 2024 ordinary shareholders meeting of the company in spite of their busy schedules.

First of all, I would like to thank all shareholders for their support in 2023. The 2023 operating results and 2024 operating outlook report are as follows:

Consolidated financial ratios

project		2024	2023
Financial Structure (%)	Liabilities to Assets Ratio	42.16	38.22
	Ratio of long-term funds to fixed assets	745.67	825.33
solvency	Current Ratio (%)	222.07	237.39
	Quick Ratio (%)	122.93	121.12
	Interest coverage ratio (times)	0	0
Profitability	Return on assets (%)	(13.17)	(11.25)
	Return on Equity (%)	(22.83)	(17.87)
	Net (loss) profit rate (%)	(26.6)	(24.53)
	Basic earnings per share (yuan)	(1.64)	(1.55)

Research Development Status

year	R & D results
2024	Launch of the Pegasus M8 storage solution

Operational outlook for 2025 : :

(I) 、Transformation and Opportunities

A. Transformation

1. Organizational Transformation: Outsourcing manufacturing, integrating factories, and strengthening R&D and business development.
2. Product technology transformation :
 - (1) Modular design of hardware, mechanical structure, and power supply to reduce component variety and lower costs.
 - (2) Modular design of software, testing, and manufacturing processes to shorten R&D cycles and expedite product launches.
3. Product Line Expansion: Applying storage technology to AI to optimize cost-effective AI training, inference, and generative storage and servers.
4. Business Transformation: Parallel development of branded and white-label products based on national or regional strategies.

B. Opportunities

1. Targeting growth markets such as India, Southeast Asia, the Middle East, and Eastern Europe with cost-effective white-label products to expand revenue.

2. Following AI trends, launch innovative AI storage solutions and AI acceleration technologies/products, leveraging existing technologies to improve margins.

(II) 、 Key Execution Strategies

A. Marketing & Product Strategy Adjustments

1. Accelerate the global rollout of innovative AI storage products through major channels and clients.
2. Expand sales within vertically integrated enterprises in Japan.
3. Promote localized branding strategies in India, Southeast Asia, the Middle East, and Eastern Europe, offering high-value products.

B. Operational Transformation

1. Reassess operational efficiency and company strengths to refocus the operational transformation.
2. Implement modular design to reduce R&D and testing time, optimize products, speed up launches, and reduce inventory and production costs.

C. Key Points of Execution

1. Execute modular design across products and technologies.
2. Drive operational transformation and organizational restructuring to enhance overall efficiency.

(III) 、 Conclusion

A.Despite impacts from war, inflation, and US-China trade sanctions in 2024, preparations have been made to enhance operational efficiency in 2025.

B.Although global economic uncertainty remains in 2025, certain countries and regions may benefit and grow. If key initiatives are effectively executed, turning loss into profit in 2025 is achievable.

C.Align with AI trends by swiftly launching innovative AI storage and acceleration solutions in both software and hardware.

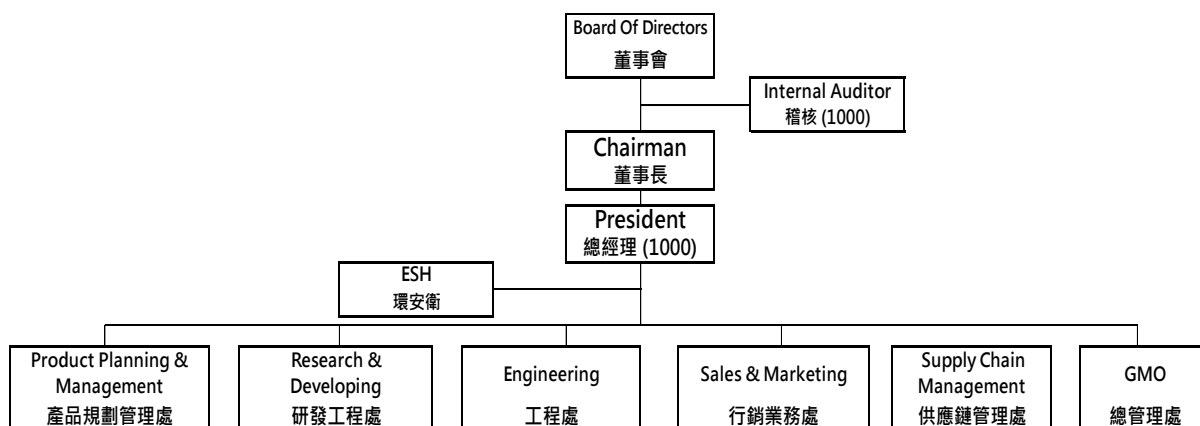
Since its establishment more than 30 years ago, Promise has always adhered to the professional field of data storage, in addition to the pursuit of core technologies, but also in line with the ever-changing industry trends, transforming at different stages to maintain the momentum of sustainable growth. The company is committed to the development of new products with high efficiency/low energy consumption as the main axis and actively promote them in various markets around the world, on the other hand, the integration of relevant resources, continuous streamlining of the organization and cost reduction, hoping to implement the implementation of the key points in this global economic predicament, the goal of 2025 years to turn losses into profits again, lay the foundation for growth and profitability, 2026 years to return to glory.

We wish you good health and great fortune.

Chairman: Lee,Jyh-En President: Lee,Jyh-En Accounting Supervisor: Hsiao, Hsiang Yu

I、Organizational system：

(1) Organizational Structure：



Division	Responsibilities
General Management Office	Information Management 1. Planning and maintenance of the company's network system architecture. 2. Formulate company information security standards and management methods. 3. Responsible for the process management and maintenance of the company's ERP system. 4. Build operational information systems in line with the company's development strategy.
	Financial Accounting 1. Handle fund dispatch and bank transactions. 2. Planning and implementation of financial accounting systems. 3. IR relationship maintenance. 4. Plan and evaluate strategic investment with international manufacturers or related storage companies.
	Human Resources Administration 1. Planning and execution of human resources related operations. 2. Planning and execution of administrative/general affairs/factory affairs related matters.
	Legal 1. Review the legality of company-related contracts and various legal documents. 2. Conduct legal planning and research in response to the company's operational needs.
Supply Chain Management Office	1. Responsible for the implementation and management of ISO quality system and green products. 2. Product manufacturing, quality and operations planning and management. 3. Global production and sales coordination. 4. Cost control. 5. Outsourcing vendor development and management. 6. Production schedule scheduling, manufacturing process supervision and production operation execution. 7. Product management, logistics and production material procurement management. 8. Improvement of global operations and production exception handling and analysis.

Division	Responsibilities
	9. Evaluation of production efficiency, quality control system and improvement of yield rate. 10. Strengthen the ability to win pure OEM orders from international manufacturers.
Marketing Office	1. Planning and implementation of marketing strategies for company products, brands and image. 2. Handle sales and order related matters. 3. Customer development and order acquisition for OBM/ODM/OEM business. 4. Market research and analysis and formulation of market and engineering specifications. 5. Product planning and market strategy: technology forecast, product life cycle, technology life cycle, pricing and channel strategy.
Engineering Department	1. Testing and feasibility verification of R&D technology. 2. Assist in system testing and verification of R&D work. 3. Development and introduction of testing technology.
Research & Developing	1. Product appearance and mechanism design. 2. Software support for OBM/ODM customers 3. Development of mid/to-high-end disk array cabinets and NAS (network-attached storage devices). 4. Product prototype and core technology development. 5. RAID software development and application. 6. Cloud storage application software development.
Product Planning Management Office	1. Product project planning, control and execution. 2. New product introduction and early mass production management. 3. Product life cycle management.

II 、Information on Directors, Presidents, Vice Presidents, Assistant Vice Presidents, and managers of each department and division :

(1) Information on Directors and Supervisors :

Unit: share
March 28
2025

T i t l e	Nationality or place of registration	Name	Gender, age	Date of election / appointment to current term	Term of office	Commence ment date of first term	Shares Held When Elected		Shares Currently Held		Shares Currently Held by Spouse & M i n o r s		Shares held i n t h e n a m e s o f o t h e r s		Education and Experience	Positions held concur rently in the company and/or in any other company	Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			備註
							Shares held	%	Shares held	%	Shares held	%	Shares held	%			title	Name	Relationship	
C h a i r m a n	ROC	Qixiang Co., Ltd.	-	.20230.6.26	3	2020.6.24	7,142,873	7.71	7,142,873	7.71	-	-	-	-	None	None	-	-	-	-
		representative Lee, Jyh En	Male 71~80				-	-	-	-	-	-	-	-	Master in Electrical Engineering , State Univer-sity of New York at Stony Brook University /Vice Presidents Manager of R&D at TP-Tronics Inc., USA	1. Director Promise Technology Europe B.V. 2. Director Joding Investment Corp. 3. Legal representative of Promise Technology (Shanghai), Inc., 4. Chairman Promise iCloud Technology.	-	-	-	
Director	ROC	Tsu Fung Investment Corporation	-	.20230.6.26	3	2017.6.14	2,609,479	2.82	2,609,479	2.82	-	-	-	-	None	None	-	-	-	-
		legal representative Ho, Jhi Wu	Male 71~80				-	-	-	-	-	-	-	-	Master in Computer Science, Fairleigh Dickinson University Master in Science of International Manager of Marketing Department of Baohua Co., Ltd.	1. Director and President, MiTAC Holdings Corpo ration 2. Director and President, MiTAC International Corp. 3. Chairman and CEO, MiTAC Computing Technol ogy Corp. 4. Chairman and CEO, MiTAC Digital Technology Corp. 5. Chairman, Tsu Fung Investment Corporation 6. Director, 3 Probe Technologies Co., Ltd. 7. Director, Promise Technology, Inc. 8. Director ,Whetron Electronics Co., Ltd	-	-	-	
Director	ROC	Syntec Technology Co., Ltd.	-	.20230.6.26	3	.20230.6.26	2,741,860	2.96	2,741,860	2.96	-	-	-	-	None	None	-	-	-	-

		legal representative : Chirstine Huang	Female 61~70				-	-	-	-	-	-	-	-	Mathematics Dept.,National Kaohsiung Normal University	Administration Director, SYNTEC Technology Chairman, Leantec Intelligence Chairman, Syntec Education Foundation Director, Promise Technology, Inc.	-	-	-	
Independent director	ROC	Lu,Hong Sheng	Male 61~70	.20230.6.26	3	2017.6.14	-	-	-	-	-	-	-	-	National Taiwan University of Science and Technology Graduate Institute of Management,master. Vice Executive Officer,Taiwan Internation Securities co.,Ltd.	Independent director of Promise Technology, Inc. Independent director of Syntec Technology Co., Ltd.	-	-	-	-
Independent director	ROC	Chang,Wen-Thong	Male 61~70	.20230.6.26	3	2005.06.13	-	-	-	-	-	-	-	-	1.Ph.D,electrical engineering,Carnegie mellon. 2.Professor,dept.of electrical engineering, National Chiao Tung University	1. Professor,dept.of computer science and information engineering,Asia University 2.KEY WARE ELECTRONICS CO., LTD. Independent director	-	-	-	-
Independent director	ROC	Chen, Jyh-Cheng	Male 71~80	.20230.6.26	3	2017.6.14	-	-	-	-	-	-	-	-	National Chiao Tung University, Department of Electronic Engineering LONGi Information Co. Ltd.	Independent director of Promise Technology, Inc.	-	-	-	-
Independent director	ROC	Chen Y i L iang	Male 41~50	.20230.6.26	3	.20230.6.26	-	-	-	-	-	-	-	-	Department of Accounting, Soochow University Deloitte & Touche Assistant manager	YI XIANG & Co.,CPAs Partne PLOTECH Technology CO., LTD. Independent director ECHEM SOLUTIONS CORP. Supervisor	-	-	-	

Total shares issued on June 26, 2023 : 92,678,668 Shares ; Total shares issued on March 28, 2025. : 92,678,668 Shares-

Note : The company's independent directors account for more than half of all directors, and an audit committee has been set up, so there is no applicable statutory number of shares held by all directors and supervisors.

Directors and supervisors are representatives of legal person shareholders : :
(1)Form 1: Major Shareholders of Corporate Shareholders :

March 28, 2025

Name of corporate shareholder (Note 1)	Major shareholders of the corporate shareholder (Note 2)	
	shareholder name	Share holding ratio
Qixiang Co., Ltd.	Lee, Jyh-En	100
Tsu Fung Investment Corporation	MITAC INTERNATIONAL CORPORATION	100
Syntec Technology Co., Ltd.	TSAI,YU KENG	9.96
	HUANG,WEI SHENG	6.27
	RealHunt Ltd.	5.49
	Songbao Engineering Consulting Co., Ltd.	4.72
	Chirstine Huang	4.42
	CHEN,HENG REN	4.50
	TSAI,PEI HSIN	4.37
	TSAI,CHANG WEI	4.31
	CHEN,CHANG MING	3.85
	WU,KUAN CHUN	3.71

Note 1 : If the director or supervisor is a representative of a legal person shareholder, the name of the legal person shareholder shall be filled in.

Note 2 : Fill in the name of the major shareholder of the legal person shareholder (whose shareholding ratio accounts for the top ten) and its shareholding ratio. If the major shareholder is a legal person, the following table 2 should be filled out.

(2)The main shareholder of the legal person shareholder is the representative of the legal person shareholder :

March 28, 2025

Legal person name (Note 1)	Major shareholder of legal person (Note 2)	
	shareholder name	Share holding ratio%
MITAC INTERNATIONAL CORPORATION	MiTAC Holdings Corporation	100
RealHunt Ltd.	RFSR CH LIMITED	55.56
	HENRIOT TRADING LIMITED	22.22
	Peihsin Partners Limited	22.22
Songbao Engineering Consulting Co., Ltd.	Chen Ying Chih	80
	Chen Fu Yuan	20

Note 1: If the major shareholder in Table 1 above is a legal person, the name of the legal person should be filled in.

Note 2: Fill in the name of the main shareholder of the legal person (whose shareholding ratio accounts for the top 10) and their shareholding ratio.

A 、 Disclosure of professional qualifications of directors and supervisors and independence of independent directors

Condition Name	Professional qualifications and experience	Independence situation	Number of Independent directors concurrently serving as other public offering companies
Legal representative of Qixiang Co., Ltd. Lee, Jyh En	Chairman and Presidentsof the Company. Have more than five years of working experience and the required working experience in business, legal affairs, finance, accounting or corporate business. Possess strategic management capabilities, technology industry knowledge, crisis management capabilities, leadership and decision-making capabilities, and an international market outlook	N.A.	-

Legal representative of Tsu Fung Investment Corporation Ho, Jhi Wu	<p>Director and President of Mitac Holdings</p> <p>Have more than five years of working experience and the required working experience in business, legal affairs, finance, accounting or corporate business.</p> <p>Possess strategic management capabilities, technology industry knowledge, crisis management capabilities, leadership and decision making capabilities, and an international market outlook</p> <p>None of the circumstances specified in Article 30 of the Company Act.</p>		-
Legal representative of Syntec Technology Co., Ltd.: Chirstine Huang	<p>Director and chief executive officer of Syntec Technology Co., Ltd.</p> <p>Have more than five years of working experience and the required working experience in business, legal affairs, finance, accounting or corporate business.</p> <p>Possess strategic management capabilities, technology industry knowledge, crisis management capabilities, leadership and decision making capabilities, and an international market outlook</p> <p>None of the circumstances specified in Article 30 of the Company Act.</p>		-
Chang, Wen Thong	<p>Professor of Department of Information Engineering, Asia University.</p> <p>Lecturer or above in public and private colleges and universities with more than five years of work experience and relevant departments required by the company's business With relevant experience as a professor of the Department of Telecommunications Engineering of Jiaotong University and a professor of the Department of Optoelectronics and Communications of Asia University, he can provide professional advice on the company's product development and application</p> <p>None of the circumstances specified in Article 30 of the Company Act.</p>	<p>All independent directors meet the following conditions</p> <p>(1) Not an employee of the company or its affiliated enterprises.</p> <p>(2) Directors and supervisors who are not the company or its affiliated companies (except for independent directors established by the company and its parent company, subsidiaries, or subsidiaries of the same parent company in accordance with this Act or the laws of the local country.)</p> <p>(3) Natural person shareholders who are not themselves, their spouses, minor children, or others who hold more than 1% of the company's total issued shares or hold the top ten shares.</p> <p>(4) Spouses, relatives within the second degree, or direct blood relatives within the third degree of the managers listed in (1) or persons listed in (2) and (3).</p> <p>(5) Directors of legal person shareholders who do not directly hold more than 5% of the company's total issued shares, are among the top five shareholders, or designate representatives to serve as company directors or supervisors in accordance with Article 27, Item 1 or Item 2 of the Company Law, Supervisors or employees (except for independent directors established by the company and its parent company, subsidiaries, or subsidiaries of the same parent company in accordance with this Act or the laws of the local country concurrently).</p> <p>(6) Directors, supervisors, or employees of other companies that are not controlled by the same person as the directors of the company or</p>	1
Lu, Hong Sheng	<p>Have more than five years of working experience and the required working experience in business, legal affairs, finance, accounting or corporate business.</p> <p>Possess strategic management capabilities, technology industry knowledge, crisis management capabilities, leadership and decision making capabilities, and an international market outlook</p> <p>None of the circumstances specified in Article 30 of the Company Act.</p>		1
Chen, Jyh Cheng	<p>Have more than five years of working experience and the required working experience in business, legal affairs, finance, accounting or corporate business.</p> <p>Possess strategic management capabilities, technology industry knowledge, crisis management capabilities, leadership and decision-making capabilities, and an international market outlook</p> <p>None of the circumstances specified in Article 30 of the Company Act.</p>		-

Chen Y i L iang	<p>Have more than five years of working experience and the required working experience in business, legal affairs, finance, accounting or corporate business.</p> <p>Possess strategic management capabilities, technology industry knowledge, crisis management capabilities, leadership and decision-making capabilities, and an international market outlook</p> <p>None of the circumstances specified in Article 30 of the Company Act.</p>	<p>more than half of the shares with voting rights (but if they are the company or its parent company, subsidiary company or a child of the same parent The independent directors established by the company in accordance with this Act or the laws of the local country concurrently serve concurrently, except for this limitation).</p> <p>(7) Directors (directors), supervisors (supervisors) or employees of other companies or institutions that are not the same person or spouse as the chairman, Presidents or equivalent of the company (but if the company and its parent company , subsidiaries, or subsidiaries belonging to the same parent company, where the independent directors established in accordance with this Act or the laws of the local country concurrently serve as each other, this limitation does not apply).</p> <p>(8) Directors (directors), supervisors (supervisors), managers, or shareholders holding more than 5% of the shares of specific companies or institutions that have financial or business relations with the company (but if specific companies or institutions hold issued shares of the company More than 20% of the total but less than 50%, and the independent directors of the company and its parent company , subsidiaries, or subsidiaries of the same parent company established in accordance with this Act or the laws of the local country concurrently serve as independent directors, except for this limitation).</p> <p>(9) Non-professionals, sole proprietorships, partnerships, companies, or institutions that provide auditing for companies or affiliated companies, or that have received accumulative remuneration in the last two years that does not exceed NT\$500,000 in business, legal, financial, accounting, and other related services Business owners, partners, directors (council members), supervisors (supervisors), managers and their spouses. However, this does not apply to members of the Remuneration Committee, the Public Offer Review Committee, or the Special Committee on Mergers and Acquisitions who perform their duties in accordance with the Securities and Exchange Act or the Enterprise Merger and Acquisition Act.</p> <p>(10)Does not have a spouse or relative within the second degree of relationship with other directors.</p> <p>(11) One of the circumstances specified in Article 30 of the Company Act is not met.</p> <p>(12) Article 27 of the Company Law does not stipulate that the government, legal person or its representative shall be elected..</p>	2
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B 、 Diversity and Independence of the Board of Directors

(A) Board Diversity:

1. Diversity policy: Diversity policy: In order to enable the board of directors to achieve the aforementioned goals and strengthen its effectiveness, the company shall consider diversity in the composition of the board of directors in accordance with Article 20, Item 3 of the "Corporate Governance Practice Code", except for concurrently serving as company managers.

The number of directors should not exceed one third of the number of directors, and an appropriate

diversification policy should be drawn up based on its own operation, operation

mode and development needs, which should include but not limited to the following two major aspects:

(a) Basic conditions and values: gender, age, nationality and culture, etc.

(b) Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience, etc.

2. Specific goals: The members of the board of directors should pay attention to gender equality and generally have the knowledge, skills and accomplishments necessary to perform their duties. In order to achieve the ideal goal of corporate governance, the board of directors as a whole should have the following capabilities :

(a) Operational judgment ability. (b) Accounting and financial analysis skills. (c) Operation and management capabilities. (d) Crisis management capabilities. (e) Industry knowledge. (f) International market outlook. (g) Leadership. (h) Decision-making ability.

3. Achievement situation: :

(a) The current board of directors of the company is composed of 7 directors, including 4 independent directors and 3 non-independent directors. The directors are all leaders in the industry and academia, including 5 directors with industrial experience, 1 director with academic background, and 1 director with investment professional background.

(b) 3 director of the company is over 70 years old, 5 are 61~ 70 years old, and 1 is 41~ 50 years old.

(c) Proportion of the company not concurrently serving as employees or managers: 6 people (85.7%), and more than half of them did not concurrently serve as employees or managers, achieving the purpose of supervision. °

(4) Among the 7 directors (including 4 independent directors), including 1 female director.

(B) Board independence :

1. The number of directors in the articles of association of the Company is 7, of which at least 3 are independent directors, currently 3 directors and 4 independent directors, with independent directors accounting for about 57%, and there are 3 seats for less than three terms and 1 seat for less than one term, and there is no situation where the term of office exceeds three terms °

2. The members of the board of directors of the company have no family relationship within the spouse or second-degree relatives, so there is no circumstance stipulated in items 3 and 4 of Article 26-3 of the Securities and Exchange Act.

(2) Remunerations to Directors, Presidents, and Vice Presidents :

Base date : March 28, 2025

Title (Note1)	Nationality or place of registration	N a m e	Gender,	Date of election / appointment to current term	hold shares		Shares held by spouse and minor children		Holding shares in the name of others		Main experience and edu cation (Note2)	Currently holding positions in other companies	Managers with a relationship within the spouse or within the second degree			(Note 3)
					Shares held	%	Shares held	%	Shares held	%			Title	Name	relation	
Presidents	ROC	Lee, Jyh En	Male	2020.6.24	-	-	-	-	-	-	Master in Electrical Engineering , State Univer sity of New York at Stony Brook University / Vice Presidents Manager of R&D at TP Tronics Inc., USA	1. Director Promise Technology Europe B.V. 2. Director Joding Investment Corp. 3. Legal representative of Promise Technology (Shanghai), 4. Chairman Promise iCloud Technology.	-	-	-	Countermeasures for the same person as the chairman and general manager 1. Among the six directors, four are independent directors, and only one director is an employee 2. Independent directors can fully discuss and make suggestions in each functional committee for the board of directors' reference to implement corporate gover nance.
CIO and R&D director (Note 4)	ROC	Lin,Yu Tsung	Male	2013.07.19	88,000	0.09	-	-	-	-	Master of Institute of Information Engineering, National Taiwan University/Bachelor of Information Engineering, National Taiwan University/ CIO of Promise Technology/Director of Information of Dongsende.com/Manager of Information Office of Runtai Group/Senior Manager of UMC/Technical Consultant of HP Technology	-	-	-	-	-
Head of Finance and Corporate Governance (Note 5)	ROC	Chen Ro Han	Femal	2023.03.10	-	-	-	-	-	-	Department of Accounting, Chung Yuan University/Finance Director of Mude Technology/Finance Director of Hongyou Technology	-	-	-	-	-
Accounting Supervisor (Note 5)	ROC	Hsiao ,H siang Yun	Femal	2023.03.10	1,565	0.00	-	-	-	-	Accounting Department of Tamkang University/Zhiyuan Accounting Firm/Assistant Accounting Manager of Far EasTone Telecom Co., Ltd.	-	-	-	-	-
assistant vice president (Note 6)	ROC	KAOSHUN CHANG	Male	2023.12.01	-	-	-	-	-	-	Master of Information Engineering from the University of Southern California/Information Manager of T SMC /Technical Sales Manager of Xunzhen Technology	-	-	-	-	-
assistant vice president	Malaysia	YU,JIN HAO	Male	2023.12.01	10,000	0.01	-	-	-	-	Master of Business Administration, U niversity of South Australia, Australia/Associate Business Manager of American EMC/American Sun	-	-	-	-	-

										Computer Business Manager/Business Manager of Shentong Computer					
assistant vice president (Note 7)	ROC	WEI,DENG LIANG	Male	2023.12.01	-	-	-	-	-	-	Department of Statistics, Fengjia University/Senior Procurement Manager of Lite On Technology/Procurement Manager of Avison/Purchasing Manager of UMAX Computer Corporation	-	-	-	-
assistant vice president	ROC	MAI,KUN CHUNG	Male	2023.12.01	-	-	-	-	-	-	Master of Industrial Engineering Management from Jiaotong University/Senior Manager and Materials Manager of Supply Chain Management at Zyxel Technology	-	-	-	-
assistant vice president	ROC	Zhu Huiling	Femal	2025.3.28	-	-	-	-	-	-	Master of Business Administration Law from National Taiwan University/Senior Legal Specialist of Huazhi Technology/Legal Specialist of Taiyang Technology/Legal Manager of Sanyang Industry	-	-	-	-

Note 1: It should include information on the Presidents,Vice Presidents , assistant vice president, heads of various departments and branches, and those whose positions are equivalent to the Presidents, Vice Presidents or assistant vice president, regardless of their titles, should also be disclosed.

Note 2: Experience related to holding the current position. If you have worked in a verification and certification accounting firm or an affiliated company during the period disclosed above, you should describe your job title and responsible position.

Note 3: When the Presidents or a person of equivalent position (top manager) and the chairman are the same person, spouse or first degree relative, the reason, rationality, necessity and countermeasures should be disclosed (such as increasing the number of independent directors, And there should be relevant information that more than half of the directors do not concurrently serve as employees or managers, etc.).

Note 4: Position adjustment on March 18, 2025.

Note 5: Position adjustment on April 10, 2025.

Note 6: Transferred to a U.S. subsidiary on January 31, 2025.

Note 7: Resigned on April 2, 2025.

(3) Remunerations to Directors, Presidents, and Vice Presidents

(A) Remunerations to Directors and Independent Directors

Unit: NT\$ thousand

Tital	Name	Remuneration to the Directors								Sum of A, B, C and D, and the proportion to net income		Remuneration to employees holding concurrent positions								Sum of A, B, C, D, E, F and G, and the proportion to net income		Remuneration from investees other than subsidiaries, or from the parent company
		Compensation (A)		Pension(B)		Director remuneration (C)		Business expenses (D)				Salaries, bonus, and special expenses (E)		Pension (F)		Employee remuneration (G)						
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements			
Chairman	Qixiang Co., Ltd. Lee,Jyh-En	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		-	-	-	-	-	-	20	20	20 (0.01%)	20 (0.01%)	4,481	4,481	-	-	-	-	-	-	4,501 (2.96%)	4,501 (2.96%)	
Director	Tsu Fung Investment Corporation Ho,Jhi Wu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		-	-	-	-	-	-	20	20	20 (0.01%)	20 (0.01%)	-	-	-	-	-	-	-	-	20 (0.01%)	20 (0.01%)	
Director	Syntec Technology Co., Ltd. Chirstine Huang	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		-	-	-	-	-	-	20	20	20 (0.01%)	20 (0.01%)	-	-	-	-	-	-	-	-	20 (0.01%)	20 (0.01%)	
Independen t director	Chang,Wen Thong (Note 4)	300	300	-	-	-	-	20	20	320 (0.21%)	320 (0.21%)	-	-	-	-	-	-	-	-	320 (0.21%)	320 (0.21%)	
	Lu,Hong Sheng (Note 4)	300	300	-	-	-	-	25	25	325 (0.21%)	325 (0.21%)	-	-	-	-	-	-	-	-	325 (0.21%)	325 (0.21%)	
	Chen, Jyh Cheng (Note 4)	300	300	-	-	-	-	20	20	320 (0.21%)	320 (0.21%)	-	-	-	-	-	-	-	-	320 (0.21%)	320 (0.21%)	
	Chen Yi Liang (Note 4)	300	300	-	-	-	-	20	20	320 (0.21%)	320 (0.21%)	-	-	-	-	-	-	-	-	320 (0.21%)	320 (0.21%)	

1. Independent director remuneration payment policy, system, standards and structure, and the relationship between the amount of remuneration and the amount of remuneration according to the responsibilities, risks, investment time and other factors: the remuneration of the company's independent directors is based on the company's director remuneration distribution method And directors' self-assessment results evaluate the degree of participation in the company's operations and the value of their contributions, and negotiate with reference to the usual standards in the industry.
2. In addition to the disclosure in the above table, the remuneration received by the directors of the company for providing services (such as serving as consultants who are not employees) to all companies listed in the financial report in the most recent year: None.
3. Due to the accumulated losses, only the attendance fee and the fixed remuneration of independent directors are paid, and the operating performance is poor.
- 4.Receive fixed remuneration. °

Salary Scale

Bracket of salaries paid to directors of the Company	Name of director			
	Total of first 4 items (A+B+C+D)		Total of first 7 items (A+B+C+D+E+F+G)	
	The Company	All companies in the financial statements (H)	The Company	All companies in the financial statements (I)
Less than NT\$1,000,000	Lee, Jyh-En 、 Ho, Jhi Wu 、 Chirstine Huang 、 Chang,Wen Thong 、 Lu,Hong Sheng 、 Chen,Jyh Cheng 、 Chen Yi Liang	Lee, Jyh-En 、 Ho, Jhi Wu 、 Chirstine Huang 、 Chang,Wen Thong 、 Lu,Hong Sheng 、 Chen,Jyh Cheng 、 Chen Yi Liang	Ho, Jhi Wu 、 Chirstine Huang 、 Chang,Wen Thong 、 Lu,Hong Sheng 、 Chen,Jyh Cheng 、 Chen Yi Liang	Ho, Jhi Wu 、 Chirstine Huang 、 Chang,Wen Thong 、 Lu,Hong Sheng 、 Chen,Jyh Cheng 、 Chen Yi Liang
NT\$1,000,000 (incl.) ~ NT\$2,000,000 (not incl.)	-	-	-	-
NT\$2,000,000 (incl.) ~ NT\$3,500,000 (not incl.)	-	-	-	-
NT\$3,500,000 (incl.) ~ NT\$5,000,000 (not incl.)	-	-	Lee, Jyh-En	Lee, Jyh-En
NT\$5,000,000 (incl.) ~ NT\$10,000,000 (not incl.)	-	-	-	-
NT\$10,000,000 (incl.) ~ NT\$15,000,000 (not incl.)	-	-	-	-
NT\$15,000,000 (incl.) ~ NT\$30,000,000 (not incl.)	-	-	-	-
NT\$30,000,000 (incl.) ~ NT\$50,000,000 (not incl.)	-	-	-	-
NT\$50,000,000 (incl.) ~ NT\$100,000,000 (not incl.)	-	-	-	-
More than NT\$100,000,000	-	-	-	-
Total	7	7	7	7

* The content of remuneration disclosed in this form is different from the concept of income in the income tax law, so this form is for information disclosure and not for taxation purposes.

(B) Remuneration for Presidents and Vice Presidents

Unit: NT\$ thousand

Unit: NT\$ thousand														
Tital	Name	Salaries (A)		Pension(B)		Bonus and special expenses (C)		Employee remuneration(D)				Sum of A, B, C and D, and the proportion to net income		Remuneration from investees other than subsidiaries, or from the parent company
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
Presidents	Lee, Jyh-En	6,672	6,672	108	108	1,228	1,228	-	-	-	-	8,008 (5.26%)	8,008 (5.26%)	-
CIO and R&D	Lin,Yu-Tsung							-	-	-	-			

* Regardless of title, anyone whose position is equivalent to Presidents or Vice Presidents (for example: president, chief executive officer, director...etc.) should be disclosed.

Salary Scale

Brackets of salaries to the President and all Vice Presidents	Name of President and Vice Presidents	
	The Company	All companies in the financial statements (E)
Less than NT\$1,000,000	-	-
NT\$1,000,000 (incl.) ~ NT\$2,000,000 (not incl.)	-	-
NT\$2,000,000 (incl.) ~ NT\$3,500,000 (not incl.)	Lin, Yu Tsung	Lin, Yu Tsung
NT\$3,500,000 (incl.) ~ NT\$5,000,000 (not incl.)	Lee, Jyh-En	Lee, Jyh-En
NT\$5,000,000 (incl.) ~ NT\$10,000,000 (not incl.)	-	-
NT\$10,000,000 (incl.) ~ NT\$15,000,000 (not incl.)	-	-
NT\$15,000,000 (incl.) ~ NT\$30,000,000 (not incl.)	-	-
NT\$30,000,000 (incl.) ~ NT\$50,000,000 (not incl.)	-	-
NT\$50,000,000 (incl.) ~ NT\$100,000,000 (not incl.)	-	-
More than NT\$100,000,000	-	-
Total	2	2

(C) The remuneration of the top five executives with the highest remuneration (individually disclose the name and method of remuneration) (Note 1)

Method of Remuneration) (Note 1)														
Total	Name	Salaries (A)		Pension(B)		Bonus and special expenses (C)		Employee remuneration(D)				Sum of A, B, C and D, and the proportion to net income		Remuneration from investees other than subsidiaries, or from the parent company
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
Presidents	Lee, Jyh-En	3,727	3,727	-	-	754	754	-	-	-	-	4,481 (2.95%)	4,481 (2.95%)	-
CIO and R&D	Lin,Yu-Tsung	2,945	2,945	108	108	474	474	-	-	-	-	3,527 (2.32%)	3,527 (2.32%)	-
assistant vice president	WEI,DENG-LIANG	2,422	2,422	108	108	412	412	-	-	-	-	2,942 (1.93%)	2,942 (1.93%)	-
assistant vice president	MAI,KUN-CHUNG	2,397	2,397	108	108	409	409	-	-	-	-	2,914 (1.91%)	2,914 (1.91%)	-
assistant vice president	YU,JIN-HAO	1,888	1,888	37	37	318	318	-	-	-	-	2,243 (1.47%)	2,243 (1.47%)	-

Note 1: The so-called "top five executives with the highest remuneration" refers to the managers of the company, and the standards for the identification of relevant managers are based on the three characters of the Taiwan Financial Certificate issued by the Securities and Futures Administration Commission of the former Ministry of Finance on March 27, 2003. Order No. 0920001301 specifies the applicable scope of "manager". As for the calculation and recognition principle of "the top five highest remuneration", it is based on the total amount of salaries, retirement pensions, bonuses and special expenses received by the company managers from all companies in the consolidated financial report, as well as the amount of employee remuneration (that is, A + B + C + D (total of the four items), and the top five with the highest rewards will be determined after sorting. If the director concurrently serves as the former supervisor, this form and the above form (1-1) should be filled out.

* The content of remuneration disclosed in this form is different from the concept of income in the income tax law. Therefore, this form is for information disclosure and not for taxation.

Note 2: This is the salary, job bonus, and severance pay of the top five executives with the highest remuneration in the most recent year.

Note 3: This is the amount of various bonuses, incentives, travel expenses, special expenses, various allowances, dormitories, cars and other in-kind provisions and other remuneration for the top five executives with the highest remuneration in the most recent year. If houses, cars and other means of transportation or exclusive personal expenses are provided, the nature and cost of the assets provided, as well as actual or fair market value rent, gas and other payments should be disclosed. If there is a driver, please add a note explaining the relevant remuneration paid by the company to the driver, but it will not be included in the remuneration. In addition, salary expenses recognized in accordance with IFRS 2 "Share-based benefits", including obtaining employee stock option certificates, new shares with restricted employee rights, and participating in cash capital increases to subscribe for shares, etc., should also be included in remuneration.

Note 4: The amount of employee remuneration (including stocks and cash) of the top five top executives approved by the board of directors for distribution in the most recent year is filled in. If it cannot be estimated, the proposed distribution amount for this year will be calculated based on the proportion of the actual distribution amount last year, and additional Complete Schedule 1-3.

Note 5: The total amount of remuneration paid to the top five executives of the company by all companies (including the company) in the consolidated report should be disclosed.

Note 6: Net profit after tax refers to the net profit after tax of the most recent annual individual or individual financial report.

Note 7:

a. This column should clearly indicate the amount of remuneration received by the company's top five top executives from reinvested enterprises outside the subsidiary or related to the parent company (if none, please fill in "None").

b. Remuneration refers to the remuneration, remuneration (including remuneration of employees, directors and supervisors) received by the company's top five executives for serving as directors, supervisors or managers of subsidiaries' external investment enterprises or parent companies, etc. Business execution fees and other related remuneration.

*The content of remuneration disclosed in this table is different from the concept of income under the Income Tax Law. Therefore, this table is for information disclosure purposes and is not used for tax purposes.

The name of the manager who distributes employee remuneration and the distribution situation

March 28, 2025

	Title (Note 1)	Name (Note 1)	stock amount	cash amount	total	Proportion of total amount to net profit after tax (%)
manager	Presidents	Lee, Jyh-En	-	-	-	-
	CIO and R&D Director	Lin,Yu-Tsung				
	Head of Finance and Corporate Governance	Chen Ro-Han				
	Accounting Supervisor	HSIAO,HSIANG-YUN				
	assistant vice president	KAO,SHUN-CHANG				
	assistant vice president	YU,JIN-HAO				
	assistant vice president	WEI,DENG-LIANG				
	assistant vice president	MAI,KUN-CHUNG				

Note: There will be no distribution of employee remuneration in 2024

(D) Comparing and explaining the ratio of the total amount of remuneration paid to the company's directors, supervisors, Presidents and Vice Presidents in the last two years by the company and all companies in the consolidated statement to the net profit after tax of individual or individual financial reports, and explaining the policy, standard and Composition, procedures for determining remuneration, and relationship with business performance and future risks:

- (1) The proportion of total remuneration paid to the company's directors and supervisors in the last two years by the company and all companies in the consolidated statement to the net profit after tax is (3.83%) in 2024 and (4.44%) in 2023
- (2) The total amount of remuneration paid to the Presidents and Vice Presidents of the company in the last two years by the company and all companies in the consolidated statement accounted for (5.26%)in 2024 and(6.27%)in 2023.
- (3) The distribution of the company's remuneration is assessed in accordance with the salary remuneration and performance targets approved by the Remuneration Committee and the Board of Directors. After checking that the performance targets are met, and approved by the Remuneration Committee and the Board of Directors, the distribution is made.

III 、The state of the company's implementation of corporate governance

(1) Information on the operation of the board of directors：

In the last year, the Board of Directors has held 4 meetings (A), and the directors are present as follows：

Title	Name(Note1)	Actual number of attendance (B)	Entrusted Attendance	Actual attendance rate (%) (B/A) (Note 2)	Note
Chairman	Legal representative of Qixiang Co., Ltd.：Lee, Jyh-En	4	0	100	-
Director	Legal representative of Tsu Fung Investment Corporation：Ho, Jhi-Wu	4	0	100	-
Director	Legal representative of Syntec Technology Co., Ltd.: Chirstine Huang	4	0	100	-
Independent Director	Chang,Wen-Thong	4	0	100	-
	Lu,Hong-Sheng	4	0	100	-
	Chen, Jyh-Cheng	4	0	100	-
	Chen Yi Liang	4	0	100	-

Other matters to be recorded：

1. If any of the following situations occurs in the operation of the board of directors, the date, period, content of the proposal, opinions of all independent directors and the company's handling of the opinions of independent directors shall be stated：

(1) Matters listed in Article 14-3 of the Securities and Exchange Act

Board of Directors	Proposal content and follow-up processing	Items Listed in SEC & 14-3	Independent directors object or reserve opinions
2024.3.14 12-4	1. Confirmation of directors' and senior executives' remuneration for 2023 2. 2024 Directors' Remuneration and Managers' Performance Targets and Annual Compensation Proposal	V	
	Opinions of independent directors：None		
	The Company's Handling of Independent Directors' Opinions：None		
	Resolution result：In case1~2, except directors Lee, Jyh-En who avoided interests, the other directors present agreed to pass		
2024.5.10 12-5	1. Cancellation of the Company's 2023 Private Placement of Securities 2. Private placement of securities of our company	V	
	Opinions of independent directors：None		
	The Company's Handling of Independent Directors' Opinions：None		
	Resolution result：All directors present agree to pass		
2024.11.13 12-7	1. The company plans to evaluate the certified accountants based on the Audit Quality Index (AQI)	V	
	Opinions of independent directors：None		
	The Company's Handling of Independent Directors' Opinions：None		
	Resolution result：All directors present agree to pass		

- (2) In addition to the above-mentioned matters, other resolutions of the board of directors that have been opposed or reserved by independent directors and have records or written statements：None.

2. The implementation of directors' recusal of interest-related proposals, shall state the director's name, content of the proposal, reasons for recusal due to interests, and participation in voting:

Board of Directors	Name	Motion content	The reason should be avoided	Voting situation
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2024.3.14 12-4	Lee, Jyh-En	1.Confirmation of directors' and senior executives' remuneration for 2023 2.2024Directors' Remuneration and Managers' Performance Targets and Annual Compensation Proposal	Avoidance of interests as a manager	Approved by the remaining directors present and independent directors
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3、Listed OTC companies shall disclose information such as the evaluation cycle and period, evaluation scope, method, and evaluation content of the board of directors' self (or peer) evaluation, and fill in Attachment 2 (2) The implementation status of the board of directors evaluation. °

evaluation cycle	evaluation period	Assessment scope	Evaluation method	Evaluation method
Once a year	2024.1.1~2024.12.31	1.Overall Board of Directors 2. Individual directors 3.Functional committees	1. Self-evaluation by the Board of Directors 2.Self-evaluation by board members 3. Self-evaluation by members	Performance evaluation of the board of directors (1) Degree of participation in company operations (2) Improving the quality of decision-making by the board of directors (3) Composition and structure of the board of directors (4) Election and continuing education of directors (5) Internal control Performance evaluation of individual directors Performance evaluation of individual directors (1) Mastery of the company's goals and tasks (2) Responsibilities of directors (3) Degree of participation in company operations (4) Internal relationship management and communication (5) Election and continuous training of directors (6) Internal control Functional committees (1) Degree of participation in company operations (2) Recognition of the responsibilities of functional committees (3) Improve the functionality of committee decision-making products (4) Composition of functional committees and selection of members (5) Internal Control
Note: The overall performance of the Board of Directors as a whole and individual directors and functional committee members is rated "excellent", which is in compliance with corporate governance standards.				

4、Goals for strengthening the functions of the board of directors in the current year and the most recent year (e.g. establishing an audit committee, improving information transparency, etc.) and implementation status evaluation: All directors are required to complete the required training hours.

Note 1: If the directors and supervisors are legal persons, the names of the legal person shareholders and their representatives should be disclosed.

Note 2:

- (1) If a director or supervisor resigns before the end of the year, the resignation date should be indicated in the remarks column, and the actual attendance (list) rate (%) is calculated based on the number of board meetings and the actual number of attendance (list) during the term of office.
- (2) Before the end of the year, if there is a re-election of directors and supervisors, both the new and old directors and supervisors should be listed, and the directors and supervisors should be the former, new or re-elected and re-elected date in the remarks column. The actual attendance (list) rate (%) is calculated based on the number of board meetings and the number of actual attendance (list) during the term of office

- (2) Information on the participation of the audit committee or supervisor in the operation of the board of directors:

Information on the operation of the Audit Committee

The audit committee of the company is composed of 4 independent directors. The purpose of the audit committee is to assist the board of directors to perform its supervision on the company's quality and integrity in the implementation of accounting, auditing, financial reporting processes and financial control.

The Audit Committee has met four times in the most recent year (A) and has considered the following matters:

1. Annual work focus:
 - (1) Formulate or amend the internal control system in accordance with Article 14-1 of the Securities and Exchange Law.
 - (2) Assessment of the effectiveness of the internal control system.
 - (3) To formulate or amend the procedures for handling major financial business activities such as acquiring or disposing of assets, engaging in derivative commodity transactions, lending funds to others, and endorsement or guarantee for others in accordance with Article 36-1 of the Securities and Exchange Act.
 - (4) Matters involving the interests of the directors themselves.
 - (5) Significant asset or derivative commodity transactions.
 - (6) Significant capital loans, endorsements or guarantees.
 - (7) Raising, issuing or private placement of securities with equity nature.
 - (8) Appointment, dismissal or remuneration of certified accountants.
 - (9) Appointment and dismissal of financial, accounting or internal audit supervisors.
 - (10) Annual financial report.
 - (11) First quarter, semi-annual and third quarter financial reports.
 - (12) Other major matters stipulated by the company or the competent authority.

2. Review the financial report

The board of directors prepared the company's 2024 annual business report, financial statements, and loss compensation proposals, among which the financial statements have been audited by Deloitte Touche Tohmatsu Limited and an audit report has been issued. The above business report, financial statement and loss compensation proposal have been reviewed by the Audit Committee and found to be consistent. °

3. Evaluate the effectiveness of the internal control system

The audit committee evaluates the effectiveness of the policies and procedures of the company's internal control system (including financial, operational, risk management, information security, outsourcing, legal compliance, etc.) Reporting, including risk management and compliance. Referring to the Internal Control — Integrated Framework issued by The Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2013, the Audit Committee believes that the company's risk management and internal control systems are effective. The company has put in place the necessary control mechanisms to monitor and correct violations. °

4. The attendance of independent directors is as follows :

Title	Name	Actual number of attendance (B)	Entrusted Attendance	Actual attendance rate (%) (B/A) (Note)	Note
independent director	Chang,Wen-Thong	4	0	100	-
	Lu,Hong-Sheng	4	0	100	-
	Chen, Jyh-Cheng	4	0	100	-
	Chen Yi Liang	4	0	100	-

Other matters to be recorded :

1. In case of any of the following situations in the operation of the audit committee, the date, period, content of the proposal, the result of the resolution of the audit committee and the company's handling of the opinions of the audit committee shall be stated.

(1) Matters listed in Article 14-5 of the Securities and Exchange Act :

Board of Directors	Proposal content and follow-up processin	Items Listed in SEC & 14-5	Resolutions that have not been approved by the Audit Committee but have been agreed by more than 2/3 of all directors
2024.3.14 12-4	Approval of the company's internal control system statement	V	
	Approval of individual and consolidated financial reports for 2023	V	
	Approval of the 2023 loss compensation plan	V	
	Approval of the 2023 Annual Business Report	V	
	Results of Audit Committee Resolutions(2024.3.14) : The audit committee all passed		
	The company' s handling of the audit committee' s opinion: all directors present agree to pass		
2024.5.10 12-5	Approved 2024 Q1 consolidated financial report	V	
	Approved the company's private placement of securities	V	
	Results of Audit Committee Resolutions(2024.5.10) : The audit committee all passed		
	The company' s handling of the audit committee' s opinion: all directors present agree to pass		
2024.8.8 12-6	Approved 2024 Q2 consolidated financial report	V	
	Results of Audit Committee Resolutions(2024.8.8) : The audit committee all passed		
	The company' s handling of the audit committee' s opinion: all directors present agree to pass		
2024.11.13 12-7	Approved the 2025 audit plan	V	
	Approved 2024 Q3 consolidated financial report	V	
	Approved the company's plan to use the Audit Quality Index (AQIs) to evaluate the certification accountants	V	
	company's factory disposal case	V	
	Results of Audit Committee Resolutions(2024.11.13) : The audit committee all passed		
	The company' s handling of the audit committee' s opinion: all directors present agree to pass		

(2) In addition to the above-mentioned matters, other resolution matters that have not been passed by the audit committee and approved by more than two-thirds of all directors : None.

2.The independent director's implementation of the recusal of the interest-related proposal shall state the name of the independent director, the content of the proposal, the reason for the recusal of the interest, and the voting status : None.

3. Communication between independent directors, internal audit supervisors and accountants (should include major events, methods and results of communication on the company's financial and business conditions, etc.) :

i. Communication policy between independent directors and internal audit supervisors and accountants

(1) When the audit committee approves the annual financial report and quarterly financial report every year, 27 accountants are invited to attend the audit committee to explain the inspection and review situation, at least twice a year.

(2) Before the end of each fiscal year, the audit plan for the next year shall be submitted to the Board of Directors for resolution after approval by the Audit Committee.

(3) Report to the audit committee quarterly on the implementation of the audit business.

(4) The internal audit supervisor submits the audit report to the independent directors for inspection every month, and reports the implementation status to the audit committee and the board of directors at least once a quarter.

(5) The opinions or deficiencies in the internal self-inspection of the company, and the improvement items listed in the internal control system statement that should be strengthened shall be continuously tracked in accordance with the regulations, and the status of tracking and improvement shall be tracked and submitted to audit in a written report committee.

(6) The company's annual assessment of the effectiveness of the internal control system and the statement of the internal control

system are submitted to the audit committee for review in accordance with regulations。

(7) Summary of previous communications between independent directors and accountants

Date	communication focus
2024.3.14	1. The accountant made an explanation on the 2023 annual financial report 2. Discuss and communicate with the questions raised by the participants
2024.8.8	1. Accountants explain the financial report for the second quarter of 2024 2. Discuss and communicate with the questions raised by the participants.

ii. Summary of previous communications between independent directors and audit supervisors

- (1) Before the end of each fiscal year, the audit plan for the next year will be submitted to the board of directors for resolution after being approved by the audit committee.
- (2) The internal audit shall conduct the audit according to the annual audit plan and submit the internal audit report to the independent directors for review before the end of the audit. If the independent directors have any questions or instructions after review, they will ask or inform the audit supervisor.
- (3) Report the implementation of the audit plan to the board of directors and the audit committee on a quarterly basis. Independent directors will communicate and discuss with the internal audit supervisor on various audit matters before the audit committee or the meeting.
- (4) The assessment of the effectiveness of the company's internal control system and the statement of the internal control system were submitted to the audit committee for review and approval by the board of directors.

Date	communication focus
2024.3.14	1. The acting audit supervisor shall submit a report on the implementation of the audit from December 2023 to February 2024. 2. The acting audit supervisor will provide an explanation on the 2023 annual internal control system statement
2024.5.10	The acting audit supervisor will submit a report on the implementation of the audit from March to April 2024.
2024.8.08	The internal audit supervisor will submit a report on the audit implementation from May to July 2024.
2024.11.13	1. The internal audit supervisor shall submit a report on the audit implementation from August to October 2024. 2. The internal audit supervisor made an explanation on the 2025 annual audit plan.

4、The audit committee of the company evaluates the independence and suitability of the certified accountant of the company every year. In addition to requiring the certified accountant to provide the "Detached Independent Statement" and "Audit Quality Indicators (AQIs)", it also follows the standards in Note 1 and 13 AQIs indicators are evaluated. It has been confirmed that accountants Lin, Hsin-Tung and Tsai, Mei-Chen of CPAs, Deloitte Touche Tohmatsu Limited have no other financial interests or business relationships with the company except for visa and financial and taxation fees. Information, confirm that accountants and firms are superior to the average level of the industry in terms of audit experience and training hours. In the past three years, they will continue to introduce audit innovation tools to improve audit quality. The evaluation results of the most recent year have been discussed and approved by the audit committee on November 13, 2024, and submitted to the board of directors for resolution on November 13, 2024 to adopt the assessment of the independence and competency of the accountants.

Note 1: Criteria for assessing the independence of accountants

evaluation items	evaluation result	Whether it meets independence
Whether the accountant has a direct or significant indirect financial interest in the company	No	Yes
Whether the accountant has any financing or assurance activities with the company or the directors of the company	No	Yes
Whether the accountant has a close business relationship and potential employment relationship with the company	No	Yes
Whether the accountants and their audit team members have served as directors, managers or positions that have a significant impact on the audit work in the company at present or in the last two years	No	Yes
Does the accountant provide the company with non-audit service items that may directly affect the audit work?	No	Yes
Whether the accountant has brokered the stocks or other securities issued by the company	No	Yes
Whether the accountant acts as the company's defender or coordinates conflicts with other third parties on behalf of the company	No	Yes
Whether the accountant has a family relationship with the company's directors, managers, or personnel with positions that have a significant impact on the audit case	No	Yes

Note:

- * If an independent director resigns before the end of the year, the date of resignation should be indicated in the remarks column, and the actual attendance rate (%) is calculated based on the number of audit committee meetings and actual attendance during the term of office. * If an independent director is re-elected before the end of the year, both the new and former independent directors should be listed, and the independent director's former, new or re-election date should be indicated in the remarks column. The actual attendance rate (%) is calculated based on the number of audit committee meetings and the number of actual attendance during his tenure.

(3) Corporate governance practices, and deviation from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and causes thereof

Assessment criteria	Corporate governance in action (Note 1)			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance principles based on "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?"	v		The Company has established corporate governance principles in accordance with "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and published onto its website and on MOPS.	Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."
II 、 Equity structure and shareholders' equity (1) Has the Company implemented a set of internal procedures to handle shareholders' suggestions, queries, disputes and litigations? (2) Is the Company constantly informed of the identities of its major shareholders and the ultimate controller? (3) Has the Company established and implemented risk management and firewalls on companies it is affiliated with? (4) Has the Company established internal policies that prevent insiders from trading securities against non-public information?	v		(1) The company has set up a special person to deal with it, and if it involves legal issues, a dedicated legal office and lawyers will cooperate to deal with it. (2) The company confirms the changes in shareholdings of directors and other major shareholders every month, and understands and masters their shareholdings before or after the event. (3) The company is currently in compliance with the principle of financial and business independence with affiliated companies, and the risk control and firewall mechanisms are sound. (4) It has established a code of integrity management and a code of ethical conduct, internal major information processing procedures, and publicized laws and regulations to employees	Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."
III 、 Organization and functions of the Board of Directors (1) Are a diversity policy and specific management objectives established and implemented by the Board of Directors? (2) Apart from the Remuneration Committee and Audit Committee, has the Company assembled other functional committees at its own discretion? (3) Has the Company established methodology for evaluating the performance of its Board (4) Are CPAs' independence assessed on a regular basis?		v	(1) The nomination of directors of the Company is subject to a rigorous selection process, taking into account the professional background of the industry and having a leading reputation in the community. At present, the members of the board of directors have professional abilities in finance, accounting, leadership, decision-making, operation and management, etc., which are helpful to the company's development and operation, and the number of independent directors has reached 4 since June 2017, and the directors' expertise in different fields is used to give the company appropriate operational policy suggestions, detailed on page 9. (2) Other functional committees will be set up according to the actual needs of the company. (3) The Company has formulated a self-evaluation method for directors, and conducts the performance evaluation results of the board of directors once a year, and the performance evaluation of the board of directors in 2024 has been reported to the board of directors in the first quarter of 2025, and the performance results will be used as a reference basis for the next nomination; The results of the performance evaluation of individual directors will be used as a reference basis for determining their individual remuneration. (4) The Board of Directors has assessed the independence, competence and professionalism of the accountants at least once a year, as amended in accordance with Article 29 of the Corporate Governance Code, and on November 13, 2024, the independence and competence of the certified accountants have been assessed in accordance with the Audit Quality Indicators (AQI).	Except for the second point, Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."

Assessment criteria	Corporate governance in action (Note 1)			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
IV 、 Does the TWSE/TPEX Listed company have an adequate number of corporate governance personnel with appropriate qualifications to be in charge of corporate governance affairs including, but not limited to, providing directors and supervisors with required information for business execution, handling relevant matters with board meetings and shareholders meetings according to the laws, processing corporate registration and amendment registration, and preparing minutes of board meetings and shareholders meetings?	v		The company's financial supervisor is concurrently the corporate governance supervisor, and promotes corporate governance-related matters, and draws up improvement plans in accordance with corporate governance assessment requirements to meet corporate governance requirements, and reports on important issues to the board of directors.	Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."
V 、 Does the Company have established a communication channel for the stakeholders (including but not limited to stockholders, employees, customers and suppliers), set the stakeholder section on the Company's website, and responded to the stakeholders regarding their concerns over corporate social responsibilities?	v		(1) The company has a spokesperson and acting spokesperson as this communication channel, and also communicates through telephone, fax, letter, and IR website message. (2) Stakeholder Zone: http://www.promise.com.tw/tw/Stakeholder	Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."
VI 、 Does the Company have commissioned a professional stock service agent to handle shareholders affairs?	v		The Company has commissioned Chinatrust Bank as the share administration agency, which is responsible for handling shareholder meeting affairs.	Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."
VII 、 Information disclosure (1) Has the Company established a website that discloses financial, business, and corporate governance-related information? (2) Has the Company adopted other means to disclose information (e.g., English website, assignment of specific personnel to collect and disclose corporate information, implementation of a spokesperson system, broadcasting of investor conferences via the Company website)? (3) Does the Company announce and report the annual financial report within two months after the end of the fiscal year, and announce and report Q1, Q2, Q3 financial reports and the operating status of each month in advance of the prescribed deadline?	v		(1) The company's website: http://www.promise.com.tw , has a shareholder service area, and discloses financial, business and related information in a timely and transparent manner. (2) The company has a spokesperson and acting spokesperson who are responsible for data collection, disclosure and external communication channels, and provide briefing information for legal briefings for investors to inquire. (3) The annual financial report and quarterly report will be announced and declared as soon as possible within the statutory time limit.	Except for the third point, Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."
VIII 、 Does the Company have other information that enables a better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholders' interests, continuing education of directors/supervisors, implementation of risk management policies and risk measurements, implementation of customer policy, and insuring against liabilities of Company directors and supervisors)?	v		(1) Employee rights and employee care : 1. The company regards respect, care, and encouragement of self-management as one of its business philosophy, so it attaches great importance to the harmony between labor and management. All company policies and various important measures are stated in various documents or other promotional methods to allow employees to fully In addition, we have established an employee welfare committee in accordance with the law to implement various welfare plans, which can be described as comprehensive in the management of employee relations and the protection of their rights and interests. 2. To spare no effort in caring for employees, the company's administrative department and a separate employee welfare committee are appointed to visit, condolence and assist in the payment of various	Compliant with the rationale and practices of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."

Assessment criteria	Corporate governance in action (Note 1)			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies																																																																
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			<p>insurances for colleagues who are recuperating due to illness.</p> <p>(2) Investor relations: The company has a spokesperson and an acting spokesperson, and sets up an IR webpage to communicate with investors. The website is as follows : https://www.promise.com/tw/</p> <p>(3) Supplier relationship and stakeholders: The company maintains good interactions with suppliers and stakeholders, and provides effective communication channels to establish long-term cooperative relationships and ensure the stability of material supply; The relevant person area, you can directly report problems with the company, the URL is as follows : https://www.promise.com/tw/Stakeholder °</p> <p>(4) Directors' advanced training :</p> <table border="1"> <thead> <tr> <th>Separate</th><th>Name</th><th>Study date</th><th>Course Title</th><th>Training hours</th></tr> </thead> <tbody> <tr> <td rowspan="2">Chairman</td><td rowspan="2">Lee, Jyh-En</td><td>20240920</td><td>2024 Prevention of Insider Trading Promotion Conference</td><td>3</td></tr> <tr> <td>20241129</td><td>2024 Insider Equity Trading Legal Compliance Seminar</td><td>3</td></tr> <tr> <td rowspan="3">director</td><td rowspan="3">Ho, Jhi-Wu</td><td>20240305</td><td>Succession plan launched - employee reward plan and equity succession</td><td>3</td></tr> <tr> <td>20240514</td><td>Analysis of Renewable Energy Certificate System and Green Electricity Trading</td><td>3</td></tr> <tr> <td>20240807</td><td>Corporate Governance and Securities Regulation</td><td>3</td></tr> <tr> <td rowspan="2">director</td><td rowspan="2">Chirstine Huang</td><td>20240506</td><td>Corporate Governance and Securities Regulation</td><td>3</td></tr> <tr> <td>20241112</td><td>Corporate Sustainability Strategy and Investor Relations</td><td>3</td></tr> <tr> <td rowspan="3">Independent director</td><td rowspan="3">Lu,Hong - Sheng</td><td>20240506</td><td>Corporate Governance and Securities Regulation</td><td>3</td></tr> <tr> <td>20240904</td><td>Net Zero Carbon Emissions Advocacy Conference</td><td>3</td></tr> <tr> <td>20240906</td><td>2024 Prevention of Insider Trading Promotion Conference</td><td>3</td></tr> <tr> <td rowspan="2">Independent director</td><td rowspan="2">Chang,W en -Thong</td><td>20240906</td><td>2024 Prevention of Insider Trading Promotion Conference</td><td>3</td></tr> <tr> <td>20241101</td><td>Skills for directors and supervisors to interpret financial information</td><td>3</td></tr> <tr> <td rowspan="2">Independent director</td><td rowspan="2">Chen, Jyh -Chen g</td><td>20240603</td><td>Institutional Investors' Perspectives Forum</td><td>3</td></tr> <tr> <td>20240906</td><td>2024 Prevention of Insider Trading Promotion Conference</td><td>3</td></tr> <tr> <td>Independent director</td><td>Chen Y i Liang</td><td>20240812</td><td>ESG trends and changes in the international political and economic environment: global and Taiwan tax reforms and</td><td>3</td></tr> </tbody> </table>	Separate	Name	Study date	Course Title	Training hours	Chairman	Lee, Jyh-En	20240920	2024 Prevention of Insider Trading Promotion Conference	3	20241129	2024 Insider Equity Trading Legal Compliance Seminar	3	director	Ho, Jhi-Wu	20240305	Succession plan launched - employee reward plan and equity succession	3	20240514	Analysis of Renewable Energy Certificate System and Green Electricity Trading	3	20240807	Corporate Governance and Securities Regulation	3	director	Chirstine Huang	20240506	Corporate Governance and Securities Regulation	3	20241112	Corporate Sustainability Strategy and Investor Relations	3	Independent director	Lu,Hong - Sheng	20240506	Corporate Governance and Securities Regulation	3	20240904	Net Zero Carbon Emissions Advocacy Conference	3	20240906	2024 Prevention of Insider Trading Promotion Conference	3	Independent director	Chang,W en -Thong	20240906	2024 Prevention of Insider Trading Promotion Conference	3	20241101	Skills for directors and supervisors to interpret financial information	3	Independent director	Chen, Jyh -Chen g	20240603	Institutional Investors' Perspectives Forum	3	20240906	2024 Prevention of Insider Trading Promotion Conference	3	Independent director	Chen Y i Liang	20240812	ESG trends and changes in the international political and economic environment: global and Taiwan tax reforms and	3	
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					<div>corporate tax governance (Part 1)</div> <div>ESG trends and changes in the international political and economic environment: global and Taiwan tax reforms and corporate tax governance (Part 2)</div> <div>3</div>																		
			<div>(5) Implementation of risk management policies and risk measurement standards: The company and its subsidiaries are committed to integrating and managing all potential strategic, operational, financial and hazardous risks that may affect operations and profits in a proactive and cost-effective manner. In addition, the company adheres to the long-term sustainable responsibility to the industry and society. The purpose is to provide appropriate risk management for all stakeholders of the company, to assess the frequency of risk events and the severity of the impact on the company's operations, and to define the extent of risk. Priority and risk level, and adopt corresponding risk management strategies according to risk level.</div> <table><tr><th>name of association</th><th>Scope of responsibility</th></tr><tr><td rowspan="2">Board of Directors</td><td>1. Establish risk management policies and framework</td></tr><tr><td>2. Ensure the effectiveness of risk management mechanisms and allocate resources</td></tr><tr><td rowspan="2">Presidents</td><td>1. Implement the risk management policy approved by the Board of Directors</td></tr><tr><td>2. Integrate cross-department risk management interactions and communications</td></tr><tr><td rowspan="4">major business divisions</td><td>1. Summarize the results of risk management activities</td></tr><tr><td>2. Assist and supervise the risk management activities of affiliated branches</td></tr><tr><td>3. Determine the risk category and recommend the way to bear the risk according to the changing environment</td></tr><tr><td>4. Conduct risk-adjusted performance measurement and coordination</td></tr><tr><td rowspan="2">Affiliated branch</td><td>1. Perform daily risk management activities</td></tr><tr><td>2. Conduct self-assessment of risk control activities</td></tr></table> <div>Note: The duties of each major business division are as follows</div> <div>1. Audit: Assess the existing or potential risks of the company's various activities, formulate and implement a risk-oriented annual internal audit plan, assist the board of directors and managers to inspect and review the lack of internal control systems and measure the effectiveness of operations and Efficiency, to ensure the continuous and effective implementation of the internal control system.</div> <div>2. Finance and Accounting Department: Responsible for financial planning and operation, under the risk control and supervision mechanism, attach importance to safety, liquidity and profitability, so as to establish a risk avoidance mechanism to reduce financial risks.</div> <div>3. Personnel Administration Office: (i) Responsible for the use of human resource systems and human resource planning, improve employment efficiency and promote labor-management harmony, standardize employees' compliance with the company's code of conduct, and reduce operational risks caused by potential violations of human resources and labor disputes. (ii) Responsible for the supervision and management of safety, health and environmental pollution prevention, and comply with labor safety regulations to reduce the risk of industrial safety accidents and environmental pollution.</div> <div>4. Information Management Office: Responsible for network and business information security control and protection measures to reduce information security risks.</div>				name of association	Scope of responsibility	Board of Directors	1. Establish risk management policies and framework	2. Ensure the effectiveness of risk management mechanisms and allocate resources	Presidents	1. Implement the risk management policy approved by the Board of Directors	2. Integrate cross-department risk management interactions and communications	major business divisions	1. Summarize the results of risk management activities	2. Assist and supervise the risk management activities of affiliated branches	3. Determine the risk category and recommend the way to bear the risk according to the changing environment	4. Conduct risk-adjusted performance measurement and coordination	Affiliated branch	1. Perform daily risk management activities	2. Conduct self-assessment of risk control activities	
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Assessment criteria	Corporate governance in action (Note 1)			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			<p>5. Marketing Business Division: Responsible for market dynamics and consumption trend analysis, formulating product marketing strategies and promotion plans, and improving customer service models to reduce business operation risks.</p> <p>6. Legal department: Responsible for legal affairs management, reviewing customer contracts and product-related patents, following government supervision policies and handling contract and litigation disputes to reduce legal risks.</p> <p>7. Purchasing department: Responsible for supplier supply chain capacity assessment and planning, construction and management of procurement operations, in order to reduce the risk of material shortage and price rise caused by the imbalance between supply and demand of raw materials.</p> <p>8. R&D department: Responsible for new technology evaluation and new product development strategy and planning, and promote the formulation of relevant operating procedures and mechanisms to reduce R&D investment risks.</p> <p>(6) Implementation of customer policies: in accordance with the company's relevant system regulations</p> <p>(7) Situation where the company purchases liability insurance for directors: The company has purchased "directors, supervisors, and important staff liability insurance" since 1992, and uses the liability insurance to transfer the risks caused by directors and important staff's negligence, mistakes, and misconducts in order to improve the health of the company. The company operates and protects the directors and important employees, and reports the insurance status to the board of directors.</p>	
<p>IX - Improvements made based on the latest corporate governance evaluation result announced by the Corporate Governance Center, Taiwan Stock Exchange, prioritized improvements and measures for areas to be improved.</p> <p>(1) The company has improved the situation:</p> <ol style="list-style-type: none"> 1. Establishment of a Sustainable Development Committee 2. Disclose the specific management objectives and implementation status of the diversity policy on the company website and annual report. 3. The policy, system, standards and structure for the payment of remuneration to independent directors, and the correlation between the amount of remuneration paid and factors such as responsibilities, risks, and time invested. 4. All directors and independent directors have met the required training hours. <p>(2) Priority matters and measures to be strengthened:</p> <ol style="list-style-type: none"> 1. Continuously require directors and independent directors to participate in directors' continuing education courses. 2. We will work hard to improve ESG-related requirements. 				

Note 1: Regardless of whether the operation status is checked "Yes" or "No", it should be stated in the summary description column.

(4) If the company has established a remuneration committee, it shall disclose its composition, duties and operation :

1. Salary and Remuneration Committee Member Information

separate (Note 1)	Qualifications Name	Professional Qualifications	Independence situation	The number of members of the remuneration committee of other publicly issued companie
Independent director (convener)	Chang,Wen-Thong	Please refer to page 8~9 for director information.		1
Independent director	Lu,Hong-Sheng			1
Independent director	Chen, Jyh-Cheng			-
Independent director	Chen Yi Lian			2

2. Information on the operation of the Salary and Remuneration Committee

(1) The company's salary and compensation committee has 4 members.

(2) The term of office of the current committee members: from June 26, 2023 to June 25, 2026, The Salary and Remuneration Committee has met twice (A) in the recent year, once in the fourth term and once in the fifth term. Member qualifications and attendance are as follows :

Title	Name	Actual number of (column) seats (B)	Entrusted Attendance	Actual attendance rate (%)	Note
convener	Chang,Wen-Thong	2	0	100	-
member	Lu,Hong-Sheng	2	0	100	-
member	Chen, Jyh-Cheng	2	0	100	-
member	Chen Yi Lian	2	0	100	-

Other matters to be recorded :

1. If the board of directors does not adopt or revise the suggestion of the salary and compensation committee, it shall state the date, period, content of the proposal, the result of the resolution of the board of directors, and the company's handling of the opinions of the salary and compensation committee (such as the salary approved by the board of directors is better than that of the salary and compensation committee). Suggestions should describe the differences and reasons): No such situation.
2. For the resolutions of the remuneration committee, if members have objections or reservations and there are records or written statements, the date, period, content of the proposal, opinions of all members and how to deal with the opinions of members should be stated: None situation. °
3. Dates, content of proposals, results of resolutions, and the company's handling of the opinions of the Salary and Compensation Committee in 2024 and until the publication date of the annual report

Compensation Committee	Proposal content and follow-up processing	Resolution result	The company's handling of the opinions of the remuneration committee
2024.3.14	1. Variable compensation of senior managers in 2023 2. Directors' remuneration and manager performance targets and annual remuneration case for 2024	All members of the committee agreed to adopt	Proposal to the board of directors except chairman and Presidents Lee, Jyh-En who avoided interests, and other directors present agreed to approve
2024.11.13	Report on the remuneration of independent directors in 2023.		

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

Assessment criteria	Corporate governance in action Note 1			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
I、Does the Company have a governance structure for promoting sustainable development and a unit that specializes (or is involved in) in sustainable development promotion? Does the Board of Directors authorize the senior management to handle and oversee relevant matters?	v		1. In order to effectively promote sustainable development, the company and employee representatives jointly form a sustainable development committee, and appoint the top manager of the human resources department as the management representative. 2. Divided by Promise Technology. The company's corporate responsibility code of conduct clearly stipulates the responsibilities of directors, managers and all employees, and also implements the company's corporate responsibility code of conduct and corporate culture promotion and related assessment rewards and punishments during new employee education and training and inform the managing directors of the government's sustainable development courses in a timely manner so that they can obtain the latest regulations through the courses. 3. Announce relevant reward and punishment deeds and lists in a timely manner. 4. At the same time, it will also use the quarterly staff meeting, citing actual cases to timely publicize the matters that should be paid attention to in the code of practice for sustainable development.	Compliant with the rationale and practices of "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies."
II、Does the Company conduct risk assessment for environmental, social and corporate governance issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Note 2)	v		Promise Technology. As a member of the global market, we adhere to sustainable management, fulfill our corporate social responsibilities, and actively comply with the requirements of the "Electronic Industry Code of Conduct" on labor, health and safety, environmental protection, and business ethics. In 2018, we Passed the third-party audit and verification of OEM international manufacturers. We will continue to improve and create the greatest benefits for the company's employees, shareholders and stakeholders. In order to implement our commitment, the company's social responsibility policy is as follows: (1) Comply with legal requirements and emphasize honest management; (2) Implement transparent information and respect intellectual property rights; (3) Actively participate in community activities, enhance social culture and care for the disadvantaged;	Compliant with the rationale and practices of "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies."

Assessment criteria	Corporate governance in action Note 1			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
			(4) Prohibit the use of child labor and practice humane treatment; (5) Advocating freedom of employment and prohibiting undue discrimination; (6) Improve salary and welfare, train employees' skills; (7) Establish a communication mechanism to reduce environmental pollution; (8) Occupational safety hazard prevention and promotion of healthy workplace. Please refer to our website https://www.promise.com/tw/IR/Company/CSR .	
III 、 Environmental issues (1) Does the Company have an appropriate environmental management system established in accordance with its industrial character? (2) Is the Company dedicated to enhancing energy efficiency and using recycled materials with low impact on the environment? (3) Does the Company assess the potential risks and possibilities of climate changes to the Company now and in the future, and take measures to respond to climate related issues? (4) Does the Company record the greenhouse gas emissions, water consumption and total weight of waste produced in the past two years, and formulate policies on energy conservation and carbon reduction, greenhouse gas reduction, water consumption or other waste management?	v		(1) In addition to formulating relevant environmental management systems in accordance with ISO-14000 and 140641 standards, the company also cooperates with customer requirements to make products comply with REACH (Registration, Evaluation, Authorization and Restriction of Chemicals)—EU chemical registration, evaluation, authorization , Restriction Act, RoHS (Restriction of the use of certain hazardous substances in electrical and electronic equipment)—Restriction of the use of hazardous substances in electrical and electronic equipment, WEEE (Waste Electrical and Electronic Equipment Directive)—Waste Electrical and Electronic Equipment Directive, Erp (Eco Design Requirement for Energy-related Products) — EU energy-related product ecological design requirements, product material selection, product design and production process and product recycling, all comply with relevant regulations, avoid the use of raw materials with harmful chemical components Possibility to minimize environmental pollution. (2) According to the ISO-14000 and 14064 standards, the company sets annual electricity consumption and water resource utilization efficiency targets according to the ISO-14000 and 14064 standards, and also promotes green product design and recycling of raw material packaging boxes to ensure that the operation process will have no impact on the environment minimized. (3) Strategies, methods, objectives, etc. for greenhouse gas management: (i) Promise Technology. All products comply with ISO14001,	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.”

Assessment criteria	Corporate governance in action Note 1			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
			<p>WEEE, RoHS and REACH specifications, and also promise to plan and increase the use of recycled materials as carefully as possible, and are committed to promoting green product design and manufacturing, greenhouse gas inventory and reduction, and implementation and execution of energy saving and carbon reduction , waste management and recycling.</p> <p>(ii) Enterprise greenhouse gas emission reduction target: Since the emission source mainly comes from the electricity demanded by air conditioners and office lighting, we will cooperate with the management and publicity of the factory affairs system to reduce unnecessary waste, install water-saving devices and internal publicity to implement water conservation Measures, with the goal of reducing the amount by more than 1% per year. Reduce unnecessary waste</p> <p>The greenhouse gas emissions in 2024 increased slightly by 5.49% compared with 2023, mainly due to the increase in greenhouse gas emissions caused by the installation of a new chiller (containing refrigerant) in November. Total water consumption in 2024 will decrease slightly by 0.3% compared to 2023.</p> <p>(iii) Budget and plan for reduction of corporate greenhouse gas emissions:</p> <p>(i) Promote electronic signature process to reduce paper usage.</p> <p>(ii) Manage power demand, turn off lighting and air conditioning in unoccupied areas.</p> <p>(iii) Control the air-conditioning equipment, and flexibly adjust the opening of the ice water host according to the actual room temperature in the factory and the production.</p> <p>(iv) Plan to gradually replace the LED lighting system by area.</p> <p>(v) Update high-energy-consuming air-conditioning equipment in different areas to improve energy efficiency and reduce losses.</p>	

Assessment criteria	Corporate governance in action Note 1			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
			<p>(vi) Replacing old power systems and lines to reduce energy consumption.</p> <p>(iv) The carbon reduction effect brought to customers or consumers by the company's products or services: continuous green production, committed to energy saving and carbon reduction in the production process, in line with the green commitment to customers and the environment. °</p> <p>(4) Since 2011, the company has established a greenhouse gas emission inventory promotion organization to build greenhouse gas emission inventory management data to promote greenhouse gas emission inventory related operations. In December 2011, it obtained the ISO 14604 third-party certification certified, In 2012~2024, the self-declaration inventory will be adopted, and the main results of the current inventory are as follows: In 2023, Scope 1 (direct emissions) will be 21.22 metric tons of carbon dioxide equivalent, and Scope 2 (indirect emissions) will be 958.42 metric tons of carbon dioxide equivalent, with an intensity of 1.6746 metric tons of CO2e/million yuan; The total water consumption was 4,466 tons; The total amount of waste is 18.404 tons. (18.354 metric tons of non-toxic general business waste, 0.05 metric tons of toxic Class E business waste). In 2024, Scope 1 (direct emissions) will be 309.98 metric tons of CO2e, and Scope 2 (indirect emissions) will be 723.48 metric tons of carbon dioxide equivalent, with an intensity of 1.8036 metric tons of CO2e per million yuan; The total water consumption was 4,453 metric tons; The total amount of waste is 5.65 tons. (5.65 metric tons of non-toxic general business waste, 0 metric tons of toxic E business waste)</p>	
<p>IV 、 Social issues</p> <p>(1) Does the Company have the relevant management policies and procedures stipulated in accordance with the relevant laws and regulations and international conventions on</p> <p>(2) Does the Company formulate and implement reasonable employee benefits measures (including remuneration, vacation and other benefits, etc.), and appropriately reflect the results of operating performance in employee</p>	v		<p>(1) The Company formulates sustainable development guidelines and handles them in accordance with relevant laws and regulations and international human rights conventions. Provide a safe and healthy working environment for employees, and regularly implement safety drills and physical health checks for employees.</p> <p>(2) The Company shall provide reasonable remuneration according to the performance appraisal of employees, and the remuneration of senior managers shall be recommended by the Remuneration Committee with reference to the level of peers and related</p>	Compliant with the rationale and practices of "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies."

Assessment criteria	Corporate governance in action Note 1			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
<p>compensation?</p> <p>(3) Does the Company provide employee with a safe and healthy work environment, and provide safety and health education to employees regularly?</p> <p>(4) Does the Company have an effective career capacity development training program established for the employees?</p> <p>(5) With respect to the issues related to products and services, such as customer health and safety, customer privacy, marketing and labeling, does the Company conform to the relevant regulations and international standards and establish the relevant rights protection policies and complaint procedures for the consumers or customers?</p> <p>(6) Does the Company formulate a supplier management policy that requires suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and their implementation?</p>			<p>industries, and shall be approved by the Board of Directors. The ratio of male to female supervisors in the company is 25%</p> <p>(3) Provide a safe and healthy working environment for employees, conduct regular safety drills and physical health examinations for employees, and provide care and health consultation to medical staff in the factory. The number of occupational accidents is 0; The occupational accident rate is 0.</p> <p>(4) The personnel unit arranges and requires employees to have 20 hours of advanced training per year to increase their professional skills and effectively improve their career capabilities.</p> <p>(5) The marketing and labeling of products and services shall comply with relevant laws and regulations and the code of conduct of the electronic industry.</p> <p>(6) The company has formulated a code of conduct for suppliers and outsourcers, requiring suppliers to comply with legal requirements, emphasizing honest management, respecting intellectual property rights, actively participating in community activities, establishing communication mechanisms, reducing environmental pollution, improving social culture, caring for vulnerable occupational safety hazards, preventing occupational safety hazards, and promoting a healthy workplace. In addition, the supplier evaluation plan is scheduled annually and implemented according to the plan.</p>	
V、Does the Company use internationally accepted standards or guidelines for preparation of reports as reference in preparing the corporate sustainability report and other reports disclosing non-financial information of the Company? Have such reports been assured, verified or certified by a third party?		v	The corporate governance section of the company's website and public information observatory discloses the company's relevant measures and guidelines, and also discloses the company's fulfillment of social responsibilities on the company's web page, which further promotes the implementation of corporate citizenship responsibilities.	Prepare a sustainable development report in accordance with regulations
VI、In the event that the Company has established sustainable development practice principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", please describe the differences between the implementation and the established principles: The Company has established sustainable development practice principles, which conform to the rationale and practices of the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies."				
<p>VII、Other information useful to the understanding of the promotion of sustainable development:</p> <p>(1) Environmental protection:</p> <p>1. Comply with government environmental regulations</p> <p>2. Under the condition of ensuring the quality of the company's products, product design and production are oriented towards the use of low-pollution and recycled raw materials.</p>				

Assessment criteria	Corporate governance in action Note 1			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and causes thereof
	Yes	No	Summary	
<p>3. All products comply with RoHS, WEEE, ISO14001 and REACH regulations, and reduce the use of harmful substances such as lead, cadmium, bromine and halogens. 4. All printed circuit boards used in its products are halogen-free and used in NPG150 of x30 products. Promise Technology. is also committed to planning the increased use of recycled materials as carefully as possible.</p> <p>5. Based on the commitment to environmental technology, Promise Technology. is gradually changing its mode of responding to environmental issues. We use power in a more economical way and work with partners and customers to make the best use of resources and avoid waste.</p> <p>6. Commitment to transformation of environmental protection technology to meet environmental challenges, through the sustainable use of electricity, and cooperation with partners and customers to strengthen the control of resources and waste.</p> <p>(2) Social contribution, service, public welfare :</p> <p>1. The company abides by relevant domestic labor laws and regulations and respects international labor human rights principles, implements non-discriminatory treatment employment policies and protects the legitimate rights and interests of employees.</p> <p>2. Provide a safe and healthy working environment for employees, and implement regular safety and health education.</p> <p>3. The company upholds the spirit of taking from the society, giving back to the society and caring for the people, and continues to hold public welfare activities to respond to emergency relief and care for vulnerable groups. 4. Encourage employees to voluntarily participate in social welfare related activities.</p> <p>(3) Consumer Rights and Interests : Promise Technology's enterprise products are backed by the industry's best three-year full system warranty and enjoy comprehensive global support. 24/7 PROMISE eSupport website support, with optional 24-hour telephone and email support services, providing experienced professional support personnel, free software updates and online support download page. In addition, Promise Technology. provides a number of service plans to further enrich the service, while significantly reducing downtime (failure occurs).</p> <p>(4) Safety and hygiene : The company provides necessary safety and health education and disaster prevention training measures according to the work performed by employees to ensure the working environment and personal safety of employees. Please refer to the following descriptions of the working environment and personal safety protection measures for employees.</p>				

Note 1: If you ticked "Yes" for the operation status, please explain the important policies, strategies, measures and implementation status adopted; if you ticked "No" for the operation status, please explain the reasons and explain the relevant policies, strategies and plan of measures.

Note 2: If the company has prepared a sustainable development report, the operation status can be replaced by indicating the method of consulting the sustainable development report and the index page.

Note 3: The principle of materiality refers to issues related to environment, society and corporate governance that have a significant impact on company investors and other stakeholders.

Work environment and employee personal safety protection measures

1. Occupational Accident Prevention Program
In order to reduce occupational accidents, the company draws up an annual occupational accident prevention plan every year, and then formulates a detailed implementation plan based on the content of the occupational accident prevention plan, and the business unit will implement it according to the plan schedule and content, and then discover through the audit system. In case of lack of implementation, revise the occupational accident prevention plan at the safety and health committee or labor-management meeting every three months. In the year, according to the resolutions of the safety and health committee, formulate the occupational accident prevention plan for the next year, then implement, review, review, and revise the plan, etc., and continuously reduce the hazard risk of the business unit year by year through PDCA methods, and achieve zero. Disaster ultimate goal.
2. Independent inspection and mechanical equipment inspection
When employees face different working environments, processes, operations and operations, they may cause physical injuries due to factors such as unsafe operations, equipment or management. For this reason, the company actively promotes independent inspections, hoping to use Promoted by this measure, potential hazards are discovered, and efforts are made to improve and effectively control them. The company's independent inspection items include: motor vehicles, exhaust devices for soldering operations, fire-fighting facilities, and escape and refuge equipment. Mechanical equipment inspection items include: freight elevators, elevators, etc.
3. Safe and comfortable working environment Smoking/alcohol abuse is strictly prohibited in the workplace, and the air-conditioning system in the entire factory area is strictly prohibited. The safety of the environment is ensured through the following inspections: (1) Entrust a professional company to conduct public security inspections in accordance with the building public security inspection visa and declaration regulations. (2) In accordance with the provisions of the Fire Protection Act, outsource fire inspections every year. (3) In accordance with the implementation measures for the measurement of the labor working environment, outsource carbon dioxide (CO2), noise, illuminance and other inspections every six months.
4. Education and training The company conducts safety and health education and training for new employees, and then provides necessary education and training and disaster prevention training according to the work the employees are engaged in: fire training, evacuation drills, etc. to ensure the safety of the working environment.
5. Radiation protection management In order to ensure that the operators of the heavy metal element analyzer are not exposed to radiation hazards, regular equipment inspections are actually carried out, and staff are required to wear radiation badges, accept radiation work health checks and participate in radiation training courses, and pass badge meter readings and health check results, to truly grasp the radiation dose received by the operators and the health status of the personnel, and to avoid the damage to personnel and the environment caused by equipment abnormalities.
6. Access control security (1) A strict access control monitoring system is installed day and night. (2) Sign a contract with a security company to maintain the safety of the factory area.
7. Insurance and medical care Apply for labor insurance (including occupational accidents), health insurance, and other insurance companies to provide employees and their families with accident insurance, accident medical insurance, and cancer insurance.
8. Health care and management In accordance with the "Labor Health Protection Rules", health checks are carried out for general operations and special hazardous operations. The inspection items are mainly in accordance with the regulations. The inspection results of special hazardous operations are graded and managed to help individuals pay attention to their health status and implement healthy living habits.
9. Work environment protection measures ISO 14001 management system, formulating "environmental policy" to promote continuous improvement of environmental performance, each unit reviews major environmental considerations, matters that do not comply with regulations, etc., use objectives and plan management to prioritize improvement; while lower risks use operation control methods To be controlled, after good operation and improvement, obvious results and control have been obtained, and regular audits are conducted by third-party certification agencies every year to ensure the effectiveness of the management system.
10. Develop a sustainable environment Cooperate with customers' requirements and comply with RoHS, REACH, WEEE, Erp and other directives. The company established a green product promotion committee to actively promote green production and procurement and was recognized by customers.
11. Promote clean first production technology The company actively makes full and effective use of resources to reduce waste and reduce production costs. In addition to improving manufacturing processes and operation management to increase recycling and reuse, reduce waste generation. On the other hand, develop and select lead-free process to reduce environmental pollution and implement employee health protection.

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

1. Implementation of Climate-Related Information

Item	Item Implementation status (Note 1)
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	<p>1. Governance of climate-related risks and opportunities</p> <p>The board of directors is Promise's top climate change supervisory unit. It plans to establish a sustainability committee this year and regularly report climate change-related management status and operational execution performance to the board of directors. The Sustainability Committee is Promise's top climate change management and execution unit. The Sustainability Committee conducts annual climate change risk and opportunity identification, formulates response strategies and sets goals for financial and strategically significant risk opportunities. The Green Manufacturing Committee under the Sustainability Committee is responsible for promoting the implementation of climate change-related action plans.</p>
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	<p>2. Strategy Promise's short, medium and long-term definitions and major climate-related risks: A. Short-term (1 ~ 3 years): (Entity) Increase the severity of extreme climate events. B. Mid-term (3 ~ 6 years): (Transformation) Strengthen emission reporting obligations, (Transformation) increase in the price of greenhouse gas emissions, (Transformation) products and services are replaced by low-carbon technologies, (Transformation) increase in raw material costs, (Transformation) Entity) increases the severity of extreme weather events, (transformation) increases concerns and negative feedback from stakeholders. C. Long-term (7 ~ 10 years): (Transformation) products and services are replaced by low-carbon technologies, (Transformation) raw material costs increase, (physical) the severity of extreme weather events increases.</p>
3. Describe the financial impact of extreme weather events and transformative actions.	<p>3. Promise identifies significant climate-related financial risks and opportunities through four steps:</p> <p>a. Summary: Climate-related risks and opportunities that the technology industry may face</p> <p>b. Convergence: Evaluate risk opportunities projects related to Promise Information based on product service types, climate change in operating locations, development trends in operating and sales market regulations, and climate change strategies of major customers.</p> <p>c. Materiality analysis: Senior management determines the risk score based on the probability of occurrence of climate-related risk opportunity events and the impact of the event on Promise Information</p> <p>d. Strategic response: Evaluate and develop relevant response strategies (including major investments or expenditures)</p>

4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.

The formulation of "Risk Management Policies and Procedures" also includes climate-related risks. Through risk identification, risk analysis and evaluation, risk response, risk supervision and management, risk reporting and disclosure and other management processes, each operating authority and responsible unit shall be based on short and medium-term management processes. Conduct risk identification on long-term goals and business responsibilities, analyze and evaluate the probability of risk events, and propose risk response improvement plans based on the assessed risk appetite level. All relevant execution processes and their results should be recorded, reviewed and reviewed through appropriate mechanisms. reporting to effectively moderate risks



- Climate risk management and promotion unit The Company is supervised by the Audit Committee, and the Risk Management Working Group implements the identification, analysis, evaluation, control and other management processes of the Group's operational risks in accordance with the "Risk Management Policies and Procedures". It also integrates climate risks into the risk management structure, conducts risk identification and assessment in accordance with procedures, and formulates response policies and strategies, which are then implemented by all responsible units and report the implementation results to the board of directors.
- Climate risk identification (Risk Identification) (Risk Identification) The company uses a questionnaire survey method based on past experience and information, and considers climate risk factors, key concerns of stakeholders, etc. as the basis for risk identification. The scope of climate risk assessment mainly covers Taiwan and its subsidiaries, which account for more than 90% of revenue in 2023. The types of identification include physical risks such as abnormal weather, natural disasters, and water crisis, and transition risks such as legal, goodwill, and market supply chains.
- Climate Risk Assessment (Risk Assessment) Based on the climate risk appetite approved by the climate management unit, the cost-effectiveness of risk response, possibility and impact reduction and other factors, an appropriate risk response plan will be selected to achieve a balance between achieving goals and cost-effectiveness.
- Climate Risk Response (Risk Response) (Risk Response) The risk management working group regularly reports climate risk management-related information and implementation status to senior management and the board of directors every year, and follows up on improvement matters, response measures and strategic goals.

	<ul style="list-style-type: none"> ● Climate risk monitoring and management (Risk Monitoring) The risk management working group regularly reports climate risk management-related information and implementation status to senior management and the board of directors every year, and follows up on improvement matters, response measures and strategic goals. ● Risk reporting and disclosure (Risk Report) The implementation process and results of the risk management team should be recorded, reviewed and reported through appropriate mechanisms. Information related to climate risk management should be disclosed on the company's website or public information observatory, provided for reference by external stakeholders, and continuously updated. ● Risk reporting and disclosure (Risk Report) The implementation process and results of the risk management team should be recorded, reviewed and reported through appropriate mechanisms. Information related to climate risk management should be disclosed on the company's website or public information observatory, provided for reference by external stakeholders, and continuously updated.
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.	The questionnaire method is used to assess climate change risks, so it is not applicable.

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.	In line with the country's 2050 net-zero carbon emission path, and the Financial Supervisory Commission released the "Sustainable Development Roadmap for Listed OTC Companies", the company identifies climate change risks and opportunities, assesses the impact of climate-related risks on operations and finance, and plans accordingly Relevant management climate adjustment measures, promote various energy conservation, carbon reduction and environmentally friendly actions, introduce international management standards related to climate environment, and invest manpower, material resources and funds in stages according to the content of the transformation plan, in order to move towards the goal of a green supply system.				
	Transformation plan	Plan content	action items	indicator	Target
	Physical risks	Protect against fire/flood damage	Strengthen the normal operation of factory facilities	Complete regular maintenance of relevant factory facilities	Reduce the risk of operational disruption and financial impact
		earthquake explosion	Buy product insurance	Complete insurance of all registered assets	Reduce property damage
	Transition risks	Energy saving	Follow ISO 14001:2018 management procedures	energy intensity	The annual electricity and water saving rate decreases by 1% compared with the previous year.
		Carbon reduction	Follow ISO 14064:2018 management procedures	Carbon emission intensity	Annual carbon emissions are reduced by 1% compared with the previous year (Scope 1 plus Scope 2)
		circular production economy	By promoting sustainable consumption and production, improving resource use efficiency and value-added waste treatment goals	All products comply with the 3R principles - Reduce, Recycle and Reuse	Four goals: low hazard, extended product life, energy saving, easy recycling
climate change adaptability				Launch relevant plans under the climate change adaptation plan	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	N.A.				

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	Since 2011, the company has established a greenhouse gas emissions inventory promotion organization, established greenhouse gas emissions inventory management data, and promoted greenhouse gas emissions inventory-related operations. In December 2011, it obtained ISO 14604 third-party certification, and in 2012 Self-declaration inspections will be adopted from 2012 to 2023. Our company is a company with a paid-in capital of less than 5 billion yuan. We cooperate with the Financial Supervisory Commission to promote the "Sustainable Development Roadmap for Listed OTC Companies" and disclose greenhouse gas inventory and assurance information in stages. Individual companies (i.e. parent companies) should disclose greenhouse gas inventory and assurance information in the third stage. Greenhouse gas inventory is applicable (that is, the inventory is completed in 2026 and the verification is completed in 2028); the consolidated reporting subsidiary should complete the inventory in 2027 and the verification in 2029.
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below)	As below 1-1 and 1-2

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse gas inventory information

Describe the emission volume (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

Greenhouse gas inventory

	2024		2023	
	emission volume (metric tons CO ₂ e)	intensity (metric tons CO ₂ e/NT\$ million)	emission volume (metric tons CO ₂ e)	intensity (metric tons CO ₂ e/NT\$ million)
Scope 1 (direct emissions)	309.98	1.8036	21.22	1.6746
Scope 2 (indirect emissions)	723.48		958.42	
total	1,033.46		979.64	

	2024	2023
	emission volume (metric tons CO ₂ e)	emission volume (metric tons CO ₂ e)
Total water consumption	4,453	4,466
Total amount of waste	5.65	18.404

The total water consumption in 2023 is 4,466 metric tons; the total waste volume is 18.404 metric tons. (18.354 metric tons of non-toxic general industrial waste and 0.05 metric tons of toxic Class E industrial waste).

The total water consumption in 2024 is 4,453 metric tons; the total waste volume is 5.65 metric tons. (5.65 metric tons of non-toxic general industrial waste and 0 metric tons of toxic Class E industrial waste).

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

Note 2: The data coverage scope for direct emissions and indirect energy emissions shall comply with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. Other indirect emissions information may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least 51 the data calculated in terms of revenue (NT\$ 1 million) shall be disclosed. °

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.

The preparation of the company's sustainability report has not yet been completed, and the complete and confident information will be disclosed in the public information observatory, and the complete and reliable information will be disclosed in the next annual report.

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. If the Company has not obtained a complete greenhouse gas assurance opinion by the date of printing of the annual report, it shall note that "Complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it shall note that "Complete assurance information will be disclosed on the Market Observation Post System (MOPS)," and shall disclose the complete assurance information in the annual report of the following fiscal year.

Note 2: The assurance institutions shall meet the directions regarding assurance of sustainability reports prescribed by the TWSE and the TPEx.

Note 3: When preparing the disclosure content, the Company may refer to the best practice reference examples on the TWSE Corporate Governance Center website. °

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets

Since 2011, our company has established a greenhouse gas emissions inventory promotion organization and built greenhouse gas emissions inventory management data to promote greenhouse gas emissions inventory related operations. In December 2011, we obtained ISO 14604 third-party certification and adopted self-declared inventory from 2012 to 2024.

As the main source of emissions comes from electricity for air conditioning and office lighting, we cooperate with the regular inspection and control of the factory system, install water-saving devices on faucets and promote internal water conservation measures to reduce unnecessary waste, with the goal of reducing more than 1% each year.

Greenhouse gas emissions in 2024 increased slightly by 5.49% compared with 2023. The main factor was the increase in greenhouse gas emissions caused by the installation of a new chiller (containing refrigerant) in November.

Total water consumption in 2024 will decrease slightly by 0.3% compared to 2023.

(7) The company's performance of honest management and measures taken :

The state of the company's performance in the area of ethical corporate management, any deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such deviation

Assessment criteria	Status of implementation			Deviation and causes of deviation from Ethical Corporate Management Best -Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>I 、 With business integrity policy and action plan in place</p> <p>(1) Are the Company's guidelines on corporate conduct and ethics provided in internal policies and disclosed publicly? Have the Board of Directors and the senior management team demonstrated their commitments to implement the policies?</p> <p>(2) Has the Company established an evaluation mechanism for the risk of dishonesty behaviors? Does the Company regularly analyze and evaluate business activities with a higher risk of dishonesty in the business scope, and formulate a plan to prevent dishonesty behaviors, which at least covers Paragraph 2 of Article 7 in the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?"</p> <p>(3) Does the Company establish procedures, behavioral guidelines, disciplinary actions and complaint systems in action plans against unethical conduct? Are the plans implemented thoroughly and reviewed and modified regularly?</p>	v		<p>(1) The board of directors has formulated the code of integrity management in accordance with relevant regulations, and instructed the personnel and administrative unit to plan and implement it.</p> <p>(2) In accordance with the second specification of Article 7 of the "Code of Integrity Management of Listed OTC Companies", promulgate the principle of handling gifts from manufacturers, and in accordance with the principles of handling gifts from manufacturers, any amount exceeding NT\$2,000 must be submitted to the company within one week. The audit supervisor registers, and the audit supervisor sorts out and reports to the general manager.</p> <p>(3) Formulate integrity management operating procedures and behavior guidelines, and publicize precautions during staff meetings or newcomer training, set up a report mailbox integrity@tw.promise.com, and accept it by a special person. In 2024, there were no reported incidents.</p>	Compliant with the rationale and practices of "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies."

Assessment criteria	Status of implementation			Deviation and causes of deviation from Ethical Corporate Management Best -Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>II 、 Realization of business integrity</p> <p>(1) Does the Company evaluate the integrity of all counterparts it has business relationships with? Are there any integrity clauses in the agreements it signs with business partners?</p> <p>(2) Has the Company set up dedicated unit in charge of promotion and execution of the company's corporate conduct and ethics, and report to the Board about any operation policies, and plans and supervision on honesty and integrity and prevention of dishonesty on a regular basis (at least once a year)?</p> <p>(3) Does the Company have any policy that prevents conflict of interest, and channels that facilitate the report of conflicting interests?</p> <p>(4) Has the Company established effective accounting and internal control systems for the implementation of policies, prepared audit plans according to the evaluation result of dishonesty risks, and audit such execution and compliance, or hire external auditors to audit such execution and compliance?</p> <p>(5) Does the Company organize internal or external training on a regular basis to maintain business integrity?</p>	v		<p>(1) In the annex to the contract, the supplier is required to issue a letter of commitment for honest transactions.</p> <p>(2) The personnel administration unit is responsible for handling it, and publicizes the relevant regulations at the staff meeting.</p> <p>(3) The personnel administration unit has started planning and formulating relevant policies, and a special section for interested parties has been set up on the company's website, and a special person is responsible for handling appeal cases.</p> <p>(4) It has been stipulated in the internal audit plan.</p> <p>(5) Propagate relevant laws and regulations at the staff meeting, and assign special personnel to participate in the laws and regulations publicity meeting held by the competent authority, a total of 5 shifts, 5 person times, and 33 hours of training to implement the laws and regulations</p>	Compliant with the rationale and practices of "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies."
<p>III 、 Reporting of misconduct</p> <p>(1) Does the Company provide a whistleblower and reward system for employees to report misconduct? Does the Company assign dedicated</p>	v		<p>(1) It is proposed that the personnel administrative unit formulate the relevant reporting and reward system specifications for compliance.</p> <p>(2) Formulate investigation standard operating</p>	Compliant with the rationale and practices of "Ethical Corporate Management Best Practice

Assessment criteria	Status of implementation			Deviation and causes of deviation from Ethical Corporate Management Best -Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>personnel to investigate the reported misconducts?</p> <p>(2) Has the Company developed any standard investigation procedures for reported misconduct, defined follow-up actions to be taken following the completion of the investigation, or had confidentiality systems in place?</p> <p>(3) Has the Company provided proper whistleblower protection?</p>			<p>procedures and confidentiality mechanisms for accepting reported matters.</p> <p>(3) Formulate measures to protect the personal information of the whistleblower to prevent the parties from being improperly dealt with.</p>	Principles for TWSE/TPEX Listed Companies.”
IV 、 Increasing disclosure of information Does the Company have the contents of corporate management and its implementation disclosed on the website and MOPS?	v		The "Integrity Management Code" and "Integrity Management Operation Procedures and Behavior Guidelines" established by the company are disclosed on the company's website and information observatory, and relevant regulations are publicized when employees report to work and quarterly.	Compliant with the rationale and practices of “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.”
V 、 If the Company has established business integrity policies in accordance with “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies,” please describe its current practices and any deviations from the Best Practice Principles : None				
VI 、 Other information relevant to understanding the Company’s business integrity (e.g., reviews of business integrity principles) : The company has established operating procedures and behavior guidelines for honest management, and has revised the company's relevant codes in accordance with the latest laws and regulations. In order to work together with cooperative suppliers or contractors to improve sustainable development, in addition to providing the company's sustainable development policy and related guidelines for reference and requiring cooperative suppliers or contractors to agree to sign back and follow the Responsible Business Alliance Code of Conduct (RBA) And international labor certification (SA-8000) related standards to establish corporate social responsibility, and encourage suppliers or contractors to participate in the company's related public welfare activities.				

(8) If the company has formulated corporate governance codes and related regulations, how to disclose and inquire.

1. Relevant regulations of the company
 - i. Articles of Incorporation
 - ii. Rules of Procedure for Shareholders Meetings
 - iii. Director Election Method
 - iv. Rules of Procedure of the Board of Directors
 - v. Procedures for acquiring or disposing of assets
 - vi. Endorsement Guarantee Operating Procedures
 - vii. Procedures for lending funds to others
 - viii. Internal major information processing procedures
 - ix. Corporate Governance Code
 - x. Code of Conduct with Integrity
 - xi. Code of Practice for Sustainable Development
 - xii. Code of Ethical Conduct
 - xiii. Integrity Management Operation Procedures and Behavior Guidelines
2. Preventive measures to prevent insider trading: The company invites directors and managers to sign up for the legal compliance promotion meeting for insider equity transactions conducted by the competent authority every year, and also handles "internal material information processing" for managers and employees. "Operating Procedures" and related laws and regulations, new directors, managers and employees should provide relevant information on education and publicity in a timely manner after taking office.
On November 29, 2024, the company will publicize the relevant regulations and precautions for insider trading.

Date	Course Title	object	promotional content	Hours
2024/11/29	Prevent insider trading	Directors and all employees	Analysis of Insider Trading Regulations Frequently asked questions about insider trading supervision and practice Internal control and insider trading prevention and discussion of common deficiencies	3

Inform all directors of the following matters and call attention to the relevant regulations :

- (i) Publicity Manual for Independent Director Regulations
 - (ii) Listed companies and their directors, supervisors, and major shareholders should pay attention to securities market regulations
3. Query method : <https://www.promise.com/tw/IR/Company/Importment>

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

The relevant rules and regulations of the company have been disclosed on the company's website, and the directors and employees have been advised on the laws and regulations that should be noted from time to time. °

(10)Implementation of the internal control system :

- (i) Statement of Declaration of Internal Control : Annex I ◦
- (ii) Certified public accountants commissioned to conduct internal audit and the audit report : None ◦

(11) Where the punishments received by the Company and the internal personnel thereof in accordance with laws or imposed by the Company on the internal personnel thereof violating the requirements of the internal control system in the most recent year up to the publication date of this annual report may lead to a material effect on shareholders' equity or stock price, such punishments, material deficiencies and improvements shall be specified : None.

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

1. Shareholders' meetings :

The company's 2024 general meeting of shareholders will be held on June 21, 2024 in the Edison Hall of Science and Technology Living Hall, No. 1 Industrial East 2nd Road, Hsinchu Science Park. The resolutions passed and implemented by shareholders attending the meeting are as follows:

pass the motion	Execution situation
2023 Annual Business Report and Financial Statements	Voted and approved as proposed
2023 Loss Appropriation Proposal	Voted and approved as proposed
The company's private placement securities issuance case	Voted and approved as proposed and the board of directors resolved on May 10, 2024 that the unraised portion will no longer be processed.

2. Board of Directors :

The Company has held a total of 7 meetings of the Board of Directors in 2024 and the date of publication of the Annual Report, and the summary of important resolutions is as follows:

Term	Date of meeting	Major resolution
12-4	2024/3/14	<ul style="list-style-type: none">1. The company issues a statement on internal control system2. The company's 2023 individual financial statements and consolidated financial statements3. The company's 2023 loss appropriation case4. The company's 2023 annual business report5. Amendment to the Company's Board of Directors Procedures6. Amendment to the Articles of Association of the Audit Committee7. 2024 Budget8. Determine the date, time, location, closure period, content of proposals, and proposal period for the 2024 regular shareholders' meeting.9. Confirmation of directors' remuneration and senior managers' remuneration in 202310. Directors' remuneration and manager performance targets and annual remuneration case for 202411. Bank credit line extension case

12-5	2024/5/10	<ol style="list-style-type: none"> 1. The Company's Financial Report for the First Quarter of 2024 2. Cancel the company's 2023 private placement securities case 3. The company's private placement securities issuance case 4. Amendment to the Company's Subsidiary Management Measures 5. Bank credit line extension case
12-6	2024/8/8	<ol style="list-style-type: none"> 1. Financial report for the second quarter of 2024
12-7	2024/11/13	<ol style="list-style-type: none"> 1. 2025 audit plan 2. Amendments to the company's internal control system and internal audit implementation rules 3. 2024 3rd quarter financial report 4. The Company intends to evaluate the CPAs based on the Audit Quality Indicators (AQIs) 5. Case of disposal of our company's factory 6. Establishment of the Sustainable Development Committee and the establishment of the company's Sustainable Development Committee's organizational charter, the preparation and confirmation of the sustainable development report operating procedures 7. Proposal to amend some of the rules of procedure for the Company's board of directors 8. Bank credit line extension case
12-8	2025/1/24	<ol style="list-style-type: none"> 1. Change of our company's business location
12-9	2025/3/7	<ol style="list-style-type: none"> 1. The company issues a statement on its internal control system 2. The Company's individual and consolidated financial statements for 2024 3. The Company's 2024 Loss Provision Plan 4. The company's capital reduction to make up for losses 5. Cancellation of the 2024 private placement securities case 6. Private placement of securities by the Company 7. The Company's 2024 Annual Business Report 8. The Company's 2025 Budget 9. Determine the date, time, location, suspension period for transfer of shares, and content of the proposals and the period for the proposals of the 2025 general meeting of shareholders 10. Bank credit line extension case
12-10	2025/4/10	<ol style="list-style-type: none"> 1. Amendments to the Company's Internal Control System 2. Scope of the company's grassroots employees 3. Amendments to some articles of the Company's Articles of Association 4. Appointment of the company's chief accountant 5. Confirmation of directors' and senior managers' remuneration for 2024 6. Capital increase of subsidiary "Promise Yun Technology Inc."

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

(14) Summary of resignations and dismissals of related company personnel (including chairman, presidents, accounting supervisors, financial supervisors, internal audit supervisors and R&D supervisors, etc.) in the most recent year and as of the date of publication of the annual report :

Summary table of resignation and dismissal of relevant persons in the company

Title	Name	Arrival date	Dismissal date	Reason for resignation or dismissal
CIO and R&D Director	Lin,Yu-Tsung	2013.7.19	2025.3.10	Position adjustment
Accounting Supervisor	HSIAO,HSIANG-YUN	2023.3.10	2025.4.10	Position adjustment

(15) The Company obtains relevant licenses designated by the competent authority for personnel related to financial information transparency : None

IV 、Information on fees for certified public accountants：

Accountant Public Expenses Information Grading Table

Unit:：NT\$ thousands

Name of CPA Firm	Name of CPA	Auditing Period	Audit fee	Non-audit fee	Total	Remark
Deloitte	Lin, Hsin-Tung	2024.01.01~ 2024.12.31	4,020	443	4,463	Non-audit public expenses are mainly transfer pricing inspection public expenses and audit advance expenses.
	Tsai, Mei-Chen					

- (1) If the accounting firm is changed and the audit public fee paid in the replacement year is reduced compared with the audit public fee of the previous year of replacement, the amount of audit public fee before and after the replacement and the reason shall be disclosed: none.
- (2) Where the audit public fee is reduced by more than 10% compared with the previous year, the amount, proportion and reason for the reduction in the audit public fee shall be disclosed: None.

V 、 Information for changing CPA : NA

Information for changing CPA

(1) Ex-CPA

Date of change			
Reason and description for the change			
Description is that the appointer or CPA terminates or refuse appointment.	Participants		Appointer
	Participants	CPA	
	Voluntarily terminate appointment		
	Appointment is no longer accepted (continued)		
If issued any audit report with other than an unqualified opinion during the preceding two years, the opinion and the reason:			
Any differences in opinions with the issuers	Have		Accounting principle or practice
			Disclosure of financial report
			Audit scope or steps
			Others
	None		
	Description:		
Other disclosures (Matters that shall be disclosed provided from Item 1-4 to 1-7, paragraph 6, Article 10 of these Guidelines)	N.A.		

(2) Succeeding CPA

Name of CPA firm	
Name of CPA	
Date of appointment	
Inquired with such accountant about the accounting treatment method of a specific transaction or the applicable accounting principle and his/her possible	

opinion on the financial report before appointment	
Written opinion of the successor certified public accountant in connection with any discrepancy of opinion between him/her and the former CPA	

(3) Reply letter from former CPA on matters provided in item 1 and matter No. 3 in item 2, paragraph 6,

Article 10 of these Guidelines: None.

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

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

(1) Transfer of equity by a director, manager or major shareholder
Promise Technology, Inc.

Changes in equity of directors, supervisors, managers, and shareholders

Unit: common stock

Title	Name	2024		As of March 28	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares	Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares
Chairman	Legal representative of Qixiang Co., Ltd.: Lee, Jyh-En	0	0	0	0
Director	Legal representative of TsuFung Investment Corporation: Ho, Jhi-Wu	0	0	0	0
Director	Legal representative of Syntec Technology Co., Ltd. Chirstine Huang	0	0	0	0
Independent Director	Chang, Wen-Thong	0	0	0	0
Independent Director	Lu, Hong-Sheng	0	0	0	0
Independent Director	Chen, Jyh-Cheng	0	0	0	0
Independent Director	Chen Yi Liang	0	0	0	0
General Manager and Head of R&D	Lee, Jyh-En (Date of appointment of R&D Director: 2025/3/18)	0	0	0	0
CIO and R&D director	Lin, Yu-Tsung (Date of dismissal: 2025/3/18)	0 (8,000)	0	0 (39,000)	0
assistant vice president	KAO, SHUN-CHANG (Date of dismissal: 2025/1/31)	0	0	0	0
assistant vice president	YU, JIN-HAO	0	0	0	0
assistant vice president	WEI, DENG-LIANG (Date of dismissal: 2025/4/2)	0	0	0	0
assistant vice president	MAI, KUN-CHUNG	0	0	0	0
assistant vice president	Zhu Huiling (Appointment date: 2025/3/28)	0	0	0	0
Head of Finance and Corporate Governance	Chen Ro-Han (Concurrently serving as Accounting Supervisor: 2025/4/10)	0	0	0	0
Accounting Supervisor	HSIAO, HSIANG-YUN (Date of dismissal: 2025/4/10)	0	0	0	0

Note: The counterparts of shareholding transfers and shareholding pledges are not related parties.

(2) Information of equity transfer: Not applicable

(3) Information of equity pledge: Not applicable

VIII 、 Information on the shareholders with the top 10 shareholding ratios, and their relatives are related to each other or within the spouse or second parent :
related to each other or within the spouse or second parent :

March 28, 2025

NAME (NOTE 1)	Hold Shares		SHARES HELD BY SPOUSE AND MINOR CHILDREN		HOLDING SHARES IN THE NAME OF OTHERS		THE NAMES AND RELATIONSHIPS OF THE TOP 10 SHAREHOLDERS WHO ARE RELATED TO EACH OTHER OR ARE WITHIN THE LIMITS OF SPOUSES AND SECOND PARENTS (NOTE 3)		NOT E
	shares	Share holding ratio	shares	Share holding ratio	shares	Share holding ratio	Name	relationship	
Legal representative of Qixiang Co., Ltd. : Lee, Jyh-En	7,142,873	7.71	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
Representative of Syntec Technology Co., Ltd. : TSAI, YU-KENG	2,741,860	2.96	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
Representative of Tsu Fung In-vestment Corporation : Ho, Jhi-Wu	2,609,479	2.82	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
WU, CHIN-HO	2,074,301	2.24	549,011	0.59	-	-	-	-	
CHIU, TSAI-HUI	962,000	1.04	-	-	-	-	-	-	
Representative of J&C KAN TRADING CO., LTD.: GANLAI, JUNG-YU	962,000	1.04	-	-	-	-	-	-	
	-	-	-	-	-	-	KAN, CHIN-TI	mother and child	
Representative of Sunplus Venture Capital Co., Ltd.: HUANG, CHOU-CHIEH: HUANG, CHOU-CHIEH	962,000	1.04	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
KAN, CHIN-TI	957,000	1.03	-	-	-	-	GANLAI, JUNG-YU	mother and child	
LIN, CHUN-SUNG	702,695	0.76	-	-	-	-	-	-	
SAM	560,486	0.60	-	-	-	-	-	-	

IX 、 The number of shares held by the company, its directors, supervisors, managers, and enterprises directly or indirectly controlled by the company in the same reinvested enterprise shall be combined to calculate the comprehensive shareholding ratio :

December 31, 2024
Unit: thousand shares; %

Invest in business (Note)	The company invests		Investments of directors, supervisors, managers, and directly or indirectly controlled enterprises		Comprehensive investment	
	shares	Share holding ratio	shares	Share holding ratio	shares	Share holding ratio
Joding Investment Corp.	7,374	100%	-	-	7,374	100%
PTJ	2	100%	-	-	2	100%

Note: It is a long-term investment made by the company using the equity method.

Fund raising

I. Capital and Shares : :

(1) Sources of capital :

Unit: Share; NT\$

Date	Issuing price	Authorized capita		Paid-in capital		Note		
		Shares held	Amount	Shares held	Amount	Sources of capital	Using property other than cash to offset the share capital	Othes
1999.12	10	30,000,000	300,000,000	30,000,000	300,000,000	cash capital increase NT\$101,000,000	None	1998.03.30(87)-06264 letter approved, and,1999.10.30(88)93455 letter approved for public offering
2000.8	10	80,000,000	800,000,000	42,750,000	427,500,000	Turn surplus into capital increase NT\$127,500,000	None	2000.07.29(89)Taiwan financial certificate (1)65985 Approved declaration takes effect
2001.12	10	80,000,000	800,000,000	64,470,000	644,700,000	Turn surplus into capital increase NT\$217,200,000	None	2001.9.27(90)Taiwan financial certificate (1)160010 Approved declaration takes effect
2002.11	10	140,000,000	1,400,000,000	84,087,500	840,875,000	Turn surplus into capital increase NT\$196,175,000	None	2002.10.25Taiwan financial certificate (1)0910157041 Approved declaration takes effect
2003.7	10	140,000,000	1,400,000,000	104,043,000	1,040,430,000	Turn surplus into capital increase NT\$199,555,000	None	2003.07.30Taiwan financial certificate (1)0920129701 Declaration becomes effective
2004.6	10	250,000,000	2,500,000,000	118,466,160	1,184,661,600	Turn surplus into capital increase NT\$144,231,600	None	2004.06.30Taiwan financial certificate (1)0930128720 Declaration becomes effective
2004.9	10	250,000,000	2,500,000,000	118,702,160	1,187,021,600	2004Q3 ESOP NT\$2,360,000	None	2004.10.22SIPA No.93000239342
2004.12	10	250,000,000	2,500,000,000	119,268,160	1,192,681,600	2004Q4 ESOP NT\$5,660,000	None	2005.1.27SIPA No.0940001510
2005.3	10	250,000,000	2,500,000,000	119,410,160	1,194,101,600	2005Q1 ESOP NT\$1,420,000	None	2005.4.27SIPA No.0940009834
2005.6	10	250,000,000	2,500,000,000	119,463,160	1,194,631,600	2005Q2 ESOP NT\$530,000	None	2005.7.27SIPA No.0940019267
2005.9	10	250,000,000	2,500,000,000	133,713,278	1,337,132,780	Turn surplus into capital increase NT\$ 142,501,180	None	Financial-Supervisory-Securities-I No.0940131548 Declaration becomes effective
2005.9	10	250,000,000	2,500,000,000	134,171,278	1,341,712,780	2005Q3 ESOP NT\$4,580,000	None	2005.10.21SIPA No.0940028180
2005.12	10	250,000,000	2,500,000,000	134,460,274	1,344,602,740	2005Q4 ESOP NT\$2,889,960	None	2006.1.25SIPA No.0950001424
2006.3	10	250,000,000	2,500,000,000	134,506,274	1,345,062,740	2006Q1 ESOP NT\$460,000	None	2006.4.27SIPA No.0950009470
2006.10	10	250,000,000	2,500,000,000	135,526,324	1,355,263,240	Turn surplus into capital increase	None	Financial-Supervisory-Securities-I

						NT\$10,200,500 元		No.0950134183 Declaration becomes effective
2006.10	10	250,000,000	2,500,000,000	135,597,324	1,355,973,240	2006Q3 ESOP NT\$710,000	None	2006.10.23SIPA No.0950027429
2007.2	10	250,000,000	2,500,000,000	134,597,324	1,345,973,240	Treasury stock cancellation NT\$10,000,000	None	2007.02.07SIPA No.0960003902
2007.3	10	250,000,000	2,500,000,000	135,517,324	1,355,173,240	2006Q4 ESOP NT\$9,200,000	None	2007.03.03SIPA No.0960004620
2007.6	10	250,000,000	2,500,000,000	135,609,324	1,356,093,240	2007Q1ESOP920,000	None	2007.06.04SIPA No.0960014047
2007.9	10	250,000,000	2,500,000,000	136,095,324	1,360,953,240	2007Q2 ESOP NT\$4,860,000	None	2007.09.13SIPA No.0960024098
2007.12	10	250,000,000	2,500,000,000	136,567,324	1,365,673,240	2007Q3 ESOP NT\$4,720,000	None	2007.12.12SIPA No.0960032883
2008.3	10	250,000,000	2,500,000,000	136,679,324	1,366,793,240	2007Q4 ESOP NT\$1,120,000	None	2008.03.20SIPA No.0970006642
2008.7	10	250,000,000	2,500,000,000	137,287,324	1,372,873,240	2008Q1 ESOP NT\$6,080,000	None	2008.07.07SIPA No.0970017360
2008.9	10	250,000,000	2,500,000,000	137,328,324	1,373,283,240	2008Q2 ESOP410,000	None	2008.09.08SIPA No.0970024783
2008.10	10	250,000,000	2,500,000,000	139,430,464	1,394,304,640	Turn surplus into capital increase NT\$21,021,400	None	Financial-Supervisory-Securities-I No.0970038317 Declaration becomes effective
2008.12	10	250,000,000	2,500,000,000	139,446,464	1,394,464,640	2008Q3ESOP160,000	None	2008.12.25SIPA No.0970036265
2009.3	10	250,000,000	2,500,000,000	134,446,464	1,344,464,640	Treasury stock cancellation50,000,000	None	2009.03.17SIPA No.0980006361
2009.4	10	250,000,000	2,500,000,000	134,486,464	1,344,864,640	2009Q1ESOP400,000	None	2009.04.13SIPA No.0980008899
2009.8	10	250,000,000	2,500,000,000	142,549,375	1,425,493,750	Turn surplus into capital increase NT\$80,629,110	None	Financial-Supervisory-Securities issue No. 0980032256 Declaration becomes effective
2010.2	10	250,000,000	2,500,000,000	143,630,375	1,436,303,750	2009Q4ESOP10,810,000	None	2010.2.12SIPA No.0990004292
2010.8	10	250,000,000	2,500,000,000	144,348,375	1,443,483,750	2010Q1ESOP7,180,000	None	2010.7.9 SIPA No.0990019661
2010.9	10	250,000,000	2,500,000,000	147,870,784	1,478,707,840	Capital reserve transferred to capital increase NT\$35,224,090	None	Financial-Supervisory-Securities issue No. 0990039871Declaration becomes effective
2010.10	10	250,000,000	2,500,000,000	148,090,784	1,480,907,840	2010Q3 ESOP NT\$2,200,000	None	2010.11.15 SIPA No. 0990033954
2011.02	10	250,000,000	2,500,000,000	149,667,784	1,496,677,840	2010Q4 ESOP NT\$15,770,000	None	2011.02.23SIPA No. 1000005022
2011.05	10	250,000,000	2,500,000,000	150,390,784	1,503,907,840	2011Q1 ESOP NT\$7,230,000	None	2011.05.13SIPA No.1000013367
2011.09	10	250,000,000	2,500,000,000	150,874,784	1,508,747,840	2011Q2 ESOP NT\$4,840,000	None	2011.09.13SIPA No.1000027156
2012.03	10	250,000,000	2,500,000,000	150,935,784	1,509,357,840	2012Q1 ESOP NT\$610,000	None	2012.03.27SIPA No.1010008818
2012.08	10	250,000,000	2,500,000,000	151,068,784	1,510,687,840	2012Q2 ESOP NT\$1,330,000	None	2012.08.23SIPA No.1010026180
2012.10	10	250,000,000	2,500,000,000	151,348,784	1,513,487,840	2012Q3 ESOP NT\$2,800,000	None	2012.10.31SIPA No.1010033965
2013.04	10	250,000,000	2,500,000,000	147,861,784	1,478,617,840	Treasury stock cancellation NT\$34,870,000	None	2013.04.09SIPA No.1020010025
2013.11	10	250,000,000	2,500,000,000	150,326,717	1,503,267,170	2013Q3 ESOP NT\$11,420,000 and CB NT\$ 13,229,330	None	2013.11.26SIPA No.1020036096
2014.03	10	250,000,000	2,500,000,000	159,269,213	1,592,692,130	2013Q4 ESOP3,080,000 and CB NT\$86,344,960	None	2014.03.26SIPA No.1030008507
2014.06	10	250,000,000	2,500,000,000	159,309,213	1,593,092,130	2014Q1 ESOP NT\$400,000	None	2014.06.25SIPA No.1030018237
2014.08	10	250,000,000	2,500,000,000	159,321,213	1,593,212,130	2014Q2 ESOP NT\$120,000	None	2014.08.20SIPA No.1030024230
2014.11	10	250,000,000	2,500,000,000	160,249,213	1,602,492,130	2014Q3 ESOP NT\$9,280,000	None	2014.11.25SIPA No.1030034655

2015.03	10	250,000,000	2,500,000,000	160,989,213	1,609,892,130	2015Q1 ESOP NT\$7,400,000	None	2015.03.18SIPA No.1040007140
2015.08	10	250,000,000	2,500,000,000	161,942,213	1,619,422,130	2015Q2 ESOP NT\$6,470,000	None	2015.08.21SIPA No.1040024308
2015.11	10	250,000,000	2,500,000,000	162,068,213	1,620,682,130	2015Q3 ESOP NT\$1,260,000	None	2015.11.23SIPA No.1040033844
2016.03	10	250,000,000	2,500,000,000	162,120,213	1,621,202,130	2015Q4 ESOP NT\$520,000	None	2016.03.11SIPA No.1050006204
2006.05	10	250,000,000	2,500,000,000	162,172,213	1,621,722,130	2016Q1 ESOP NT\$520,000	None	2016.06.07SIPA No 1050015316
2016.11	10	250,000,000	2,500,000,000	162,305,213	1,623,052,130	2016Q3 ESOP NT\$1,330,000	None	2016.11.17 SIPA No.1050031997
2017.11	10	250,000,000	2,500,000,000	162,409,213	1,624,092,130	2017Q3 ESOP NT\$1,040,000	None	2017.11.23 SIPA No.1060032030
2017.12	10	250,000,000	2,500,000,000	161,409,213	1,614,092,130	Treasury stock cancellation NT\$10,000,000	None	2017.12.28 SIPA No.1061002866
2020.8	10	250,000,000	2,500,000,000	84,238,808	842,388,080	Capital reduction to make up for losses, write-off NT\$771,704,050	None	2020.7.29 Financial-Supervisory-Securities issue No. 1090350298
2020.9	10	250,000,000	2,500,000,000	88,086,808	880,868,080	2020-I private placement NT\$38,480,000	None	2020.10.08 SIPA No.1090028474
2021.6	10	250,000,000	2,500,000,000	89,328,808	893,288,080	2020-II private placement NT\$12,420,000	None	2021.06.09 SIPA No.1100016400
2022.4	10	250,000,000	2,500,000,000	92,678,680	926,786,680	2021-I private placement NT\$33,498,600	None	2022.04.29 SIPA No.1110012985

Types of shares	Authorized capital			Note
	Outstanding	Unissued shares	Total	
Registered common shares	92,678,668	157,321,332	250,000,000	Listed companies' stocks:84,238,808 Shares

Information relevant to the aggregate reporting policy: None.

(2) The composition of Shareholders :

March 28,2025

Unit: Share

Shareholder Structure Qty	Government institutions	Financial institutions	Other institutions	Foreign institutions and foreign individuals	Natural persons	Total
Number of persons	0	1	197	58	45,141	45,397
Qty of shareholding	0	2,000	15,443,115	1,757,931	75,475,622	92,678,668
Percentage	0.00%	0.00%	16.66%	1.90%	81.44%	100.00%

(3) Equity distribution :

1. Common share :

NT\$ 10

March 28,2025

持股分級	股東人數	持有股數	持有比率 %
1-999	34,275	3,122,444	3.37
1,000-5,000	8,423	17,493,763	18.87
5,001-10,000	1,477	10,617,576	11.46
10,001-15,000	465	5,642,965	6.09
15,001-20,000	229	4,056,659	4.38
20,001-30,000	200	4,970,219	5.36
30,001-40,000	116	4,075,162	4.40
40,001-50,000	33	1,462,478	1.58
50,001-100,000	112	7,615,564	8.22
100,001-200,000	30	4,338,025	4.68
200,001-400,000	16	4,345,439	4.69
400,001-600,000	12	5,824,166	6.28
600,001-800,000	1	702,695	0.76
800,001-1,000,000	4	3,843,000	4.15
1,000,001 股以上	4	14,568,513	15.71
合計	45,397	92,678,668	100.00

2. Preferred stocks: None.

(4) List of major shareholders :

March 28,2025

Major shareholder	Shareholding Qty of sharehold in g	Shareholding percentage %
Qixiang Co., Ltd.	7,142,873	7.71
Syntec Technology Co., Ltd.	2,741,860	2.96
Tsu Fung In-vestment Cor-poration	2,609,479	2.82
WU,CHIN-HO	2,074,301	2.24
CHIU, TSAI-HUI	962,000	1.04
J&C KAN TRADING CO., LTD.	962,000	1.04
Sunplus Venture Capital Co., Ltd.	962,000	1.04
KAN, CHIN-TI	957,000	1.03
LIN, CHUN-SUNG	702,695	0.76
SAM	560,486	0.60

(5) Information on market price, net worth, earnings, and dividend per share :

Item		Year	2023	2024
Market price per share (Note 1)	Highest		16.65	17.90
	lowest		9.88	11.25
	Average		11.89	12.95
Net worth per share (Note 2)	Before distribution		7.92	6.50
	After distribution		7.92	Note 9
EPS	Weighted average shares (thousand shares)		92,679	92,679
	EPS (Note 3)		(1.55)	(1.64)
Dividend per share	Cash dividend		-	-
	Stock dividend	From retained earnings	-	-
		Shares obtained from capitalization of surplus	-	-
	Accumulated unpaid dividend (Note 4)		-	-
Analysis of ROI	Price/Earnings ratio (Note 5)		-	-
	Price/Dividend ratio (Note 6)		-	-
	Cash dividend yield (Note 7)		-	-

(6) Dividend policy and its implementation :

1. Dividend policy stipulated in Articles of Incorporation :

The company operates a high-tech business and is in the growth stage of the enterprise life cycle. In order to match the overall environment and the characteristics of industrial growth, and consider the funding needs of the future capital expenditure budget, in order to achieve the company's sustainable operation, pursue the long-term interests of shareholders and stabilize operating performance. Target, the company's dividend policy, the distribution of surplus can be cash dividends or stock dividends, of which cash dividends should not be less than 10% of the total dividends, and the board of directors plans to allocate no less than 60% of the annual profit The amount of dividend distribution, the amount of this dividend distribution depends on °

2. Implementation status: Although there will be profits in 2024, there will still be accumulated losses, so there will be no dividend distribution. °

- (7) The impact of the proposed gratuitous allotment of shares at this shareholders' meeting on the company's operating performance and earnings per share: Not applicable.
- (8) Remuneration to employees/directors :
 - i. The ratio or range of employee remuneration and director remuneration stated in the company's articles of association :

According to the company's articles of association, the company's annual pre-tax net profit before deducting employee remuneration and director's remuneration should allocate no less than 5% as employee remuneration and no more than 3% as director's remuneration. However, if the company still has accumulated losses (including adjustments to the amount of undistributed earnings), it shall reserve the compensation amount in advance, and then allocate employee remuneration and director remuneration in proportion to the preceding paragraph.
 - ii. The basis for the estimation of the amount of remuneration for employees, directors and supervisors in the current period, the basis for calculating the number of shares of employee remuneration based on stock distribution, and the accounting treatment when the actual distribution amount is different from the estimated amount:
 - (1) Estimated basis: Based on the amount that may be issued in accordance with the laws, regulations, and past experience, the net profit after tax (the amount of employee remuneration and directors and supervisors' remuneration has been deducted) and make up for losses over the years, deduct statutory reserves, and And the balance after withdrawing or reversing the special surplus reserve is calculated according to the above ratio.
 - (2) Accounting treatment when there is a difference: after the end of the year, if there is a major change in the distribution amount resolved by the board of directors before the financial report is released, the change will adjust the original annual expenses. If the amount still changes after the financial report is released, It shall be treated according to changes in accounting estimates, and shall be adjusted and recorded in the next year. If the board of directors decides to adopt stock distribution as employee remuneration, the number of shares is determined by dividing the amount of the resolution remuneration by the fair value of the stock. The fair value of the stock refers to the closing price of the day before the resolution of the board of directors as the basis for calculation.
 - iii. The proposed distribution of employee remuneration and other information approved by the board of directors: No employee remuneration and director remuneration paid this year.
 - (1) If there is any discrepancy between the amount of employee remuneration distributed in cash or stock and the remuneration of directors and supervisors and the annual estimated amount of recognized expenses, the difference, reason and handling situation shall be disclosed: not applicable
 - (2) The amount of employee remuneration proposed to be distributed by stock and its proportion to the total after-tax net profit in the current individual or individual financial report and the total amount of employee remuneration: Not applicable.
 - (3) Calculated earnings per share after considering the proposed distribution of employee remuneration and remuneration of directors and supervisors: Not applicable.
 - iv. The actual distribution of the remuneration of employees, directors and supervisors in the previous year (including the number of shares distributed, the amount and the stock price), if there is any difference from the remuneration of recognized employees, directors and supervisors, the difference, the reason and the handling situation shall be stated : No difference as explained below:

	2023			
	Shareholders meeting resolution actually distributes	The original board of directors approved the proposed allotment	difference number	Reason for difference
Distribution situation :				
1. Employee bonuses	0	0	0	-
2. Director remuneration	0	0	0	-

- II. The situation of the company repurchasing the company's shares : None.
- III. Corporate bond handling status : None.
- IV. Special stock processing status : None.
- V. Status of Overseas Depositary Receipts : None.
- VI. Handling of employee stock option certificates : Shown on the next page.
- VII. Handling of new shares with restrictions on employee rights : None.
- VIII. Mergers and acquisitions or the issuance of new shares by the shares of the other company :
None.
- IX. Status of implementation of capital allocation plans. : None.

(1) The company's employee stock option certificates that have not yet expired shall disclose the status of the handling as of the date of publication of the annual report and the impact on shareholders' rights and interests :

Types of employee stock option certificates	IX ESOP		X ESOP
Declaration effective date and total number of units	2015.9.10 Unit :6,000		2017.5.23 Unit :5,000
Issue (processing) date	2015.12.9	2016.09.09	106.6.12
number of units issued	Unit :3,900	Unit :2,100	Unt : 5,000
number of units still available	Unit :12,434		
The ratio of the number of issued subscription shares to the total number of issued shares (%)	4.21	2.27	5.39
Subscription Duration	10 Years		10 Years
Performance method	Issuance of new shares		
Restricted subscription period and ratio (%)	The granting period of stock option certificates expires in 2, 3, and 4 years, and the proportion of exercisable stock options (cumulative) is 30%, 60%, and 100%.		The granting period of stock option certificates expires for 2 years, and the proportion of exercisable stock options (cumulative) is 100%
Number of shares acquired (thousand shares)	0	0	0
Executed subscription amount (NT \$thousand)	0	0	0
Number of unexecuted subscriptions (thousand shares)	420	228	428
Subscription price per share for unexecuted subscribers (NT\$)	32.0	30.5	24.4
The ratio of the number of unexecuted subscriptions to the total number of issued shares (%)	0.45	0.25	0.46
Impact on Shareholders' Equity	Although the rights and interests of the original shareholders have been diluted, the purpose of the issuance is to attract and retain the talents needed by the company, and it has the function of motivating and enhancing the solidarity of employees. Looking forward to the future, employees can be retained and motivated to jointly create the interests of shareholders and the company. Shareholders will benefit from this .		

Note 1: The handling of employee stock option certificates includes the public offering and private placement employee stock option certificates that are being processed. The public offering employee stock option certificates that are being processed refer to those that have already come into force by the Association; the private placement employee stock option certificates that are being processed refer to those that have been approved by the resolution of the shareholders' meeting.

Note 2: The Company's twelfth employee stock option certificate, which was declared effective by the Securities and Futures Bureau of the Financial Supervisory Commission on August 9, 2023, will be performed by issuing 4,500,000 new shares, which has not been issued as of the date of printing of the annual report.

(2) Accumulated until the date of publication of the annual report, the managers who obtained the employee stock option certificate and the names, acquisition and subscription status of the top ten employees who obtained the stock option certificate and the number of shares that can be subscribed

IX ESOP : (Issue period 2015/12/09~2015/12/08)

	Title	Name	Obtain the number of subscriptions	The ratio of the number of subscriptions obtained to the total number of issued shares	It has been executed				Not performed			
					Number of subscriptions	Warrant price	Subscription amount	The ratio of the number of subscriptions to the total number of issued shares	Number of subscriptions	Warrant price	Subscription amount	The ratio of the number of subscriptions to the total number of issued shares
manage	Presidents	Lee, Jyh-En	126,296	0.14%	0	0	0	0%	126,296	32.0	4,041,472	0.14%
	CIO and R&D Director	Lin,Yu-Tsung										
	assistant vice president	KAO,SHUN-CHANG										
	assistant vice president	YU,JIN-HAO										
	assistant vice president	WEI,DENG-LIANG										
	assistant vice president	MAI,KUN-CHUNG										
	Head of Finance and Corporate Governance	Chen Ro-Han										
	Accounting Supervisor	HSIAO,HSIANG-YUN										
staff	Subsidiary Staff	HO,CHING	84,543	0.09%	0	0	0	0%	84,543	32.0	2,705,376	0.09%
	Subsidiary Staff	LI,SHIH YI										
	Subsidiary Staff	Sophie Sun										
	Manager	Huang Chengyi										
	Manager	Yu Wanyu										
	Senior Assistant Manager	Yang Mindun										
	Senior Assistant Manager	Lin Xinping										
	Assistant manager	Lin Wenwen										
	Assistant manager	Du Zhiqian g										
	Assistant manager	Lai Fangqin g										

IX-1 ESOP : (Issue period 2016/09/09~2026/09/08)

	Title	Name	Obtain the number of subscriptions	The ratio of the number of subscriptions obtained to the total number of issued shares	It has been executed				Not performed			
					Number of subscriptions	Warrant price	Subscription amount	The ratio of the number of subscriptions to the total number of issued shares	Number of subscriptions	Warrant price	Subscription amount	The ratio of the number of subscriptions to the total number of issued shares
manage	Presidents	Lee, Jyh-En	154,478	0.17%	0	0	0	0%	154,478	30.50	2,132,774	0.17%
	CIO and R&D Director	Lin,Yu-Tsung										
	assistant vice president	KAO,SHUN-CHANG										
	assistant vice president	YU,JIN-HAO										
	assistant vice president	WEI,DENG-LIANG										
	assistant vice president	MAI,KUN-CHUNG										
	Head of Finance and Corporate Governance	Chen Ro-Han										
	Accounting Supervisor	HSIAO,HSIANG-YUN										
staff	Manager	Tsai,Teng-Yu	69,927	0.08%	0	0	0	0%	69,927	30.50	2,132,774	0.08%
	Manager	Huang Cheng yi										
	Manager	Wang Zheren										
	Manager	Tsai longtan										
	Senior Assistant Manager	Lin Xinping										
	Senior Assistant Manager	Wang Zhenzhou										
	Assistant manager	Hsu,Chien-Chung										
	Assistant manager	Cheng Yunmin										
	Technical Assistant Manager	Lee Piyao										
	Senior Engineer	Gao Binxin										

X ESOP : (Issue period 2017/06/12~2027/06/11)

	Title	Name	Obtain the number of subscriptions	The ratio of the number of subscriptions obtained to the total number of issued shares	It has been executed				Not performed			
					Number of subscriptions	Warrant price	Subscription amount	The ratio of the number of subscriptions to the total number of issued shares	Number of subscriptions	Warrant price	Subscription amount	The ratio of the number of subscriptions to the total number of issued shares
manage	Presidents	Lee, Jyh-En	117,424	0.13%	0	0	0	0%	117,424	24.40	2,865,146	0.13%
	CIO and R&D Director	Lin,Yu-Tsung										
	assistant vice president	KAO,SHUN-CHANG										
	assistant vice president	YU,JIN-HAO										
	assistant vice president	WEI,DENG-LIANG										
	assistant vice president	MAI,KUN-CHUNG										
	Head of Finance and Corporate Governance	Chen Ro-Han										
	Accounting Supervisor	HSIAO,HSIANG-YUN										
staff	Subsidiary Staff	Ushio Koida	132,557	0.14%	0	0	0	0%	132,557	24.40	3,234,391	0.14%
	Subsidiary Staff	Mark Pennings										
	Subsidiary Staff	Muneo Kobayashi										
	Manager	Tsai,Teng-Yu										
	Subsidiary Staff	ZHANG,LEI										
	Subsidiary Staff	LI,SHIH YI										
	Manager	Yu Wanyu										
	Subsidiary Staff	Thanh Ngo										
	Subsidiary Staff	Phu G (Kevin) Huynh										
	Subsidiary Staff	Chi Xiaodong										

(3) Restricting employees' rights and handling of new shares : The company applied for the issuance of 1,500,000 new shares with restricted employee rights. The application was made effective by the Securities and Futures Bureau of the Financial Supervisory Commission on August 9, 2023. As of the printing date of the annual report, it has not yet been issued.

Operation Overview

I. Business content :

(1) Business Scope :

1. Business content : The main business contents of the company are classified as follows :

- (i) Cloud and IT data center solutions
- (ii) Digital multimedia editing
- (iii) Products related to digital security monitoring, computer and telephone integration technology
- (iv) OBM/ODM/Solution industrial storage solutions

2. 2024 Operating ratio :

In recent years, the company has transformed from a hardware manufacturer to a solution provider, providing relative solutions for customers' operations or technologies. On the one hand, it accumulates industrial knowledge and provides customers with more appropriate suggestions; on the other hand, it strengthens customer loyalty, demonstrates the company's high value-added market positioning, and accumulates more competitive advantages for future challenges to well-known foreign storage manufacturers.

2024 Classification of product

Unit: NT\$ million

product name	sales	Operating ratio%
System	\$525	91.6
Other	48	8.4
Total	\$573	100.0

Note: Others are mainly income from sales of hard disks, engineering services, sales of spare parts, etc., and sales returns and discounts.

3. Company's current products :

(i) Cloud and IT data center solutions :

Cloud-based solutions provide the most resilient architecture for many industries. Significant benefits include: on-demand scalability, high availability and elasticity for a wide range of uses. Thanks to high-performance computing, more applications can be implemented through virtualization, such as software-defined storage (SDS), software-defined networking (SDN), and so on. More and more companies are looking for a cloud storage platform that is suitable for their software-defined architecture. Promise provides a full range of solutions from IaaS to SaaS to help customers easily build exclusive cloud services.

Promise provides a complete cloud solution from IaaS to SaaS, which is easy to deploy and manage. Promise's IaaS series includes high-density server storage series and cloud storage platform. Promise's SaaS series includes the FileCruiser Enterprise File Sync and Share (EFSS) solution, which allows users to enjoy the convenience of mobile access, but the actual management authority is under the control of the IT department. Users can manage the entire system, including software and hardware configurations, eliminating the security concerns of sharing confidential information in public services, suitable for small and medium-sized enterprises (SMEs), education markets and other environments. Promise solutions can help users maximize the benefits of the cloud. Promise's storage solution solves the problems of enterprise data protection and archiving, achieving effective management, storage, protection and rapid access to data. Proximity provides enterprise-level VTrak storage solutions for critical IT application environments that require sequential access to high performance and high bandwidth, while the Vess R2000 series is suitable for small and medium-sized enterprises (SMB) IT environments. Promise storage solutions not only have excellent performance, but also run stably to ensure uninterrupted services. For example, VTrak x30 series solutions are dual-controller Active-Active design with fault-tolerant

migration function, providing enterprises with a "no single point of failure" storage environment.

(ii) Digital Media Clipping :

Due to the recent maturity of NAND flash technology and the popularity of NVMe high-speed storage devices, tower-type network storage platforms have the opportunity to increase data throughput. In recent years, with the rise of Internet multimedia creators, Internet celebrity Youtuber is becoming more and more prosperous, and the business volume of multimedia editing in small studios has increased, and there are certain requirements for data access speed. In order to provide the best performance, Promise began to optimize the performance of the tower network storage platform, with the current highest speed NVMe device, to improve the limitation of the insufficient speed of traditional hard drives, and further meet the application and market demand.

With the rapid growth of the RichMedia field, the demand for access speed and capacity expansion has increased significantly, and the network storage platform must find a cost-effective method to achieve a balance between performance and capacity. VTrak N1008 series is a tower-type high-speed hybrid network storage platform with 10G network speed, NVMe read speed exceeding 3000MB, high-speed and capacity disk hybrid mode, and a cost-effective way to provide capacity and speed.

With the vigorous development of high-definition movies, 3D movies, and high-definition digital TVs, the digital multimedia industry relies on more efficient workstations or server-level computers in the production and broadcast of movies and special effects, with high-speed, large-bandwidth, large-scale Large capacity storage space for high-quality broadcasting, non-linear editing, digital special effects, computer animation, digital audio editing, etc.

Promise provides storage solutions designed for creative professionals, such as: Pegasus32 provides SSD or HDD solutions with storage configurations up to 112TB. These mobile storage solutions can be shipped in a dolly. More importantly, users will have the speed and performance needed to capture this type of content.

Breaking through technical limitations, PegasusPro has created a fusion system with both Thunderbolt™ 3 DAS and NAS functions, which greatly improves the workflow efficiency of digital media collaboration. PegasusPro is the first system in the industry that can break through the two different data storage formats of DAS and NAS, and quickly convert files and transfer data between them, which not only saves a lot of time, but also improves its performance uniquely. In addition, the built-in Intel® eighth-generation Core™ processor creates unparalleled system performance. Team members can not only connect to PegasusPro through the Thunderbolt™ transmission interface for 4K or 8K video production, but also share their work with other members through the 10G NAS transmission interface. This is the first world premiere, Thunderbolt™ 3 DAS and network The storage device with NAS coexistence interface, users can directly convert the data in the storage system without using other transfer media under different host interfaces, and backup or edit audio and video at a Thunderbolt 3 transmission speed of up to 2800MB/s Large files, sometimes through network protocols, allow other users to share files. Launched two models with different numbers and capacities of hard disks, providing a variety of choices °

(iii) Digital Security Monitoring :

The security monitoring industry is gradually moving toward digitization, IP and high-quality images, and high-quality storage also means that the required storage space doubles, and at the same time, the data damage caused by a single hard disk failure is greater when using a large-capacity hard disk. . The Vess 74 series products launched by Promise Information for the digital security monitoring market provide multiple sets of iSCSI ports, and RAID 0, 1, 3, 5, 6, 10, 30, 50, 60 and other disk array protection levels, and The overall storage space can be increased by expanding the JBOD expansion cabinet. In addition, digital security surveillance requires uninterrupted and uninterrupted video quality.

The Vess A-Class NVR video surveillance solution and Vess external storage product series are specially designed for video surveillance, providing fast, stable, and optimized image storage performance, effectively solving the challenges faced when deploying a surveillance environment, and can be expanded to cope with long-term needs data storage requirements.

Promise's video surveillance solution has passed the certification of many world-class security surveillance VMS professional manufacturers, and can be closely integrated with the world's top

surveillance system solution suppliers, reflecting a higher degree of software and hardware integration and compatibility.

Promise has been cultivating the digital security monitoring market for many years. It has cooperated with many well-known digital monitoring software and hardware manufacturers at home and abroad and completed certification. Its excellent quality has won praise from the market.

(iv) OBM/OEM/Solution storage solution :

Promise's ODM storage software and hardware solutions provide complete and fast-introduction solutions for customer market or system integration product needs, accelerating the development and market entry time of customers or manufacturers' products. Promise's ODM solutions can provide computing cores, customized drivers and user interfaces for cloud storage, storage devices (Storage), storage servers and network storage devices (NAS) products, allowing ODM customers or manufacturers to improve their products function and added value. Promise provides high-reliability and high-efficiency storage software and hardware solutions to Promise's global ODM partners.

4. New products planned to be developed :

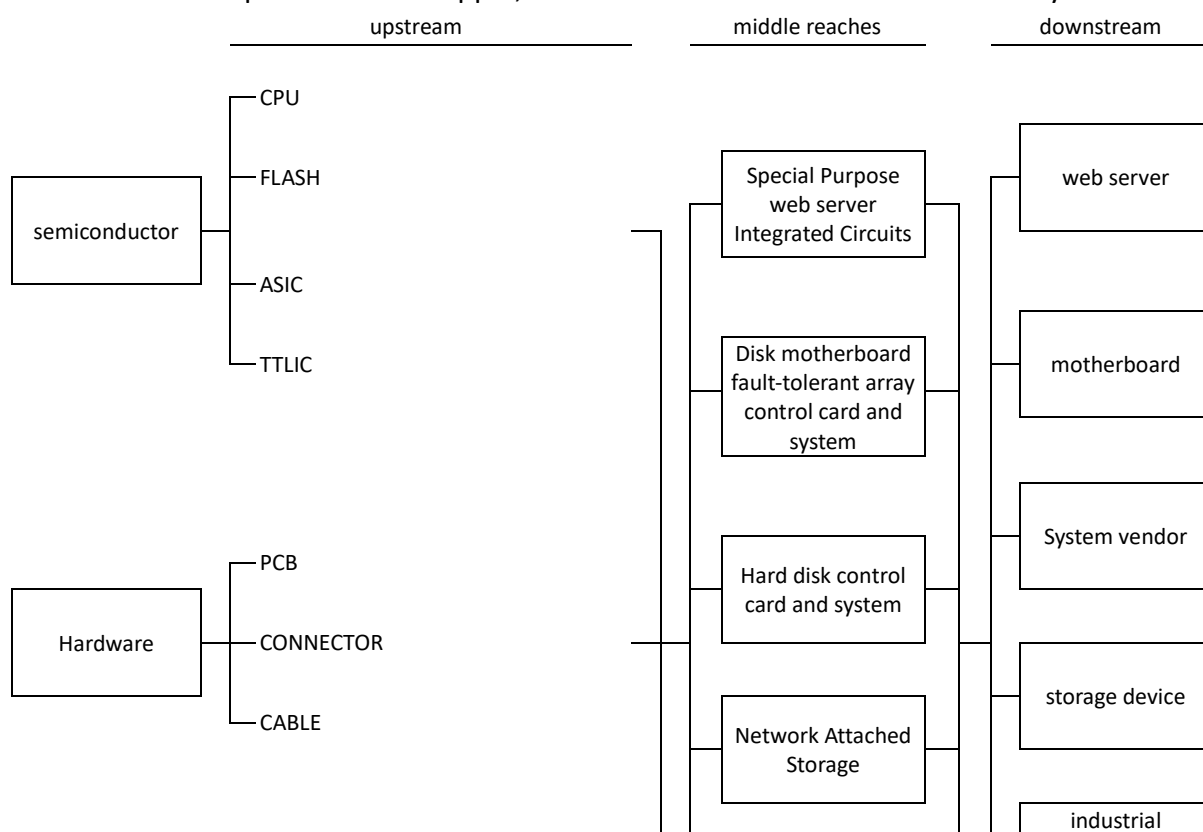
- (i) External Small Fast Multimedia Storage Device. (Pegasus M4)
- (ii) Enhanced communication security monitoring cloud storage integration platform. (Vess A8120 SNMP v3.0 、SmartBoost)
- (iii) The second generation Ultra-high-speed caching hybrid network storage platform. (VTrak N1008 N1616)

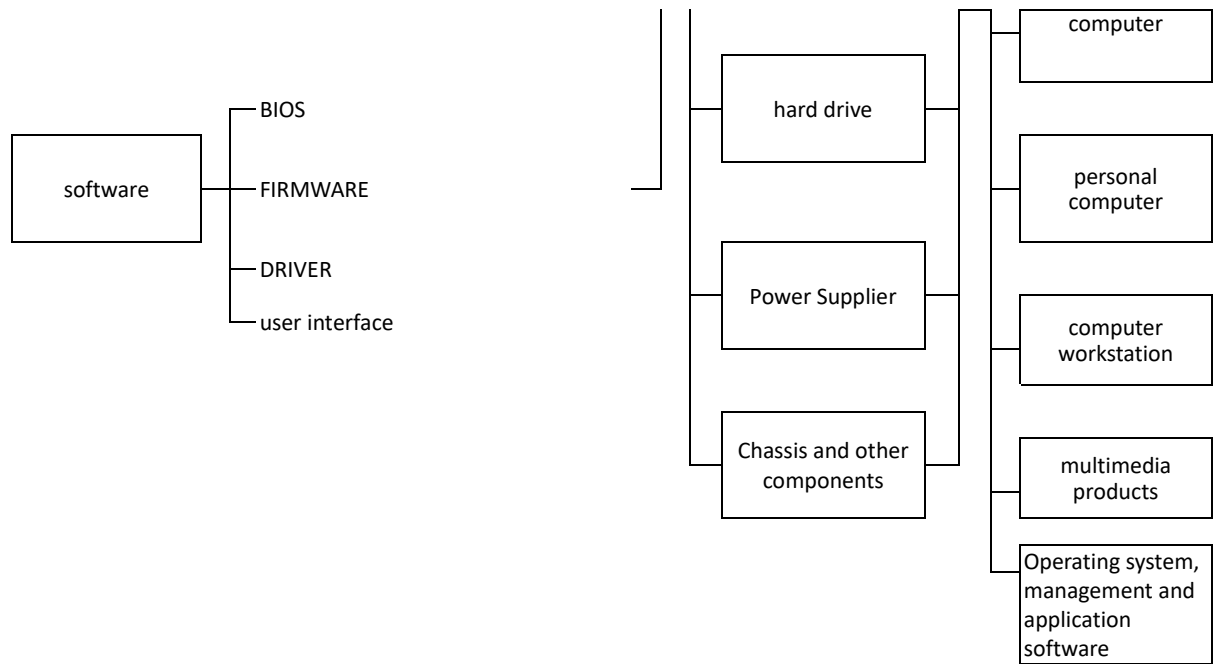
(2) Industry Overview :

1. Current status and development of the industry :

The hard disk application-based storage industry (Disk Storage System) is growing rapidly with various factors such as the acceleration of global informationization, the maturity of the Internet driving the rapid growth of electronic data, and the popularization of data reliability/preservation /security concepts. Growth, the storage industry can be divided into four areas: (A) storage components/chips, (B) storage systems/subsystems, (C) storage management and (D) integration consulting services.

2. The relationship between the upper, middle and lower reaches of the industry :





3. Various development trends of products :

A. Popularization of the concept and application of storage security :

In the past, disk arrays and real-time backups were often associated with high unit prices and high maintenance costs. However, with the evolution of information technology and interfaces, new interfaces such as SAS (Serial-attached SCSI) not only have high performance and high reliability, but are also backward compatible with interfaces such as SATA for personal applications, and the evolution of semiconductor and hard disk technology has made High-speed and large-scale access are no longer unattainable. At present, not only enterprises and large-scale public utilities require a large amount of information, but even personal audio-visual, images, and leisure and entertainment also require high-speed, large-scale, stable, and safe storage. Therefore, Promise Information is in Provide cloud providers with advanced, reliable, high-performance, and cost-effective storage solutions to meet the needs of public and private cloud architectures.

B. Outsourcing (including R&D and production) trends of major global manufacturers :

In the past, the concentration of the storage industry was extremely high, and it was concentrated in large European and American manufacturers. The industrial division of labor was not as good as that of the personal computer (PC; Personal Computer) industry. In addition to reliability, the demand for high cost performance is becoming more and more obvious. On the supply side, the excellent manufacturing/management capabilities and ODM-based R&D capabilities of Asian manufacturers or even Taiwanese manufacturers are highly recognized. This trend will make international storage manufacturers Focus on high-end and high-value-added market segments, seek long-term cooperative partners through strategic alliances, and outsource R&D and manufacturing to realize the benefits of vertical integration.

4. Various competitive situations of products :

A. High barriers to entry - long-term accumulation of customer trust and technical level :

From customer transaction information, important corporate information of large-scale plant operation records, to personal entertainment and family records, the current trend of electronic and digitalization of all kinds of information has never stopped. Moreover, the risks and losses of data loss are increasing day by day, so the preservation of electronic data is one of the important indicators of the current competitiveness of enterprises. The rapid transmission and access of data not only requires speed, but also requires high security. It requires a large amount of investment in technology research and development, as well as the accumulation of customer trust for a long time. The formation of barriers to entry is not only the investment of funds, but also Long-term operation and investment.

B. Long product life cycle :

Information storage devices are mostly used in medium and large hosts and workstations. They belong to enterprise-level applications and require a high investment. They are different from consumer products, and system replacement involves huge hidden costs and risks. Considered projects even include downtime, data re-backup, and migration. Risk of transfer and operation termination, etc. The use of information storage equipment usually takes five years, spare parts at least two years, and product service and technical support for up to seven years. The product life cycle is much longer than that of general personal information products.

C. The global market is highly concentrated, and all of them are American and Japanese manufacturers

The sales of information storage equipment are still closely related to the sales of servers, and are also positively related to the capital expenditure of enterprises. They are often used in aerospace, national defense, large-scale public utility projects, and huge data processing in factories. When manufacturers choose to purchase, in addition to considering long-term trust, they must also consider compatibility and stability with servers and network systems, compatibility with hard disks, and the safety, quality and reliability of each manufacturer's system products. (Reliabilities), etc. Considering that the project is professional and complex, it cannot be determined by a single price factor. Therefore, 80% of the market is concentrated in the top ten information manufacturers such as the United States and Japan, and industrial capabilities also dominate the industry concentration. However, with the rise of cloud storage in the future, users only care about the stability and security of service providers, and there will not be too many brand myths. It will have the opportunity to break the oligopoly of US and Japanese manufacturers, and allow other storage equipment manufacturers to catch up. Opportunity.

(3) Technology and R&D Overview :

1. R&D and Investment Overview :

R&D costs and expenses in 2024: 117,512(NT\$ thousand)

Promise Technology invests in cultivating talents and developing its own technology, adheres to the core purpose of meeting customer needs with innovation, and strives for excellence. In addition, it also strengthens the research and development of storage technology optimization with major partners, and continues to sponsor famous academic institutions and research institutions to engage in storage technology research and development to promote innovation and advanced technology. The company has always paid attention to the inheritance of R&D technology and experience. Since its establishment, it has been continuously committed to quality improvement and technological innovation. In recent years, it has actively invested in R&D equipment and cultivated and recruited R&D talents. The R&D team has rich qualifications and good product planning. and research and development capabilities. Proud to be a company specialized in research and development, constantly seek the possibility of improving its storage solutions, and continue to invest to provide customers with the best experience.

2. Successfully developed technologies and products in the most recent year :

(1) PegeasusPro cloud application

- It has a storage system with privacy and high performance requirements, and can easily expand storage capacity up or down according to the continuous changes of organizational needs.
- Combined with the cloud system to effectively eliminate the initial hardware cost configuration of enterprises or individuals, many public cloud systems also provide automatic backup mechanisms to ensure data security
- Through the hybrid cloud storage system design to achieve infrequently

accessed cloud storage and frequently used local storage, optimize storage costs to reduce overall expenses and maintain performance.

- Currently, in addition to supporting the world's top three public cloud providers, including Azure, AWS, and Google Cloud, there is also Wasabi localized for Japan. Other cloud systems will continue to expand in the future.
- The functions of the existing design include synchronization, backup and archiving. Easily complete cloud version control, and has the ability to restore.

(2) VTrak N1616 :

- VTrak N1616 With the rapid growth of the RichMeida field, the demand for access speed and capacity expansion has increased significantly. The network storage platform must find a cost-effective method to achieve the balance between performance and capacity. VTrak N1616 series is a rack-mounted high-speed hybrid network storage platform with 10G network speed, NVMe read speed exceeding 6000MB, high-speed and capacity disk hybrid mode, and a cost-effective way to provide capacity and speed requirements. In addition, the function of integrating with external clouds is also planned, including AWS with the highest market share, etc.
- The characteristics of this product, the optimized shared storage device specially designed for post-production workflow and team sharing - suitable for collaborative workflow functions on Adobe Premiere Pro, Final Cut Pro X, Autodesk Flame and other software; performance - VTrak N1616 with TierBoost: Up to 6GB/3GB read/write throughput, selectable from 8 x 10G Base-T, 8 x 10G SFP+ or 4 x 25G SFP28; TierBoost - use automatic or manual configuration options to classify digital assets for efficient use over the network. The most frequently used files are kept at the fastest level; Ease of Use - Data management and multimedia team access through an intuitive and simple user interface. Create simple and low-cost shared storage devices; data protection - the powerful PROMISE RAID technology is known for its stability and high performance, and it can be easily backed up to shared storage devices and the cloud.

(3) Vess A8120 product :

- Vess A8120 can assume three roles in the monitoring network architecture: management server, recording server or IVA (Intelligent Video Analysis) server. Vess A8120 can execute the user's preferred recording software and store the recorded video data in Vess A8120 or PROMISE storage hardware for later playback.
- The Vess A8120 features a rack-mounted 1U hardware specification with a dual-CPU platform design. GPU can be installed as an option, which is suitable for intelligent image analysis services such as face recognition, object detection, and image tracking. An external PROMISE storage device (Vess R3600) can achieve a transfer rate of up to 1000 Mbit per second. Storage server with multiple deployment options: management server/recording server/IVA (Intelligent Video Analysis) server. Join hands with top VMS manufacturers to create the perfect cornerstone of the monitoring ecosystem. Focus on network security vigilance and strict security testing. Strictly abide by the security specifications such as Secure SDCL and Open Source Security, and comply with NDAA factory specifications. 24-hour PROMISE eSupport website support and telephone support are available. PROMISE SmartBoost™ delivers robust, error-free performance in video recording applications.

- This product is specially designed for large-scale business use with high computing performance. Because of its powerful computing power, it can be used as the management host of the entire open monitoring network and also as the main server for image intelligence analysis. The management host acting as an open monitoring network can use SNMPv3 to improve the security of network management and avoid the threats of network monitoring and information forgery. In the development of SNMP v3 for the communication security of WebPAM Pro, the network management integration interface of the Vess A open monitoring cloud storage integration platform, communication security depends on the master-slave architecture (Client-Sever) managed through the network. With the identification of the identity of the information source and the identification of information integrity, and the exchange of information through encrypted channels, it can resist information security threats such as information tampering, forgery, and leakage. This part needs to establish that both communication parties can rely on the same encryption and identity authentication protocol in order to comply with the security framework specification of SNMP v3.

(4) Vess A8600 product

- The main feature of the Vess A8600 product is the combination of performance and expandable on-premises storage capacity, suitable for video surveillance and data-intensive workloads of large enterprises. Designed for video recording and Intelligent Video Analysis (IVA) applications. Hardware options include PCI slots for additional Intel Xeon CPUs (dual CPU option); alternatively, GPU cards can be used for image analysis or other processor-intensive applications. °
- PROMISE's patented SmartBoost™ technology ensures robust high-performance storage for video recording without missing frames; proven in thousands of large-scale deployments worldwide.
- Simplify management and reduce complexity: Simplify daily surveillance network management operations, integrate video recorders and storage servers, and provide a comprehensive video surveillance solution that combines VMS software and external storage devices. Plus, integrate features with today's hottest VMS providers.
- The system is easy to set up, manage and maintain, greatly reducing the burden on IT personnel who are already overwhelmed. Once all the settings are in place, active management is rarely required, and for most VMS platforms, a special plug-in program designed for a specific VMS is used to monitor storage system status directly through the VMS user interface. The management software supports SNMPv2 and SNMP v3 for enhanced security.
- Reduced power consumption and environmentally friendly technologies: Promise is committed to creating energy-efficient products and reducing hazardous waste in the manufacturing process. The new Vess A8600 continues this practice by combining hot-swappable power supply modules and green design concepts (GreenBoost™ technology) with hardware engineering to reduce power consumption, noise and heat output.

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

(i) Short-term development :

- A.Strengthen the brand image of "PROMISE", enhance the popularity of the international market, actively expand the market share, and establish the image

of a professional manufacturer.

B.Strengthen the global logistics system centered on America, Europe and Asia to achieve effective supply and after-sales service, and to grasp the market dynamics in real time.

C.Organizational transformation, building a flexible and fast efficient organization, fully understanding the supply and demand information of suppliers and customers, shortening the R&D and marketing decision-making process to achieve the best benefits.

D.Under the principle of prudent finance, make full use of capital market tools to create shareholder value.

(ii) Long-term development :

A.Expand and strengthen the global sales and full-service network, increase market share, brand awareness and market recognition.

B.Actively develop international manufacturers through brand awareness in a gradual manner, so as to strengthen the function of global logistics, effectively improve efficiency, and strengthen global competitiveness.

C.Actively and quickly strengthen the training of international marketing and logistics management, so as to serve as the basis for operation.

D.Balance each business group and product line, and pursue the balanced growth of the company's overall revenue by taking advantage of the off-peak season characteristics of different regions and product lines.

E.Form strategic alliances with customers, construct comprehensive technology integration and solutions, lay out technical and marketing entry barriers, and grasp the trend of outsourcing of global storage manufacturers.

F.Utilize the open and efficient capital market to extend the strategy of industry competition and cooperation or industry alliances.

II. Market and production and sales overview :

(1) Market analysis:

1. The sales area of the company's main products :

Unit NT\$ thousand

area \ year		2024		2023	
		net sales	%	net sales	%
export	Asia	68,467	11.94	\$129,096	22.09
	America	361,481	63.06	313,600	53.65
	Europe	65,021	11.34	86,869	14.86
	other	15,878	2.77	8,820	1.51
	Subtotal	\$510,847	89.12	\$538,385	92.11
Domestic sales		62,345	10.88	46,137	7.89
Total		\$573,192	100.00	\$584,522	100.00

2. market share :

Promise can provide a complete product line for a small number of manufacturers in the world, including system, personal and SOHO storage products, etc. Because the company has successfully transformed system products to the higher-end application market, according to professional industry reports, some products can even enter the global leading group. It has a more positive impact on Promise's global market share.

3. The future supply and demand situation and growth of the market :

- (i) The storage demand of the multimedia industry, digitization and the high penetration rate of the Internet will rapidly increase the amount of information storage :

With the advent of 5G, the digital development of smart cities, the prevalence of the Internet and e-commerce, the amount of data that enterprises need to store is increasing. Therefore, the proportion of data related to enterprises is quite large, but in the future, enterprises will also face the needs of Internet of Vehicles, remote applications, etc., and the growth of data volume in the future will be even more astonishing.

- (ii) Cloud computing changes the relationship between service providers and users in the future, and also affects the type of information storage in the future.

The trend of cloud computing, service providers providing large-scale computing power, building large-scale computer rooms, large amounts of storage, and providing a variety of software applications, allowing users to use the computing power comparable to supercomputers and the latest application software at any time, while not knowing the location of the server or the location of the data, is expected to make high-end computing and a large amount of reliable storage no longer out of reach. The mass centralization of information storage will enable a large number of high-performance/cost-to-cost storage products with high reliability to be used.

- (iii) The era of digital surveillance is coming, Promise provides a more secure and reliable large-capacity storage solution

The security surveillance system has gone digital. In addition to the improved resolution and functions of surveillance cameras, the storage medium has also evolved from video tapes to hard disk storage. With the improvement of video resolution, it also means that the capacity of the matching storage device needs to have higher capacity, data protection function and scalability. Therefore, more and more surveillance systems are built to use storage systems with disk array functions.

For security monitoring applications, we provide complete SAS/SATA RAID storage equipment products, including large-scale surveillance storage with an installation scale exceeding tens of thousands of cameras, rack-mounted RAID storage systems with SAN and DAS applications; 16 to 256 cameras For medium-scale storage construction, there is a rack-mounted RAID storage system and an internal PCIe RAID controller card used in conjunction with the monitoring host; and NAS and DAS storage products for monitoring structures with less than 16 pieces. Whether it is a system integrator or installer of various sizes, they can find ideal storage solutions in PROMOTION, presenting the best video data protection for security surveillance.

4. competitive niche :

(i) Successful shaping of brand image :

Since its establishment, Promise has been adhering to the spirit of technological innovation, focusing on the storage industry, and developing storage products that meet the application trends of various times. Based on the high quality of its products, the company has been affirmed by customers, and promotes marketing work from time to time. The management of the brand image gradually promotes Promise's "PROMISE" brand to all over the world. Since the company is actively committed to the layout of overseas channels, combined with the resources of local partners, it has established a high reputation with high-quality, high-function, fast and perfect after-sales service and innovative technology. In recent years, it has been praised and praised by professional magazines and media at home and abroad. Obtained the certification of internationally renowned manufacturers, making the product market development effect outstanding, and won the favor of many well-known domestic and foreign manufacturers of computer systems, hard disks and motherboards, which shows that the company's brand image and product standards have been deeply recognized by the outside world. It will help to further develop other markets, and will also have a positive impact on its performance.

(ii) Professional and experienced R&D team :

The company's talents and management team are professional senior managers with an international outlook compared with peers in the industry. They focus on the storage field and have always paid 83 attention to the research and development of innovative technologies. Over the years, they have accumulated considerable experience in storage technology. The pulse of the trend can be grasped effectively and immediately, and the R&D talents cultivated can also continuously develop new products leading the industry, creating business opportunities and profits for the company, and

making the company's products occupy a leading position in the market. From the perspective of the manpower and funds invested by the company in R&D work, the company has a strong R&D team, the R&D team has self-cultivated talents, high stability, no risk of faults in related R&D technologies, and the overall quality of employees is neat, and the international division of R&D is carried out. In this way, the most advanced storage technology is presented to customers in the best cost-effective way, so in the rapidly changing information industry, the company can always maintain a high competitive niche.

(iii) Excellent quality and technical ability :

Promise has been a R&D-oriented company since its establishment, with more than 47% of R&D talents. Continuous investment in R&D manpower is expected to maintain technological leadership in the storage field. Promise focuses on the research and development of the storage field, and is applied to various storage products and vertical application fields. Promise's field-proven storage devices ensure that users' precious data is meticulously protected. In addition to the company's high market competitiveness in the research and development of new products, the stability of product quality, function and compatibility are also the proud achievements of the company's products in the global competitive market with a high market share. . In view of the fact that the competitiveness of the high-tech industry stems from long-term innovation and development capabilities and consistent quality requirements, it is not only the consensus of all employees of the company, but since the introduction of the ISO 9001 quality system, the international quality concept has been working tirelessly in the company It has been fully implemented in every work process and has become a Green Partner of a major Japanese manufacturer. And passed the third-party audit verification of OEM international manufacturers.

(iv) Complete marketing and service network :

In order to structure its global logistics management model and sales strategy of deepening the market, the company reinvested and established marketing bases in America, Europe, Japan and mainland China, and sold products through well-known distributors in order to get close to the market and quickly grasp the market Real-time information, and provide rapid and perfect after-sales service and technical support nearby, so that the company's products can be marketed in the Americas, Europe, the Middle East and the Asia-Pacific region, increasing its market competitiveness.

(v) Implemented competitive awareness :

The company's management team has always had sufficient competition awareness, so it is able to grasp market opportunities and establish operating policies in the rapidly changing market; in addition, the crisis awareness and countermeasures triggered by

competition awareness are deeply rooted in the company's organization , to ensure the company's stable operation and sustainable development, and enhance the company's competitiveness.

5.Favorable and Unfavorable Factors and Countermeasures of Development Prospect :

A. Favorable factors :

(i) Grasp the development trend of information and communication:

Mastering data means mastering future business opportunities, including the Internet of Things, mobile communications, cloud computing, massive data, and communities. Promise chooses cloud computing and massive data as the key to future growth, and will cooperate with other companies in response to these high-growth market demands. Partners, develop corresponding solutions to grasp this business opportunity.

(ii) Strong and leading R&D technology capabilities and excellent product quality :

Promise conducts strategic R&D manpower planning globally, with R&D teams located in the United States, Taiwan and China. Teams from all over the world can jointly develop VessRAID products, Pegasus series products and Vtrak series products, and can also carry out customized development according to the needs of partners.

(iii) OBM/ODM Marketing Strategy of Own Brand :

Since its establishment, the company has been focusing on the research and development of high-tech and high-value-added products, and has been marketing the world under its own "PROMISE" brand. It is a leading brand in the RAID disk fault-tolerant array market and has an outstanding reputation. A model of high-end products in the same industry. In recent years, the company has continued to use the advantages of its own brand marketing in the past to develop a new series of SAS products with a new belt interface, and gradually expand the OBM/ODM OEM market, balance the dual operation mode of brand and OEM, and pursue the company's sustainable operation.

(iv) Complete marketing network and all-round sales service and technical support :

In order to get closer to the market, grasp the market dynamics, and provide customers with the best sales, after-sales service and technical support, the company has been committed to integrating international marketing channels in recent years. In addition to coordinating domestic and foreign business and marketing strategies through the Taiwan parent company, Also reinvested and established marketing bases in America, Europe, Japan and mainland China, responsible for marketing, technology and after-sales service in the local market, and provided information

services of the latest global products through the Internet to strengthen interaction with customers , Provide global consistent after-sales service and quality assurance to enhance customer confidence. Therefore, the attitude of continuously providing diversified and comprehensive services to customers is the key factor for the stable growth of the company's performance.

(v) Complete deployment of relevant surrounding industrial systems :

The main technology and research and development of the storage industry are more than those in the United States. The hard disk factories are located in the United States and Japan, and information electronics is a huge and complex industry. The division of labor system, the upstream, middle and downstream industries cooperate very closely, the supply is stable and the price is very competitive, and has accumulated considerable production technology and experience, and has cultivated many excellent research and development design talents. This complete industrial system, In addition to ensuring that there is no shortage of raw materials and stable supply, it is also possible to obtain the required raw materials at a lower price, giving manufacturers a relative competitive advantage. This surrounding industry is complete and closely coordinated, which will be the best basis for the company's continuous industrial growth and success.

B. Unfavorable factors and countermeasures :

(i) The products are mainly exported, and are subject to higher exchange risk.

Countermeasures:

The company has a dedicated department to regularly assess the risk of the company's exposure to foreign exchange, and conduct foreign exchange risk hedging in accordance with the company's method of acquiring and disposing of assets, and because the company's exchange strategy includes (A) actively deploying Foreign currency positions other than the U.S. dollar, including the euro, can establish currency positions such as the yen or renminbi in the long-term to disperse risks. (B) Under the principle of prudent internal control, Yuanhui pre-sells foreign currency with dynamic hedging within the principle of hedging to reduce position risk. (C) Try to use the same currency when importing and selling goods, so that they can offset each other to reduce the net foreign exchange position.

(ii) Intense competition in the market :

In recent years, due to the rapid development of the information electronics industry and the emergence of market demand, more companies have rushed to invest in the research and development of similar products, and use low-price strategies to attack and defend the market. Coupled with the rise of new marketing channels, customers have become more concerned about supply capacity, The requirements for delivery guarantee and quality are increasing day by day, so that price demands alone can no longer meet customer needs. However, as products become more mature and competitors' technologies gradually improve, the differences in future products will gradually narrow. Therefore, if you cannot Leading the market in terms of technology or product launch speed,

the trend of product price and profit decline will be inevitable, and there may even be a crisis of being eliminated.

Countermeasures :

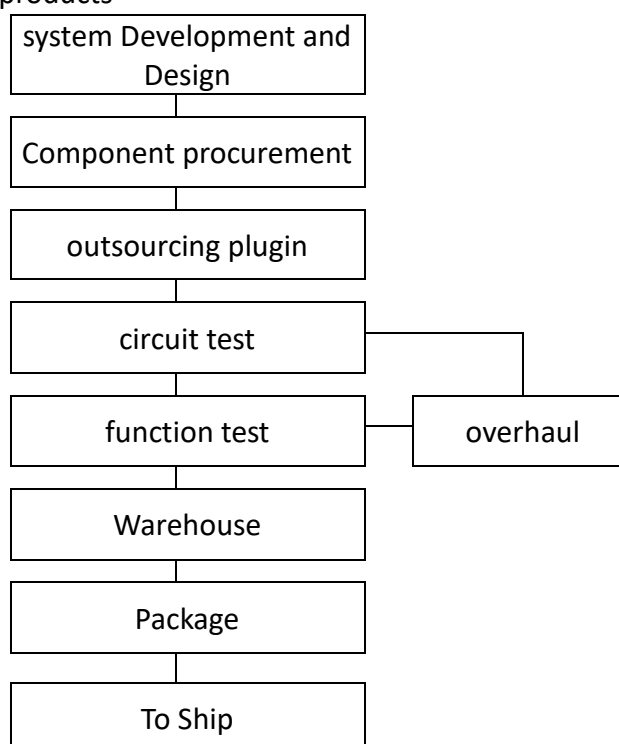
- a. Actively expand the R&D team to enhance R&D strength, ensure the first opportunity of product launch, and strengthen quality control operations, establish a brand image of high-quality products, and clearly differentiate the market from low-priced products.
 - b. Committed to developing high value-added products and strengthening marketing services to enhance the market competitiveness of products, and to market products internationally with its own brand to establish the strength of long-term operation. In addition, strive to improve the efficiency of production and sales coordination, and effectively control operating costs to increase operating profits.
 - c. Establish a clear market position, actively develop new products based on existing technology and research and development capabilities, lead the industry and enter the market early, so as to obtain higher profits in the initial stage of product launch.
 - d. Combining customer needs, internal R&D capabilities, and partners' technologies or products, provide customers with complete solutions for the next three years, and deepen customers' trust and loyalty to Qiaoding.
 - e. Committed to the process reform within the organization, including the simplification of the work process and the rationalization of the process flow, and actively cultivate human resources to establish a flexible organizational structure with a high degree of adaptability.
 - f. Constantly review the progress of the business plan, adjust the direction of strategic development, truly grasp the trend of industrial development, and effectively counter the fierce competition in the market by focusing on the soundness of technology, products, and markets at the same time
- (iii) Short product life cycle: Inventory risks arising from faster updates.
- Countermeasures :
- a. Focus on developing the added value of storage application software, regularly update its functions and improve the practicability of the human-machine interface, prolong the product life cycle, and save the huge cost of mold development caused by the continuous introduction of new hardware products.
 - b. Immediate response to production and sales coordination.
 - c. Strengthen the management of production management, material management, warehouse management and global logistics.
 - d. Immediate response and handling of possible excess inventory products.

(2) Important uses and production processes of main products :

1. Important uses of main products :

main products	Applicable level	use
Solutions for the Multimedia Storage Market VTrak A-Class series Pegasus series SANLink series VTrak Ex30RAID subsystem	Optimized for multimedia workflows, enabling single and multiple users to access, edit, share and distribute 4K video Ideal for filmmakers, photographers, graphic designers and other multimedia professionals, especially for field work where speed is important and crews are billed by the hour	The Pegasus32 is a mobile solution designed for personal desktop or classroom use, with powerful features and Thunderbolt 3 speeds. Connect to Thunderbolt™ 3-enabled hosts at 40Gbps, or 10Gbps to USB 3.2 Gen 2-enabled hosts. Pegasus 32 can be accessed by single or multiple users. The VTrak E/D5000 series can also be used as a multi-position locker in the classroom, providing more stable performance and NAS/SAN collaboration. Pegasus32 provides SSD or HDD solutions with storage configurations up to 112TB. These mobile storage solutions can be shipped in a dolly. What's more, you'll have the speed and performance you need to capture this type of content. With the gradual adoption of HD and 4/8K shooting for animation, special effects and slow-motion replay motion videos, the processing bandwidth of the studio has also been greatly impacted in terms of time and delivery capabilities. The Pegasus3 PC Edition series combines lightning-fast speed with advanced RAID protection to keep your data safe and secure. SANLink3 N1 is a compact, bus-powered NBase-T adapter that utilizes Thunderbolt™ 3 technology to connect to Ethernet infrastructure at 1, 2.5, 5 or 10Gb/s speeds. The VTrak A3800 shared storage device is designed for simultaneous collaboration of multiple users on 4K editing, which can improve bandwidth performance.
Surveillance Storage Market Solutions VESS series products	Designed for video surveillance, an open monitoring storage solution, suitable for banks/ Education/public agency/city surveillance/retail/casino...etc.	Provides fast, stable, and optimized image storage performance, effectively solving the challenges faced when deploying a surveillance environment, and can be expanded to meet long-term data storage needs. It can perform video playback, real-time viewing and archiving functions with optimal performance, providing stable access and continuous recording without frame loss. Open monitoring platform products introduce groundbreaking fan, hard disk hot swap, simple and clear light indication, and OPAS (One-Plug-Auto-Service) maintenance into the monitoring platform from the viewpoint of easy maintenance, and introduce Qiaoding enterprise-level high-end Reliable RAID protects the security of video data, and integrates the hardware and software required by the monitoring system platform, such as dry contacts and graphics processing.

2. Production process of main products :



(3) Supply status of main raw materials:

Main raw material name	The name of the main supplier	Availability
hard drive	AFASTOR CORPORATION 、 Transcend Information Inc.	The manufacturers listed on the left have long-term cooperation with our company, and our company regularly reviews their supply quality and delivery status.
integrated circuit	SYNNEX TECHNOLOGY INTERNATIONAL CORPORATION 、 WT MICROELECTRONICS CO., LTD.	
Mechanism	USMETAL TECHNOLOGY CO., LTD. WEY JIUN ENTERPRISE CO.,LTD.	
motherboard	ASROCK RACK INCORPORATION	
A printed circuit board	FIRST HI-TEC ENTERPRISE CO., LTD.	
power supply unit	Chicony Power Technology Co., Ltd.	
memory module	Innodisk Corporation	

(4) The name of the customer who accounted for more than 10% of the total purchase (sales) in any of the last two years, and the amount and proportion of the purchase (sales) and the reason for the increase or decrease :

1. Purchase customer list: (by code name)

Unit: NT\$ thousand

item	2023				2024			
	Name	Amount	Ratio of net purchases in the whole year (%)	Relationship with Issuer	Name	Amount	Ratio of net purchases in the whole year (%)	Relationship with Issuer
1	A customer	102,010	34	-	A customer	66,424	29	-
2	B customer	37,465	12	-	B customer	32,764	14	-
3	C customer	34,204	11	-	C customer	20,633	9	-
4	D customer	26,843	9	-				-
5				-				-
	other	102,816	34		other	109,403	48	
	Net Purchase	303,339	100		Net Purchase	229,223	100	
	Reason for change : There is no major change in the main manufacturers of purchases.							

Note 1: List the name of the supplier whose total purchase amount exceeds 10% in the last two years, as well as the purchase amount and proportion, but if the name of the supplier cannot be disclosed due to the contract or the transaction object is an individual and not a related party, it can be coded .

2. List of sales customers: (by code name)

Unit: NT\$ thousand

item	2023				2024			
	Name	Amount	Accounts for the ratio of net sales to the previous quarter of the current year (%)	Relationship with Issuer	Name	Amount	Accounts for the ratio of net sales to the previous quarter of the current year (%)	Relationship with Issuer
1	A customer	44,317	8%	-	A customer	75,434	13%	-
2	B customer	71,483	12%	-	B customer	28,816	5%	-
	other	468,722	80%		other	468,942	82%	
	net sales	584,522	100%		net sales	573,192	100%	

Note 1: List the name of the customer whose total sales amount exceeds 10% in the last two years, as well as the sales amount and proportion, but if the name of the customer cannot be disclosed due to the contract or the transaction partner is an individual and not a related party, it can be coded

(5) Production volume in the last two years :

Unit: piece/piece/set; NT\$ thousand

Production value Major Products	2024			2023		
	production capacity	Yield	output value	production capacity	Yield	output value
system	141,930	141,930	336,183	128,195	128,195	385,421
Total	141,930	141,930	336,183	128,195	128,195	385,421

Note: Others are mainly spare parts and raw materials.

(6) Sales volume in the last two years :

Unit: piece/piece/set; NT\$ thousand

sales value Major Products	2024				2023			
	Domestic sales		export		Domestic sales		export	
	Yield	output value	Yield	output value	Yield	output value	Yield	output value
system	17,920	\$60,720	11,760	\$464,231	4,915	\$43,839	11,686	\$488,271
other	5,003	1,625	9,901	46,616	499	2,298	9,258	50,114
Total	22,923	\$62,345	21,661	\$510,847	5,414	\$46,137	20,944	\$538,385

Note: Domestic sales refer to sales to Taiwan; others mainly refer to engineering services, maintenance income, sales of spare parts, etc., and sales returns and discounts.

III. Employed employees: the number of employed employees, average service years, average age and distribution ratio of educational background in the last two years and as of the publication date of the annual report :

Year		2023	2024	As of March 31,2025
Number of employees	direct personnel	11	10	9
	indirect personnel	116	103	95
	total	127	113	104
Average age		47.66	49.02	37.33
Average years of service		11.70	12.01	13.28
Distribution Ratio Educational	PHD	0.00%	0.00%	0.96%
	Master	30.71%	31.86%	32.69%
	Junior college	57.48%	55.75%	54.81%
	High school	9.45%	9.73%	10.58%
	Below high school	2.36%	2.65%	0.96%

IV. Environmental Expenditure Information :

- (1) In the most recent year and as of the date of publication of the annual report, the total amount of losses and disposals due to environmental pollution, future countermeasures and possible expenditures: In the production process of the company, the product manufacturing part is outsourced, and the company is only engaged in testing And packaging operations, there is no waste water, sewage, waste gas, noise and other pollution phenomena, so there is no concern about environmental pollution.
- (2) All products of Promise Information comply with the Restriction of Hazardous Substances Directive (RoHS),Waste Electrical and Electronic Equipment Directive (WEEE), International Organization for Standardization (ISO) 14001 and Chemical Registration,Evaluation, Authorization and Restriction Regulations (REACH), etc. specification. In addition, the use of harmful materials such as lead, cadmium, bromine, and halogen elements is also reduced in the manufacturing process of all products. Switch to NPG150 in x30 product. Promise also promises to prudently increase the use of environmentally friendly materials.

V. Labor relations :

- (1) Current important labor-management agreement and its implementation:

1. employee benefits

- (i) Set up an employee welfare committee to provide various employee welfare measures

Domestic and overseas travel activities/family day/recreational activities for the entire company

New Year Gift Certificates/Birthday Gift Certificates

Maternity benefits

Wedding and funeral subsidies

Special offers from participating stores

Community activity subsidies

Year-end dinner

- (ii) Other employee benefits

Group life insurance, medical insurance, accident insurance and cancer insurance

Emergency condolences and assistance
 Annual bonus/performance bonus/employee stock option certificate
 New physical examination/regular health examination for employees
 Department dinner
 Education and training subsidies
 a. manager training situation :

Title	Name	Study date	Course Title	Training hours
CEO	Lee, Jyh-En	2024/09/20	2024 Insider Trading Prevention Promotion Conference	3
		2024/11/29	2024 Legal Compliance Information Conference on Insider Equity Transactions	3
Head of Finance and Corporate Governance	Chen Ro-Han	2024/4/11	Establish internal control system, handle revision of standards and preparation of financial statements, and comply with laws and regulations related to internal audit and internal control.	6
		2024/4/23	Legal responsibilities and case analysis related to company "dispute over management rights"	3
		2024/5/30~5/31	ESG Disclosure Practice Training	9
Accounting Superviso	HSIAO,HSIAN G-YUN	2024/10/17~10/18	Continuing training courses for accounting executives of issuers, securities firms and stock exchanges	12
Accounting agent	KU, PEI- CHIN	2024/11/11~11/12	Continuing training courses for accounting executives of issuers, securities firms and stock exchanges	12
Audit supervisor	Hsu,Wei-Lun	2024/7/17	Analysis of the provisions and practices on capital lending, endorsement guarantee and acquisition and disposal of assets	6
		2024/8/7	How to adjust internal control systems to meet new ESG standards	6
Acting Audit Supervisor	Chu,Hui-Ling	2024/7/10	Internal audit and internal control practices of corporate employee reward system	6
		2024/9/6	Internal Auditors' Audit and Control Practices on "Information Security"	6

b. Staff training :

The achievements of our company's education and training in 2024 are as follows :

Course Project	Number of classes	Total number of people	Total hours	Total cost (NT\$ thousand)
Professional Training	18	24	105.5	28.5
Management skills	0	0	0	
General Training	4	56	224	
Language Learning	0	0	0	
New staff training	4	4	14	
Environmental issues	3	4	32	
total	29	88	375.5	

c. Education and training related to integrity management education and training

course project	Number of shifts	total number of people	total hours
Continuing Education Course for Accounting Supervisors	2	2	24
Insider Trading Prevention Promotion Conference	1	1	3
2024 Legal Compliance Information Conference on	1	1	3

course project	Number of shifts	total number of people	total hours
Insider Equity Transactions			
Legal responsibilities and case analysis related to the competition for business rights	1	1	3
total	5	5	33

2. retirement system

The company's retirement system is handled in accordance with the laws and regulations stipulated in the "Labor Standards Act" and "Labor Pension Act". The applicable regulations are those who started working after July 1, 2005 (inclusive), and the new system is fully applicable. Those who worked before July 1, 2005 (exclusive), may choose the pension system of the "Labor Pension Act" or the "Labor Standards Act" within five years from July 1, 2005 according to their actual needs; Employees who have not yet made an election by the expiration date will continue to be subject to the pension provisions of the "Labor Standards Act" from the effective date. °

An employee who falls under any of the following circumstances may apply for retirement: :

- (i) Those who have served for more than 15 years (inclusive) and are over 55 years old.
- (ii) Those who have served for 25 years (inclusive) or more.
- (iii) Those who have served for more than 10 years (inclusive) and are over 60 years old.

Pension grant standard :

- (i) The old system: The pension provisions of the Labor Standards Act are applicable, and the employee pension is calculated based on the years of service and the average regular salary of the six months before retirement. °
- (ii) New system: The provisions of the Labor Pension Act are applicable, and the employer contributes 6% of the insured salary to the employee's retirement reserve account on a monthly basis.

Employee retirement situation in the past three years :

Year	number of retirees	Retirement conditions apply
2022	0	-
2023	3	Those who have worked for more than 15 years (inclusive) and are over 55 years old Those who have worked for more than 25 years (inclusive)
2024	0	-

3. Other important agreements :

- (i) The Company has had relevant planning measures in place for staff appointments, leave, training, assessment, promotion and retirement for many years without any major disputes and the employee relationship is good.
- (ii) Employees who have been employed for six months will be given 3.5 days of special leave, and employees who have been employed for one year will be given 8 days of special leave.
- (iii) Provide five days of unpaid sick leave per year so that employees can rest in peace when

they are sick.

- (iv) Organize regular health check-ups for employees and work with hospitals to track abnormalities to help employees pay attention to their own health.
- (v) We attach great importance to harmonious relationships between employees and their families. We not only provide group insurance for employees' accidents, hospitalization and cancer, but also extend the insurance premiums to their dependents by the company. We also encourage our employees to bring their families to participate in year-end dinners and travel activities. The former is completely free, while the latter is subsidized by a certain amount by the company or the Welfare Committee. This has been well received by employees.
- (vi) The Company employs legal personnel and employees can obtain consulting services if they have any legal questions.
- (vii) The company provided paternity leave to male colleagues long before the implementation of the Gender Equality Law. All employees' requests for childcare were approved and their right to work was retained. The company has a breastfeeding room for female employees to use.
- (viii) Distribute employee remuneration based on the company's profitability, in accordance with the company's articles of association and individual performance, so that employees can fully share in the results of the business.
- (ix) The company holds staff meetings regularly to share company operating information, announce important management regulations and welfare matters, and listen to colleagues' opinions, so that both management and employees have ample communication opportunities.
- (x) The company has a harmonious internal atmosphere. The company attaches great importance to the exchange of opinions between employees and supervisors on relevant issues, and makes the most appropriate plan based on the opinions to be issued and implemented, so as to safeguard the interests of both employees and the company and create a win-win situation. °

(2) Losses due to labor disputes in the last three years: :

The company has always regarded employees as the most valuable assets and attaches great importance to the future development of employees. Therefore, labor and capital have always maintained harmony, and the company has not suffered losses due to labor disputes.

VI. Information Security Management: :

Information Security Management: Information Security Policy and Specific Management Plan

- 1. Purpose: To maintain information security, ensure the confidentiality, integrity and availability of information assets, and improve the quality of information services, this policy is formulated.
- 2. Policy: The company's information security policy is to "maintain the confidentiality, integrity, usability and legality of company information, to avoid human error, sabotage and natural disasters, resulting in information and assets being improperly used, leaked, tampering, damage, disappearance, etc., affecting the company's operations and causing damage to the company's rights and interests."

The main principles to follow are:

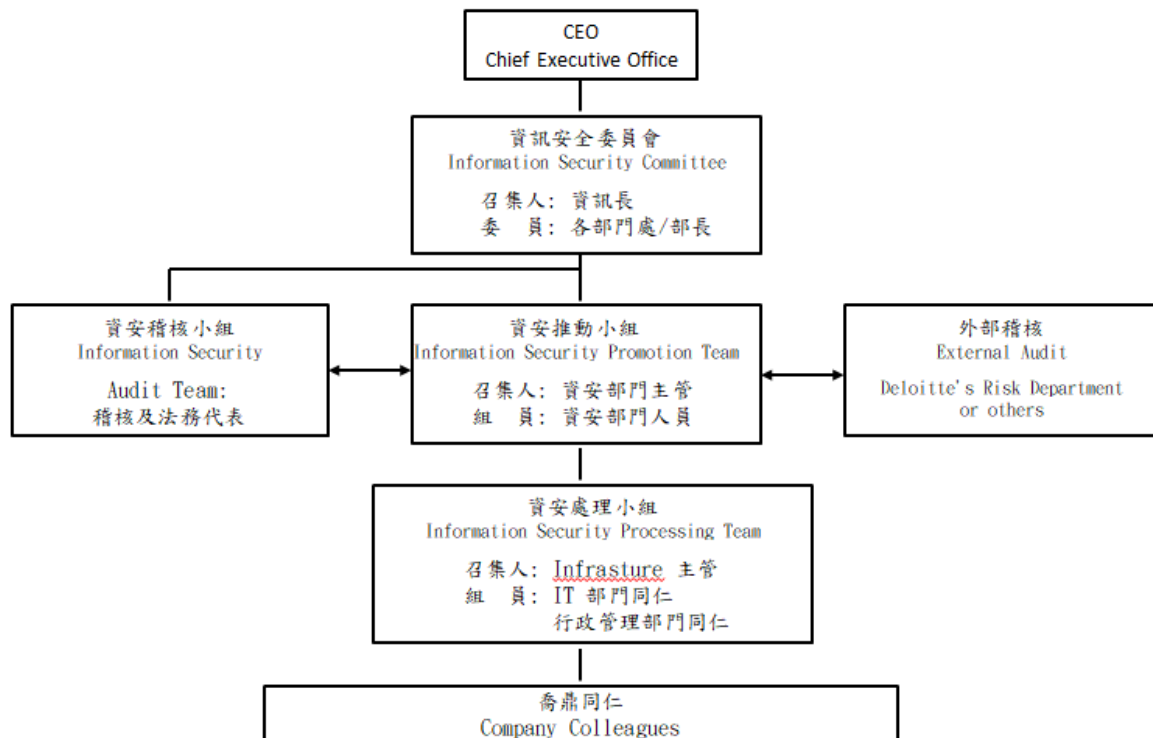
- (1) Governance of information security: control risks, strengthen prevention, and strengthen information security framework.

Formulate a complete management system, strengthen education and training, information security infrastructure design and protection technology. Ensure system availability of information, limit rights management and access management, and reduce external threats.

- (2) Compliance with laws and regulations: establish a compliance mechanism and review/revise it at any time to meet regulatory requirements.

Establish a compliance mechanism, review and revise relevant operating specifications from time to time to meet information security standards.

3. Scope: This operation guide is applicable to the facilities and data management procedures of all information assets within the company.
4. Organization, roles and responsibilities :



5. Division of powers and responsibilities:

- 5.1 CEO: the person in charge of all decision-making in the company
- 5.2 Information Security Committee: It is the highest decision-making unit for all information security related matters.
- 5.3 The information security implementation team is an important bridge for coordination, responsible for promoting various information security management operations, and implementing management decisions.
- 5.4 The information security processing group is responsible for the daily information security management affairs.
- 5.5 The information security audit team is responsible for auditing the operation of information security management.

6. Content: :

6.1 Information Security Committee:

Review and supervision of information security policy. Assignment and coordination of information security work. Review and supervision of information security incidents. Review, audit and issue information security policy. Hold a management level review meeting to understand the effectiveness of information security implementation

and related information security issues. It will be held when there are major changes.

6.2 Information security promotion group:

Coordination of division of powers and responsibilities for cross-departmental information security matters.

Coordinated research on information security technologies, methods and procedures to be adopted.

Coordination and discussion of information security plans and information security matters.

Planning, implementing, auditing and improving the operation of the information security management system.

Supervise the daily operation of information security affairs and assist each team to implement the resolutions of the information security committee.

Assist in audit operations and report audit results and related recommendations to the Information Security Committee once a year.

Assist and supervise the revision of information security policies and regulations.

Supervise and compile business continuity plans and drill records.

6.3 Information security audit team:

Plan the annual internal audit operation, and determine the scope and method of audit.

Formulate relevant audit plans and operating procedures, and carry out relevant audit operations at least once a year.

6.4 Information Security Processing Team:

Establishment and evaluation of information security policies, plans, measures and technical specifications.

Implement risk management mechanism, including risk assessment and risk treatment.

Research and develop, coordinate, teach and assist in the implementation of security control mechanisms and measures.

Compile the business continuity plan and its drill records.

When problems or doubts are found during the establishment and implementation of the information security management system, experts in related fields can be consulted.

Handle information security incident notification and record management.

Determine the impact scope of information security incidents and conduct damage assessment.

Identify causes of information security incidents and analyze trends.

Implement information security-related monitoring tools and provide related monitoring reports.

Execute the tasks or projects assigned by the Information Security Committee.

Plan and implement annual information security education and training and track the results.

6.5 Company colleagues:

Comply with the information security policies and regulations and ensure that the business is in compliance with the regulations to maintain information security.

Ensure that manufacturers understand the company's information security policies and norms, and attach a confidentiality agreement to the contract. Proactively report information security incidents.

The safety procedures within the scope of their duties should be strictly implemented.

7. Company colleagues :

7.1 System Availability:

Use monitoring software to implement monitoring system and network availability status, and provide abnormal alarm mechanism.

Data off-site backup system to ensure that complete information can be restored, and regular drills for disaster occurrence and system restoration procedures.

Data remote backup system to ensure integrity. System and hardware update planning and implementation to ensure system availability.

7.2 Rights management:

The setting and management of personnel accounts and permissions, accounts, passwords and permissions should be kept and used responsibly and replaced regularly.

Regularly check the inventory account and the authority to use the necessary business.

Computer room access authority management.

7.3 External threats:

Personal computers should install anti-virus software and regularly confirm the update of the virus code.

Mail protection, import sandbox (Sandbox) analysis function, audit and encrypt and import into detection mail and attachment security, block malicious programs.

7.4 Confidentiality agreement:

All employees of the company, subcontractors and their third parties must sign a confidentiality statement, ensuring that those who use the company's information to provide information services or perform related information services have the responsibility and obligation to protect the information assets they obtain or use the company .

8. Security Management Resources :

8.1 Regarding network security, we will continue to cooperate with telecommunications manufacturers to upgrade network defense systems and firewall equipment and strengthen intrusion protection services.

8.2 Regarding the security enhancement of host devices, in addition to patch updates and vulnerability scans, we will strengthen anti-virus hosts and implement vulnerability scans and reinforcements on important host devices.

8.3 Regarding email security issues, we have built a mail gateway, strengthened the email system, email protection, email archiving management and audit encryption, and introduced advanced sandbox analysis functions to send emails to a network and resource-constrained system environment for real-time dynamic analysis, detect the security of letters and attachments, and block malicious programs.

9. Information security incidents: :

On October 6, 2024, the company detected abnormal network activity and confirmed that it was an attack by the Abyss hacker organization. Some host files were encrypted and destroyed, and telephone and email services were interrupted.

The emergency recovery operation was immediately initiated to execute clearing isolation and rapid recovery of the internal environment. The main functions were restored on 2024/10/08, and related software and hardware upgrades were also executed.

We also asked experts from an external cybersecurity company to conduct an incident investigation on 2024/10/07 to identify the root cause of the intrusion and prevent it from happening again.

Scope and impact of damage

The attack mainly affected Internet phone and video systems, email, Internet connections, and file servers that stored public information on the official website, but did not affect the company's main

system and key data. All affected equipment has been isolated and thoroughly cleaned and rebuilt to ensure safety. The main functions of the attacked email and telephone systems were restored on 2024/10/8, and the software and hardware upgrades were completed on 2024/10/15.

10. 2024 Information Security Audit Record :

2025.01Information operation review.

2025.01Electronic computer operation cycle.

2024.04 Audit of control operations for information and communications security inspection.

11. Education and promotion of employee information security

For company colleagues: Update and announce the "Information Security Rules" to employees at any time.

New colleagues: explain and sign the "Consent to Use the Enterprise Information System" and the "Employee Confidentiality Agreement".

12. Major information security incidents: In the most recent year and up to the date of publication of the annual report, the operations and goodwill were not affected or damaged by the hacker attack in October 2024, nor were there any complaints from employees, suppliers or customers to the company due to any breach of information security.

VII. Important contract : None.

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

I. The Company's financial status :

Unit: NT\$ thousand

Item \ Year	2024	2023	Variation	
			Amount	%
Current assets	772,888	\$891,174	-\$118,286	(\$13)
Property, plant and equipment	93,012	98,449	(5,437)	(6)
Intangible assets	13,233	17,672	(4,439)	(25)
Other assets	4,495	3,544	951	27
Total assets	1,041,992	1,188,635	(146,643)	(12)
Current liabilities	348,035	375,404	(27,369)	(7)
Non-current liabilities	91,277	78,898	12,379	16
Total liabilities	439,312	454,302	(14,990)	(3)
Share capital	926,787	926,787	0	0
Capital reserve	84,966	86,971	(2,005)	(2)
Retained Earnings	(323,876)	(181,330)	(142,546)	79
Total Equity	602,680	734,333	(131,653)	(18)

The main reasons and impacts of major changes in assets, liabilities and equity in the most recent two years:

1. Intangible assets: reduce the amortization expenses of computer software and patents of the US subsidiary.
2. Other assets: The increase is mainly due to the prepayment for the replacement of the company's ice machine.
3. Retained Earnings: The decrease was mainly due to the net loss for the year.

II. The Company's financial performance :

Unit: NT\$ thousand

Item \ Year	2024	2023	Increase (decrease) amount	Variation ratio %
Net operating income	573,192	584,522	(\$11,330)	(2)
Operating costs	374,852	382,245	(7,393)	(2)
Operating profit	198,340	202,277	(3,937)	(2)
Operating expenses	317,691	324,804	(7,113)	(2)
Net operating loss	(119,351)	(122,527)	3,176	(3)
Non-operating income and expenses	13,367	(18,732)	32,099	(171)
Net profit before tax	(105,984)	(141,259)	35,275	(25)
Income tax expense	46,494	2,147	44,347	2,066
Net profit for the year	(152,478)	(143,406)	(9,072)	6

1. Analysis of increase and decrease: (Analysis is exempted if the increase and decrease does not reach 20%)

Changes in non-operating income and expenses, and net profit (loss) for the year:

- (1) Net foreign exchange gains due to the strengthening of the U.S. dollar.
- (2) As the liquidation process of the invested associated enterprise was completed in the first half of 2024, an impairment loss was recorded at the end of 2023.
- (3).Changes in income tax expense: Mainly due to the recognition of deferred income tax asset allowance losses by U.S. subsidiaries.

2. Expected sales volume for the next year and basis: N.A.

3. The possible impact on the company's future financial business and response plan: handle private placement cases, obtain funds and repay bank loans, enrich working capital, actively develop new customers, accelerate the research and development of new products and launch new products to increase revenue and reduce costs.

III. Cash flow :

(1) Liquidity analysis for the last two years

Item \ Year	2024	2023	增 (減) 比 例 (%)
Cash flow ratio (%)	0	0	-
Cash flow adequacy ratio (%)	88.11	38.06	131.50
Cash reinvestment ratio (%)	0	0	-
Explanation of the Analysis of Changes in the Ratio of Increase and Decrease : Decrease in cash flow adequacy ratio (%) : This was mainly due to the decrease in capital expenditure and inventory increase in the last five years.			

(2) Cash liquidity analysis for the coming year

Unit: NT\$ thousand

Cash balance at the beginning of the year	Estimated annual net cash flow from operating activities	Estimated annual net cash flow from investment and wealth management activities	Estimated cash surplus (deficiency) amount + -	Remedial measures for projected cash shortfalls	
				investment plan	financial plan
362,174	-30,000	0	332,174	N.A.	N.A.
<p>Analysis of cash flow changes in this year (2025)</p> <p>The Company, with the premise of maintaining a healthy cash flow, will adjust and control various cash expenditures on a rolling basis based on the cash balance on the account and the cash flow from operating activities/investing activities, and measure the global economic conditions, so as to maintain a sufficient position of cash and cash equivalents.</p> <p>The Company's cash flow in 2025 is still considered to be healthy</p> <p>Operating activities: There is still a difference between operating income and expenditure, and inventory expenditure is expected to increase slightly</p> <p>Investing activities: Cash inflows from the sale of a company's factories and investments in replacing old ones with new ones.</p> <p>Financing activities: repaying loans and reducing liabilities.</p>					

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

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

(1) The reinvestments in the most recent year are all related to the industry (information storage), and are not used for non-industry investments.

Name	Profit or loss reason	Improvement plan
PTU	OEM customers previously placed orders early due to material shortages, resulting	1. The Taiwan head office will coordinate the planning and use

PTE	in inventory. Due to the poor global economic environment, the overall market momentum is still slowing down, and order placement remains conservative.	Taiwan as the main shipping base to support the shipment of each subsidiary. 2. Reduce scale and reduce unnecessary expenditures to effectively control costs. 3. Actively clear inventory, not only for finished products, but also for any semi-finished products or raw materials, and try to find appropriate channels to sell them.
PNC		
PTC		
PTJ	Stable revenue and well-controlled operating expenses	-

(2) Investment plan for the coming year : None.

VI. Analysis and Evaluation of Risk Matters :

- (1) The impact of interest rate, exchange rate changes, and inflation on the company's profit and loss and future response measures :

1. The impact of the latest annual interest rate changes on the company's profit and loss and future response measures :

2024	Unit: NT\$ thousand
Net interest income (expenses) (A)	522
Revenue (B)	573,192
Operating profit (loss)(C)	(119,351)
(A)/(B)	0.09%
(A)/(C)	(0.44)%

At present, most of the company's bank loan interest rate conditions are calculated based on the market lending rate. If the calculation is based on the cash flow changes of floating rate assets and liabilities on the balance sheet date, if the interest rate increases/decreases by 0.5%, the capital cost of the merged company It will increase or decrease accordingly, and the net loss before tax in 2024 will decrease/increase by NT\$169,000 In order to avoid the impact of interest rate changes, we will regularly evaluate the bank loan interest rate according to the situation, and at the same time obtain the market average interest rate, and closely contact with the bank to strive for the best loan interest rate.

2.The impact of exchange rate changes on the company's profit and loss and future response measures :

2024	Unit: NT\$ thousand
exchange gain (loss) (A)	14,732
Revenue (B)	573,192
Operating profit (loss)(C)	(119,351)
(A)/(B)	2.57%
(A)/(C)	(12.34)%

The Company's foreign exchange rate risk is mainly calculated based on the U.S. dollar monetary items on the balance sheet date. When the New Taiwan Dollar appreciates/depreciates by 1% against the U.S. Dollar, the Company's pre-tax net profit in 2024 will increase/decrease by NT\$2,276,000. In order to avoid the impact of exchange rate fluctuations, the company's financial department maintains close contact with the foreign exchange departments of financial institutions, collects relevant information on exchange rate changes at any time, fully grasps the international exchange rate trends and changes, actively responds to the impact of exchange rate fluctuations, and adjusts foreign currency positions in a timely manner. In the future, we will continue to pay close attention to the trend of foreign currencies and make good use of relevant exchange rate hedging tools (such as forward exchange transactions and exchange rate options) to reduce the risks of future exchange rate changes to operations.

3.The impact of inflation changes on the company's profit and loss and future response measures :

The company has not been significantly affected by inflation in recent years, and the company's quotations to customers and suppliers are mostly adjusted by the market, and pay close attention to inflation, and adjust the inventory of raw materials appropriately. In order to reduce the impact of inflation on the company, and sign a purchase contract with the cooperative manufacturer for the main raw materials, the impact on the company's profit and loss is limited.

(2) Policies for engaging in high-risk, high-leverage investments, lending funds to others, endorsement guarantees, and derivatives transactions, the main reasons for profit or loss, and future countermeasures :

1. The company has not engaged in high-risk, high-leverage investments in the most recent year.
2. Fund loan to others: None.
3. Endorsement guarantee: None.
4. Derivatives trading: None.

The company engages in derivative commodity transactions mainly to avoid market risks caused by fluctuations in exchange rates and interest rates, not for arbitrage and speculation purposes. It follows the relevant laws and regulations promulgated by the competent authority, generally accepted accounting principles, and strictly abides by the company's "Procedures for Acquisition or Disposal of Assets". In the future, the company will engage in derivative commodity transactions for the purpose of hedging risks, and will not engage in profit-oriented operations to avoid heavy losses caused by misjudgment or human factors.

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

The 2025 research and development plan and estimated reinvestment funds are as follows: :

Unit: NT\$ thousand

R&D project name	R&D plan	Expected reinvestment
Hybrid flash memory and hard drive ultra-fast desktop multi-disk large-capacity multimedia storage device	Pegasus5 M8, Pegasus R12 and Pro, Pegasus M4, P3WB	63,975
The development of the next generation of RAID hardware and software to adapt to the development of multi-core CPUs and flash memory	VTrak 8000 series, ROCKET, Pegasus5 M8	
Research and development of artificial intelligence-based hardware and software storage devices, monitoring storage platforms, and server	Vess A8120, VA 8600/8800, VA 8112s/8112a	

platforms		
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Note: The above research and development plan funds account for about 60% of the total research and development funds in 2025.

- (4) Financial impacts and response measures in the event of changes in important domestic and foreign policies and regulations : None.

- (5) Financial impacts and response measures in the event of changes in technology(including cyber security risks)and the industry :

The company always pays attention to the changing trends of technology. In addition to its current efforts to launch new products in a timely manner, it will also cooperate with market trends and customer needs to continuously improve product functions and technologies, thereby strengthening its market competitiveness and market share.

- (6) Impacts on crisis management and response measures in the event of changes in the corporate image :

Since its establishment, the company has been focusing on the research and development of products with high technical level and high added value, and has been marketing the world with its own "PROMISE" brand. The corporate image has maintained a high-quality, high-efficiency, and high-stability image since its establishment. , has transformed into a storage solution manufacturer in recent years, from a hardware manufacturer to a software and firmware manufacturer. With a brand new logo and a brand new Prometheus, it has faced different challenges and achieved brand new success.

In recent years, the company has also attached great importance to the company's crisis handling/management capabilities. At present, there is a set of mechanisms for crisis events that affect the company's finances, business, internal management or sustainable operations caused by external or internal factors. Set up a crisis response team. The team's response commander is assumed by the Presidents, and the heads of each business unit are concurrently responsible for each task group depending on the business and expertise under their jurisdiction. A highly flexible organization is formed on the fly to quickly formulate handling procedures for various crises and effectively spread crises. Control plans, establish real-time impact assessments and smooth channels for information, so as to protect the company's long-term good image and ensure the company's sustainable operating system. °

- (7) Expected benefits and possible risks associated with mergers and acquisitions, and responsive measures: None.
- (8) Expected benefits and possible risks with regard to any plant expansion, and response measures: None.
- (9) Risks associated with any consolidation of purchasing or sales operations, and response measures : In view of the fact that major customers are mainly concentrated in North America and Europe, in addition to maintaining old customer relationships, the company is also actively expanding ODM customers and customers in other regions, such as China, Japan and other regions, to disperse the risk of concentrated sales.
- (10) Effect upon and risk to the Company in the event that a major quantity of shares belonging to a director or a shareholder holding greater than a 10 percent stake in the Company has been transferred or has otherwise changed hands, and response measures:None.
- (11) Effect upon and risk to the Company associated with any change in governance personnel or top management, and response measures: None.
- (12) Litigation and non-contentious matters : None.

It shall list the major litigation, non-litigation or administrative disputes of the company and the company's directors, supervisors, general manager, principals in charge, major shareholders holding more than 10% of the shares, and affiliated companies that have been adjudicated or are still pending. If the outcome of a litigation event may have a significant impact on shareholders' rights or securities prices, the facts in dispute, the amount of the subject matter, the date of commencement of the litigation, the main parties involved in the litigation, and the handling of the case up to the date of publication of the annual report shall be disclosed.

(13) Other major risks and response measures : None.

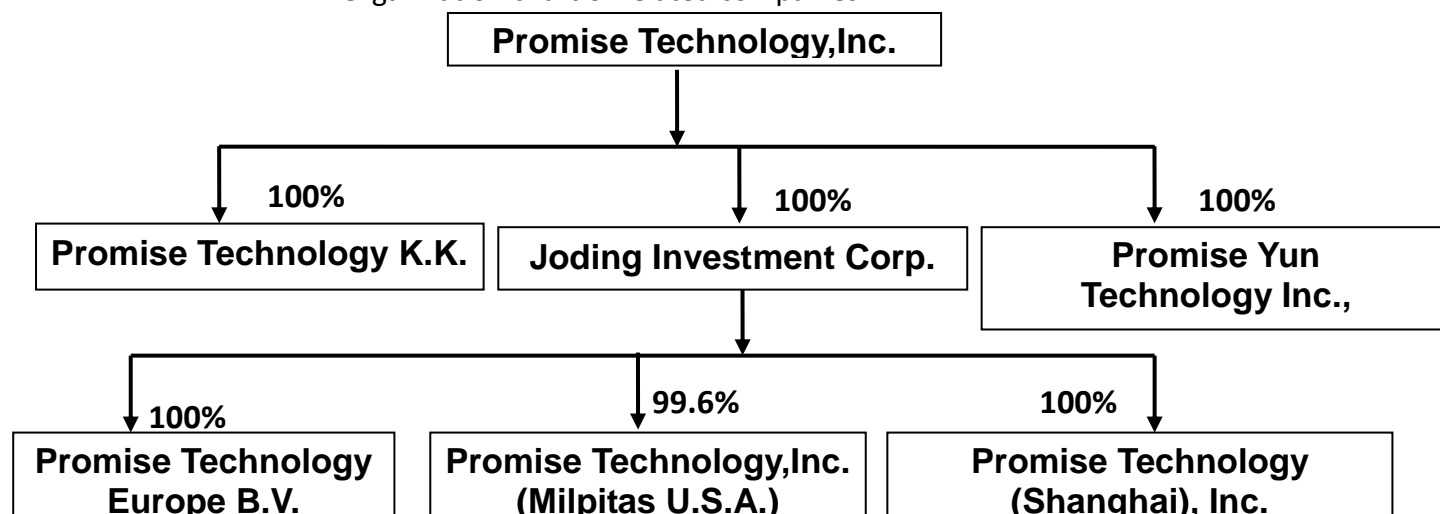
VII. Other important matters : None.

Other items deserving special mention.

I. Information about related companies :

(i) Business Report on Affiliated Companies :

1. Organization chart of related companies :



2. Basic information of each affiliated enterprise :

Unit: NT\$ thousand

Company Name	Date of establishment	address	Paid-in capital	Main business or production items
Joding Investment Corporation	2001/04/26	4 th Floor, P.O. Box 2804, George Town, Grand Cayman, Cayman Islands.	299,452	General Investment
Promise Technology, Inc. (Milpitas U.S.A)	1988/12/19	39889 Eureka Drive, Newark, CA 94560, USA	271,562	Sales of high-performance controllers for computer storage devices and fast storage devices for computers
Promise Technology Europe B.V.	1994/03/07	Science Park Eindhoven 5228 5692 EL Son The Netherlands	10,774	Sales of high-performance controllers for computer storage devices and fast storage devices for computers
Promise Technology (Shanghai), Inc.	2002/10/24	Rm 508, Leader Tower, 1189 Wu Ding West Road, Jing An District, Shanghai 200042, China	71,280	Develop and produce computer application software, sell self-produced products, and provide technical consultation
Promise Technology K.K.	2009/07/21	3rd Floor, Muramatsu Building, No. 8-5, Hongo 3-chome, Bunkyo-ku, Tokyo	9,016	Sales of high-performance controllers for computer storage devices and fast storage devices for computers
Promise Yun Technology Inc.,	2023/3/13	Room 301, South, 3rd Floor, Building 1, No. 24, Jiafeng Road, China (Shanghai) Pilot Free Trade Zone	26,038	Sales of high-performance controllers for computer storage devices and fast storage devices for computers

3. Presumed to have control and subordination of the same shareholder information : None.

4. The industries covered by the business operations of the overall related enterprises:

The businesses operated by the company and its affiliated companies include research and development, manufacturing, and sales of the company's products, design of related integrated circuits, and general investment. °

5. Information on the directors, supervisors and general managers of each affiliated enterprise :

Company Name	Title	name or representative	hold shares	
			Number of shares (thousand shares) or number of units (thousands)	Shareholding ratio
Joding Investment Corporation	DIRECTOR	LEE, JYH-EN	7,374	100%
Promise Technology, Inc. (Milpitas U.S.A)	DIRECTOR	Chi-Chen Chang	48,596	99.6%
Promise Technology Europe B.V.	MANAGEMENT /DIRECTOR	Jyh-En Lee	130	100%
Promise Technology (Shanghai), Inc.	Legal representative	Jyh-En Lee	-	100%
Promise Technology K.K.	Representative Director	Lee, Jyh-En	2	100%
Promise Yun Technology Inc.,	DIRECTOR	Lee, Jyh-En	-	100%

6. Overview of the operations of each related enterprise :

December 31, 2024

Unit: NT\$ thousand

Name	capital amount	total assets	total liabilities	net worth	operating income	Operating profit (loss)	Current after-tax profit (loss)	EPS (after tax)
Joding Investment Corporation	299,452	162,671	0	162,671	0	(251)	(113,782)	N/A
Promise Technology, Inc. (Milpitas U.S.A)	271,562	130,564	27,867	102,697	70,173	(37,255)	(81,085)	N/A
Promise Technology Europe B.V.	10,774	44,455	40,087	4,368	66,922	(17,521)	(17,186)	N/A
Promise Technology (Shanghai), Inc.	71,280	50,450	76	50,374	0	(10,686)	(15,343)	N/A
Promise Technology K.K.	9,016	37,144	11,749	25,395	115,090	(124)	623	N/A
Promise Yun Technology Inc.,	26,038	53,114	59,989	(6,874)	51,364	(24,683)	(24,802)	N/A

(ii) Consolidated financial statements of affiliated companies :

Affiliated Enterprise Consolidated Financial Statement

The company's 2024 years (from January 1 to December 31, 2024) should be included in the preparation of the consolidated financial reports of affiliated companies and According to International Financial Reporting Standards No.10, the companies that should be included in the preparation of the parent-subsiary consolidated financial report are the same, and the relevant information that should be disclosed in the parent-subsiary consolidated financial report has been disclosed in the parent-subsiary consolidated financial report disclosed above, and will not be prepared separately Consolidated financial reports of affiliated companies.
Hereby declare

Company Name : Promise Technology,Inc.

Chairman : Lee, Jyh-En



March 7, 2025

(iii) Affiliate Relationship Report: Not applicable.

- II. Handling of privately placed securities in the most recent year and up to the date of publication of the annual report: detailed instructions on the next page
- III. Information about holding or disposing of the company's stocks by subsidiaries in the most recent year and as of the publication date of the annual report : None.
- IV. Special matters to be recorded : None.

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

Private Equity Securities

ITEM	2020-I private placement (Note1) Release date: September 30, 2020	2020-II private placement(Note1) Release date: June 5, 2021	2021-I private placement(Note1) Release date: April 20, 2021
Types (Note2)	common stock		
Date and amount approved by the shareholders' meeting (Note3)	According to the resolution of the company's shareholders' meeting on June 24, 2020, it is estimated that the total number of issued shares will not exceed 25,000 thousand shares (recognized based on the number of shares calculated based on the current stock price before the capital reduction, and if there is a capital reduction, it must be adjusted according to the capital reduction ratio) If it is within the common stock quota, it shall be handled once or in installments (no more than three times) within one year from the date of the resolution of the ordinary shareholders' meeting.		According to the resolution of the company's shareholders' meeting on July 8, 2021, it is expected to be processed within the quota of ordinary shares that are expected to not exceed the total number of issued shares of 5,209,000 shares, and it will be processed once or in installments within one year from the date of the resolution of the ordinary shareholders' meeting (not exceeding three times)
Basis and Reasonability of Price Setting	1. The price of this private placement shall not be lower than the stock price obtained by calculating the simple arithmetic average of the closing prices of common stocks one, three, or five business days before the pricing date, deducting the ex-rights and dividends of gratuitous allotment of shares, and adding back the right to reverse capital reduction, or The simple arithmetic average of the closing prices of common stocks in the 30 business days prior to the pricing date minus the ex-rights of gratuitous allotment of shares and dividends, and adding back the stock price after capital reduction and anti-exclusivity rights is determined. It should be reasonable for the private placement price to authorize the board of directors to determine the price based on the circumstances of the specific person in the future within the range not lower than the resolution of the shareholders' meeting. 2. According to the above pricing method, September 18, 2020 is taken as the pricing date, and the reference price of NT\$12.99 on the previous business day and the average price of NT\$12.65 in the 30 business days before the pricing date are selected, whichever is higher is the current price. Private placement reference price, and set the actual private placement price NT\$10.40, which is 80.06% of the reference price.	1. The price of this private placement shall not be lower than the stock price obtained by calculating the simple arithmetic average of the closing prices of common stocks one, three, or five business days before the pricing date, deducting the ex-rights and dividends of gratuitous allotment of shares, and adding back the right to reverse capital reduction, or The simple arithmetic average of the closing prices of common stocks in the 30 business days prior to the pricing date minus the ex-rights of gratuitous allotment of shares and dividends, and adding back the stock price after capital reduction and anti-exclusivity rights is determined. It should be reasonable for the private placement price to authorize the board of directors to determine the price based on the circumstances of the specific person in the future within the range not lower than the resolution of the shareholders' meeting. 2. According to the above pricing method, we take May 27, 2021 as the pricing date, choose the reference price of NT\$14.99 in the first five business days and the average price of NT\$15.09 in the 30 business days before the pricing date, whichever is higher is the private placement Reference price, and set the actual private placement price of NT\$12.08, which is 80.05% of the reference price.	1. The price of this private placement shall not be lower than the stock price obtained by calculating the simple arithmetic average of the closing prices of common stocks one, three, or five business days before the pricing date, deducting the ex-rights and dividends of gratuitous allotment of shares, and adding back the right to reverse capital reduction, or The simple arithmetic average of the closing prices of common stocks in the 30 business days prior to the pricing date minus the ex-rights of gratuitous allotment of shares and dividends, and adding back the stock price after capital reduction and anti-exclusivity rights is determined. It should be reasonable for the private placement price to authorize the board of directors to determine the price based on the circumstances of the specific person in the future within the range not lower than the resolution of the shareholders' meeting. 2. According to the above pricing method, April 7, 2022 is used as the pricing date, and the reference price of NT\$12.80 on the previous business day and the average price of NT\$13.06 in the 30 business days before the pricing date are selected, whichever is higher is the reference price for this private placement Price, and set the actual private placement price of NT\$10.45, which is 80.02% of the reference price.
Specific person selection method (Note4)	Specific persons shall be selected in accordance with Article 43-6, Item 1 of the Securities and Exchange Act and relevant orders. The selection of applicants is limited to specific persons who meet the requirements of the competent authority.		

Necessary reasons for private placement	Compared with public offerings, the regulation that securities in private placements cannot be freely transferred within three years will better ensure the long-term cooperative relationship between the company and strategic investment partners, and evaluate the timeliness of fundraising. Therefore, public offerings are not used but private placements are proposed. issue of common stock.														
Payment completion date	September 29, 2020					June 4, 2021					April 21, 2022				
Applicant information	Private placement object (Note5)	Qualifications (Note6)	Subscription quantity	Relationship with the company	Participate in the company's business situation	Private placement object (Note5)	Qualifications (Note6)	Subscription quantity	Relationship with the company	Participate in the company's business situation	Private placement object (Note5)	Qualifications (Note6)	Subscription quantity	Relationship with the company	Participate in the company's business situation
	Qixiang Co., Ltd.	Subparagraph 3, Paragraph 1, Article 43-6 of the Securities Exchange Law	962,000	Corporate director	Corporate director of the company	Syntec Technology Co., Ltd.	Subparagraph 2, Paragraph 1, Article 43-6 of the Securities Exchange Law	828,000	None	None	Qixiang Co., Ltd.	Subparagraph 3, Paragraph 1, Article 43-6 of the Securities Exchange Law	479,000	Corporate director	Corporate director of the company
	Sunplus Venture Capital Co., Ltd.	Subparagraph 2, Paragraph 1, Article 43-6 of the Securities Exchange Law	962,000	None	None	Lee,Li-Mei		414,000	None	None	Syntec Technology Co., Ltd.	Subparagraph 2, Paragraph 1, Article 43-6 of the Securities Exchange Law	1,913,860	Corporate director	Corporate director of the company
	J&C KAN TRADING CO., LTD.		962,000	None	None						KAN, CHIN-TI		957,000	None	None
	CHIU,TSAI-HUI		962,000	None	None										
Actual subscription (or conversion) price (Note7)	NT\$10.40 per share					NT\$12.08 per share					NT\$10.45 per share				
The difference between the actual subscription (or conversion) price and the	The actual subscription price is NT\$10.40 per share, which is 80.06% of the reference price of NT\$12.99.					The actual subscription price is NT\$12.08 per share, which is 80.05% of the reference price of NT\$15.09					The actual subscription price is NT\$10.45 per share, which is 80.02% of the reference price of NT\$13.06				

reference price (Note7)			
The impact of handling private equity on shareholders' equity (for example: resulting in increased accumulated losses...)	Raise funds by means of cash capital increase and private placement of ordinary shares. The funds obtained are used to repay bank loans to reduce interest expenses and improve the financial structure, which is positively beneficial to shareholders' rights and interests.		
Use of private equity funds and plan implementation progress	1. The total amount of this project is NT\$40,019,200, and the purpose is to repay bank loans. 2. The full payment for the shares will be received on September 29, 2020, and the repayment will be completed on October 6, 2020.	1. The total amount of this project is NT\$40,019,200, and the purpose is to repay bank loans. 2. The full payment for the shares will be received on September 29, 2020, and the repayment will be completed on October 6, 2020.	1. The total amount of this project is NT\$35,006,037, and the purpose is to repay bank loans. 2. The full payment for the shares will be received on April 21, 2022, and the bank loan will be repaid on April 25, 2022.
Benefits of private placements	The amount obtained from this private placement is used to repay bank loans. Based on the company's current average loan interest rate of 1.54%, it can save interest expenses of about NT\$616,000 per year, and the benefits are reasonable.	The amount obtained from this private placement is used to repay bank loans. Based on the company's current average loan interest rate of 1.54%, it can save interest expenses of about NT\$231,000 per year, and the benefits are reasonable.	The amount obtained from this private placement is used to repay bank loans. Based on the company's current average loan interest rate of 1.55%, it can save interest expenses of about NT\$543,000 per year, and the benefits are reasonable.

Note1 : The number of columns is adjusted depending on the actual number of transactions. If there are privately placed securities that are processed in batches, they should be listed separately.

Note2 : The series includes ordinary shares, special shares, converted special shares, special shares with warrants, common corporate bonds, convertible corporate bonds, corporate bonds with warrants, overseas convertible corporate bonds, overseas depositary receipts and employee stock warrants, etc.

Note3 : For privately placed corporate bonds that do not require approval by the shareholders' meeting, the date and amount approved by the board of directors should be filled in.

Note4 : For private placement cases in progress, if the applicant has been negotiated, the name of the applicant and the relationship with the company shall be listed.

Note5 : The number of columns depends on the actual number adjustment.

Note6 : Fill in Subparagraph 1, Subparagraph 2, or Subparagraph 3 of Paragraph 1, Article 43-6 of the Securities and Exchange Act.

Note7 : The actual subscription (or conversion) price refers to the subscription (or conversion) price set when the private placement of securities is actually issued °

PROMISE TWCHNOLOGY,INC

Statement of Declaration of Internal Control

Date : March 7, 2025

Based on the self-assessment findings, Promise Technology,Inc. states the following with regard to its internal control system during 2024 :

- I 、 The Company understands that the establishment, implementation and maintenance of an internal control system are the responsibility of the Board of Directors and managers of the Company. The Company already established such system. The purpose of the system is to reasonably ensure that the effectiveness and efficiency of operations (including profits, performance, and protecting the security of assets), reliability, timeliness, transparency, and regulatory compliance of reporting, as well as the compliance with applicable laws, regulations, and bylaws are achieved.
- II 、 Any internal control system has its inherent limitations. No matter how well an internal control system is designed, it can only provide reasonable assurance regarding the achievement of the above three objectives. Moreover, the effectiveness of an internal control system may be altered as a result of changes in the environment and circumstances. However, a self-monitor mechanism is installed in the internal control system of the Company. The Company will make corrections once the deficiencies are identified.
- III 、 The Company judges the effectiveness of the design and implementation of internal control based on the criteria for the effectiveness of internal control system provided in “Regulations Governing Establishment of Internal Control Systems by Public Companies” (hereinafter referred to as “Regulations”). The criteria for the effectiveness of internal control adopted by the Regulations divide internal control system into five elements based on the process of management control: 1. Control environment, 2. Risk assessment, 3. Control activities, 4. Information and communications, 5. Monitoring activities. Each of the elements in turn contains certain audit items, Please refer to the Regulations for aforementioned items.
- IV 、 The Company has adopted the aforementioned judgment items to evaluate the effectiveness of the design and implementation of internal control system.
- V 、 Based on the findings of such evaluation, the Company believes that, as of December 31, 2023, an effective internal control system (that includes the supervision and management of the subsidiaries) has been maintained to provide reasonable assurance over the effectiveness and efficiency of the Company’s operations, the reliability, timeliness and transparency of reporting, and compliance with relevant rules and applicable laws and regulations.
- VI 、 The Statement of Declaration will be the main part of the annual report and prospectus of the Company and publicly disclosed. If the aforementioned disclosed content contains misrepresentation or nondisclosure, the Company is subject to the liability of Article 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII 、 The Statement of Declaration was unanimously approved by the Board on March 7, 2025, in the presence of 7 directors.

PROMISE TWCHNOLOGY,INC

Chairman and Presidents : Lee, Jyh-En

Promise Technology, Inc.

Chairman and Presidents : Lee, Jyh-En