

MPI Corporation

2024 Annual Report

Published for the May 23, 2025

Company Website: <http://www.mpi.com.tw>

The Annual Report is available at Market Observation Post System:
<http://mops.twse.com.tw>

- I. Company spokesman and deputy spokesman:
Spokesman's Name: Qiu, Jin-Wen
Job Title: Special Assistant of the Chairman of Board
Tel. No.: 03-5551771
E-mail: amanda.chiu@mpi.com.tw
- Deputy Spokesman's Name: Zhuang, Jie-Zhi
Title: Vice Director of the Business Division
Tel. No.: 03-5551771
E-mail: raymond.chuang@mpi.com.tw
- II. Address of the Company's Head Office, Branch and Plant, and Tel. Nos.:
Head Office: No. 151, No. 153 & No. 155, Zhonghe Street, Zhubei City, Hsinchu County
Tel. No.: 03-5551771
2nd Plant in Zhubei: No. 129, Zhonghe Street, Zhubei City, Hsinchu County
Tel. No.: 03-5551771
3rd Plant in Zhubei: No. 155, Taihe Rd., Zhubei City, Hsinchu County
Tel. No.: 03-5551771
Xinpu Plant: No. 988, Sec. Litoushan, Wenshan Road, Xinpu Township, Hsinchu County
Tel. No.: 03-5551771
Hukou Plant: 1F, Building B, No. 42, Guangfu Rd., Hukou Township, Hsinchu County
Tel. No.: 03-5551771
Branch in Southern Taiwan: No. 7, Luke 1st Road, Luzhu Dist., Kaohsiung City
Tel. No.: 07-9559966
- III. Shares Registrar:
Name: Hua Nan Securities Co., Ltd.
Address: 4F, No. 54, Sec. 4, Minsheng E. Road, Taipei City
Website: <http://www.entrust.com.tw>
Tel. No.: 02-27186425
- IV. External Auditors in the most recent year:
Name of CPA: Chen, Chih-Ling and Chen, Yi-Ling, CPAs
CPA Firm: Nexia Sun Rise CPAs & Co.
Address: 2F, No. 33, Fuxing N. Road, Taipei City
Website: <http://nexia.otc.gs>
Tel. No.: 02-27510306
- V. Name of any exchanges where the Company's securities are traded offshore: N/A
- VI. Company Website: <http://www.mpi.com.tw>

Table of Contents

One. A Message to Shareholders.....	1
Two. Corporate Governance Report	5
I. Information about Director, President, Vice President, Assistant Vice President, and Head of Department and Branch.....	5
II. Remuneration paid to directors, general manager, and deputy general manager in the most recent year	15
III. Status of corporate governance.....	21
IV. Information on CPA fees	60
V. Information about replacement of CPA.....	60
VI. Information about Chairman, President, or financial or accounting manager of the Company who has worked with the CPA firm which conducts the audit of the Company or affiliate to such firm in the most recent one year	60
VII. Any transfer of equity interests and pledge of or change in equity interests by a director, managerial officer, or shareholder with a stake of more than 10 percent in the most recent year and up to the date of publication of the annual report	60
VIII. Relationship information, if among the company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another	62
IX. The number of shares held by the Company and the Company's directors, supervisors and managers, and the number of shares invested in a single company which are held by the entities directly or indirectly controlled by the Company, and calculating the consolidated shareholding percentage of the above categories.....	63
Three. Status of Fundraising	64
I. Capital Stock and Shares	64
II. Issuance of corporate bonds	71
III. Issuance of Preferred Shares.....	74
IV. Status of GDR/ADR	74
V. Status of employee stock options.....	74
VI. Restriction on Employee Share Subscription Warrant	74
VII. Mergers and Acquisitions, or as Assignee of New Shares Issued by Another Company	74
VIII. Implementation of Capital Utilization Plan	75
Four. Operation overview	76
I. Business Contents.....	76
II. Overview of market and production & marketing	89
III. Employee information	95
IV. Environment protection expenditure information	95
V. Labor relations	96
VI. Cyber Security Management	100
VII. Important contracts.....	102
Five. Review and analysis of financial status and financial performance and risk issues	103
I. Financial status	103
II. Financial performance.....	104
III. Cash flow	104

IV. Major capital expenditure and its impact on the financial operations of the Company in the most recent year	105
V. Reinvestment policy in the most recent year, the main reasons for profit or loss and the corrective action plan and investment plan for the coming year.....	105
VI. Risk issues in the recent years and as of the publication date of this annual report	105
VII. Other important disclosures	108
Six. Special Notes.....	109
I. Information on affiliate enterprises	109
II. Private placement of securities in the last year up till the date of publication of the annual report	114
III. Other supplementary disclosure.....	114
IV. Any significant events materially affecting shareholders' equity or the price of securities as defined in Paragraph 2(2) of Article 36 of the Securities and Exchange Act in the most recent year and up to the publication date of the annual report.....	114

One. A Message to Shareholders

I. 2024 Business Report

(I) Business Plan and Result

In 2024, the consolidated net operating revenue of the Group amounted to NT\$10.172 billion, representing a 25% increase compared to NT\$8.147 billion in 2023. The net income for 2024 was NT\$2.301 billion, reflecting a 75% increase from the NT\$1.312 billion recorded in 2023. Earnings per share after tax amounted to NT\$24.42.

According to the well-known research institute IEK, the global semiconductor market output value is projected to reach USD 685 billion in 2025, representing a 12.5% growth compared to the previous year. Driven by the continued surge in global demand for artificial intelligence (AI) and high-performance computing (HPC), major markets are continuously upgrading their technical specifications—from cloud data centers and end-user devices to specific industry applications. The semiconductor supply chain encompasses design, manufacturing, testing, and advanced packaging. With close collaboration across the industry's upstream and downstream segments, a new wave of growth opportunities is expected to emerge. In addition, research institutes further estimate that the global AI semiconductor market will achieve a compound annual growth rate (CAGR) of 19.9% from 2021 to 2026, compared to a CAGR of 5.8% for the overall global semiconductor market. This indicates that the robust growth of AI semiconductors will become a key driving force for the development of the semiconductor industry. At the same time, with the significant increase in demand for AI chips, research institutes forecast that the global semiconductor market size will reach between USD 700 billion and USD 800 billion by 2027. The rapid development of AI chips is expected to bring tremendous business opportunities to the global semiconductor supply chain.

Semiconductor chips require probe cards to assist in quality inspection; without the yield control provided by probe cards, chips cannot be successfully shipped. Modern human life heavily relies on electronic products, and the increasing presence of such products in our daily lives has established a long-term growth trend for semiconductor production and testing. MPI, as an internationally renowned leader in probe cards, has established a solid technological foundation through long-term collaboration with the world's leading IC design firms. In addition, in the field of semiconductor engineering testing and temperature testing, it is expected that market demand will steadily increase with the rapid development of AI applications. Looking ahead, MPI will continue to focus on enhancing its technology and service quality, aiming to create higher investment value for its shareholders.

(II) Revenue and profitability analysis

Unit: NT\$ thousands

Year		2024	2023	Change (%)
Items				
Financial receipts and expenditures	Net Sales	10,171,861	8,147,112	24.85
	Gross profit	5,560,970	3,897,063	42.70
	Profit or loss after tax	2,301,359	1,311,899	75.42
Profitability	ROA (%)	16.08	11.40	41.05
	ROE (%)	27.17	18.05	50.53
	Operating Income to Paid-in capital ratio (%)	263.47	156.14	68.74
	EBT to Paid-in capital ratio (%)	296.58	167.92	76.62
	Net profit margin (%)	22.61	16.07	40.70
	EPS (NT\$)	24.42	13.92	75.43

(III) Research and development

Research and development findings in 2024 include:

1. Wafer probe card:

- In response to the market demand for AI high-performance computing, the Company has developed high-speed testing probe cards to meet customers' technical requirements for

- stable testing during wafer mass production.
- B. Following the automotive industry's energy transition from gasoline to electricity and the rising demand for autopilot technology, the needs for automotive ICs mount day by day. To meet customer needs, the Company has developed large-coverage, high-throughput, and high/low-temperature probe cards to accommodate automotive IC customers' product requirements for increased production capacity.
 - C. The development of probe card solution meeting the current market requirement for the fastest speed was completed.
 - D. In response to testing applications, the Company is gradually constructing a probe card demand matrix, including various probe types and corresponding solutions.
 - E. In the field of multilayer organic substrates, the Company continues to invest in R&D to achieve finer line widths and spacings. Additionally, the Company has developed higher-layer multilayer PCBs, enhancing the overall competitiveness of its probe card products.
2. Semi-conductor and photoelectric automated equipment:
 - A. The Micro LED micro-display components' wafer and testing system include the development of high-shock-resistant equipment, as well as measurement capabilities for micron (μm) level light-emitting elements.
 - B. Optoelectronic characteristic measurement equipment for optical communication components such as VCSEL, EEL, and DFB.
 - C. Silicon photonics wafer-level measurement equipment, which can be used for Known Good Die (KGD) testing after Photonic Integrated Circuit (PIC) and EIC+PIC wafer dicing, including related optoelectronic conversion characteristics measurement, as well as high-frequency components' bandwidth and noise testing.
 - D. An automated system software sharing platform that simplifies programming requirements and accelerates the development timeline of automation applications.
 3. Semi-conductor component temperature testing series:
We continued to develop various models that correspond to different testing temperature ranges and traffic to match customers' needs. These models will be integrated with customized systems for customers, providing the most suitable solutions for mass production and engineering.
 4. Semi-conductor engineering testing machine series:
In silicon photonics applications, the Company successfully introduced a bidirectional point-testing inspection system to accommodate customers' varying electro-optical input and output positions, thereby meeting each client's diverse design layouts. The engineering measurement platform for high-array vertical probe cards has been completed, significantly enhancing the diversity of testing capabilities.

II. Overview of 2025 Business Plan

(I) Operational guidelines

Technology is the essence of competitiveness. In light of the development of the microelectronics industry and technology requirements in the future, MPI Corporation upholds its core philosophy to assist its clients in enhancing competitiveness and undertakes the following strategic plan and efforts on its path to grow with clients:

1. To satisfy the needs for application of high-rank IC scaling and advanced packaging, we continue to develop wafer level fine-pitch testing technology.
2. In response to the rapid development of AI applications and the demand of high performance computing, we continue to develop high current withstanding probes and high current withstanding probe card architecture.
To meet the demand for high-speed transmission, the Company is developing higher-speed wafer probe cards to satisfy the next-generation AI applications requiring even faster data transfer.
3. In response to the demand for high temperature and high DUT counts, we continue to develop high temperature probe card technology with large coverage and high-pin-count probing.
4. For the multi-layer organic substrates, the Company continues to refine line width and line spacing. The Company is also investing in the development of PCBs with higher layer counts to meet customers' demands for more advanced technical specifications.
5. For the semi-conductor and photoelectric automation industry, we aim at four industrial fields including optical communication and silicon photonics, sensing & LiDar, micro display and

compound semiconductors such as LED, GaN, SiC, etc. to offer automated equipment with high optical, mechanical and electrical integration for the measurement, sorting, optical inspection of short pulsed, high voltage and high current in environment of various temperatures. We will also extend our collaboration with world-class technology leaders in pursuit of providing semiconductor industry the next generation products, and set the innovation in turnkey solution for mass production technology as our main development goal. At the same time, the Company is implementing generative AI large language models (LLM) to develop a shared platform for automated system software, aiming to accelerate and simplify the design timeline for new applications and enhance the efficiency of industrial automation.

6. With respect to the component temperature test system, we will expand the scope of product lines to include the development of laboratory under-desk cooling and heating system to meet customer configuration requirements for mass production. At the same time, the Company is also investing in R&D to develop IC contact-type thermal control products in response to the rapid development of artificial intelligence applications. And continue to expand and design various product series, offering the market optimal corresponding products for both mass production and laboratory use.
7. In the application field of semi-conductor engineering testing, we will emphasize measurement of higher frequency and preciseness and successively boost product functions, allowing more precise measurement and easier use for clients and thus speeding up engineering experiments.

(II) Key production and sales policies

Coping with the demands from smart living, contactless economy, electronic vehicles and carbon reduction, and the emerging applications in various aspects of the industry arising from AI, the Company pays close attention to the development trends of emerging technology and sets technical blueprints in order to precisely allocate resources to the development of new products and hence expands business. We also constantly improve our supporting capability of foreign operations with the goal providing our customers comprehensive technical support in a faster and more precise manner, thereby increasing our market share.

The Company will uphold our core philosophy of assisting our customers to upgrade their competitiveness and thereby position the Company as technology partners of our customers. The Company's main production and sales policy is also focused on customers' future demand, joint development of the most suitable products and provision of in-time technical services. Therefore, the Company will offer the best solutions for its customers.

III. Future development strategy

- (I) Based on the five major technical areas including probers, sorting, photoelectric testing, imaging detection and automated equipment, we provide complete testing application solutions to meet the need for mass production of new leading products of the photoelectric and semiconductor industries. And integrate generative AI large language model (LLM) application technology to enhance system automation and efficiency, accelerating the development timeline of new applications.
- (II) In the semiconductor engineering testing application field, focusing on micro signal, high-frequency measurement, high power, and high/low-temperature measurement technologies, and in response to the development of silicon photonics, we continue to refine our technology. Through innovative combinations, we provide measurement solutions for various stages of silicon photonics development, enhancing product competitiveness.
- (III) We will keep exploring opportunities in semi-conductor market with our core temperature control technology, while extending the reach of temperature testing system to non-electronics markets, such as AI, automotive, high-frequency communication, sensors, and data center fiber.
- (IV) In response to the rapid development of artificial intelligence, accompanied by the miniaturization of electronic products, there is a continuous and diverse demand for chips with higher speed, multifunctionality, intelligence, energy efficiency, and greater environmental tolerance. Following the established technology development roadmap, we will continue to develop large-area, high-pin-count, micro-pitch, high-current resistance, high-speed transmission, low-contact force probe cards, and high and low-temperature resistant probe cards to meet market demands and ensure competitiveness.

IV. The effect of the external competitive, legal, and macroeconomic environment

As a result of the US-China trade war and post-pandemic supply chain, the semiconductor industry has become a political focal point of the world. To maintain global economic stability, national security, and technological development, friendly allies from Europe, the United States, and Japan continue to strengthen semiconductor and technology exchanges and cooperation. Through strategic investments and arrangements, these allied countries form a complex relationship of multinational collaboration and mutual competition.

MPI is the third largest non-memory probe card maker in the world and has striven for global development for a long time. The Company has established sales offices in the United States and globally over the past few years, continuously investing resources to provide the best service to customers. The visibility and market share of each product line are steadily increasing worldwide.

MPI's global layout of complete semiconductor test interfaces, testing platforms, and testing environments allows the Company to offer tailored, rapid, stable, and high-quality solutions and services to customers worldwide. This strategy has enabled MPI to maintain stable operations during the global economic downturn in 2023, and as the economy gradually grows in 2024, the Company continues to demonstrate upward momentum, showcasing the effectiveness of its strategic positioning.

We believe that MPI's global presence and extensive wafer testing product mix will maintain steady profit growth, continue to create long-term investment return for shareholders.

Chairman: Ko, Chang-Lin

General Manager: Kuo, Yuan-Ming

Two. Corporate Governance Report

I. Information about Director, President, Vice President, Assistant Vice President, and Head of Department and Branch

(1) Directors:

Information about directors (1)

April 30, 2025; Unit: share; %

Job title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Term of office	Inauguration Date	Shares held at election		Current shareholding		Current Shares Held by Spouse and Children of Minor Age		Shareholding Under the Name of A Third Party		Major (Academic Degree) Experience	Other positions in the Company and other companies concurrently hold	Other Chiefs, Supervisors or Directors with Spouses, or Relatives Within the Second Degree of Kinship			Remarks
							Shares	Ratio of shareholding	Shares	Ratio of shareholding	Shares	Ratio of shareholding	Shares	Ratio of shareholding			Job title	Name	Relationship	
Chairman	R.O.C.	MPI Investment Co., Ltd.	-	2023.06.15	3 years	2001.04.16	8,334,626	10.42%	8,334,626	8.84%	0	0.00%	0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A
		Representative--Ko, Chang-Lin	Male 61-70 years old	2023.06.15	3 years	2016.07.11	1,425,994	1.78%	1,425,994	1.51%	427,781	0.45%	0	0.00%	Academic degree: EMBA, College of Management, National Chiao Tung University Major experience: Electronics Research & Service Organization, Industrial Technology Research Institute	This Company: CEO Other companies: Chairman of Chain-Logic International Corp., Chairman of MPI Investment Co., Chairman of MMI HOLDING CORP., Chairman of MPI TRADING CORP., Chairman of MPA TRADING CORP. and Chairman of Gordon Biersch Restaurant & Brewery	N/A	N/A	N/A	N/A
Director	R.O.C.	MPI Investment Co., Ltd.	-	2023.06.15	3 years	2001.04.16	8,334,626	10.42%	8,334,626	8.84%	0	0.00%	0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A
		Representative--Steve Chen	Male 61-70 years old	2023.06.15	3 years	2012.08.01	230,283	0.29%	230,283	0.24%	0	0.00%	0	0.00%	Academic degree: National Taiwan University, Department of Mechanical Engineering, Master Program Major experience: Material and Chemical Research Laboratories, Industrial Technology Research Institute	This Company: Consultant Other companies: Director of Chain-Logic International Corp., Director of MPI Investment Co., Ltd., and Director of Allstron Corporation	N/A	N/A	N/A	N/A

Job title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Term of office	Inauguration Date	Shares held at election		Current shareholding		Current Shares Held by Spouse and Children of Minor Age		Shareholding Under the Name of A Third Party		Major (Academic Degree) Experience	Other positions in the Company and other companies concurrently hold	Other Chiefs, Supervisors or Directors with Spouses, or Relatives Within the Second Degree of Kinship			Remarks
							Shares	Ratio of shareholding	Shares	Ratio of shareholding	Shares	Ratio of shareholding	Shares	Ratio of shareholding			Job title	Name	Relationship	
Director	R.O.C.	MPI Investment Co., Ltd.	-	2023.06.15	3 years	2001.04.16	8,334,626	10.42%	8,334,626	8.84%	0	0.00%	0	0.00%	N/A	N/A	N/A	N/A	N/A	N/A
		Representative--Scott Kuo	Male 61-70 years old	2023.06.15	3 years	2012.11.26	438,037	0.55%	392,037	0.42%	0	0.00%	0	0.00%	Academic degree: University of South Florida, Department of Mechanical Engineering, Master Program Major experience: Mechanical and Systems Research Laboratories, Industrial Technology Research Institute	This Company: President Other companies: Director of Chain-Logic International Corp., Supervisor of MPI Investment Co., Ltd., Chairman of Allstron Corporation, and Chairman of Lumitek (Changchou) Co. Ltd.	N/A	N/A	N/A	N/A
Director	R.O.C.	Li, Tu-Cheng	Male 51-60 years old	2023.06.15	3 years	2001.04.16	599,349	0.75%	409,349	0.43%	414	0.00%	0	0.00%	Academic degree: Feng Chia University, Department of Business Administration Major experience: Chain-Logic International Corp.	This Company: N/A Other companies: Chairman of Zen Voce Corporation, Chairman of Chen Ho Investment Ltd., Chairman of Zan Hong Industrial Co., Ltd., Director of Zen Voce Precision Equipment (Suzhou) Ltd., and Chairman of Zen Voce(Pg)Sdn.Bhd, and Chairman of Zen Voce Manufacturing Pte Ltd.	N/A	N/A	N/A	N/A
Director	R.O.C.	Liu, Fang-Sheng	Male 61-70 years old	2023.06.15	3 years	2001.04.16	255,471	0.32%	255,471	0.27%	0	0.00%	0	0.00%	Academic degree: Kaohsiung Medical University, School of Dentistry Major experience: Taipei City Hospital	This Company: N/A Other companies: Dentist, Li Cheng Dental Clinic	N/A	N/A	N/A	N/A
Director	R.O.C.	Tsai, Chang-Shou	Male 61-70 years old	2023.06.15	3 years	2003.06.20	21,630	0.03%	21,630	0.02%	0	0.00%	0	0.00%	Academic degree: Chinese Culture University, Department of Accounting Major experience: Bureau of Accounting & Statistics, Provincial Government of Taiwan	This Company: N/A Other companies: Practicing CPA of Chin Hsin CPA Office; Director of Kung Long Batteries Industrial Co., Ltd.	N/A	N/A	N/A	N/A

Job title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Term of office	Inauguration Date	Shares held at election		Current shareholding		Current Shares Held by Spouse and Children of Minor Age		Shareholding Under the Name of A Third Party		Major (Academic Degree) Experience	Other positions in the Company and other companies concurrently hold	Other Chiefs, Supervisors or Directors with Spouses, or Relatives Within the Second Degree of Kinship			Remarks
							Shares	Ratio of shareholding	Shares	Ratio of shareholding	Shares	Ratio of shareholding	Shares	Ratio of shareholding			Job title	Name	Relationship	
Independent director	R.O.C.	Hsu, Mei-Fang	Female 51-60 years old	2023.06.15	3 years	2001.04.16	244,441	0.31%	133,441	0.14%	0	0.00%	0	0.00%	Academic degree: Ming Chuan University, Accounting Department Major experience: Baker Tilly Clock & CO	This Company: N/A Other companies: Practicing CPA of Dayar CPA Firm	N/A	N/A	N/A	N/A
Independent director	R.O.C.	Kao, Chin-Cheng	Male 61-70 years old	2023.06.15	3 years	2001.04.16	162,414	0.20%	160,414	0.17%	17,944	0.02%	0	0.00%	Academic degree: Department of Law, National Chung Hsing University Major experience: Hui Lin Law Office	This Company: N/A Other companies: Attorney-at-law in Kao, Chin-Cheng Law Office; Independent Director, Remuneration Committee member and Audit Committee member of Eclatorq Technology Co., Ltd.	N/A	N/A	N/A	N/A
Independent director	R.O.C.	Liao, Da-Ying	Male 61-70 years old	2023.06.15	3 years	2020.06.15	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Academic degree: Doctor of Judicial Science (Ph.D.), Kobe University Major experience: Professor, Department of Law, National Chung Hsing University	This Company: N/A Other company: Professor, the College of Law, Tunghai University; Independent Director, Remuneration Committee member and Audit Committee member of DuoGenic StemCells Corporation	N/A	N/A	N/A	N/A

(II) Director who acts as a corporate shareholder's representative, please specify the major shareholders of the corporate shareholder. :

April 30, 2025

Name of the corporate shareholder	Major shareholders of the corporate shareholder	Ratio of shareholding
MPI Investment Co., Ltd.	Ko, Chang-Lin	44.83%
	Li, Tu-Cheng	27.17%
	Steve Chen	9.06%
	Cai, Shu-Jin	6.34%
	Hsieh, Wei-Yun	3.60%
	Scott Kuo	2.68%
	Ko, Yung-Lun	2.44%
	Ko, Yu-Pei	2.36%
	Ko, Yu-Sheng	1.52%

(III) Information on professional qualifications of directors and independence status of independent directors:

(1) Directors' professional qualifications and experience

Name		Professional qualifications and experience
Chairman	MPI Investment Co., Ltd. Representative-- Ko, Chang-Lin	EMBA, College of Management, National Chiao Tung University More than 5 years of work experience in commerce and experience necessary for company operation. He is currently the chairman of the Company, and possesses skills in leadership, marketing, operations management and strategy planning relevant to the industry. He leads the Company to become a pioneer in the industry and towards sustainable operation.
Director	MPI Investment Co., Ltd. Representative-- Steve Chen	Master, Department of Mechanical Engineering, National Taiwan University More than 5 years of work experience in commerce and experience necessary for company operation. He is currently the consultant of the Company and an expert in the R&D and innovation of semiconductor industry providing professional experience to the Company's R&D of products and application.
Director	MPI Investment Co., Ltd. Representative-- Scott Kuo	Master, Department of Mechanical Engineering, University of South Florida More than 5 years of work experience in commerce and experience necessary for company operation. He is currently the general manager of the Company with the expertise in operations management and professional experience in production management and planning, market strategy and business development.
Director	Liu, Fang-Sheng	Graduate of School of Dentistry, Kaohsiung Medical University More than 5 years of work experience in commerce and experience necessary for company operation. He is currently the dentist of Li Cheng Dental Clinic and has experience in operations management and corporate governance. He provides crucial suggestions for the Company's development and supervises and advises the board of Directors.
Director	Li, Tu-Cheng	Department of Business Administration, Feng Chia University More than 5 years of work experience in commerce and experience necessary for company operation. He is currently the chairman of Zen Voce Corporation with expertise and experience in industry and business management and corporate governance. With his expertise, he supervises and advises the board of Directors and provides professional opinions. .

Director	Tsai, Chang-Shou	<p>Graduate of Department of Accounting, Chinese Culture University</p> <p>More than 5 years of work experience in commerce, finance and accounting and experience necessary for company operation.</p> <p>More than 5 years of working experience as a certified public accountant who has passed a national examination and been awarded a certificate in his profession.</p> <p>He is currently the practicing CPA of Chin Hsin CPA Office with the professional qualification and skills in finance and familiar with relevant laws and regulations.</p> <p>He provides practical suggestions for the Company, and supervises and advises the board of Directors.</p>
Independent director	Hsu, Mei-Fang	<p>Graduate of Accounting Department, Ming Chuan University</p> <p>More than 5 years of work experience in commerce, finance and accounting and experience necessary for company operation.</p> <p>More than 5 years of working experience as a certified public accountant who has passed a national examination and been awarded a certificate in his profession.</p> <p>She is currently the practicing CPA of Dayar CPA Firm with the professional qualification and skills in finance and familiar with relevant laws and regulations.</p> <p>She provides the Company necessary supervision and suggestions from a professional and objective perspective.</p>
Independent director	Kao, Chin-Cheng	<p>Master's, Graduate Institute of Law, National Chung Hsing University</p> <p>More than 5 years of work experience in commerce and law and experience necessary for company operation.</p> <p>More than 5 years of working experience as an attorney who has passed a national examination and been awarded a certificate in a profession.</p> <p>He is currently the attorney-at-law of Kao, Chin-Cheng Law Office with professional knowledge in laws and familiar with relevant regulations. He provides legal opinions for the board of Directors with regard to corporate governance and on legal compliance of business decisions of the Company helping to mitigate the risk of violation of laws.</p>
Independent director	Liao, Da-Ying	<p>Doctor of Philosophy in Law, Kobe University</p> <p>More than 5 years of work experience in commerce and law and experience necessary for company operation.</p> <p>More than 5 years of experience as a professor in an academic department related to the business needs of the company in a public or private junior college, college, or university.</p> <p>He is currently the professor of the College of Law in Tunghai University with profound knowledge in law and is a highly respected figure in academia. He benefits the Company with his familiarity in corporate governance and offers valuable legal knowledge and opinions on corporate governance to the Board.</p>

(2) Directors' status of independence

Name		Status of independence	Number of public companies where the person holds the title as independent director
Chairman	MPI Investment Co., Ltd. Representative-- Ko, Chang-Lin	N/A	N/A
Director	MPI Investment Co., Ltd. Representative-- Steve Chen		N/A
Director	MPI Investment Co., Ltd. Representative-- Scott Kuo		N/A
Director	Liu, Fang-Sheng	<p>All independent directors meet the following conditions during the two years before being elected and during the term of office:</p> <p>(1) Not an employee of the Company or its affiliates.</p> <p>(2) Not a director or supervisor of the Company or its affiliates. (However, it is not applicable in the case of an independent director appointed concurrently by the Company and its parent company, a subsidiary, or a subsidiary of the same parent company in accordance with the Act or local laws.)</p> <p>(3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the Company or ranks as one of its top ten shareholders.</p> <p>(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding (1) subparagraph, or of any of the above persons in the preceding subparagraphs (2) and (3).</p> <p>(5) Not a Director, Supervisor, or employee of any institutional shareholder that has 5% or higher of the total shares issued by the Company, or of top-5 institutional shareholders of the Company, or the institutional shareholders who appoint their representatives to serve as the Director or Supervisor of the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the</p>	N/A
Director	Li, Tu-Cheng		N/A
Director	Tsai, Chang-Shou		N/A
Independent director	Hsu, Mei-Fang		N/A
Independent director	Kao, Chin-Cheng		1

Independent director	Liao, Da-Ying	<p>Company Act (this restriction does not apply to independent director positions in the Company, its parent company or subsidiary, or any subsidiary of the same parent company which have been appointed in accordance with the Act, or laws of the registered country).</p> <p>(6) Not a director, supervisor, or employee of a company of which the majority of board seats or voting shares is controlled by a company that also controls the same of the Company (However, it is not applicable in the case of an independent director appointed concurrently by the Company and its parent company, a subsidiary, or a subsidiary of the same parent company in accordance with the Act or local laws.)</p> <p>(7) Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company (this restriction does not apply to independent director positions in the Company, its parent company or subsidiary, or any subsidiary of the same parent company which have been appointed in accordance with the Act, or laws of the registered country).</p> <p>(8) Not a director, supervisor, officer, or shareholder holding 5% or more of the shares of a specified company or institution that has a financial or business relationship with the Company. (However, it is not applicable in cases where the specified company or institution holding more than 20% but less than 50% of total number of issued shares of the Company, and the person is an independent director of the parent company, any subsidiary, or subsidiary of the same parent company, as appointed in accordance with the Act or with the laws of the country of the parent or subsidiary.)</p> <p>(9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliated company of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliated company of the Company for which the provider in the past 2 years has received cumulative compensation not exceeding NT\$500,000, or a spouse thereof provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations.</p> <p>(10) Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company</p> <p>(11) Not under any of the categories stated in Article 30 of the Company Law.</p> <p>(12) Not a government agent, juristic person or its representative as defined in Article 27 of the Company Act.</p>	1
----------------------	---------------	---	---

Note 1: Professional qualifications and experience: Please state the professional qualifications and experience of individual director and supervisor. If he or she is a member of Audit Committee and has background in accounting or finance, please state his or her background in accounting or finance as well as work experience in addition to whether under any of the circumstances set forth in Article 30 of the Company Act.

Note 2: Independence status of an independent director shall be stated, which includes but not limited to whether the independent director, his spouse, or relative within the second degree of kinship is a director, supervisor or employee of the Company or any of its affiliates; the number and percentage of the Company's shares held by the independent director, his or her spouse, relative within second degree of kinship (or held under others' names); whether he or she is a director, supervisor, or employee of a specified company or institution that has a relationship with the Company (referring to subparagraphs 5 to 8, paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); amount of compensation received for being a professional individual who provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in the past 2 years.

II. Board diversity and Independence:

(I) Board diversity policy:

Pursuant to the Company's "Corporate Governance Best-Practice Principles for TWSE/TPEX-Listed Companies," the composition of the Board of Directors shall be determined by taking diversity into consideration. It is advisable that directors concurrently serving as company officers not exceed one-third of the total number of the Board members, and that an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs be formulated and include, without being limited to, the following two general standards:

- I. Basic requirements and values: Gender, age, etc.; it is advisable that the number of female directors account for at least one-third of all the directors.
- II. Professional knowledge and skills: A professional background, professional skills, and industry experience.

All members of the Board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following abilities:

1. Ability to make operational judgments.
2. Ability to perform accounting and financial analysis.
3. Ability to conduct management administration.
4. Ability to conduct crisis management.
5. Knowledge of the industry.
6. An international market perspective.
7. Ability to lead.
8. Ability to make policy decisions.

The Company's current Board of Directors consists of 9 directors, including 3 independent directors. Each of them is specialized in the professional sectors including law, finance and accounting, industrial knowledge, leadership and decision-making, and business administration, etc.

The Company attaches great importance to gender equality in the composition of its Board of Directors and aims to have one-third of its board seats be female. In the future, the Company will increase the number of female board seats to achieve its goal.

- Directors who serve as employees accounted for 22% and independent directors accounted for 33%.
- Female directors accounted for 11% and male directors accounted for 89%.
- There is one independent director who has 3-9 years of experience serving as an independent director, and the remaining two independent directors have more than 9 years of relevant experience.
- Seven directors are aged between 61 and 70, and two directors are aged between 51 and 60.

Status of the policy of diversity for the formation of our Board of Directors:

Core items under diversity Members of the Board of Directors	Nationality	Gender	Serve as the Company's employee concurrently	Years of experience serving as an independent director			Age		Business management and operational judgments.	Finance and accounting	Crisis management	Industry knowledge	An international market perspective	Leadership and decision-making
				Less than 3 years	3~9 years	9 years and above	51~60 years old	61~70 years old						
Ko, Chang-Lin	R.O.C.	Male						✓	✓		✓	✓	✓	✓
Steve Chen	R.O.C.	Male	✓					✓	✓		✓	✓	✓	✓
Scott Kuo	R.O.C.	Male	✓					✓	✓		✓	✓	✓	✓
Liu, Fang-Sheng	R.O.C.	Male						✓	✓		✓	✓	✓	✓
Tsai, Chang-Shou	R.O.C.	Male						✓	✓	✓	✓	✓	✓	✓
Li, Tu-Cheng	R.O.C.	Male					✓		✓		✓	✓	✓	✓
Hsu, Mei-Fang	R.O.C.	Female				✓	✓		✓	✓	✓	✓	✓	✓
Kao, Chin-Cheng	R.O.C.	Male				✓		✓	✓		✓	✓	✓	✓
Liao, Da-Ying	R.O.C.	Male			✓			✓	✓		✓	✓	✓	✓

Specific goals and implementation status of board diversity policy:

Specific goals	Implementation status
Directors concurrently serving as company officers shall not exceed one-third of the total number of the board members	Achieved
There shall be at least one female board member.	Achieved
Independent directors accounted for more than one-third of the board seats	Achieved
Adequate and diverse professional knowledge and skills	Achieved

(II) Board Independence:

- (1) The Company's current Board of Directors consists of 9 directors, including 3 independent directors who consist 33% of the board members.
- (2) All member of the Board of Directors are in compliance with subparagraphs 3 and 4, paragraph 3, Article 26 of the Securities and Exchange Act. The Company's board of directors is independent, and please refer to Pages 8~13 - Information on professional qualifications of directors and independence status of independent directors, Pages 5~7 for Information on directors.

(IV) Information concerning the president, vice presidents, assistant vice presidents, and department and branch managers:

April 30, 2025; Unit: share; %

Job title	Nationality	Name	Gender	Date of election (appointment)	Shareholding		Current Shares Held by Spouse and Children of Minor Age		Shareholding Under the Name of A Third Party		Major (Academic Degree) Experience	Concurrent positions held in other companies	Managers Within the Second Degree of Kinship			Remarks
					Shares	Ratio of shareholding	Shares	Ratio of shareholding	Shares	Ratio of shareholding			Job title	Name	Relationship	
President	R.O.C.	Scott Kuo	Male	June 15, 2010	392,037	0.42%	0	0.00%	0	0.00%	Academic degree: University of South Florida, Department of Mechanical Engineering, Master Program Major experience: Mechanical and Systems Research Laboratories, Industrial Technology Research Institute	Director of Chain-Logic International Corp. Supervisor of MPI Investment Co., Ltd. Chairman of Allstron Corporation Chairman of Lumitek (Changchou) Co. Ltd.	N/A	N/A	N/A	N/A
Vice President of the Equipment Operations Center	R.O.C.	Fan, Wei-Ju	Male	July 1, 2008	75,034	0.08%	244	0.00%	0	0.00%	Academic degree: National Chiao Tung University, the Institute of Electrical and Control Engineering Major experience: Mechanical and Systems Research Laboratories, Industrial Technology Research Institute	N/A	N/A	N/A	N/A	N/A
Vice President of the Marketing Department	R.O.C.	Liu, Yung-Chin	Male	June 20, 2011	9,211	0.01%	0	0.00%	0	0.00%	Academic degree: PhD, National Cheng Kung University, Department of Aeronautics and Astronautics Major experience: Mechanical and Systems Research Laboratories, Industrial Technology Research Institute	Director of Allstron Corporation	N/A	N/A	N/A	N/A
Finance Officer Corporate Governance Officer	R.O.C.	Tang, Fu-Ping	Male	May 7, 2019	0	0.00%	0	0.00%	0	0.00%	Academic degree: Graduate Institute of Banking and Finance, National Chung Cheng University (PHD) Major experience: G-TECH Optoelectronics Corporation	N/A	N/A	N/A	N/A	N/A
Accounting officer	R.O.C.	Rose Jao	Female	March 9, 2007	47,251	0.05%	0	0.00%	0	0.00%	Academic degree: Mingshin University of Technology and Science, Department of Business Administration Major experience: Topco Quartz products Co., Ltd.	Supervisor of Chain-Logic International Corp. Supervisor of Allstron Corporation Supervisor of Lumitek (Changchou) Co. Ltd. Supervisor of MPI Corporation (Suzhou)	N/A	N/A	N/A	N/A

Deputy Director of the Southern Manufacturing Division	R.O.C.	Wang, Jian-Ming	Male	November 14, 2016	4,000	0.00%	0	0.00%	0	0.00%	Academic degree: Department of Mechanical Engineering, Nanya Institute of Technology Major experience: Yi Jia Industrial	N/A	N/A	N/A	N/A	N/A
Information Security Officer	R.O.C.	Fan, Wen-Cheng	Male	March 10, 2023	0	0.00%	0	0.00%	0	0.00%	Education: Master's in Information Management, University of Sheffield Experience: Applied Materials Taiwan	N/A	N/A	N/A	N/A	N/A

II. Remuneration paid to directors, general manager, and deputy general manager in the most recent year

(I) Remuneration to directors and independent directors:

December 31, 2024; Unit: NT\$ thousand

Job title	Name	Remuneration to directors								The sum of A, B, C and D and their proportion in net profit after tax		Remuneration in the capacity as employees								Sum of A, B, C, D, E, F and G and ratio of the sum to net profit after tax		Remuneration from investees beyond subsidiaries or parent company
		Remuneration (A)		Pension (B)		Remuneration to directors (C)		Expenses and perquisites (D)				Salaries, bonus and special subsidies (E)		Pension (F)		Remuneration to employees (G)						
		The Company	All companies included into the financial statements	The Company	All companies included into the financial statements	The Company	All companies included into the financial statements	The Company	All companies included into the financial statements	The Company	All companies included into the financial statements	The Company	All companies included into the financial statements	The Company	All companies included into the financial statements	The Company		All companies included into the financial statements		The Company	All companies included into the financial statements	
																Cash dividends	Stock dividends	Cash dividends	Stock dividends			
Chairman	Representative of MPI Investment Co., Ltd.: Ko, Chang-Lin	0	0	0	0	41,571	41,571	0	0	41,571 1.81%	41,571 1.81%	29,908	29,908	216	216	1,360	0	1,360	0	73,055 3.17%	73,055 3.17%	N/A
Director	Representative of MPI Investment Co., Ltd.: Steve Chen																					
Director	Representative of MPI Investment Co., Ltd.: Scott Kuo																					
Director	Li, Tu-Cheng																					
Director	Liu, Fang-Sheng																					
Director	Tsai, Chang-Shou																					

Independent director	Hsu, Mei-Fang																					
Independent director	Kao, Chin-Cheng	0	0	0	0	20,786	20,786	0	0	20,786.90%	20,786 0.90%	0	0	0	0	0	0	0	0	20,786 0.90%	20,786 0.90%	N/A
Independent director	Liao, Da-Ying																					
<p>1. Please describe the policy, system, standards and structure for the payment of remuneration to independent directors, and explain the correlation between the responsibilities, risks, time invested and other factors and the amount of remuneration paid: The remuneration of the Company's independent directors is determined by the Remuneration Committee in accordance with the provisions of the Company's Articles of Incorporation. The Remuneration Committee reviews the level of participation and contribution of each independent director in the Company's operations, and takes into account the payment standards of domestic and foreign peers, and submits it to the Board of Directors for discussion and resolution.</p> <p>2. In addition to disclosed above, compensation paid to directors for services provided, such as advisory service provided not as an employee to parent company/ companies included in the financial statements/investees: None.</p> <p>3: The retirement pension refers to the contribution provided by the Company.</p>																						

Breakdown of Remuneration

Breakdown of remuneration paid to each director	Name of Director			
	The sum of (A+B+C+D)		The sum of (A+B+C+D+E+F+G)	
	The Company	All companies included in the financial statements (H)	The Company	All companies included in the financial statement (I)
Below 1,000,000				
1,000,000 (inclusive) ~ 2,000,000 (exclusive)				
2,000,000 (inclusive) ~ 3,500,000 (exclusive)				
3,500,000 (inclusive) ~ 5,000,000 (exclusive)				
5,000,000 (inclusive) ~ 10,000,000 (exclusive)	Directors: Representative of MPI Investment Co., Ltd.: Ko, Chang-Lin Representative of MPI Investment Co., Ltd.: Steve Chen Representative of MPI Investment Co., Ltd.: Scott Kuo Li, Tu-Cheng; Liu, Fang-Sheng; Tsai, Chang-Shou	Directors: Representative of MPI Investment Co., Ltd.: Ko, Chang-Lin Representative of MPI Investment Co., Ltd.: Steve Chen Representative of MPI Investment Co., Ltd.: Scott Kuo Li, Tu-Cheng; Liu, Fang-Sheng; Tsai, Chang-Shou	Directors: Representative of MPI Investment Co., Ltd.: Ko, Chang-Lin Li, Tu-Cheng; Liu, Fang-Sheng; Tsai, Chang-Shou	Directors: Representative of MPI Investment Co., Ltd.: Ko, Chang-Lin Li, Tu-Cheng; Liu, Fang-Sheng; Tsai, Chang-Shou
	Independent directors: Hsu, Mei-Fang, Kao, Chin-Cheng, and Liao, Da-Ying	Independent directors: Hsu, Mei-Fang, Kao, Chin-Cheng, and Liao, Da-Ying	Independent directors: Hsu, Mei-Fang, Kao, Chin-Cheng, and Liao, Da-Ying	Independent directors: Hsu, Mei-Fang, Kao, Chin-Cheng, and Liao, Da-Ying
10,000,000 (inclusive) ~ 15,000,000 (exclusive)				
15,000,000 (inclusive) ~ 30,000,000 (exclusive)			Directors: Representative of MPI Investment Co., Ltd.: Steve Chen Representative of MPI Investment Co., Ltd.: Scott Kuo	Directors: Representative of MPI Investment Co., Ltd.: Steve Chen Representative of MPI Investment Co., Ltd.: Scott Kuo
30,000,000 (inclusive) ~ 50,000,000 (exclusive)				
50,000,000 (inclusive) ~ 100,000,000 (exclusive)				
NT\$100,000,000 or more				
Total	9 persons	9 persons	9 persons	9 persons

(II) Remuneration to general manger and vice presidents

December 31, 2024; Unit: NT\$ thousand

Job title	Name	Salaries(A)		Pension (B)		Bonuses and special expenditures (C)		Amount of employees' remuneration(D)				The sum of A, B, C and D and their proportion in net profit after tax (%)		Remuneration from investees beyond subsidiaries or parent company
		The Company	All companies included into the financial statements	The Company (Note 1)	All companies included into the financial statements	The Company	All companies included into the financial statements	The Company		All companies included into the financial statements		The Company	All companies included into the financial statements	
								Cash dividends	Stock dividends	Cash dividends	Stock dividends			
President	Scott Kuo	8,196	8,196	322	322	8,256	8,256	743	0	743	0	17,517 0.76%	17,517 0.76%	N/A
Vice President	Fan, Wei-Ju													
Vice President	Liu, Yung-Chin													

Note: The retirement pension refers to the contribution provided by the Company.

Breakdown of Remuneration

Breakdown of remuneration paid to each president and vice president	Names of president and vice president	
	The Company	All companies included in the financial statements (E)
Below 1,000,000		
1,000,000 (inclusive) ~ 2,000,000 (exclusive)		
2,000,000 (inclusive) ~ 3,500,000 (exclusive)	Fan, Wei-Ju; Liu, Yung-Chin	Fan, Wei-Ju; Liu, Yung-Chin
3,500,000 (inclusive) ~ 5,000,000 (exclusive)		
5,000,000 (inclusive) ~ 10,000,000 (exclusive)		
10,000,000 (inclusive) ~ 15,000,000 (exclusive)	Scott Kuo	Scott Kuo
15,000,000 (inclusive) ~ 30,000,000 (exclusive)		
30,000,000 (inclusive) ~ 50,000,000 (exclusive)		
50,000,000 (inclusive) ~ 100,000,000 (exclusive)		
NT\$100,000,000 or more		
Total	3 persons	3 persons

(III) Name of managers who received compensation to employees and distribution status:

December 31, 2024; Unit: NT\$ thousand

Job title		Name	Stock dividends	Cash dividends	Total	Proportion to Earnings After Tax (%)
Manager	President	Scott Kuo	0	1,464	1,464	0.06%
	Vice President	Fan, Wei-Ju				
	Vice President	Liu, Yung-Chin				
	Finance Officer Corporate Governance Officer	Tang, Fu-Ping				
	Accounting officer	Rose Jao				
	Manager of the Branch Office	Wang, Jian-Ming				
	Information Security Officer	Fan, Wen-Cheng				

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

Unit: NT\$ thousand

Items Job title	The Company				Companies included into the consolidated financial statement			
	2023		2024		2023		2024	
	Total	As a percentage of net income	Total	As a percentage of net income	Total	As a percentage of net income	Total	As a percentage of net income
Remuneration to directors	55,816	4.25%	93,841	4.08%	55,816	4.25%	93,841	4.08%
Remuneration to the general manager and deputy general manager	13,814	1.05%	17,517	0.76%	13,814	1.05%	17,517	0.76%
Net income	1,311,899	-	2,301,359	-	1,311,899	-	2,301,359	-

Description: The total amount of directors' remuneration for 2024 increased compared to 2023 because the pre-tax profit for 2024 increased, which resulted in an increase in directors' remuneration.

1. The Company allocates the remuneration to directors in accordance with the Articles of Incorporation. Where the Company has an income before tax after the account settlement, it shall allocate no more than 3% thereof as the remuneration to directors. However, profits must first be used to offset cumulative losses, if any. The remainder, if any, shall be allocated as the remuneration to employees and directors on a pro rata basis as referred to in the preceding paragraph. The remuneration shall be reported to the Remuneration Committee and the board of directors for review and then to the shareholders' meeting for approval.
2. The appointment, termination and remuneration of the Company's presidents and vice presidents would be adjusted based on their business performance and reported to the Remuneration Committee for review and approval, and then to the board of directors for approval and implementation. The Company's policies of remuneration vary based on earnings and have nothing to do with future risk.

III. Status of corporate governance

(I) Operations of the Board

The Board held 6 meetings (A) in 2024. The attendance of directors is listed below:

Job title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) (B/A)	Remarks
Chairman	Representative of MPI Investment Co., Ltd.: Ko, Chang-Lin	4	2	67%	
Director	Representative of MPI Investment Co., Ltd.: Steve Chen	6	0	100%	
Director	Representative of MPI Investment Co., Ltd.: Scott Kuo	6	0	100%	
Director	Li, Tu-Cheng	5	1	83%	
Director	Liu, Fang-Sheng	5	1	83%	
Director	Tsai, Chang-Shou	6	0	100%	
Independent director	Kao, Chin-Cheng	6	0	100%	
Independent director	Hsu, Mei-Fang	6	0	100%	
Independent director	Liao, Da-Ying	6	0	100%	

Attendance of independent directors at each Board of Directors meeting in 2024

◎: In person; ☆: By proxy; *: Absent

	1st	2nd	3rd	4th	5th	6th
Kao, Chin-Cheng	◎	◎	◎	◎	◎	◎
Hsu, Mei-Fang	◎	◎	◎	◎	◎	◎
Liao, Da-Ying	◎	◎	◎	◎	◎	◎

Other notes:

I. If any of the following is applicable to the operation of the Board, specify the date, the series of the session, the content of the motions, the opinions of the Independent Directors, and the response of the Company to the opinions of the Independent Directors:

- (I) Conditions described in Article 14-3 of the Securities and Exchange Act: Refer to the important resolutions of the Board of Directors' meetings on Pages 57~59.
- (II) Any other documented objections or qualified opinions raised by independent director against board resolution in relation to matters other than those described above: Refer to the important resolutions of the Board of Directors' meetings on Pages 57~59.

II. The recusal of the Directors from motions that involved a conflict of interest. Specify the names of the Directors, the content of the motions, and reason for recusal, and the participation in voting:
Not applicable.

III. Status of the Self-Performance Evaluation for the Board of Directors, Board Members, Audit Committee Members and Remuneration Committee Members:

Evaluation Cycle	Evaluation Period	Scope of Evaluation	Method of Evaluation	Evaluation content
Once per year	January 1, 2024 - December 31, 2024	Board of Directors	Internal self-evaluation of the board of directors	1. Participation in the Company's operation 2. Improvement of the Board decision-making quality 3. . Composition and structure of the Board 4. Election and continuing education of directors

				5. Internal control
Once per year	January 1, 2024 - December 31, 2024	Board members	Internal self-evaluation of board members	1. Alignment with the goals and mission of the Company 2. Knowledge of the directors' duties 3. Participation in the Company's operation 4. Management of internal relationship and communication 5. Professionalism and continuing education of directors 6. Internal control
Once per year	January 1, 2024 - December 31, 2024	Audit Committee	Internal self-evaluation of the Audit Committee	1. Participation in the Company's operation 2. Knowledge of Audit Committee's duties 3. Improvement of the Audit Committee's decision-making quality 4. Composition and member election of the Audit Committee 5. Internal control
Once per year	January 1, 2024 - December 31, 2024	Remuneration Committee	Internal self-evaluation of the Remuneration Committee	1. Participation in the Company's operation 2. Knowledge of Remuneration Committee's duties 3. Improvement of the Remuneration Committee's decision-making quality 4. Composition and member election of the Remuneration Committee

IV. Enhancements to the functionality of the Board of Directors in the current and the most recent year (e.g. establishment of the Audit Committee, and improvement of information transparency etc.), and the progress of such enhancements:

- (I) The Company defined its "Parliamentary Rules for Directors' Meeting" in accordance with the Regulations Governing Procedure for Board of Directors Meetings of Public Companies, and would also enter the status of directors' attendance into the Market Observation Post System (MOPS) and disclose the important resolutions made by the directors' meeting on the Company's website.
- (II) The Company established a Remuneration Committee on December 30, 2011. It will professionally and objectively evaluate the remuneration policies and systems of the Company's directors and managers, and make recommendations to the Board of Directors as a reference for decision-making.
- (III) The Company has established the Audit Committee on June 15, 2020. The Audit Committee consists of 3 independent directors who should meet at least once per quarter, responsible for the fair presentation of the Company's financial statements, external auditor's independence, effective implementation of internal control, compliance with laws & rules, and assessment and control over the Company's risk.

(II) Audit Committee's operations:

The Company's Audit Committee consists of 3 independent directors. The Committee aims to help the Board of Directors perform the supervision on quality and ethics of the Company's execution of the accounting, auditing, financial and reporting procedures, and financial controls. The Audit Committee is responsible for reviewing the matters including:

1. Financial statements.
2. Audit and accounting policies and procedures.
3. Internal control system-related policies and procedures.
4. Significant asset or derivative transactions.
5. Major loaning of funds with endorsements or guarantees
6. Offering or issuance of securities.
7. Derivative financial products and cash investments.
8. Legal compliance
9. Whether managers and directors engage in transactions with related parties, and potential conflict of interest.
10. Complaint report
11. Anti-corruption plan and corruption investigation report.
12. Information security.

13. The Company's risk management.
14. Qualification & experience, independence and performance evaluation of external auditors.
15. Appointment or dismissal of, or remuneration to, the external auditors.
16. Appointment/dismissal of finance/accounting officers or internal audit officer.
17. Performance of the Audit Committee's duties.
18. Audit Committee's self-performance evaluation questionnaire.

Review on financial reports

The Board of Directors has prepared the Company's 2024 Business Report, financial statements and earnings distribution or loss markup proposal. Among which, the financial statements have been audited by Nexia Sun Rise CPAs & Co. with an audit report issued. Said operation review, financial statements and motions for distribution of earnings or covering of loss have been reviewed by the Audit Committee and found to have no inconsistencies.

Evaluation on effectiveness of the internal control system

The Audit Committee evaluated the effectiveness of policies and procedures about the Company's internal control system (including finance, operation, risk management, information security, contract award and compliance control policies), and also reviewed the Company's Audit Dept. and external auditors, in addition to the management's periodic reports, including risk management and compliance reports. By reference to the Internal Control-Integrated Framework released by The Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2013, the Audit Committee believed that the Company's risk management and internal control system should be held effective. The Company has also adopted necessary control mechanism to supervise and correct any misconduct.

The Audit Committee held 6 meetings (A) in 2024. The attendance of independent directors is listed below:

Job title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) (B/A)(Note)	Remarks
Independent director (Convenor)	Hsu, Mei-Fang	6	0	100%	
Independent director	Kao, Chin-Cheng	6	0	100%	
Independent director	Liao, Da-Ying	6	0	100%	

Other notes:

- I. The Audit Committee meeting date, session, proposal content, content of any objection, reservation or major suggestion expressed by independent directors, the results of the Audit Committee's resolutions, and the Company's actions in response to the Audit Committees' opinions shall be specified if any of the following occurred.

(I) The circumstances referred to in Article 14-5 of the Securities and Exchange Act:

Date of Board Meeting	Date of Audit Committee meeting	Proposal content and subsequent actions taken	Result of Audit Committee's resolution	The Company's response to the Audit Committee's opinions
5th meeting of 10th term 2024/01/31	5th meeting of 2nd term 2024/01/31	No discussion matter.	N/A	N/A
6th meeting of 10th term 2024/03/07	6th meeting of 2nd term 2024/03/07	1. 2023 Business Report and financial statements	Approved by all of the Audit Committee members	Unanimously approved by all directors present
		2. Evaluation of the independence and competency of CPAs for	Approved by all of the Audit Committee members	Unanimously approved by all directors present

			2024.		
			3. Amendments to the Company's "Rules of Procedure for Shareholders Meetings"	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			4. Proposal of amendments to the Company's "Parliamentary Rules for Directors' Meetings."	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			5. Amendments to the Company's "Audit Committee Charter".	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			6. Amendments to the "Sales and Collection Cycle".	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			7. Discussion about the Statement of International Control System for 2023.	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			8. Discussion on the project of building a factory on the site of the Company	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			9. The Company intends to continue the disposal of the equity interests of its Korean subsidiary.	Approved by all of the Audit Committee members	Unanimously approved by all directors present
	7th meeting of 10th term 2024/05/08	7th meeting of 2nd term 2024/05/08	1. The Company's 2024 first quarter financial report.	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			2. The Company has commissioned the construction of a factory building project.	Approved by all of the Audit Committee members	Unanimously approved by all directors present
	8th meeting of 10th term 2024/08/13	8th meeting of 2nd term 2024/08/13	1. Report on the Company's financial statements for the third quarter of 2024.	Approved by all of the Audit Committee members	Unanimously approved by all directors present
	9th meeting of 10th term 2024/09/23	9th meeting of 2nd term 2024/09/23	1. Amendment to the Company's Approval Authority Table.	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			2. The Company's acquisition of machinery and equipment and plant construction projects.	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			3. The Company's plan to acquire shares.	Approved by all of the Audit Committee members	Unanimously approved by all directors present
	10th meeting of 10th term 2024/11/12	10th meeting of 2nd term 2024/11/12	1. Report on the Company's financial statements for the third quarter of 2024.	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			2. Amendment to the Company's "Regulations Governing the Management of Sustainable Information".	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			3. Amendment to the Company's "Regulations Governing the Preparation and Verification of Sustainability Reports".	Approved by all of the Audit Committee members	Unanimously approved by all directors present
			4. Amendment to the Company's "MIS Circular Framework".	Approved by all of the Audit Committee members	Unanimously approved by all directors present

		5. Discussion about the Company's 2025 internal audit plan.	Approved by all of the Audit Committee members	Unanimously approved by all directors present
		6. Discussion about the Company's 2025 internal audit plan.	Approved by all of the Audit Committee members	Unanimously approved by all directors present

(II) Other than those described above, any resolutions unapproved by the Audit Committee but passed by more than two-thirds of directors: None.

II. The recusal of the Independent Directors from motions that involved a conflict of interest. Specify the names of the Independent Directors, contents of the motions, and reason for recusal, and the participation in voting: None.

III. Communication between Independent Directors and internal audit officer/external auditors (e.g. discussions concerning the Company's financial and business affairs, the method of communication used, and the outcome):

(I) The Company convenes the Audit Committee meeting periodically, and invites external auditors, finance officer, accounting officer, internal audit officer and related supervisors to attend the meeting, if necessary.

(II) The internal audit officer submits the audit summary report to the Audit Committee periodically according to the annual audit plan. The Audit Committee also conducts the performance evaluation on the Company's internal control system, internal auditors and their work.

(III) The Audit Committee communicates with the Company's external auditors with respect to the results about audit or review on the quarterly financial statements and any other matters required by related laws and regulations periodically each year.

Note 1: If an independent director resigns before the end of the year, the date of resignation should be noted in the remarks column. The actual attendance rate (%) is calculated based on the number of audit committee meetings held during his/her tenure and the number of times he/she actually attended.

Note 2: If there is a re-election of independent directors before the end of the year, both the new and old independent directors should be listed, and the remarks column should indicate whether the independent director is the old, new or re-elected and the date of re-election. The actual attendance rate (%) is calculated based on the number of audit committee meetings held during the term of office and the number of actual attendances.

(III) Status of Corporate Governance, and deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX-Listed Companies, and reasons thereof:

Items under evaluation	Status			Any nonconformity to the Corporate Governance Best Practice Principles for TSEC/GTSM Listed Companies, and reasons thereof:
	Yes	No	Summary	
I. Whether the Company has established rules of corporate governance in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEX-Listed Companies?	✓		The Company has established its rules of corporate governance in accordance with the "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies," and disclosed the same on the Company's website and MOPS.	N/A
II. Equity structure and shareholders' equity				

Items under evaluation	Status			Any nonconformity to the Corporate Governance Best Practice Principles for TSEC/GTSM Listed Companies, and reasons thereof:
	Yes	No	Summary	
(I) Whether the Company has defined some internal operating procedure to deal with suggestions, questions, disputes and legal actions from shareholders, and implemented the procedure?	✓		The Company has defined its parliamentary rules for shareholders' meeting, and also established the spokesman and deputy spokesman systems as required. The Company appointed dedicated personnel to deal with the investors relation and issues related to shareholders. The contact No. and email address may be viewed in the investor section on the Company's website.	N/A
(II) Whether the Company controls the list of major shareholders and the controlling parties of such shareholders?	✓		The Company appointed a shares registrar, and would update the roster of shareholders periodically to control the name list of parties who control the Company's equity ultimately.	N/A
(III) Whether the Company establishes or implements some risk control and firewall mechanisms between the Company and its affiliates?	✓		The Company has defined such control system as "Regulations Governing Supervision of Subsidiaries" and "Regulations Governing Transactions Between Specific Company Group and Related Party."	N/A
(IV) Does the Company set up internal norms to prohibit the insiders from utilizing the undisclosed information to trade securities?	✓		The Company has established "Management of Prevention of Insider Trading" to prohibit company insiders from using undisclosed information in the market to buy and sell securities. The Company held 6 board meetings in 2024 and notified directors and managers of meeting dates and reminders of quarterly financial reports. Directors are not allowed to trade their stocks during the closed period of thirty days before the announcement of the annual financial report and fifteen days before the announcement of each quarterly financial report to prevent directors and insiders from accidentally violating this regulation.	N/A
III. The organization of Board of Directors and its duties:				
(I) Does the Board of Directors establish a diversity policy, set specific goals, and implement them accordingly?	✓		Please refer to pages 12 to 13 of this annual report for details on the implementation of the diversity policy, specific management objectives and implementation of the Board of Directors.	N/A

Items under evaluation	Status			Any nonconformity to the Corporate Governance Best Practice Principles for TSEC/GTSM Listed Companies, and reasons thereof:															
	Yes	No	Summary																
(II) Does the Company, in addition to setting up the Remuneration Committee and Audit Committee lawfully, have other functional committee set up voluntarily?	✓		The Company has not yet established any other functional committees.	N/A															
(III) Has the Company established a set of policies and assessment tools to evaluate the Board's performance, conducted the performance evaluation regularly at least on an annual basis, and submitted the performance evaluation result to the Board and applied the same as reference for remuneration to individual directors and nomination?	✓		<p>The Board of Directors of the Company approved a resolution to establish the "Self-Evaluation of the Board of Directors" on January 14, 2020, which adopts the self-evaluation method of members.</p> <p>The self-evaluation of the 2024 board performance evaluation, board member performance evaluation, Audit Committee performance evaluation, and Remuneration Committee performance evaluation was reported to the Board of Directors on March 12, 2025.</p> <table border="1"> <tr> <th>Scope of Evaluation</th><th>Performance assessment of the Board of Directors</th><th>Performance assessment of Board members</th><th>Performance assessment of the Audit Committee</th><th>Performance assessment of the Remuneration Committee</th></tr> <tr> <td>Self-assessment indicators</td><td>23 indicators</td><td>16 indicators</td><td>16 indicators</td><td>12 indicators</td></tr> <tr> <td>Score</td><td>4.99 points</td><td>4.96 points</td><td>5.00 points</td><td>4.90 points</td></tr> </table> <p>Note: self-assessment indicator and score: 1 very dissatisfied; 2 dissatisfied; 3 neutral; 4 satisfied; 5 very satisfied.</p>	Scope of Evaluation	Performance assessment of the Board of Directors	Performance assessment of Board members	Performance assessment of the Audit Committee	Performance assessment of the Remuneration Committee	Self-assessment indicators	23 indicators	16 indicators	16 indicators	12 indicators	Score	4.99 points	4.96 points	5.00 points	4.90 points	N/A
Scope of Evaluation	Performance assessment of the Board of Directors	Performance assessment of Board members	Performance assessment of the Audit Committee	Performance assessment of the Remuneration Committee															
Self-assessment indicators	23 indicators	16 indicators	16 indicators	12 indicators															
Score	4.99 points	4.96 points	5.00 points	4.90 points															

Items under evaluation	Status			Any nonconformity to the Corporate Governance Best Practice Principles for TSEC/GTSM Listed Companies, and reasons thereof:																				
	Yes	No	Summary																					
(IV) Does the Company have the independence of the public accountant evaluated regularly?	✓		<p>The Company’s Audit Committee evaluates the external auditors’ independence and competency on an annual basis and requires the external auditors to provide the “Declaration of Independence”, and the evaluation result is subsequently reported to the Board of Directors. The most recent evaluation was approved by the Audit Committee on March 12, 2025, and submitted to the Board of Directors on March 12, 2025 for approval.</p> <p>The Company’s criteria used in assessing the independence of the external auditors are as follows:</p> <table><tr><th>Items under evaluation</th><th>Score</th></tr><tr><td>There is not a relationship of investment or sharing of financial interest between the external auditor and the Company.</td><td>Yes</td></tr><tr><td>The external auditor has not lent or borrowed funds to or from the Company.</td><td>Yes</td></tr><tr><td>The accounting firm has not issued an assurance report on the effectiveness of the operation on the Company’s financial systems which were designed or implemented assist by the firm before.</td><td>Yes</td></tr><tr><td>The external auditor is not, or has not been in a position to exert significant influence over the Company within the last two years.</td><td>Yes</td></tr><tr><td>The non-assurance service which performed by the firm for the Company would not affect directly a material item of the assurance engagement. Important items that directly affect the audit case.</td><td>Yes</td></tr><tr><td>The external auditor or members of the engagement team do not hold any shares or other securities issued by the Company.</td><td>Yes</td></tr><tr><td>The external auditor and members of the engagement team do not have a close or immediate family member who is a director or officer of the Company who is in a position to exert significant influence.</td><td>Yes</td></tr><tr><td>The external auditor is not currently employed by the Company to perform routine work for which he or she has a fixed salary, or currently serves as a director thereof.</td><td>Yes</td></tr><tr><td>The external auditor has not performed assurance service for the Company for seven consecutive years.</td><td>Yes</td></tr></table>	Items under evaluation	Score	There is not a relationship of investment or sharing of financial interest between the external auditor and the Company.	Yes	The external auditor has not lent or borrowed funds to or from the Company.	Yes	The accounting firm has not issued an assurance report on the effectiveness of the operation on the Company’s financial systems which were designed or implemented assist by the firm before.	Yes	The external auditor is not, or has not been in a position to exert significant influence over the Company within the last two years.	Yes	The non-assurance service which performed by the firm for the Company would not affect directly a material item of the assurance engagement. Important items that directly affect the audit case.	Yes	The external auditor or members of the engagement team do not hold any shares or other securities issued by the Company.	Yes	The external auditor and members of the engagement team do not have a close or immediate family member who is a director or officer of the Company who is in a position to exert significant influence.	Yes	The external auditor is not currently employed by the Company to perform routine work for which he or she has a fixed salary, or currently serves as a director thereof.	Yes	The external auditor has not performed assurance service for the Company for seven consecutive years.	Yes	N/A
Items under evaluation	Score																							
There is not a relationship of investment or sharing of financial interest between the external auditor and the Company.	Yes																							
The external auditor has not lent or borrowed funds to or from the Company.	Yes																							
The accounting firm has not issued an assurance report on the effectiveness of the operation on the Company’s financial systems which were designed or implemented assist by the firm before.	Yes																							
The external auditor is not, or has not been in a position to exert significant influence over the Company within the last two years.	Yes																							
The non-assurance service which performed by the firm for the Company would not affect directly a material item of the assurance engagement. Important items that directly affect the audit case.	Yes																							
The external auditor or members of the engagement team do not hold any shares or other securities issued by the Company.	Yes																							
The external auditor and members of the engagement team do not have a close or immediate family member who is a director or officer of the Company who is in a position to exert significant influence.	Yes																							
The external auditor is not currently employed by the Company to perform routine work for which he or she has a fixed salary, or currently serves as a director thereof.	Yes																							
The external auditor has not performed assurance service for the Company for seven consecutive years.	Yes																							

Items under evaluation	Status			Any nonconformity to the Corporate Governance Best Practice Principles for TSEC/GTSM Listed Companies, and reasons thereof:
	Yes	No	Summary	
IV. Whether the Company assigns the adequate number of competent corporate governance officers, and appoints the chief corporate governance officer responsible for the corporate governance affairs (including but not limited to, providing directors/supervisors with the information needed to perform their duties, helping directors/supervisors with compliance, organization of the Board of Directors meetings and shareholders' meetings, and preparation of board meeting and shareholders' meeting minutes, et al.)?	✓		<p>The Company's corporate governance officer is responsible for corporate governance related matters. The appointment was approved by the Board of Directors on March 10, 2023. The corporate governance related matters mentioned in the preceding paragraph shall at least include the following:</p> <ol style="list-style-type: none"> (1) Handling matters relating to board meetings and shareholders meetings according to laws. (2) Producing minutes of board meetings and shareholders meetings. (3) Assisting in onboarding and continuous development of directors. (4) Furnishing information required for business execution by directors. (5) Assisting directors with legal compliance. (6) Reporting the review result of whether the qualifications of independent directors have complied with relevant laws at the time of nomination and election and during his or her term of office to the Board of Directors. (7) Handling matters related to changes to directors. (8) Other matters set out in the Articles of Incorporation or contracts. <p>The Company's implementation of corporate governance in 2024:</p> <ol style="list-style-type: none"> (1) 6 Board of Directors' meetings, 6 Audit Committee's meetings and 3 Remuneration Committee's meetings were held in 2024. (2) 1 annual general meeting was held in 2024. (3) 6 hours of continuing education course were arranged for directors in 2024. (4) Self-assessment of the Board of Directors and functional committees, and the results of the performance evaluation were reported to the Board of Directors on March 12, 2025. 	N/A

Items under evaluation	Status			Any nonconformity to the Corporate Governance Best Practice Principles for TSEC/GTSM Listed Companies, and reasons thereof:
	Yes	No	Summary	
V. Has the Company established channels for communications with the stakeholders (including but not limiting to shareholders, employees, customers, and suppliers), and set up a section for stakeholders at the official website of the Company with proper response to the concerns of the stakeholders on issues related to corporate social responsibility?	✓		The Company has set up the stakeholder section on the Company's website.	N/A
VI. Has the Company commissioned a professional share registration and investor service institution for providing services to shareholders?	✓		The Company has commissioned the professional stock service agent, Share Registration Agency Service Department, Hua Nan Securities, to handle the shareholders' affairs.	N/A
VII. Disclosure of information				
(I) Does the Company have a website setup and the financial business and corporate governance information disclosed?	✓		The Company's stock code is 6223. The status of the Company's finance and corporate governance may be accessed at the MOPS, and on the website established by the Company at http://www.mpi.com.tw .	N/A
(II) Whether there are other means for disclosure adopted by the Company (e.g. set up a English website, with the personnel dedicated to gathering and disclosing relevant information, properly implement the spokesman system, and post the meetings minutes with institutional investors on the Company website)?	✓		The website established by the Company provides the English version. The Company has also delegated the spokesman and deputy spokesman to collect and disclose the Company's information, to fulfill the spokesman system.	N/A

Items under evaluation	Status			Any nonconformity to the Corporate Governance Best Practice Principles for TSEC/GTSM Listed Companies, and reasons thereof:
	Yes	No	Summary	
(III) Whether the Company announces and reports the annual financial report within two months at the end of each fiscal year, and the financial report for Q1, Q2, and Q3 and monthly operation overview before the prescribed time limit?	✓		The Company announced and reported the annual financial report and the financial report for Q1, Q2, and Q3 and monthly operation overview before the prescribed time limit.	N/A
VIII. Other important information facilitating understanding of the functioning of corporate governance (including but not limited to, the state of employees' rights and interests, concern for employees, investor relations, vendor relations, rights of interested parties, continuing education of directors and supervisors, implementation of risk management policy and risk assessment criteria, implementation of customer policy, and liability insurance purchased by the Company for directors and supervisors)?	✓		<p>(1) The Company defines its work rules in accordance with the relevant laws and regulations, which provide written provisions about protection of human rights and employee's interest and right. Meanwhile, the Company will maintain the reciprocal cooperation relationship with suppliers and customers trading with the Company.</p> <p>(2) The Company has defined the corporate governance best-practice principles and handle relative affairs per the principles.</p> <p>(3) The Company's directors are able to perform their duties honestly and exercise their powers as good administrators.</p> <p>(4) The Company has purchased liability insurance for directors in accordance with the "Corporate Governance Best-Practice Principles for TWSE/TPEX-Listed Companies." For the relevant information, please visit the MOPS.</p> <p>(5) In order to enhance the corporate governance, the Company's Board of Directors will call a meeting at least once per quarter.</p> <p>(6) The status of continuing education of directors is disclosed at the MOPS(http://newmops.tse.com.tw)</p>	N/A
IX. Response to the corporate governance evaluation result released by the Corporate Governance Center of Taiwan Stock Exchange Corporation in the most recent year, and further effort shall be made on matters for improvement but still unaccomplished: The Company will spare no efforts to show the determination of sustainable operation in all aspects, and also continue to exercise the corporate social responsibility of ethical management and take responsibility of long-term sustainable operation for the stakeholders and society.				

(IV) Where the Company has established the Remuneration Committee or Nomination Committee, its composition and operation shall be disclosed.

1. Information about remuneration committee members

April 30, 2025

Condition		Professional qualifications and experience (Note 2)	Independence status (Note 3)	April 30, 2023
ID (Note 1)	Name			Number of public companies where the person holds the title as Remuneration Committee member
Independent director (Convenor)	Kao, Chin-Cheng	For details, please refer to Information on directors (I) on Pages 5~7 of the Annual report.	(1) Not an employee of the Company or its affiliates. (2) Not a director or supervisor of the Company or its affiliates (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the Company or ranks as one of its top ten shareholders.	1
Independent director	Hsu, Mei-Fang	For details, please refer to Information on directors (I) on Pages 5~7 of the Annual report.	(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding (1) subparagraph, or of any of the above persons in the preceding subparagraphs (2) and (3). (5) Not a Director, Supervisor, or employee of any institutional shareholder that has 5% or higher of the total shares issued by the Company, or of top-5 institutional shareholders of the Company, or the institutional shareholders who appoint their representatives to serve as the Director or Supervisor of the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act.	N/A
Others	Su, Hsien-Teng	Graduated from National Cheng Kung University with Doctor of Philosophy in Law More than 5 years of work experience in commerce and law and experience necessary for company operation. More than 5 years of working experience as an attorney who has passed a national examination and been awarded a certificate in a profession. He is currently the attorney-at-law of Hui Lin Law Office with professional knowledge in laws and familiar with relevant	(6) Not a director, supervisor, or employee of a company of which the majority of board seats or voting shares is controlled by a company that also controls the same of the Company. (7) Not the same person or spouse that designated as directors, supervisors or equivalent position of the Company, or as other company's chairman, general manager and employees. (8) Not a director, supervisor, manager or shareholder holding more than 5% of the outstanding shares of specific company or	N/A

		regulations. He provides legal opinions for the Board of Directors with regard to corporate governance and legal compliance of business decisions of the Company helping to mitigate the risk of violation of laws.	institution in business or financial relation with the Company. (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliated company of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliated company of the Company for which the provider in the past 2 years has received the compensation. (10) Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company	
--	--	---	---	--

2. Duties of the Remuneration Committee

The Committee is responsible for establishing the remuneration system that can reflect the employees' performance in an independent aspect. The Committee shall exercise its function the Board of Directors gives it to regularly propose the remuneration system or suggestion to the Board of Directors for discussion and resolution.

3. Information about status of Remuneration Committee

(1) The Company's Remuneration Committee consists of three (3) members.

(2) The term of office of the committee is from June 15, 2023 to June 14, 2026. There were three meetings (A) in 2024.

The qualifications and attendance record of the Committee members is summarized as follows:

Job title	Name	Actual attendance (B)	Attendance by proxy	Actual attend rate (%) (B/A)	Remarks
Independent director (Convenor)	Kao, Chin-Cheng	3	0	100%	
Independent director	Hsu, Mei-Fang	3	0	100%	
Other member	Su, Hsien-Teng	3	0	100%	

Date of Board Meeting	Date of Remuneration Committee Meeting	Proposal content and subsequent actions taken	Result	The Company's handling of the Remuneration Committee members' opinion
5th meeting of 10th term 2024/01/31	3rd meeting of 6th term 2024/01/31	Approved 2024 remuneration to officers.	Approved by all of the Committee members	Proposed to the Board meeting and unanimously approved by the present directors
6th meeting of 10th term 2024/03/07	4th meeting of 6th term 2024/03/07	Approved 2023 remuneration to directors and employees.	Approved by all of the Committee members	Proposed to the Board meeting and unanimously approved by the present directors
8th meeting of 10th term 2024/08/13	5th meeting of 6th term 2024/08/13	Discussion of 2023 employee remuneration to officers	Approved by all of the Committee members	Proposed to the Board meeting and unanimously approved by the present directors

Other notes:

- I. If the Board of Directors does not adopt, or amends, the Remuneration Committee's suggestions, please specify the meeting date, term, contents of motion, resolution of the board of directors, and the Company's handling of the Remuneration Committee's opinions (If the remuneration ratified by the board of directors is superior than that suggested by the Remuneration Committee, please specify the deviation and reasons thereof): None.
- II. For resolution(s) made by the Remuneration Committee with the Committee members voicing opposing or qualified opinions on the record or in writing, please state the meeting date, term, contents of motion, opinions of all members and the Company's handling of the said opinions: None.

Note: (1) Where a committee member may be relieved from duties before the end of the fiscal year, please specify the date of his/her discharge in the "Remarks" Section. His/her actual attendance rate (%) to the committee meeting shall be calculated on the basis of the number of meetings called and actual number of meetings he/she attended, during his/her term of office.

(2) If there was an election of new members for the Remuneration Committee before the end of the fiscal year, fill in the information on the former and the new members, and specify if the members are newly elected to office or reelected for a second term of office, and the date of the election. His/her actual attendance rate (%) to the committee meeting shall be calculated on the basis of the number of meetings called and actual number of meetings he/she attended, during his/her term of office.

(3) Functions of the Remuneration Committee:

The Remuneration Committee shall implement the following functionality faithfully and submit the proposed motions to the Board of Directors for discussion to fulfill the duty of care as a good administrator:

- ① Review the Company's compensation policies periodically and propose suggestions about amendments thereto.
- ② Stipulate and review regularly the performance evaluation on, and policies, systems, standards and structures of remuneration to the Company's directors and managers.
- ③ Regularly evaluate the salary and remuneration of the Company's directors and managers.

4. Other important information relevant to the understanding of actual corporate governance:

- (1) The Company defines its work rules in accordance with the relevant laws and regulations, which provide written provisions about protection of human rights and employee's interest and right. Meanwhile, the Company will maintain the reciprocal cooperation relationship with suppliers and customers trading with the Company.
- (2) The Company has defined the corporate governance best-practice principles and handle relative affairs per the principles.
- (3) The Company's directors are able to perform their duties honestly and exercise their powers as good administrators.
- (4) The Company has purchased liability insurance for directors in accordance with the "Corporate Governance Best-Practice Principles for TWSE/TPEX-Listed Companies." For the relevant information, please visit the MOPS.
- (5) In order to enhance the corporate governance, the Company's Board of Directors will call a meeting at least once per quarter.
- (6) The status of continuing education of directors is disclosed at the MOPS (<http://newmops.tse.com.tw>)

(V) Implementation status of the Sustainable Development and the deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons

Item	Status			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and its reasons
	Yes	No	Summary	
I. Does the Company have a governance structure for sustainability development and a dedicated (or ad-hoc) sustainable development unit with Board of Directors authorization for senior management, which is supervised by the Board of Directors?	✓		<ol style="list-style-type: none"> 1. MPI Corporation has established the "Corporate Sustainability Policy" in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and established the "ESG Sustainability Committee" in 2022. The general manager serves as the chairman and together with senior executives from different fields and business groups, they review the Company's core operational capabilities related to sustainable development and formulate medium and long-term sustainable development plans. 2. The "ESG Sustainability Committee" serves as a cross-departmental communication platform that integrates vertically and horizontally. Through quarterly meetings and the corporate governance team, safety, environment and energy development team, employee affairs and social participation team, supply chain management team, customer service team, product development and process sustainability team set up according to the topic, we identify the sustainable development issues related to the Company's operations and stakeholders' concerns, formulate corresponding strategies and policies, and track the implementation results to ensure that the sustainable development strategy is fully implemented in the Company's daily operations. 3. The ESG Sustainability Committee holds quarterly meetings and reports to the Board of Directors on the implementation results of sustainable development and future work plans. The ESG Sustainability Committee's meeting agenda in 2024 included the following: <ol style="list-style-type: none"> (1) "ESG annual planning and compliance trends"; (2) "Sustainable development risk management and tracking", "Stakeholder investigation status"; (3) "Major topic management" and "Sustainability report review". 4. At the same time, the ESG Sustainability Committee team reported to the Board of Directors on August 13, 2024 and March 12, 2025. The proposals are as follows, which are supervised and approved by the board for continued implementation: <ol style="list-style-type: none"> (1) "Report on the Promotion of Sustainable Development". (2) "Report on the Promotion of Sustainable Development and Stakeholder Communication in 2024". 	N/A

II. Whether the Company conducts the risk assessment on the environment, society and corporate governance issues related to the Company's operation and adopts related risk management policies or strategies?	✓	<div>1. This disclosure covers the Company’s sustainable development performance at its major locations from January to December 2024. The risk assessment boundary is mainly based on the Company, including existing sites in Taiwan.</div> <div>2. The ESG Sustainability Committee conducts analysis based on the GRI materiality principles, communicates with internal and external stakeholders, and evaluates major ESG issues by reviewing domestic and international research reports and literature and integrating assessment data from various departments and subsidiaries. It also formulates risk management policies for effective identification, measurement, assessment, supervision and control, and takes specific action plans to reduce the impact of related risks.</div> <div>3. Based on the assessed risks, the relevant risk management policies or strategies are established as follows:</div> <table><tr><th>Major issues</th><th>Risk assessment items</th><th>Strategy description</th></tr><tr><td rowspan="2">Environmental</td><td>Green products</td><td>Conducted QC 080000 hazardous substance management system introduction assessment and recycled material inventory for packaging materials in the first year</td></tr><tr><td>Greenhouse gas</td><td>Expand greenhouse gas inventories to the consolidated company and initiate medium to long-term carbon reduction projects.</td></tr><tr><td rowspan="3">Society</td><td>Product responsibility</td><td>Standardize customer complaint process and ensure compliance with ISO 9001 quality management requirements</td></tr><tr><td>Workplace benefits</td><td>Use annual profits to continuously improve workplace benefits</td></tr><tr><td>Occupational safety</td><td>Ensure compliance with ISO 45001 occupational safety and health management system and continuously improve major risk issues</td></tr><tr><td rowspan="5">Governance</td><td>Quality management</td><td>Incorporate ISO 9001 quality management review into the ESG Sustainability Committee for reporting and review to improve quality management control</td></tr><tr><td>Operating performance</td><td>Continue to invest in R&D and strengthen patent protection to ensure product competitiveness</td></tr><tr><td>Operation continuity</td><td>Ensure compliance with ISO 22301 business continuity management system to reduce the probability and severity of customer business interruptions</td></tr><tr><td>Supply chain management</td><td>Enhance the uninterrupted management of supply chain operations and manage suppliers based on RBA and quality standards</td></tr><tr><td>Compliance with laws</td><td>A dedicated department regularly monitors compliance with laws and regulations to ensure compliance of the Company’s operations</td></tr></table>	Major issues	Risk assessment items	Strategy description	Environmental	Green products	Conducted QC 080000 hazardous substance management system introduction assessment and recycled material inventory for packaging materials in the first year	Greenhouse gas	Expand greenhouse gas inventories to the consolidated company and initiate medium to long-term carbon reduction projects.	Society	Product responsibility	Standardize customer complaint process and ensure compliance with ISO 9001 quality management requirements	Workplace benefits	Use annual profits to continuously improve workplace benefits	Occupational safety	Ensure compliance with ISO 45001 occupational safety and health management system and continuously improve major risk issues	Governance	Quality management	Incorporate ISO 9001 quality management review into the ESG Sustainability Committee for reporting and review to improve quality management control	Operating performance	Continue to invest in R&D and strengthen patent protection to ensure product competitiveness	Operation continuity	Ensure compliance with ISO 22301 business continuity management system to reduce the probability and severity of customer business interruptions	Supply chain management	Enhance the uninterrupted management of supply chain operations and manage suppliers based on RBA and quality standards	Compliance with laws	A dedicated department regularly monitors compliance with laws and regulations to ensure compliance of the Company’s operations	N/A
Major issues	Risk assessment items	Strategy description																											
Environmental	Green products	Conducted QC 080000 hazardous substance management system introduction assessment and recycled material inventory for packaging materials in the first year																											
	Greenhouse gas	Expand greenhouse gas inventories to the consolidated company and initiate medium to long-term carbon reduction projects.																											
Society	Product responsibility	Standardize customer complaint process and ensure compliance with ISO 9001 quality management requirements																											
	Workplace benefits	Use annual profits to continuously improve workplace benefits																											
	Occupational safety	Ensure compliance with ISO 45001 occupational safety and health management system and continuously improve major risk issues																											
Governance	Quality management	Incorporate ISO 9001 quality management review into the ESG Sustainability Committee for reporting and review to improve quality management control																											
	Operating performance	Continue to invest in R&D and strengthen patent protection to ensure product competitiveness																											
	Operation continuity	Ensure compliance with ISO 22301 business continuity management system to reduce the probability and severity of customer business interruptions																											
	Supply chain management	Enhance the uninterrupted management of supply chain operations and manage suppliers based on RBA and quality standards																											
	Compliance with laws	A dedicated department regularly monitors compliance with laws and regulations to ensure compliance of the Company’s operations																											
III. Environmental issues																													
(I) Has the Company established environmental policies suitable for the Company’s industrial characteristics?	✓	<div>1. The Company keeps improving its legal compliance and internal control system while handling the environment management-related affairs pursuant to the environmental protection and labor safety laws and regulations.</div> <div>2. Passed the environmental management system (ISO 14001) verification, with a validity period from September 20, 2022 to September 19, 2025. A three-year re-verification will be carried out in 2025, and the latest certificate validity period is expected to be from September 20, 2025 to September 19, 2028. We review the impact of the process on the environment and continue to make improvement.</div>	N/A																										

(II) Does the Company endeavor to upgrade the efficient use of available resources, and the use of environmental-friendly materials?	✓	<ol style="list-style-type: none"> 1. Compliance with domestic environmental protection standards and relevant environmental protection standards of the trading country, including RoHS and halogen-free standards. We also continue to recycle and reuse various materials, and use low-pollution materials and recycled materials for processed raw materials and packaging materials to reduce the impact of environmental load. 2. The Company actively promotes various energy reduction measures, selects equipment with high energy efficiency and energy-saving design, reduces corporate and product energy consumption, and expands the use of renewable energy to optimize energy efficiency. Through the introduction of ISO 50001 energy management system and regular monitoring and evaluation, energy efficiency has been improved. The total energy saving in the past three years (2022-2024) reached ____ thousand kWh. 	N/A
(III) Whether the Company assesses the potential risk and opportunity posed by climate changes to the enterprise, now and in the future, and takes responsive measures related to climate issues?	✓	The assessment of risks and opportunities related to climate change and the response measures are listed in Attachment 2-2-3 of this annual report.	N/A

(IV) Whether the Company discloses the annual greenhouse gas emissions, water consumption and gross weight of waste for the past two years, and adopts policies for greenhouse gas reduction, reduction of water consumption or management policy for other waste?	✓	<div>1. The greenhouse gas inventory results, assurance status, and reduction policies are listed in Attachment 2-2-3 of this annual report.</div> <div>2. Water consumption (coverage: entire factory of the parent company), certified by ISO 14001 environmental management system</div> <table><tr><td></td><td>2023 (m³)</td><td>2024 (m³)</td></tr><tr><td>All plants in Hsinchu</td><td>152,050.42</td><td>172,910.32</td></tr><tr><td>Kaohsiung Plant</td><td>11,578.99</td><td>15,078.23</td></tr><tr><td>Total</td><td>163,629.41</td><td>187,988.55</td></tr><tr><td>Intensity (Note)</td><td>24.26</td><td>18.48</td></tr></table> <div>Note: Intensity = m³/Parent company's revenue for the year in NTD million</div> <div>3. Waste volume (coverage: entire factory of the parent company) , verified by ISO 14001 environmental management system</div> <table><tr><td></td><td>2023 (ton)</td><td>2024 (ton)</td></tr><tr><td>General industrial waste</td><td>473.35</td><td>278.48</td></tr><tr><td>Hazardous industrial waste</td><td>21.78</td><td>23.54</td></tr><tr><td>Total</td><td>495.13</td><td>302.02</td></tr><tr><td>Intensity (Note)</td><td>0.05</td><td>0.03</td></tr></table> <div>Note: Intensity = Ton/Parent company's revenue for the year in NTD million</div> <div>4. In accordance with ISO 14001 and 50001 environmental and energy management systems, we continue to effectively control and measure waste, water use and energy. For details, please visit https://www.mpi.com.tw/esg/#environment</div>		2023 (m³)	2024 (m³)	All plants in Hsinchu	152,050.42	172,910.32	Kaohsiung Plant	11,578.99	15,078.23	Total	163,629.41	187,988.55	Intensity (Note)	24.26	18.48		2023 (ton)	2024 (ton)	General industrial waste	473.35	278.48	Hazardous industrial waste	21.78	23.54	Total	495.13	302.02	Intensity (Note)	0.05	0.03	N/A
	2023 (m³)	2024 (m³)																															
All plants in Hsinchu	152,050.42	172,910.32																															
Kaohsiung Plant	11,578.99	15,078.23																															
Total	163,629.41	187,988.55																															
Intensity (Note)	24.26	18.48																															
	2023 (ton)	2024 (ton)																															
General industrial waste	473.35	278.48																															
Hazardous industrial waste	21.78	23.54																															
Total	495.13	302.02																															
Intensity (Note)	0.05	0.03																															
IV. Social issues																																	
(I) Does the Company have the relevant management policies and procedures stipulated in accordance with the relevant laws and regulations and international conventions on human rights?	✓	<div>The Company defines its work rules in accordance with Article 70 of the Labor Standard Law, and reports the same to the competent authority for approval and disclosure.</div>	N/A																														

(II) Whether the Company adopts and implements reasonable employee benefit policy (including remuneration, vacation and other benefits, etc.), and reflects the operating performance or results to the remuneration to employees adequately?	✓		For the Company's employee benefit measures and implementation thereof, please refer to the annual report (Pages 96~100).	N/A
---	---	--	---	-----

(III) Whether the Company provides its employees with a safe and healthy work environment, and regularly implements employee safety and health education measures?	✓	<div>1. The Company passed the ISO 45001 occupational safety and health certification with a validity period from September 1, 2022 to August 31, 2025. A three-year re-certification will be carried out in 2025, and the latest certificate is expected to be valid from September 1, 2025 to August 31, 2028.</div> <div>2. The Company organizes the operating environment test, employees' health examination, health symposiums, safety and sanitation education and training, and on-site health inquiry with physician, and also establishes the breastfeeding room, medical room, lounge for employees, and parking lots exclusive for the mother-to-be, in order to provide a working environment where it is safe and comfortable and employees are pleased to work.</div>	N/A																													
		Employee occupational safety and health education and training in the past two years:																														
		<table><tr><th rowspan="2">Year Training</th><th colspan="2">2023</th><th colspan="2">2024</th></tr><tr><th>Number of class</th><th>Number of person</th><th>Number of class</th><th>Number of person</th></tr><tr><td>Occupational safety and health education and training for new employees</td><td>59</td><td>163</td><td>64</td><td>314</td></tr><tr><td>Occupational safety and health education and training for incumbent employees</td><td>0</td><td>0</td><td>2</td><td>1,674</td></tr><tr><td>Education and training for occupational safety and health personnel</td><td>10</td><td>10</td><td>7</td><td>7</td></tr><tr><td>Education and training for supervisors of hazardous operations</td><td>30</td><td>30</td><td>17</td><td>17</td></tr></table>		Year Training	2023		2024		Number of class	Number of person	Number of class	Number of person	Occupational safety and health education and training for new employees	59	163	64	314	Occupational safety and health education and training for incumbent employees	0	0	2	1,674	Education and training for occupational safety and health personnel	10	10	7	7	Education and training for supervisors of hazardous operations	30	30	17	17
		Year Training			2023		2024																									
				Number of class	Number of person	Number of class	Number of person																									
		Occupational safety and health education and training for new employees		59	163	64	314																									
		Occupational safety and health education and training for incumbent employees		0	0	2	1,674																									
		Education and training for occupational safety and health personnel		10	10	7	7																									
		Education and training for supervisors of hazardous operations		30	30	17	17																									
		Note: Occupational safety and health education and training for incumbent employees are provided biannually.																														
<table><tr><th>Year</th><th colspan="2">Disability or injury of employees</th><th>Disability or injury of contractors</th><th>Severe occupational accidents</th><th>Occupational accident rate</th></tr><tr><td>2023</td><td>1 incident</td><td>1 persons</td><td>0</td><td>0</td><td>0.06%</td></tr><tr><td>2024</td><td>2 incident</td><td>2 persons</td><td>0</td><td>0</td><td>0.11%</td></tr></table>	Year	Disability or injury of employees		Disability or injury of contractors	Severe occupational accidents	Occupational accident rate	2023	1 incident	1 persons	0	0	0.06%	2024	2 incident	2 persons	0	0	0.11%														
Year	Disability or injury of employees		Disability or injury of contractors	Severe occupational accidents	Occupational accident rate																											
2023	1 incident	1 persons	0	0	0.06%																											
2024	2 incident	2 persons	0	0	0.11%																											
Note: Occupational accident rate = number of employees/ total number of employees																																
<table><tr><th>Year</th><th>Firefighting drill</th><th>Emergency preparedness for hazardous materials</th><th>Number of fire</th><th>Number of person injured or dead</th><th>Injury or death rate</th></tr><tr><td>2023</td><td>2 incident</td><td>1 incident</td><td>0 incident</td><td>0 persons</td><td>0%</td></tr><tr><td>2024</td><td>2 incident</td><td>0 incident</td><td>0 incident</td><td>0 persons</td><td>0%</td></tr></table>	Year	Firefighting drill	Emergency preparedness for hazardous materials	Number of fire	Number of person injured or dead	Injury or death rate	2023	2 incident	1 incident	0 incident	0 persons	0%	2024	2 incident	0 incident	0 incident	0 persons	0%														
Year	Firefighting drill	Emergency preparedness for hazardous materials	Number of fire	Number of person injured or dead	Injury or death rate																											
2023	2 incident	1 incident	0 incident	0 persons	0%																											
2024	2 incident	0 incident	0 incident	0 persons	0%																											
Note: Emergency preparedness for hazardous materials is held biannually.																																

(IV) Has the Company established some effective career development training plan for employees?	✓		The Company organizes the career development training program for employees on a regular basis, please refer to page 97 of this Annual Report for detail.	N/A
(V) Does the Company's product and service comply with related regulations and international rules for customers' health and safety, privacy, sales, labeling and set policies to protect consumers' or customers' rights and consumer appeal procedures?	✓		The Company values customers' satisfaction about various services, and awareness toward corporate identity, brand value and service quality. The Company provides perfect product solutions and various innovative products. Dedicated units are appointed to be responsible for product development & design, production & delivery, or maintenance service, in hopes of providing services as soon as possible.	N/A
(VI) Whether the Company adopts any specific suppliers' management policy demanding that the suppliers should comply with the related regulations governing environmental protection, occupational safety and health or labors' human rights, and how the policy is implemented?	✓		The Company conducts the assessment on social and environmental responsibilities of all suppliers and contractors to ensure that the suppliers and contractors comply with laws. Where the suppliers or contractors violate their social and environment responsibilities, the cooperative business relationship between the Company and them will be affected.	N/A

<p>V. Does the Company prepare sustainability reports and other reports that disclose the Company's non-financial information by referring to internationally accepted reporting standards or guidelines? Whether said report has been assured or guaranteed by a third party certification unit?</p>	<p>✓</p>	<ol style="list-style-type: none"> 1. The company prepared the "2024 Sustainability Report" in accordance with the general standards, industry standards and major topic standards issued by the Global Sustainability Reporting Institute (GRI), disclosed the major topics and impacts of the economy, environment and people (including their human rights) identified by the Company, disclosure items and reporting requirements, and referred to the Sustainability Accounting Standards Board (SASB) standards for disclosing industry indicator information and the SASB indicator report content index. 2. The 2024 Sustainability Report contains a content index corresponding to the GRI standards and is expected to be verified according to the AA1000 standard in June 2025. The verification results and previous reports will be made public on the Company's sustainability development website 	<p>N/A</p>
<p>VI. If the Company has established its sustainable development best practice principles according to the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,” please describe the operational status and deviation: None.</p>			

<p>VII. Other important information to facilitate better understanding of the Company's implementation of sustainable development:</p> <p>The Company initiated the ESG Sustainable Develop Project and the ISO 140641 greenhouse gas inventory and verification project in 2022 to address the trend of sustainability and implement sustainability in the Company.</p> <p>Investigation and verification projects to promote the Company's sustainable operations. For strengthening the management of employee ethical risk, it has adopted the "Regulations for Evaluating Employee and Ethical Risk" to improve the internal control for employee ethics and integrity.</p> <p>The Company has been active in participating in sustainable finance in support of environment, society, finance, corporate governance and sustainability. In March 2023, it deposited over NT\$100 million in the "Green and Sustainability NTD Time Deposit," which will be used for green investments in renewable energy and green building finance, and social benefit investments in balancing urban and rural development, disadvantaged group care, and education and medical facilities construction.</p> <p>In November 2024, the Company undertook a "green time deposit" of NT\$100 million. The amount of the green deposit will be used for various projects that comply with the green bond principles or the "green credit" annotation standards approved by the Joint Credit Information Center. Green investment includes investment in renewable energy site financing, green building financing, electric vehicle financing, waste-to-energy power station financing, wastewater treatment factory and related infrastructure financing projects, and continuous investment in sustainable development.</p> <p>Donation to public welfare groups in 2024:</p>		
Item No.	Donee	Donation
1	National Taiwan University Hospital, Hsinchu Branch	1,250,000
2	World Peace Association	324,000
3	Association of Chinese Police Research, Taiwan	200,000
4	Chinese Fund for Children and Families/Taiwan	180,000
5	Hsinchu City Symphonic Band	100,000
6	Hsinchu County Symphonic Band	75,000
7	Meimen Kungfu Art Troupe	50,000
8	ST.Camillus Center for Intellectual Disability	29,548
9	ANDREW Charity Association	27,973
10	R.O.C. Salvation Charity Association	26,216
11	Saint Joseph Social Welfare Foundation	24,919
12	New Taipei City Stray Animal Protection Association	22,649
13	Julun Skill Development Association	21,000
14	Chinese Christian Relief Association	19,914
15	The Rock Social Welfare Foundation, Pingtung County	15,225
16	Children Are Us Foundation	10,016
17	Tai-he Community Development Association in Zhubei City, Hsinchu County	10,000
Total		2,386,460

Implementation of climate-related information

Items	Status						
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	<div>1. In order to cope with the high uncertainty of climate and the rapid changes in policies and markets, and to timely grasp and estimate the possible impacts of climate change, senior executives from various departments are regularly convened to identify major climate risks and opportunities. At the same time, we also further assess the risks that floods, droughts, typhoons and high temperatures may bring to each operating location, in order to grasp the climate change and market dynamics of the external environment and consider the overall operational strategy planning more comprehensively.</div> <div>2. The Company evaluates the potential hazards and vulnerabilities of disasters in Taiwan's operating locations based on the "Climate Change Disaster Risk Adaptation Platform". Through the Safety, Environment and Energy Development Group under the ESG Sustainability Committee, it is responsible for environmental management systems, compliance with environmental laws and international standards, assessment of sustainable transformation, improvement of resource utilization, and climate change response mechanisms. At the same time, climate change risk analysis and response are implemented, and governance is overseen by the Board of Directors.</div> <div>3. In terms of board oversight, quarterly greenhouse gas inventory and verification schedule planning progress are implemented based on ISO 14064-1 to carry out climate change response operations, including combining ISO 22301 business continuity standards to formulate response operations for risks caused by climate.</div>						
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	<div>There were 32 risks and opportunities related to climate change issues, which can be summarized as follows:</div> <table><tr><th>Type</th><th>Risks/Opportunities</th><th>Response strategy</th></tr><tr><td>Transformation risks</td><td><div>• Compliance with greenhouse gas and green regulations at home and abroad is strict</div><div>• Green transformation and technology development are not easy • Change in product demand</div><div>• Impact on the Company's reputation and ability to receive orders</div></td><td><div>• The collection of carbon taxes and fees at home and abroad has not yet had a financial impact on MPI Corporation. We continue to pay close attention to domestic and foreign greenhouse gas regulations and green regulations in the countries where we sell our products, and plan carbon reduction strategies and prepare for carbon trading operations in advance.</div><div>• Cooperate with experts from public associations such as ITRI to provide energy-saving guidance for energy-consuming factory equipment.</div></td></tr></table>	Type	Risks/Opportunities	Response strategy	Transformation risks	<div>• Compliance with greenhouse gas and green regulations at home and abroad is strict</div> <div>• Green transformation and technology development are not easy • Change in product demand</div> <div>• Impact on the Company's reputation and ability to receive orders</div>	<div>• The collection of carbon taxes and fees at home and abroad has not yet had a financial impact on MPI Corporation. We continue to pay close attention to domestic and foreign greenhouse gas regulations and green regulations in the countries where we sell our products, and plan carbon reduction strategies and prepare for carbon trading operations in advance.</div> <div>• Cooperate with experts from public associations such as ITRI to provide energy-saving guidance for energy-consuming factory equipment.</div>
Type	Risks/Opportunities	Response strategy					
Transformation risks	<div>• Compliance with greenhouse gas and green regulations at home and abroad is strict</div> <div>• Green transformation and technology development are not easy • Change in product demand</div> <div>• Impact on the Company's reputation and ability to receive orders</div>	<div>• The collection of carbon taxes and fees at home and abroad has not yet had a financial impact on MPI Corporation. We continue to pay close attention to domestic and foreign greenhouse gas regulations and green regulations in the countries where we sell our products, and plan carbon reduction strategies and prepare for carbon trading operations in advance.</div> <div>• Cooperate with experts from public associations such as ITRI to provide energy-saving guidance for energy-consuming factory equipment.</div>					

			<ul style="list-style-type: none"> Pay attention to market changes and conduct industry analysis through research institutions Establish ESG implementation plans in advance in response to customer audits/investigation needs
	Physical risks	<ul style="list-style-type: none"> Floods (own operations, supply chain) Drought (own operations, supply chain) High temperature (own operations, supply chain) Improve emergency response capabilities for natural disasters 	<ul style="list-style-type: none"> Adopted ISO 22301 business continuity management system, established contingency plans for high-impact risks to improve the ability to respond to risks
	Climate-related opportunities	<ul style="list-style-type: none"> Improve energy efficiency and energy-saving measures of factories Construction of renewable energy and energy storage equipment Develop high-performance, environmentally friendly products Improve corporate reputation Improve operational resilience 	<ul style="list-style-type: none"> Energy-saving measures of new factory are planned and implemented, and energy-saving operations of existing factories are continuously promoted. Cooperate with colleges and universities to continuously innovate product technology and research alternative materials Verify ISO 22301 business continuity management system to enhance customer trust and operational resilience
3. Describe the financial impact of extreme weather events and transformative actions.	<ol style="list-style-type: none"> Through the ESG Committee and the Safety, Environment and Energy Development Group, the Company assesses the severity and vulnerability of potential disasters in Taiwan's operating locations based on the "Climate Change Disaster Risk Adaptation Platform" and identifies potential risks to the production or transportation stages such as floods, droughts, changes in precipitation patterns, and extreme changes in climate patterns based on the ISO 22301 Business Continuity Management System (BCM). Floods caused by heavy rainfall will cause partial shutdown of operating locations (including employees being unable to work), and equipment damage (such as flooding) will lead to temporary suspension of production and affect delivery time; although drought will not seriously affect the normal operation of production lines, preparations should still be made to reduce water use and use water trucks to transport water to maintain supply, which will increase operating costs. When encountering high temperatures, factory equipment may overheat and cause a crash or burnout. In response, each important production line has backup equipment and the temperature is strictly controlled and adjusted through an intelligent management system. 		
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	<ol style="list-style-type: none"> The Board of Directors is the highest decision-making unit for risk control, and directly supervises the risk governance structure of each company within the Group. In order to improve risk assessment and strengthen management functions, starting from 2023, the ESG Sustainability Committee led by the general manager 		

	<p>must report to the Board of Directors on a regular basis, be responsible for identifying and managing the risks of corporate sustainable operations, including the physical and transition risks that may be brought about by climate change, and lead the planning of relevant response measures.</p> <p>2. In order to strengthen the response to climate change and the operational resilience, so that customers and investors can have a peace of mind. The Company adopted the ISO 22301 Business Continuity Management System (BCM) in 2024, formulated a business continuity management manual and procedures, and strengthened business continuity risk management from top to bottom, including production line response, supply chain resilience and financial stability. The Company also obtained the BCM third-party verification (LRQA) certificate on December 20, 2024, which confirmed that the Company's operational continuity management complies with international standards and is operational.</p>
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	The Company conducted resilience analysis of climate change risks based on the ISO 31000 risk management framework and obtained third-party verification. Through the BCP business continuity plan, we conduct financial impact assessment and preparation for climate change risks, and give priority to providing financial support or preparation for key operating activities (PAs) that may have serious financial impacts, such as property insurance or cash reserves.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	<p>In order to achieve net zero emissions, the Company formulated a carbon reduction project plan in 2024 and officially implemented it in January 2025, which reduced direct emissions from operational activities (Scope 1) and indirect emissions from energy use (Scope 2). The content of implementation includes:</p> <p>1. Continue to actively and voluntarily reduce carbon emissions: The Company is not a major carbon emitter, but is moving towards voluntary reduction operations, including introducing EMS, optimizing and updating factory facilities, improving energy productivity and efficiency, and minimizing carbon emissions during the manufacturing and product use stages.</p> <p>2. Adoption of renewable energy: In addition to the 963KW solar power generation installed in the existing factory area, electric vehicle charging stations are also</p>

	<p>installed to encourage employees to use electric vehicles. We also conduct an assessment of the construction of solar renewable energy for the new factory.</p> <p>3. Investment in net zero technology: In the future, we will participate in carbon offset related projects to offset unavoidable carbon emissions.</p>
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated	The Company will evaluate and plan the internal carbon pricing in accordance with the IFRS implementation schedule.
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.	The parent company completed the 2023 greenhouse gas inventory, and the 2024 inventory and verification work is expected to be completed in the second quarter. It has also planned the inventory and verification schedule for each subsidiary in accordance with the "Sustainable Development Roadmap for TWSE/TPEX Listed Companies". The Company has not used the RECs or carbon credits yet.
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan.	Please refer to the description below.

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

(1) Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO ₂ e), intensity (metric tons CO ₂ e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.					
Coverage of greenhouse gas emissions: all plants and business locations of the parent company					
Inventory year	Scope 1	Scope 2	Scope 3	Total	Intensity (CO ₂ e per NT\$ million of revenue of the parent company)
2023	1,441.2795	18,601.9278	6,911.8828	26,955.0901	4.024
2024	1,432.9036	19,171.9760	7,405.4156	28,010.2952	2.754

(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.	
1.	The Company completed the greenhouse gas verification in 2023 (verification unit: BSI), completed the second verification in 2024 (verification unit: DQS), and is expected to complete the third verification in June 2025 (verification unit: DQS).
2.	The above verification is based on ISO 14064-1:2018, ISO 14064-3:2019 and Greenhouse Gas Protocol. The verification scope included all our sites and factories in Taiwan, with an unqualified opinion in average.

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

1. The Company set the carbon reduction targets (Scope 1 and 2) in 2024. The targets are as follows (with 2022 as the base year for carbon reduction):
 - (1) In the first phase, carbon emissions will be reduced by 5% by 2027;
 - (2) The second phase is to reduce carbon emissions by 10-20% by 2030;
 - (3) The third phase is to achieve carbon neutrality by 2040.
2. For the first phase, the carbon reduction project was launched in January 2025, with an estimated investment of \$25 million to carry out the following:
 - (1) Equipment replacement and upgrade - Adopt the ISO5001 energy management system standard and propose energy-saving solutions.
 - (2) Comprehensive energy health check - Cooperate with public associations to carry out energy health checks in each factory area and propose energy-saving solutions and EMS establishment plans.
 - (3) EMS visual management - Build an intelligent EMS energy system to analyze and optimize energy usage and configuration, and propose effective energy-saving solutions through energy monitoring.
 - (4) Voluntary reduction project - Apply for a voluntary reduction project with the Ministry of Environment for energy-saving plans that meet the application requirements, and obtain carbon quotas to be used as future carbon fee offsets and carbon neutrality target declarations.

(VI) Fulfillment of ethical management and the deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and reasons thereof:

Items under evaluation	Status			Any nonconformity to the Ethical Business Best Practice Principles for TSEC/GTSM Listed Companies, and reasons thereof
	Yes	No	Summary	
I. Establish ethical business policies and programs				
(I) Whether the Company adopts the ethical management policy approved by the Board of Directors, and expressly states the ethical corporate management policy and rules, and its fulfillment by the Board of Directors and senior management in its Articles of Incorporation and public documents?	✓		The Company strictly abides by laws and regulations and strictly adheres to ethical standards. In addition to complying with regulations and laws such as the Company Act and the Securities and Exchange Act, we also uphold the business philosophy of "Integrity Principle" and have established the Company's Ethical Corporate Management Best Practice Principles approved by the Board of Directors. The Human Resource Department is the driving force behind the establishment of the "Ethical	N/A

			Corporate Management Best Practice Principles" to establish a good corporate governance and risk control mechanism to pursue the Company's sustainable development. The Board of Directors and management are also committed to actively implementing and supervising the implementation of ethical corporate management policy.	
(II) Whether the Company establishes the assessment mechanism about unethical conduct to analyze and assess the operating activities with higher risk of unethical conduct in the scope of business periodically, and adopts the unethical conduct prevention program based on the mechanism, which shall at least cover the prevention measures referred to in the subparagraphs of Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies"?	✓		<ol style="list-style-type: none"> 1. The Company has established strict behavioral norms and ethical standards in the "Ethical Corporate Management Best Practice Principles", and clearly stipulated relevant reward and punishment regulations. All directors, managers, employees or persons with actual control capabilities of the Company are strictly prohibited from directly or indirectly providing, promising, requesting or accepting any improper benefits, or engaging in other acts that violate ethical corporate management, are illegal or violate fiduciary obligations, in order to prevent unethical conducts such as embezzlement, misappropriation of public funds, acceptance of bribes, disclosure of secrets or false reporting. 2. The Company regularly analyzes and reviews business activities with a higher risk of unethical behavior in accordance with the "Ethical Corporate Management Best Practice Principles", including stipulating that relevant employees should declare conflicts of interest every year, including business, procurement, accounting 	N/A

			and other designated personnel. It conducts "Labor and Ethical Risk Assessment" every year, and regularly conducts risk assessments on activities with higher ethical risks to prevent malpractice or unethical situations from occurring.	
(III) Does the Company clearly define operating procedures, behavioral guidelines, disciplinary measures for violations, and complaint systems in its plan to prevent unethical behavior, and does it implement them and regularly review and revise the above-mentioned plan?	✓		The Company has clearly stated its policy for ethical management in the "Ethical Corporate Management Best Practice Principles", as well as relevant operating procedures, behavioral guidelines, reporting, violation penalties, appeals, etc. It has established a "Code of Ethical Conduct" for the Company's directors and managers. The above rules and regulations are reviewed regularly to meet practical needs.	N/A
II. Implementation of ethical corporate management				
(I) Does the Company evaluate the integrity of all counterparts it has business relationships with? Are there any ethical management clauses in the agreements it signs with business partners?	✓		The Company has already signed the "Non-Disclosure Agreement" which expressly defines the clauses about ethical behavior with its trading counterparts.	N/A
(II) Whether the Company establishes a unit dedicated to promoting ethical corporate management under supervision by the Board of Directors who shall be responsible for establishing and supervising the implementation of the ethical corporate management policies and prevention programs, and reporting the status thereof to the Board of Directors periodically (at least once per year)?	✓		<ol style="list-style-type: none"> 1. The Company's Human Resources Department is responsible for promoting the operation of ethical corporate management, including promoting ethical management policies, conducting education and training on issues related to ethical management, and handling and verifying related reporting cases in accordance with the Company's reporting procedures. 2. The ethical corporate management promotion unit shall report to the Board of Directors at least once a year. The most recent report date was November 12, 2024. 	N/A

			<p>It mainly reports the policies, practices, and implementation of ethical management. The latest report items are as follows, and have been approved by the Board of Directors and agreed to continue the operation:</p> <ol style="list-style-type: none"> (1) Education and training management: 1,845 trainees, totaling 1,845 hours. (2) Signing of service contracts for new employees: The number of people who should sign was 264, and 264 people had signed, achieving a rate of 100%. (3) Declaration of conflict of interest: (Including new employees and supervisors, business, purchasing, accounting and other personnel). The number of people who should declare was 388, and 388 people had declared, accounting for 21.3% of all employees. (4) Complaint and reporting channels: (Including dedicated telephone and dedicated mailbox), after verification, 0 reports were received. (5) Labor and ethical risk assessment: 1,700 people were assessed and 61 items were assessed, all of which fell into the lowest risk level. 	
--	--	--	---	--

<p>(III) Does the Company have developed policies to prevent conflicts of interest, provided adequate channel for communication, and substantiated the policies?</p>	✓		<p>1. The Company has clearly stipulated in the "Rules of Procedure for Board Meetings" that if a director has an interest in a meeting item with which he or she or the legal person he or she represents has an interest, he or she shall explain the important details of his or her interest at the current board meeting. If there is a possibility that the interest of the Company may be detrimental, he or she shall not participate in the discussion or vote, and shall recuse himself or herself from the discussion or vote, and shall not exercise the voting rights on behalf of other directors.</p> <p>2. The Company has clearly stipulated in the "Ethical Corporate Management Best Practice Principles", "Employee Rewards and Disciplinary Measures", "Service Agreement" and other documents that employees should strictly abide by the code of conduct for avoidance of conflicts of interest, proactively report ethical concerns such as conflicts of interest, and the Company has established non-competition clauses to prevent conflicts of interest.</p>	N/A
<p>(IV) Whether the Company fulfills the ethical management by establishing an effective accounting system and internal control system, and has an internal audit unit research and adopt related audit plans based on the unethical conduct risk assessment result and conduct audits on the compliance by the unethical</p>	✓		<p>The Company establishes the effective accounting system and internal control system. Auditors would also audit the compliance with the systems periodically.</p>	N/A

conduct prevention program, or appoints a CPA to conduct the audits?				
(V) Does the Company organize internal or external training on a regular basis to maintain ethical management?	✓		In 2024, the Company held education and training on topics such as ethical management, professional ethics, and anti-corruption, with a total of 1,845 participants.	N/A
III. Reporting of misconduct				
(I) Whether the Company defines a specific whistle-blowing and reward system, and establishes some convenient whistle-blowing channel, and assigns competent dedicated personnel to deal with the situation?	✓		The Company has established the "Ethical Corporate Management Best Practice Principles" and provides an independent reporting mailbox whistleblower@mpi.com.tw and a toll-free reporting hotline 0800-888-089. At the same time, there is an employee opinion mailbox on the intranet to provide a channel for reporting any illegal or improper behavior, and the Human Resource Department is the responsible unit.	N/A
(II) Whether the Company defines the standard operating procedure, follow-up measures to be taken upon completion of the investigation, and nondisclosure mechanism toward the investigation of complaints as accepted?	✓		After the report is accepted, the Human Resource Department will be responsible for case review, case filing and follow-up investigation procedures, and record them in the "Record form for investigation and handling of voluntary reporting (or complaint) of violations of integrity and ethical behaviors". If it is a special case (such as the person being reported is a director, or the amount reaches a certain amount, etc.), it must be reported to the Board of Directors.	N/A
(III) Has the Company adopted any measures to prevent the whistle-blowers from being abused after whistle-blowing?	✓		The Company strictly keeps the personal information and information security policy of the whistleblower confidential (high confidentiality) in accordance with the "Ethical Corporate Management Best Practice Principles" to protect the whistleblowers from retaliation.	N/A
IV. Strengthening information	✓		The Company's website and	N/A

disclosure Whether the Company discloses its ethical corporate management best-practice principles and effect of implementation thereof on its website and MOPS?			the MOPS have disclosed the "Ethical Corporate Management Best Practice Principles". At the same time, the effectiveness and results of ethical corporate management are disclosed in the ESG sustainability report and official website.	
V. If the Company has established its own ethical corporate management best practice principles in accordance with the "Ethical Corporate Management Best-Practice Principles for TWSE /TPEX Listed Companies," please describe its current practices and any deviations from the Best Practice Principles: No deviation.				
VI. Other important information regarding the Company's ethical management (e.g., the Company's reviewing and amending the Company's ethical management best practice principles, etc.): N/A				

(VII) Other important information that helps to understand the Company's corporate governance practices:

The further education of the directors of the Company in 2024:

Job title	Name	Organizer	Date	Name of Course	Hours
Chairman	Representative of MPI Investment Co., Ltd.: Ko, Chang-Lin	Taiwan Corporate Governance Association	2024.08.13	Business operations and crisis management	3
			2024.11.26	A complete guide to asset management of corporate and major shareholders	3
Director	Representative of MPI Investment Co., Ltd.: Chen, Steve	Taiwan Corporate Governance Association	2024.08.13	Business operations and crisis management	3
			2024.11.26	A complete guide to asset management of corporate and major shareholders	3
Director	Representative of MPI Investment Co., Ltd.: Kuo, Scott	Taiwan Corporate Governance Association	2024.08.13	Business operations and crisis management	3
			2024.11.26	A complete guide to asset management of corporate and major shareholders	3
Director	Li, Tu-Cheng	Taipei Foundation Of Finance	2024.08.06	Corporate Governance - Responsibilities of Enterprises and Directors and Supervisors from the Perspective of Securities and Exchange Act	3
		Taiwan Corporate Governance Association	2024.11.26	A complete guide to asset management of corporate and major shareholders	3
Director	Liu, Fang-Sheng	Taiwan Corporate Governance Association	2024.08.13	Business operations and crisis management	3
			2024.11.26	A complete guide to asset management of corporate and major shareholders	3
Director	Tsai, Chang-Shou	Taiwan Corporate Governance Association	2024.08.13	Business operations and crisis management	3
			2024.11.26	A complete guide to asset management of corporate and major shareholders	3
Independent	Kao, Chin-Cheng	Taiwan	2024.08.13	Business operations and	3

director		Corporate Governance Association		crisis management	
			2024.11.26	A complete guide to asset management of corporate and major shareholders	3
Independent director	Hsu, Mei-Fang	Taiwan Corporate Governance Association	2024.08.13	Business operations and crisis management	3
			2024.11.26	A complete guide to asset management of corporate and major shareholders	3
Independent director	Liao, Da-Ying	Taiwan Corporate Governance Association	2024.08.13	Business operations and crisis management	3
			2024.11.26	A complete guide to asset management of corporate and major shareholders	3

(VIII) Implementation of internal control system:

1. Internal Control Declaration:

MPI Corporation

Declaration of International Control System

Date: March 12, 2025

The following 2024 Declaration of Internal Control System is made based on the result of the Company's self-assessment:

I. The Company is fully aware that the Board of Directors and the management are responsible for the establishment, implementation, and maintenance of the internal control system and it is established accordingly. The purpose of this system is to provide reasonable assurance in terms of the effectiveness and efficiency of operations (including profitability, performance and asset security), reliable, timely and transparent reporting, and compliance with relevant laws and regulations.

II. The internal control system is designed with inherent limitations. No matter how perfect the internal control system is, it can only provide a reasonable assurance to the fulfillment of the three objectives referred to above. Moreover, the effectiveness of the internal control system could be affected by the changes of environment and circumstances. The Company's internal control system is designed with a self-monitoring mechanism; therefore, corrective actions will be activated upon identifying any nonconformity.

III. The Company has assessed the effectiveness of the internal control system design and implementation in accordance with the criteria provided in the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as "the Regulations"). The criteria defined in said "Regulations" include five elements depending on the management control process: (1) environment control, (2) risk assessment, (3) control process, (4) information and communication, and (5) supervision. Each of the five elements is then divided into a sub-category. Please refer to the "Regulations" for details.

IV. The Company has implemented said criteria of the internal control system to inspect the effectiveness of internal control system design and implementation.

V. Based on the result of the assessment described in the preceding paragraph, we hereby declare that, as of December 31, 2024, the design and implementation of the Company's internal control system (including the oversight and management of subsidiaries) that reasonably ensures the understanding of the degree of achievement of operational effectiveness and efficiency objectives, the reliable, timely, transparent reporting in compliance with applicable rules and the compliance with applicable laws, regulations, and bylaws are effective.

VI. The Declaration of Internal Control System is the main content of the Company's annual report and prospectus published. Any false and concealment of the published contents referred to above involves the liability illustrated in Article 20, Article 32, Article 171, and Article 174 of the Securities and Exchange Act.

VII. The Declaration of Internal Control System was resolved in the Board meeting on March 12, 2025, and of the 9 directors present none raised an objection. The contents of the declaration were approved by all directors unanimously.

MPI Corporation

Chairman: Ko, Chang-Lin

General Manager: Kuo, Yuan-Ming

2. The internal control audit report issued by the CPA commissioned to conduct an internal control audit, if any: N/A

(IX) Important resolutions of the shareholders' meeting and the Board of Directors in the most recent year and up to the date of publication of the annual report:

Important resolution reached by the Board of Directors:

Date of important resolution made by the Board of Directors	Important resolution	Provisions set forth in Article 14-3 or 14-5 of the Securities and Exchange Act	Independent directors' opinion and the Company's action
5th meeting of 10th term 2024.1.31	The Company's 2024 operational plan		N/A
	Allocation ratios for 2024 remuneration to employees, directors and supervisors		N/A
	The remuneration to the Company's managers reviewed by Remuneration Committee.		N/A
6th meeting of 10th term 2024.3.7	The allocation of 2023 remuneration to employees and directors		N/A
	2023 Business Report and Financial Statements	✓	N/A
	Allocation of cash dividend from earnings for 2023		N/A
	Evaluation of the independence and competency of external auditors of 2024 financial statements		N/A
	Amendments to the Company's "Parliamentary Rules for Shareholders' Meetings"	✓	N/A
	Amendments to the Company's "Parliamentary Rules for Directors' Meetings"	✓	N/A
	Amendments to the Company's "Audit Committee Charter"	✓	N/A
	Amendments to the "Sales and Collection Cycle"	✓	N/A
	2023 Declaration of Internal Control System	✓	N/A
	Date, location and agenda of 2024 Annual General Meeting		N/A
	Engagement with others to build on the land owned by the Company.	✓	N/A
	Continuous disposal of the shares of the subsidiary in Korea.		N/A
7th meeting of 10th term 2024.5.8	The Company's financial statements for the first quarter of 2024.	✓	N/A
	Engagement with others to build on the land owned by the Company.	✓	N/A
8th meeting of 10th term 2024.8.13	Discussion of the 2023 Sustainability Report		N/A
	The Remuneration Committee submitted the employee remuneration proposal to the Company's managers		N/A
	The Company's second quarter financial statements for 2024	✓	N/A
9th meeting of 10th term 2024.9.23	Amendment to the Company's Approval Authority Table	✓	N/A
	The Company's acquisition of machinery and equipment and plant engineering projects	✓	N/A
	The Company's plan to acquire of the equity		N/A

10th meeting of 10th term 2024.11.12	Report on the Company's financial statements for the third quarter of 2024	✓	N/A
	Amendment to the Company's "Regulations Governing the Management of Sustainable Information"	✓	N/A
	Amendment to the Company's "Regulations Governing the Preparation and Verification of Sustainability Reports"	✓	N/A
	Amendment to the Company's "MIS cycle structure"	✓	N/A
	Discussion about the Company's internal audit plan for 2025	✓	N/A
	The Company's plan to raise and issue the fifth domestic unsecured convertible corporate bonds	✓	N/A
11th meeting of 10th term 2025.1.14	Discussion about the Company's 2025 business plan		
	Discussion about the percentage of contribution to the remuneration to employees and directors in 2025.		N/A
	Discussion about remuneration to the Company's managers reviewed by Remuneration Committee.		N/A
12th meeting of 10th term 2025.3.12	2024 distribution of remuneration to employees and directors		N/A
	2024 Business Report and Financial Statements.	✓	N/A
	Discussion about distribution of cash dividends from earnings for 2024		N/A
	Proposal for amendments to the Company's "Articles of Incorporation".	✓	N/A
	Amendment to the Company's "Corporate Governance Best Practice Principles"	✓	N/A
	Discussion about the Statement of International Control System for 2024	✓	N/A
	Discussion about date, location and agenda of the 2025 general shareholders' meeting		N/A
	Motion for change of the external audit responsible for auditing the Company's financial statements.	✓	N/A
	Assessment of the independence and suitability of the CPAs in 2025		N/A
	The Company intends to continue disposing of the equity interests of its Korean subsidiary.		N/A
	The Company's second phase of construction project	✓	N/A
13th meeting of 10th term 2025.3.17	The Company intends to purchase land and factory buildings in Hukou Industrial Zone	✓	N/A
14th meeting of 10th term 2025.4.22	Repurchase of the Company's treasury stocks	✓	N/A
15th meeting of 10th term 2025.5.9	The Company's financial statements for the first quarter of 2025.	✓	N/A
	Added a report item to the 2025 annual shareholders' meeting		N/A

Implementation of important resolutions of the 2024 annual shareholders meeting:

Date of important resolutions of the general shareholders' meeting	Important resolution	Status
--	----------------------	--------

General shareholders' meeting 2024.06.13	Approval of the 2023 business report and financial statements	Passed by the present shareholders unanimously.
	Approval of the 2023 profit distribution plan	The proposal was approved without objection by all shareholders present, and a cash dividend of \$7.5 was distributed. Ex-dividend base date: July 19, 2024 Date of payment of cash dividends: August 2, 2024

(X) In the most recent year and up to the date of publication of the annual report, if the directors have different opinions on important resolutions passed by the Board of Directors and have records or written statements, the main contents are: None.

(XI) Other disclosures:

Status of the continuing education of the Company's Corporate Governance Officer, Accounting Officer and Audit Officer in 2024:

Job title	Name	Institute	Date	Name of Course	Hours
Corporate Governance Officer	Tang, Fu-Ping	Securities and Futures Institute	2024.03.06	Economic outlook and industry trends in 2024	3
		Taiwan Corporate Governance Association	2024.08.13	Business operations and crisis management	3
		Taiwan Corporate Governance Association	2024.11.26	A complete guide to asset management of corporate and major shareholders	3
Accounting officer	Rose Jao	Accounting Research and Development Foundation	From November 21, 2024 to November 22, 2024	Continuing education program for accounting officer of issuer, securities firm and securities exchange	12
Audit officer	Liu, Yi-Ping	Internal Audit Association	2024.06.04	Analysis of sustainable information disclosure policy and discussion on key points of internal control and internal audit	6
		Internal Audit Association	2024.11.28	Analysis of sustainable information disclosure and management policies and related audit points	6

IV. Information on CPA fees

(I) Information on CPA Fees:

Unit: NT\$ thousands

Accounting firm:	Name of CPA	Duration of Audit	Audit Fee	Non-Audit Fee	Total	Remarks
Nexia Sun Rise CPAs & Co.	Chen, Chih-Ling	From January 1, 2024 to December 31, 2024	3,149	273	3,422	Tax and CPA fees totaled NTD 273 thousand.
	Chen, Yi-Ling	From January 1, 2024 to December 31, 2024				

(II) If the Company meets any of the following circumstances, it shall disclose the CPA professional fee:

- (1) If the non-audit fees paid to the CPA, CPA firm and their affiliates exceeded the audit fees in excess of twenty-five percent, the company shall disclose the audit fee and non-audit fee, as well as the contents of the non-audit service: None.
- (2) Change of CPA firm and the audit fees for the year of the change less that of the previous year, and the amount of audit fees before and after the change, and reasons of the change: None.
- (3) Audit fees were 15% less than that of the previous year, and the reduction of audit fee, percentage and reasons: None.

V. Information about replacement of CPA: None

(I) Former CPA: N/A.

(II) Succeeding CPA: N/A.

(III) The former CPA's written response to the sub-paragraphs 1&2-3 of Paragraph 5 of Article 10 of the Principles: N/A

VI. Information about Chairman, President, or financial or accounting manager of the Company who has worked with the CPA firm which conducts the audit of the Company or affiliate to such firm in the most recent one year: N/A

VII. Any transfer of equity interests and pledge of or change in equity interests by a director, managerial officer, or shareholder with a stake of more than 10 percent in the most recent year and up to the date of publication of the annual report:

(I) Change in equity of directors, supervisors, managers, and major shareholders

Job title	Name	2024		The current fiscal year up to April 30, 2025	
		Increase (Decrease) in shares held	Increase (Decrease) in shares pledged	Increase (Decrease) in shares held	Increase (Decrease) in shares pledged
Chairman	MPI Investment Co., Ltd. Representative: Ko, Chang-Lin	0	0	0	0
Director	MPI Investment Co., Ltd. Representative: Steve Chen	0	0	0	0

Director	MPI Investment Co., Ltd. Representative: Scott Kuo	0	0	0	0
Director	Liu, Fang-Sheng	0	0	0	0
Director	Li, Tu-Cheng	(60,000)	0	0	0
Director	Tsai, Chang-Shou	0	0	0	0
Independent director	Hsu, Mei-Fang	(111,000)	0	0	0
Independent director	Kao, Chin-Cheng	(2,000)	0	0	0
Independent director	Liao, Da-Ying	0	0	0	0
President	Scott Kuo	(7,000)	0	0	0
Vice President	Fan, Wei-Ju	0	0	0	0
Vice President	Liu, Yung-Chin	(6,000)	0	0	0
Finance Officer Corporate Governance Officer	Tang, Fu-Ping	0	0	0	0
Accounting officer	Rose Jao	0	0	0	0
Manager of the Branch Office	Wang, Jian-Ming	(1,000)	0	0	0

(II) Information about transfer or pledge of equity: N/A

VIII. Relationship information, if among the company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another:

April 30, 2025

Name	Own shareholding		Current Shares Held by Spouse and Children of Minor Age		Total shareholding Under the Name of A Third Party		Information on top 10 shareholders in proportion of shareholdings and are related to one another or kin at the second pillar under the Civil Code to one another, their names and relations.		Remarks
	Shares	Ratio of shareholding	Shares	Ratio of shareholding	Shares	Ratio of shareholding	Name	Relationship	
Responsible person of MPI Corporation: Ke Chang-Lin	8,334,626	8.84%	0	0%	0	0%	MPI Investment Co., Ltd.	Director of the Company	N/A
	1,425,994	1.51%	427,781	0.45%	0	0%	MPI Investment Co., Ltd.	Chairman of the Company	N/A
Labor pension fund under the new system	5,912,500	6.27%	0	0%	0	0%	N/A	No relationship	N/A
Responsible person of Fubon Life Insurance Co., Ltd.: Lin Fu-Hsing	2,468,000	2.62%	0	0%	0	0%	N/A	No relationship	N/A
	0	0%	0	0%	0	0%	N/A	No relationship	N/A
Labor pension fund under the old system	2,053,300	2.18%	0	0%	0	0%	N/A	No relationship	N/A
MPI Corporation's employee stock ownership trust property account in custody of Bank Sinopac	1,888,837	2.00%	0	0%	0	0%	N/A	No relationship	N/A
Citibank manages investment accounts at the Norwegian Central Bank	1,546,000	1.64%	0	0%	0	0%	N/A	No relationship	N/A
Public Service Pension Fund	1,499,000	1.59%	0	0%	0	0%	N/A	No relationship	N/A
Ko, Chang-Lin	1,425,994	1.51%	427,781	0.45%	0	0%	MPI Investment Co., Ltd.	Chairman of the Company	N/A
JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	1,149,000	1.22%	0	0%	0	0%	N/A	No relationship	N/A
Cathay Dragon Fund Account	1,047,000	1.11%	0	0%	0	0%	N/A	No relationship	N/A

IX. The number of shares held by the Company and the Company's directors, supervisors and managers, and the number of shares invested in a single company which are held by the entities directly or indirectly controlled by the Company, and calculating the consolidated shareholding percentage of the above categories.

December 31, 2024 Unit: Shares; %

Investee (Note 1)	Invested by the Company		Investment by the Directors, Supervisors, Managerial Officers and Directly or Indirectly Controlled Entities of the Company		Combined investment	
	Shares	Ratio of shareholding	Shares	Ratio of shareholding	Shares	Ratio of shareholding
Chain-Logic International Corp.	5,000,000	100%	0	0	5,000,000	100%
MPI TRADING CORP.	1,000	100%	0	0	1,000	100%
MMI HOLDING CO., LTD.	18,267,987	100%	0	0	18,267,987	100%
Allstron Corporation	1,550,000	100%	0	0	1,550,000	100%
MEGTAS CO., LTD.	400,000	80%	0	0	400,000	80%
MPA TRADING COR.	11,450,000	100%	0	0	11,450,000	100%
MPI AMERICA INC. (Note 2)	0	0%	6,300,000	Wholly owned by subsidiaries	6,300,000	100%
Lumitek (Changchou) Co. Ltd. (Note 3)	0	0%	US\$16,000,000	Wholly owned by subsidiaries	US\$16,000,000	100%
MPI Corporation (Suzhou) (Note 4)	0	0%	US\$2,000,000	Wholly owned by subsidiaries	US\$2,000,000	100%
Celadon Systems Inc. (Note 5)	0	0%	1,000	Wholly owned by subsidiaries	1,000	100%

Note 1: Long-term investment by the Company

Note 2: It is a subsidiary of the Company - Reinvestment company of MPA TRADING CORP.

Note 3: An investee of the Company's subsidiary, MMI HOLDING CO., LTD.

Note 4: An investee of the Company's subsidiary, MMI HOLDING CO., LTD.

Note 5: An investee of the Company's subsidiary, MPI AMERICA INC.

Three. Status of Fundraising

I. Capital Stock and Shares

(I) Source of Capital Stock:

April 30, 2025; Unit: Thousand shares; NTD thousand

Year/ Month	Issue price	Authorized capital stock		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Source of Capital Stock	Offset by any property other than cash	Others
1995/07	10	500	5,000	500	5,000	Capital of incorporation	N/A	
1998/10	10	22,500	225,000	6,000	60,000	Capital increase in cash by NT\$55,000 thousand	N/A	
2000/07	15 10	22,500	225,000	10,000	100,000	Capital increase in cash by NT\$28,000 thousand Capital increase upon recapitalization of earnings by NT\$12,000 thousand	N/A	
2001/05	18 10 10	22,500	225,000	20,000	200,000	Capital increase in cash by NT\$50,700 thousand Capital increase upon recapitalization of earnings by NT\$42,000 thousand Capital increase upon recapitalization of employee bonus by NT\$7,300 thousand	N/A	
2002/06	10	50,000	500,000	30,000	300,000	Capital increase upon recapitalization of earnings by NT\$43,800 thousand Capital increase upon recapitalization of employee bonus by NT\$6,200 thousand	Succeed to shares of Chain-Logic International Corp., NT\$50,000 thousand	Note 1
2003/09	10	50,000	500,000	33,434	334,340	Capital increase upon recapitalization of earnings by NT\$30,000 thousand Capital increase upon recapitalization of employee bonus by NT\$4,340 thousand	N/A	Note 2
2004/08	10	50,000	500,000	33,803	338,031	Conversion of convertible bonds to common stock NT\$3,691 thousand	N/A	
2004/09	10	50,000	500,000	37,672	376,719	Capital increase upon recapitalization of earnings by NT\$33,434 thousand Capital increase upon recapitalization of employee bonus by NT\$5,254 thousand	N/A	Note 3
2004/11	10	50,000	500,000	38,217	382,174	Conversion of convertible bonds to common stock NT\$5,454 thousand	N/A	
2005/02	10	50,000	500,000	38,877	388,775	Conversion of convertible bonds to common stock NT\$6,601 thousand	N/A	
2005/05	10	50,000	500,000	39,556	395,556	Conversion of convertible bonds to common stock NT\$6,781 thousand	N/A	
2005/07	10	50,000	500,000	39,576	395,765	Conversion of convertible bonds to common stock NT\$208 thousand	N/A	
2005/09	10	51,300	513,000	48,957	489,568	Capital increase upon recapitalization of earnings by NT\$81,960 thousand	N/A	Note 4

						Capital increase upon recapitalization of employee bonus by NT\$11,814 thousand Conversion of convertible bonds to common stock NT\$30 thousand		
2005/10	10	51,300	513,000	49,253	492,533	Conversion of convertible bonds to common stock NT\$2,964 thousand	N/A	
2006/02	10	51,300	513,000	50,479	504,785	Conversion of convertible bonds to common stock NT\$12,253 thousand	N/A	
2006/05	10	51,300	513,000	50,724	507,236	Conversion of convertible bonds to common stock NT\$2,451 thousand	N/A	
2006/08	10	51,300	513,000	50,815	508,145	Conversion of convertible bonds to common stock NT\$909 thousand	N/A	
2006/09	10	58,000	580,000	56,496	564,959	Capital increase upon recapitalization of earnings by NT\$50,814 thousand Capital increase upon recapitalization of employee bonus by NT\$6,000 thousand	N/A	Note 5
2007/08	10	100,000	1,000,000	56,501	565,005	Conversion of convertible bonds to common stock NT\$45 thousand	N/A	
2007/09	10	100,000	1,000,000	63,676	636,758	Capital increase upon recapitalization of earnings by NT\$57,500 thousand Capital increase upon recapitalization of employee bonus by NT\$8,118 thousand Conversion of convertible bonds to common stock NT\$6,135 thousand	N/A	Note 6
2007/10	10	100,000	1,000,000	63,679	636,789	Conversion of convertible bonds to common stock NT\$30 thousand	N/A	
2008/01	10	100,000	1,000,000	63,736	637,363	Conversion of convertible bonds to common stock NT\$574 thousand	N/A	
2008/09	10	100,000	1,000,000	71,105	711,053	Capital increase upon recapitalization of earnings by NT\$64,570 thousand Capital increase upon recapitalization of employee bonus by NT\$9,120 thousand	N/A	Note 7
2009/08	10	100,000	1,000,000	73,311	733,111	Capital increase upon recapitalization of earnings by NT\$21,190 thousand Capital increase upon recapitalization of employee bonus by NT\$868 thousand	N/A	Note 8
2009/12	10	100,000	1,000,000	74,084	740,841	Conversion of employee options to common stock NT\$100 thousand Conversion of convertible bonds to common stock NT\$7,630 thousand	N/A	
2010/04	10	100,000	1,000,000	77,449	774,486	Conversion of employee options to common stock NT\$11,190 thousand Conversion of convertible bonds to common stock	N/A	

						NT\$22,455 thousand		
2010/07	10	100,000	1,000,000	77,629	776,291	Conversion of employee options to common stock NT\$11,082 thousand Conversion of convertible bonds to common stock NT\$3,200 thousand	N/A	
2010/10	10	100,000	1,000,000	77,697	776,970	Conversion of employee options to common stock NT\$5,376 thousand Conversion of convertible bonds to common stock NT\$200 thousand	N/A	
2011/01	10	100,000	1,000,000	77,985	779,854	Conversion of employee options to common stock NT\$13,149 thousand Conversion of convertible bonds to common stock NT\$8,900 thousand	N/A	
2011/04	10	100,000	1,000,000	78,464	784,644	Conversion of employee options to common stock NT\$39,613 thousand	N/A	
2011/08	10	100,000	1,000,000	78,549	785,494	Conversion of employee options to common stock NT\$7,030 thousand	N/A	
2011/10	10	100,000	1,000,000	78,590	785,904	Conversion of employee options to common stock NT\$3,299 thousand	N/A	
2012/01	10	100,000	1,000,000	78,602	786,024	Conversion of employee options to common stock NT\$931 thousand	N/A	
2012/04	10	100,000	1,000,000	78,605	786,054	Conversion of employee options to common stock NT\$233 thousand	N/A	
2012/07	10	100,000	1,000,000	78,610	786,104	Conversion of employee options to common stock NT\$388 thousand	N/A	
2013/07	10	100,000	1,000,000	78,612	786,123	Conversion of employee options to common stock NT\$143 thousand Cancellation and capital reduction by 8 shares upon shareholders' waiver to hold shares	N/A	
2015/01	10	100,000	1,000,000	79,536	795,364	Conversion of convertible bonds to common stock NT\$92,400 thousand	N/A	
2015/05	10	100,000	1,000,000	79,605	796,054	Conversion of convertible bonds to common stock NT\$6,900 thousand	N/A	
2017/08	10	100,000	1,000,000	79,901	799,014	Conversion of convertible bonds to common stock NT\$26,700 thousand	N/A	
2019/08	10	120,000	1,200,000	79,915	799,154	Conversion of convertible bonds to common stock NT\$1,000 thousand	N/A	
2020/01	10	120,000	1,200,000	79,959	799,587	Conversion of convertible bonds to common stock NT\$3,000 thousand	N/A	
2020/08	10	120,000	1,200,000	80,294	802,940	Conversion of convertible bonds to common stock NT\$23,200 thousand	N/A	
2020/10	10	120,000	1,200,000	91,068	910,684	Conversion of convertible bonds to common stock NT\$726,200 thousand	N/A	
2021/01	10	120,000	1,200,000	92,080	920,802	Conversion of convertible bonds to common stock NT\$68,200 thousand	N/A	
2021/04	10	120,000	1,200,000	92,381	923,813	Conversion of convertible	N/A	

						bonds to common stock NT\$20,300 thousand		
2021/08	10	120,000	1,200,000	93,000	930,001	Conversion of convertible bonds to common stock NT\$41,700 thousand	N/A	
2021/11	10	120,000	1,200,000	94,074	940,738	Conversion of convertible bonds to common stock NT\$69,900 thousand	N/A	
2022/04	10	120,000	1,200,000	94,078	940,784	Conversion of convertible bonds to common stock NT\$300 thousand	N/A	
2022/11	10	120,000	1,200,000	94,231	942,311	Conversion of convertible bonds to common stock NT\$9,500 thousand	N/A	

Note 1: Approval letter by Securities and Futures Commission, Ministry of Finance under (91) No. 09100127510 dated June 3, 2002.

Note 2: Approval letter by Securities and Futures Commission, Ministry of Finance under Tai-Chi-Zheng (I) No. 0920129426 dated July 2, 2003.

Note 3: Approval letter by Securities and Futures Commission, Ministry of Finance under Tai-Chi-Zheng (I) No. 0930126472 dated June 15, 2004.

Note 4: Approval letter by Securities and Futures Bureau, Financial Supervisory Commission of Executive Yuan under Jin-Guan-Zheng (I) No. 0940124109 dated June 16, 2005.

Note 5: Approval letter by Securities and Futures Bureau, Financial Supervisory Commission of Executive Yuan under Jin-Guan-Zheng (I) No. 0950130971 dated July 17, 2006.

Note 6: Approval letter by Securities and Futures Bureau, Financial Supervisory Commission of Executive Yuan under Jin-Guan-Zheng (I) No. 0960036186 dated July 12, 2007.

Note 7: Approval letter by Securities and Futures Bureau, Financial Supervisory Commission of Executive Yuan under Jin-Guan-Zheng (I) No. 0970031732 dated June 25, 2008.

Note 8: Approval letter by Securities and Futures Bureau, Financial Supervisory Commission of Executive Yuan under Jin-Guan-Zheng (I) No. 0980034020 dated July 8, 2009.

Type of share	Authorized capital stock			Remarks
	Outstanding shares	Unissued shares	Total	
Common stocks	94,231,106 shares	25,768,894 shares	120,000,000 shares	TWSE stock

(II) List of major shareholders

April 30, 2025

Name of Major Shareholders	Shares	Shares held	Ratio of shareholding (%)
MPI Investment Co., Ltd.		8,334,626	8.84%
Labor pension fund under the new system		5,912,500	6.27%
Fubon Life Insurance Co., Ltd.		2,468,000	2.62%
Labor pension fund under the old system		2,053,300	2.18%
MPI Corporation's employee stock ownership trust property account in custody of Bank Sinopac		1,888,837	2.00%
Citibank manages investment accounts at the Norwegian Central Bank		1,546,000	1.64%
Public Service Pension Fund		1,499,000	1.59%
Ko, Chang-Lin		1,425,994	1.51%
JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds		1,149,000	1.22%
Cathay Dragon Fund Account		1,047,000	1.11%

(III) Dividend policy and implementation

1. The dividend policy defined by the Articles of Incorporation

Article 19: Where the Company retains income before tax after the account settlement, it shall allocate 0.1%-15% thereof as the remuneration to employees, and no more than 3% thereof as the remuneration to directors. However, profits must first be taken to offset against cumulative losses, if any. The remainder, if any, shall be allocated as

the remuneration to employees and directors on a pro rata basis as referred to in the preceding paragraph.

The allocation of remuneration to employees and directors shall be resolved and approved by a majority of the directors present at a directors' meeting attended by more than two-thirds of the whole directors, and reported to a shareholders' meeting. The remuneration for employees may be paid in the form of stock or in cash. Employees entitled to receive the distribution includes those of the affiliated companies who meet specified requirements.

If the Company has a profit in the total final account of a fiscal year, it shall first pay the taxes, make up any losses from past years, and then make contribution of 10% as the statutory reserve unless the statutory reserve reaches the amount of the Company paid-in capital. After appropriating or reversing a special reserve in accordance with the laws and regulations, the proposal for the distribution of the profits concerning the balance along with the accumulative undistributed profit is formulated by the Board of Directors and submitted to the shareholder's meeting to decide the distribution or reservation.

Article 20: The Company is now at the growth stage of industrial development. As such, the dividend policy shall be conditioned by the investment environment, capital needs, domestic and international competition, and capital budgeting of the Company at present moment and in the futures. Shareholders interest, balance of dividend payment and long-term financial planning shall also be considered with the Board of Directors to design the plans for income distribution annually as required by law, and present before the shareholders' meeting for ratification.

The earnings will be allocated in the form of cash dividend or stock dividend, subject to the funding demand and level of dilution of EPS. The cash dividend to be allocated, if any, shall be no less than 10% of the total stock dividend.

2. Dividends distribution proposed at the shareholders' meeting in the current year
The Company's 2024 earnings distribution plan was approved by the Board of Directors on March 12, 2025 to distribute cash dividends of NT\$1,507,697,696 (NT\$16 per share) to shareholders.

3. Whether a material change in dividend policy is expected: None.

(IV) The effect of stock dividend as proposed in this General Meeting on the operation performance and earnings per share of the company: N/A, as no bonus share distribution was proposed at the meeting.

(V) Remuneration to employees and directors

1. The percentages or ranges with respect to employee and director compensation, as set forth in the company's articles of incorporation.

Article 19: Where the Company retains income before tax after the account settlement, it shall allocate 0.1%-15% thereof as the remuneration to employees, and no more than 3% thereof as the remuneration to directors. However, profits must first be taken to offset against cumulative losses, if any. The remainder, if any, shall be allocated as the remuneration to employees and directors on a pro rata basis as referred to in the preceding paragraph.

The allocation of remuneration to employees and directors shall be resolved and approved by a majority of the directors present at a directors' meeting attended by more than two-thirds of the whole directors, and reported to a shareholders' meeting. The remuneration for employees may be paid in the form of stock or in cash. Employees entitled to receive the distribution includes those of the affiliated companies who meet specified requirements.

If the Company has a profit in the total final account of a fiscal year, it shall first pay the taxes, make up any losses from past years, and then make contribution of 10% as the statutory reserve unless the statutory reserve reaches the amount of the

Company paid-in capital. After appropriating or reversing a special reserve in accordance with the laws and regulations, the proposal for the distribution of the profits concerning the balance along with the accumulative undistributed profit is formulated by the Board of Directors and submitted to the shareholder's meeting to decide the distribution or reservation.

Article 20: The Company is now at the growth stage of industrial development. As such, the dividend policy shall be conditioned by the investment environment, capital needs, domestic and international competition, and capital budgeting of the Company at present moment and in the futures. Shareholders interest, balance of dividend payment and long-term financial planning shall also be considered with the Board of Directors to design the plans for income distribution annually as required by law, and present before the shareholders' meeting for ratification.

The earnings will be allocated in the form of cash dividend or stock dividend, subject to the funding demand and level of dilution of EPS. The cash dividend to be allocated, if any, shall be no less than 10% of the total stock dividend.

2. The basis for estimating the amount of employee and director compensation, for calculating the number of shares to be distributed as employee compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

Where the Company retains income before tax after the account settlement, it shall allocate 0.1%~15% thereof as the remuneration to employees, and no more than 3% thereof as the remuneration to directors. However, profits must first be taken to offset against cumulative losses, if any. The remainder, if any, shall be allocated as the remuneration to employees and directors on a pro rata basis as referred to in the preceding paragraph. If the actual distributed amount resolved by a shareholders' meeting is different from the estimate, the difference shall be treated as a change in accounting estimate and stated as the income of next year.

3. Distribution of compensation approved by the board of directors:

The proposal of the Company's 2024 earnings distribution plan approved in the Board of Directors' meeting on March 12, 2025 is as follows:

- (1) The actual distributions of employee compensation and director remuneration in cash were NT\$249,429,000 and NT\$62,357,391, respectively, which are identical to the estimated figures recognized.
- (2) The amount of any employee compensation distributed in stocks as a percentage of the sum of the after-tax net income and total employee compensation: N/A.

4. The actual distribution of employee and director, compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee or director compensation, additionally the discrepancy, cause, and how it is treated.

Unit: NTD

Items	Amount
Employees' cash remuneration	138,653,000
Remuneration to directors	34,663,212

There is not discrepancy between the actual distribution and the recognized employee or director compensation of 2023.

(VI) Repurchase of the Company's shares:

April 30, 2025

Term	4th meeting (period)
Purpose	Maintain protect shareholders' rights
Types of shares repurchased	Common stocks
Maximum amount of shares that can be repurchased	NT\$6,771,462,147
Scheduled repurchase period	April 23, 2025 - June 22, 2025
Number of shares to be repurchased	2,000,000 shares

Repurchase price range	NT\$391~NT\$900
Type and quantity of repurchased shares	0 shares
Value of repurchased shares	NT\$0
The ratio of the repurchased quantity to the scheduled repurchased quantity (%)	0.00%

II. Issuance of corporate bonds:

(I) Issuance of Corporate Bonds:

April 30, 2025

Type of corporate bond (Note 2)	Fifth domestic unsecured convertible corporate bonds
Issue (offering) date	January 8, 2025
Face value	NT\$100,000
Issuance and trading location (Note 3)	N/A
Issue price	NT\$100,000
Total	Total face value: NTD 3,500,000,000 Each face value: NTD 100,000 (issued at 100.5% of face value)
Interest rate	The annual coupon rate is 0%
Duration	5 years, maturity date: January 8, 2030
Guaranteed by	N/A
Trustee	Bank SinoPac Co., Ltd.
Underwritten by	KGI Securities
Certified by	Handsome Attorneys-at-Law Peng Yi-Cheng, Attorney-at-Law
Name of CPA	Nexia Sun Rise CPAs & Co. Chen, Chih-Ling and Chen, Yi-Ling, CPAs
Repayment terms	Those converted to the Company's common stock according to the Regulations, or those redeemed upon exercise of the put option, or those redeemed by the Company earlier pursuant to the Regulations, or those repurchased by the Company for cancellation, the others would be repaid in cash in full amount upon maturity.
Outstanding principal	NT\$3,500,000,000
Terms and conditions for redemption or early repayment	<p>(I) If the closing price of the Company's common shares exceeds the current conversion price by 30% (inclusive) for thirty consecutive business days from the day following the date of issuance of this convertible corporate bonds (April 9, 2025) to the day preceding the expiration of the issuance period (November 29, 2029), the Company may, within the next thirty business days, send by registered mail a thirty-day "Bond Redemption Notice" (the aforementioned period shall be calculated from the date of the Company's issuance of the letter, and the expiration date of the period shall be the base date for bond redemption, and the aforementioned period shall not be the period during which conversion of this convertible corporate bonds is suspended) to the bondholders (the redemption price shall be based on the list of bondholders on the fifth business day before the date of mailing of the "Bond Redemption Notice", and for bondholders who subsequently acquire this convertible corporate bonds due to purchase, sale or other reasons, the notice shall be made by public announcement), with the redemption price set at the par value of the convertible corporate bonds, and all bonds shall be redeemed in cash, and the Taipei Exchange shall be notified by letter for announcement. When the Company executes a redemption request, it shall redeem the outstanding convertible corporate bonds in cash at the face value of the bonds within 5 business days (including the 5th business day) after the base date of bond redemption.</p> <p>(II) From the day following the expiration of three months after the date of issuance of this convertible corporate bonds (April 9, 2025) to the forty days before the expiration of the issuance period (November 29, 2029), if the outstanding balance of this convertible corporate bonds is less than 10% of the original face value, the</p>

		<p>Company may, at any time thereafter, send by registered mail a thirty-day "Bond Redemption Notice" (the aforementioned period shall be calculated from the date of issuance of the letter by the Company, and the expiration date of such period shall be the base date for bond redemption, and the aforementioned period shall not be the period during which conversion of this convertible corporate bonds is suspended) to the bondholders (the information listed in the list of bondholders on the fifth business day before the date of mailing of the "Bond Redemption Notice" shall prevail; for bondholders who subsequently acquire this convertible corporate bonds due to purchase, sale or other reasons, such information shall be announced), the redemption price shall be set at the face value of the convertible corporate bonds, and the convertible corporate bonds of the bondholders shall be redeemed in cash, and a letter shall be sent to the Taipei Exchange for announcement. When the Company executes a redemption request, it shall redeem the convertible corporate bonds from the bondholders in cash at the face value of the bonds within 5 business days (including the 5th business day) after the base date of bond redemption.</p>
Restrictive clause (Note 4)		N/A
Name of credit rating agency, dates of rating, and ratings awarded		N/A
Attached with other rights	Amount of common stock, GDR/ADR or other securities already converted until the date of publication of the annual report (swapped or subscribed for)	N/A
	Regulations for Issuance and Conversion (Swap or Subscription)	<p>Bondholders may, at any time from the day following the expiration of three months after the date of issuance of these convertible corporate bonds (April 9, 2025) to the maturity date (January 8, 2030), notify the Taiwan Depository and Clearing Corporation (hereinafter referred to as the "Central Depository") through their trading brokers to request the stock agent of the Company to convert the convertible corporate bonds they hold into common shares of the Company in accordance with the provisions of these Rules, except for (I) the period during which the transfer of common shares is suspended in accordance with the law; (II) the period from the fifteenth business day before the date of the suspension of transfer of the Company's allotment of shares, the suspension of transfer of cash dividends or the suspension of transfer of cash capital increase subscriptions to the base date for rights distribution; (III) the period from the base date of capital reduction to the day before the trading day for the replacement of shares for capital reduction; and (IV) the period from the start date of the suspension of conversion for the change of par value of shares to the day before the trading day for the replacement of shares for new shares.</p>
Status of potential dilution of equity by the Regulations for Issuance and Conversion, Swap or		<p>The convertible bonds would not dilute the Company's equity until the creditors request the conversion. The creditors may choose the timing more favorable to them to proceed with the conversion in the duration of</p>

Subscription, and the issuing terms and conditions, and impact thereof on the existing shareholders' equity.	conversion and, therefore, the dilution of equity would be deferred. As to the effect on the existing shareholders' equity, though the convertible corporate bonds would increase the Company's debt prior to conversion, the debt would be reduced upon conversion of the convertible bond into common stock and the shareholders' equity would be increased relatively, and the net worth per share as well. Therefore, the shareholders' equity would be protected better, in the long term.
Name of custody institute	N/A

Note 1: The corporate bonds include public offering corporate bonds and private placement corporate bonds. The public offering corporate bonds mean those validated (approved) by the Commission. The private placement corporate bonds mean those resolved and approved by the Board of Directors.

Note 2: The number of spaces shall be adjusted subject to the frequency of issuance.

Note 3: To be specified, in the case of ECB.

Note 4: For example, restricting release of cash dividends or external investment, or request for maintenance of specific proportion of assets, et al.

Note 5: The private placement, if any, shall be identified in a prominent manner.

Note 6: In the case of convertible corporate bond, exchangeable corporate bonds, corporate bonds issued under the categorical reporting method or corporate bonds with warrants, it is necessary to further disclose the information about convertible corporate bonds, exchangeable corporate bonds, corporate bonds issued under the categorical reporting method and corporate bonds with warrants by nature in a column format.

(II) Information about convertible corporate bonds:

Type of corporate bond (Note 1)		Fifth domestic unsecured convertible corporate bonds		
Year		2023	2024	As of April 30, 2025 (Note 4)
Items				
Market value of convertible corporate bond (Note 2)	The Highest			
	The Lowest			
	Average			
Conversion price				
Issue (offering) date and conversion price at the time of issuance				
Approaches to perform the conversion (Note 3)				

Note 1: The number of spaces shall be adjusted subject to the frequency of issuance.

Note 2: If overseas corporate bonds have multiple trading locations, they shall be listed separately according to the trading locations.

Note 3: Delivery of issued shares or issuance of new shares.

Note 4: The information for the current year up to the publication date of the annual report should be filled in.

(III) Status of corporate bonds issued under the categorical reporting method:

April 30, 2025

Total amount to be raised and issued	NT\$3,517,500,000
Total raised amount (including issue (offering) date and conversion price at the time of issuance)	Date of issuance: January 8, 2025 Issued amount: NTD 3,517,500,000
Balance of corporate bonds issued under categorical reporting method	NT\$3,500,000,000
Scheduled period for issuance of corporate bonds not offered	N/A

III. Issuance of Preferred Shares: N/A

IV. Status of GDR/ADR: N/A

V. Status of employee stock options: N/A

VI. Restriction on Employee Share Subscription Warrant: N/A

VII. Mergers and Acquisitions, or as Assignee of New Shares Issued by Another Company: N/A

VIII. Implementation of Capital Utilization Plan:

(I) Contents of the Plan:

1. Date and Ref. No. of the approval letter from the competent authority in charge of the relevant industry: Approval letter under Jin-Guan-Zheng-Fa-Zi No. 1130366455 dated December 23, 2024 issued by Financial Supervisory Commission.
2. The total amount of funds required for this project: NTD 3,517,500 thousand.
3. Source of fund:
 - (1) Issued 35,000 fifth domestic unsecured convertible corporate bonds, with each bond having a face value of NT\$100,000, with a total face value of NT\$3,500,000 thousand, at 100% to 101% of the face value, with a five-year issuance period and a face interest rate of 0%.
 - (2) If the actual issuance fails to raise sufficient funds due to insufficient issuance, the Company will use its own funds and/or bank loans to pay for it; however, if there is an increase in the funds raised, they will be used to supplement working capital.
4. Project items and expected progress

Unit: NT\$ thousands

Project	Expected date of rectification	Total fund	Planned progress of the fund utilization	
			2025	
			Q1	Q2
Repayment of bank loan	First quarter of 2025	900,000	900,000	-
Supplement working capital	Second quarter of 2025	2,617,500	1,617,500	1,000,000
Total		3,517,500	2,517,500	1,000,000

5. Projected benefits

In this plan, NT\$900,000 thousand was used to repay bank loans. Based on the estimated repayment amount and loan interest rate, it is estimated that interest expenses can be saved by NT\$16,541 thousand in 2025, and NT\$18,045 thousand each year thereafter. In this plan, NT\$2,617,500 thousand will be used to supplement working capital. Based on the Company's current average short-term loan interest rate of 1.86%, it is estimated that interest expenses can be saved by NT\$44,628 thousand in 2025, and NT\$48,686 thousand each year thereafter.

(II) Status:

Unit: NT\$ thousands

Project	Status			Status of progress, ahead or behind, and the cause and corrective action plan
Repayment of bank loan	Expenditure (NTD Thousand)	Scheduled	900,000	To be executed in full per the initial progress of fund.
		Actual	900,000	
	progress (%)	Scheduled	100.00	
		Actual	100.00	
Supplement working capital	Expenditure (NTD Thousand)	Scheduled	2,617,500	Partial execution has been completed according to the original schedule.
		Actual	1,617,500	
	progress (%)	Scheduled	100.00	
		Actual	61.79	
Total	Expenditure (NTD Thousand)	Scheduled	3,517,500	Partial execution has been completed according to the original schedule.
		Actual	2,517,500	
	progress (%)	Scheduled	100.00	
		Actual	71.57	

Four. Operation overview

I. Business Contents

(I) Business lines:

1. The Company primarily engages in:
 - (1) Maintenance, trading and R&D of computer and peripheral devices;
 - (2) Import/export and trading of semiconductor components, electronic parts, and silicon integrated circuits;
 - (3) Import/export and trading of precision automated control machines;
 - (4) Import/export and trading of machinery and spare parts thereof;
 - (5) General import/export and trading; (Except for those that require special permission)
 - (6) Processing, maintenance, manufacturing, import/export and trading of semi-conductor probing spare parts;
 - (7) Quotation and bidding for said products on behalf of domestic and foreign suppliers;
 - (8) Machinery and equipment manufacturing;
 - (9) Machinery wholesale;
 - (10) Machinery and utensil retailing.

2. Weight of business

The Company's net consolidated operating revenue for 2024 was NT\$10,171,861 thousand, primarily generated from the sale of wafer probe cards and semi-conductor equipment. The composition of the revenue is listed below:

Unit: NT\$ thousands

Product (service)	2024	
	Net sales	Weight of business %
Wafer probe card	6,596,924	64.85%
Semi-conductor equipment	3,226,927	31.72%
Others	348,010	3.43%
Total	10,171,861	100.00%

3. Current products (services) of the Company

- (1) Wafer probe card
- (2) Wafer probe card maintenance service
- (3) Wafer probing and sorting equipment
- (4) Probing, sorting and optical inspection equipment for semi-conductor wafers and components

4. New products (services) under development

- (1) Wafer probe card
 - (a) In order to deal with the technology upgrade in the production process of the semi-conductor wafer, the Company will continue to develop the wafer probe cards with ultra-fine pitch technology, high pin count, large area, high/low-temperature, less cleaning and multi-DUT.
 - (b) In response to the development trend of high-speed and high-frequency chips, we continue to develop wafer probe cards for high-speed and high-frequency testing.
 - (c) In response to the development of advanced packaging technology and the differences in application products, we continue to develop highly integrated advanced wafer probe cards for FOWLP, KGD, flip chip, CIS, TSV, WLP, SiP, SoC, 2.5D, InFO, CoWoS, silicon photonics and 3D stacked chip testing.
- (2) Semi-conductor equipment
 - (a) Micro LED wafer and test system for micro display components, including the development of highly shockproof equipment and the measurement capability of micron (um) level light emitting components.
 - (b) Equipment for measuring photoelectric characteristics of optical communication components such as VCSEL, EEL, and DFB.

- (c) Silicon photonic chip level measurement equipment can be used for KGD (Known Good Die process) testing after PIC and EIC+PIC wafer dicing, including related photoelectric conversion characteristics measurement, as well as bandwidth and noise testing of high-frequency components.
- (d) The shared platform of automation system software simplifies programming requirements (Low Code) and node-based process-oriented design (Node Flow) to speed up the development schedule of automation application.

(II) Overview of industry

(A) Overview and development of industry

(1) Status of the global business

(a) Wafer probe card (semi-conductor industry)

In the semi-conductor industry chain, IC design industry serves as the upstream supplier, and IC wafer manufacturing the mid-stream dealer, and IC packing and test industry as the downstream dealer. Taiwan owns the most complete cluster and professional division of work in the global semi-conductor industry. Fabless IC design company hires professional wafer foundries to manufacture wafers in accordance with its design. After front-end probing, packaging fabs will take over and perform cutting and packaging. Finally, the probing fab will perform the back-end probing, and finally assemble the tested finished goods into finished products.

The IC test may be completed in two steps. One refers to the wafer test before packaging primarily aiming to test the electrical property of unit dies on the chips. The other refers to the IC finished goods test primarily aiming to whether the functions, electrical property and heat dissipation of IC are normal or not, in order to ensure the quality. The probe card is applied at the wafer test stage, in order to conduct the probing test on each die on the chips.

Probe card is a plated circuit board filled with probe needles. It is the interface between the probing machine and the wafer under test and analysis. When the manufacture of the wafer is complete, the probe card is needed for probing the quality of the wafer and separating the fine-quality IC (integrated circuit) from the wafer of poor quality (defective product). The subsequent packaging process only allows the fine-quality IC to enter the packaging step, and the poor-quality IC will not enter the packaging step to avoid unnecessary waste of the cost.

Each IC type requires at least one corresponding probe card. The operation principle of the probe card is that the probe needles on the probe card contact with the pads or bumps on the devices under test (DUT) to perform probe test and input/output the chip signal to perform electrical measurement. Automated measuring is realized with the help of the peripheral probing instrument and controlling software.

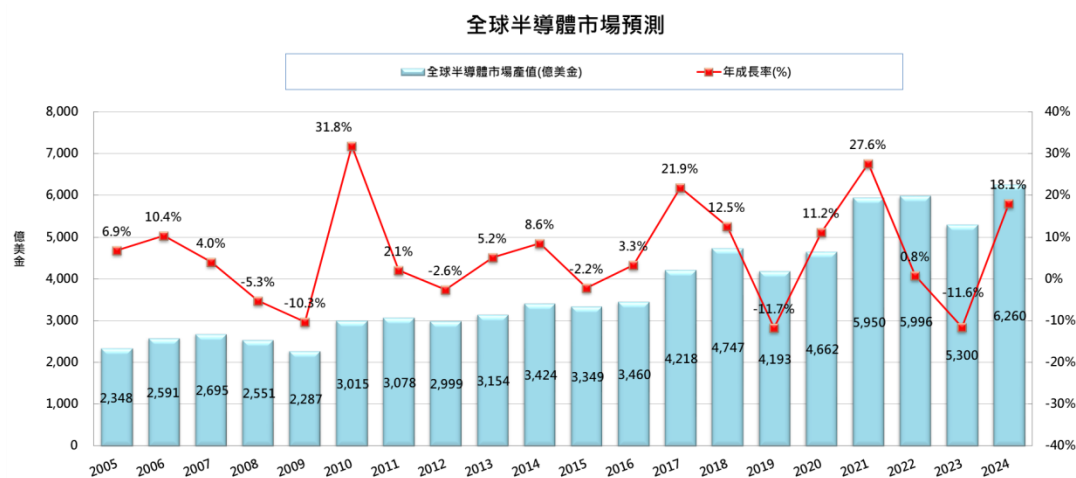
After the wafer probing test is done, the wafer is divided into individual dies. After that, qualified dies are allowed to enter the back-end IC packaging process covered with plastics, ceramics or metals to protect the die from any contamination and also facilitate subsequent packaging process, to achieve the connection of electricity property and heat dissipation of chips and electronic systems. The cost of packaging takes up a great percentage of the overall cost of IC production. Therefore, preventing the defective products from entering the back-end packaging process will result in effective cost-reduction and avoid unnecessary waste.

As electronic products move towards thinner, higher performance and lower power consumption, the cost of high-end packaging is bound to increase in the future. Therefore, wafer probe technology that reduces packaging waste has become an important part of the IC industry.

Taiwan's IC packaging and testing industry ranks the first place in the world constantly. Following the emerging AI and HPC applications, Taiwan's IC packaging and testing service providers continue to deploy high-end packaging and heterogeneous integration technology, in order to set themselves apart from competitors. At the same time, probe card suppliers and testing equipment manufacturers are also striving to follow the trend and develop new technologies to maintain their leading position.

Global semiconductor market forecast

Output value of global semiconductor market (USD billion)	Yearly growth rate (%)
--	------------------------



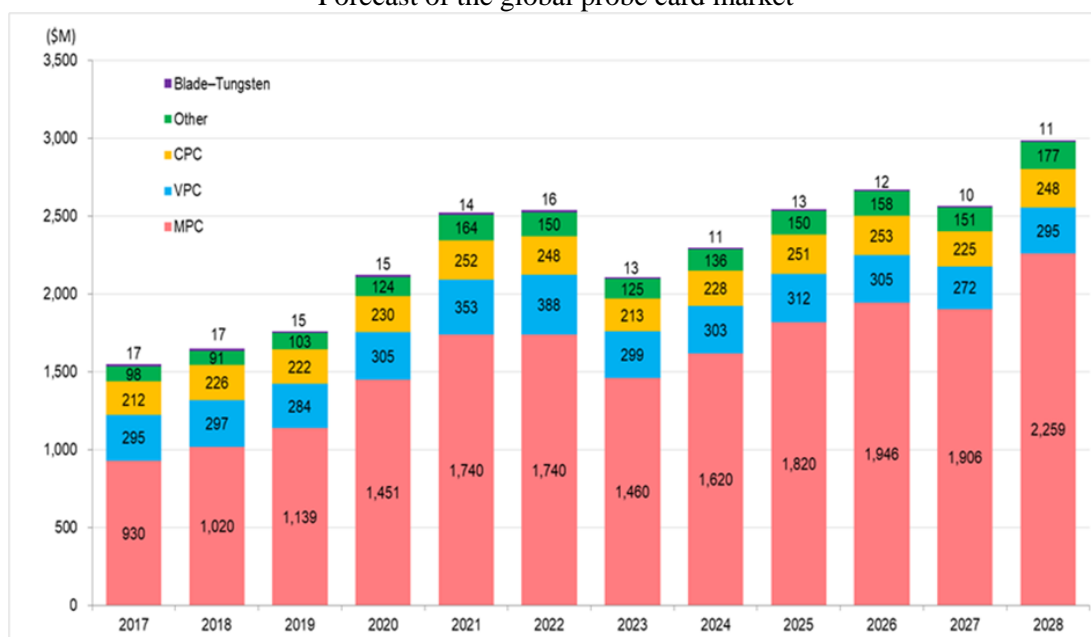
Source of data: Gartner (February 2025); compiled by MPI

The wafer probe card is closely related to the semi-conductor industry. The rise and fall of the semi-conductor market will affect the wafer probe card market directly. According to a survey report by market research firm Gartner, global semiconductor revenue reached US\$626 billion in 2024, an increase of 18.1% from 2023. This was mainly driven by the growth in demand for AI and generative AI. Graphics processing units (GPUs) and artificial intelligence (AI) processors used in data centers will play a key role in driving the semiconductor industry.

The forecast report released by the Industrial Technology Research Institute in December 2024 stated that the demand for electronic terminals will gradually return to positive growth, and the applications of AI and HPC will drive the demand for advanced processes. The overall semiconductor market performed well in 2024. As the global economy recovers, terminal market buying momentum gradually picks up, and demand for artificial intelligence (AI) and high-performance computing (HPC) increases, there is a strong demand for advanced processes, which will be the main driving force for the development of the semiconductor industry in the future. The global semiconductor market will resume its growth trend in 2025, with an annual growth rate of 12.5% and a market size estimated to reach US\$687.4 billion.

Taiwan's semi-conductor supply chain plays an important role globally with its world-leading advanced semi-conductor process. Its output value of wafer foundry and packaging & test ranks the 1st place in the world while IC design ranks the 2nd place in the world. By 2025, Taiwan will use advanced process technology to lead the development of AI, 5G and high-performance computing, pushing Taiwan's semiconductor industry to a new peak. The output value is estimated to exceed NT\$6 trillion, an increase of 16.5% compared to 2024.

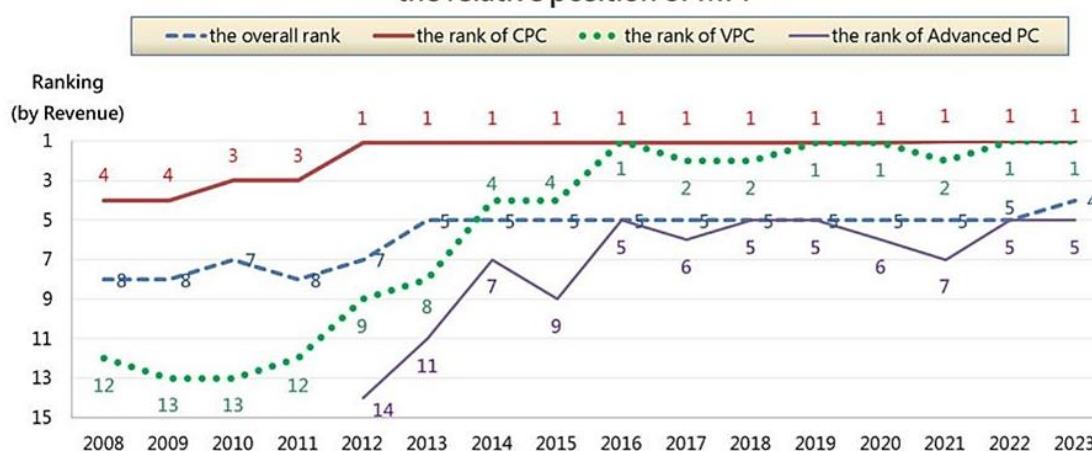
Forecast of the global probe card market



Source of data: Tech Insight (May 2024); compiled by MPI (May 2024)

According to the global probe card market forecast released by TechInsights in May 2024, the compound annual growth rate (CAGR) from 2023 to 2028 is 7.2%, and the global probe card market is still showing a stable growth trend.

MPI's ranking in the global probe card market
the relative position of MPI



Source of data: Tech Insight (May 2024); compiled by MPI (May 2024)

Data from TechInsights' supplier survey report released in May 2024 showed that since the Company climbed to fifth place in the global probe card supplier rankings in 2013, MPI Corporation has continued to invest resources in R&D and sales expansion in an effort to maintain its performance and hopes to move forward with even better rankings. In 2023, MPI Corporation climbed to the 4th place in the global probe card ranking; in the cantilever probe card market, MPI Corporation ranked first in the global market share; in the vertical probe card market, MPI Corporation ranked first in the global market share; in the logic IC test probe card market, MPI Corporation ranked third in the world.

Both our production value of probe cards and the global ranking gradually grow year by year. We have earned ourselves the leading place in the market. The operational strategies emphasize the R&D investment and technology innovation. We will keep growing by adopting leading-edge technology to maintain our competitive advantages.

(b) Semi-conductor equipment

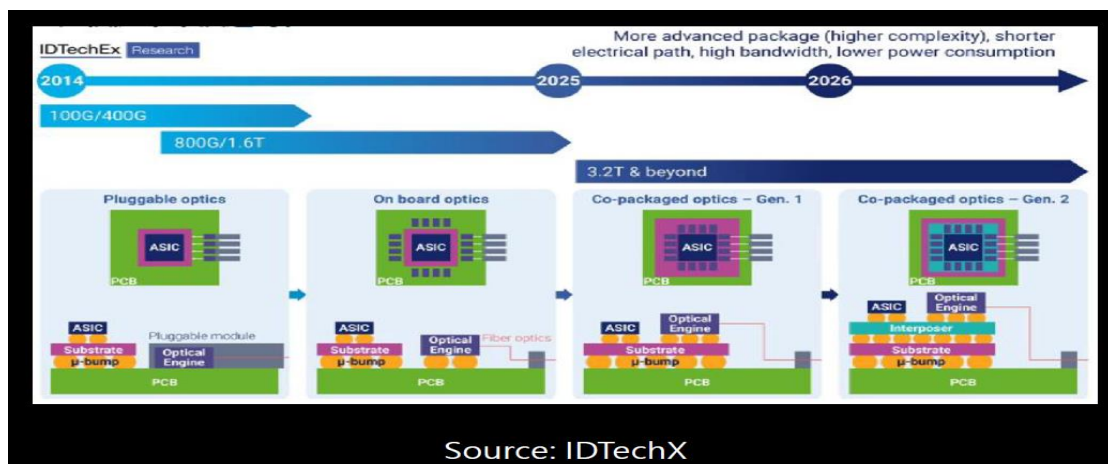
In recent years, the development trend of the international industry has revolved around AI-related applications, which has become one of the main directions. In addition to its application in large displays, Micro LED is also expected to drive the annual growth of Micro LED chip output value as technological breakthroughs have made the demand for its application in automotive displays more specific and full-color solutions for AR glasses more mature.



(來源：TrendForce)

Forecast of Micro LED chip production value (unit: USD million)
(Source of data: TrendForce)

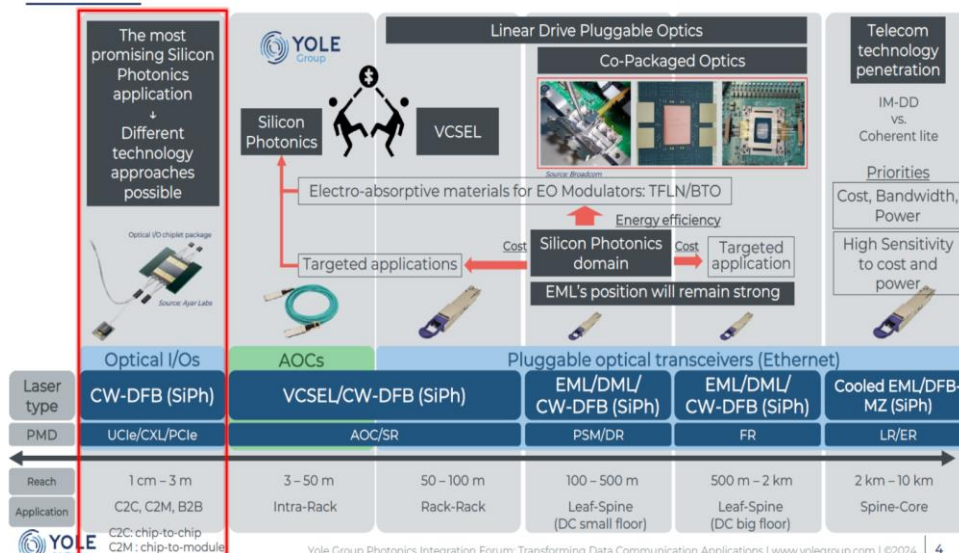
In the past two years, the profound impact of AI on technological trends cannot be ignored. The rapid development of AI has once again reshaped the global semiconductor and technology industries, especially AI-driven cloud and edge computing, and the accelerated iteration of optical communication technology, which are all emerging trends that are promising in the future. The deepening of AI applications will change the form of everyday products, such as smarter mobile phones, laptops and wearable devices. Among them, the use of AI Agent deserves attention. This technology has the ability to perceive the environment, make decisions and execute tasks. In the future, integrating it into the payment system and making humans willing to use it will be a major milestone. Due to the popularization of AI applications in the field of optical communications and switches, the demand for data transmission has increased significantly. The data transmission specification between servers has been rapidly upgraded from 400G to 800G and even moved towards 1.6T at a faster pace, and the speed of product iteration has been significantly accelerated. As the optical communication industry has not only shortened its specification upgrade cycle but also significantly increased its overall industry market size, we are optimistic that the hot trend of the optical communication and switch industries will continue. Continuing the market trend, AI applications will lead to a surge in data transmission in future telecommunications and data centers. However, the efficiency of information transmission cannot keep up with storage and computing technology. How to optimize network transmission performance has become another factor that cannot be ignored. Starting from the mature 400G specification in the market, 800G applications have been introduced in the second half of 2024. In the future, it will move towards 1.6T or even 3.2T high-speed optical communication transmission capabilities to meet the booming demand of large data centers.



The optical communication components used in the data center mentioned above are mainly optical module transmission modules between "Rack to Rack". In the past year, a popular field in the field of optical communications: Co-Packaged Optics (CPO) provides an application interface for "Device to Device" high-speed optical communication transmission. Driven by the application of optical communication, related optical communication components such as VCSEL, CW-DFB, EML, DML and other active light-emitting components are expected to grow in the future.

With the rapid rise of high-speed data centers, the massive consumption of electricity will also be one of the issues that need to be addressed. Micro LED has the advantages of low power consumption and long life, and is expected to be used in the high-speed optical communication component industry in the future. Combining Taiwan's already mature semiconductor, panel, LED and other industries will accelerate the maturity of the optical communications market.

RECENT TRENDS IN DATACOM APPLICATIONS



Source of data: Yole 2024 Research Report

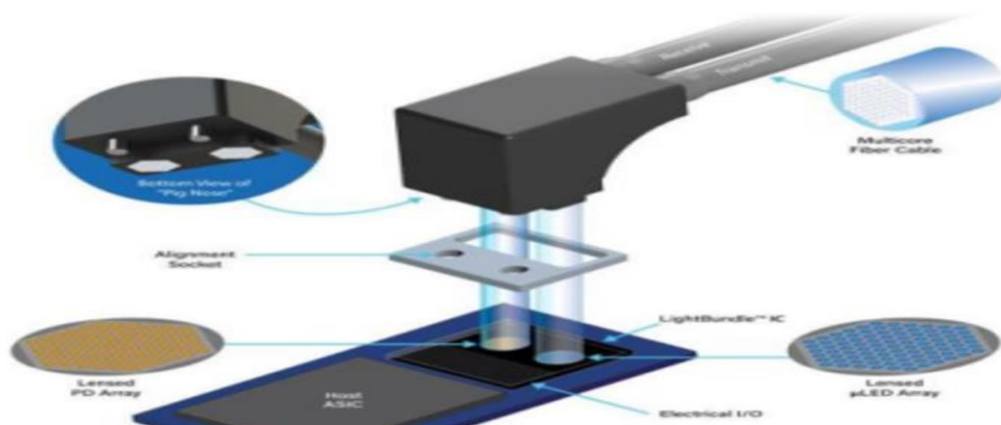


Fig 1a: LightBundle architecture

Source of data: Avicena ECOC 2023 Market Focus

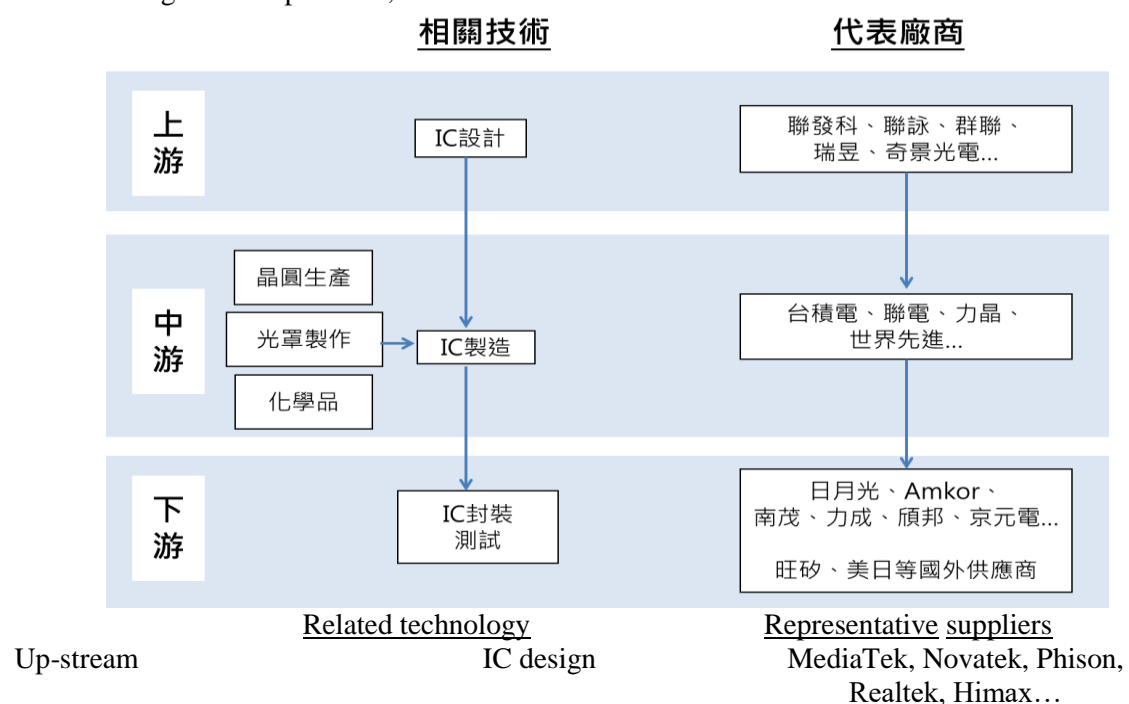
(2) Status of domestic industry

(A) Wafer probe card (semi-conductor industry)

The semiconductor industry is one of the most important industries in Taiwan. With the active support from the Government and much effort of the industry for decades, a comprehensive supply chain has been formed for the semiconductor industry; there is a complete industry structure and professional division of labor system. Professional companies in Taiwan have been engaged in the IC design in the upstream sector, wafer fabrication in the midstream sector, and IC packaging as well as testing in the downstream.

In 2024, Taiwan's semiconductor industry benefited from emerging AI applications and global economic recovery, and its overall growth accelerated. With the launch of smartphones and AI PC products, the IC design industry has seen a rebound in demand in the terminal consumer market as communication technology upgrades have driven equipment upgrades. In terms of wafer foundry performance, AI and HPC applications have driven strong revenue growth in wafer foundry. The IC packaging and testing industry has shown a stable recovery, and the strong demand for advanced packaging and testing technologies in the AI field has become an important force driving the packaging and testing industry.

Relation Diagram for up-stream, mid-stream and down-stream dealers in the semi-conductor industry



Mid-stream	Wafer production Mask production Chemicals	IC manufacturing	TSMC, UMC, Powerchip, VIS
Down-stream		IC packaging and test	ASE, Amkor, ChipMOS, Powertech, Chipbond, King Yuan Electronics... MPI, and foreign suppliers from the USA and Japan, etc.

Source of data: MPI

According to statistics from the Industrial Technology Research Institute, Taiwan's overall IC industry output value (including IC design, IC manufacturing, IC packaging, and IC testing) in the third quarter of 2024 reached NT\$1,384 billion, a 9.0% increase from the second quarter and a 24% increase from the same period in 2023. Among them, the output value of the IC design industry was \$325.6 billion, a year-on-year increase of 4.2% from the second quarter and 13.1% from the same period in 2023. The IC manufacturing industry was \$896.5 billion, an increase of 11.1% from the second quarter and 32.7% from the same period in 2023.

Data showed that the IC manufacturing industry's wafer foundry output value reached \$850.8 billion in the third quarter of 2024, an increase of 11.9% from the second quarter and 34.7% from the same period in 2023. Memory and other manufacturing was \$45.7 billion, a decrease of 1.9% from the second quarter but an increase of 3.9% from the same period in 2023. In addition, the IC packaging industry was \$111.4 billion, an increase of 9.0% from the second quarter and 7.6% from the same period in 2023. The IC testing industry was \$50.5 billion, an increase of 4.3% from the second quarter and 3.1% from the same period in 2023.

It is estimated that Taiwan's IC industry output value reached \$5.3001 trillion in 2024, a 22.0% increase from 2023. The output value of IC design industry was \$1.2769 trillion, a growth of 16.5% from 2023. The output value of the IC manufacturing industry reached \$3.3957 trillion, an increase of 27.5% from 2023.

The IC manufacturing industry's foundry output value reached \$3.2137 trillion in 2024, a 28.9% increase from 2023. Memory and other manufacturing was \$182 billion, a 7.0% increase from 2023. In addition, the IC packaging industry was \$427 billion, an increase of 8.6% from 2023. The output value of the IC testing industry was \$200.5 billion, an increase of 5.2% from 2023.

Table: Output value of Taiwan IC industry in 2024

NT\$ 100 million	24Q1	QoQ	YoY	24Q2	QoQ	YoY	24Q3	QoQ	YoY	24Q4(e)	QoQ	YoY	2024(e)	YoY
Output value of IC industry	11,667	-3.0%	15.7%	12,702	8.9%	25.1%	13,840	9.0%	24.0%	14,792	6.9%	22.9%	53,001	22.0%
IC design industry	3,002	0.1%	25.1%	3,125	4.1%	16.4%	3,256	4.2%	13.1%	3,386	4.0%	12.9%	12,769	16.5%
IC manufacturing industry	7,193	-4.3%	14.6%	8,071	12.2%	32.9%	8,965	11.1%	32.7%	9,728	8.5%	29.4%	33,957	27.5%
Wafer OEM	6,749	-4.8%	14.9%	7,605	12.7%	34.7%	8,508	11.9%	34.7%	9,275	9.0%	30.8%	32,137	28.9%
Memory and other manufacturing	444	4.0%	9.4%	466	5.0%	8.9%	457	-1.9%	3.9%	453	-0.9%	6.1%	1,820	7.0%
IC assembly industry	987	-4.1%	5.0%	1,022	3.5%	10.2%	1,114	9.0%	7.6%	1,147	3.0%	11.5%	4,270	8.6%
IC testing industry	485	-0.6%	4.3%	484	-0.2%	4.5%	505	4.3%	3.1%	531	5.1%	8.8%	2,005	5.2%
Output value of IC industry	3,446	0.6%	22.8%	3,591	4.2%	15.4%	3,713	3.4%	11.8%	3,839	3.4%	12.0%	14,589	15.2%
Global semiconductor market (USD billion) and growth rate (%)	-	-	-	-	-	-	-	-	-	-	-	-	6,112	16.0%

Note: Output value of IC industry=output value of IC design industry+IC manufacturing industry+IC assembly industry+IC probing industry

Source of data: The Industry, Science and Technology International Strategy Center, Industrial Technology Research Institute (2024/12)

In 2025, as the global demand for artificial intelligence (AI) and high-performance computing (HPC) continues to rise, the application markets are facing a trend of specification upgrades, and the semiconductor industry will once again usher in a new prosperity. Taiwan has the advantages of owning the most advanced packaging capacity and heterogeneous integration packaging technologies in the world, which can satisfy the demand for highly integrated and high performance chips of end electronic products from the globe. IDC forecasts that global semiconductor packaging and testing will grow by 9.0% in 2025. For the probe card industry that relies on the semiconductor packaging and testing industry, the surge in demand for high-end packaging derived from terminal applications and the steady growth in packaging and testing demand are expected to stimulate continued growth in the probe card market demand.

(B) Semi-conductor equipment

In the global semiconductor industry's supply chain, Taiwan has always played an important role in foundry and manufacturing. Even as the US-China trade war continues, Taiwan remains the world's most critical semiconductor production base. The industries driven by AI applications range from upstream IC design to midstream wafer foundry manufacturing and downstream 2.5D or 3D packaging industries. The demands of the optical communications industry also include fiber arrays and active light-emitting components such as VCSEL, CW-DFB, EML, DML, and Micro LED, which are also the strengths of Taiwan's industry. As new applications drive higher-tech products, the demand for related automated conductor equipment will gradually flourish.

The Company's consistent commitment in developing and applying the engineering and massive production equipment required in various manufacturing processes of semi-conductor components. In addition to the complete process solutions for traditional wafer level testing and sorting equipment, It has been active in cooperating with world-class manufacturers who have leading technology to develop a variety of testing equipment required in the semi-conductor mass production processes. With the rise of VCSEL, LiDAR, Silicon Photonics, Micro LED and other photoelectric sensing components, the Company is fully committed to cooperating with leading international manufacturers and academic institutions to continuously improve related core technologies in a challenging environment and continue to grow with the continuous progress of the industry.

(B) Correlation between the up-stream, mid-stream and down-stream dealers in the industry

The Company's main products include wafer probe cards and semi-conductor equipment. The complicated machining process in the machinery industry requires lots of components/parts, so some part machining in the manufacturing process is outsourced to subcontractors. In terms of the correlation between the up-stream and down-stream in the industry, the Company is identified as a down-stream company engaged in R&D, design & assembly and selling of various wafer probe cards and machines to companies in the semi-conductor and LED industries. The up-stream companies are responsible for supplying parts/components and raw materials including PCB, probes, microscopes, slide rails and automatic control components. The correlation between the up-stream and down-stream companies in the industry is as follows:

A. Wafer probe card:

<u>Up-stream</u>	<u>Mid-stream</u>	<u>Down-stream</u>
Measuring instrument industry		
PCB industry	Probes for probing	IC design industry
Ceramic industry	Special jigs	IC manufacturing industry
Synthetic resin	Wafer probe card probing device	IC probing industry

manufacturing industry
Passive component industry

B. Semi-conductor equipment:

Up-stream	Mid-stream	Down-stream
PCB industry	Computer	LED industry
Machinery processing industry	Automated control testing jig and equipment	Optoelectronic manufacturing industry
Automatic control components	Probes	Split-type component industry
Measuring instrument industry		Communication industry
Computer device industry		Semi-conductor wafer test industry
Optoelectronic components		
Electronic parts		

(C) Development trends of products

(1) Wafer probe card (semi-conductor industry)

The development of probe cards is highly related to the development of electronic packaging in the IC industry. Currently, demands such as system in package (SiP), three-dimensional packaging (InFO, CoWoS, 2.5D & 3D IC Packaging), Fan Out Packaging, MEMS and Sensor Packaging, silicon photonics, and high-frequency testing all rely on different probe testing technologies. The IC industry imposes very strict cost requirements at the packaging and test stage. Meanwhile, following the evolution of IC process technology, the technical requirements for the packaging and test stage is also getting stricter and stricter.

The following nine development trends are concluded:

① Fine pitch

The overall semi-conductor technology would continue to make progress in the miniaturization of circuit interval. In response to the future micro technology for IC process and continual miniaturization of the chip size, the Company will construct the bonding technology with a view to pursuing the shortest connection length, best electrical characteristics, and high output/input contact density so as to cut the IC size and increase the number of unit dies. Better fine pitch technology for the wafer probe cards will be developed to comply with the requirement of IC process.

② Dealing with high-speed signal interference

The System in Package (SiP) and multi-chip packaging systems have become the mainstream in the IC development. As the SiP cost still stays high, it is necessary to confirm the yield of each single chip and probe testing performed on each chip in the chip stack before proceeding with the multi-chip packaging, and complete the packaging upon confirmation of the yield rate to prevent any additional expenditure. As it is necessary for high-speed signals in the System in Package (SiP) and multi-chip packaging to deal with certain problems about integration of signals and electromagnetic interference (signal performance), the technical difficulty is also increasing.

③ Dealing with thermal issues

The applicable working environment of different IC products varies. Using environment (high and low temperature) of the product shall be simulated during wafer probing to ensure the impact of temperature will not affect normal operation of the electronic circuit of the IC product.

Test of these chips needs to take into account thermal effects or high and low temperature testing issues. The thermal effect problem derived from the high performance chips becomes critical at the wafer testing stage and back-end packaging stage. Meanwhile, the increasing demand for in-vehicle chips also signifies the importance of thermal effect problem. Some wafer types might require longer testing time and more complicated testing environment. Therefore, the probe card design must consider the increase/decrease in temperature and temperature restrictions and changes in the probe cards caused by the thermal effect at the time of wafer testing.

④ High-frequency and high-speed probe card

In consideration of the increasing high speed SerDes interface applications, such optical fiber transmission communication interface testing requires the precision of fiber alignment strictly required. The test needed by optical communications also needs to rely on some new test method. It is necessary to develop new probe card designs to overcome the bottleneck suffered by the optical communication test currently.

The rising demand for 5G communications, automotive electronics, VR wireless transmission, and network applications has led to a significant increase in the demand for high-speed communication chips, and even driver ICs are developing towards high-speed signal transmission. The most important thing in the design of high-speed communication chips is the signal transmission. Therefore, the impedance matching of the signal transmission path and completeness of signal are significant. The circuit design and manufacturing precision of the probe card are the development keys for ensuring the completeness of signal transmission.

⑤ Multi-chip parallel probing

The strategy for the probe card that is able to complete multi-chip probing with only one contact adopted in order to save the probing time and improve cost effectiveness has increased the difficulty in designing probe cards. In addition, to achieve the purpose of multi-wafer parallel testing, the number of wafers to be tested simultaneously must be high, the area to be tested simultaneously must be large, and consistency between DUTs must be achieved, and good flatness must be controlled. All of these requirements rely on better probe card design and manufacturing technology.

⑥ Application of different semi-conductor materials and technology

The innovation and development of new semi-conductor process and technology will lead to the creation of different types of chip bonding pads and materials. The probe card technology will vary when using different bonding pad materials with DUT.

⑦ Low contact resistance

In order to meet the requirement of energy reduction for the portable mobile devices, the voltage during the operation will become lower. As a result, contact resistance applied when the probe card is probing the chip shall not be too high. Therefore, probe card with low contact resistance is the focus of the design and development.

⑧ Less cleaning

The poor quality of pin contact on the probe card will fail to deliver the probing function. Cleaning thus is needed for continuous probing. However, the pin contact will be worn during cleaning the life span of the pin will decrease as a result. Therefore, developing probe cards with less cleaning need has become a key for the product.

⑨ High-power chip probing

The demand for high-power and high-voltage power chips rises rapidly in the industrial, communication and netcom equipment markets. This renders the IC manufacturers to develop related products. Industrial equipment, communication equipment and netcom equipment need high-power chips that allow high current input. Therefore, the development of the probe card applicable to high-power chip probing becomes a significant trend.

(2) Semi-conductor equipment

① Photoelectric high-speed measurement capability

In addition to general optical and electrical measurements, active optical communication components such as VCSEL, CW-DFB, EML, DML, and Micro LED are also measured during the production process. When measuring the RF characteristics of higher-speed and higher-frequency components, the stability and anti-noise capabilities of the equipment are also much higher than previous standards.

Moreover, in the application environment on an on-board equipment for VCSEL component, e.g. LiDar, large power output is required for remote terrain features detection, therefore, in a wafer-level measurement, nano second pulse and high current are essential test conditions. IC test probes integrated with high speed measurement system and high-current-driver IC are the development goal for the next phase.

② Optical coupling precision

The fiber array used to measure silicon photonic components must also have precise optical coupling capability that can be controlled to the millimeter level to complete the measurement

of the optical waveguide characteristics in silicon photonic components. At the same time, when testing CPO components, the ability to measure micro bumps with fine pitch is required, which is a major challenge for the precise positioning capability of the machine and the production technology of fine pitch vertical probe cards.

③ Automatic production

Currently, the labor cost continue to hike, so the production of photoelectric components industry starts to align with that of semi-conductor industry by introducing massive amount of automatic production equipment and procedures. Multi-probing decentralized photoelectric test system provides the maximum production within the minimum space and can be integrated with wafer sorter in an unmanned factory to achieve best performance.

④ Production management

In addition to the output efficiency of a single machine, the output efficiency of a whole production line is also an important indicator for each fab. The integration of the data flow and the most efficient production process, and the application and design of machines must be improved non-stop.

(D) Status of competition of products

Name of primary competitor, and business lines or competitive business lines of the competitor

(1) Wafer probe card

According to TechInsights, MPI Corporation is the leading manufacturer of professional wafer probe cards in Taiwan. Among Taiwan's probe card suppliers, MPI Corporation is the only one ranked in the top four. Its major competitors are world-class manufacturers from abroad.

The others in the same trade	Competitive products
JEM TAIWAN PROBE CORP. (a company incorporated by Japan-based JEM in Taiwan)	Wafer probe card
SV Probe (Taiwan Branch of the U.S.-based Nidec SV TCL Group)	Wafer probe card
FormFactor (a branch company of the U.S.-based FormFactor)	Wafer probe card
Technoprobe Taiwan Co., Ltd. (Taiwan Branch of the Italy-based Technoprobe Group)	Wafer probe card

(2) Semi-conductor equipment

The Company's semi-conductor equipment has earned the recognition from the customers with the outstanding technology and performance. With the growth of the photoelectric industry, more and more local equipment manufacturers start to develop related semi-conductor equipment. We maintain our leading position in the highly competitive market with our own technology, the philosophy of “Customer First”, and high production volume. The competitors are described as follow:

The others in the same trade	Competitive products
OPTO tech. Co., Japan	Wafer prober Die bonder
Fittech Co.,LTD	Wafer prober
Chroma ATE Inc.	Wafer prober
Cascade, USA	Wafer prober
Hauman Technologies Corporation	Wafer prober
WeiMin Industrial Co., Ltd.	Wafer prober Die test device
SIDEA, China	Wafer prober

BOST, China	VCSEL testing system
Feedlitech, China	VCSEL testing system

(III) Overview of technology and R&D

1. R&D expenses during the most recent year and up to the date of publication of this annual report:

Unit: NT\$ thousands

Year	2024	As of March 31, 2025
R&D expenses	1,089,293	268,562

2. Technology or product developed successfully in the last five years

Year	Name of technology or product
2024	Development plan of AI chip high-speed test probe card (224Gbps PAM4) Development of high-pin count MEMS probe card for high-performance computing processor IC testing High-precision, high-vibration AVI testing platform High-speed PAM4-100G component optical and RF characteristics measurement system Pico level light intensity and low current measurement system Chip level and package level silicon photonic component testing and automated inspection system
2023	Development plan for large coverage, high-pin-count MEMS probe cards applied in the test of high-end smart phone application processor ICs Development plan for large coverage MEMS probe cards applied in the test of automotive ICs High-speed test probe card (112Gbps PAM4) development plan for high-performance computing ICs Wafer-level test system for nanosecond pulse-level high-power laser diodes (Laser Diode, VCSEL) Compound semi-conductor automated mass production equipment
2022	Development plan for vertical probe cards used in the test of application processors of advanced CoWoS packaged data center (HPC) Micro pitch (70um) full array MEMS vertical probe card development plan Development plan for high-end substrate resistance tester with automated adjustable probe pitch. Micro LED multi-channel high-speed and low current measurement equipment. Wafer-level test system for nanosecond pulse-level high-power laser diodes (Laser Diode, VCSEL) Compound semi-conductor automated mass production equipment
2021	Micro pitch (80um) full array MEMS vertical probe card development plan High-speed module probe card development plan to achieve high-speed signal (≥ 2.5 Gbps) testing in low-end testers Development plan for structure-strengthened fine-pitch vertical probe cards 8-inch Micro LED wafer-level multi-site distributed optoelectronic test system Wafer-level test system for nanosecond pulse-level high-power laser diodes (Laser Diode, VCSEL) New-generation immersive user interfaces

2020	Advanced vertical type probe card (FW) development plan Low/medium/high-frequency signal (Hybrid Pogo) probe card development plan Adjustable probe card device for high-level bond substrate impedance testing development plan Micro LED wafer level high-speed photoelectric measurement system. High-speed, high-current, high-power laser diode (VCSEL) wafer-level test system Three-temperature full automatic probe station, wafer-level and PCB-level photoelectric measurement PCB
------	---

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

1. Long-term business development plan
 - (1) Develop the market in the U.S.A. to support customer's need;
 - (2) Apply accumulated technology and human resource to develop horizontally in the e-testing field;
 - (3) Train human resource and ability in internationalized division of labor and production & marketing;
 - (4) Continue to improve the enterprise's constitution in all respects;
 - (5) Accelerate domestic application of thin chips; and
 - (6) In the case of sufficient sources of materials in the future, extend the business lines of crystal growth fab.
2. Short-term business development plan
 - (1) Enhance HR training
 - (2) Market development & marketing
 - (3) Establish various departments' routine management systems and fulfill departmental management

II. Overview of market and production & marketing

(I) Market analysis

1. Territories where main products (services) are sold (provided)

The Company primarily sells (provides) the products (services) in Taiwan. Other sales territory includes the USA, Japan, Europe and China. The main wafer foundries, fabless IC design companies and OSAT fabs are all customers of the Company.
2. Market share

MPI specializes in design and manufacturing of semi-conductor wafer probe card for probing, which is the largest manufacturer in the relevant field. Among the other competitors in the same trade, MPI is the one with the most complete production capacity, R&D and manufacturing ability and financial structure.

In the 2023 Global Wafer Probe Card Survey Report released by TechInsights, an international professional market research organization in May 2024, it was pointed out that in the overall ranking of global probe card companies, MPI Corporation ranked 4th in the world; in the cantilever probe card and vertical probe card markets, MPI Corporation is firmly established as the world's largest probe card supplier.

MPI, as the leader in Taiwan's probe card market, provides a variety of probe card products covering cantilever, vertical, LCD-driven IC, high frequency high speed, and MEMS probe cards, and sets a benchmark of quality and sales for its local peers.
3. Future supply & demand and growth of market
 - (1) Demand:

Taiwan owns the most complete industry clusters and robust up-stream and down-stream supply chain, i.e., competitive advantages residing in the semi-conductor industry of Taiwan. Given the smaller IC assembly size and increasing assembly cost, wafer tester has become a very important part of the IC manufacturing process. Therefore, the demand volume of wafer probe cards and IC output are correlated at a certain level.

In recent years, due to the increasing complexity and diversity of functions of various consumer electronic products, coupled with the development trends of 5G communications,

high-performance computing (HPC), automotive/industrial and AI applications, consumers have higher demands for functionality in addition to requiring various products to be light, thin, short and small. In order to increase their market share, leading manufacturers in the domestic and foreign semiconductor markets continue to increase capital expenditures and expand production capacity. With the increase in the number of chip mass production and the trend of chip packaging technology towards thinness, low system cost and high performance, the requirements for wafer probe testing have become more rigorous.

Taiwan's wafer foundry industry ranks the first place in the world, and packaging and test industry also the first place and IC design industry the second place globally, only after the USA. The semi-conductor industry's comprehensive clustering effect appears to be the competitive strength of Taiwan's semi-conductor industry.

The packaging and test industry is growing with IC manufacturing and IC design industries simultaneously. All of them form the force to keep Taiwan's semi-conductor industry growing. As the probe card is primarily applied to inspection of the yield rate of wafers, the wafer foundry industry's development is expectable. Meanwhile, the probe card market is expected to grow therefor. The design of the probe card is getting complicated, and this results in the requirement for the quality and volume of probe cards from the semi-conductor industry.

(2) Supply:

The competition in the global probe card market is highly-competitive. Each probe card supplier specializes in different products and technology, and collaborates with different customers. For example, some foreign suppliers tend to have more control in the memory products. MPI Corporation has been a leading company in the domestic market, and specialized in cantilever probe card, LCD driven IC, and vertical type and high-speed HF probes cards. Currently, most domestic companies are the long-term customers of MPI Corporation. MPI Corporation has been actively developing major foreign markets to meet the market needs with its probe cards, while having a foothold in Taiwan and keeping a close watch on the development of industrial technologies in Taiwan.

MPI's manufacturing technology for the products of high pin count, fine pitch and high-speed/high-frequency has matured. We are the leading company with the established technology in the industry and provide the products including cantilever, vertical and MEMS probe cards. We are able to provide probe cards for general probing and high-frequency probing. With the advantages of fine pitch and high DUT count, the wafer probing cost can be saved and the probing precision will increase. MPI will uphold the idea of technology innovation to continue putting ourselves in the R&D work of the advanced probe cards of the next generation.

4. Competition niches

- (1) With the outstanding and stable technology and products we provide, we have established a stable cooperative relationship with the customers over the years.
- (2) We provide total solution, real-time customer service and know how application of relative fields for the customers.
- (3) Continuous innovation: In the ever-changing technology industry, the application of new technology and the demand for new technology need to be satisfied. In addition to the continuous investment of resources in R&D for ensuring our leading place, MPI invests a great amount of R&D budget for technology development, especially for new technology skill development. These will make sure MPI stays competitive in the industry and that technical barriers are created. For the market of advanced vertical probe cards, the Company has direct contact with the foreign IC design companies. We have established a close directly to establish partnership and invest lots of R&D resources to ensure the growth in the future.
- (4) Complete patent strategy: We have filed 1,492 patent applications with a total of 1,073 patents granted (published) (Until the end of 2024).

5. Advantages and disadvantages for future development, and the countermeasures

(1) Advantages

- (a) The product quality and stability have been recognized by most domestic/foreign leading semi-conductor manufacturers. We have successfully entered the supply chain

of international manufacturers. The Company is recognized as the best supplier by the public domestically.

- (b) We possess complete and diversified R&D capacity and talents. We are able to make careful and complete plan with for the development trend in the industry in the future.
- (c) The market tends to favor the high pin count, fine pitch and high-speed/high-frequency design for signal transmission. The Company is highly competitive since our products have high quality and are stable. We hope the expanding market demand will boost the Company's operating revenue.
- (d) Complete product line: With our core automated technology, we continue to develop various automatic applied technology. The products are designed to allow rapid replacement to meet different requirements. They are applicable to relative product testing in the semi-conductor industry. This will greatly reduce the risks caused by economic condition change of single-industry structure.
- (e) Sensitive market control ability: We own the complete sale and service channels that can reflect the market conditions immediately as feedbacks to ensure our competitiveness.

(2) Disadvantages

- (a) Small-scale suppliers might engage in price war to survive in the industry. This will increase the risk in market price fluctuation.
- (b) The growth of the traditional wafer probe card market is limited. Therefore, it is necessary to continue developing MEMS and vertical probe card technology to satisfy the need resulting from the substantial growth of the advanced packaging.
- (c) Most of the precise mechanical parts of automated probing equipment are imported from abroad. The cost is high and the delivery period is long. These might cause difficulty for on-time delivery to the domestic customers.

(3) Countermeasures

- (a) We will upgrade the production quality of wafer probe cards and shorten the delivery term to satisfy customers' need and get a reasonable price.
- (b) We will invest resources in R&D to cope with new technical challenges and ensure our leading position.
- (c) We will improve the probing equipment business and perform market survey to increase the accuracy of market demand forecast. Moreover, we will establish the safety inventory amount for parts/components imported from abroad according to the market demand. Semi-finished product inventory system will be established to ensure the fulfillment of the delivery term.

(II) Usage and manufacturing processes for the main products

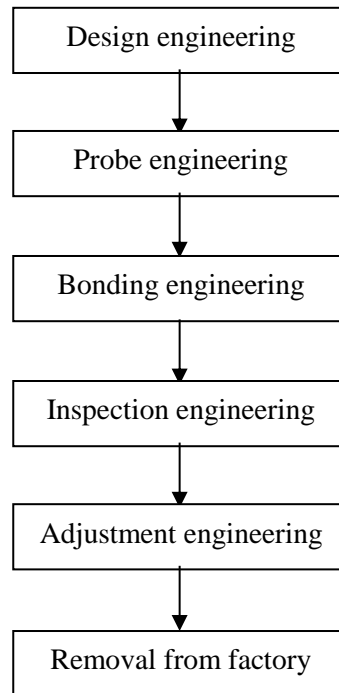
(1) Important purpose of main products:

Product or service	Main purpose or function
Wafer probe card for wafer probing	The measuring interface at the wafer probing stage is the bridge between the wafer to be tested and the probing device. It is widely used on the wafer level probing for logic components, memory components and LCD driver components.
Wafer probe card for LCD Driver IC Final Test	The testing interface after packaging is the bridge of signal transmission between the LCD Driver IC to be tested, tape and the probing device.
Vertical probe card	The measuring interface at the wafer probing stage is designed for the wafer probing and need for flip-chip products.
MEMS probe card	The measuring interface at the wafer probing stage is designed for the wafer probing and need for flip-chip products.
Semi-conductor die testing equipment	It is used to test the optical properties of the die and perform data analysis for the bin value after the photoelectric semi-conductor wafer is manufactured.

Semi-conductor die testing and sorting equipment	It is used on the sorting of dies based on their optical properties after the photoelectric semi-conductor die is manufactured.
Automatic AOI equipment	The equipment will sort out and mark the die with defects by adopting AOI after the photoelectric semi-conductor testing and sorting are complete.

(2) Manufacturing process of products

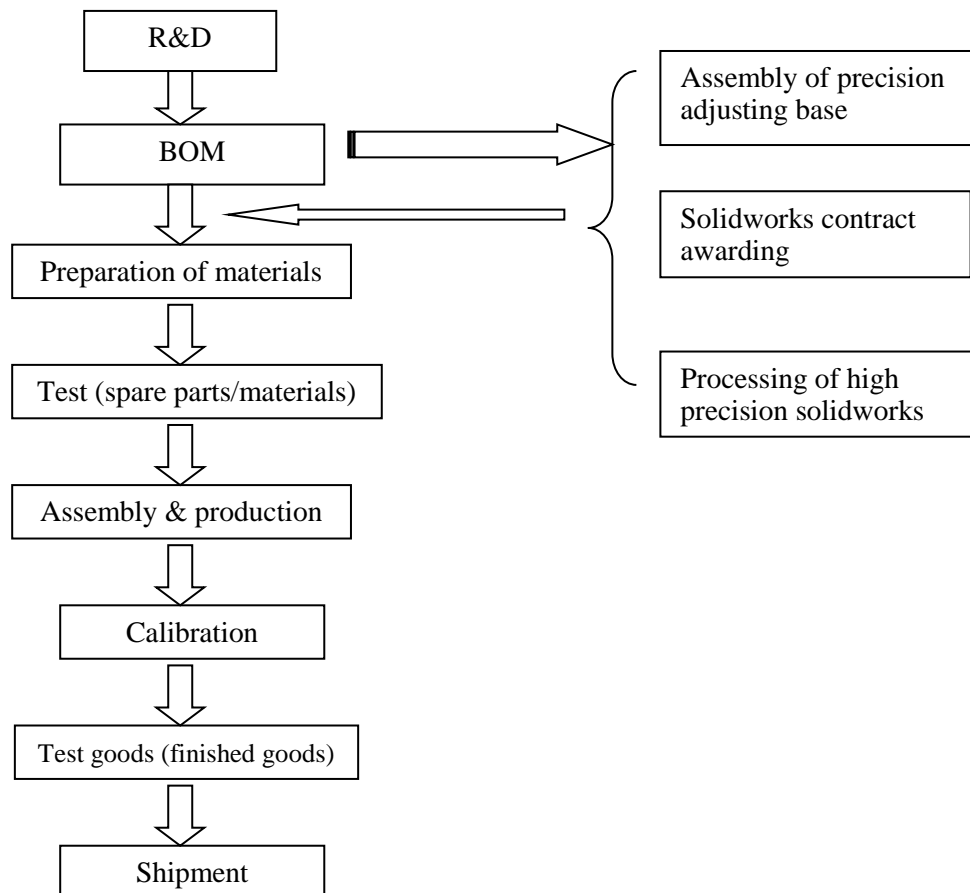
(a) Wafer probe card



(b) Semi-conductor equipment

The Company

Cooperative supplier



(III) Supply of major raw materials

The Company's main products include wafer probe cards and semi-conductor equipment series. The raw materials and supplies required by wafer probe cards include PCB, probes, tubes, etc., while those required by semi-conductor equipment include microscope, lathe, milling machine, screw track, motor, industrial computer, etc. The Company maintains fair collaborative relationship with domestic/foreign raw material suppliers, and keeps working with two (2) or more suppliers of key materials and spare parts to enable flexible procurement and diversify the risk of concentration of raw materials.

(IV) List of major suppliers and customers

(1) List of manufacturers that accounted for more than 10% of total purchases in the past two years

Unit: NT\$ thousand

2023				2024				Up to the end of first quarter of 2025			
Name	Amount	Annual net purchase ratio (%)	Relationship with the issuer	Name	Amount	Annual net purchase ratio (%)	Relationship with the issuer	Name	Amount	Net procurement ratio as of Q1 of the current year (%)	Relationship with the issuer
Supplier E	186,288	10.32%	Non-related party	Others	2,346,002	100.00%	Non-related party	Others	682,974	100.00%	N/A
Others	1,619,551	89.68%	N/A				N/A				
Net procurement	1,805,839	100.00%		Net procurement	2,346,002	100.00%		Net procurement	682,974	100.00%	

Description of changes: In 2023, manufacturer E accounted for more than 10% of the net purchase amount. In 2024, there was no manufacturer that accounted for more than 10% of the net purchase amount of the Company.

(2) List of customers who accounted for 10% of total sales in the last two years

Unit: NT\$ thousands

2023				2024				Up to the end of first quarter of 2025			
Name	Amount	Annual net sales ratio (%)	Relationship with the issuer	Name	Amount	Annual net sales ratio (%)	Relationship with the issuer	Name	Amount	Net sales ratio as of Q1 of the current year (%)	Relationship with the issuer
Others	8,147,112	100.00%	N/A	Others	10,171,861	100.00%	N/A	Others	2,828,698	100.00%	N/A
Net sales	8,147,112	100.00%		Net sales	10,171,861	100.00%		Net sales	2,828,698	100.00%	

Description of changes: In both 2023 and 2024, the Company had no customers that accounted for more than 10% of its net sales.

III. Employee information

Information about the employees employed for the recent two (2) years and as of the date on which the annual report is printed

Year		2023	2024	As of April 30, 2025
Number of employees	Indirect employees	855	907	921
	Direct employees	826	942	989
	Total	1,681	1,849	1,910
Average age		38.2	38.1	38.1
Average years of service		9.43	9.33	9.26
Educational background distribution ratio (%)	Doctoral degree	0.30	0.32	0.26
	Master's degree	17.25	16.98	17.02
	University/college	68.35	68.04	68.22
	High school	13.68	14.06	13.98
	Below high school	0.42	0.60	0.52

IV. Environment protection expenditure information

(I) The Company has passed the environmental management system (ISO 14001) certification, which is valid from September 20, 2022 to September 19, 2025. It is expected to complete the three-year re-certification this year, and the latest certificate is expected to be valid from September 20, 2025 to September 19, 2028. We review the impact of the process on the environment and continue to make improvement. The Company has established a service unit responsible for managing, maintaining and improving the environmental management system. It is also responsible for the external and internal communication regarding environmental issues. The impact our products have on the environment during the manufacturing process is slight. The main pollution includes waste, air pollution and wastewater. We put emphasis on pollution prevention work to reduce the impact on the environment. MPI endeavors to the establishment of the pollution prevention equipment, hoping to decrease the effect of pollution under effective management. We perform inspections on the operations, and the employees in charge of the production line have better environmental awareness now. The Company establishes annual improvement plan and executes control on the discharge of polluted air, water and waste in the hope to prevent pollution and realize our commitment to reducing environmental impact.

1. A permit for polluting facility establishment or a pollution discharge permit must be acquired, the pollution prevention fee must be paid or a designated unit for environmental protection must be established according to the legislations. The status of the application, payment and establishment are listed down below:
 - (1) According to the environmental protection laws and regulations, the Company's 2nd Plant in Zhubei, Xinpu Plant and Hukou Plant have acquired the water pollution prevention permit and operation permit for stationary sources of pollution. Designated personnel for polluted water discharge (class B) and designated personnel for air pollution prevention (class A) are established.
 - (2) The Company reports and pays the pollution prevention fee according to the environmental protection laws and regulations.
2. The Company's investment on the major anti-pollution facilities, the use purpose of such facilities and the possible effects to be produced: The pollution prevention equipment is used to process the wastewater and gas from the manufacturing process and reduce environmental pollution in compliance with environmental laws and regulations.
3. The process undertaken by the Company on environmental pollution improvement for the most recent fiscal year and up to the annual report publication date. If there had been any pollution dispute, its handling process shall also be described : There has been not any environmental pollution dispute in the most recent year and up to the annual report publication date.
4. Any losses suffered by the Company in the most recent fiscal year and up to the annual report publication date due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection,

- specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: The Company did not commit any incident in the most recent fiscal year and up to the annual report publication date.
5. Explaining the current condition of pollution and the impact of improvement on the profits, competitive position and capital expenditures of the Company, as well as the projected major environment-related capital expenses to be made for the coming 2 years: None.
 6. Information about RoHS: Not applicable, due to the characteristics of the Company's business lines.
- (II) More than 95% of the energy used by the Company comes from purchased electricity. Therefore, the Company is committed to reducing electricity consumption. For major energy-consuming equipment in specific factory areas, such as chillers, a central monitoring smart energy-saving system is established to review their usage status and abnormal detection. In line with the government's energy-saving policy, an annual electricity saving target of 1% is set for factories with contracted capacity exceeding 800KW. In the past three years, the average electricity saving rate was 1.56%, and the total electricity saving reached 870,000 kWh.
- (III) The Company promoted greenhouse gas inventory starting in 2022 and established a greenhouse gas inventory management system for the entire factory in the first year of 2022 as the base year. The Company completed the ISO 14064-1 greenhouse gas inventory verification in October 2023. Subsequent plans include cooperating with government policies to develop greenhouse gas reductions in order to achieve emission reduction targets.

V. Labor relations

- (I) Availability and execution of employee welfare, education, training and retirement policies. Elaborate on the agreements made between employers and employees, and the protection of employees' rights:
- (1) Employee welfare:

The Company drafts and promotes various welfare primarily to ensure the safety and health of the employees in work. The Employee Welfare Committee organized by employees enables employees to enjoy participating in planning and implementation of physical activities, in order to make the activities more characteristic and practical to achieve the purpose of physical and mental relaxation. The Company also realizes that employees symbolize the important drive boosting the Company's growth. In addition to operating said Commission to process employees' welfare, the Company also provides the following benefits:

 - (a) Favorable yearly salary for the promotion of the quality of life.
 - (b) Dragon Boat Festival and Mid-Autumn Festival bonus, annual bonus and gift certificates for the three major holidays.
 - (c) Remuneration payable to employees depending on work performance to have employees share profit,
 - (d) Regular wage adjustment based on the work performance.
 - (e) Performance bonus based on the work performance.
 - (f) Allowances for domestic and overseas travels, purchase of books and recreational activities.
 - (g) Flexible paid leaves superior to those specified in the Labor Standards Act
 - (h) The canteen established by the Company provides four free meals per day to take care of the employees' health.
 - (i) Free health examinations are available to employees every year. We employ professional physicians to provide free health consultation for the employees at factories twice every month.
 - (j) Offering subsidy for housing, free parking lots for automobiles and motorcycles, fitness and aerobics rooms etc.
 - (k) Comfortable reading place with free books, newspapers, and magazines.
 - (l) Free self-made coffee and tea bags, and agency sale of coupons.
 - (m) Subsidies for wedding, funeral and childbirth.
 - (n) Comprehensive education and training
 - (o) Labor, health and group insurance programs, and labor pension
 - (p) Employee Stock Ownership Trust

Implementation of employee welfare measures in 2024:

Tourism activities	Number of subsidy recipient	Amount of subsidy
Subsidy for employee travel	1,280 persons	18,810,796 (NT\$)

Other activities	Number of participant
Card art competition	140 persons
30th anniversary logo design	842 persons
Singe-day tour for employees	424 persons
Dragon Boat Festival lucky draw	1,583 persons
Moon Festival gift boxes	1,802 persons
Red envelopes	1,859 persons
the Company's 30th anniversary family day	2,413 persons
Christmas lucky bag	1,741 persons
Year-end party	1,876 persons

(2) Continuing education and training systems, and the status of their implementation:

The Company has the dedicated personnel from HR Dept. arrange and plan the competency education and training courses (including the training courses co-organized by other entities and units commissioned by the Company), to be in line with the Company's operating policy and development objectives, upgrade the employees' quality, enrich their basic knowledge, improve their skills and exert their potential, and also to be in line with the propagation under laws and regulations. The Company's education training systems are categorized into internal training, external training and overseas continuing education to satisfy employees' personal need for self-actualization.

Employee training and education in 2024:

Items	Number of class	Total number of person	Total hours	Total fees
1. Orientation training	3	148	814	0
2. Professional competency training	227	1,909	8,977.9	2,721,729
3. Supervisor's competency training	5	114	2,417	791,000
4. General education training	166	8,058	15,919.5	412,530
5. Self-inspiration training	14	381	1,228.95	398,703
Total	415	10,610	29,357.35	4,323,962

(3) Retirement system and the status of its implementation:

Retirement - Applicable to those who chose the old system

The Company allocates the retirement reserve fund every month in accordance with the related regulations of the government and established the Labor Retirement Reserve Supervisory Committee to manage matters in relation to retirement.

In any of the following circumstances, the employee shall apply for voluntary retirement:

- I. Where the employee ages at least 55 and worked for 15 years or more.
- II. Where the employee worked for 25 years or more.
- III. Where the employee ages at least 60 and worked for 10 years or more.

In any of the following circumstances, the employee shall be forced to retire:

- I. Where the employee ages at least 65.
- II. Where the employee is unable to perform his/ her duties due to mental incompetency or disability.

The business entity may request the central competent authority to adjust the age prescribed in Subparagraph 1 of the preceding paragraph if the specific job entails risk, requires substantial

physical strength or otherwise of a special nature. However, the age shall not be reduced below 55. The household registration data shall be used as the standard to determine the retirement age of the employee and the age shall be fully calculated since the date of birth.

The criteria for payment of employee pensions shall be as follows:

- I. Two bases are given for each full year of service rendered. But for the years of service over 15 years, one base is given for each full year of service rendered. The total number of bases shall be no more than 45. For other years of service, the length of service is calculated as half year when it is less than six months and as one year when it is more than six months.
- II. As set forth in Subparagraph 2 of Article 61, an additional 20% on top of the amount calculated according to the preceding subparagraph shall be given to employees forced to retire due to mental incompetency or disability incurred from the execution of their duties.

The retirement pension base shall be one month's average wage of the employee at the time when the retirement is approved. The average wage means the total wages obtained within 6 months before the date of retirement divided by 6.

When calculating the average wage, wages and the number of days in the following days or periods shall be excluded from calculation:

- I. The date of retirement of the employee.
- II. The period of medical treatment for occupational injury.
- III. Female employees receiving wages at half of the regular payment because their period of service is less than six months and they are unable to work due to maternity leave.
- IV. Where, due to a natural disaster, an unexpected event, or other force majeure, the employer cannot continue business operations which results in employees are unable to work.
- V. The period when the employee receiving wages at half of the regular payment or no payment due to ordinary sickness or unpaid leave.

The pensions shall be paid within 30 days from the day of retirement.

The right of a employee to claim retirement benefits shall be aborted if it is not exercised within five years from the month following the effective date of retirement.

Other related matters regarding the retirement is conducted in accordance with the employee retirement plan of the Company and the Labor Standards Act.

Retirement - Applicable to those who chose the new system

The Company allocates the labor pension every month in accordance with Labor Pension Act of the government and established the Labor Retirement Reserve Supervisory Committee to manage matters in relation to retirement.

The central competent authority shall entrust the Bureau of Labor Insurance to take charge of the revenues, expenditures and safeguard of labor pension, the imposition of late payment charges and the compulsory execution.

For employees who work for the Company after the enforcement of new labor retirement system, their seniority prior to their application to the new system shall be temporarily reserved. When the labor contract complies with each retirement regulations of the Labor Standards Act, the Company shall use the average wage at the time of terminating labor contract to calculate the severance or retirement payment for the reserved seniority in accordance with the regulations of each laws.

The amount of labor pension borne by the Company shall not be less than 6% of the employee's monthly wage.

The labor pension for an employee counts from the first date of employment to the date that the employee resigns.

The Company shall apply and report in writing to the Bureau of Labor Insurance for terminating the contribution to the pension within 7 days from the date when an employee is on leave without pay, serving in military, suspended from duties because of lawsuit or detained prior to a final judgment of the court.

The labor pension shall be paid and calculated as follows:

- I. Employees who begin their work or resign and are re-employed after July 1, 2005, shall be subject to the new labor retirement system. Employee who is sixty years or older (free from the restriction of the years of service) may claim for the accumulated pension in their individual accounts to which the new labor retirement systems apply from the Bureau of Labor Insurance.
- II. Monthly pension payment: 1. The principal and accrued dividends from the employee's individual account of labor pension are paid in fixed installments. The amount of each

installment shall be calculated based upon the life chart of annuity, average life expectancy, interest rate and other factors.

- III. Lump-sum payment: The principal and accrued dividends from an employee's individual account of labor pension are claimed in lump sum at one time. The return rate generated from the utilization of employees' pension contributed in accordance with this Article shall not be less than the interest rate of a two-year fixed term deposit by local banks; in the event of any deficiency, the Treasury shall make up the shortfall.

Pension system	Old system	New system
Applicable legal basis	Labor Standards Act	Labor Pension Act
Contribution method	The Company contributes 2% of the employees' total salary on a monthly basis to the pension fund and deposit at the special pension account under the name of the Pension Reserve Monitoring Committee at the Bank of Taiwan.	The Company contributes 6% of the employees' monthly salary, subject to the employees' insurance enrollment level, to the individual pension accounts of the employees at Labor Insurance Bureau.
Contributed amount	As of December 31, 2024, the balance of the Workers' Retirement Reserve Fund of the Group in Bank of Taiwan was NT\$121,617 thousand.	In 2024, the Group allocated NT\$100,744 thousand for pension funds.

- (4) Agreements between labors and management:

The Company is a business applicable under the Labor Standards Act, operates in accordance with Labor Standards Act and has a harmonious labor relation.

- (5) Measures to preserve the rights and interests of employees:

The Company upholds the philosophy of sharing earnings with employees by defining the ratio of employee bonus in the Articles of Incorporation to encourage the participation of employees in the management. Meanwhile, the Company has installed the "Opinion Mailbox" to promote the suggestion system. Any approaches for improvement or suggestions helpful for the management or system or facilities of the Company may be sent to the Mailbox. To encourage employees to put forward suggestions, the Company will grant reward subject to the circumstances to provide a communication and opinion exchange channel for employees in life and work.

- (6) Work environment and protection measures against the personal safety of employees:

In order to build a safe environment, the Company assigns security guards to guard at the entrance of the Company for 24 hours a day, and installs the access control system and CCTV at various entries/exits. Parking lots are equipped with emergency call buttons. Meanwhile, the Company will inspect and maintain various facilities including the buildings, fire protection equipment, electric equipment, fountains and elevators periodically to protect the personal safety of employees.

The Company has passed the certification of occupational safety and health management system (ISO 45001), which is valid from September 1, 2022 to August 31, 2025. It is expected to complete the three-year re-certification this year, and the latest certificate is expected to be valid from September 1, 2025 to August 31, 2028. The dedicated department and personnel for the occupational safety are responsible for the planning, execution and supervision of related operations, educational training and external and internal communication. We established the Occupational Safety and Health Committee in compliance with the Occupational Safety and Health Act and regularly hold a meeting every three months to implement the occupational safety and health management of the employees and further protect the safety and health of employees. The Company has established the disaster

prevention and management regulations for labor safety and health, emergent response and safety and health of contractors and has work rules of labor safety and health. Meanwhile, we conduct self-inspection and safety and health education and drills necessary for the prevention of disaster every month to increase employees' awareness of the hazards in the work environment and their emergency response capability and to ensure the efficiency of the implementation of the emergency response plan.

For possible factors that may have impact on the safety and health of employees in the workplace, the Company arranges regular cleaning, disinfection and operating environment inspections. We provide free health examination for the employees every year, employ physicians to factories for health consultation and organize health promotion activities to provide employees with a comfortable and safe work environment.

- (II) List any losses suffered by the company in the most recent fiscal years and up to the annual report publication date due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.
- (III) Disclosing the estimated amount expected to be incurred for the present and future as well as the preventive measures: The labor relations of the Company are good and the communication channels between both parties are free from any trouble, therefore, no amount about labor dispute expected to be incurred for the future.

VI. Cyber Security Management

- (I) Describe the cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management.

Management framework

Under the leadership of the general manager, the Company has established an information security committee and appointed information security representatives across departments to focus on information security matters. Since 2015, the Company has obtained the ISO 27001 Information Security Management Framework Certification. The certificate is currently valid from November 16, 2024 to November 16, 2027. The Company continues to improve its information security system and information security protection tools.

Regarding the implementation of the 2024 annual plan, the general manager will serve as the convener of the information security organization and appoint a management representative to be responsible for the operation of the information security management system. The management representative will report the implementation content to the convener and the information security committee, including the annual information security management system implementation status and plan, as well as other suggestions or temporary proposals.

In 2024, dedicated information security personnel held 24 regular information security meetings (with reports to management representatives every two weeks), one information security management review meeting, and one Board of Directors information security operation effectiveness meeting to review the direction and strategy of information security development and ensure the continued stable operation of the information security management system. The recent information security governance report was submitted to the Board of Directors on January 14, 2025.

Information security policy

1. Ensure the confidentiality of the Company's trade secrets (business secret) and important customer information.
2. Protect the information application of the core operations, and availability and completeness of supporting services and equipment thereof.
3. Ensure validity and sustainability of the information security management mechanism.

In order to ensure the business sustainability and keep the promise to customers, the Company establishes the corporate information security policy, operating procedures and regulations, in order to

solidify the information risk management, enhance the information security control mechanism, practice the information security protection, upgrade the information security level, and provide the related staff from the Company's divisions/offices, and important partners, with some guidelines to follow.

Information security management program

The specific information security management program is stated as following:

1. Check on the information framework

(1) Check the adequacy of related measures adopted for the business continuity

Check whether any single point of failure exists in the framework and management mechanism for related measures, analyze risk over the adequacy of business continuity, and propose the information framework security evaluation results and suggestions.

(2) Check the maximum impact and risk profile for the single point of failure

Evaluate whether the impact falls within the risk profile, and research and execute the corrective action plan.

2. Check Internet activities

Check the access log and account authority on the device

Check whether the access log and account authority on the Internet device, information security device and server and the monitoring mechanism satisfy the internal control regulations; check the account authority and access log on these devices based on the principle of least privilege to identify any abnormal log and verify the warning mechanism.

3. Inspect the Internet devices, servers and terminals, etc.

Vulnerability scanning and correction

Perform vulnerability scanning on Internet device, servers and terminals periodically or in a timely manner, and correct and fix any detected vulnerability. Evaluate the scope, operating model and vulnerability correction plan for the vulnerability scanning, and status of correction thereof; propose evaluation suggestions on the scanning results, primarily in order to detect potential vulnerability and bugs, and then correct and fix them in order to mitigate the entire information security risk.

4. Inspect the security settings

Server security settings

Check the settings about the "password policy" and "account lockout policy" in the server (e.g. Active Directory), and check whether the domain security policy settings satisfy the internal control regulations through analysis by tools and manual.

5. Internet Fraud Attack Protection

(1) Through continuous publicity, we remind employees to pay attention to online fraud information.

(2) Perform physical educational training program to strengthen workers' awareness toward online messages and ability to identify genuine and fraud messages.

Primarily aiming to enable workers to understand the risk over email scam, and improve workers' awareness toward prevention of social engineering scam, in order to mitigate the risk and loss potentially caused by the social engineering scam and to protect customers' data and important business information and services.

6. Reporting and follow-up on information security incidents

There are relevant operating procedures in place with respect to reporting and processing of the Company's information security incidents.

(1) Upon awareness of any information security incident, the worker shall report it to the committee member or the mailbox as a whistleblower.

(2) The information security incident response team shall investigate and verify the information security incident, and propose the relevant corrective action and information security report.

(3) If the incident is considered so material to affect the Company's competitiveness or financial position adversely, it is necessary to take relevant responsive measures to mitigate the damage as possible as it can.

In consideration of increasing new information security threat types, such as ransomware, social network attacks and email scams, etc., the Company strives to strengthen the employees' information security awareness and improve the information security protection ability thoroughly by adjusting and improving access to Internet and intranet, implementing backup precisely, and periodically arrange vulnerability scanning and penetration testing.

(II) List any losses suffered by the Company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

VII. Important contracts

Nature of contract	Concerned party	Duration	Contents	Restrictive clause
Lease	Chain-Logic International Corp.	January 1, 2019 - December 31, 2019 (Renewed automatically upon expiration)	Sublet the factory building and parking lots at Wenshan Road, Xipu Township, Hsinchu County	N/A
Long-term loan	Chang Hwa Bank - Chengnei Branch	November 8, 2019 - October 15, 2029	Loan secured by land and building	N/A
Long-term loan	Chang Hwa Bank - Chengnei Branch	September 23, 2020 - September 23, 2027	Loan secured by land and building	N/A
Long-term loan	Chang Hwa Bank - Chengnei Branch	November 9, 2021 - October 15, 2031	Loan secured by land and building	N/A
Long-term loan	Chang Hwa Bank - Chengnei Branch	July 26, 2023 - July 26, 2043	Loan secured by land and building	N/A
Agency	Chain-Logic International Corp.	January 1, 2011 - undefined (Where neither party agrees to terminate the Contract, the Contract shall be considered remaining effective.)	Exclusive agency of semi-conductor related equipment	N/A

Five. Review and analysis of financial status and financial performance and risk issues

I. Financial status

Comparative analysis of financial status in the most recent two (2) years

Unit: NT\$ thousands

Items \ Year	2024	2023	Variance	
			Amount	%
Current assets	9,505,177	6,904,126	2,601,051	37.67%
Real estate, plant and equipment	4,561,432	3,390,814	1,170,618	34.52%
Right-of-use assets	145,017	187,986	-42,969	-22.86%
Intangible assets	318,306	296,348	21,958	7.41%
Deferred income tax assets	165,252	163,430	1,822	1.11%
Other non-current assets	1,405,750	349,703	1,056,047	301.98%
Total assets	16,478,513	12,439,872	4,038,641	32.47%
Current liabilities	5,673,260	3,105,471	2,567,789	82.69%
Non-current liabilities	1,498,303	1,713,902	-215,599	-12.58%
Total liabilities	7,171,563	4,819,373	2,352,190	48.81%
Share capital	942,311	942,311	0	0.00%
Capital surplus	1,744,545	1,744,545	0	0.00%
Retained earnings	6,543,703	4,936,727	1,606,976	32.55%
Other equities	72,171	-9,088	81,259	-894.14%
Total equity	9,306,950	7,620,499	1,686,451	22.13%

(I) Analysis of increase/decrease ratio changes: (Analysis of increase/decrease ratios of 20% or more and change amounts of NT\$10 million)

- (1) Increase in current assets: This is due to the increase in bank deposits, accounts receivable and inventories.
- (2) Increase in property, plant and equipment: Due to the increase in land.
- (3) Decrease in right-of-use assets: Due to the continued depreciation of right-of-use assets.
- (4) Increase in other non-current assets: Due to increase in prepayment for purchase of equipment.
- (5) Increase in current liabilities: Due to increase in short-term loans, advances received and equipment payables.
- (6) Increase in retained earnings: Due to increase in net profit for the current period
- (7) Decrease in other equity: Due to the decrease in unrealized valuation gains and losses on financial assets measured at fair value through other comprehensive income.

(II) Future preventive policies: The finance status of the Company is good and has no material impact on the shareholders' equity.

II. Financial performance

(I) Comparative analysis of financial performances in the most recent two (2) years

Unit: NT\$ thousands

Items \ Year	2024	2023	Increase (decrease) amount	Change ratio (%)
Operating revenue	10,171,861	8,147,112	2,024,749	24.85%
Operating cost	4,610,891	4,250,049	360,842	8.49%
Gross profit	5,560,970	3,897,063	1,663,907	42.70%
Operating expense	3,078,298	2,425,698	652,600	26.90%
Operating profit	2,482,672	1,471,365	1,011,307	68.73%
Non-operating revenue and expense	312,044	110,930	201,114	181.30%
Profit before tax	2,794,716	1,582,295	1,212,421	76.62%
Tax expense	490,471	263,747	226,724	85.96%
Current net profit	2,299,887	1,309,575	990,312	75.62%
Other comprehensive income	93,297	76,549	16,748	21.88%
Total comprehensive income	2,393,184	1,386,124	1,007,060	72.65%
<p>(I) Analysis and description of the changes of the increase/decrease ratio: (the change from one period to the next reaches above 20%)</p> <p>(1) Increase in operating revenue: Mainly due to the increase in sales revenue and trading revenue.</p> <p>(2) Increase in operating expenses: Mainly due to the increase in employee salaries, directors' and supervisors' remuneration, and R&D and technology transfer expenses.</p> <p>(3) Increase in non-operating income and expenses: Mainly due to increase in foreign exchange gains.</p> <p>(4) Increase in income tax expense: Mainly due to the increase in income tax expense in the current period.</p> <p>(5) The increase in other comprehensive income for the current period was mainly due to the increase in exchange differences in the translation of financial statements of foreign operations.</p> <p>(II) Cause of changes of the Company's main business contents: If material changes have occurred or are expected to occur in the operational policies, market conditions, economic environment or other internal or external factors, the fact and their impact on the future financial operations of the Company and the responsive policies of the Company shall be stated: None.</p> <p>(III) The estimated sales volume for the coming year and its basis, and the major causes that the Company expects to result in the continuing growth or decline of the sales volume: Please refer to sections "One. A Message to Shareholders" and "Five. Overview of operation" of this annual report for detail.</p>				

III. Cash flow

(I) Analysis of changes in the cash flow for the most recent two (2) years:

Unit: NT\$ thousand

Items \ Year	2024	2023	Amount of variance	Increase (decrease) ratio (%)
Operating activities	2,096,925	1,045,686	1,051,239	100.53%
Investment activities	-1,343,097	-1,268,825	-74,272	5.85%
Financing activities	357,469	434,442	-76,973	-17.72%
Total	1,111,297	211,303	899,994	425.93%
<p>Analysis of increase/decrease ratio changes: (Analysis of increase/decrease ratios of more than 20%)</p> <p>Increase in cash inflow from operating activities: Mainly due to increase in revenue and increase in cash collection from accounts receivable.</p>				

(II) Cash flow analysis for the most recent two (2) years:

Items \ Year	2024	2023	Increase (decrease) ratio (%)
Cash flow ratio	36.96	33.67	3.29
Cash flow adequacy ratio	115.29	113.36	1.93
Cash flow reinvestment ratio	10.82	3.74	7.08
Analysis of increase/decrease ratio changes: (Analysis of increase/decrease ratios of more than 20%)			
N/A			

(III) Cash liquidity analysis for the next year

Unit: NT\$ thousands

Balance of cash, beginning①	Projected Net Cash Flow from the year's operating activities②	Projected net cash inflow (outflow) from year-round investment and financing activities	Projected cash balance (deficit)①+②-③	Remedy for estimated cash shortage	
				Investment plan	Financial plan
3, 695, 049	2,103,368	(1,772,495)	4, 025, 922	N/A	N/A
1. Analysis of changes in cash flows in current period: (1) Cash flow from operating activities: The Company's operations continue to grow and it is expected that there will be net cash inflow from operating activities. (2) Cash flow from investment and financing activities: A net cash outflow is expected mainly due to the capital expenditure and distribution of cash dividend. 2. Remedy for projected cash shortage and liquidity analysis: Not applicable.					

IV. Major capital expenditure and its impact on the financial operations of the Company in the most recent year: None.

V. Reinvestment policy in the most recent year, the main reasons for profit or loss and the corrective action plan and investment plan for the coming year:

The Company upheld the philosophy of conservation and stability for the reinvestment policy in the most recent years, so it is not applicable.

VI. Risk issues in the recent years and as of the publication date of this annual report:

(I) Impact of interest and exchange rate fluctuations and inflation on the profit and loss of the Company, and the future countermeasures:

Items	2024 (NTD thousand)	Proportion to net operating revenue %	Proportion to income after tax %
Interest expenses	30,627	0.30	1.33
Net foreign exchange gain	150,220	1.48	6.53

(1) Impact of interest rate fluctuation on the profit and loss of the Company, and the future countermeasures:

The Company's interest expense for 2024 was NT\$30,627 thousand, accounting for 0.30% of annual net revenue and 1.33% of after-tax profit or loss. The Company will keep good relationships with banks to obtain a relatively better interest rate and will pay attention to the changes in the interest rate of the financial market to timely adjust the position of funds. Therefore, we estimate that the future interest rate fluctuation has no significant impact on the overall operation of the Company.

(2) Impact of exchange rate fluctuation on the profit and loss of the Company, and the future

countermeasures:

The Company's net exchange gain was NT\$150,220 thousand in 2024, accounting for 1.48% of annual net revenue and 6.53% of after-tax profit or loss. The Company has a foreign exchange exposure and a great amount of foreign currency receivables due to the exported products. However, we have the demand for foreign exchange because the daily operation and expenses requires NTD for support. Therefore, the exchange rate fluctuation has significant impact on the profit and loss of the Company. We adopt the following countermeasures to avoid exchange risks.

- (a) We keep close contact with the foreign exchange departments of the correspondent financial organizations to continuously collect the information that may have impact on the foreign exchange market to control the trend of the exchange rate and respond to the effect brought by the fluctuation of exchange rate.
- (b) Besides adopting natural hedging, the Company also conducts purchase using the sale revenue of the same currency to avoid the foreign exchange risks. The finance and accounting unit will pay close attention to the fluctuation of the foreign exchange market and adjust the foreign currency position depending on the global macroeconomy, price level of the exchange rate and future demand of funds to avoid the possible impact of the exchange rate fluctuation on the Company's operation.
- (c) The Company has established the "Operating Procedures for Engaging in Derivatives Trading" and the "Procedure for Acquisition or Disposal of Assets." The relevant foreign exchange transactions shall be conducted in accordance with these two procedures.

(3) Impact of inflation on the profit and loss of the Company, and the future countermeasures:

The Company maintains good relations with our suppliers and the prices of the required raw materials remains stable without any sign of inflation. We will strive to reduce each cost in the future and focus on the changes in the prices of the raw materials to adopt countermeasures timely. We never have any adverse effect on the operation due to inflation to the date on which the annual report was printed, so the inflation has no significant impact on the Company.

(II) Policy on high-risk, high-leverage investments, loaning of funds, endorsements and guarantees as well as transactions of financial derivatives, major causes for profits or losses and future countermeasures:

The Company has never engaged in the high-risk, high-leverage investments, loaning of funds to others, endorsements and guarantees as well as transactions of financial derivatives. All transactions are conducted in accordance with the relevant requirements and countermeasures defined under the Company's "Operating Procedures for Derivatives Trading," "Operating Procedures for Loaning of Funds to Others," "Operating Procedures for Making of Endorsement/Guarantee"; and "Operating Procedures for Acquisition or Disposal of Assets." Meanwhile, the Company also makes announcement and reports according to the related laws and regulations.

(III) Future R&D plans and expected R&D expenditure:

The Company's R&D projects are initiated to address customers' needs, and it has successfully developed multiple products and technologies in the R&D projects of the most recent year. It aims at continuous R&D and innovation in the future. In 2025, the Company is expected to invest nearly NT\$400 million in R&D, which accounts for about 4% of its revenue, to cope with the rapidly changing market demand. The key factors to success of the Company's R&D reside in the recruitment, retention and training of talents to correspond to the challenges of new technology and ensure the leadership of the Company in technology.

Future R&D plans:

Name of plan	Key factors to success of R&D	Status	Anticipated expenses in the future	Schedule for mass production
3D packaging process Micro bump test solution	Micro-electromechanical structure design capabilities	Design and development	NT\$150 million	2026
High-speed (PAM4-448Gbps) vertical probe card	Electricity and structural design ability	In the early research	NT\$150 million	2026

Communication component high frequency optoelectronic signal test system (O/E & E/O test)	High frequency optical signal optical coupling technology High-frequency photoelectric signal measurement circuit calibration Integration of high-frequency measurement instruments Ultra-low noise probe card system Precision force feedback high frequency probe technology	Development under validation	NT\$50 million	2026
Wafer-level reliability testing system (VCSEL, SiPh)	High-precision wafer probe station Wafer-level probe card manufacturing technology Multi-channel current source design technology High energy temperature control system	Design under validation	NT\$30 million	2025
Silicon photonics packaged optical waveguide tube property measurement system	Silicon photonics package sorting technology High-needle-count probe card point measurement application High-precision and high-speed optical coupling technology Optical waveguide tube property measurement technology	Design under validation	NT\$20 million	2025

(IV) Impact on the Company's finance and business due to changes in domestic or foreign policies and laws, and corresponding countermeasures:

The daily operation of the Company complies with the laws and regulations of the competent authorities. We pay attention to the development trends of important policies at home and abroad and the changes in laws and regulations at all times to evaluate their impact on the Company and take appropriate measures in advance to avoid possible adverse effects resulted by the policies and changes in laws and regulations. There is no significant impact of changes in important policies and laws at home and abroad on the financial operations of the Company to the date on which the annual report is printed.

(V) Effect on the company's financial operations of developments in science and technology (including cyber security risks) as well as industrial change, and measures to be taken in response: In response to the changes of technology and industry and to control the changes of market from time to time, the Company accesses the industrial information by exhibitions, network, and related meetings held by industrial, trading and labor unions. We expand the business and precisely control the trend of industrial information in line with our upgrading R&D technology and outstanding competitive strength to immediately understand the market trends and grasp profitable business opportunities.

(VI) Impact of changes in corporate image on the corporate crisis management, and countermeasures: N/A, as the Company has remarkable corporate image.

(VII) Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken: N/A.

(VIII) Expected benefits, possible risks and response measures of factory expansion: To meet the needs of future operations and business development.

(IX) Risk from centralized purchasing or selling, and countermeasures: N/A.

(X) Impact and risk associated with large share transfers or changes in shareholdings of directors, supervisors, or shareholders who hold more than 10% of the Company's shares, and countermeasures: N/A.

(XI) Impact and risk associated with changes in management rights, and countermeasures: N/A.

(XII) For litigious and non-litigious matters, please list major litigious, non-litigious or administrative disputes that have been resolved or are still proceeding involving the Company and/or any director, supervisor, president, any person with actual responsibility for the Company and any major shareholder holding a more than 10% of the shares, and the affiliated companies. Moreover, where such a dispute could materially affect shareholders' equity or the prices of the securities, the annual report shall disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute as of the date of publication of the annual report:

Because a former employee of the Company worked for WinWay Technology Co., Ltd. after leaving the Company, he was suspected of infringing on the Company's trade secrets. After the Company filed a criminal complaint, the Hsinchu District Prosecutor's Office recently sued WinWay Technology Co., Ltd. and the former employee. The criminal case is currently pending trial by the Hsinchu District Court in Taiwan.

The Company has filed a civil lawsuit against the defendants and others for compensation. Regarding the property rights disputes related to the infringement of trade secrets between the above parties, the Company has applied for provisional seizure to the Intellectual Property Court and the Hsinchu District Court of Taiwan, and has deposited a total of \$80,550 thousand in provisional seizure security. After preliminary investigation of evidence and implementation of provisional seizure, and because there is still a considerable amount of criminal evidence to be identified in criminal procedures, the civil case is currently pending trial by the Taiwan High Court and the Supreme Court.

This incident does not affect the operation of the Company and has no significant impact on the Company's finances. In addition, based on the position of maintaining fair competition in the industry and defending intellectual property rights, the Company has appointed lawyers to pursue the civil and criminal legal liabilities of the relevant defendants.

As of December 31, 2024 and December 31, 2023, the Company's deposited security deposit amounted to NT\$80,550 thousand and NT\$69,090 thousand, respectively.

(XIII) Other material risks and responsive measures: None.

(XIV) Key Performance Indicator (KPI):

The KPI of the probe card operating center of the Company characteristics refer to the R&D of advanced probe card technology and the percentage of the probe card operating revenue thereof. The higher the percentage is, the better it is. The following is the list of the percentage of advanced probe card in the probe card operating revenue of the Company for the most recent two (2) years:

Item of production and technology	2023	2024
Epoxy/Cantilever Probe Cards	35%	29%
Advanced Probe Cards	65%	71%

VII. Other important disclosures: N/A.

Six. Special Notes

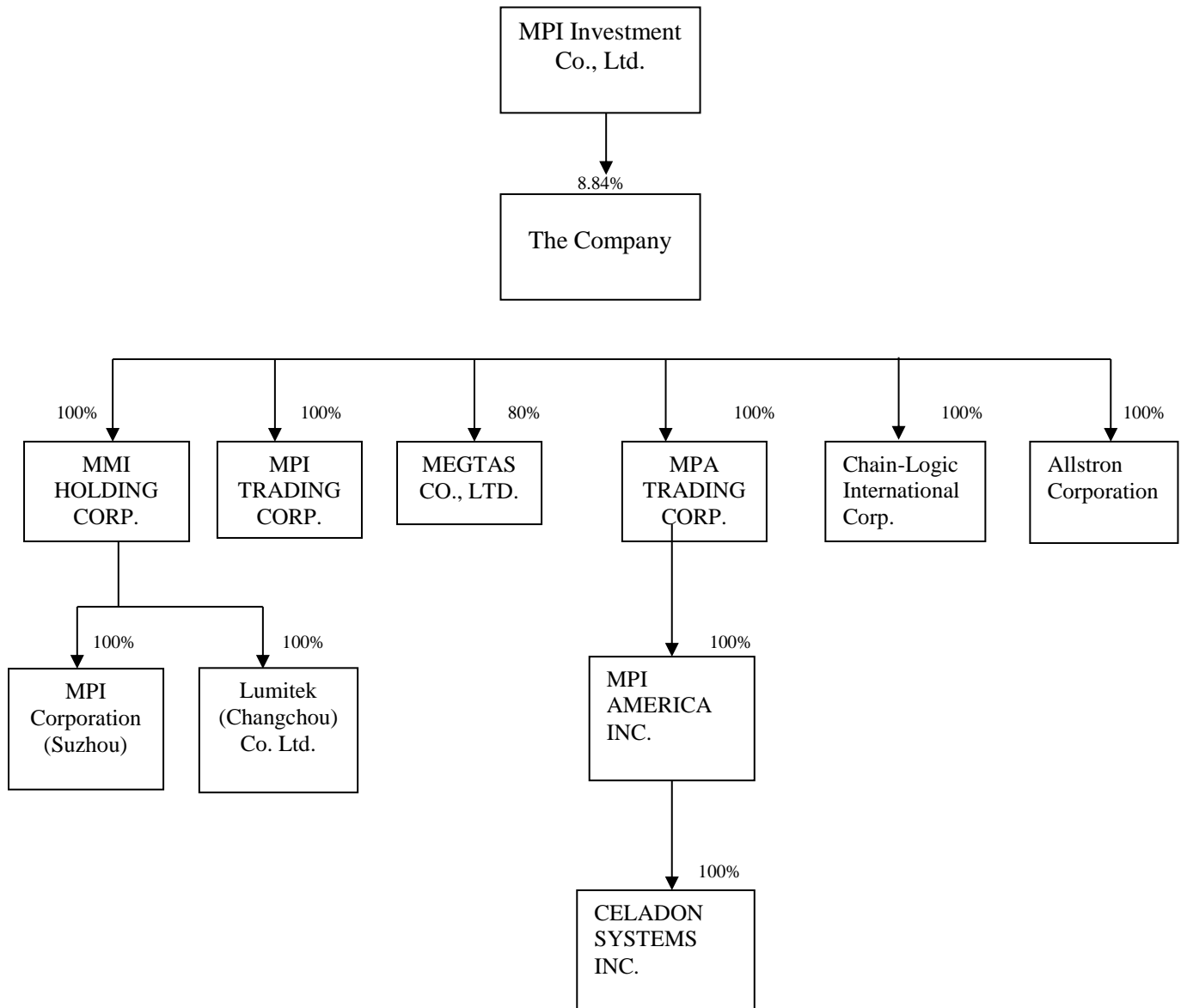
I. Information on affiliate enterprises:

(I) Consolidated Business Report

1. Overview of affiliates

(1) Organizational chart of the affiliates

December 31, 2024



(II) The affiliates that meet Article 369-2 of the Company Act were included into the consolidated financial statements of the affiliated companies.

(III) Entities presumed in parent-subsidiary relations according to Article 369-3 of the Company Act: None.

II. Basic information of each affiliate

December 31, 2024; Unit: NT\$ thousand

Name of enterprise	Date of incorporation	Address	Paid-in capital	Principal business or production lines
MPI Investment Co., Ltd.	2000.12.29	3F, No. 8, Lane 98, Jiaren Street, Neighborhood 36, Shixing Village., Zhubei City	1,107	General investment
Chain-Logic International Corp.	1994.03.01	2F, No. 988, Litoushan Section, Wenshan Road, Xipu Township, Hsinchu County	50,000	Semi-conductor equipment agent
MPI TRADING CORP.	2000.12.22	Offshore Chambers, P.O.BOX 217, APIA, SAMOA	US\$1,000	Engage in Probe Card business
MMI HOLDING CO., LTD.	2001.08.07	Offshore Chambers, P.O.BOX 217, APIA, SAMOA	US\$18,267,987	Holding company
MEGTAS CO., LTD.	2010.09.01	134 Gunseo-ri, Jikson-eub, Seobuk-gu, Cheonan, Chungnam, 331-811, Korea	2,500,000,000 won	Manufacturing, processing and sale of semi-conductor equipment and industrial mechanical spare parts, and manufacturing and sale of pottery and electronic spare parts
Allstron Corporation	2006.03.31	No. 8, Lane 98, Jiaren Street, Neighborhood 36, Xin'an Village, Zhubei City, Hsinchu County	15,500	High-frequency wafer measurement probe card manufacturer
MPATRADING CORP.	2017.04.12	Vistra (Anguilla) Limited of Vistra Corporate Services Centre, Albert Lake Drive, The Valley, Anguilla, British West Indies.	US\$11,450,000	Holding company
Lumitek (Changchou) Co. Ltd.	2014.01.10	No. 377, Wu Yi S. Road, China Wujin High-tech Industrial Development Zone	US\$16,000,000	R&D and production of LED semi-conductor LED chips, spare parts of calculators, LED process equipment, and new electronic components; domestic procurement, wholesale, commissioned agency and import/export of electronic materials, electronic components, electronic products, LED process equipment, mechanical equipment and spare parts.
MPI Corporation (Suzhou)	2017.07.11	No. 13, Chun Hui Road, Suzhou Industrial Park	US\$2,000,000	R&D and production of LED semi-conductor LED chips, spare parts of calculators, LED process equipment, and new electronic components; procurement, wholesale,

				commissioned agency and import/export of electronic materials, electronic components, electronic products, LED process equipment, mechanical equipment and spare parts.
MPI AMERICA INC.	2017.03.29	2360 QUME DRIVE,SUITE C,SAN JOSE,CA	US\$11,400,000	Trading of probe cards and semi-automatic probers
CELADON SYSTEMS INC.	1996.05.17	13795 FRONTIER CT BURNSVILLE, MINNESOTA 55337,USA	US\$2,255,106	Manufacturing and sales of probe cards, testing systems and high-performance wires

III. Entities presumed in parent-subsidiary relations and information on identical shareholders: N/A.

IV. The industries housed in the same business location of the whole business group:

The business lines run by the Company and its affiliates include investment business; production, testing, R&D, manufacturing and trading of semi-conductor equipment and spare parts; agency of semi-conductor equipment; trading; supply service of electronic information; wholesale and retail of electronic appliances and materials and manufacturing of electronic spare parts.

V. Profiles of Directors, Supervisors and Presidents of affiliates

December 31, 2024

Name of enterprise	Job title (Note 1)	Name or representative	Shares held (Note 2) (Note 3)	
			Shares (Capital contribution)	Ratio of shareholding (Ratio of capital contribution)
MPI Investment Co., Ltd.	Chairman	Ko, Chang-Lin	49,636 shares	44.83%
	Director	Li, Tu-Cheng	30,089 shares	27.17%
	Director	Steve Chen	10,029 shares	9.06%
	Supervisor	Scott Kuo	2,966 shares	2.68%
Chain-Logic International Corp.	Name of investor	MPI Corporation	5,000,000 shares	100.00%
	Chairman	Representative: Ko, Chang-Lin		
	Director	Steve Chen		
	Director	Scott Kuo		
	Supervisor	Rose Jao		
MPI TRADING CORP.	President	Chan, Chao-Nan		
	Name of investor	MPI Corporation	1,000 shares	100.00%
MMI HOLDING CO., LTD.	Responsible person	Ko, Chang-Lin		
	Name of investor	MPI Corporation	18,267,987 shares	100.00%
	Responsible person	Ko, Chang-Lin		

MEGTAS CO.,LTD.	Name of investor Name of investor Chairman Director Director Director Supervisor	MPI Corporation LUCID DISPLAY TECHNOLOGY CO.,LTD Representative: HUAN-SHENG LIN HUAN-SHENG LIN DU-HWA HWANG JUNG-JAE CHEUN SHENG-YI CHEN	400,000 shares 100,000 shares	80.00% 20.00%
Allstron Corporation	Name of investor Chairman Director Director Supervisor	MPI Corporation Representative: Scott Kuo Steve Chen Liu, Yung-Chin Rose Jao	1,550,000 shares	100.00%
MPA TRADING CORP.	Name of investor Responsible person	MPI Corporation Ko, Chang-Lin	11,450,000 shares	100.00%
Lumitek (Changchou) Co. Ltd.	Name of investor Responsible person	MMI HOLDING CO., LTD. Scott Kuo	US\$16,000,000	100.00%
MPI Corporation (Suzhou)	Name of investor Responsible person	MMI HOLDING CO., LTD. Chan, Yun-Fu	US\$2,000,000	100.00%
MPI AMERICA INC.	Name of investor Responsible person	MPA TRADING CORP. Robert S. Carter	6,300,000 shares	100.00%
CELADON SYSTEMS INC.	Name of investor Responsible person	MPI AMERICA INC. Karen R. Armendariz	1,000 shares	100.00%

- Note 1. If the affiliate is a foreign company, please list the one of equivalent job rank.
- Note 2. If the investee is a limited company by share, please identify the quantity of shares and shareholding; otherwise, please specify the capital contribution and percentage thereof, and note the same.
- Note 3. If the director or supervisor is a corporation, please disclose the information about its representative.
- Note 4. If said affiliate does not appoint a president, the president shall be assumed by the Chairman (or responsible person or director) of the affiliate concurrently.

Two. Overview of operation of affiliates

Financial position and operating result of affiliates:

December 31, 2024; Unit: NT\$ thousand

Name of enterprise	Capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit (loss)	Profit and loss for the period (after tax)	Earnings per share (NTD) (after tax)
Chain-Logic International Corp.	50,000	723,945	474,202	249,743	480,158	15,921	25,953	5.19
MPI TRADING CORP.	32	59,115	—	59,115	—	(41)	(1,987)	(1,987)
MMI HOLDING CO., LTD.	573,502	995,872	—	995,872	110,504	110,469	111,317	6.09
MEGTAS CO., LTD.	66,509	42,241	21,138	21,103	41,637	(7,686)	(7,361)	(14.72)
Allstron Corporation	15,500	749	20	729	—	(369)	(361)	(0.23)
MPA TRADING CORP.	321,352	164,434	—	164,434	107,457	107,400	107,486	9.39
Lumitek (Changchou) Co. Ltd.	502,470	639,183	29,746	609,437	164,254	(22,484)	(8,356)	—
MPI Corporation (Suzhou)	60,180	1,361,542	988,726	372,816	2,684,050	118,681	118,715	—
MPI AMERICA INC.	319,837	1,601,792	1,438,674	163,118	2,327,419	102,233	107,442	17.05
CELADON SYSTEMS INC.	62,793	190,945	28,406	162,539	281,677	24,047	24,412	24,412

Note 1. All of the affiliates should be disclosed, irrelevant to scale and size.

Note 2. If the affiliate refers to a foreign company, the relevant figures shall be stated in NTD at the foreign exchange rate prevailing on the date of the report.

Note 3. The financial statements of said affiliates were audited and certified by the external auditor of the parent company.

Note 4. If the investee is a limited company, its EPS shall not apply.

Note 5. Foreign exchange rate prevailing on the date of the report:

RMB:NTD = 1:4.48205; weighted average exchange rate: 1:4.41739

NTD:USD = 1:32.79325; weighted average exchange rate: 1:31.7475

NTD:KRW = 1:0.02249; weighted average exchange rate: 1:0.0232

(II) Consolidated financial statements of affiliated enterprises

DECLARATION OF CONSOLIDATION OF FINANCIAL STATEMENTS OF AFFILIATES

The companies required to be included in the consolidated financial statements of affiliates in accordance with the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises” for the year ended December 31, 2024 are all the same as the companies required to be included in the consolidated financial statements of parent and subsidiary companies as provided in International Financial Reporting Standard 10. Relevant information that should be disclosed in the consolidated financial statements of affiliates has all been disclosed in the consolidated financial statements of parent and subsidiary companies. Hence, we have not prepared a separate set of consolidated financial statements of affiliates.

Very truly yours,
MPI CORPORATION
Chairman: Ko, Chang-Lin
March 12, 2025

(III) Affiliation report: Not applicable

II. Private placement of securities in the last year up till the date of publication of the annual report: None.

III. Other supplementary disclosure: None.

IV. Any significant events materially affecting shareholders’ equity or the price of securities as defined in Paragraph 2(2) of Article 36 of the Securities and Exchange Act in the most recent year and up to the publication date of the annual report: None.

MPI Corporation

Chairman: Ko, Chang-Lin