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WHOLETECH SYSTEM HITECH LIMITED

2024

Annual Report

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Annual Report–Related Disclosure Website: <https://www.wholetech.com.tw/>

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5. The Name of Offshore Exchanges on Which the Company's Securities Are Listed, and the Means of Accessing Related Information: None.

6. Company Website: <https://www.wholetech.com.tw>

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I. Wholetech System Hitech Limited Letter to Shareholders

Dear shareholders, ladies and gentlemen,

Thank you for your support and care towards WHOLETECH. The global semiconductor market experienced sustained robust growth in 2024, primarily driven by the recovery in memory prices and the significant growth momentum generated by AI demand. Demand within the global wafer foundry industry is projected to remain predominantly influenced by AI and HPC applications. Advanced packaging technology represents a critical enabler for the future development of AI and HPC semiconductors. Consequently, strong demand for both advanced process nodes and advanced packaging solutions is anticipated to persist, contributing to the continued upward trajectory of the global wafer foundry sector. In light of the increasing emphasis placed by various nations on the autonomy and controllability of their respective supply chains, WHOLETECH, as an integral component of this ecosystem, has proactively established subsidiaries in Singapore, the United States, Japan, and Germany. This strategic global footprint will ensure the continued provision of services characterized by stable quality. The dedication of our employees has resulted in positive performance. Consolidated revenue for 2024 demonstrated a 24% increase compared to 2023. The gross profit margin was maintained at 21%. Our base EPS for 2024 reached NT\$6.78, representing an increase from the NT\$5.46 basic EPS reported in 2023.

The overall business analysis report of WHOLETECH Group in 2024 is as follows:

Business Revenue: Currency: Thousand NT\$

Year	WHOLETECH Headquarters	%	WHOLETECH Shanghai	%	WHOLETECH GROUP SHANGHAI	%	WHOLETECH Singapore	%	U.S. LLC	%	U.S. INC	%	Japan WTC	%	Trade between Headquarters & Subsidiaries	%	Combined Revenue	%
2024	3,884,229		378,699		273,917		997,211		0		20,140		87,890		(154,994)		5,487,092	
2023	3,109,987		518,064		238,190		661,403		0		2,386		1,139		(92,568)		4,438,601	
Increase (decrease) in profit and loss	774,242	25%	(139,365)	(27%)	35,727	15%	335,808	51%	0	0%	17,754	744%	86,751	7616%	(62,426)	67%	1,048,491	24%

Business Profit:

Year	WHOLETECH Headquarters	%	WHOLETECH Shanghai	%	WHOLETECH GROUP SHANGHAI	%	WHOLETECH Singapore	%	U.S. LLC	%	U.S. INC	%	Japan WTC	%	Trade between Headquarters & Subsidiaries	%	Combined Revenue	%
2024	411,464		49,413		44,013		83,615		(1,515)		(34)		(14,834)		685		572,807	
2023	296,238		82,564		45,474		35,347		(527)		(2,600)		(94)		303		456,705	
Increase (decrease) in profit and loss	115,226	39%	(33,151)	(40%)	(1,461)	(3%)	48,268	137%	(988)	187%	2,566	(99%)	(14,740)	15681%	382	126%	116,102	25%

Net Profit Before Tax:

Year	WHOLETECH Headquarters	%	WHOLETECH Shanghai	%	WHOLETECH GROUP SHANGHAI	%	WHOLETECH Singapore	%	U.S. LLC	%	U.S. INC	%	Japan WTC	%	Trade between Headquarters & Subsidiaries	%	Combined Revenue	%
2024	630,942		61,727		44,588		91,328		370		146		(14,904)		(143,893)		670,304	
2023	496,301		87,259		48,104		45,460		46		(2,597)		(102)		(138,775)		535,696	
Increase (decrease) in profit and loss	134,641	27%	(25,532)	(29%)	(3,516)	(7%)	45,868	101%	324	704%	2,743	(106%)	(14,802)	14512%	(5,118)	4%	134,608	25%

Net Profit After Tax:

Year	WHOLETECH Headquarters	%	WHOLETECH Shanghai	%	WHOLETECH GROUP SHANGHAI	%	WHOLETECH Singapore	%	U.S. LLC	%	U.S. INC	%	Japan WTC	%	Trade between Headquarters & Subsidiaries	%	Combined Revenue	%
2024	495,124		48,459		34,027		75,796		370		146		(14,904)		(143,894)		495,124	
2023	399,033		66,305		37,392		37,732		46		(2,597)		(102)		(138,776)		399,033	
Increase (decrease) in profit and loss	96,091	24%	(17,846)	(27%)	(3,365)	(9%)	38,064	101%	324	704%	2,743	(106%)	(14,802)	14512%	(5,118)	4%	96,091	24%

Basic earnings for 2024 were NT\$6.78 per share and basic earnings for 2023 were NT\$5.46 per share.

Main Reason: The increase in profit of the head office in 2024, coupled with the rise in net profit after tax of the subsidiary WHOLETECH Singapore, resulted in an increase in consolidated profit compared to the previous year. Although WHOLETECH Shanghai and WHOLETECH GROUP Shanghai's profit decreased slightly compared to the previous year and the newly established subsidiary in Japan incurred initial losses, the combined profit still increased compared to the previous year.

The forecast for 2025 anticipates positive momentum from inventory normalization, easing inflation, and international supply chain shifts, alongside continued growth in memory and AI. Increased overseas manufacturing by key players in Europe, the US, and Japan is expected to drive significant external demand. With a full range of technical capabilities, WHOLETECH will continue to actively cooperate with customers' investment plans to serve them, uphold a professional and comprehensive system integration management strategy, and continuously enhance WHOLETECH 's advantages, insist on the business philosophy of "integrity, law-abiding," "safety, quality," "innovation, and service," and operate sustainably with integrity as the basis for innovation.

Once again, many thanks to each and every one of our shareholders' support and guidance.

Wish Every One Of You Good Health and Prosperity to Come!

Chairperson:
Director and President:
Accounting Supervisor:

Yeong Horng Uen
Ching Chuan Hsieh
Novia Hsiao

1. Business Report

1. Implementation Result of Business Plan for 2024

Unit: NT\$ Thousand

Item \ Year	2024	2023	Amount Increase (Decrease)	Percentage Change (%)
Operating Revenue	5,487,092	4,438,601	1,048,491	23.62%
Operating Costs	4,325,519	3,510,750	814,769	23.21%
Gross Profit	1,161,573	927,851	233,722	25.19%
Operating Expenditure	588,766	471,146	117,620	24.96%
Operating Profit	572,807	456,705	116,102	25.42%
Pre-Tax Profit	670,304	535,696	134,608	25.13%

2. Budget Implementation: No financial forecast was disclosed for 2024, and therefore this item is not applicable.

3. Financial Revenues and Expenses, and Profitability Analysis

Unit: NT\$ Thousand

Item	Year	2024	2023	Percentage Increase (Decrease)
Financial Revenues and Expenditure	Operating Revenue	5,487,092	4,438,601	23.62%
	Gross Profit	1,161,573	927,851	25.19%
	After-Tax Profit	495,124	399,033	24.08%
Profitability Analysis	Return on Assets (%)	8.12	6.58	23.40%
	Return on Equity (%)	25.18	21.85	15.24%
	Ratio to Total Paid- In Capital (%)	Operating Profit	62.52	25.43%
		Pre-Tax Profit	73.34	25.12%
	Profit Margin (%)	9.02	8.99	0.33%
	Earnings per Share (NT\$) (Note)	6.72	5.40	24.44%

Note: Calculated based on the number of shares after retrospective adjustment.

4. Research and Development Status

R&D Results

The Company operates in the gas pipeline engineering services industry. Its technical expertise is primarily developed through ongoing collaborations with domestic and international engineering firms on pipeline construction projects. By observing their engineering designs, project management practices, and material selection processes, the Company compares these approaches with its own to identify technical differences. It adopts new materials and integrates them into its own innovative engineering methods and comprehensive project management systems. Through analysis of the strengths and weaknesses of these external practices, the Company refines and localizes advanced technologies and materials to better suit Taiwan's operational environment. These enhancements are then applied to the Company's engineering design and construction processes.

Since establishing the W4 - Specialty Gas Supply System BU and investing in research equipment, the Company has achieved notable progress. Equipment developed during this time has successfully obtained both domestic and international certifications. In recent years, the

Company has continued to increase its R&D investments, extending its efforts into equipment for solar energy and LED manufacturing processes. Over the years, the Company has emphasized in-house research, development, and supervision, focusing on the supply of specialty gases for the semiconductor industry. In recent years, it has also partnered with leading global raw material suppliers to develop new types of equipment, offering customers solutions for industrial upgrades and placing strong emphasis on customized services. As a result, the Company has established itself as a valuable and reliable satellite manufacturer within the semiconductor sector.

In addition, the Company took action to align with government policies and corporate initiatives promoting equipment localization and environmental protection and energy conservation. The Company established its fifth business unit in 2011, named the W5 Local Scrubber Advanced Product BU. This unit is dedicated to the development of process exhaust treatment equipment (Local Scrubbers), with fully integrated in-house capabilities in research and development, design, manufacturing, and sales. It is committed to offering the most advanced and competitive products on the market, while delivering optimal, tailor-made solutions and superior services to customers. The Local Scrubbers currently produced use high-quality components to ensure greater durability and extended service life. Energy- and water-saving modes have been incorporated into the product design to achieve energy conservation and carbon reduction. The products have also passed SEMI S2, CE, and explosion-proof equipment (TS) certifications, ensuring compliance with international standards.

Since the establishment of the W6 - System Software Development BU, the division has been committed to the complete in-house development of innovative system hardware and software designs, as well as the integration of related technologies. Its software development efforts are focused on two main areas: IoT-enabled smart factory systems and customized application software.

- (1) IoT x AI Mobile Smart Facility Management System Solutions
- (2) System Integration of Software and Hardware
- (3) E-commerce
- (4) Project Design and Management
- (5) Android and iOS Apps, and Web Application Software

With the comprehensive system integration provided by our professional software technology team, we deliver efficient, high-quality, and cutting-edge technology solutions to help enhance the competitive edge of our partners in the innovative era.

Since its establishment in 2017, the W7 - Wet Process & Chemical System BU has been providing comprehensive planning, design, construction, trial operation, and maintenance services for chemical systems in semiconductor, display, optoelectronics, solar energy, LED, and PCB manufacturing facilities. In addition, the BU offers customized equipment, engineering fluid calculations, and turnkey projects for the construction of centralized chemical supply systems. The W7 - Wet Process & Chemical System BU specializes in conducting exclusive research and development for clients, offering tailor-made professional services.

Equipments developed: Chemical supply systems, chemical dilution systems, chemical acid mixing systems, tank car supply systems, chemical slurry supply equipment, solvent waste collection systems, chemical monitoring systems, wet process equipment, VMB valve boxes, and portable pump carts. The products have also passed SEMI S2 and TS explosion-proof certifications, ensuring that their quality meets international standards and requirements.

R&D Results Before 2024:

- (1) On May 7, 2003, the Company obtained the SEMI Certification, which not only certifies the safety and quality of the products meeting international standards but also showcases the exceptional development capabilities of the R&D team.
- (2) On July 15, 2008, the Company received a Notice of Allowance from the Intellectual

- Property Office, Ministry of Economic Affairs, for Patent Certificate No. (97) Zhi-Zhuan-Yi-(Wu) 02060, Patent No. 09720368350, titled “Cylinder Disassembly Safety Device.”
- (3) In 2012, the Company collaborated with a renowned German materials supplier to develop solar manufacturing equipment, which was successfully implemented in mass production with excellent product performance.
 - (4) The Company successfully developed an uninterrupted gas supply system, which was recognized by leading industry clients and successfully installed at TSMC's 12-inch fab.
 - (5) The Company's team independently developed a pipe cutting machine, representing an innovative solution for the semiconductor industry. The system has been implemented in actual production and is currently pending patent application.
 - (6) With a commitment to continuous improvement and technological leadership in the semiconductor industry, the Company subjected its self-developed and manufactured gas cylinder cabinets to renewed SEMI certification. On August 12, 2014, the Company successfully obtained renewed SEMI S2 (Environmental, Health, and Safety Guideline for Semiconductor Manufacturing Equipment) and SEMI S8 (Safety Guideline for Ergonomics Engineering of Semiconductor Manufacturing Equipment) certification.
 - (7) In 2014, the Company began R&D on a high-flow supply module for its equipment, which has been adopted by major domestic manufacturers, thereby enhancing customer confidence in the Company's gas cylinder cabinets.
 - (8) The Company developed local scrubbers for various processes in LED, solar, and semiconductor manufacturing. Completed projects include:
 1. Wet Type Local Scrubber for process exhaust treatment.
 2. Thermal-Wet Type Local Scrubber for high-temperature oxidation exhaust treatment.
 3. Wet-Thermal-Wet Type Local Scrubber for multi-stage exhaust treatment, certified for SEMI S2 compliance.
 4. Plasma-Wet Type Local Scrubber, certified for SEMI S2 compliance and adopted by customers.
 5. Combustion-Type High-Efficiency PFC Abatement System, certified for SEMI S2 compliance and adopted by customers.
 6. Dry-Type Vent Scrubber for gas cabinet integration, certified for SEMI S2 compliance and adopted by customers.
 7. Two types of customized local scrubbers, developed to meet the specific needs of special gases, have been adopted by customers.
 8. IPA Dry Abatement Technology (in collaboration with National Taipei University of Technology), patented.
 9. High-Frequency Thermal Exhaust Filtration System, independently developed and patented.
 - (9) Invention patents related to local scrubbers:
 1. Patent Approval Letter from TIPO received on June 11, 2015
Patent No. I487872: Combustion-type Hazardous Gas Abatement Device.
 2. Patent Approval Letter from TIPO received on October 21, 2016
Patent No. I554326: Semiconductor Process Exhaust Gas Treatment Device.
 3. Patent Approval Letter from TIPO received on December 21, 2018
Patent No. I644729: Dust Filtration Device.
 4. Patent Approval Letter from TIPO received on January 1, 2023
Patent No. I789176: Vortex Tube-Enhanced Exhaust Gas Filtration Device.
 5. Patent Approval Letter from TIPO received on January 1, 2023
Patent No. I789274: Local Scrubber for Reducing Concentrations of Nitrogen Oxide By-products.
 6. Patent Approval Letter from TIPO received on January 11, 2019
Patent No. I647005: High Adsorption Local Scrubber for Wet Etching Cleaning

Station Exhaust.

7. Patent Approval Letter from TIPO received on July 11, 2020
Patent No. I698272 Exhaust Gas Abatement System.
8. Patent Approval Letter from TIPO received on June 23, 2022
Patent No. I765637: Exhaust Gas Abatement System for Enhanced Filtration Efficiency.
9. Patent Approval Letter from TIPO received on October 1, 2022
Patent No. I779737: Exhaust Gas Abatement System for Enhanced Filtration Efficiency.
10. Patent Approval Letter from TIPO received on January 1, 2023
Patent No. I789176: Local Scrubber for Reducing Concentrations of Nitrogen Oxide By-products.
11. Patent Approval Letter from TIPO received on January 1, 2023
Patent No. I789274: Vortex Tube-Enhanced Exhaust Gas Filtration Device.
12. Patent Approval Letter from TIPO received on July 21, 2023
Patent No. I809590: Programmable Energy-Saving System.
13. Patent Approval Letter from TIPO received on December 21, 2023
Patent No. I827194: Exhaust Gas Filtration Device Utilizing High-Frequency Thermal Source.
- (10) In 2013, the Company developed the JIMERU Cloud Bonus System and successfully signed a cooperative contract with the Hsinchu City Card. The Company also developed the JIMERU Mobile Marketing Point Reward System, which has been widely recognized for increasing merchants' revenue while allowing members to easily enjoy discounts.
- (11) In 2014, the Company completed the JIMERU Member Store System Platform, which featured innovative applications such as Smart Points Earning and Shake-and-Earn, receiving widespread acclaim. The platform was adopted by customers including McDonald's, KFC, and Hi-Life. Additionally, the Company linked the platform to the new trends in electronic commerce and financial flow, expanding the mobile marketing store management platform services.
- (12) In 2015, the Company received the Qualified Registration Certificate for SI-Automated System Integration Planning Technical Service from the Industrial Development Bureau.
- (13) In 2015, the Company developed the smart mobile IR thermal imaging system and obtained certification from the National Measurement Laboratory, achieving a measurement accuracy within $\pm 1^{\circ}\text{C}$.
- (14) In 2016, the Company developed the IoT Mobile Smart Facility Management System Platform and launched the "New Generation Mobile Smart Facility System," featuring ten groundbreaking innovative solutions. The Company leads the industry by providing optimized Smart Fab System Integration Services. The aforementioned developments have been adopted by renowned semiconductor manufacturers, and are expected to improve their plant efficiency upon entering the era of Industry 4.0.
- (15) In 2016, the Company independently invented the IR Heat Source Detection Device and its Driver System, which received the Invention Patent Certificate from the Taiwan Intellectual Property Office (TIPO) and the Utility Model Patent Certificate from the China National Intellectual Property Administration.
- (16) In 2017, the Company developed the IoT x AI Smart Facility Management System, which improves management efficiency and reduces operation costs by providing real-time information through the implementation of advanced AI and automation technology.
- (17) The Company continuously innovated and advanced research and development of cutting-edge technologies essential for Industry 4.0 smart factories: (a) IR Smart Inspection System, (b) Wireless Indoor Positioning and Tracking System, (c) Wireless Vibration Monitoring System, (d) ePM Smart Maintenance Management System, (e) Barcode-based Smart Electronic Lock for Bottle Replacement, (f) NFC Temperature and Humidity Data

- Logger, (g) NFC Mobile Smart Inspection System, (h) QR Code-based Equipment/Production Traceability, (i) Smart Energy Meter, (j) RFID-based Smart Warehouse Material Management System, (k) SEMS Smart Engineering Management System, (l) Hookup Data Management System, (m) After-sales Service Management System, (n) LED Smart Lighting Energy Management System, (o) Big Data Analytics, (p) CAM Registration System, (q) IR Smart Epidemic Prevention System, (r) RFID-based Smart Inventory System, (s) CAM Smart Inventory System, (t) CAM Smart Contractor Management System, (u) HSE Smart Occupational Safety Management System (v) Responsive Corporate Website, (w) Enterprise Backend Management Portal, (x) Vehicle Dispatch Management System, (y) Instrument and Equipment Asset Management System, (z) Online E-Academy, etc.
- (18) The Company independently developed PLC/HMI engineering software and collaboratively developed joint PLC solutions for VMB/VMP, Local Scrubber, and chemical liquid equipment. This approach reduces costs and enhances the Company's mastery of new technological capabilities, enabling it to meet internal demands and undertake external projects with seamless integration of original hardware designs and fully automated control systems.
 - (19) The Company continues to develop customized chemical systems to meet the demanding requirements of high-end semiconductor facilities. The Company has successfully completed projects including the Hydrofluoric Acid Dilution System, plant-wide chemical monitoring systems, and chemical slurry mixing and supply systems for CMP processes. In addition, the Company has developed an explosion-proof chemical solvent acid supply cabinet, which has obtained TS Mark explosion-proof certification. These solutions enable precise and reliable chemical management, supporting advanced semiconductor manufacturing needs.
 - (20) The Company developed high-precision slurry chemical supply and acid mixing equipment, ensuring precise and consistent mixing performance. This equipment has received approval from major semiconductor manufacturers in Taiwan.
 - (21) The Company's explosion-proof organic solvent has received the (ISTI) 2018 No. 07-00053 TS Mark Certificate and has been approved by major semiconductor manufacturers in Taiwan.
 - (22) The Company has developed a recycled, environmentally friendly filter for grinding liquids, achieving the successful regeneration of tens of millions of units annually. This high-efficiency recycling solution has been approved by major semiconductor manufacturers in Taiwan.
 - (23) The Company is committed to improving the energy efficiency of each local scrubber.
 - (24) The Company proactively responds to evolving international regulations by continuously updating its independently developed gas cylinder cabinets to comply with the latest industrial safety standards. In 2020, the Company re-applied its gas cylinder cabinets for explosion-proof certification in accordance with the newest regulatory requirements, and in January 2021, successfully obtained the latest explosion-proof certification (Ex pzc II T6 Gc). This ensures that semiconductor customers are provided with the most rigorous and compliant products.
 - (25) The Company developed a new device capable of handling N₂O and low NO_x, which has passed SEMI S2 certification and has been adopted by customers.
 - (26) The Company received approval for the overall development and construction of high-purity chemical filling equipment and quality control systems, as well as large-scale chemical tote cleaning equipment, for German clients.
 - (27) The Company received approval for the overall development and construction of high-purity chemical purification and sampling equipment, along with quality control systems, for German clients.
 - (28) Design, development and construction of plant-scale projects for semiconductor factories, including acid supply equipment, acid supply system, and waste acid recovery system.

- (29) OPA600 Supply Unit / Transfer Unit and OPA600 Charge & Supply Unit produced in 2022 has successfully obtained 2 Semi S2 Certificates.
- (30) Explosion-proof VMB for chemical supply system has obtained TS Mark Certificate (ISTI) 2021 No.07-00021 X.

R&D Projects of 2025:

- (1) Continue to maintain cooperation relationships with customers and domestic academic institutions, and develop customized local scrubbers for the problems faced by the industry.
- (2) Continue to improve the verification of the particles removal efficiency of the miniaturized PM2.5 dust filtration device.
- (3) Continue to improve the energy efficiency of local scrubbers.
- (4) Conduct research and development related to De-Nox issues, and apply for SEMI S2 certification.
- (5) Enhance and continuously expand research and development efforts in the technology industry, and provide new applications and technologies across various aspects of Industry 4.0 smart factories. Projects include:(a) Smart Fire Management System, (b) SOP Document Query System, (c) Engineering Management System, (d) Standard Version of Inspection System, (e) Facility Header Recognition System, (f)Integration of Existing Solutions with AI Applications.
- (6) Continue to develop customized wet process equipment EX.CCTBA, EKC2100 Supply System, expansion of R2380 chemical system, and independently developed Pump Cart for demo purposes.
- (7) In response to semiconductor market trends, the Company has standardized the design and development of chemical supply systems and entered mass production, enabling accurate and rapid delivery for customers.
- (8) In response to increasing customer concerns over equipment safety and the latest updates to international standards, the Company is scheduled to conduct re-certification of its gas and chemical equipment in 2025 to align with industry developments.
 - 1. Obtain SEMI S2 certification for specialty gas supply equipment to comply with the latest safety regulations.
 - 2. Obtain SEMI S2 certification for specialty chemical supply equipment to meet updated safety requirements.
 - 3. Obtain explosion-proof certification for equipment such as gas cabinets and VMBs, with verification conducted by Industrial Technology Research Institute, in compliance with the latest national explosion-proof regulations.

2. Overview of Business Plan for 2025

1. Business Objectives

Wholetech adheres to the business philosophy of integrity and compliance, safety and quality, and innovation and service over the years. Wholetech strictly carries out every assignment with highly motivated action due to the concept of integrity and compliance of laws, guarantees safety and quality assurance through professional engineering management, and provides high-efficiency service under the operational command structure.

Learning from the challenges and innovations of the customer orientation and expanding perfect engineering services due to the market orientation while the service team meets the customer demand and provides the best solutions with low cost and high efficiency via cooperation, a hierarchical delegation of responsibilities and sufficient authorizations.

Wholetech is committed to fulfill its corporate social responsibility, implement corporate governance, and deepen corporate culture, to achieve sustainable development.

2. Sales Forecast and the Basis for It

The global semiconductor sales growth rate for the first four months of 2024 remained at approximately 15.69%. This was primarily due to the gradual completion of inventory destocking in the international semiconductor supply chain, a relatively low base period, and the continued improvement in demand for smartphones, PCs/Notebooks, and some consumer electronics. This led to an increase in orders from downstream customers. Additionally, the rapid development of the AI sector significantly boosted the sales momentum for high-end chips, particularly products like GPUs and HBM, which showed exceptional performance. On the other hand, May and June 2024, with AI chip demand continuing to rise and inventory destocking in certain supply chains being well-managed, order visibility improved. Furthermore, as the specifications of end products continued to advance, both the quantity and quality of semiconductor adoption increased. Therefore, it was estimated that the global semiconductor sales growth rate for May and June 2024 remained positive.

In the first quarter of 2024, Taiwan's DRAM manufacturing industry saw a year-on-year sales growth rate of 48.22%, primarily benefiting from improvements in the DRAM market's supply-demand structure, which led to a significant rise in DRAM prices. The wafer foundry industry experienced a year-on-year sales growth rate of 14.91%, driven by increased sales of smartphones, NB/PC products, and sustained growth in AI chip demand, resulting in an expanded scale of customer wafer orders. The semiconductor packaging and testing industry posted a year-on-year sales growth rate of 3.14%, benefiting from the gradual completion of semiconductor supply chain inventory adjustments, which led to an increase in customer stock replenishment orders. The discrete component manufacturing industry had a year-on-year sales growth rate of 0.18%, mainly constrained by the slowdown in global automotive market growth and rising competitive pressure from Chinese peers, limiting domestic sales momentum for discrete components. Overall, Taiwan's semiconductor manufacturing industry recorded a year-on-year sales growth rate of 14.30% in the first quarter of 2024, with improvements seen across all sub-industries.

Given that the destocking of the semiconductor supply chain had largely been completed, customer stock replenishment orders had increased. Additionally, the rapid growth in the AI sector had not only sustained the sales momentum for high-end chips but also driven product specification upgrades with the integration of AI applications in end products, leading to an increase in chip usage. As a result, it was anticipated that the semiconductor manufacturing industry in Taiwan would experience an improvement in business conditions in the second half of 2024.

The domestic IC design industry in Taiwan achieved an output value of NT\$1.2769 trillion in 2024, representing a 16.5% year-on-year growth. The industry exhibited a quarterly growth trend throughout the year, primarily driven by the gradual improvement in end-market demand, which boosted customer order volumes. This accelerated the inventory destocking process for local industry players. Furthermore, the strong growth of emerging application fields drove upgrades in end-product specifications, thereby enhancing the sales momentum of high-end chips

within Taiwan's domestic industry.

From January to November 2024, the combined revenue of major TWSE/TPEX-listed and emerging-market companies in the IC design industry in Taiwan generally showed a growth trend. This was primarily due to the gradual improvement in end-market demand and the rapid growth of emerging application sectors, which led to an increase in customer order volumes and accelerated the inventory destocking process for manufacturers. However, certain sectors faced challenges, such as intensified industry competition and insufficient customer order demand, coupled with ongoing inventory destocking, resulting in weaker operational performance in these areas.

Despite the continued weak demand in the automotive, industrial, and memory markets, as well as the slower-than-expected recovery in certain consumer electronics markets, which resulted in suppressed order volumes for domestic IC design companies, and the intensifying market competition further increasing price pressures on Taiwanese industry players, the rapid growth of emerging applications like AI helped drive equipment upgrades, leading to higher demand for high-end chips. Additionally, as end-market demand gradually improved, it enhanced visibility into overall industry orders. Meanwhile, intensified competition in the mature wafer foundry market was expected to help domestic companies reduce costs. As a result, the IC design industry in Taiwan was projected to maintain a growth trend in the first half of 2025.

Although it was expected that the global small- and medium-sized TFT-LCD panel and other panel production value would decline in 2024, the growth in production value driven by OLED panels, large-sized TFT-LCD panels, and ePaper led to a significant increase. As a result, the global display panel market's growth rate shifted from -3.96% to 9.67% in 2024. This, in turn, contributed to improved demand performance in the industry. Given that the glass substrate had wide applications in LCD, OLED, ePaper, Micro LED, and other technologies, its demand had been relatively strong. As a result, it was estimated that the sales value share of glass substrates in Taiwan had continued to rise from 45.50% in 2023 to 47.52% in 2024, reflecting a trend of consecutive annual increases. However, due to intense international competition and new capacity investments by Chinese manufacturers, Taiwan's polarizer makers came under increasing competitive pressure and faced challenges in both domestic and international markets. As a result, their market share by sales value dropped to 41.05% in 2023 and was estimated to further decline to 38.19% in 2024.

It is estimated that in 2025, with the simultaneous growth in the production value of various panel products, particularly large-sized and small- to medium-sized TFT-LCD panels, which account for a significant share of industry usage-the sales value of Taiwan's TFT-LCD panel components is expected to increase. Furthermore, as companies continue to achieve results in new market expansion, the diversified market strategies of industry players are anticipated to drive overall industry growth in 2025. However, it is important to note that with the active investments and market expansions by Chinese companies in polarizers and optical films, the competition pressure in these areas is expected to remain significant, which may lead to relatively weaker growth momentum for the industry.

It is estimated that in 2025, with synchronized growth in the production value of various panel products-particularly large-sized and small- and medium-sized TFT-LCD panels, which are heavily used in the industry-the sales value of Taiwan's TFT-LCD panel components is expected to increase. Additionally, companies are successfully expanding into new markets: Optimax Technology has achieved over 80% of its revenue from the automotive market; G-TECH has secured a position in the European and American supply chains with its center console glass, expected to account for over 50% of revenue; and several firms are also expanding into architectural glass applications. Other companies, such as Wah Hong, are growing in the automotive optical film market, while also diversifying into products like TV super-high quantum dot films, Mini LED packaging films, and fan-out panel-level packaging (FOPLP) protective films. Furthermore, Global Lighting's automotive light guide boards are expected to see a growth rate of over 10%. Companies such as ROEC, Coretronic, and Cheng Mei Materials are progressively increasing their presence in the automotive sector, with Cheng Mei Materials also advancing into the Micro LED panel UV shielding adhesive market. As a result, the

diversified market positioning and strong performance in these niche sectors are anticipated to drive overall industry growth in 2025.

3. Significant Production and Sales Policies

Wholetech specializes in manufacturing specialty gas piping and air conditioning, electromechanical, fire prevention engineering, waste treatment equipment, wet process equipment and chemical supply systems in clean room engineering. It also has the dual characteristics of technology industry and engineering industry, so its professional technology, engineering experience and quality reputation are valued in the market.

This year, Wholetech will continue to secure cooperation from upstream raw material suppliers and develop more competitive sourcing partners to ensure stable quality and supply. At the same time, the Company will maintain long-term relationships with customers and continuously enhance its technological capabilities to earn broader customer recognition and drive sustained business growth. In addition, to support business expansion, Wholetech is actively building a comprehensive international marketing and logistics network, enhancing professional training for engineers, improving technical support and after-sales service quality, and continuing to deepen its presence in overseas and China markets while strengthening its position in the domestic market.

4. Company's Future Development Strategy

Since 2024, the global semiconductor supply chain has been undergoing restructuring, driven by geopolitical tensions and the ongoing U.S.-China tech war. With strong government subsidies worldwide, semiconductor manufacturers have been actively building new wafer fabs, and collaborations between companies have become more frequent. TSMC, Bosch, Infineon, and NXP have jointly established the European Semiconductor Manufacturing Company (ESMC), with a total estimated investment of over €10 billion. They are constructing a 12-inch wafer fab in Dresden, Germany, which is expected to begin mass production in 2027. TSMC has also partnered with SK Hynix on the development and production of HBM4, with mass production targeted for 2026. VIS and NXP have launched a joint venture, VSMC, to build a 12-inch fab in Singapore, also slated for mass production in 2027. VIS has additionally been collaborating with Epasil on the development and production of 8-inch SiC compound semiconductor wafers, scheduled for mass production in the second half of 2026. UMC has been working with Intel to co-develop a 12nm process platform, with mass production expected in 2027. It has also begun mass production of IGBT in partnership with Japan's DENSO. PSMC is assisting India's Tata Group in constructing a 12-inch wafer fab, which is set to begin mass production in 2026. Meanwhile, MediaTek is collaborating with NVIDIA on smart cockpit chips and with ARM on ARM-based chip development. Semiconductor packaging and testing providers—such as ASE Holdings, PTI, ChipMOS, and KYEC—have been accelerating their withdrawal from the Chinese market and expanding their presence in Southeast Asia, including Singapore and Malaysia.

Wholetech will remain agile and committed to reinforcing its engineering foundation. While continuing to enhance project quality, the Company places increasing importance on occupational safety and hygiene. Facing global climate change and industrial transformation, Wholetech has continued to invest in the research and development of energy-saving and high-efficiency technologies. By providing customers with top-quality engineering and equipment solutions, integrating professional expertise and accumulated experience, and collaborating with partner manufacturers, the Company strives to develop high-efficiency, low-energy-consumption, and low-pollution products. These efforts aim to deliver responsible services and green, sustainable solutions that align with the vision of a more sustainable future.

Wholetech continuously refines its service offerings and specialized construction methods in line with technological advancements. To better meet the growing needs of its customers and provide more responsive service, the Group continues to expand its service locations across Taiwan, Greater China, Asia, and the United States. In 2024, Wholetech further established a

subsidiary in Germany to strengthen business promotion and project execution.

5. The Impact of the External Competitive Environment, Regulatory Environment, and Macroeconomic Operating Environment

Due to the increasingly competitive business environment, along with rising costs driven by inflation and interest rate hikes, political factors, global carbon reduction policies, and trade tensions between countries have become widespread phenomena. In response, Wholetech Group will strengthen its efforts in business management, procurement management, project execution, and sustainable development. The Group aims to enhance industry competitiveness through effective cost control, expense management, and coordinated material allocation across the Group. Regarding regulatory compliance, Wholetech will continue to adapt and align with evolving standards focused on environmental protection, consumer rights, and investor interests. Wholetech is committed to providing professional services to meet the challenges of an increasingly complex operating environment. In the future, Wholetech will uphold the principles of integrity, compliance, safety, quality, innovation, and service. The company will provide environmentally friendly and differentiated solutions, aiming to leverage its advantages and expand its market presence.

II. Corporate Governance Report

I. Information on Directors, Supervisors, President, Vice Presidents, Assistant General Managers, Department and Branch Executives

(1) Information on Directors and Supervisors

1. Directors and Supervisors

April 21, 2025; Unit: Shares

Title	Nationality or Place of Registration	Name	Gender/Age	Date of Election (Appointment)	Term of Office	Date of First Appointment	Shares Held at the Time of Appointment		Current Shares Held		Shares currently held by spouse and minor children		Shares Held Through Nominees		Principal Work Experience and Academic Qualifications	Concurrent Positions in This and Other Companies	Other Officers, Directors, or Supervisors Within Spouse or Second-Degree Kinship			Remark(s) (Note 3)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relationship	
Chairperson	Taiwan (R.O.C.)	Yeong Horng Uen	Male/60~70 years old	2022.06.16	2022.06.16~2025.06.15	2001.01.02	3,676,304	5.03	3,346,304	4.58	-	-	-	-	Department of Electrical Engineering, Ta Hwa University of Science and Technology Plant Manager, United Microelectronics Corp.	Note 1	-	-	-	-
Director	Taiwan (R.O.C.)	Ching Chuan Hsieh	Male/50~60 years old	2022.06.16	2022.06.16~2025.06.15	2001.01.02	1,010,010	1.38	943,010	1.29	36,829	0.05	-	-	EMBA, National Tsing Hua University Vice President of Wholetech	President of Wholetech Director of Wholetech System Hitech Japan, Inc.	Manager	Ching Kuan Hsieh	Siblings	-
Director	Taiwan (R.O.C.)	Kuang Jung Tseng	Male/70~80 years old	2022.06.16	2022.06.16~2025.06.15	2005.05.30	631,248	0.86	321,248	0.44	-	-	-	-	PhD in Business Administration, University of Sussex, UK; Professor and Adjunct Professor, Department of Business Administration; Vice President, Hsuan Chuang University; Supervisor, Wholetech System Hitech Limited	Chair Professor, College of Management, Fo Guang University; Supervisor, Kaohsiung Chi Me Vocational High School; Director, Wholetech System Hitech Limited	-	-	-	-
Director	Taiwan (R.O.C.)	United Integrated Services Co., Ltd.	-	2022.06.16	2022.06.16~2025.06.15	2001.01.02	9,946,080	13.62	9,729,080	13.32	-	-	-	-	Not Applicable.	None	-	-	-	-
Director Representative	Taiwan (R.O.C.)	United Integrated Services Co., Ltd. Representative: Chun Yuan Hsu	Male/60~70 years old	2022.06.16	2022.06.16~2025.06.15	2001.01.02	-	-	-	-	-	-	-	-	Department of Electronic Engineering, Provincial Taipei Institute of Technology Business Manager, United Integrated Services Co., Ltd.	Note 2	-	-	-	-
Independent Director	Taiwan (R.O.C.)	Tien Jang Tsao	Male/80~90 years old	2022.06.16	2022.06.16~2025.06.15	2005.05.30	-	-	-	-	-	-	-	-	Master, Graduate Institute of National Development and Mainland China Studies, Chinese Culture University; Director General, Taiwan Science Park Association of Science and Industry; Chairperson, JIUH CHI Company Ltd.	None	-	-	-	-

Title	Nationality or Place of Registration	Name	Gender/Age	Date of Election (Appointment)	Term of Office	Date of First Appointment	Shares Held at the Time of Appointment		Current Shares Held		Shares currently held by spouse and minor children		Shares Held Through Nominees		Principal Work Experience and Academic Qualifications	Concurrent Positions in This and Other Companies	Other Officers, Directors, or Supervisors Within Spouse or Second-Degree Kinship			Remark(s) (Note 3)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relationship	
Independent Director	Taiwan (R.O.C.)	Tai Ning Yang	Male/70~80 years old	2022.06.16	2022.06.16~2025.06.15	2022.06.16	-	-	-	-	-	-	-	-	MBA, National Taiwan University; Professor, Department of International Business Administration, Chinese Culture University; Professor, Graduate School of Technology in Finance, CTBC Business School	Independent Director, ECOCERA Optronics Co., Ltd.	-	-	-	-
Independent Director	Taiwan (R.O.C.)	Tsai Ching-Mei (Note 4)	Female/60~70 years old	2024.06.27	2024.06.27~2025.06.15	2024.06.27	-	-	-	-	-	-	-	-	EMBA, National Tsing Hua University; CPA, Yiho & Partners CPA Firm; Operations Audit Manager, Audit Department, United Microelectronics Corp.; Internal Audit Supervisor, Silicon Integrated Systems Corp.; Director, Advance Materials Corporation; (Rep. of Unimicron Technology Corp.); Director, Lianxing Optoelectronics (Shenzhen) Co., Ltd.	Licensed CPA / Branch Manager, H.L.S. CPAs Firm, Hsinchu Branch; Independent Director, Gigastorage Corp.; Supervisor, Asia Pacific Microsystems, Inc.; Supervisor, apm Communication, Inc.	-	-	-	-

Note 1: Chairperson of Wholetech System Hitech Limited, Wholetech System Hitech (Shanghai) Co., Ltd., Wholetech Group (Shanghai) Trading Co., Ltd., Wholetech System Hitech (S) Pte., Ltd., Wholetech System Hitech Germany GmbH, Wholetech System Hitech Inc., and Wholetech Group International Trading Ltd.

Note 2: Chairperson of Jiangxi United Integrated Services Ltd., Suyuan Trade (Shanghai) Limited Company, and Suzhou United Integrated Services Ltd., Authorized Representative Director of Wholetech System Hitech Limited.

Note 3: Where the Chairperson, President, or individuals holding equivalent top management positions are the same person, spouses, or first-degree relatives, the company shall disclose the reasons, reasonableness, necessity, and response measures (such as increasing the number of Independent Directors and ensuring that more than half of the Directors are not employees or managers): There are no such cases.

Note 4: Director Tsai Ching-Mei was elected as an Independent Director of Wholetech System Hitech Limited through a by-election at the shareholders' meeting on June 27, 2024.

2. Major Shareholders of Juristic Person Shareholders:

(1) Major Shareholders of the Juristic Person shareholders

April 12, 2025

Name of Juristic Person Shareholder (Note 1)	Major Shareholders of the Juristic Person Shareholders (Note 2)
United Integrated Services Co., Ltd.	Capital TIP Customized Taiwan Select High Dividend ETF Separate Account 9.31%
	Hui Wen Li 5.73%
	Liang Yi Investment Co., Ltd. 3.76%
	Taipei Fubon Commercial Bank Co., Ltd. as Custodian of the Fuh Hwa Taiwan Technology Dividend Highlight ETF Securities Investment Trust Fund Separate Account 3.60%
	Hua Nan Commercial Bank as Custodian for the Yuanta Taiwan Value High Dividend ETF Securities Investment Trust Fund Separate Account 2.37%
	Bank of Taiwan as Custodian for the Yuanta Taiwan High Dividend Low Volatility ETF Securities Investment Trust Fund Separate Account 2.24%
	Kuo Yu Wang 2.02%
	Kuo Wei Wang 2.02%
	Taiwan Business Bank in Custody for the UOB Taiwan High Dividend Recovery ETF Securities Investment Trust Fund Separate Account 1.85%
	Citibank (Taiwan) Limited In Custody For Norges Bank Investment Fund 1.30%

Source(s): United Integrated Services Co., Ltd.

Note 1: For Directors and Supervisors who are representatives of juristic person shareholders, please provide the name of the Juristic Person shareholder.

Note 2: Please specify names of the major shareholders of the juristic person shareholder (top ten shareholders) and the ratio of shareholding. If the major shareholder is a juristic person, Table 2 should also be completed.

(2) If a Major Shareholder Listed Above Is a Juristic Person, List Its Major Shareholders Here

April 12, 2025

Name of Juristic Person (Note 1)	Major Shareholders of the Juristic Person (Note 2)
Liang Yi Investment Co., Ltd.	Kuo Yu Wang 25.20%

Source(s): Department of Commerce, MOEA, Get information about companies or businesses in Taiwan

Note 1: As indicated in table(1) above, if the major shareholder is a juristic person, please provide the name of the juristic person.

Note 2: Please specify names of the major shareholders of the juristic person shareholder (top ten shareholders) and the ratio of shareholding.

(3) Director Information

1. Information Disclosure on Directors' Professional Qualifications and Independent Directors' Independence

Qualification Name	Professional Qualification and Experience (Note 1)	Independence Status (Note 2)	Number of Concurrent Independent Directorships in Other Public Companies
Director Yeong Horng Uen	1. Possesses more than five years of working experience required for Wholetech's business, currently serves as Founder and Chairperson of Wholetech System Hitech Ltd.. 2. Wholetech's Chairperson has not engaged in any conducts stated in Article 30 of the Company Act.	-	None
Director Ching Chuan Hsieh	1. Possesses more than five years of working experience required for Wholetech's business, currently serves as President of Wholetech System Hitech Ltd.. 2. Wholetech's President has not engaged in any conducts stated in Article 30 of the Company Act.	-	None
Director Kuang Jung Tseng	1. Possesses more than five years of work experience relevant to the business operations of Wholetech. Holds a PhD in Business Administration from the University of Sussex. Previously served as Professor, Adjunct Professor in the Department of Business Administration and Vice President at Hsuan Chuang University. Currently serves as Chair Professor at the College of Management, Fo Guang University. 2. No circumstances as stipulated in Article 30 of the Company Act.	-	None
Director United Integrated Services Co., Ltd. Rep.: Chun Yuan Hsu	1. Possesses more than five years of working experience required for Wholetech's business, and current Business Manager of United Integrated Services Co., Ltd. 2. No circumstances as stipulated in Article 30 of the Company Act.	-	None
Independent Director Tien Jang Tsao	1. Possesses more than five years of working experience required for Wholetech's business, and were Consultant of Taiwan Science Park Association of Science and Industry. 2. No circumstances as stipulated in Article 30 of the Company Act.	1. In compliance with Article 14-2 of the Securities and Exchange Act, and the related provisions of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies (Note 2). 2. He/she in-person (or through nominee) or his/ her spouse and minor children do not currently hold any shares in Wholetech. 3. No remuneration for providing business, legal, financial, accounting, and other services to Wholetech or its affiliated companies received in the most recent two years.	None
Independent Director Tai Ning Yang	1. Possesses more than five years of working experience required for Wholetech's business, graduated from Ph.D. Program of Business Administration, National Taiwan University, current Independent Director of ECOCERA Optronics Co., Ltd., and was Professor in Department of International Business Administration of Chinese Culture University 2. No circumstances as stipulated in Article 30 of the Company Act.		1

Qualification Name	Professional Qualification and Experience (Note 1)	Independence Status (Note 2)	Number of Concurrent Independent Directorships in Other Public Companies
Independent Director Tsai Ching-Mei (Note 4)	1. Possesses more than five years of work experience relevant to Wholetech's business. Holds an EMBA degree from National Tsing Hua University. Currently serves as a Licensed CPA and Branch Manager of the Hsinchu Office at H.L.S. CPAs Firm; Independent Director of Gigastorage Corp.; Supervisor of Asia Pacific Microsystems, Inc.; and Supervisor of apm Communication, Inc. Previously worked as a Certified Public Accountant at Yiho & Partners CPA Firm; Operations Audit Manager in the Audit Department of United Microelectronics Corporation; Internal Audit Supervisor at Silicon Integrated Systems Corp.; Director of Advance Materials Corporation (representing Unimicron Technology Corp.); Director, Lianxing Optoelectronics (Shenzhen) Co., Ltd. 2. No circumstances as stipulated in Article 30 of the Company Act.		1

2. Board Diversity and Independence

(1) Board Diversity:

The Company's "Regulations for the Election of Directors" and "Corporate Governance Best Practice Principles" both stipulate that the composition of the Board of Directors shall be diversified. In light of its operational characteristics, business model, and developmental needs, the Company formulates appropriate diversity policies, which are disclosed on both the Company's website and the Market Observation Post System (MOPS). The Company's directors come from diverse professional backgrounds, and its industry executives generally possess the knowledge, skills, and expertise required to effectively fulfill their duties. To strengthen the functions of the Board of Directors and achieve the objectives of sound corporate governance, Article 20 of the "Corporate Governance Best Practice Principles" stipulates that the Board as a whole shall possess the following core competencies: (1) Business judgment; (2) Accounting and financial analysis; (3) Management expertise; (4) Crisis management; (5) Industry knowledge; (6) An international market perspective; (7) Leadership; and (8) Decision-making capability.

The diversity of Wholetech's Board of Directors is as follows:

Diversification Aspects	Basic Composition							Industrial Experience			Professional Ability					
	Nationality	Gender	Concurrently Serving as an Employee	Age		Seniority of Independent Director			Clean room construction & MEP	Gas/Special Piping Engineering	Green Energy	International Affairs	Accounting	Chemistry	Electrical Engineering	Telecommunications
Under 60				61 - 70	Over 70	Under 3 Years	3 - 9 Years	Over 9 Years								
Name of Director																
Yeong Horng Uen	Taiwan (R.O.C.)	Male	✓		✓				✓	✓		✓			✓	
Ching Chuan Hsieh	Taiwan (R.O.C.)	Male	✓	✓					✓	✓		✓		✓		
Kuang Jung Tseng	Taiwan (R.O.C.)	Male				✓										
United Integrated Services Co., Ltd.- Representative: Chun Yuan Hsu	Taiwan (R.O.C.)	Male			✓				✓	✓					✓	
Tien Jang Tsao	Taiwan (R.O.C.)	Male				✓						✓				
Tai Ning Yang	Taiwan (R.O.C.)	Male				✓	✓					✓	✓			
Tsai Ching-Mei (Note 4)	Taiwan (R.O.C.)	Female			✓		✓					✓	✓			

The percentage of employee directors in the Company is 28%, and independent directors account for 42%. Among the independent directors, 67% have served for less than 3 years. Directors from various industry sectors and professional backgrounds each bring their expertise, ensuring the overall operation and future development of the Company are well managed. This comprehensive approach to the composition of the board members reflects the implementation of the Company's diversity policy. Currently, the Board has seven directors. Although the number of directors of different genders has not yet reached one-third (or more) of the total board seats, it meets the requirement of having at least one director of a different gender, accounting for 14.3% (Ms. Tsai Ching-Mei). The composition of the Board of Directors primarily considers the candidates' professional backgrounds, experience, and their involvement and contribution to the company's future development. No specific gender ratio requirement has been set, but in the future, the Company will promote gender equality among board members, with achieving one-third representation of different genders as a long-term goal.

(2) Board Independence:

The Company has obtained written statements from each independent director, confirming their independence relative to the Company, as well as that of their immediate family members. The Board of Directors is committed to continuously assessing the independence of its members, considering all relevant factors. These include whether the director can continue to pose constructive questions to the management and other board members, whether their views are independent of the management or other directors, and whether their behavior and conduct both inside and outside the board are appropriate. The conduct of Wholetech's Independent Directors meets expectations under appropriate circumstances, demonstrating the aforementioned qualities. Wholetech believes that all Independent Directors are independent of the Company. The resumes and information regarding the relationship between members of the Board have been disclosed on Wholetech's website and MOPS.

- Note 1: Professional qualifications and experience: State the professional qualifications and experience of Directors and Supervisors. If they are members of the Audit Committee and have accounting or financial expertise, disclose their accounting and financial background and experience. Also state whether they have any of the situations set forth in Article 30 of the Company Act.
- Note 2: State the status of independence of Independent Directors, including but not limited to whether they, their spouses, and relatives within second degree of consanguineous relationship are serving as Directors, Supervisors, or Employees of the Company or its affiliated companies; the number of shares held and shareholding percentage by the Independent Directors, spouses, and relatives within second degree of consanguineous relationship (or held in the names of other persons); whether the Independent Director is a Director, Supervisor, or employee of a company that has a specific relationship with the Company (refer to the provisions of Article 3, Paragraph 1, Subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of remuneration received for providing business, legal, financial, accounting, and other services to the Company or its affiliates in the last two years.
- Note 3: For method of disclosure, please refer to the best practice examples presented on the website of Taiwan Stock Exchange Corporate Governance Center.
- Note 4: Director Tsai Ching-Mei was elected as an Independent Director of Wholetech System Hitech Limited through a by-election at the shareholders' meeting on June 27, 2024.

(2) Information Regarding President, Vice Presidents, Assistant General Managers, and Executives of Each Division and Branch:

April 21, 2025; Unit: Shares

Title	Nationality	Name	Gender	Date of Election (Appointment)	Number of Shares Held		Shares Held Under Spouse and/or Minor Children		Shares Held Through Nominees		Principal Work Experience and Academic Qualifications	Positions Concurrently Held in Other Companies at Present	Managerial Personnel Who Are Spouses or Within Second Degree of Consanguineous Relationship			Remark(s) (Note 1)
					Shares	%	Shares	%	Shares	%			Title	Name	Relationship	
President	Taiwan (R.O.C.)	Ching Chuan Hsieh	Male	2000.01.01	943,010	1.29	36,829	0.05	—	—	EMBA, National Tsing Hua University Vice President of Wholtech	None	Manager	Ching Kuan Hsieh	Siblings	-
Vice President	Taiwan (R.O.C.)	Wen Chieh Huang	Male	1999.03.08	4,000	0.01	—	—	—	—	Department of Environmental Engineering, Lien Ho Junior College of Technology Manager, Engineering Department of Wholtech	None	—	—	—	-
Vice President	Taiwan (R.O.C.)	Andy Lin	Male	2003.09.08	22,555	0.03	—	—	—	—	Master, Department of Marine Environment and Engineering, National Sun Yat-sen University Director, Engineering Department of Wholtech	None	—	—	—	-
Vice President	Taiwan (R.O.C.)	Chao Hsun Chiu	Male	2001.07.10	6,000	0.01	—	—	—	—	Department of Mechanical Engineering, Nanya Institute of Technology Assistant General Manager, Engineering Department of Wholtech Senior Manager, Overseas Business Department of Wholtech	None	—	—	—	-
Vice President	Taiwan (R.O.C.)	Hui Tsung Chang	Male	2002.09.01	20,337	0.03	—	—	—	—	Republic of China Naval Academy Manager, Engineering Department of Wholtech	None	—	—	—	-
Vice President	Taiwan (R.O.C.)	Mars Kuo	Male	2001.03.20	103,421	0.14	—	—	—	—	Department of Automation Engineering, Ta Hwa University of Science and Technology Manager, Assistant General Manager of Engineering Department, Wholtech	None	—	—	—	-
Vice President	Taiwan (R.O.C.)	Tim Tseng	Male	2011.04.11	80,000	0.11	—	—	—	—	Master, Program of Electro-Optical and Material Science, National Formosa University Plant Director, Integrated Plasma Inc.	None	—	—	—	-
Vice President (Note 2)	Taiwan (R.O.C.)	Novia Hsiao	Female	2011.08.29	—	—	—	—	—	—	MBA, Feng Chia University PwC Taiwan and Chen & Fan Accountancy Corporation, Certified Public Accountants Associate Manager, Finance Department, Excel Cell Electronic Co., Ltd. Manager, Finance Department, Solapoint Corporation Assistant General Manager, Finance Department, Wholtech	None	—	—	—	—

Note 1: If the President (or equivalent top executive) and the Chairperson are the same person, or if they are spouses or first-degree relatives, the Company shall disclose the reasons, reasonableness, necessity, and corresponding measures (e.g., increasing the number of Independent Directors, ensuring that the majority of Directors do not concurrently serve as employees or managers, etc.). The Chairperson and the President or other top managerial officers of the Company are not the same person, nor are they spouses or first-degree relatives.

Note 2: Assistant General Managers Novia Hsiao has been promoted to Vice President in February 2025.

II. Remuneration Paid During the Most Recent Fiscal Year to Directors, the President, and Vice Presidents

(1) Remuneration of Directors and Independent Directors

Unit: NT\$ Thousand

Title			Name			Remuneration to Directors						Sum of A+B+C+D and Ratio to After-Tax Net Profit (Note 10)		Remuneration Received by Directors for Concurrent Service as an Employee								Sum of A+B+C+D+E+F+G and Ratio to After-Tax Net Profit (Note 10)		Remuneration Received from Invested Enterprises Other Than Subsidiaries or from the Parent Company (Note 11)	
						Base Compensation(A) (Note 2)		Retirement Pay and Pension (B)		Director Profit-Sharing Compensation (C)(Note 3)				Expenditure and Perquisites (D)(Note 4)		Salary, Rewards, and Special Disbursements (E) (Note 5)		Retirement Pay and Pension (F)		Employee Profit-Sharing Compensation (G) (Note 6)					
						Wholtech	All Consolidated Entities (Note 7)	Wholtech	All Consolidated Entities (Note 7)	Wholtech	All Consolidated Entities Included in the Financial Statements (Note 7)	Wholtech	All Consolidated Entities Included in the Financial Statements (Note 7)	Wholtech	All Consolidated Entities Included in the Financial Statements (Note 7)	Wholtech	All Consolidated Entities Included in the Financial Statements (Note 7)	Wholtech	All Consolidated Entities (Note 7)	Wholtech		All Consolidated Entities Included in the Financial Statements (Note 7)			
Amount in Cash	Amount in Stock	Amount in Cash	Amount in Stock																						
Director	Chairperson	Yeong Horng Uen		0	0	0	0	9,375	9,375	138	138	9,513	9,513	19,643	32,839	108	108	8,413	0	8,413	0	37,677	50,873	None	
	Director	Ching Chuan Hsieh																							
	Director	United Integrated Services Co., Ltd.																							
		United Integrated Services Co., Ltd. Representative: Chun Yuan Hsu																							
	Director	Kuang Jung Tseng																							
Independent Director	Independent Director	Tien Jang Tsao		0	0	0	0	4,646	4,646	192	192	4,838	4,838	0	0	0	0	0	0	4,838	4,838	None			
	Independent Director	Tai Ning Yang																							
	Independent Director	Tsai Ching-Mei (Note 3)																							

- Please describe the policy, system, standards and structure in place for paying remuneration to Directors and describe the relationship of factors such as the duties and risks undertaken and time invested by the Directors to the amount of remuneration paid: The remuneration of the Independent Directors is determined based on the evaluation results of the Directors performance, as well as the degree of participation and contribution to Wholetech's operations, after reviewed by the Remuneration Committee, and resolved by the Board of Directors.
- In addition to what is disclosed in the above table, please specify the amount of remuneration received by Directors in the most recent fiscal year for providing services (e.g., for serving as a non-employee consultant to the parent company /any consolidated entities / invested enterprises): None occurred.
- Director Tsai Ching-Mei was elected as an Independent Director of Wholetech System Hitech Limited through a by-election at the shareholders' meeting on June 27, 2024.

Remuneration Range Table

Ranges of Remuneration Paid to Each of Wholetech's Directors	Name of Director			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	Wholetech (Note 8)	All Consolidated Entities (Note 9)	Wholetech (Note 8)	All Consolidated Entities (Note 9)
Less than NT\$1,000,000	Tsai Ching-Mei	Tsai Ching-Mei	Tsai Ching-Mei	Tsai Ching-Mei
NT\$1,000,000 ~ NT\$1,999,999	Ching Chuan Hsieh, United Integrated Services Co., Ltd., Kuang Jung Tseng, Tien Jang Tsao, Tai Ning Yang	Ching Chuan Hsieh, United Integrated Services Co., Ltd., Kuang Jung Tseng, Tien Jang Tsao, Tai Ning Yang	United Integrated Services Co., Ltd., Kuang Jung Tseng, Tien Jang Tsao, Tai Ning Yang	United Integrated Services Co., Ltd., Kuang Jung Tseng, Tien Jang Tsao, Tai Ning Yang
NT\$2,000,000 ~ NT\$3,499,999	Yeong Horng Uen	Yeong Horng Uen	-	-
NT\$3,500,000 ~ NT\$4,999,999	-	-	-	-
NT\$5,000,000 ~ NT\$9,999,999	-	-	Yeong Horng Uen, Ching Chuan Hsieh	Ching Chuan Hsieh
NT\$10,000,000 ~ NT\$14,999,999	-	-	-	-
NT\$15,000,000 ~ NT\$29,999,999	-	-	-	Yeong Horng Uen
NT\$30,000,000 ~ NT\$49,999,999	-	-	-	-
NT\$50,000,000 ~ NT\$99,999,999	-	-	-	-
NT\$100,000,000 and above	-	-	-	-
Total	7 persons	7 persons	7 persons	7 persons

- Note 1: The names of Directors shall be listed separately (for Juristic Person shareholders, their names and the name of their representatives shall be listed separately) and the amount of remuneration paid to them shall be disclosed collectively.
- Note 2: This refers to Director base compensation in the most recent fiscal year (including Director salary, duty allowances, severance pay, and various rewards and incentives, etc.).
- Note 3: The amount of compensation approved by the Board of Directors and distributed to the Directors in the most recent fiscal year.
- Note 4: Refers to relevant business execution expenses for directors in the most recent year, including transportation allowances, special expenses, various subsidies, housing, company cars, and other in-kind benefits. Where housing, cars, other means of transportation, or expenditures exclusively for individuals are offered, the nature and costs of the offered assets, the actual rent or fair market rent, fuel expenses, and other benefits shall be disclosed. In addition, where a driver is provided, please provide an explanation in the notes on the compensation paid to the driver by the Company, but not including the remuneration.
- Note 5: Refers to the compensation received by directors who also serve as employees (including positions such as President, Vice President, other managers, and staff) for the most recent year, including salary, position allowances, severance pay, various bonuses, incentive pay, transportation allowances, special expenses, various subsidies, housing, company cars, and other in-kind benefits. Where housing, cars, other means of transportation, or expenditures exclusively for individuals are offered, the nature and costs of the offered assets, the actual rent or fair market rent, fuel expenses, and other benefits shall be disclosed. In addition, where a driver is provided, please provide an explanation in the notes on the compensation paid to the driver by the Company, but not including the remuneration. Additionally, salary expenses recognized as share-based payment under IFRS 2 -- including employee share subscription warrants, new restricted employee shares, and participation in share subscription under a right offering, etc. Should be included in the calculation of remuneration.
- Note 6: For Directors concurrently serving as employees (including the President, Vice President, other managerial officers and employees) who receive employee rewards (including shares and cash), the amount of employee rewards that have been approved by the Board of Directors and are distributed to them in the most recent fiscal year shall be disclosed. If the amount of rewards cannot be estimated, the amount of rewards in the current fiscal year shall be calculated based on the ratio of the amount of rewards distributed in the previous fiscal year.
- Note 7: Total remuneration in the various items paid out to the Company's Directors by all companies (including this Company) listed in the consolidated statement shall be disclosed.
- Note 8: The name of each Director should be disclosed in the range of remuneration corresponding to the amount of all the remuneration paid to the Director by the Company.
- Note 9: Total remuneration in various items paid to every Director of this Company by all companies (including this Company) listed in the consolidated statement shall be disclosed. The name of the Director shall also be disclosed in the respective remuneration range.
- Note 10: The after-tax net profit refers to the after-tax net profit in the parent company only or individual financial statement in the most recent year.
- Note 11: a. This field should clearly indicate the amount of remuneration received by the Company's Directors from a reinvestment business other than a subsidiary or the parent company (if not, please fill in "none").
b. Where the Company's Directors received relevant remuneration from invested companies other than subsidiaries or the parent company, the remuneration received by the Company's Directors from invested companies other than subsidiaries or the parent company shall be included in the "I" column of the remuneration bracket table with the column name changed to "the parent company and all invested companies."
c. Remuneration refers to the compensation, rewards (including rewards distributed to employees, Directors, and Supervisors) and remuneration related to business expenses that are received by the Company's Directors who serve as Directors, Supervisors or managerial officers at investees other than subsidiaries or the parent company.

* The content of compensation disclosed in this table is derived based on a concept different from the concept of income stipulated in the Income Tax Act. The purpose of the table is for the disclosure of information, instead of taxation.

(2) Remuneration of President and Vice President(s)

Unit: NT\$ Thousand

(2) Remuneration of President and Vice President(s)														Unit: TWD Thousand	
Title	Name	Salary (A) (Note 2)		Retirement Pay and Pension (B)		Rewards, and Special Disbursements (C)(Note 3)		Employee Profit-Sharing Compensation (D) (Note 4)				Sum of A+B+C+D and Ratio to Net Income (%) (Note 8)		Remuneration Received from Invested Enterprises Other Than Subsidiaries or from the Parent Company (Note 9)	
		Wholetech	All Consolidated Entities (Note 5)	Wholetech	All Consolidated Entities (Note 5)	Wholetech	All Consolidated Entities (Note 5)	Wholetech		All Consolidated Entities Included in the Financial Statements (Note 5)		Wholetech	All Consolidated Entities Included in the Financial Statements		
								Amount in cash	Amount in stock	Amount in cash	Amount in stock				
President	Ching Chuan Hsieh	16,355	20,564	833	833	25,169	28,186	13,536	0	13,536	0	55,893 11.29%	63,119 12.75%	None	
Vice President	Wen Chieh Huang														
Vice President	Hui Tsung Chang														
Vice President	Chao Hsun Chiu														
Vice President	Andy Lin														
Vice President	Mars Kuo														
Vice President	Tim Tseng														
Vice President	Cheng Wen Ho (Note 1)														
Vice President	Novia Hsiao														

Note 1: Vice President Cheng Wen Ho resigned on March 31, 2025.

Remuneration Range Table

Range of Remuneration Paid to Each of Wholetech's President and Vice President(s)	Names of President and Vice President(s)	
	Wholetech (Note 6)	All Consolidated Entities (Note 7)E
Less than NT\$1,000,000	Cheng Wen Ho	Cheng Wen Ho
NT\$1,000,000 ~ NT\$1,999,999	Novia Hsiao	Novia Hsiao
NT\$2,000,000 ~ NT\$3,499,999	-	-
NT\$3,500,000 ~ NT\$4,999,999	Hui Tsung Chang, Tim Tseng	Hui Tsung Chang, Tim Tseng
NT\$5,000,000 ~ NT\$9,999,999	Wen Chieh Huang, Andy Lin, Chao Hsun Chiu, Mars Kuo	Wen Chieh Huang, Andy Lin, Chao Hsun Chiu, Mars Kuo
NT\$10,000,000 ~ NT\$14,999,999	Ching Chuan Hsieh	Ching Chuan Hsieh
NT\$15,000,000 ~ NT\$29,999,999	-	-
NT\$30,000,000 ~ NT\$49,999,999	-	-
NT\$50,000,000 ~ NT\$99,999,999	-	-
NT\$100,000,000 or above	-	-
Total	9 persons	9 persons

Note 1: The names of the President and Vice President(s) shall be listed separately, and the amount of remuneration paid to them shall be disclosed collectively.

Note 2: This includes salary, duty allowances, and severance pay to the President and vice President(s) in the most recent fiscal year.

Note 3: Refers to the compensation for the most recent year received by the President, Vice President, and other managerial staff who also serve as employees, including salary, position allowances, severance pay, various bonuses, incentive pay, transportation allowances, special expenses, various subsidies, housing, company cars, and other in-kind benefits. Where housing, cars, other means of transportation, or expenditures exclusively for individuals are offered, the nature and costs of the offered assets, the actual rent or fair market rent, fuel expenses, and other benefits shall be disclosed. In addition, where a driver is provided, please provide an explanation in the notes on the compensation paid to the driver by the Company, but not including the remuneration. Additionally, salary expenses recognized as share-based payment under IFRS 2 --

including employee share subscription warrants, new restricted employee shares, and participation in share subscription under a right offering, etc. Should be included in the calculation of remuneration.

- Note 4: This refers to employee profit-sharing compensation (including stocks and cash) received by the President and vice President(s) as approved or expected to be approved by the Board of Directors for the most recent fiscal year. If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year.
- Note 5: The total amount of the remuneration of all the companies (including the Company) in the consolidated report to the President and Vice President(s) of the Company shall be disclosed.
- Note 6: The name of each President and Vice President should be disclosed in the range of remuneration corresponding to the amount paid to the President and Vice President by the Company.
- Note 7: The total amount of all the remuneration paid to each President and Vice President of the Company by all the companies (including the Company) listed in its consolidated financial statements should be disclosed. The name of each President and Vice President should be disclosed in the range of remuneration corresponding to the total amount mentioned in the preceding sentence.
- Note 8: The after-tax net profit refers to the after-tax net profit in the parent company only or individual financial statement in the most recent year.
- Note 9: a. This field should clearly specify the amount of remuneration received by the Company's President or Vice Presidents from invested enterprises other than subsidiaries or the parent company (if none, please indicate "none").
- b. If a President or Vice President of the Company received remuneration from investees other than subsidiaries of the Company or the parent company, the remuneration received by the President or Vice President of the Company from investees other than subsidiaries of the Company or the parent company shall be included in column E of the Remuneration Range Table and the name of the field shall be changed to "Parent Company and All Investee Companies".
- c. Remuneration refers to the rewards, remuneration (including remuneration of employee, Director, Supervisor or manager) and business execution fees received by President and Senior Vice Presidents of the Company who serve as the Directors, Supervisors or managers of the parent company, or of invested entities other than subsidiaries.

* The content of compensation disclosed in this table is derived based on a concept different from the concept of income stipulated in the Income Tax Act. The purpose of the table is for the disclosure of information, instead of taxation.

(3) Names and Distributions of Employee Profit-Sharing Compensation to Managerial Officers:

Unit: NT\$ Thousand

	Title	Name	Amount in Stock (Note 1)	Amount in Cash (Note 1)	Total	Ratio to After-Tax Net Profit (%)
Managerial Officers	President	Ching Chuan Hsieh	-	13,536	13,536	2.73%
	Vice President	Wen Chieh Huang				
	Vice President	Hui Tsung Chang				
	Vice President	Chao Hsun Chiu				
	Vice President	Tim Tseng				
	Vice President	Andy Lin				
	Vice President	Mars Kuo				
	Vice President	Cheng Wen Ho (Note 2)				
	Vice President	Novia Hsiao (Note 3)				

Note 1: This field should indicate the amount of employee profit-sharing compensation (including stock and cash) allocated to managerial officers as approved by the Board of Directors in the most recent fiscal year. If the proposed allocation for the current year cannot be estimated, it shall be calculated based on the ratio of actual allocation in the previous year. "After-tax net profit" refers to the after-tax net profit for the most recent fiscal year; for entities applying International Financial Reporting Standards (IFRS), it refers to the after-tax net profit reported in the standalone or individual financial statements for the most recent fiscal year.

Note 2: Vice President Cheng Wen Ho resigned on March 31, 2025.

Note 3: Novia Hsiao has been promoted to Vice President in February 2025.

(4) Comparative Analysis of the Total Remuneration Paid to the Company's Directors, Supervisors, President, and Vice Presidents as a Percentage of After-Tax Net Profit in the Standalone and Consolidated Financial Statements Over the Past Two Years, Including the Policy, Standards, and Composition of Remuneration, the Decision-Making Process, and Its Relationship to Business Performance and Future Risks

1. Analysis of the total remuneration paid to the Company's directors, supervisors, president, and vice presidents as a percentage of net income by the Company and all consolidated entities in the most recent two years:

Unit: NT\$ Thousand; %

Year	2024		2023	
	Wholetech	All Consolidated Entities	Wholetech	All Consolidated Entities
Net Income	495,124	495,124	399,033	399,033
Remuneration of Directors	14,351	14,351	11,365	11,365
Total Remuneration of Directors to Net Income	2.90%	2.90%	2.85%	2.85%
Remuneration of President and Vice President(s)	55,893	63,119	50,028	55,399
Total Remuneration of President and Vice President(s) to Net Income	11.29%	12.75%	12.54%	13.88%

2. Remuneration policies, standards and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure:

(1) Directors and Supervisors

A. Remuneration for directors consist of base compensation, retirement pay and pension, directors profit-sharing compensation, and business execution expenses. Additionally, salary expenses recognized as share-based payment under IFRS 2 -- including employee share subscription warrants, new restricted employee shares, and participation in share subscription under a right offering, etc. should be included in the calculation of remuneration.

- a. Base compensation refers to director salary, duty allowances, severance pay, and various rewards and incentives, etc.

- b. Director profit-sharing compensation refers to the amount approved by the Board of Directors for distribution to directors as profit-sharing for the most recent fiscal year.
 - c. Business execution expenses refers to travel expenses, special disbursements, stipends of any kind, and provision of facilities such as accommodations or vehicles, etc.
- B. Remuneration for supervisors consist of base compensation, profit-sharing compensation expenses and perquisites.
 - a. P Supervisor profit-sharing compensation refers to the amount of profit-sharing approved by the Board of Directors for distribution for the most recent fiscal year.
 - b. Business execution expenses refers to travel expenses, special disbursements, stipends of any kind, and provision of facilities such as accommodations or vehicles, etc.

According to Article 20 of Wholetech's Articles of Incorporation, if Wholetech's annual balancing results in a profit, Wholetech may distribute no more than 2% of the earnings as remuneration for Directors and Supervisors. This determination is based on the evaluation results of the Directors' performance, as well as their degree of participation and contribution to Wholetech's operations. The aforementioned remuneration will be reviewed by the Remuneration Committee, resolved by the Board of Directors, and reported to the Shareholders' Meeting. Therefore, there should be no major future risks.

(2) President and Vice President(s)

- A. Remuneration for managerial officers consist of salary, retirement pay and pension, rewards and special disbursements, and employee profit-sharing compensation.
 - a. Rewards and special disbursements refers to the amounts of all types of rewards, incentives, travel expenses, special disbursements, stipends of any kind, provision of facilities such as accommodations or vehicle, and other compensation.
 - b. Salary and bonuses are formulated pursuant to Wholetech's remuneration level assessment principles, comprehensively considering factors such as employee responsibilities, contributions, qualifications, performance, future risks and industry prevailing rates. The aforementioned remuneration will be reviewed by the Remuneration Committee, and resolved by the Board meeting.
- B. Remuneration for employees consist of salary, retirement pay and pension, year-end bonuses or employee profit-sharing compensation.
 - a. Salary refers to basic salary, subsidies, allowances, overtime pay, etc.
 - b. Year-end bonuses are determined according to Wholetech's annual settlement, and the employee profit-sharing compensation is determined pursuant to the profit distribution plan resolved by the shareholders meeting and regulations for employee remuneration distribution.

According to Article 20 of Wholetech's Article of Incorporation, if Wholetech's annual balancing ends up with a profit, Wholetech shall distribute 8% of the earnings as remuneration for employees, determined based on the evaluation results of the employees performance. By using

performance evaluation as the basis for salary adjustment, and distributes the employees compensation according to Wholetech's after-tax income pursuant to the proportion stated in Wholetech's Article of Incorporation, there should be no major future risks.

III. Implementation of Corporate Governance:

- (1) Operations of the Board of Directors: Information on the number of meetings convened; the attendance rate of each director; an assessment of the objectives and implementation status related to the enhancement of Board functions during the current and previous fiscal years; and any other material matters requiring disclosure.

The number of Board meetings convened in the most recent fiscal year was 5 times(A) and the attendance by the directors was as follows:

Title	Name (Note 1)	No. of Meetings Attended in Person B	No. of Meetings Attended by Proxy	In-Person Attendance Rate (%) B/A(Note 2)	Remark(s)
Chairperson	Yeong Horng Uen	5	0	100%	Re-elected (By-election held on June 16, 2022)
Director	Ching Chuan Hsieh	5	0	100%	Re-elected (By-election held on June 16, 2022)
Director	United Integrated Services Co., Ltd. Chun Yuan Hsu	5	0	100%	Newly-elected (By-election held on June 16, 2022)
Director	Kuang Jung Tseng	5	0	100%	Newly-elected (By-election held on June 16, 2022)
Independent Director	Tien Jang Tsao	5	0	100%	Re-elected (By-election held on June 16, 2022)
Independent Director	Tai Ning Yang	5	0	100%	Newly-elected (By-election held on June 16, 2022)
Independent Director	Tsai Ching-Mei	2	0	40%	Newly-elected (By-election June 27, 2024)

Other information required to be disclosed:

1. If any of the following circumstances exists, specify the Board meeting date, meeting session number, content of the motion(s), the opinions of all the Independent Directors, and the measures taken by Wholetech based on the opinions of the Independent Directors:
 - (1) Any matter under Article 14-3 of the Securities and Exchange Act: Please refer to Note 3
 - (2) In addition to the matters referred to above, any dissenting or qualified opinion of an independent director that is on record or stated in writing with respect to any Board resolution: No independent director expressed any dissenting or qualified opinions at any of the five Board meetings. See Note 3 for details.
2. Disclosure of recusals by directors due to conflicts of interest; specify the director's name, the motion involved, the reason for recusal, and whether the director voted, including the manner of voting:

Date	Name of Director	Content of Proposal/Motion	Cause for Recusal	Voting Participation	Resolutions
2024.02.01	Yeong Horng Uen, Ching Chuan Hsieh	Proposal on 2023 Year-End Bonuses for Managerial Personnel	In conflict with personal interest	Recused from voting	Passed without objection from all attending directors
2024.05.09	Yeong Horng Uen, Ching Chuan Hsieh	1. Proposal on 2023 Remuneration for Directors and Supervisors 2. Proposal on 2023 Salary Adjustment for Managerial Personnel 3. Proposal on 2023 Employee Remuneration for Managerial Personnel	In conflict with personal interest	Recused from voting	Passed without objection from all attending directors

3. For a TWSE or TPEx listed company, disclose information including the evaluation cycle and period of the Board of Directors self-evaluations (or peer evaluations) and the evaluation method and content.

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Items
Once per year	2024/01/01~2024/12/31	Board of Directors	Self-evaluation on the members of the Board	1. Degree of participation in Wholtech operations. 2. Improvement in the quality of decision-making. 3. Composition and structure of the Board 4. Election and continuing education of Directors. 5. Internal controls.
Once per year	2024/01/01~2024/12/31	Members of the Board	Self-evaluation on the members of the Board	1. Understanding of Wholtech goals and missions. 2. Recognition of duties. 3. Degree of participation in Wholtech operations. 4. Management of internal relationships and communication. 5. Professionalism and continuing education. 6. Internal controls.
Once per year	2024/01/01~2024/12/31	Functional Committee	Self-evaluation of the Committee Member	1. Degree of participation in Wholtech operations. 2. Recognition of duties. 3. Improvement in the quality of decision-making. 4. Composition and election of members. 5. Internal controls.

4. Evaluation of the objectives for strengthening the functions of the Board in the current and previous fiscal years (e.g., establishing an audit committee, enhancing information transparency, etc.) and the progress of their implementation:

(1) Enhanced the functionality of the Board

The Company amended its Articles of Incorporation at the 2005 shareholders' meeting to stipulate the purchase of directors' liability insurance, with supervisors being allowed to do the same. Since August 2006, the Company has continuously purchased directors' and supervisors' liability insurance on an annual basis to reduce the risk of lawsuits from shareholders or other stakeholders arising from the performance of their duties. In addition, the Company has actively arranged for its directors to participate in corporate governance continuing education courses organized by institutions designated under the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE and TPEx Listed Companies" during their terms. In 2024, all directors successfully completed the required hours of continuing education as outlined in the same guidelines. In June 2022, the Company conducted a comprehensive re-election of directors and established an audit committee to replace the supervisory system.

(2) Improved information transparency

All financial statements of Wholetech and its affiliates are attested regularly by Deloitte Taiwan. Information required to be disclosed by laws, has been completed correctly and in a timely manner, and dedicated personnel has been designated to be responsible for company's information gathering and disclosure, and a spokesperson system has been established, to ensure that all important information can be disclosed in a timely and appropriate manner. Wholetech has also designated personnel to be in-charge of setting up a company website to disclose financial and business conditions, and are able to be linked to the MOPS for shareholders and stakeholders to refer to as needed.

(3) Internal procedures for handling material information

1. Wholetech has prescribed Procedures for Handling the Disclosure of Material Inside Information in the management measures of the internal control system, and has established a dedicated unit responsible for handling internal material information, which has been approved by the Board meeting.
2. Wholetech conducted educational publicity regarding material inside information handling procedures and related regulations for directors, supervisors, managerial personnel and employees at March 12, 2024 and December 25, 2024, to prevent violation of regulations regarding insider trading.

(4) Wholetech believes that a well-functioning and efficient Board of Directors will be the foundation of effective and functional corporate governance, therefore, Wholetech has established the Audit Committee and Remuneration Committee, to assist the Board in discharging its responsibilities.

Note 1: If the directors and supervisors are juristic person shareholders, the names of such juristic person shareholders and their representatives shall be disclosed.

Note 2:

- (1) Where a Director Supervisor resigns before the end of the fiscal year, the Remark column shall be filled with the Independent Director's resignation date, whereas his/her percentage of attendance in person (%) shall be calculated based on the number of meetings held by the Board of Directors and the actual number of meetings attended during his/her term of office.
- (2) If any by-election for directors or supervisors was held before the end of the fiscal year, the names of the new and old directors and supervisors should be filled in the table, with a note stating whether the director or supervisor left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of Board meetings held and the number attended in person during the period of each such person's actual time in office.

Note 3: No independent director expressed any dissenting or qualified opinions at any of the five Board meetings.

Date	Session	Content of Proposal/Motion	Opinions of All the Independent Directors	Measures Taken by Wholetech Based on the Opinions of Independent Directors
2024.02.01	2024/1	1. Approval of Proposals Approved in the 1st Remuneration Committee Meeting of 2024, Submitted for Board Approval	Agreed	Approved as proposed
2024.03.12	2024/2	1. Approval of Proposals from the 1st Remuneration Committee Meeting of 2024, Submitted for Approval 2. Approval of the 2023 Business Report and Financial Statements, Submitted for Review 3. Discussion on the 2024 Business Goals and Budget Proposal 4. Discussion on the Proposal for Distribution of 2023 Earnings 5. Discussion on the Proposal to Distribute Cash Dividends from Capital Surplus 6. Proposal to Revise Credit Lines (Including Export Loan and Forward Foreign Exchange Transaction Limits), Submitted for Review 7. Proposal to Provide Endorsement and Guarantee for Subsidiary Wholetech System Hitech (S) PTE. Ltd., Including Assumption of Joint and Several Liability; Reviewed and Approved by the Audit Committee, Submitted for Review	Agreed	Approved as proposed.

Date	Session	Content of Proposal/Motion	Opinions of All the Independent Directors	Measures Taken by Wholetech Based on the Opinions of Independent Directors
		8. Discussion on the Assessment of Independence and Competency of the Company's CPA and Audit Fees Proposal 9. Discussion on the 2023 Statement on Internal Control 10. Proposal for the Re-election of Independent Directors, Submitted for Discussion 11. Proposal for Drafting the Time, Venue, Agenda, Book Closure Period, and Period for Accepting Shareholder Proposals for the 2024 Shareholders' Meeting, Submitted for Discussion and Resolution		
2024.05.09	2024/3	1. Discussion on the Proposals Approved at the Second Meeting of the Company's Remuneration Committee in 2024, Submitted for Approval 2. Approval of the 2024 Q1 Consolidated Financial Report, Submitted for Review 3. Discussion on the Proposal to Revise and Set New Banking Financing Limits (Including Export Loan Limits) in Response to Business Needs, Submitted for Review 4. Proposal to Conduct a Cash Capital Increase for WTC Japan, Submitted for Resolution	Agreed	Approved as proposed
2024.08.08	2024/4	1. Approval of the 2024 Q2 Consolidated Financial Report, Submitted for Review 2. Proposal to Provide Endorsement and Guarantee for the Loan Applications of Subsidiaries Wholetech System Hitech (Shanghai) Co., Ltd. and Wholetech Group (Shanghai) Trading Co., Ltd., Including Joint and Several Liability for the Debts; Approved by the Audit Committee, Submitted for Review 3. Proposal to Increase Banking Financing Limits (Including Guarantee Limits) and Forward Foreign Exchange Transaction Limits in Response to Business Needs, Submitted for Ratification and Review 4. Proposal on the Appointment of the Company's Managerial Officers, Submitted for Review 5. Discussion on the Company's Investment in Germany through Wholetech System Hitech Co., Ltd., Submitted for Discussion	Agreed	Approved as proposed
2024.11.07	2024/5	1. Approval of the 2024 Q3 Consolidated Financial Report, Submitted for Review 2. Discussion on the Renewal of Directors and Key Personnel Liability Insurance, Expiring on September 2, 2024, Submitted for Discussion 3. Discussion on the 2025 Internal Audit Plan, Submitted for Discussion 4. Proposal to Revise Banking Financing Limits (Including Export Loan Limits and Forward Exchange Rate Transactions) in Response to Business Needs, Submitted for Review 5. Proposal to Revise the Forward Foreign Exchange Transaction Limits in Response to Business Needs and Currency Hedging, Submitted for Review 6. Proposal to Provide Endorsement and Guarantee for the Loan Applications of Subsidiaries Wholetech System Hitech (Shanghai) Co., Ltd., Wholetech Group (Shanghai) Trading Co., Ltd., and Wholetech System Hitech USA, Inc., Including Assumption of Joint and Several Liability; Approved by the Audit Committee, Submitted for Review 7. Proposal to Revise the Internal Control System and Management Guidelines of the Company and Its Subsidiaries, Submitted for	Agreed	Approved as proposed

Date	Session	Content of Proposal/Motion	Opinions of All the Independent Directors	Measures Taken by Wholetech Based on the Opinions of Independent Directors
		Discussion		

(2) Operations of the Audit Committee:

The Audit Committee of the Company has been established on June 16, 2022. The Audit Committee is composed of all independent directors. In 2024, the Audit Committee held 4 meetings, and in 2025, as of the date of the Annual Report printing, it has held 1 meeting. The Audit Committee has held a total of 11 meetings.

Title	Name	No. of Meetings Attended in Person (B)	No. of Meetings Attended by Proxy	In-Person Attendance Rate (%) (B/A)(Note)	Remark(s)
Convener	Tien Jang Tsao	5	0	100%	Newly-elected (Audit Committee established on June 16, 2022)
Committee member	Tai Ning Yang	5	0	100%	Newly-elected (Audit Committee established on June 16, 2022)
Committee member	Tsai Ching-Mei	3	0	60%	Newly-elected (Audit Committee established on June 27, 2024)

Other information required to be disclosed:

- If any of the following circumstances occurs, the company shall disclose the date and session number of the Board of Directors meeting, the content of the proposal, the resolution of the Audit Committee, any dissenting or qualified opinions or material recommendations made by the Independent Directors, and the company's handling of the Audit Committee's opinions:
 - Any matter under Article 14-5 of the Securities and Exchange Act: Please refer to Operations of the Audit Committee in 2024 and 2025 up to the publication date on next page.
 - In addition to the matters referred to above, any matter that was not approved by the audit committee but was approved by a two-thirds or greater majority resolution of the Board of Directors: None.
- Implementation of recusals of Independent Directors with respect to any motions with which they may have a conflict of interest: specify the Independent Director's name, the content of the motion, the cause for recusal, and whether and how the Independent Director voted: None.
- Communication between the Independent Directors and the chief internal audit officer and the CPAs that serve as external auditor (including any significant matters communicated about with respect to the state of Wholetech's finances and business and the method(s) and outcomes of the communication.):
 - The internal auditors regularly report to the members of the Audit Committee on the annual audit plan, internal assessment results of internal control, and the implementation of completed audit business, then communicate on deficiencies found in the inspections, and put forward the findings and discussion opinions to the Board meeting.
 - CPAs shall attend the Audit Committee meeting at least once per year, and present the results of annual audit.
 - Other: Should the urgency of the matter require it, or the Independent Directors, chief internal auditors and CPAs deem necessary, ad hoc meetings may be held outside of the regular reporting.

Operations of the Audit Committee in 2024 and 2025 up to the publication date of the Annual Report:

Date	Session	Content of Proposal/Motion	Opinions of All the Committee Members	Measures Taken by Wholetech Based on the Opinions of the Committee Members
2024.03.12	2024/2	1. Proposal to Discuss the 2023 Business Report and Financial Statements of the Company, Submitted for Discussion 2. Proposal for the Distribution of Earnings for 2023, Submitted for Discussion 3. Proposal to Distribute Cash Dividends from Capital Surplus, Submitted for Discussion 4. Proposal for the 2023 Statement on Internal Control, Submitted for Discussion 5. Discussion on the Assessment of Independence and Competency of the Company's CPA and Audit Fees Proposal 6. Proposal to Provide Endorsement and Guarantee for Subsidiary Wholetech System Hitech (S) PTE. Ltd., Including Assumption of Joint and Several Liability, Submitted for Review	Agreed	Approved as proposed
2024.05.09	2024/3	1. Approval of the 2024 Q1 Consolidated Financial Report, Submitted for Review	Agreed	Approved as proposed
2024.08.08	2024/4	1. Approval of the 2024 Q2 Consolidated Financial Report, Submitted for Review 2. Proposal to Establish General Principles for the Company's Pre-Approval of Non-Assurance Services Policy, Submitted for Discussion 3. Proposal to Provide Endorsement and Guarantee for the Loan Applications of Subsidiaries Wholetech System Hitech (Shanghai) Co., Ltd. and Wholetech Group (Shanghai) Trading Co., Ltd., Including Joint and Several Liability for the Debts, Submitted for Review	Agreed	Approved as proposed
2024.11.07	2024/5	1. Approval of the 2024 Q3 Consolidated Financial Report, Submitted for Review 2. Proposal to Provide Endorsement and Guarantee for the Loan Applications of Subsidiaries Wholetech System Hitech (Shanghai) Co., Ltd., Wholetech Group (Shanghai) Trading Co., Ltd., and Wholetech System Hitech USA, Inc., Including Assumption of Joint and Several Liability, Submitted for Review 3. Discussion on the 2025 Internal Audit Plan, Submitted for Discussion 4. Proposal to Revise the Internal Control System and Management Guidelines of the Company and Its Subsidiaries, Submitted for Discussion	Agreed	Approved as proposed
2025.03.11	2025/1	1. Proposal for the Discussion of the 2024 Business Report and Financial Statements, Submitted for Discussion 2. Discussion on the Proposal for Distribution of 2024 Earnings 3. Discussion on the Proposal to Distribute Cash Dividends from Capital Surplus 4. Discussion on the 2024 Statement on Internal Control 5. Discussion on the Assessment of Independence and Competency of the Company's CPA and Audit Fees Proposal 6. Proposal to Revise the Internal Audit System of the Company, Submitted for Discussion	Agreed	Approved as proposed

(3) Implementation Status and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best- Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
1. Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	✓		Wholetech has prescribed the Corporate Governance Best-Practice Principle based on the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Wholetech's actual operation conditions. The information has been disclosed on Wholetech's website and MOPS for inquiries.	No significant deviation was found.
2. Shareholding Structure and Shareholders Rights				
(1) Has the Company established internal operating procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	✓		(1) To safeguard shareholders' rights, the Company handles shareholder suggestions or disputes through designated personnel such as the spokesperson, vice spokesperson, shares affairs, and legal officers. Additionally, the Company's website has established a stakeholder section where shareholders can consult dedicated contact points for various issues.	No significant deviation was found.
(2) Does the Company maintain a list of major shareholders who have actual control over the Company and persons who have ultimate control over the major shareholders?	✓		(2) Most of the Company's current major shareholders are members of the management team or professionals. The Company can readily access the list of major shareholders who have actual control over the Company. Through interactions, the Company strives to build good relationships to ensure the stability of management rights. Wholetech reports the shareholdings of directors, supervisors and major shareholders on a monthly basis, pursuant to the provisions of the Securities and Exchange Act.	
(3) Has the Company established and implemented risk control and firewall mechanisms among its affiliated companies?	✓		(3) Wholetech has prescribed Regulations Governing the Affiliated Companies, Regulations Governing Transactions with Related Parties, Specified Company, and Affiliated Companies, in Wholetech's internal control system, and implemented them accordingly.	
(4) Has the Company formulated internal regulations that prohibit insiders of the Company from trading securities utilizing undisclosed information in the market?	✓		(4) Wholetech has prescribed the Code of Conduct and Ethics, strictly regulates that all unpublished information of Wholetech shall remain confidential. In addition, Wholetech has prescribed the Procedures for Handling the Disclosure of Material Inside Information, stating the regulations and norms against insider trading, and has fully disclosed to all insiders and employees on March 12, 2024 and December 25, 2024.	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best- Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
3. Composition and Responsibilities of the Board of Directors (1) Has the Board developed, and does it implement, a diversity policy and specific management goals? (2) In addition to the legally-required Remuneration Committee and Audit Committee, has the Company voluntarily established other functional committees? (3) Does the Company formulate the performance evaluation methods for the Board of Directors, conduct performance evaluations annually and regularly, and report the results of the performance evaluations to the Board of Directors, and use them as a reference for individual directors' remuneration and nomination and re-appointment?	✓ ✓ ✓		(1) The members of the Company's Board of Directors are diversified. During the selection process, the Company fully considers the necessary knowledge, expertise, and industry experience required for performing their duties, in accordance with the "Corporate Governance Best-Practice Principles" established by the Company. This ensures the effective implementation of the Board's diversification policy as previously described. In 2022, the Company fully re-elected its directors and independent directors at the Shareholders' Meeting, increasing the number of seats for both directors and independent directors by one. On March 12, 2024, the Board of Directors approved the nomination of a female candidate for the by-election of an independent director. The Company aims for professionals with industry knowledge to constitute more than 50% of the Board. (2) The Company has established the "Remuneration Committee" to operate independently in accordance with the law, and the "Audit Committee" was established after the Shareholders' Meeting in June 2022. The establishment of other functional committees will be aligned with the needs of corporate governance and operational development. (3) The Company has established the "Regulations Evaluating the Board's Performance," stipulating that the Board should conduct at least one internal performance evaluation annually. The internal evaluation period for the Board should occur at the end of each fiscal year, with the performance evaluation for the current year being carried out accordingly. The measurement items for performance evaluation of the Board of Directors of the Company include the following five aspects: 1. Degree of participation in Wholetech operations. 2. Improvement in the quality of decision-making. 3. Composition and structure of the Board 4. Election and continuing education of Directors. 5. Internal controls. The performance evaluation scope of the Board members is as follows: 1. Understanding of Wholetech goals and missions.	No significant deviation was found.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best- Practice Principles for TWSE/TPEX Listed Companies and the reasons								
	Yes	No	Summary Description									
			2. Recognition of duties. 3. Degree of participation in Wholtech operations. 4. Management of internal relationships and communication. 5. Professionalism and continuing education. 6. Internal controls. The performance evaluation scope of the functional committees is as follows: 1. Degree of participation in Wholtech operations. 2. Recognition of duties. 3. Improvement in the quality of decision-making. 4. Composition and election of members. 5. Internal controls. Wholtech issues an assessment questionnaire for Board self-assessments, Board member self-assessment, and functional committee self-assessment. The results of the 2024 evaluation of the Board's performance have been submitted to the Board meeting on March 11, 2025. The evaluation result for 2024 is as follows: <table><tr><td>Evaluation Result for the Board of Directors</td><td>Evaluation Result for the Board Members</td><td>Evaluation Result for the Remuneration Committee Members</td><td>Evaluation Result for the Audit Committee Members</td></tr><tr><td>4.80~5.00</td><td>4.96</td><td>5.00</td><td>5.00</td></tr></table> The overall evaluation results were excellent. In particular, the “Professionalism and Continuing Education” dimension for Board members, which received a lower score in 2023, was significantly improved in 2024 through proactive planning of director training programs, resulting in an enhanced score of 5.0. The average scores in other areas ranged between 4.8 and 5.0, with an overall rating of “Outstanding.” This indicates that the Board has effectively fulfilled its guiding and supervisory responsibilities in line with corporate governance principles. Board members also gave positive assessments regarding the operational efficiency of all evaluation indicators. The Board of Directors shall adopt the results above as future reference for selecting or nominating directors, to effectively implement the corporate governance and improve the directors participation and communication.	Evaluation Result for the Board of Directors	Evaluation Result for the Board Members	Evaluation Result for the Remuneration Committee Members	Evaluation Result for the Audit Committee Members	4.80~5.00	4.96	5.00	5.00	
Evaluation Result for the Board of Directors	Evaluation Result for the Board Members	Evaluation Result for the Remuneration Committee Members	Evaluation Result for the Audit Committee Members									
4.80~5.00	4.96	5.00	5.00									

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best- Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
(4) Does the Company regularly implement assessments on the independence of CPAs?	✓		(4) The Company requires Deloitte Taiwan to issue an "Independence Declaration" by the certifying CPAs. In accordance with the "Audit Quality Indicators (AQI) Disclosure Framework and Template" released by the Financial Supervisory Commission, Deloitte Taiwan also provides evaluation reports on the "Firm-Level Audit Quality Indicators" and the "Engagement-Level Audit Quality Indicators." The firm and its signing CPAs demonstrated performance above the industry average in indicators such as audit experience and audit engagement. During the audit process, digital technologies were utilized to enhance audit efficiency and ensure audit quality. Based on the Audit Quality Indicators (AQI) assessment report, the Company conducted a review of the auditor's independence requirements, the operation of independence, and overall competency. Evaluation results: The CPAs have no financial interests or business relationships with the Company other than the fees for certification and tax matters. Accountants Tsai Mei Chen and Chang Ya Yun have no circumstances affecting their independence and suitability. On March 11, 2025, the Board of Directors discussed and approved the evaluation of the certifying CPAs' independence and suitability, confirming that they meet the Company's independence assessment standards (Note 1) and are well-qualified to serve as the Company's certifying CPAs.	
4. Has the TWSE/TPEX listed Company designated an appropriate number of qualified corporate governance personnel and appointed a corporate governance officer responsible for matters related to corporate governance (including but not limited to providing Directors and Supervisors with the necessary information for operation, assisting Directors and Supervisors in following regulations, handling matters related to Board meetings and the shareholders' meetings in accordance with the regulations, preparing minutes for Board meetings and the shareholders' meetings, etc.)?	✓		Wholetech has prescribed the Corporate Governance Best-Practice Principle, and has disclosed the related information on Wholetech's website and MOPS for inquiries. Wholetech continues to follow up on the latest amendment of relevant laws and regulations on corporate governance, and currently appointed the financial department to be responsible for relevant matters, including providing information necessary for Directors and Supervisors to perform their duties, aiding Directors and Supervisors in complying with laws and regulations, organizing Board meetings and annual general meetings of shareholders as required by law, updating Wholetech Registration Form, and compiling minutes of Board meetings and annual general meetings. Wholetech has appointed a chief corporate governance officer in May 2023.	No significant deviation was found.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best- Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
5. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders questions and concerns on important corporate social responsibility issues?	✓		Wholetech has a clear division of functions and responsibilities for each department, with an internal control system implemented effectively. The relationship between Wholetech and suppliers, customers, banks, investors and other stakeholders remains harmonious. Wholetech has established appropriate and smooth communication channels, as well as established the Stakeholder Area on Wholetech's website, ensuring channels for employees, shareholders and stakeholders to communicate with related personnel. Please refer to Note 2 for details regarding stakeholder concerns and corresponding response measures.	No significant deviation was found.
6. Has the Company commissioned a professional shareholder services agency to handle shareholders' meetings and other relevant affairs?	✓		Wholetech designates Capital Securities Corp. to deal with shareholder affairs. The designated services agent is not an Affiliated Company as defined in the Article 369-2 of the Company Act.	No significant deviation was found.
7. Information Disclosure (1) Has the Company established a website to disclose information on financial operations and corporate governance? (2) Has the Company adopted other means of information disclosure (such as establishing a website in English, appointing specific personnel to collect and disclose Company information, implementing a spokesperson system, and disclosing the process of investor conferences on the Company's website)? (3) Does the Company publish and report its annual financial statement within two months after the end of the fiscal year, and publish and report its financial statements for the first,	✓ ✓ 	 ✓	(1) The Company's corporate website (https://www.wholetech.com.tw) regularly or irregularly discloses various financial, business, and corporate governance information on the Market Observation Post System as required. (2) The Company's website is available in both Chinese and English. Wholetech has designated personnel to handle the collection and disclosure of information. To ensure timely and appropriate disclosure of information that may affect the decision-making of shareholders and stakeholders, Wholetech has appointed a spokesperson and deputy spokesperson who either have a comprehensive understanding of the Company's financial and business operations or are capable of coordinating information from various departments, thereby ensuring unified and consistent external communications. Information related to the Company's investor conferences is available in the Investor Relations Area of the Company's website. (3) Wholetech currently reports and announces financial statements pursuant to laws, and announces and reports annual financial statements or quarterly financial statements in advance. Depending on Wholetech's plans and needs, adjustments may be made in the future.	No significant deviation was found.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best- Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
second, and third quarters as well as its operating statements for each month before the specified deadlines?				
8. Has the Company provided important information to better understand the state of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, progress of training of Directors and Supervisors, risk management policy, and implementation of risk impact standards, implementation of customer policies, and the Company's purchase of liability insurance for its Directors and Supervisors)?	✓		(1) Employee rights: 1. To promote labor-management harmony, enhance employee cohesion, and care for employee welfare, the Company, in addition to labor and national health insurance, has established an Employee Welfare Committee. This committee implements various employee welfare measures, including health check-ups, employee travel, outdoor activities, and year-end parties. It also facilitates communication between labor and management. 2. Wholetech has prescribed the Regulations of Employees Retirement pursuant to provisions of the Labor Standards Act, and established the Supervisory Committee of Labor Retirement Reserve, to be responsible for allocating employee retirement reserves pursuant to laws and regulations. 3. To enhance employees' professional skills and knowledge, the Company organizes various internal workshops and training programs. It also provides external training opportunities and funding, such as pre-employment training for new hires, 12 to 24 hours of annual training courses for current employees, and development programs for management trainees. Through both work and training, the Company aims to support individual career planning while achieving overall corporate growth. 4. Wholetech has established a dedicated mailbox for employee suggestions, and formulates Procedures Governing Internal Communication, to ensure that employees suggestions are taken seriously and communicated effectively. 5. Please refer to "5. Labor Relations" of this Annual Report for detailed information. (2) Employee wellness: 1. Wholetech provides employees with an excellent working environment and reasonable welfare measures. While stabilizing employees work and living security, Wholetech creates common goal and operation performance through conscientious management, and further shares the profit with employees. 2. Please refer to "5. Labor Relations" of this Annual Report for detailed information. (3) Investor relations: Wholetech provides detailed information regarding Wholetech's operation and spokesperson's contact, in the Investor Area section of Wholetech's website, ensuring	No significant deviation was found.

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best- Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
			that shareholders have a channel to communicate with Wholetech. (4) Supplier relations: Wholetech adheres to the principle of mutual prosperity and coexistence, maintaining strong and cooperative relationships with suppliers and stakeholders. The Company provides effective communication channels and timely information exchange, aiming to build long-term partnerships and a sustainable business model. Under the Company's internal control system for the procurement cycle, the Materials Department is required to establish a "Supplier Information Sheet." Suppliers are regularly evaluated in accordance with the assessment procedures, serving as the basis for selecting business partners. A contractors' coordination meeting is held quarterly to maintain open lines of communication with suppliers and to ensure interactions are conducted in accordance with the principle of integrity. In addition, all contractors have signed a Commitment to the Code of Conduct for Contractors. (5) Rights of stakeholders: The Company maintains open channels of communication with stakeholders and is committed to respecting and protecting their legitimate rights and interests. In the event that a stakeholder's lawful rights are infringed, the Company will handle the matter appropriately and in good faith. (6) Directors and supervisors continuing education records: Wholetech's directors and supervisors are required to participate in continuing education courses (Note 3) covering topics related to corporate governance, held by designated institutions listed in the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies." (7) The implementation of risk management policies and risk evaluation measures: Wholetech attaches great importance to risk management, implements various risk management policies pursuant to relevant regulations, and appoints internal auditors to ensure the implementation of related policies and its compliance with the laws. The risk management department organizes education and training programs on workplace safety and risk management issues on a weekly basis. Please refer to Labor Relations of this Annual Report for detailed information. (8) The implementation of customer relations policies: Wholetech has established written measures for customer relations, such as Procedures for Handling Customer Complaints and Procedures for Conducting Customer Satisfaction Survey, etc., and assigns	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best- Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary Description	
			appropriate personnel to serve as customers personal business assistants and service personnel, striving to handle customer complaints as quickly as possible, to ensure timely response to customer needs. (9) Purchase of liability insurance for directors and supervisors: Wholetech has purchased Directors & Officers Liability Insurance for all directors, supervisors, and managerial officers to reduce and disperse the risk of significant damages to the Company and shareholders caused by the errors or negligence of directors and supervisors. The insurance status was reported at the board meeting on November 7, 2024, and disclosed on the Market Observation Post System (MOPS). (10) Others: 1. The Company has received several international quality certifications, including the SEMI S2/S8 certification for gas cabinets, ISO 9001 quality certification, and ISO 45001 occupational health and safety certification. 2. In addition to quality assurance, the Company aims to enhance customer satisfaction. Over the years, we have consistently received customer appreciation certificates, excellence awards, and other recognitions from clients such as TSMC, Micron, and others. By December 31, 2024, we have been honored with the following customer awards: (1) TSMC's Fab 6, Fab 20, Fab 21, AP5, AP5 & CP03, as well as TSMC North, Central, and South Regions, along with Micron F16, awarded Wholetech the 2024 Excellent Contractor Award and the Annual Outstanding Supplier Trophy, in recognition of the Company's efforts and contributions to plant safety. (2) TSMC's Fab 6, Fab 14, Fab 15, Fab 18, Fab 22, AP2, AP3, AP5, AP5 & CP03, AP6, and other facilities awarded Wholetech the 2024 Excellent ESH Contractor Award, Outstanding ESH Management Award for Tool Installation Projects, and the Contractor 100 Excellent Supervisor/Safety/Quality Award, in recognition of the Company's dedicated efforts and contributions to plant safety. The Company also commended the personnel responsible for executing the projects by awarding them with recognition and bonuses to affirm and encourage their efforts. (3) United Microelectronics Corporation (UMC) awarded a certificate of appreciation for assisting in organizing the 2024 9th Eco-echo Award,	

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best- Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary Description	
			supporting outstanding ecological conservation projects, youth initiatives, and green innovation proposals, thereby promoting sustainable supply chain cooperation. 3. Succession planning for the Company's board members and key management: The Company's President is a professional manager and has served as both President and Director of the Company for many years. The President has gained recognition for their ability to manage customer relationships and business operations, and possesses sufficient capability for succession in the future. Key management levels are structured in a hierarchical manner, not limited to just a few senior executives. Department heads must have deputies, and these deputies are cultivated to become successors for senior management positions in each department. Through job rotation, training, and skill development—utilizing education and training, self-learning, and work experience—along with the Company's performance appraisal system, potential successors are assessed and reviewed for future development and succession. In response to the Group's development, the Company not only focuses on retaining talent but also actively recruits outstanding professionals from outside. The Company continues to cultivate mid-to-senior level managers, providing timely opportunities for overseas assignments and job rotations to develop well-rounded talents, with the goal of strengthening the future management team.	
9. Improvements made in the most recent fiscal year in response to the results of corporate governance evaluation conducted by the Corporate Governance Center of the Taiwan Stock Exchange Corporation, and improvement measures and plans for items yet to be improved: (If the Company was not included among the companies evaluated for the given recent year, this item does not need to be completed.) Anticipated improvements: - The Company's website does not disclose internal regulations prohibiting insider trading (including the prohibition of stock trading by directors during blackout periods) or specific implementation details for 2024. - Internal operations need to further stipulate that Directors must be notified 30/15 days in advance of financial statement announcements. - The execution of insider trading prevention management should disclose the topics, hours, and participation numbers of the awareness training courses: This year, relevant educational training was conducted for current board members on March 12, 2024, and for managers and employees on December 25, 2024. - The Company's website should additionally disclose the human rights policy and specific management plans (such as human rights assessments, measures to mitigate human rights risks, and related educational training). - Disclosures should include direct emissions (Scope 1, emissions from sources owned or controlled by the Company) and indirect energy emissions (Scope 2, emissions that				

Evaluation Item	Implementation Status			Deviations from the Corporate Governance Best- Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary Description	
are generated from use of electricity, heat, or steam). 4. Disclosures should also include the total weight of hazardous and non-hazardous waste (if not in the manufacturing sector, this can be undifferentiated and explained according to industry characteristics). 5. The supplier management policy should clearly state the implementation status of the supplier management policy and related regulations, such as self-evaluation, guidance or education, and performance evaluations of suppliers. 6. Measures adopted to address community risks or opportunities (e.g., allocating resources or through business activities, cultural activities, donations, corporate volunteer services, or other public welfare professional services to address social/environmental issues in the local community, promote community development, or appropriately employ local manpower to enhance community recognition). Wholetech will continue to maintain effective corporate governance mechanisms at all operational levels, implement transparent information disclosure and enhance shareholders rights in the future.				

Note 1: Independence assessment of the CPA(s)

Evaluation Item	Evaluation Result	Independent
1. Audit team members, their spouse and their dependent relatives has no direct or significant indirect financial interest relationship with Wholetech.	Yes	Yes
2. Audit team members, their spouse and their dependent relatives has no commission relationship with Wholetech, its Directors, Supervisors or managerial officers, that may affect their independence.	Yes	Yes
3. Audit team members, their spouse and their dependent relatives have not served as Directors, Supervisors, managerial officers or positions that have significant influence on audit work in Wholetech during the audit period.	Yes	Yes
4. Audit team members are not spouse, lineal relatives by blood, lineal relatives by marriage or collateral relatives by blood within the second degree of relationship with Wholetech's Directors, Supervisors or managerial officers.	Yes	Yes
5. Audit team members have not accepted any gifts of great value or gifts (the value of which does not exceeded General Social Etiquette Standards) from Wholetech, its Directors, Supervisors, managerial officers or major shareholders.	Yes	Yes
6. Audit team members have implemented the necessary independence assurance/recusals with respect to any motions with which they may have a conflict of interest, and no violations of independence or unresolved conflicts of interest were found.	Yes	Yes

Note 2: Information on stakeholders, major issue of concern, communication channels and response measures

Stakeholders	Major Issue of Concern	Company's Responsibilities	Communication Channels and Response Measures
Employees	1. Benefit plans 2. Assessment mechanism 3. Labor relations 4. Occupational health and safety 5. Education and training 6. Diversity and equality 7. Grievance mechanism 8. Discrimination-free 9. Forced labor 10. Environmental regulations	Under the premise of complying with regulations, it is the Company's responsibility to create a favorable employment environment for employees and treat each employee fairly and reasonably. In terms of execution, the Company strictly adheres to environmental safety and labor regulations.	Intranet, internal e-mail announcement, weekly meeting; irregular announcement regarding employee welfare-related matters (medical checkups, annual travel, etc.), information regarding the Welfare Committee, major operating information, education and training courses, annual performance management operations, etc.
Customers	1. Products and regulations 2. Customer protection and communication 3. Quality of services 4. privacy	Providing customers with diversified communication channels: 24-hour customer service on-call, customer complaint hotline, customer satisfaction surveys, and email to meet customer needs.	Customers can contact the relevant business unit through the Customer Service section on the Company's website. https://www.wholetech.com.tw/location.php
Suppliers	1. Raw materials 2. Supplier management 3. Environmental regulations 4. Payment procedures	Wholetech has established supplier management policies and abides by the contracts signed with suppliers. Briefing sessions with related suppliers will be conducted before the opening of bids, should Wholetech deem necessary according to business needs.	All purchase orders have stated the rejection of gift money and gifts, as well as the reporting hotline for any dishonest behaviors (Audit hotline 03-5228823 ext. 1820). Mr. Lu from the Materials Department: andy.lu@wholetech.com.tw
Shareholders and investors	1. Corporate governance 2. Sustainable development 3. Risk management 4. Operation performance	Discloses real-time major news, financial statements, information regarding shareholders meeting, etc. on the MOPS.	Wholetech has assigned a spokesperson and deputy spokesperson, to act as the channels for shareholders and stakeholders to communicate with Wholetech. Spokesperson Novia Hsiao: novia.hsiao@wholetech.com.tw Stock affair: Novia Hsiao, reachable at novia.hsiao@wholetech.com.tw
Social organizations and community residents	1. Public image 2. Community welfare 3. Industry-academia collaboration	Actively participates in community activities, establishes industry-academia collaboration with local universities, cultivates talents and fulfills social responsibilities.	Wholetech's General Affairs Department participated in and assisted neighborhood activities from time to time, as well as undertaking the responsibility of maintaining the public environment.

Note 3: Directors and supervisors continuing education records:

Title	Name	Date of Appointment	Education Date	Organizer	Course	Hours	In Compliance with the Regulations
Director	Yeong Horng Uen	2022/6/16	2022/6/17	Taiwan Institute for Sustainable Energy (TAISE)	Opportunities and Challenges for Corporate Sustainability Under the International Trend of Net Zero Emissions	3	Yes
			2022/3/31	Taiwan Institute for Sustainable Energy (TAISE)	Creates Decisive Competitiveness Through Effective Management and Protection of Trade Secrets	3	Yes
			2024/10/09	Taiwan Investor Relations Institute	ESG Essentials for Directors and Senior Executives	3	Yes
			2024/11/13	Taiwan Investor Relations Institute	The ESG Challenge: Let's Meet the New World of Net-Zero	3	Yes
Director	Ching Chuan Hsieh	2022/6/16	2022/6/17	Taiwan Institute for Sustainable Energy (TAISE)	Opportunities and Challenges for Corporate Sustainability Under the International Trend of Net Zero Emissions	3	Yes
			2022/3/31	Taiwan Institute for Sustainable Energy (TAISE)	Creates Decisive Competitiveness Through Effective Management and Protection of Trade Secrets	3	Yes
			2024/10/09	Taiwan Investor Relations Institute	ESG Essentials for Directors and Senior Executives	3	Yes
			2024/11/13	Taiwan Investor Relations Institute	The ESG Challenge: Let's Meet the New World of Net-Zero	3	Yes
Director	Chun Yuan Hsu	2022/6/16	2024/9/30	Taiwan Stock Exchange	Taiwan Capital Market Summit	3	Yes
			2024/11/13	Taiwan Investor Relations Institute	The ESG Challenge: Let's Meet the New World of Net-Zero	3	Yes
Director	Kuang Jung Tseng	2022/6/16	2022/10/7	Taipei Exchange	Publication of 2022 Reference Guidelines for Regulations Governing the Exercise of Powers by Independent Directors and Audit Committee for TPEx-Listed Companies	3	Yes
			2024/10/09	Taiwan Investor Relations Institute	ESG Essentials for Directors and Senior Executives	3	Yes
			2024/11/13	Taiwan Investor Relations Institute	The ESG Challenge: Let's Meet the New World of Net-Zero	3	Yes
Independent Director	Tien Jang Tsao	2022/6/16	2022/8/25	Taipei Exchange	2022 Publicity Briefing Session of Insider Equity for TPEx-Listed and Emerging Stock Companies	3	Yes
			2024/10/09	Taiwan Investor Relations Institute	ESG Essentials for Directors and Senior Executives	3	Yes
			2024/11/13	Taiwan Investor Relations Institute	The ESG Challenge: Let's Meet the New World of Net-Zero	3	Yes
Independent Director	Tai Ning Yang	2022/6/16	2022/9/29	Taipei Exchange	Publication of 2022 Reference Guidelines for Regulations Governing the Exercise of Powers by Independent Directors and Audit Committee for TPEx-Listed Companies	3	Yes
			2022/8/25	Taipei Exchange	2022 Publicity Briefing Session of Insider Equity for TPEx-Listed and Emerging Stock Companies	3	Yes
			2022/4/22	Taiwan Institute for Sustainable Energy (TAISE)	Taishin 30 Sustainable Net Zero Summit Forum - Seriously Net Zero and Achieves Sustainability 2030	3	Yes
			2024/10/09	Taiwan Investor Relations Institute	ESG Essentials for Directors and Senior Executives	3	Yes
			2024/11/13	Taiwan Investor Relations Institute	The ESG Challenge: Let's Meet the New World of Net-Zero	3	Yes
Independent Director	Tsai Ching-Mei	2024/06/27	2024/08/13	Taiwan Corporate Governance Association (TCGA)	Decoding Crisis: How to Achieve Evergreen Business in the Era of Black Swans	3	Yes
			2024/09/11	Taipei Exchange	2022 Publicity Briefing Session of Insider Equity for TPEx-Listed and Emerging Stock Companies	3	Yes
			2024/11/13	Taiwan Corporate Governance Association (TCGA)	Organizational Transformation in the Post-Pandemic Era	3	Yes

- (4) If the Company Has a Remuneration Committee in Place, the Composition and Operation of Such a Committee Shall Be Disclosed.

To enhance the performance in corporate governance and assist the Board in discharging its responsibilities relating to Wholetech's compensation and benefits policies, plans and programs, and the evaluation of the Directors and managerial officers compensation, Wholetech has established the Remuneration Committee on November 11, 2011 and completed the Organizational Regulations of the Remuneration Committee (hereinafter referred to as the Regulations).

1. Composition of the Remuneration Committee (hereinafter referred to as the Committee):

The Committee members shall be appointed by resolution of the Board pursuant to Article 3 of the Regulations, and consists of three members, one of whom shall serve as the convener. The term of the Committee members shall end at the same time as that of the Board that appointed the Committee. Please refer to Wholetech's website for details of the Regulations.

Information on Remuneration Committee Members

Information on Remuneration Committee Members				
Capacity (Note 1)	Qualification	Professional Qualification and Experience (Note 2)	Independence Status (Note 3)	No. of Other Public Companies with Remuneration Committee Role
	Name			
Independent Director (Convener)	Tien Jang Tsao	Refer to page 12 for information regarding directors' professional qualifications and independent director independence disclosures.	Refer to page 12 for information regarding directors' professional qualifications and independent director independence disclosures.	None
Independent Director	Tai Ning Yang			1
Independent Director	Tsai Ching-Mei			1

Note 1: On the form, please specify the relevant years of service, professional qualifications, experience, and independence of the members of the Remuneration Committee. For independent directors, the Company may add a note for referring to Table 1, Information on Directors and Supervisors (I), on page OO. For Capacity, please specify whether the member is an independent director or other (if the member is the convener, please note that fact).

Note 2: Professional qualifications and experience: Specify the qualifications and experience of each member of the Remuneration Committee.

Note 3: Status of independence: Specify the status of independence of the members of the Remuneration Committee, including but not limited to whether they, their spouses, and relatives within second degree of kinship are serving as Directors, Supervisors, or employees of the Company or its affiliated companies; the number of shares held and shareholding percentage by the members, spouses, and relatives within second degree of consanguineous relationship (or held in the names of other persons); whether the member is a Director, Supervisor, or employee of a company that has a specific relationship with the Company (refer to the provisions of Article 6, Paragraph 1, Subparagraphs 5 to 8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); and the amount of remuneration received for providing business, legal, financial, accounting, and other services to the Company or its affiliates in the last two years.

Note 4: For method of disclosure, please refer to the best practice examples presented on the website of Taiwan Stock Exchange Corporate Governance Center.

2. Responsibilities of the Committee:

The Committee shall bound to the following duties with the care of a good administrator pursuant to Article 4 of the Regulations, and shall submit its recommendations for resolution by the Board,

- (1) Prescribe and periodically review the performance assessment and remuneration policy, system, standards, and structure for directors, supervisors (members of the

Committee) and managerial officers.

- (2) Periodically evaluate and prescribe the remuneration of directors, supervisors (members of the Committee), and managerial officers. However, recommendations in connection with remuneration for supervisors (members of the Committee) may be submitted for resolution by the Board, only to the extent that the Board is authorized expressly by Article of Incorporation or by a resolution of the shareholders meeting to handle supervisor (members of the Committee) remuneration.

3. Operations of the Committee:

Pursuant to Article 13 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange promulgated on March 18, 2011, Wholtech's has a capital scale no more than NT\$10 billion, and has the Committee established before December 31, 2011, therefor is not subject to the provisions of Article 8-1 of the aforementioned regulations regarding the number of meetings held. However, from 2012 onwards, the Committee meeting shall be convened at least twice a year pursuant with Article 6 of the aforementioned regulation, and minutes shall be prepared for future reference pursuant to the Article 8 of the aforementioned regulations.

Operations of the Remuneration Committee

1. Wholetech's Remuneration Committee has a total of 3 members.
2. The term of the current members is from June 16, 2022 to June 15, 2025. The number of remuneration committee meetings held in the most recent fiscal year was 2 times(A), and the attendance by the members was as follows:

Title	Name	No. of Meetings Attended in Person (B)	No. of Meetings Attended by Proxy	In-Person Attendance Rate (%) (B/A) (Note)	Remark(s)
Convener	Tien Jang Tsao	2	0	100%	Re-elected (By-election held on June 16, 2022)
Committee member	Tai Ning Yang	2	0	100%	Re-elected (By-election held on June 16, 2022)
Committee member	Tsai Ching-Mei	2	0	100%	Newly-elected (By-election November 9, 2023)

Other information required to be disclosed:

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

Major resolutions approved by Remuneration Committee:

Date	Session	Content of Proposal/Motion	Opinions of All the Committee Members	Measures Taken by Wholetech Based on the Opinions of the Committee Members
2024.02.01	2024/1	1. Proposal on Year-End Bonus for Managerial Personnel in 2023, Submitted for Discussion 2. Proposal on Profit-sharing Remuneration Distribution of Employees, Directors and Supervisors in 2023, Submitted for Discussion	Agreed	Approved as proposed
2024.05.09	2024/5	1. Proposal on 2023 Profit-sharing remuneration Distribution for Directors and Supervisors, Submitted for Discussion 2. Proposal to Review the Salary and Compensation Adjustment for Managerial Officers within the Scope of "Applicable Managers for Pre-examination by the Remuneration Committee" for This Year. 3. Proposal on 2023 Profit-Sharing Remuneration Distribution for Managerial Officers, Submitted for Discussion.	Agreed	Approved as proposed

Note:

- (1) Where a member of the Remuneration Committee resigns before the end of the fiscal year, the Remark column shall be filled with the member's resignation date, whereas his/her rate of attendance in person (%) shall be calculated based on the number of meetings held by the Remuneration Committee and the actual number of meetings attended during his/her term of office.
- (2) If any by-election for remuneration committee members was held before the end of the fiscal year, the names of the new and old committee. Members should be filled in the table, with a note stating whether the member left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of remuneration committee meetings held and the number attended in person during the period of each such person's actual time on the committee.

(5) Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons:

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development?	✓		The Company established a Sustainability Office Steering Committee in August 2024, which is overseen by the Board of Directors and led by the President. The committee is responsible for the development, implementation, and monitoring of sustainability policies, systems, and strategies. It is also tasked with responding to sustainability-related challenges and opportunities. The committee provides an annual report on its activities to the Board of Directors. The Steering Committee consists of subgroups focusing on corporate governance, environmental sustainability, customer care, employee welfare, and social responsibility. Its members include representatives from the President's Office, General Management Department, Risk & Safety, Marketing Strategy, and various business units. The committee is responsible for promoting and implementing these initiatives, regularly reviewing and confirming the effectiveness of the management system, and preparing and submitting reports within the designated timeframes.	No significant deviation was found
2. Does the Company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or	✓		1. This disclosure covers the period from January 2024 to December 2024, with Taiwan region as the risk assessment boundary. 2. The Sustainability Office Steering Committee will assess ESG issues based on materiality and	No significant deviation was found

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons						
	Yes	No	Summary Description							
strategies?			applicability guidelines, engaging with both internal and external stakeholders. It will review and gather information from domestic and international sources, as well as data provided by various departments, to evaluate material ESG topics. The Committee will oversee and manage risk management guidelines, taking specific actions to mitigate related risks and policies. Action plans prescribed based on assessed risks, are as follows: <table><tr><th>Major Issue</th><th>Risk Evaluation Item</th><th>Risk Management</th></tr><tr><td>Environmental</td><td>Environmental impact and management</td><td> 1. Wholetech primarily provides on-site construction services at customer facilities, with materials procured being compliant with relevant regulations. Regarding equipment manufacturing, process safety management and institutionalized management cycles are implemented to effectively reduce pollution emissions and minimize environmental impact. 2. An additional internal annual audit plan might be implemented in the future as needed, focusing on the Company's compliance </td></tr></table>	Major Issue	Risk Evaluation Item	Risk Management	Environmental	Environmental impact and management	1. Wholetech primarily provides on-site construction services at customer facilities, with materials procured being compliant with relevant regulations. Regarding equipment manufacturing, process safety management and institutionalized management cycles are implemented to effectively reduce pollution emissions and minimize environmental impact. 2. An additional internal annual audit plan might be implemented in the future as needed, focusing on the Company's compliance	
Major Issue	Risk Evaluation Item	Risk Management								
Environmental	Environmental impact and management	1. Wholetech primarily provides on-site construction services at customer facilities, with materials procured being compliant with relevant regulations. Regarding equipment manufacturing, process safety management and institutionalized management cycles are implemented to effectively reduce pollution emissions and minimize environmental impact. 2. An additional internal annual audit plan might be implemented in the future as needed, focusing on the Company's compliance								

Item	Implementation Status					Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description			
					with the relevant environmental regulations, and ensuring that the operating procedures are in compliance with regulations.	
			Social	Occupational safety	1. All Wholetech factories have passed the ISO 45001 international certification . 2. Conduct regular fire drills and environmental, safety, and health education and training every year, to improve employees' capabilities in response to emergencies and self-safety management.	
				Product safety	1. Wholetech's products and operations all comply with government regulations, and have no hazardous substances. To ensure the service quality, Wholetech has established a customer service line, and customer satisfaction surveys will be conducted regularly every year, to strengthen the communications with customers. 2. All projects are covered by liability insurance to reduce the risk of Wholetech's operation.	

Item	Implementation Status			Summary Description	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No			
			Corporate governance	Social economic and law compliance	1. WHOLETEHC has prescribed various management measures and internal control mechanisms, and regularly conducts internal publicity and education and training for employees, Directors and Supervisors. 2. All products developed by Wholetech have applied for patents, to protect the rights and interests of the Company.
				Enhancing the functionality of directors	1. Plan and arrange courses for Directors and Independent Directors, and provide information regarding the latest regulations, system development and policies. 2. Purchase D&O insurance for Directors, to protect them from claims which may arise from decisions and actions taken as part of their duties.
				Stakeholders communications	1. Wholetech conducts discussions with major stakeholders from time to time, to prevent litigation or operation risks caused by misunderstandings and differing opinions.

Item	Implementation Status					Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary Description			
					2. Wholetech has assigned appropriate personnel to act as spokesperson, responsible for handling stakeholders suggestions or disputes, to prevent oppositions and misunderstanding	
3. Environmental Issues (1) Has the Company set an environmental management system designed to industry characteristics??	✓		1. Since Wholetech is mainly engaged in turnkey projects, most of the waste generated is daily office waste, which has been entrusted to qualified environmental service providers for regular disposal. 2. Wholetech does not generate hazardous wastewater or exhaust gases. Related emissions are regulated in accordance with the ISO 45001 system. 3. Wholetech has established standard operating procedures, guidelines, and engineering specifications according to the characteristics of the engineering work. In addition to ensuring that personnel strictly follow company regulations, the Company is also committed to enhancing safety and health risk control in the working environment, measuring instruments, and equipment.			No significant deviation was found
(2) Does Wholetech endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	✓		Wholetech actively promotes energy reduction measures, prioritizes the use of high energy efficiency, and incorporates energy-saving design concepts in product manufacturing to reduce energy consumption			No significant deviation was found

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			in both internal operations and products, optimizing energy efficiency Measures taken and goals: 1. The new product WTC-700 saves 27% more energy compared to the existing product WTC-300 under the same operating and processing performance conditions. 2. Currently, new product machinery development is underway to enhance De-N₂O and De-NO_x performance while reducing energy consumption. It is currently undergoing operational testing at the client site. 3. Office equipment and supplies are prioritized to use environmentally friendly and recycled products.	
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	✓		In view of the risks and financial impacts of climate change and water resource effects on the Company's operational activities, the Company has assessed the primary impacts of climate change as detailed in Note 1.	No significant deviation was found
(4) Did the Company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	✓		The current scope of investigation is limited to Taiwan region only, and will work towards unifying policies and procedures of the entire Group in the future. Greenhouse gas emissions in the most recent two years Unit: CO₂E/tons	No significant deviation was found

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons															
	Yes	No	Summary Description																
			<table><tr><th>Year (Electricity Consumption)</th><th>Scope 1</th><th>Scope 2</th></tr><tr><td>2024</td><td>174.93</td><td>453.08</td></tr><tr><td>2023</td><td>-</td><td>453.74</td></tr></table> Water consumption in the most recent two years: <table><tr><th>Year (Water)</th><th>CO₂ Emissions (Metric Tons)</th></tr><tr><td>2024</td><td>0.63</td></tr><tr><td>2023</td><td>0.57</td></tr></table> According to data from Taiwan Power Company and the Water Corporation, the Company's total electricity-related carbon emissions in 2024 were lower than in the previous year. On a per capita basis, water-related carbon emissions were similar to those of the previous year. The Company's target for 2025 is to maintain or not exceed a 1% increase in total emissions relative to personnel growth, using 2024 as the baseline. Waste: The Company is primarily a turnkey engineering contractor, outsourcing the work to subcontractors who perform the tasks at the client's factory. The waste generated mainly consists of daily office garbage, which is regularly handled by a professional environmental service provider. Due to the small volume of waste, there is currently no need for statistical tracking. However, plans are in place to have the contractor provide weight assessments.	Year (Electricity Consumption)	Scope 1	Scope 2	2024	174.93	453.08	2023	-	453.74	Year (Water)	CO ₂ Emissions (Metric Tons)	2024	0.63	2023	0.57	
Year (Electricity Consumption)	Scope 1	Scope 2																	
2024	174.93	453.08																	
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Year (Water)	CO ₂ Emissions (Metric Tons)																		
2024	0.63																		
2023	0.57																		

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			Wholetech continues to implement improvement measures for environmental protection and is constantly searching for measures that are more beneficial to the environment, committed to reducing environmental impact. The Company currently does not have significant process-related or large-scale carbon dioxide emissions. All emissions are based on data provided by government agencies. At present, there are no plans to engage external verification bodies for certification. The Company continues to implement measures for environmental protection, including monitoring water and electricity usage, regularly reviewing per capita consumption, and classifying and recycling waste, all with the aim of minimizing environmental impact. In response to climate change and promoting the Company's sustainable operations, Wholetech will continue to follow up the development trend of energy-saving products and ESG-related issues in the future, to achieve the effect of carbon reduction.	
4. Social Issues (1) Has the Company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	✓		Wholetech complies with relevant labor laws and respects international human rights conventions, such as gender equality, the right to work, the prohibition of discrimination, and other human rights standards. Wholetech fully protects the legitimate rights and interests of employees, adopts non-discriminatory practices in employment policies, and has established	No significant deviation was found

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			various management methods and work rules, including the "Employee Handbook" in accordance with the Labor Standards Act and other labor-related regulations. These are announced and communicated to employees for compliance and implementation.	
(2) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	✓		The Company has established reasonable compensation policies, including methods for employee remuneration distribution, reward and disciplinary procedures, performance evaluation regulations, and organizational bylaws. It has also adopted a "Code of Ethical Conduct" and "Corporate Social Responsibility Best Practice Principles" for compliance. The compensation structure is designed to support the Company's objectives, attract, motivate, and retain talent. Salaries are reviewed and adjusted annually based on inflation, market benchmarks, job responsibilities, and performance appraisals to ensure competitiveness and incentivize outstanding employees. New hires are compensated based on their position, grade level, educational background, and work experience, regardless of gender, race, religion, or other factors. Bonuses are granted based on the Company's overall performance and individual achievements, in accordance with relevant internal regulations. An "Employee Handbook" has also been developed to outline disciplinary procedures, benefits, and other related matters, serving as a reference for all employees. In terms of diversification and equality in the	No significant deviation was found

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			workplace, Wholetech's workforce is predominantly male, given the piping engineering business often requires on-site construction and supervision. On the other hand, most of the internal supervision, logistics and risk control personnel are female employees. All employees, regardless of gender, have equal promotion opportunities and salary adjustment range. Female employees currently accounted for 26% of the total number of employees, of which 3% of the executives are female. As stated in Wholetech's Article of Incorporation, if the annual balancing ends up with a profit, 8% of the earnings shall be distributed as employees profit-sharing bonuses and paid out as cash or stock options, resolved at a Board of Directors meeting.	
(3) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	✓		1. Wholetech has established a dedicated risk management unit responsible for ensuring the safety and health of the workplace. Each factory area organizes safety and health education and training, themed emergency response drills, and monitoring of exposure limits at the workplace every year to jointly promote and maintain a healthy and safe workplace. Wholetech provides employees with medical check-ups every year, and assigns professional nursing personnel to the plants to provide on-site counseling services on a monthly basis, as well as disclose information regarding workplace safety and health from time to time.	No significant deviation was found

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons									
	Yes	No	Summary Description										
			2. Since 2020, all of the Company's facilities have completed the "ISO 45001" international certification. Status of Education and Training and Publicity of Occupational Safety <table><tr><th>Year</th><th>No. of Participants</th><th>Training Hours per Person</th></tr><tr><td>2023</td><td>1,041</td><td>29,148</td></tr><tr><td>2024</td><td>893</td><td>23,218</td></tr></table> 3. In 2024, the Company had no occupational accidents, with the number of incidents, affected personnel, and incidence rate all being zero. 4. In 2024, the Company had no fire accidents, with the number of incidents, affected personnel, and incidence rate all being zero.	Year	No. of Participants	Training Hours per Person	2023	1,041	29,148	2024	893	23,218	
Year	No. of Participants	Training Hours per Person											
2023	1,041	29,148											
2024	893	23,218											
(4) Has the Company established effective career development training programs for employees?	✓		Wholetech has organized various internal training and education programs to help employees improve their professionalism and knowledge, as well as provides employees with opportunities and funds to participate in external training, strive to achieve the common growth of employees personal careers and Company's interests. The aforementioned training and education programs include pre-employment education and training programs for new recruits, annual 12 to 24 hours training courses for in-service employees, and advanced training courses for reserve cadres.	No significant deviation was found									
(5) Does the Company comply with the relevant laws and international standards with regards	✓		Wholetech cautiously selects third parties who have passed the ISO environmental management	No significant deviation was found									

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?			certification, then internally evaluates their compliances with regulations related to the environmental protection, workplace safety and hygiene, and strives to jointly contribute to environmental protection, and improve workforce's safety and health. Upon onboarding, new employees are required to sign an employment contract as well as internal and external confidentiality agreements. The Company has established relevant policies and procedures to protect customer rights and privacy, including service management procedures, customer return and complaint handling processes, confidential information protection policies, and customer satisfaction survey mechanisms. These measures are in place to ensure that personal data and confidential customer information are properly safeguarded and not disclosed. In practice, the Company safeguards consumer rights throughout all stages—from R&D, procurement, and production to operations and services. Customers may communicate with the Company through the dedicated contact channel in the Stakeholders Section of Wholetech's website to learn more about its confidentiality and customer protection policies.	
(6) Has the Company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues	✓		Wholetech has established a Supplier Management Policy, under which all prospective suppliers are evaluated before entering into any business	No significant deviation was found

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?			relationship. Existing suppliers are also subject to regular assessments to ensure their continued suitability and qualification. During price negotiation meetings, Wholetech promotes the Supplier Code of Ethical Conduct, which requires suppliers to comply with principles related to human rights, sustainability, environmental protection, safety, and health. New suppliers are carefully selected based on the absence of any record of misconduct. Following an initial engagement, Wholetech continues to assess their appropriateness before gradually developing a long-term partnership. Wholetech signs project contracts with all suppliers, which include documents such as the Environmental, Safety, and Health Management Guarantee for Contracted Work, Contractor's Safety, Health, and Environmental Protection Commitment, Code of Practice for Occupational Safety and Health, and Contractor's Code of Ethical Conduct Commitment. These contracts clearly specify penalties for any violations. The aim is to ensure optimal engineering quality and service standards while working together with suppliers to advance sustainable development.	
5. Does the Company follow internationally recognized reporting standards or guidelines in preparing its sustainability report or other disclosures of non-financial information? Has the Company obtained third-party assurance or certification for these reports		✓	The Company will complete and submit its sustainability report based on internationally recognized standards by August 2025. Third-party assurance has not yet been obtained.	In accordance with applicable laws and regulations

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
6.	If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviation from the principles in the Company's operations: Wholetech has adopted the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and has no deviation from the principles in the Company's operations.			
7.	Other important information to facilitate better understanding of the Company's promotion of sustainable development: 1. Wholetech attaches great importance to environmental protection. The efforts to promote the environmental management system have ensured the effective management of air pollution, water pollution, waste, toxic waste and noise pollution, which is beneficial for the reduction of waste, cost, and environmental damage by Wholetech. Wholetech is currently actively promoting the ISO14001 environmental management system, hoping to complete the counseling session and pass the certification as soon as possible. Wholetech is gradually replacing office equipment with energy-saving and carbon-reducing LED and motion detector lights, air conditioners with Level 1 Energy Label, and taking measures to help reduce energy consumption during lunch breaks, hoping to contribute to environmental protection. 2. Wholetech strives for sustainable development. (1) Contributed to society by assisting in organizing regional fire and disaster prevention awareness campaigns. (2) Donated annually to the local Tudi Gong (Lord of the Land) Temple, participated in public environment maintenance activities organized by the Community Development Association, and sponsored gift vouchers for the Mid-Autumn Festival Gala, strengthening community ties and fostering neighborly relations. (3) Provided assistance to underprivileged groups, entrusted the Saint Joseph Social Welfare Foundation for calendar printing, and received the Certificate of Appraisal for Enthusiasm from the Children Are Us Foundation. (4) The Company continuously assists the Hsinchu City Government in promoting municipal work, making significant contributions and receiving multiple "Enthusiastic Public Welfare" trophies in recognition. Annually, the Company donates to the Friends of the Police Association and volunteer police training funds, aiming to protect the safety of citizens. The Chairperson of the Company has been appointed as a consultant to the Hsinchu City Police Department Youth Team Minor Guidance Volunteer Advisory Group. (5) Sponsored the "Eco Echo Award" program organized by the Global Views Education Foundation and United Microelectronics Corp., providing sponsorship prizes to support outstanding ecological conservation projects, youth initiatives, and green innovation proposals, promoting sustainable supply chain cooperation, and contributing to environmental conservation in Taiwan. (6) Supported local culture by donating to the Taiwan HCPC to host charity concerts, using music to bring people closer together and spread joy. (7) Established industry-academia collaboration with National Formosa University to cultivate talents and fulfill social responsibilities. Encouraged and provided additional education and training for employees to enhance their skills and competency, ensuring smooth			

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
promotion opportunities. (8) Donated to the Public Health and Pandemic Prevention Fund through the Hsinchu County Cultural Foundation in 2020, supporting the national pandemic prevention policy, and contributing to the long-term efforts in the fight against COVID-19. (9) Supported fundraisers and activities organized by major companies and academic institutions, including TSMC's tablet sponsorship for rural education, NTHU's Rising Sun Scholarship, donations to the Taiwan Catholic Blue Sky Home Foundation, contributions to Aiheng's Slow-fly Children Center, and support for NTHU's Center for Innovative Incubators, among others. (10) Implemented corporate social responsibility by donating to educational foundations, supporting students' stable education, and fostering talent development, through a donation to the Foundation for Private Schools. (11) Participated in the Hsinchu Enterprise Sustainability Charity Day, donating to support disadvantaged students from the Taiwan Fund for Children and Families, promoting stable education and poverty alleviation, while responding to the United Nations Sustainable Development Goals. 3. High quality corporate governance can ensure that the Company's operations are maintained at their best conditions and balance the interests of all stakeholders. Therefore, the pursuit of high-quality corporate governance has become the top priority of Wholetech. Information disclosure based on the principles of completeness, real-time, fairness, and transparency, is an important part of Wholetech's services to investors. Wholetech has established information disclosure sections, such as Shareholder Section, Corporate Governance, Financial and Business Information, and Stakeholder Section on the website, so that shareholders can fully understand the relevant information of Wholetech. In addition, a spokesperson mailbox has been established as a dedicated communication channel between shareholders and Wholetech. The Company's corporate governance received recognition in 2008 by passing the Corporate Governance System Assessment Certification – CG6004 General Version, and continues to promote the operation of corporate governance. 4. In terms of human rights and occupational health and safety, the Company passed the OHSAS 18001 Occupational Health and Safety Management System international certification in 2006, and in 2020, it obtained the ISO 45001 certification, a revised version of OHSAS 18001. The Company continues to undergo annual audits and certifications. The Company also evaluates and addresses the various requirements of stakeholders. Specifically, it assesses whether its operations may pose health risks to employees and the public, ensuring continuous improvement across all activities. This includes implementing standard operating procedures to prevent accidents and protect the physical and mental well-being of workers. Compliance with laws and regulations: Compliance with laws, regulations and related requirements is the primary responsibility of management personnel at all levels. Automatic inspection: Conduct work safety analysis to detect potentially hazardous work and environment early, to avoid personnel loss. Safety and health management: attach importance to the safety and health of employees, and ensure the life safety and physical and mental health of all employees. Ultimate goal: zero disasters. 5. Wholetech is committed to safety, hygiene, and environmental protection for all contracted cases, and receives appraisals from case owners every				

Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
year. Wholetech specially presented the Excellent Executive Award to employees with outstanding performance as a recognition of their efforts.				
6.	In response to the increasingly stringent global environmental regulations caused by the rapid changes in the global climate, Wholetech recruited professionals with industrial backgrounds in environmental protection technology to develop local scrubber capable of retreating harmful gaseous waste from the electronics industry, and successfully completed the SEMI S2-0310 environmental, health and safety certification.			

Note 1: Major impact of climate change on Wholetech:

Climate Risk	Major Evaluation Results	Potential Financial Impacts	Opportunity Identification Results	Potential Financial Impacts	Measures Taken in Response
Increased cost of GHG emissions	Governments have gradually established GHG emission norms and reduction targets, and all services provided by companies shall comply with environmental related norms.	1. Increased operating costs. 2. Decreased asset values. 3. Increased capital spending.	Government policy guidance and relevant laws and regulations packages are beneficial for environmental protection and the promotion of green energy business.	1. Increased asset values. 2. Increased revenue.	1. Continue to identify risks and measures to be taken in response to or required by new regulations. 2. Improve green engineering technology and develop new technology through industry-government-academic institutes collaboration.
Increased cost of low-carbon technology transformation	Climate change affects customer demand, and companies shall invest more in Research and development of new and alternative technologies.	1. Increased operating costs. 2. Decreased asset values.	With the economic model changes, and the demand for existing or new products increases, new business opportunities will appear.	1. Increased asset values. 2. Increased revenue. 3. Decreased operating costs.	Improve market acumen, and diversify operations.
Changes of customer behaviors	With climate change and environmental concerns increasing, customer behavior will change and companies will have to adapt to customer needs.	1. Decreased revenue. 2. Increased operating costs. 3. Decreased asset values.	With the economic pattern changes, there may be demand for new construction and environmental engineering.	1. Increased revenue. 2. Increased asset values.	1. Establish good relationships with customers. 2. Provide proposals and related information for customers.
Impact on corporate image	Failing to meet the expectations of stakeholders will cause damage to the Company's reputation or image.	1. Decreased asset values.	Stabilize shareholder structure and reduce the fluctuation of stock value.	1. Increased asset values.	Strengthen the corporate image of Wholetech's sustainable development.
Typhoon, flood, drought	Extreme weather may cause project delays, property damage, and casualties. Either drought or flood will increase procurement costs.	1. Increased operating costs. 2. Decreased asset values.	Reduce the damage to customers caused by climate change through implementation of professional technology, and	1. Increased revenue. 2. Increased brand value.	Develop green engineering technical services, equipment, and improve energy efficiency.

			increase market competitiveness.		
Rising temperature	Reduced productivity resulting in reduced revenue, or increased costs (safety and health, absence, caregiving). Increased electricity consumption, and increased costs and carbon emissions.	1. Increased operating costs. 2. Decreased asset values.	Reduce energy consumption, saving costs.	1. Decreased operating costs. 2. Increased asset values.	Using the best feasible technology, the life cycle is considered as a green project with high efficiency and low emission.

(5)-1. Climate-Related Information of TWSE/TPEX-Listed Companies

1. Implementation status of climate-related information

Item	Implementation Status					
1. Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and senior management.	The Board of Directors serves as the highest supervisory body for the Company's climate change governance, overseeing the management measures formulated by the Sustainability Office Steering Committee. The Sustainability Office Steering Committee convenes cross-functional working groups to identify climate-related risks and opportunities. Based on the findings, the Committee formulates key climate risks, strategic responses, and management objectives. Each year, after completing the identification and planning process, the Sustainability Office Steering Committee reports the results and implementation outcomes to the Board of Directors, which exercises oversight of the execution.					
2. Describe how the identified climate-related risks and opportunities impact the Company's businesses, strategy, and financial planning over the short-, medium-, and long-term.	Climate Risk Issue	Risk Level	Time Horizon	Climate Opportunity Issue	Time Horizon	
	Average temperature rise	High	Medium- and long-term	Developing low-carbon products and services	Short-, medium-, and long-term	
3. Describe the financial impact of extreme climate events and transition actions.	Increased severity of extreme weather events such as typhoons, floods, and droughts	High	Short-, medium-, and long-term			
Transition risk: Rising average temperatures leading to increased electricity costs: (1) Replacement of lighting fixtures and adjustment of installation points (2) Upgrading of air conditioning equipment (3) Equipment conversion. Electricity costs will increase annually in the short term, with a low impact on financials.						

	Increased severity of extreme weather events such as typhoons, floods, and droughts: Due to the increase in extreme climate events, the frequency of typhoons and heavy rainfall has risen. This may lead to widespread transportation disruptions and production stoppages, affecting the supply chain and customer interests. After assessment, it may result in financial losses. The Company's response measures include developing a supply system with multiple sourcing regions and alternative materials, maintaining secure inventory, and establishing an emergency response mechanism to reduce immediate risks. The risk mechanism assessment indicates a minimal overall impact on operations, and based on the impact of typhoons and heavy rainfall over the past three years, the financial cost impact is estimated to be low. Opportunity: Developing low-carbon products and services Actively developing equipment with environmentally favorable designs, improving product durability, and managing discarded products through a circular economy model. The financial cost impact is expected to be medium-term, with a moderate impact.
4. Describe how the identification, assessment, and management processes of climate risks are integrated into the overall risk management framework.	Key climate risk and opportunity assessment process: 1. Collection of climate risks and opportunities: Based on the industry characteristics, the Company collects relevant public disclosure information from domestic and international benchmark companies, as well as regulations and trends from operational locations, to identify climate risks and opportunities relevant to its operations. 2. Inventory and assessment of the Company's climate risks and opportunities: Various departments are convened to discuss climate-related issues, analyzing domestic and international regulations, market trends, and technological developments. Further analysis is conducted on each issue, considering factors such as impact likelihood, severity, and timing to understand the potential impact of climate-related issues on the Company. 3. Identification of major risks and opportunities: Based on the discussions, and evaluating risks by likelihood and severity of impact, the major climate risks and opportunities for the Company are identified. Relevant information and management strategies for these risks and opportunities are consolidated, and major climate risks and opportunities are prioritized. 4. Management of major climate risks and opportunities: Based on the Company's overall operational development and strategic planning, management and response strategies for the major climate risks and opportunities are determined.
5. If scenario analysis is used to assess resilience to climate-related risks, the scenarios, parameters, assumptions, analytical factors, and major financial	The Company has not yet adopted scenario analysis to assess its resilience to climate change. However, as the Company does not operate in an energy-intensive industry, the financial impact of climate-related risks is considered to be low.

impacts applied should be disclosed.	
6. If there is a transition plan in place to address and manage climate-related risks, disclose the contents of the plan, as well as the metrics and targets used to identify and manage physical and transition risks.	Rising average temperatures: (1) Replacement of lighting fixtures and adjustment of installation points (2) Upgrading of air conditioning equipment (3) Equipment conversion. 1. Continue to upgrade facility automation with a focus on energy efficiency and carbon emissions monitoring, and to develop low-carbon products that meet corporate demand for energy-saving solutions. 2. Continue to optimize production processes and enhance efficiency to reduce energy consumption and increase product gross margin, with at least one improvement project proposed each year.
7. If internal carbon pricing is used as a planning tool, the basis for price determination should be disclosed.	Internal carbon pricing has not yet been adopted.
8. If climate-related targets have been set, the disclosure should include the activities covered, the scopes of greenhouse gas emissions, the timeframe of the targets, and the annual progress toward achieving them. If carbon offsets or Renewable Energy Certificates (RECs) are used to meet the targets, the source and amount of carbon reductions or the number of RECs used should also be disclosed.	Not Applicable.
9. Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and specific action plans (as detailed in Sections 1-1 and 1-2).	In accordance with FSC regulations, the Company has established a carbon inventory timeline and regularly monitors implementation progress.

(6) Fulfillment of Ethical Corporate Management and Measures Taken:

To maintain the Company's integrity and operating efficiency, Wholetech further incorporates the core value of integrity and compliance of laws into internal measures, fully fulfills the corporate social responsibility of ethical corporate management, and creates a sustainable business environment.

Implementation Status and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
1. Establishment of Ethical Corporate Management Policies and Programs (1) Does Wholetech have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?	✓		(1) The Company's "Ethical Corporate Management Best-Practice Principles" were approved by the Board of Directors. Article 5 of these guidelines stipulates that the Company, based on principles of integrity, transparency, and responsibility, formulates policies grounded in honesty. Article 8 outlines the commitment and execution declaration, and Article 9 specifies that the Company conducts business activities fairly and transparently in accordance with the principles of ethical business conduct. Wholetech clearly states in its employee handbook that its business philosophy is based on "Integrity, Compliance, Safety, Quality, and Innovative Service." The Company is committed to conducting business with integrity, honesty, and	No significant deviation was found

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
(2) Does the Company establish an assessment mechanism for the risk of unethical conducts, and regularly analyze and assess business activities with high risks of unethical conducts, and formulates a plan accordingly to curb such occurrence, and such a plan contains countermeasures for all the circumstances described in Paragraph 2 of Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"?	✓		compliance, and it upholds these values in its interactions with clients, society, business partners, and employees. (2) Article 7 of the "Ethical Corporate Management Best-Practice Principles" stipulates that a risk assessment mechanism for dishonest behavior should be established, with periodic analysis and evaluation of business activities that have a higher risk of unethical behavior. These guidelines encompass the behaviors specified in Article 7, Paragraph 2 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and the corresponding preventive measures. The procedures are published on the Company's website under Investor Services/Corporate Governance/Important Corporate Regulations. The Company's "Ethical Corporate Management Best-Practice Principles," "Code of Ethical Conduct," "Employee Handbook," and "Regulations Governing the Anti-Corruption Whistleblowing Hotline" clearly set out rules of conduct, confidentiality obligations, disciplinary and performance evaluation measures. These	

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			policies govern the behavior of managerial officers and employees during their tenure. Through training programs and internal meetings, the Company actively promotes its business philosophy and expectations to ensure full understanding and compliance. These efforts aim to foster both employee development and corporate advancement, guiding the Company toward excellence. Therefore, before establishing business relationships with others, the Company shall first assess the legality, integrity policies, and any history of dishonest behavior of agents, suppliers, customers, or other business partners to ensure that their business practices are fair, transparent, and do not involve the solicitation, offering, or acceptance of bribes. The Company has established the “Regulations Governing the Anti-Corruption Whistleblowing Hotline,” which explicitly stipulates that, during the course of business transactions, employees must inform counterparties of the Company's integrity management policies and relevant regulations. They must also clearly reject any form of improper benefit, whether direct or indirect, in the form of kickbacks,	

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
(3) Has the Company established policies to prevent unethical conduct, with clear statements regarding relevant procedures, conduct guidelines, punishments for violation, and rules for appeal, and does the Company implement them accordingly, and regularly review and correct such measures?	✓		commissions, facilitation fees, or other illicit advantages, and must refrain from offering, promising, requesting, or accepting such benefits under any pretext. To ensure compliance with these regulations by all stakeholders, the Company has established external channels such as the audit hotline, anti-corruption hotline, and email (icac@wholetech.com.tw), as well as an internal employee grievance mailbox to prevent violations of the regulations by Company personnel. In order to fully implement the above principles, not only must the Company's employees comply, but the Company's suppliers are also expected to respect and adhere to the Company's ethical standards and culture. (3) The Company adheres to government regulations and business ethics, upholding the highest standards of transparency, integrity, and accountability. It is committed to fulfilling its corporate social responsibility, ensuring ethical business conduct, and promoting integrity in the course of business development. The Company has established the “Ethical Corporate Management Best-Practice Principles,” “Code of Ethical	

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			Conduct,” “Regulations Governing the Anti-Corruption Whistleblowing Hotline,” and “Employee Handbook,” which clearly set forth the prohibition of offering or accepting improper benefits and the corresponding procedures for handling such matters. The Company has also proactively established confidential reporting channels to enable stakeholders such as customers, shareholders, government agencies, the public, suppliers, and employees to report or lodge complaints regarding fraudulent or unethical conduct, or actual or potential violations of laws or Company policies.	
2. Ethical Corporate Management Practice (1) Does the Company evaluate business partners' ethical records and include ethics-related clauses in the business contracts signed with the counterparties?	✓		(1) All Wholetech personnel shall avoid engaging in business transactions with agents, suppliers, customers, or other business partners that do not adhere to ethical practices. If any unethical behavior is discovered, the Company shall immediately cease all business dealings with the party and designate them as an ineligible business partner, thereby upholding the Company's commitment to ethical corporate management. When entering into contracts, Wholetech seeks to fully understand the	No significant deviation was found

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
(2) Has the Company established an exclusively (or concurrently) dedicated unit under the Board to implement ethical corporate management, and report to the Board on a regular basis (at least annually) about the ethical corporate management policies, precautionary measures against unethical conducts, as well as the implementation and supervision thereof?	✓		counterparty's ethical business practices and encourages the inclusion of ethical corporate management clauses in such agreements. Currently, all contractors engaged by the Company are required to sign the "Code of Conduct for Contractors." (2) Wholetech complies with the ethical corporate management principle, and the internal audits regularly evaluates whether all transactions complies with the internal control system, makes a record accordingly and reports to the Board.	
(3) Has the Company established policies to prevent conflicts of interests, provided proper channels of appeal, and enforced these policies and channels accordingly?	✓		(3) The Company has established a conflict-of-interest clause in its "Ethical Corporate Management Best-Practice Principles." Directors, managers, and other stakeholders present or attending the Board meetings who have an interest in the proposals listed by the Board, either personally or on behalf of the entities they represent, must explain the significant content of their interest at the meeting. If there is a risk of harm to the Company's interests, they are prohibited from	

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			participating in the discussion and voting on the proposal and must recuse themselves from such activities. They are also not allowed to exercise voting rights on behalf of other Directors. Furthermore, they may clarify any potential conflicts of interest with the Company through the Board's procedural unit. Wholetech's Rules of Procedure for Board Meetings make clear statements that if any director or a juristic person represented by a director is an interested party with respect to any agenda item, the director shall state the important aspects of the interested party relationship at the respective meeting. When the relationship is likely to prejudice the interests of the Company, the director may not participate in discussion or voting on that agenda item, and further, shall enter recusal during discussion and voting on that item and may not act as another director's proxy to exercise voting rights on that matter. Wholetech's Code of Ethical Conduct further applies the aforementioned recusals standards to all managerial personnel and other personnel authorized to manage the Company's affairs and sign on behalf of the	

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
(4) Does Wholetech have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside CPAs to perform the audits?	✓		Company. (4) The Company has established and follows effective accounting and internal control systems in accordance with its Ethical Corporate Management Best-Practice Principles. Wholetech's accounting system is designed with comprehensive consideration of legal compliance and the actual needs of business operations, and will be updated in a timely manner. Wholetech has also established an internal control system, internal audit system and related management measures. The internal audit unit regularly evaluates the compliance of the aforementioned systems, prepares an audit report accordingly, and submits them to the Board meeting quarterly, which is conducive to reducing the risk of relevant personnel performing their duties and thereof protecting the rights and interests of shareholders.	
(5) Does the Company hold internal and external educational trainings on ethical corporate management on a regular basis?	✓		(5) Wholetech promotes ethical corporate management policy and ethical corporate management principles in the education and training of new recruits, and further strengthens employees understanding and recognition of the aforementioned principles and policies in meetings from time to time.	

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			Wholetech has also established a clear and effective reward and punishment system for any violations of the aforementioned regulations.	
3. Implementation of Complaint Procedures (1) Has the Company established a concrete whistle-blowing and rewarding system, and set up accessible methods for whistle-blowers, and designate appropriate and dedicated personnel to investigate the accused? (2) Has the Company established standard operating procedures for the reported matters, the measures to be taken after investigation is completed, and the relevant confidential mechanism?	✓ ✓		(1) The Company has clearly stipulated a disciplinary system in the Employee Handbook and has communicated it to all employees. Wholetech has also established a dedicated mailbox for employee suggestions to provide appropriate communication channels, and clearly stated on all purchase receipts: Wholetech will uphold the principle of integrity, reciprocity, and fair competition, and refuse to accept cash gifts and gifts. The reporting lines of the Audit Office are also indicated. Wholetech is currently formulating whistleblowing and reward procedures, which will be implemented upon the announcement. (2) Article 23 of the Company's "Ethical Corporate Management Best-Practice Principles" stipulates the whistleblowing system and its coverage. The Company places great importance on the confidentiality of whistleblowing matters and conducts careful investigations to ensure that issues are	No significant deviation was found

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
(3) Has the Company established any measures to protect whistle-blowers to prevent them from being subjected to inappropriate measures as a result of reporting such incidents?	✓		clarified and appropriately addressed while protecting the whistleblower. Currently, standard operating procedures are being drafted, which will not affect the actual investigation and confidentiality mechanisms. (3) Article 23 of the Company's Ethical Corporate Management Best-Practice Principles stipulates that whistleblowers shall not be subject to improper treatment as a result of their reports. Regardless of the severity of the complaints received, Wholetech believes that the Company has a duty to protect whistleblowers. Effective confidentiality measures have been established and functioned properly, and no whistleblower has ever been improperly dealt with for whistleblowing.	
4. Strengthening Information Disclosure Does the Company disclose information regarding the Company's ethical corporate management principles and implementation status on its website and the Market Observation Post System?	✓		The Company's Ethical Corporate Management Best-Practice Principles have been uploaded to the Market Observation Post System and disclosed on the Company's website at http://www.wholetech.com.tw (under Corporate Governance). Information on the implementation of these principles is also disclosed in the Annual Report.	No significant deviation was found

Evaluation Item	Implementation Status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
5.	If the Company has established its own Ethical Corporate Management Best-Practice Principles based on the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies," please explain the implementation and any differences: No material differences.			
6.	Other important information to facilitate a better understanding of the status of operation of Wholetech's ethical corporate management policies (e.g. Wholetech's reviewing and amending of its ethical corporate management best-practice principles) 1. The Company complies with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, regulations pertaining to TWSE and TPEX listed companies, and other relevant commercial laws to establish a foundation for implementing ethical business practices. 2. Wholetech and customers designated specific personnel to act as the regular communication channels, to keep track of customers operation dynamic and ensure the ethical corporate management of both parties through well-functioning mechanisms. Wholetech also continues to keep track of the latest developments in ethical corporate management regulations, reviewing and improving relevant operation norms, to enhance the effectiveness of Wholetech's ethical corporate management.			

(7) Any Other Material Information That Would Provide a Better Understanding of the Status of the Company's Implementation of Corporate Governance May Also Be Disclosed:

1. Wholetech obtained the CG6004 Corporate Governance System Assessment Certification from Taiwan Corporate Governance Association (TCGA), representing Wholetech's responsible attitude towards the investing public and shareholders.
2. Information regarding domestic and foreign certificates Wholetech's accounting and auditing personnel possesses:
Securities & Futures Institute, Taiwan (R.O.C.): Certificate of Conformity in Enterprise Internal Control Basic Ability: One person from the Audit Office.
3. Managerial personnels records of continuing education related to corporate governance:

Title	Name	Education Date	Course	Hours
Chairperson	Yeong Horng Uen	Please refer to the directors and supervisors continuing education records		
President	Ching Chuan Hsieh	2024/08/15~2024/08/15	Corporate Governance: Addressing Stakeholders and Bridging the Distance with the Capital Market for Listed Companies	3
		2024/09/09~2024/09/09	Corporate Governance: Tax-related Money Laundering Risk Prevention—The Eight Major National Money Laundering Risk Patterns	3
		2024/09/30~2024/09/30	Corporate Governance: Enterprise Cybersecurity Management and Protection Strategies	3
		2024/12/16~2024/12/16	Corporate Governance: Key Indicators and Trend Analysis for International Developments in 2025	3
Assistant General Managers	Novia Hsiao	2024/11/01~2024/11/05	Continuing Education for Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	15

4. Wholetech has prescribed Procedures for Handling the Disclosure of Material Inside Information in the management measures of the internal control system, and has established a dedicated unit responsible for handling internal material information, which has been approved by the Board meeting.
5. Wholetech conducts educational publicity regarding material inside information handling procedures and related regulations for directors, supervisors, managerial personnel and employees at least once a year, such as material inside information disclosure, insider equity information handling, etc.
6. Wholetech continues to invest in enhancing its corporate governance operations. Wholetech currently has a functioning Remuneration Committee, and has established Corporate Governance section on the Company website to disclose important information in real-time, and wholeheartedly protects the rights to know of the investing public and shareholders.

(8) The Section on the State of Implementation of the Company's Internal Control System Shall Furnish the Following:

1. Statement on Internal Control: Please refer to p.155 of this Annual Report.
2. If a CPA has been engaged to conduct a special audit of the internal control system, please disclose the CPA's audit report: Not applicable.

(9) Material Resolutions of Shareholders or Board Meetings in the Most Recent or Current Fiscal Year Up to the Annual Report Publication Date:

1. Resolutions and implementation status of the 2024 shareholders' meeting

Date	Content of the Motion(s)	Resolutions	Implementation Status
2024.06.27	Matters for Approval: - Approval of 2023 Business Report and Financial Statements - Approval of 2023 Earning Distributions Matters for Discussion: - Discussion on the Proposal to Distribute Cash Dividends from Capital Surplus	- Approved by vote of all attending shareholders. - Approved by vote of all attending shareholders. - Approved by vote of all attending shareholders.	- Voted and approved. - The ex-dividend date is set for July 28, 2024, with cash dividends distributed on August 23, 2024. (Distribution of cash dividends at NT\$4.5 per share.) - Amended as resolved.

2. Significant resolutions of the Board in 2024, and up to March 11, 2025

Date	Resolution Unit	Content of the Motion(s)	Resolutions
2024.02.01	VIII, 9th Board Meeting	1. Approval of Proposals Approved in the 1st Remuneration Committee Meeting of 2024, Submitted for Board Approval	Unanimous consent of all Directors present at the meeting upon inquiry by the Chair
2024.03.12	VIII, 10th Board Meeting	- Approval of Proposals from the 1st Remuneration Committee Meeting of 2024, Submitted for Approval - Approval of the 2023 Business Report and Financial Statements, Submitted for Review - Discussion on the 2024 Business Goals and Budget Proposal - Proposal for the Distribution of Earnings for 2023, Submitted for Discussion - Discussion on the Proposal to Distribute Cash Dividends from Capital Surplus - Proposal to Revise Credit Lines (Including Export Loan and Forward Foreign Exchange Transaction Limits), Submitted for Review - Proposal to Provide Endorsement and Guarantee for Subsidiary Wholetech System Hitech (S) PTE. Ltd., Including Assumption of Joint and Several Liability; Reviewed and Approved by the Audit Committee, Submitted for Review - Discussion on the Assessment of Independence and Competency of the Company's CPA and Audit Fees Proposal - Discussion on the 2023 Statement on Internal Control - Proposal for the Re-election of Independent Directors, Submitted for Discussion	Unanimous consent of all directors present at the meeting upon inquiry by the Chair

Date	Resolution Unit	Content of the Motion(s)	Resolutions
		11. Proposal for Drafting the Time, Venue, Agenda, Book Closure Period, and Period for Accepting Shareholder Proposals for the 2024 Shareholders' Meeting, Submitted for Discussion and Resolution	
2024.05.09	VIII, 11th Board Meeting	1. Discussion on the Proposals Approved at the Second Meeting of the Company's Remuneration Committee in 2024, Submitted for Approval 2. Approval of the 2024 Q1 Consolidated Financial Report, Submitted for Review 3. Discussion on the Proposal to Revise and Set New Banking Financing Limits (Including Export Loan Limits) in Response to Business Needs, Submitted for Review 4. Proposal to Conduct a Cash Capital Increase for WTC Japan, Submitted for Resolution	Unanimous consent of all directors present at the meeting upon inquiry by the Chair
2024.08.08	VIII, 12th Board Meeting	1. Approval of the 2024 Q2 Consolidated Financial Report, Submitted for Review 2. Proposal to Provide Endorsement and Guarantee for the Loan Applications of Subsidiaries Wholetech System Hitech (Shanghai) Co., Ltd. and Wholetech Group (Shanghai) Trading Co., Ltd., Including Joint and Several Liability for the Debts; Approved by the Audit Committee, Submitted for Review 3. Proposal to Increase Banking Financing Limits (Including Guarantee Limits) and Forward Foreign Exchange Transaction Limits in Response to Business Needs, Submitted for Ratification and Review 4. Proposal on the Appointment of the Company's Managerial Officers, Submitted for Review 5. Discussion on the Company's Investment in Germany through Wholetech System Hitech Co., Ltd., Submitted for Discussion	Unanimous consent of all directors present at the meeting upon inquiry by the Chair
2024.11.07	VIII, 13th Board Meeting	1. Approval of the 2024 Q3 Consolidated Financial Report, Submitted for Review 2. Discussion on the Renewal of Directors and Key Personnel Liability Insurance, Expiring on September 2, 2024, Submitted for Discussion 3. Discussion on the 2025 Internal Audit Plan, Submitted for Discussion 4. Proposal to Revise Banking Financing Limits (Including Export Loan Limits and Forward Exchange Rate Transactions) in Response to Business Needs, Submitted for Review 5. Proposal to Revise the Forward Foreign Exchange Transaction Limits in Response to Business Needs and Currency Hedging, Submitted for Review 6. Proposal to Provide Endorsement and Guarantee for the Loan Applications of Subsidiaries Wholetech System Hitech (Shanghai) Co., Ltd., Wholetech Group (Shanghai) Trading Co., Ltd., and Wholetech System Hitech USA, Inc., Including Assumption of Joint and Several Liability; Approved by the Audit Committee, Submitted for Review 7. Proposal to Revise the Internal Control System and Management Guidelines of the Company and Its Subsidiaries, Submitted for Discussion	Consent of all directors present at the meeting
2025.01.21	VIII, 14th Board Meeting	1. Approval of Proposals Approved in the 1st Remuneration Committee Meeting of 2025, Submitted for Board Approval 2. Proposal to Conduct a Cash Capital Increase for Wholetech System Hitech Germany GmbH, Submitted for Resolution 3. Proposal for Wholetech to Issue a Support Letter for WTC Japan's Application for a Bank Credit Facility, Submitted for Discussion	Consent of all directors present at the meeting
2025.03.11	VIII, 15th Board Meeting	1. Approval of Proposals from the 1st Remuneration Committee Meeting of 2025, Submitted for Approval 2. Approval of the 2024 Business Report and Financial Statements, Submitted for Review 3. Discussion on the 2025 Business Goals and Budget Proposal	Consent of all Directors present at the meeting

Date	Resolution Unit	Content of the Motion(s)	Resolutions
		4. Proposal for the Distribution of Earnings for 2024, Submitted for Discussion 5. Discussion on the Proposal to Distribute Cash Dividends from Capital Surplus 6. Proposal to Revise and Add Bank Credit Lines (Including Export Loans, Guarantee Limits), Foreign Exchange Transaction Limits, and Foreign Exchange and Derivative Financial Product Transaction Limits, Submitted for Review 7. Discussion on the Assessment of Independence and Competency of the Company's CPA and Audit Fees Proposal 8. Discussion on the 2024 Statement on Internal Control 9. Proposal to Revise the Internal Audit System of the Company, Submitted for Discussion 10. Proposal to Revise the Article of Incorporation of the Company, Submitted for Discussion 11. Proposal for the Comprehensive Election of the Board of Directors, Submitted for Discussion 12. Proposal for the Nomination and Review of Directors and Independent Directors, Submitted for Discussion 13. Discussion on Lifting the Non-Compete Restrictions on the New Directors and Their Representatives 14. Proposal for Drafting the Time, Venue, Agenda, Book Closure Period, and Period for Accepting Shareholder Proposals for the 2025 Shareholders' Meeting, Submitted for Discussion and Resolution	

(10) Where, during the most recent fiscal year or during the current fiscal year up to the publication date of the Annual Report, a Director or Supervisor has expressed a dissenting opinion with respect to a material resolution passed by the Board of Directors, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal content thereof: None.

IV. Information Regarding the Company's Audit Fee:

Unit: NT\$ Thousand

Name of CPA Firm	Name of CPAs	Period Covered by the CPA Audit	Audit Fees	Non-Audit Fees	Total	Remark(s)
Deloitte Taiwan	Mei Chen Tsai	2024/01/01~2024/12/31	3,060	319	3,379	None
	Ya Yun Chang					

If any of the following applies to the Company, the audit fees shall be disclosed:

- (1) When the amount of the non-audit fees paid to the attesting CPAs and to the accounting firm to which they belong and to any affiliated enterprises are accounted for more than one quarter of the total amount of the audit fees paid, the amounts of the audit fees and non-audit fees paid as well as the details of non-audit services shall be disclosed:

The amount of non-audit fees paid in 2024 was NT\$319 thousand, as payment for tax visa related matters. The amount of the non-audit fees paid in 2024 did not exceed one quarter of the total amount of the audit fees paid.

- (2) When the Company changes its accounting firm and the audit fees paid for the financial year in which the change took place are lower than those paid for the financial year immediately preceding the change, the amount of the audit fees before and after the change and the reason shall be disclosed: None.
- (3) When the audit fees paid for the current financial year are lower than those paid for the immediately preceding financial year by 10 percent or more, the amount and percentage of and reason for the reduction in audit fees shall be disclosed: None.

V. Information Regarding the Replacement of CPAs: If the Company changed its CPA during the most recent two fiscal years or any subsequent interim period, the following information shall be disclosed: None.

VI. Information Regarding the Company's Chairperson, President, or any Executive in charge of Finance or Accounting Matters has in the Most Recent Year Held a Position at the Accounting Firm of its Auditors or at an Affiliated Enterprise of such Accounting Firm: None.

VII. Changes in Shareholding and Pledged Holding of Directors, Supervisors, Executives and Major Shareholders with Shareholding More Than Ten Percent in the Most Recent Fiscal Year up to the Publication Date: Where the counterparty in any such transfer or pledge of equity interests is a related party, disclose the counterparty's name, its relationship between that party and Wholetech as well as Wholetech's Directors, Supervisors, managerial officers, and ten-percent shareholders, and the number of shares transferred or pledged.

- (1) Changes in Shareholding and Pledged Holding of Directors, Supervisors, Executives and Major Shareholders with Shareholding More Than Ten Percent:

Unit: shares

Title	Name	2024		Current Fiscal Year as of March 31, 2025	
		Shareholding increase (or decrease)	Pledged shareholding increase (or decrease)	Shareholding increase (or decrease)	Pledged shareholding increase (or decrease)
Chairperson	Yeong Horng Uen	(330,000)	-	-	-
Director and President	Ching Chuan Hsieh	(50,000)	-	-	-
Director	United Integrated Services Co., Ltd. (Representative: Chun Yuan Hsu)	(199,000)	-	(18,000)	-
Director	Kuang Jung Tseng	-	-	-	-
Independent Director	Tien Jang Tsao	-	-	-	-
Independent Director	Tai Ning Yang	-	-	-	-
Vice President	Hui Tsung Chang	-	-	-	-
Vice President	Wen Chieh Huang	(2,000)	-	-	-
Vice President	Chao Hsun Chiu	(5,000)	-	-	-
Vice President	Tim Tseng	(44,000)	-	-	-
Vice President	Andy Lin	-	-	-	-
Vice President	Mars Kuo	-	-	-	-
Vice President	Novia Hsiao	-	-	-	-

- (2) Information on the Counterparty of Shares Transfer, Which Is a Related Party: None occurred.
- (3) Information on the Counterparty of Shares Pledging, Which Is a Related Party: None occurred.

VIII.Consanguineous Relationship Between the Company's Top Ten Shareholders, Their Spouses, or Relatives Within Two Degrees of Kinship

Relationships Among the Top 10 Shareholders

April 21, 2025, Unit: Shares; %

NAME (NOTE 1)	NUMBER OF SHARES HELD		SHARES HELD UNDER SPOUSE AND/OR MINOR CHILDREN		TOTAL SHAREHOLDING BY NOMINEE ARRANGEMENTS		NAME AND RELATIONSHIP BETWEEN THE COMPANY'S 10 LARGEST SHAREHOLDERS, OR SPOUSES OR RELATIVES WITHIN SECOND DEGREES OF CONSANGUINEOUS RELATIONSHIP (NOTE 3)		REMARK(S)
	Shares	%	Shares	%	Shares	%	Name	Relationship	
United Integrated Services Co., Ltd.	9,729,080	13.32%	-	-	-	-	-	-	-
United Integrated Services Co., Ltd.(Representative: Chun Yuan Hsu)	-	-	-	-	-	-	-	-	-
Yihua Technology Co., Ltd.	3,625,000	4.96%	-	-	-	-	-	-	-
Yeong Horng Uen	3,346,304	4.58%	-	-	-	-	-	-	-
Chun Lin Liu	1,380,000	1.89%	-	-	-	-	-	-	-
Chih Huang Lien	1,110,010	1.52%	-	-	-	-	-	-	-
Ching Chuan Hsieh	943,010	1.29%	36,829	0.05%	-	-	Manager Ching Kuan Hsieh	Siblings	-
Tsung Yi Hung	808,000	1.11%							
Ching Kuan Hsieh	561,486	0.77%	-	-	-	-	President Ching Chuan Hsieh	Siblings	-
HSBC Bank (Taiwan) Ltd., as custodian for the investment account of Merrill Lynch International Ltd.	534,000	0.73%	-	-	-	-	-	-	-
Wei Chen Chen	325,000	0.44%	-	-	-	-	-	-	-

Note 1: All the top 10 shareholders should be listed. For juristic person shareholders, their names and the name of their representatives should be listed separately.

Note 2: Shareholding percentage is calculated separately based on the number of shares held in the name of the person, his/her spouse and minors, and others.

Note 3: Relationships between the aforementioned shareholders, including juristic person shareholders and natural person shareholders shall be disclosed based on the financial reporting standards used by the issuer.

IX. Aggregate Shareholdings in the Same Investee Company by the Company, Its Directors, Supervisors, Managers, and Entities Directly or Indirectly Controlled by the Company, and the Total Shareholding Percentage on a Consolidated Basis:

Total Ownership of Shares in Investee Enterprises

March 31, 2025; Unit: Shares, %

Investee Enterprise (Note)	Investment by Wholetech		Investment by the Directors, Supervisors, Managerial Officers and Directly or Indirectly Controlled Entities of Wholetech		Total Investment	
	Shares	Shareholding Ratio (%)	Shares	Shareholding Ratio (%)	Shares	Shareholding Ratio (%)
WHOLETECH SYSTEM HITECH LIMITED	5,400,000	100%	-	-	5,400,000	100%
Wholetech System Hitech (Shanghai) Co., Ltd. (Note 1)	-	-	-	100%	-	100%
WHOLETECH SYSTEM HITECH INC.	3,500,000	100%	-	-	3,500,000	100%
Wholetech Group International Trading Limited (Note 2)	-	-	-	100%	3,500,000	100%
Wholetech Group (Shanghai) Trading Co., Ltd. (Note 3)	-	-	-	100%	-	100%
WHOLETECH SYSTEM HITECH (S) PTE. LTD.	1,000,000	100%	-	-	1,000,000	100%
Wholetech System Hitech USA, Inc. (Note 4)	1,000	100%	-	-	1,000	100%
Wholetech Holdings, LLC (Note 5)	-	-	-	100%	-	100%
Wholetech System Hitech Japan, Inc. (Note 6)	36,000	100%	-	-	36,000	100%
Wholetech System Hitech Germany GmbH (Note 7)	-	-	-	100%	-	100%

Note 1: Indirectly shareholding through Wholetech System Hitech Ltd.

Note 2: Indirectly shareholding through Wholetech System Hitech Inc.

Note 3: Indirectly shareholding through Wholetech Group International Trading Ltd.

Note 4: Wholetech has established Wholetech System Hitech USA, INC., an American subsidiary, on February 2, 2023, and remitted the investment fund of US\$500 thousand in April 2023

Note 5: Wholetech has established Wholetech Holdings, LLC, an American subsidiary, on February 3, 2023, and remitted the investment fund of US\$1,200 thousand in April 2023

Note 6: Wholetech has established Wholetech System Hitech JAPAN, INC. a Japanese subsidiary, on July 13, 2023, and remitted the investment fund of JPY60,000 thousand in June 2023. Additionally, a capital increase of JPY 300,000 thousand was made in May 2024.

Note 7: Wholetech has established Wholetech System Hitech Germany GmbH, a German subsidiary, on November 24, 2024, and remitted the investment fund of €200 thousand in November 2024. Additionally, a capital increase of €2,000 thousand was made in January 2025.

III. Capital Overview

1. Capital and Shares

1. Sources of Capital

(1) Type of stock

April 21, 2025; Unit: Shares

Type of Stock	Authorized Capital			Remark(s)
	Outstanding Shares (Note)	Unissued Shares	Total	
Registered common stock	73,047,692 share(s)	26,952,308 share(s)	100,000,000 share(s)	-

Note: The stock belongs to a TPEx-listed company.

(2) Sources of Capital

April 21, 2025; Unit: Shares/NT\$

Year/Month	Issued Price	Authorized Capital		Paid-In Capital		Remark(s)		
		Shares	Amount	Shares	Amount	Sources of Capital	Capital Paid In by Assets Other Than Cash	Others
1990/08	10	1,200,000	12,000,000	1,200,000	12,000,000	Share capital at the establishment 12,000,000	-	Note 1
1996/07	10	2,900,000	29,000,000	2,900,000	29,000,000	Capital increase 17,000,000	-	Note 2
2000/01	10	5,500,000	55,000,000	5,500,000	55,000,000	Capitalization of retained earnings 26,000,000	-	Note 3
2000/08	10	6,900,000	69,000,000	6,900,000	69,000,000	Capitalization of retained earnings 14,000,000	-	Note 4
2001/01	10	15,900,000	159,000,000	15,900,000	159,000,000	Capital increase 90,000,000	-	Note 5
2002/09	10	18,285,000	182,850,000	18,285,000	182,850,000	Capitalization of retained earnings 23,850,000	-	Note 6
2005/08	10	40,000,000	400,000,000	24,099,800	240,998,000	Capitalization of retained earnings 58,148,000	-	Note 7
2006/08	10	40,000,000	400,000,000	28,915,000	289,150,000	Capitalization of retained earnings 48,152,000	-	Note 8
2007/01	10	40,000,000	400,000,000	32,915,000	329,150,000	Capital increase 40,000,000	-	Note 9
2007/08	10	80,000,000	800,000,000	41,472,550	414,725,500	Capitalization of retained earnings 85,575,500	-	Note 10
2008/08	10	80,000,000	800,000,000	46,839,885	468,398,850	Capitalization of retained earnings 53,673,350	-	Note 11
2010/08	10	80,000,000	800,000,000	62,839,885	628,398,850	Capital increase 160,000,000	-	Note 12
2010/09	10	80,000,000	800,000,000	65,049,703	650,497,030	Capitalization of retained earnings 22,098,180	-	Note 13
2011/02	10	100,000,000	1,000,000,000	65,060,692	650,606,920	Conversion of corporate bonds 109,890	-	Note 14
2011/09	10	100,000,000	1,000,000,000	73,660,692	736,606,920	Capitalization of retained earnings 86,000,000	-	Note 15

Year/Month	Issued Price	Authorized Capital		Paid-In Capital		Remark(s)		
		Shares	Amount	Shares	Amount	Sources of Capital	Capital Paid In by Assets Other Than Cash	Others
2014/04	10	100,000,000	1,000,000,000	73,047,692	730,476,920	Cancellation of treasury stock 6,130,000	-	Note 16

Note 1: Establishment Approval by Taiwan Provincial Department of Construction on August 30, 1990.

Note 2: Approved by letter Jian-3-Xin No.197105 on July 10, 1996.

Note 3: Approved by letter Jin-89-Zhong No.89357691 on January 6, 2000.

Note 4: Approved by letter Jin-89-Zhong No.89478653 on August 15, 2000.

Note 5: Approved by letter Jin-90-Shang No.09001010650 on January 11, 2001.

Note 6: Approved by letter Jin-Shou-Shang No.09101358690 on September 2, 2002.

Note 7: Approved by letter Jin-Shou-Zhong No.09432640600 on August 11, 2005.

Note 8: Approved by letter Jin-Shou-Zhong No.09532676810 on August 18, 2006.

Note 9: Approved by letter Jin-Shou-Zhong No.09631625350 on January 30, 2007.

Note 10: Approved by letter Jin-Shou-Zhong No.09632600230 on August 15, 2007.

Note 11: Approved by letter Jin-Shou-Zhong No.09732794880 on August 7, 2008.

Note 12: Approved by letter Jin-Shou-Shang No.0990118711 on August 18, 2010.

Note 13: Approved by letter Jin-Shou-Shang No.09901214290 on September 21, 2010.

Note 14: Approved by letter Jin-Shou-Shang No.10001037240 on February 24, 2011.

Note 15: Approved by letter Jin-Shou-Shang No.10001219580 on September 20, 2011.

Note 16: Approved by letter Jin-Shou-Shang No.10301058730 on April 7, 2014.

- (3) Information on securities to be issued or already issued, that have been approved to be offered by shelf registration: Not applicable.

2. List of Major Shareholders

Shareholders with a stake of 5 percent or greater, or shareholders who rank in the top 10 in shareholding percentage, and the number of shares and stake held by each:

April 21, 2025

Names of Major Shareholders	Shares	Shareholding (shares)	Shareholding Ratio (%)
United Integrated Services Co., Ltd.		9,729,080	13.32%
United Integrated Services Co., Ltd.(Representative: Chun Yuan Hsu)		-	-
Yihua Technology Co., Ltd.		3,625,000	4.96%
Yeong Horng Uen		3,346,304	4.58%
Chun Lin Liu		1,380,000	1.89%
Chih Huang Lien		1,110,010	1.52%
Ching Chuan Hsieh		943,010	1.29%
Tsung Yi Hung		808,000	1.11%
Ching Kuan Hsieh		561,486	0.77%
HSBC Bank (Taiwan) Ltd., as custodian for the investment account of Merrill Lynch International Ltd.		534,000	0.73%
Wei Chen Chen		325,000	0.44%

3. Company's Dividend Policy and Implementation Thereof

(1) Dividends policy

As stated in Wholetech's Article of Incorporation: If the Company's annual balancing ends up with a profit, 8% of which shall be distributed as employees profit-sharing bonuses and paid out as cash or stock options, resolved at a Board of Directors meeting. Target beneficiaries of said distributions include company employees that fit certain criteria. The Company can distribute no more than 2% of the above earnings as director/supervisor remuneration, resolved at Board of Directors meeting. The distribution of employee profit-sharing bonuses and director/supervisor remuneration shall be reported at shareholder's meetings.

But if the Company suffers from a loss, the make up to the loss shall be retained in advance, and then distribute employee bonuses and Director/Supervisor remuneration according to the percentage mentioned.

If the Company's annual closing of accounts ends up with earnings, after paying taxes by law and offsetting its losses, it shall set aside a Legal Capital Surplus at 10% of the remaining earnings provided that the amount of accumulated Legal Capital Surplus has not exceeded the amount of the Paid-In Capital of the Company. If it has, no further distribution is needed. Then the Company shall distribute or reverse a Special Earnings Reserve in accordance with the law. If there are still remaining earnings, along with accumulated Retained Earnings, this shall be submitted to the Board for resolutions on the distribution of the earnings, then said remaining profit shall be distributed as Shareholders' Dividends upon subject to the approval of the Shareholders Meeting.

The Company's dividend policy is formulated in alignment with its current and

future development plans, taking into account the investment environment, capital requirements, and domestic and international competitive landscape, while also considering shareholders' interests. The objective is to maintain stable operations and safeguard the rights and interests of investors. When distributing dividends to shareholders, the Company may do so in the form of cash or stock. However, no less than 30% of the distributable earnings for the year shall be allocated as dividends to shareholders, and the portion distributed as cash dividends shall not be less than 10% of the total dividends distributed for the year. If all or part of the dividends are to be distributed in the form of cash, such distribution shall be subject to the approval of the Board of Directors by a resolution adopted by at least two-thirds of the directors present at a meeting attended by a majority of all directors, and shall be subsequently reported to the shareholders' meeting.

In the past five years, except for the distributable earnings reserved for plants construction in 2019 and 2020, the actual dividends distributed to shareholders each year are not less than 90% of the distributable earnings of the current year. For detailed distribution of dividends over the years, please refer to Wholtech's website: Investor Services\Shareholder Section\Dividend distribution over the years.

As of December 31, 2024, the Company has estimated directors' and supervisors' remuneration expenses for 2024 at NT\$14,020,949 and employees' remuneration expenses at NT\$56,083,797.

(2) Dividend distributions approved at the most recent Board meeting

The Company's after-tax net profit for 2024 was NT\$495,124,439. On March 11, 2025, the Board of Directors resolved to allocate NT\$255,666,922 (NT\$3.5 per share) from the distributable earnings of 2024 as shareholder dividends, which will be distributed entirely in cash. Detailed information regarding earning distribution of shareholders dividends are as follows:

Unit: NT\$	
Item	Total
Retained earnings, beginning of the period	332,272,569
Defined benefit plans remeasurement included in retained earnings	2,800,569
Adjusted undistributed retained earnings	335,073,138
Add: Net profit of the period	495,124,439
Total undistributed earning	830,197,577
Less: Legal reserve (10%)	(49,792,501)
Less: Reversal of special reserve pursuant to the regulations	26,770,604
Distributable profit for the period	807,175,680
Distributable Items	
Shareholder Dividends - Cash (NT\$3.5 per share)	(255,666,922)
Unappropriated retained earnings, end of the period	551,508,758

Proposal to distribute cash dividends from capital surplus.

In accordance with Article 241 of the Company Act, NT\$109,571,538 from the capital surplus generated by issuing shares at a premium over their par value will be distributed as cash to shareholders listed in the shareholders' register on the record date for capital surplus distribution, at a rate of NT\$1.5 per share.

(3) Disclosure of Any Expected Material Changes in the Dividend Policy: None.

4. Effect Upon 2024 Business Performance and Earnings per Share of the Stock Dividend Distribution Adopted: Not Applicable.

5. Profit-Sharing Compensation of Employees, Directors, and Supervisors

(1) The percentages or ranges with respect to employee, director, and supervisor profit-sharing compensation:

As stated in Wholetech's Article of Incorporation: If the Company's annual balancing ends up with a profit, 8% of which shall be distributed as employees profit-sharing bonuses and paid out as cash or stock options, resolved at a Board of Directors meeting. Target beneficiaries of said distributions include company employees that fit certain criteria. The Company can distribute no more than 2% of the above earnings as director/supervisor remuneration, resolved at Board of Directors meeting. The distribution of employee profit-sharing bonuses and director/supervisor remuneration shall be reported at shareholder's meetings.

But if the Company suffers from a loss, the make up to the loss shall be retained in advance, and then distribute employee bonuses and director/supervisor remuneration according to the percentage mentioned.

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

- ① The basis for estimating the amount of employee, director, and supervisor profit-sharing compensation: Please refer to the description of (5)-1 above.
- ② The basis for estimating the amount of employee profit-sharing compensation distributed in stocks: No employee profit-sharing compensation distributed in stocks in the current period.
- ③ The discrepancy, if any, between the actual distributed amount and the estimated amount of profit-sharing compensation, for the current period, will be listed as profit and loss adjustment items in the current year.

(3) Information on any approval by the Board of Directors of distribution of profit-sharing compensation:

- ① The amount of any employee profit-sharing compensation and director and supervisor profit-sharing compensation distributed in cash or stocks. If there is any discrepancy between that amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, its cause, and the status of treatment shall be disclosed.

- A. The amount of any employee profit-sharing compensation and director and supervisor profit-sharing compensation distributed in cash or stocks: The Company's 2024 employee profit sharing bonuses and director/supervisor remuneration distribution resolution was approved at the Board meeting on March 11, 2025. The distribution of employee remuneration was NT\$56,083,797, and the distribution of director/supervisor remuneration was NT\$14,020,949.
- B. If there is any discrepancy between that amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, its cause, and the status of treatment shall be disclosed: No discrepancy found.
- ② The amount of any employee profit-sharing compensation distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial statements or individual Financial Statements for the current period and total employee profit-sharing compensation: None occurred.
- (4) The actual distribution of employee, director, and supervisor profit-sharing 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, Director, or Supervisor profit-sharing compensation, additionally the discrepancy, cause, and how it is treated:
- The actual distribution of employee, director, and supervisor profit-sharing compensation in 2023:

	Amount Approved by the Board	Actual Distribution	Discrepancy	Cause of Discrepancy	Measures Taken in Response
Employees profit-sharing remuneration - Cash (NT\$)	44,115,655	44,115,655	-	None	None
Directors and supervisors profit-sharing remuneration - Cash (NT\$)	11,028,914	11,028,914	-	None	None

6. Share Repurchase Transactions Completed by the Company

March 31, 2025

Repurchase number	3rd	4th
Purpose of repurchase	Transferring to employees	Transferring to employees
Repurchase period	2012/05/17-2012/07/15	2020/03/20-2020/05/18
Repurchase price range	NT\$9-19	NT\$20-28
Types and numbers of shares bought back	Common stock 2,794,000 shares	Common stock 1,512,000 shares
Amount of shares bought back (NT\$)	38,225,209	39,743,010
Ratio of the number of shares already repurchased to the number of shares intended to be repurchased (%)	55.88%	50.40%
The number of repurchased shares that have been canceled or transferred	2,794,000 share(s)	1,512,000 share(s)
Accumulated number of Wholetech's shares held by Wholetech	0 share(s)	0 share(s)
Ratio of the accumulated number of Wholetech's shares held by Wholetech to the total number of issued shares (%)	0%	0%

- 2. Company Bond Issuance Status: None.**
- 3. Preferred Stock Issuance Status: None.**
- 4. Global Depositary Receipt Issuance Status: None.**
- 5. Employee Stock Options and Restricted Stock Issuance Status: None.**
- 6. New Shares Issuance Related to Mergers, Acquisitions, or Share Transfers: None.**
- 7. Capital Utilization Plan and Execution:** With respect to each uncompleted public issue or private placement of securities, and to such issues and placements that were completed in the most recent three years but have not yet fully yielded the planned benefits, a detailed description of the plan for each such public issue and private placement shall be provided. Such descriptions shall include any and all changes to the plan, the source of funds and the manner of their utilization, the reason(s) for any changes to the plan, the benefits yielded by the funds before and after any change to the plan, the date on which the change to the plan was reported at a shareholders' meeting, and the date on which such information was uploaded to the information disclosure website specified by the FSC.

Wholetech has no capital utilization plan that has not been completed or has been completed but the benefits have not appeared, as of the publication date of the Annual Report.

IV. Operational Highlights

1. Business Activities

1. Business Scope

(1) Main areas of business operations

- ① Specialty gas supply piping system design, planning, and engineering.
- ② Hook up design, planning, and engineering.
- ③ VMP, gas cabinet, waste gas treatment systems design, and manufacturing.
- ④ Process equipment support services.
- ⑤ Clean room and MEP system design, planning, and engineering.
- ⑥ System software application and design technology.
- ⑦ Wet process equipment, chemical supply equipment, chemical grinding slurry supply equipment, waste liquid collection systems, and chemicals, Design and manufacture of monitoring systems.

(2) Revenue distribution

Unit: NT\$ Thousand, %

Main products (or department)	2024 Sales Amount	Ratio to Net Sales
Process piping system design and engineering	4,260,453	77.65%
Clean room and MEP system turnkey	513,852	9.36%
Specialty gas cabinet and waste gas treatment systems	664,393	12.11%
Wet process equipment, chemical system turnkey and others	48,394	0.88%
Total	5,487,092	100.00%

(3) The Company's current main products (service items)

- ① Process piping system design and engineering.
Specialty gas supply piping system design, planning, and engineering:
Including LCD, IC, PCB, LED, GaAs, plastic industry, Bulk gas, special gas, CDA planning, design, construction, supervision, and completion testing, and provide material specifications for customer reference according to different needs.
Hook up design, planning, and engineering:
For integrated projects, secondary utility (hook-up) works involve the design, installation, supervision, and completion testing of piping systems that connect main utility lines to production equipment.
- ② Clean room and MEP system turnkey.
Design, planning, and construction of clean room, air conditioning, MEP, fire engineering, etc., and provide overall engineering services for production facilities in semiconductor, electronics, information, optoelectronic, solar energy, energy saving and biopharmaceutical industry as well as hospital, office, and mall.
- ③ Vacuum piping, valve and parts maintenance/cleaning/technical consultation.
Planning, design, manufacturing, installation, testing, and technical consulting services for vacuum pipeline systems used in semiconductor manufacturing processes.

④ Specialty gas cabinet and scrubber systems
Design and supervision of VMP and gas cabinets, which are sold to electronic technology factories in domestic and China, manufacturing and sale of waste gas treatment machines for the semiconductor/optoelectronics industry.

⑤ System software application and design technology.
Provide IoTxAI Smart Facility Management System, Automation Engineering Software, system integration software and hardware, e-commerce, Web and APPs complete research and development.

⑥ Wet process equipment and chemical system turnkey
Chemical supply system, chemical slurry supply equipment, solvent waste collection system, chemical supply monitoring system, etc. design, and manufacturing.

(4) The Company's products (service items) development plans

- ① Actively expand the service scope of clean room engineering.
- ② Actively increase market share in the supply of components and consumables used in the semiconductor industry.
- ③ Develop capability of providing plant-scale technology integration solutions for high-tech plants, including the horizontal integration of pure water, wastewater and process cooling treatment system, acid supply, clean room and fire engineering capabilities, as well as the upward integration of plant-scale design capability and downward integration of plant-scale process and equipment integration.
- ④ Jointly develop modular equipment with original manufacturers, and independently or jointly develop customized process equipment based on market or customer needs.
- ⑤ Develop smart facility design service, provide efficient and high-quality total solution application services, to enhance the competitiveness of partners.

2. Industry Overview

(1) Current status and development of the industry

The entry barrier for the construction of high-tech factories is high, and requires capability of conducting plant-scale turnkey projects and system integration in order to compete with international manufacturers. The construction of high-tech plants is very different from the construction of general plants. The construction process of high-tech plants includes construction/structural engineering, mechanical and electrical system engineering, of which the mechanical and electrical system engineering is further divided into general mechanical and electrical engineering (mainly for the plant-scale power system, air conditioning system, water supply and drainage system and fire protection system, etc.), plant special system engineering, and clean room engineering (Clean room, ultra-pure water system, wastewater treatment system, chemical supply system, gas supply system, waste gas treatment system, process cooling water, dry compressed air system, process vacuum system, low vacuum dust collection system, etc.).

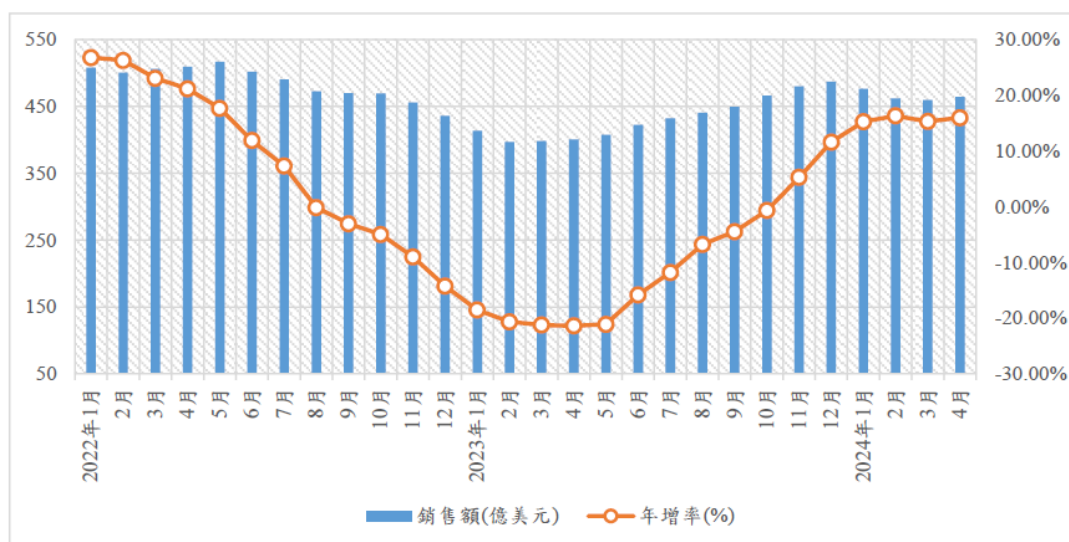
The sales momentum of important terminal electronic products remains weak, not only causing customers to continually adjust their inventories, but also causes the order volume of various industries to continue to be revised downwards, and in turn affects

the performance of manufacturers' product prices and capacity utilization rates. It is estimated that the operating performance of manufacturers in Taiwan will remain relatively weak. Fortunately, as China loosen up the pandemic prevention measures, the domestic market demand stabilizes, and with the demand in the automotive and industrial control fields endures, as well as the steady growth in emerging application markets, will help reduce the impact of reduced consumer demand.

On the other hand, although demand for the development of various high-end IC products remains strong and leads to relatively clear order visibility, Taiwanese companies benefit from technological advantages and industrial clustering effects, which help them avoid price competition and support their operational performance. In addition, some manufacturers have accelerated inventory reduction by adjusting product prices. However, global economic uncertainties have yet to be fully resolved. The market size of the industry to which Wholetech belongs is closely linked to the capital expenditures of downstream industries such as semiconductors, panel manufacturing, and optoelectronics. These capital expenditures are, in turn, influenced by market demand for end-user information products. The following provides an overview of the current status of each related industry:

① Semiconductor Industry

According to the statistical data in Figure 1, the global semiconductor sales growth rate for the first four months of 2024 remained at approximately 15.69%. This was primarily due to the gradual end of inventory destocking across the international semiconductor supply chain, a relatively low base period, and the continued recovery in demand for smartphones, PCs/notebooks, and certain consumer electronics, which led to an increase in downstream customer orders. In addition, the rapid development of the AI sector significantly boosted demand for high-end chips, with particularly strong sales performance in products such as GPUs and HBM. On the other hand, May and June 2024, with AI chip demand continuing to rise and inventory destocking in certain supply chains being well-managed, order visibility improved. Furthermore, as the specifications of end products continued to advance, both the quantity and quality of semiconductor adoption increased. Therefore, it was estimated that the global semiconductor sales growth rate for May and June 2024 remained positive.

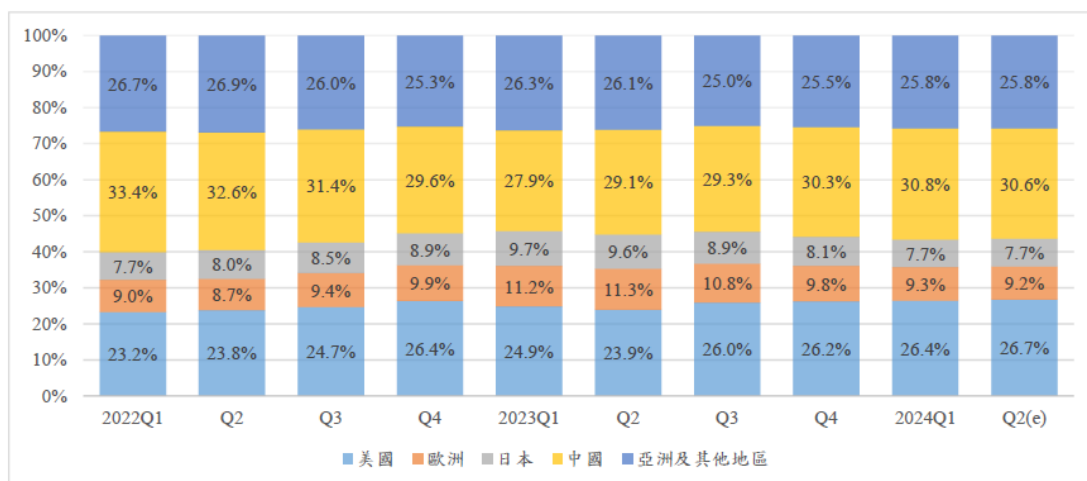


資料來源:SIA，台灣經濟研究院產經資料庫整理，2024年7月

Figure 1. Global Semiconductor Sales Trends

In terms of regional shares of global semiconductor sales, in the first quarter of 2024, the persistently high interest rate environment and unresolved global inflation led consumers to reduce their purchases of durable goods. As a result, growth in the global automotive market slowed, which in turn reduced demand for automotive chips and caused the share of semiconductor sales in Europe and Japan to decline significantly. On the other hand, the continued expansion of the AI sector supported demand for related chips in the United States, Asia, and other regions, leading to an increase in their respective shares of global semiconductor sales. In China, government policies promoting domestic substitution encouraged local customers to source domestically. Coupled with improved sales performance of products such as smartphones, this resulted in a noticeable increase in China's share of global semiconductor sales.

In the second quarter of 2024, strong demand for AI chips continued to support semiconductor sales momentum in the United States, and the share of U.S. semiconductor sales was therefore estimated to have increased further. Conversely, the global automotive market showed signs of slowing growth, which negatively impacted automotive chip sales and consequently led to a decline in Europe's share of global semiconductor sales. In China, the overall macroeconomic conditions remained weak, resulting in subdued end-market demand. This, in turn, dampened the willingness of downstream customers to place orders, and the share of China's semiconductor sales was thus estimated to have declined.



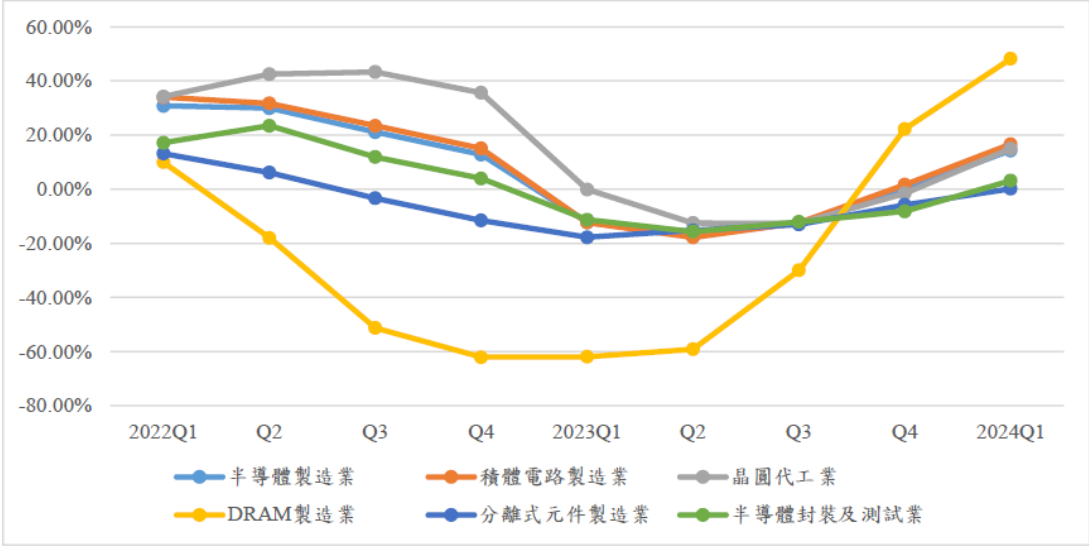
資料來源:SIA，台灣經濟研究院產經資料庫整理，2024年7月

Figure 2. Proportion of Semiconductor Sales in Each Region

According to the statistics presented in Figure 3, Taiwan's DRAM manufacturing industry recorded a year-on-year sales growth rate of 48.22% in the first quarter of 2024, primarily benefiting from improvements in the DRAM market's supply-demand structure, which led to a significant increase in DRAM prices and, in turn, a notable rebound in domestic DRAM sales performance. Taiwan's wafer foundry industry reported a year-on-year sales growth rate of 14.91% in the first quarter of 2024, mainly driven by stronger sales of smartphones and NB/PC products, along with sustained growth in AI chip demand. These factors expanded downstream customers' wafer order volumes, thereby boosting capacity utilization rates at domestic foundries. Taiwan's semiconductor packaging and testing industry registered a year-on-year sales growth rate of 3.14% in the first quarter of 2024, as the semiconductor supply chain's inventory adjustment process gradually came to an end, prompting downstream customers to increase stock replenishment orders and thus improving capacity utilization at domestic packaging and testing companies. Taiwan's discrete component manufacturing industry recorded a marginal year-on-year sales growth rate of 0.18% in the first quarter of 2024, mainly constrained by the global automotive market slowdown and intensifying competitive pressure from Chinese peers, which limited the momentum of domestic discrete component sales. In total, Taiwan's semiconductor manufacturing industry achieved a year-on-year sales growth rate of 14.30% in the first quarter of 2024, with all sub-sectors showing signs of recovery.

In the second quarter of 2024, the sales performance of Taiwan's DRAM manufacturing industry was expected to remain positive, supported by continued improvement in demand for niche DRAM products. However, with market inventory levels remaining high, manufacturers' bargaining power was affected, leading to a slowdown in the pace of DRAM price increases. As a result, while the year-on-year sales growth rate was projected to stay in positive territory, the rate of growth was expected to moderate. The ongoing development of the AI sector

continued to drive demand for related chips, and upgrades in end-product specifications supported the expansion of order volumes for domestic manufacturers. Consequently, the year-on-year sales growth rate of Taiwan's wafer foundry industry was projected to remain positive. The gradual completion of inventory adjustments in the semiconductor supply chain improved downstream customers' willingness to place orders, thereby enhancing capacity utilization at domestic semiconductor packaging and testing firms. Thus, the packaging and testing industry's year-on-year sales growth rate was also expected to stay positive. In contrast, the discrete component manufacturing industry was likely to see a flat year-on-year sales growth rate, constrained by the slowdown in the global automotive market and ongoing inventory adjustments in the industrial control sector. Taken together, with the DRAM manufacturing, wafer foundry, and semiconductor packaging and testing sectors all projected to maintain positive year-on-year sales growth rates, Taiwan's overall semiconductor manufacturing industry was expected to continue improving in the second quarter of 2024.



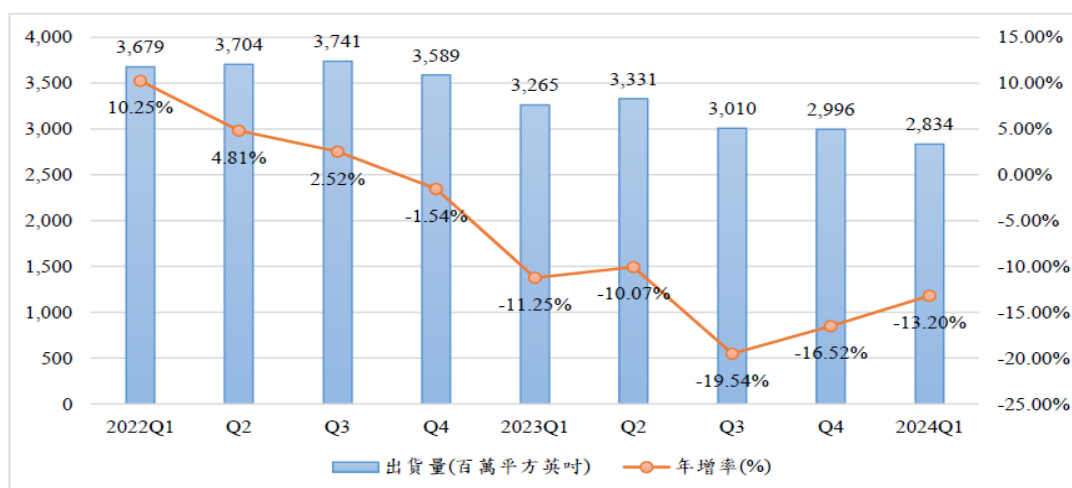
資料來源:經濟部統計處工業生產統計資料磁帶，台灣經濟研究院產經資料庫整理，2024 年 7 月

Figure 3. Annual Sales Growth Rate of Taiwanese Semiconductor Manufacturing Industry

According to the statistics presented in Figure 4, as demand for certain consumer electronic products remained only modestly recovered and uncertainties in the industrial and automotive sectors persisted, semiconductor manufacturers continued to face wafer inventory buildup. As a result, global silicon wafer shipments continued to decline in the first quarter of 2024. However, due to improved inventory digestion for some end products and the rapid development of the AI sector, which drove up demand for advanced process nodes and high-end memory products, the rate of decline in global silicon wafer shipments narrowed during the same period. It is worth mentioning that Globalwafers is actively expanding its market share in regions such as Europe and the United States. The

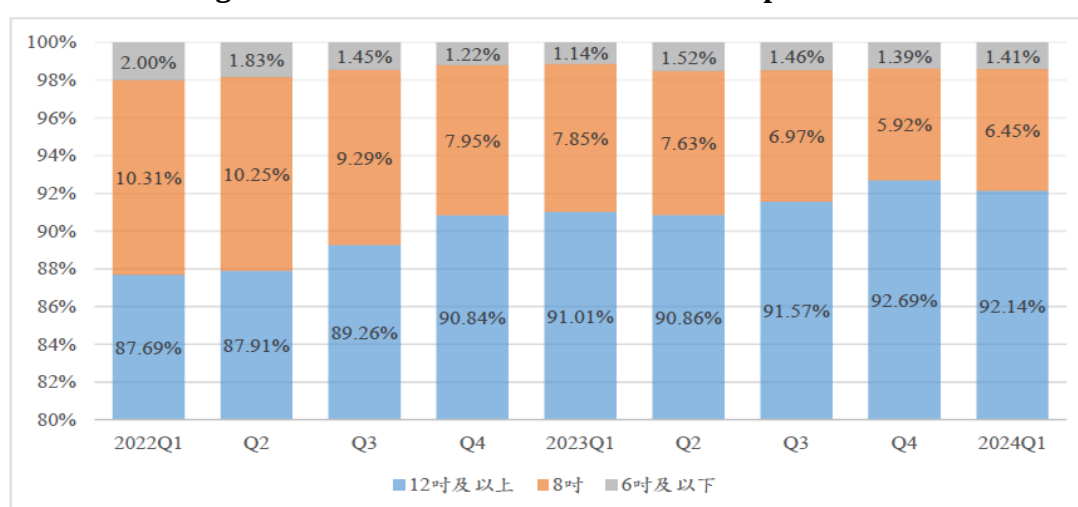
company's U.S. expansion project is set to begin installing the first batch of equipment in the third quarter of 2024, with customer sample production scheduled for the fourth quarter of 2024 and mass production planned for the first half of 2025. Additionally, the company announced in July 2024 that it will expand its 12-inch advanced wafer factory in Texas and its 12-inch SOI wafer factory in Missouri. These expansions are expected to receive up to \$400 million in direct subsidies under the CHIPS and Science Act, and the company plans to apply for an advanced manufacturing investment tax credit of up to 25% in the U.S. Meanwhile, Globalwafers' new 12-inch factory in Italy will invest €420 million in its first phase, with the Italian government providing approximately 25% of the funding. The company expects to send samples for customer certification in the third quarter of 2024, with mass production and shipments slated for 2025.

According to the statistics in Figure 5, in the first quarter of 2024, the sales value share of Taiwan's 12-inch and above silicon wafers decreased to 92.14%, primarily due to the slowdown in sales momentum of products such as smartphones, PCs, and notebooks, which led to a decline in the shipment of Taiwan's 12-inch and above silicon wafers. The quarter-on-quarter sales decline rate for Taiwan's 12-inch and above silicon wafers in the first quarter of 2024 was 6.07%. However, benefiting from the shift of products like driver ICs and power management ICs from 8-inch wafers to 12-inch wafer production, coupled with the completion of new 12-inch wafer fabs worldwide, the sales performance of Taiwan's 12-inch and above silicon wafers saw an improvement. In the first quarter of 2024, the sales value share of Taiwan's 8-inch silicon wafers increased to 6.45%, mainly benefiting from the stronger sales momentum of consumer electronics products like televisions, which drove the demand for driver ICs and other related chips. As a result, the quarter-on-quarter sales growth rate for Taiwan's 8-inch silicon wafers was 2.83%. In addition, the sales value share of Taiwan's 6-inch and smaller silicon wafers rose to 1.41%, primarily because the sales decline of 12-inch and above silicon wafers was more significant, leading to a quarter-on-quarter sales decline rate of 3.90% for 6-inch and smaller wafers in the first quarter of 2024, though the share still showed an upward trend. An important point to note is that the German silicon wafer manufacturer Siltronic AG has announced that it will gradually phase out the production of 6-inch and smaller silicon wafers, with plans to completely discontinue production by 2025. Given that customers in sectors such as automotive still require 6-inch silicon wafers for specific components, Taiwanese manufacturers are expected to potentially capture the downstream customer transfer orders in the 6-inch silicon wafer market, thereby gaining a higher market share in the future.



資料來源:CTMONEY、台灣經濟研究院產經資料庫整理，2024 年 7 月

Figure 4. SEMI Global Silicon Wafer Shipment Overview



資料來源:經濟部統計處工業生產統計資料磁帶、台灣經濟研究院產經資料庫整理，2024 年 7 月

Figure 5. Distribution of the Proportion of Silicon Wafer Sales in Taiwan

② IC Design

According to the data in Table 1, the domestic IC design industry in Taiwan achieved an output value of NT\$1.2769 trillion in 2024, representing a 16.5% year-on-year growth. The industry exhibited a quarterly growth trend throughout the year, primarily driven by the gradual improvement in end-market demand, which boosted customer order volumes. This accelerated the inventory destocking process for local industry players. Furthermore, the strong growth of emerging application fields drove upgrades in end-product specifications, thereby enhancing the sales momentum of high-end chips within Taiwan's domestic industry. However, the intensification of competition within the industry led to increased price pressures for some domestic manufacturers, while demand in sectors such as automotive and industrial applications remained relatively weak, posing unfavorable factors for the operations of related local manufacturers.

Table 1. 2024 Taiwan's Integrated Circuit Design Industry Output Overview

單位:億元、%

	2024 年 Q1	2024 年 Q2	2024 年 Q3	2024 年 Q4(e)	2024 年(e)
產值	3,002	3,125	3,256	3,386	12,769
季增率	0.1	4.1	4.2	4.0	
年增率	25.1	16.4	13.1	12.9	16.5

資料來源：TSIA，台灣經濟研究院產經資料庫整理，2024 年 11 月

Based on the statistics in Table 2, it is evident that since 2023, the domestic IC design industry's revenue has been primarily driven by standard products. In the first three quarters of 2024, the revenue from standard products remained above 80.0%. The proportion of revenue from information products declined from 26.0% in the first quarter of 2023 to 25.2% in the third quarter of 2024, reflecting insufficient improvement in the demand for products such as PCs, notebooks, and servers. The share of revenue from communication products increased from 32.5% in the first quarter of 2023 to 33.2% in the third quarter of 2024. This growth was driven by the rising market share of Wi-Fi 6, continued infrastructure development in emerging markets, and the increasing integration of AI functions into smartphones, along with higher smartphone penetration rates in emerging markets like India. These factors contributed to the increased sales momentum in the telecom and mobile chip markets, with product upgrades also driving higher prices. The proportion of revenue from consumer products grew from 19.7% in the first quarter of 2023 to 20.4% in the third quarter of 2024, reflecting an improvement in demand for consumer goods such as home appliances. This was particularly influenced by the Chinese government's "trade-in" policy, which boosted local consumers' willingness to purchase consumer products. The share of customer-commissioned ICs remained relatively stable at 19.7% in the first three quarters of 2024. The proportion of revenue from information products increased significantly from 2.8% in the first quarter of 2023 to 3.7% in the third quarter of 2024. This reflects the rapid growth of the AI market and the efforts of major CSPs to avoid chip supply limitations imposed by NVIDIA. As a result, they have been collaborating with domestic manufacturers to develop ASICs. According to the data in Table 3, in the third quarter of 2024, the revenue distribution of Taiwan's domestic IC design industry by country/region still showed that China/Hong Kong and the domestic market were the primary sales markets. The share of China/Hong Kong saw a significant increase, reaching 48.6%. This reflects that the contract manufacturing and assembly bases for products such as smartphones, networking equipment, and televisions remain concentrated in China. As a result, domestic IC design companies are more sensitive to the US-China tech war and geopolitical risks. Additionally, with the Chinese government's active promotion of domestic semiconductor supply chain localization, Taiwanese companies are facing

increased competitive pressure in the Chinese market.

Table 2. Revenue Distribution of Domestic IC Design Industry by Product Application Since 2023

單位:%

產品應用類別	2023年				2024年		
	第一季	第二季	第三季	第四季	第一季	第二季	第三季
標準產品	79.8	79.0	79.8	80.0	80.4	80.3	80.3
資訊	26.0	25.6	25.0	24.7	24.9	25.2	25.2
通訊	32.5	31.3	32.2	33.1	33.5	33.0	33.2
消費性	19.7	20.3	20.6	20.3	20.4	20.6	20.4
其他	1.6	1.8	2.0	1.9	1.6	1.5	1.5
客戶委託IC	20.2	21.0	20.2	20.0	19.6	19.7	19.7
資訊	2.8	3.0	3.4	3.7	3.6	3.7	3.7
通訊	12.1	12.3	11.2	11.0	11.1	11.0	11.1
消費性	4.2	4.3	3.9	3.7	3.8	3.9	3.8
其他	1.1	1.4	1.7	1.6	1.1	1.1	1.1

資料來源：工研院產科國際所，台灣經濟研究院產經資料庫整理，2024 年 11 月

Table 3. Revenue Distribution of Domestic IC Design Industry by Country/Region Since 2023

單位:%

國家別	2023年				2024年		
	第一季	第二季	第三季	第四季	第一季	第二季	第三季
中國/香港	45.6	46.5	48.0	49.0	49.1	48.9	48.6
台灣	38.4	38.8	37.9	38.0	38.1	38.1	38.1
北美	7.7	7.1	7.3	7.0	7.0	7.4	7.5
日本	3.2	3.3	3.2	2.9	2.8	2.6	2.7
韓國	1.8	1.7	1.4	1.2	1.0	0.9	1.0
歐洲	1.7	1.3	1.1	0.9	1.0	1.0	1.0
東南亞	1.1	1.0	0.9	0.8	0.8	0.9	0.9
其他	0.5	0.3	0.2	0.2	0.2	0.2	0.2
合計	100.0	100.0	100.0	100.0	100.0	100.0	100.0

資料來源：工研院產科國際所，台灣經濟研究院產經資料庫整理，2024 年 11 月

Based on the data from Table 4, by the third quarter of 2024, the inventory turnover days of most major domestic IC design companies had returned to healthy levels. However, the situation varied across different product categories. In the smartphone and networking IC sectors, MediaTek and Realtek maintained stable inventory levels, staying within healthy ranges. For display driver ICs, due to limited recovery in the end-market and increased competition from Chinese peers, manufacturers adopted stringent production management practices. As a result, Novatek and Raydium kept their inventory turnover days below 60, while Sitronix maintained a healthy inventory turnover, preventing excessive inventory pressure on operations. In the touch IC sector, FocalTech reduced its inventory turnover days to healthy levels, while ELAN's turnover remained slightly higher, indicating that inventory destocking for touch ICs was nearing completion. However, given the

limited improvement in end-market demand, companies were expected to continue reducing their inventory levels. For memory-related ICs, both Phison and ESMT had inventory turnover days exceeding 200, reflecting insufficient demand in the NAND Flash and DRAM markets. This led to slower inventory destocking and the need for further adjustments. Finally, in the transmission interface IC sector, while Parade Technologies reduced its inventory turnover days to 127, it remained relatively high, indicating that end-market sales had not met expectations, prompting manufacturers to continue lowering their inventory levels.

Overall, although most companies had returned to healthy inventory levels, the limited recovery in end-market demand and mounting competitive pressure led some firms to maintain lean inventory operations. It was expected that manufacturers would only begin restocking more actively once end-market demand showed a clear and sustained rebound. As for sectors such as memory ICs, persistently weak product demand continued to drive inventory destocking efforts, with inventory reduction likely to remain a key operational focus for these companies.

Table 4. Overview of Inventory Turnover Days for Major IC Design Companies in Taiwan

	2022年				2023年				2024年		
	第一季	第二季	第三季	第四季	第一季	第二季	第三季	第四季	第一季	第二季	第三季
聯發科	103	103	109	124	127	114	89	65	65	71	73
瑞昱	108	110	130	185	189	117	97	96	85	77	86
聯詠	76	96	144	99	73	54	53	50	55	56	50
群聯	166	188	181	210	272	277	225	205	225	265	269
瑞鼎	52	71	146	125	113	71	58	55	40	38	46
矽創	102	178	203	167	134	96	99	83	98	97	86
譜瑞-KY	70	79	134	221	225	190	159	157	156	149	127
威盛	118	111	108	152	187	128	113	74	139	95	53
敦泰	185	284	156	210	174	145	107	93	89	113	83
晶豪科	154	180	232	231	294	243	235	213	194	201	228
義隆	108	129	209	277	222	163	127	122	114	110	99

資料來源:公開資訊觀測站、台灣經濟研究院產經資料庫整理，2024 年 12 月

Driven by the rapid development of emerging applications such as AI and the continued improvement in end-market demand, Taiwan's IC design industry is expected to maintain the growth momentum seen in 2024 into the first half of 2025. Looking ahead to the first half of 2025, although demand in the automotive, industrial, and memory markets remains relatively sluggish, and the recovery in some consumer electronics markets continues to fall short of expectations—resulting in suppressed order volumes for domestic IC design companies, some of which are still in the process of inventory adjustment—intensifying market competition has led to greater pricing pressure. In addition, geopolitical risks have added further uncertainty to the industry. Nevertheless, thanks to the ongoing

development of AI-related applications and the continued launch of AI smartphones and AI PCs, hardware specifications are expected to advance, thereby increasing demand for high-end chips. Global cloud service providers are also sustaining investment in ASIC product development in an effort to reduce reliance on NVIDIA GPUs. This trend is favorable to the growth of ASIC businesses for companies such as Alchip, MediaTek, Faraday, and GLOBAL UNICHIP. Meanwhile, the government is actively supporting innovation and research in high-end chip development by domestic companies. As end-market demand continues to recover, order visibility across the industry is expected to improve. Furthermore, intensified competition in the mature-node wafer foundry segment may drive down foundry prices, which could help reduce costs for local IC design firms.

It is worth mentioning the situation of Taiwanese design houses in AI deployment. MediaTek has collaborated with NVIDIA to design the NVIDIA GB10 Grace Blackwell chip, with MediaTek responsible for the ARM architecture core design. This chip will be applied in NVIDIA's personal AI supercomputer, Project DIGITS. Etron has launched the AI memory platform MemorAiLink, which integrates multiple memory solutions, heterogeneous integration packaging, and memory interface IP services. It can provide the most suitable memory and packaging technologies for SoCs across different application fields, reducing chip design complexity and shortening time-to-market. Microip has launched its Rapid IC Design Development Platform, which can shorten the development cycle for NFC chips to just 12 months-from co-specification to mass production. The newly introduced NFC controller chip is widely applied in contactless payment, device pairing, wireless charging, and brand protection. In collaboration with MediaTek, Microip has also introduced an industrial-grade, wide-temperature Genio AI IoT platform, featuring a TSMC 6nm process NPU. This platform delivers efficient AI solutions for both industrial and consumer applications. Additionally, Microip adopts Arculus System's iProfiler tool, which significantly enhances chip design efficiency and shortens the chip design cycle by 6 to 9 months. The AI-driven evolutionary algorithm automates repetitive tasks, reducing design errors and thereby avoiding the cost burden of redesign. Realtek has launched a variety of Wi-Fi 7-related solutions, including AI smart glasses chip solutions, PC audio-video convergence technologies, edge computing human sensing USB camera solutions, Bluetooth hearing aid solutions, BT and Wi-Fi dual-chip smartwatch solutions, IoT/Wi-Fi audio solutions, and Wi-Fi indoor positioning technology. These comprehensive offerings cover applications across consumer electronics, edge computing, PCs, Bluetooth, IoT, and Wi-Fi domains.

③ Panel Industry

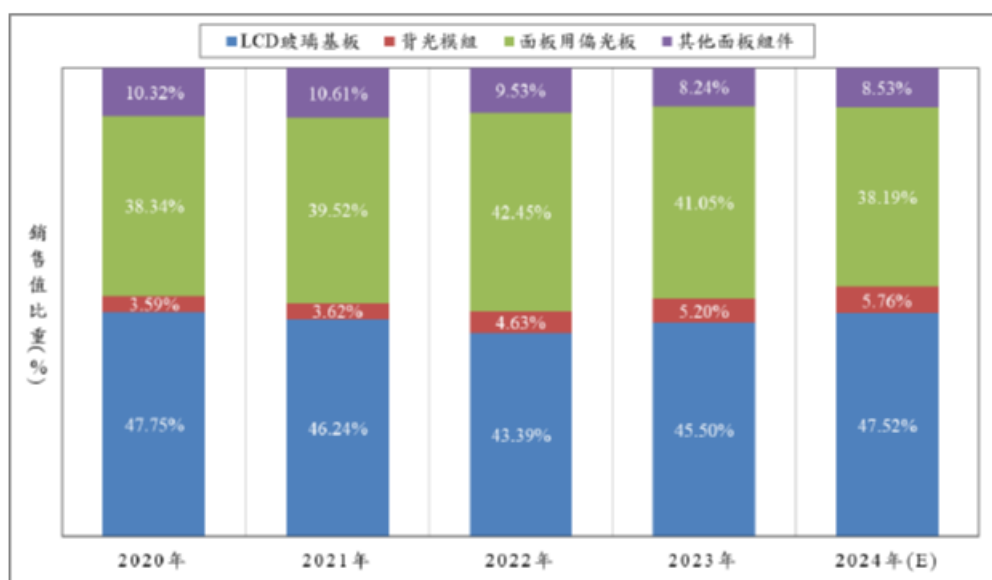
The main products of Taiwan's TFT-LCD panel component manufacturing

industry include five major categories: glass substrates, backlight modules, color filters, polarizers, and other panel components such as optical films and light guide plates. Among these, color filters are primarily produced in-house by panel manufacturers, with very limited scale of specialized sales; therefore, they are no longer included in statistical items. Consequently, the industry's main products consist of four categories: LCD glass substrates, backlight modules, polarizers for panels, and other panel components.

A further analysis of the sales value proportion trends for domestic production in Taiwan over the past five years is shown in Figure 2. First, regarding glass substrates for panels, besides LCD panels, backplanes for OLED, ePaper, and Micro LED panels also require glass substrates. Therefore, in addition to benefiting from the recovery in demand for large-size TFT-LCD panels, the expansion of high-end display panel markets such as ePaper and Micro LED has driven relatively strong demand for glass substrates. The sales value proportion of glass substrates in Taiwan rose from 45.50% in 2023 to 47.52% in 2024, marking two consecutive years of growth.

Regarding polarizers, since high-end display panels such as ePaper and Micro LED do not require polarizers, polarizers are mainly supplied for LCD and OLED panels. Due to intense international competition, Taiwanese manufacturers face not only import competition but also continuous capacity expansion investments by Chinese companies, including Sapo Photoelectric and Sunnypol Optoelectronics. Additionally, after acquiring LG Chem's polarizer plant in China, Shanshan Group has also invested in new capacity. Under increasing competitive pressure, Taiwanese polarizer manufacturers face challenges in both domestic and export markets. Consequently, the sales value proportion dropped to 41.05% in 2023 and was estimated to further decline to 38.19% in 2024.

Regarding backlight modules, Taiwanese manufacturers possess strong international competitiveness and have largely relocated their production lines to regions such as China and Vietnam. Domestic production capacity in Taiwan primarily serves the local panel demand or expands into emerging markets such as Mini LED and automotive applications, as well as the development of new business models. Therefore, although the sales scale of backlight modules produced domestically in Taiwan has been relatively low in recent years, it has shown a gradual upward trend. It was estimated that the sales value proportion would reach 5.76% in 2024 (see Figure 2 for details).



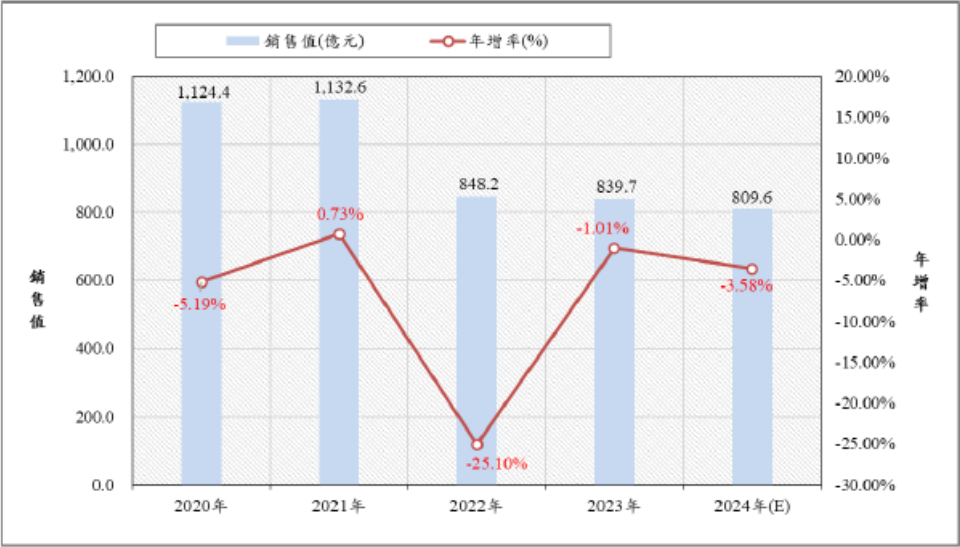
注：上圖係僅統計台灣境內生產之產品銷售，以及台灣接單海外生產之銷售值結果。
資料來源：經濟部工業生產統計磁帶資料，台灣經濟研究院產經資料庫整理(2024.11)。

Figure 2. Percentage Changes in Main product Sales Value of Taiwan's TFT-LCD Panel Component Manufacturing Industry

The changes in the industry's sales value are illustrated in Figure 3. Although the global display panel industry experienced a slight recovery in 2024, resulting in improved demand, the market applications for OLED panels, ePaper, and Micro LED panels continued to expand, demonstrating relatively stronger growth momentum. However, as these emerging display technologies require fewer TFT-LCD panel materials, given that the aforementioned three are either self-emissive or utilize ambient light and therefore do not require backlight modules, with Micro LED and ePaper not requiring polarizers, and OLED panels only needing a single circular polarizer (while OLED panels with CoE structures do not require polarizers at all), the demand for TFT-LCD panel materials has been adversely affected. In addition, intensified competition from Chinese and Japanese manufacturers has led to a decline in polarizer sales. As a result, it was estimated that the sales value of Taiwan's TFT-LCD panel component manufacturing industry in 2024 would remain in a downturn. Nevertheless, the output value of large-size TFT-LCD panels, which account for a relatively high usage of components, recorded growth. Furthermore, the launch of new models such as Apple tablets and notebook computers supported component demand. Consequently, the sales value of Taiwan's TFT-LCD panel component manufacturing industry was projected to decline only slightly by 3.58% in 2024.

Additionally, it is worth noting that TFT-LCD panel manufacturers are exercising strict capacity control. Coupled with the ongoing development of advanced display technologies such as OLED panels, Micro LED panels, and ePaper, these emerging displays will continue to replace TFT-LCD panels in the future. This trend will inevitably limit the growth momentum of demand for TFT-LCD panel components. As a result, industry players are actively pursuing

transformation strategies. Besides expanding into new application markets such as automotive, OLED components, new materials, and Mini LED, they are also developing new business models or solutions involving panel modules and OLED panel modules. These initiatives are expected to support improved gross margins for manufacturers. Therefore, the outlook for Taiwan's TFT-LCD panel component manufacturing industry was anticipated to show a slight improvement in 2024 (see Figure 3 for details).



注：本產業僅統計台灣境內生產而銷售之值，並包括台灣接單海外生產之值。

資料來源：經濟部工業生產統計磁帶資料，台灣經濟研究院產經資料庫整理(2024.11)。

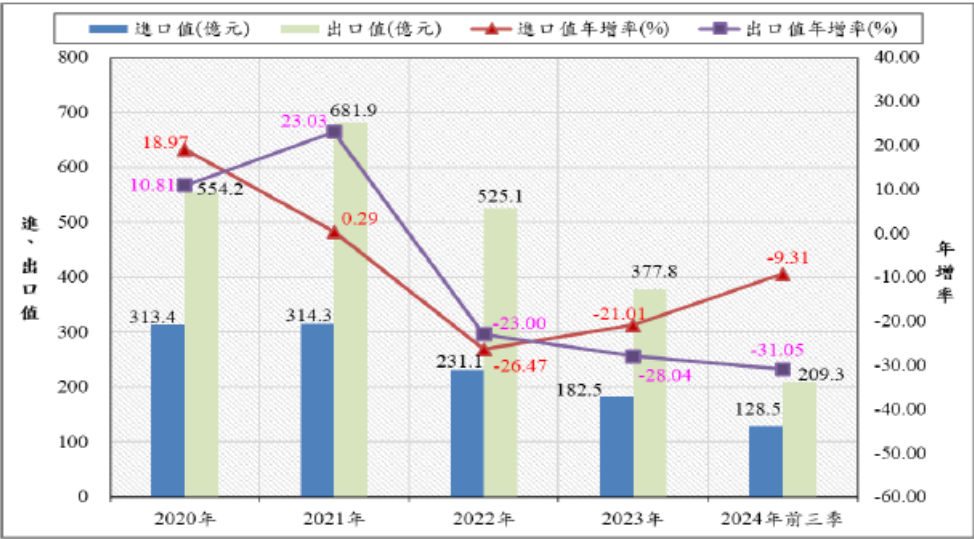
Figure 3. Changes in Taiwan Sales Value of TFT-LCD Panel Component Manufacturing Industry

As shown in Figure 4, polarizers remained the primary products in Taiwan's TFT-LCD panel component industry's import and export activities. In the first three quarters of 2024, polarizers accounted for 94.00% of the total import value and 76.33% of the total export value. As such, polarizers have become the most significant factor influencing the import and export performance of this industry.

Further analyzing import performance, in 2023, persistently high global end-market inventories, especially weak PC sales, led to a continued downturn in Taiwan's panel industry and negatively impacted demand for polarizer imports. As a result, the industry's import value declined sharply by 21.01% in 2023. Entering 2024, Taiwan's TFT-LCD panel component manufacturing industry still experienced year-on-year declines in import value during the first three quarters due to ongoing competitive pressure from Chinese and Japanese polarizer manufacturers and strict capacity control by panel makers. Nevertheless, as end-market inventories were effectively reduced, demand began to recover. Notably, notebook panel demand was supported by device replacement cycles in the U.S. K-12 education market, alongside a rebound in consumer notebook demand, strong growth in gaming notebooks and AI PCs, as well as improved sales of LCD monitors and tablets. These factors contributed to stable growth in IT panels.

Television panel demand also increased due to major sporting events. These developments supported a recovery in polarizer imports, further aided by expanded imports from Chinese and Japanese suppliers. Consequently, the year-on-year decline in import value for Taiwan's TFT-LCD panel component industry narrowed significantly, from a 21.01% decrease in 2023 to a 9.31% decrease in the first three quarters of 2024.

In terms of exports, Taiwan's TFT-LCD panel industry's export market was highly concentrated in China. From January to September 2024, the export value share to China reached as high as 83.41%, maintaining its position as the industry's largest export market. The second and third largest export destinations were Hong Kong and Japan, accounting for 5.33% and 2.58% of export value, respectively. Further analysis reveals that the global polarizer industry is highly competitive. Although Taiwanese manufacturers continue to develop products such as automotive polarizers and circular polarizers for OLED applications, they face increasing operational scale expansion by Chinese competitors. Following Shanshan Group's acquisition of LG Chem, these competitors have gained greater scale advantages, intensifying competitive pressure on Taiwanese polarizer products in the Chinese market during the first three quarters of 2024. Additionally, since 2024, Chinese panel makers have strictly controlled panel production capacity, and no new production lines have commenced mass production in the first three quarters. Compared to previous years' aggressive capacity expansions, the approach has been notably more conservative. As a result, the export value of Taiwan's TFT-LCD panel component industry declined further by 31.05% in the first three quarters of 2024. This export decline significantly exceeded the contraction in imports (see Figure 4).

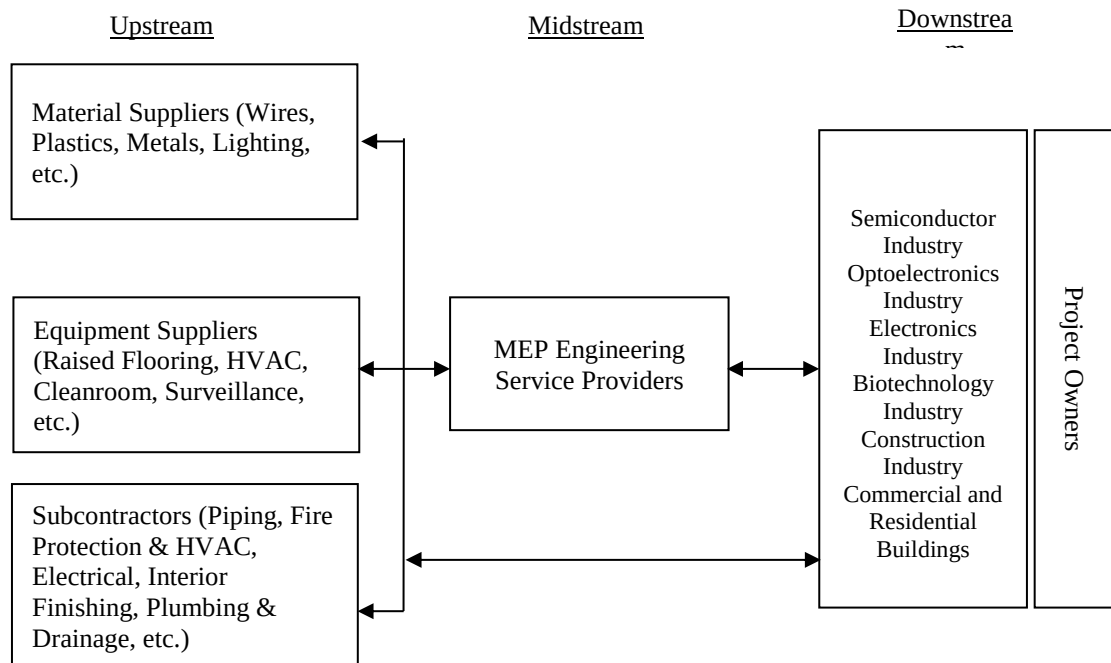


資料來源：中華民國海關進出口統計磁帶資料，台灣經濟研究院產經資料庫整理(2024.11)。

Figure 4. Percentage Changes in Main Product Sales Value of Taiwan's TFT-LCD Panel Component Manufacturing Industry

(2) Relationship with up-, middle- and downstream companies

Wholetech provides engineering integration services such as planning, construction and installation of the owner's connected plant, production equipment and automatic control equipment for gas, vacuum and chemical supply systems, according to the needs of the customer's plant engineering, which is considered as engaged in professional mechanical and electrical system engineering service industry. Wholetech is positioned between project owners, project materials and equipment manufacturing suppliers, project subcontractors and other related service industries within the supply chain. The up-, middle- and downstream relationships of the industry are as follows:



(3) Product and service development trends

System integration engineering encompasses a wide range of specialized fields, including structural design, facility layout, HVAC, power supply, grounding systems, fire safety, water recycling, automation and instrumentation, chemistry, materials, interior finishing, and equipment interconnection technologies. Effectively integrating these diverse disciplines to complete complex plant construction projects presents considerable challenges. Among these, the most notable characteristic is the construction of facilities for high-tech industries, which require stringent production environment standards. This includes facilities such as large-scale IC fabs, semiconductor foundries, optoelectronics plants, and pharmaceutical manufacturing plants. In addition, public infrastructure projects, transportation systems, hospitals, and smart buildings are also evolving toward greater automation and multifunctionality. In light of these industry development trends, traditional system engineering technologies are no longer sufficient to meet the current market demands. Therefore, system integrators with comprehensive expertise, extensive engineering experience, and strong project management capabilities will become key players in supporting the growth and advancement of the industry.

As for technology companies, the cost of building factories is very high, and given the fact that corporate resources are limited, it has become a consensus for business operations to focus on the use of corporate resources mainly on their core operations,

resulting in technology companies focused allocation of human resources on the main production activities and marketing activities, rather than on plant construction activities. In addition, technology changes rapidly, and the life cycle of technological products is shortened. Companies must seize the opportunity from both investment and production operations. Therefore, technology companies are increasingly inclined to seek manufacturers with comprehensive turnkey capabilities to assist in completing their factory construction projects. This helps avoid the coordination challenges and operational integration issues associated with subcontractor management, while also ensuring timely business operations.

(4) Competition

The MEP engineering market is broad in scope and involves numerous participants; however, most companies provide only single-scope engineering services. In Taiwan, aside from Wholotech, providers of integrated MEP system engineering services include TWSE-listed companies such as United Integrated Services, Marketch International, L&K Engineering, and Lung Ming Green Energy Technology Engineering, as well as TPEx-listed companies such as ACTER Group and KPEC. United Integrated Services primarily engages in MEP system integration and maintenance engineering services. Marketch International focuses on the sales and services of high-tech equipment and materials, as well as cleanroom, turnkey plant, and process piping projects. Lung Ming Green Energy Technology Engineering specializes in MEP system integration and maintenance services for cleanrooms and biopharmaceutical facilities. L&K Engineering mainly provides cleanroom piping engineering services. ACTER Group focuses on cleanroom, turnkey plant, and process piping engineering. KPEC is primarily engaged in engineering services for the petrochemical industry, cleanrooms, and process piping systems.

3. Technology and Research and Development Overview

(1) Technology and Research and Development Overview

① Technical Level and Research and Development of the Industry

The Company operates in the gas pipeline engineering services industry. Its technical expertise is primarily developed through ongoing collaborations with domestic and international engineering firms on pipeline construction projects. By observing their engineering designs, project management practices, and material selection processes, the Company compares these approaches with its own to identify technical differences. It adopts new materials and integrates them into its own innovative engineering methods and comprehensive project management systems. Through analysis of the strengths and weaknesses of these external practices, the Company refines and localizes advanced technologies and materials to better suit Taiwan's operational environment. These enhancements are then applied to the Company's engineering design and construction processes.

Since 2002, the Company has established the W4 Division, focusing on research and development with an emphasis on independent R&D and supervision. For many years, the Company has been dedicated to supplying special gases for the semiconductor industry, highlighting customized services. This commitment has made the Company an indispensable satellite manufacturer in the semiconductor

industry. The self-developed gas cylinder cabinet (Model: WTC-3FA-G) re-obtained the international semiconductor safety certification in 2014. The Company has continued its efforts in developing gas cylinder cabinets and obtained the highest level of explosion-proof certification for the equipment in 2017. Passing this certification not only demonstrates that the safety and quality of the product have reached international standards but also showcases the excellent development capabilities of the R&D team. On July 15, 2008, the Company received a Notice of Allowance from the Intellectual Property Office, Ministry of Economic Affairs, for Patent Certificate No. (97) Zhi-Zhuan-Yi-(Wu) 02060, Patent No. 09720368350, titled “Cylinder Disassembly Safety Device.”

In addition, the Company took action to align with government policies and corporate initiatives promoting equipment localization and environmental protection and energy conservation. The Company established its fifth business unit in 2011, named the W5 Local Scrubber Advanced Product BU. This unit is dedicated to the development of process exhaust treatment equipment (Local Scrubbers), with fully integrated in-house capabilities in research and development, design, manufacturing, and sales. It is committed to offering the most advanced and competitive products on the market, while delivering optimal, tailor-made solutions and superior services to customers. The Local Scrubbers currently produced use high-quality components to ensure greater durability and extended service life. Energy- and water-saving modes have been incorporated into the product design to achieve energy conservation and carbon reduction. The products have obtained SEMI S2 and CE certifications, ensuring that their quality meets international standards.

② Technology and Research and Development Overview

Wholetech has a dedicated engineering design department, responsible for the design of piping engineering. The foundation of its technical capability is mainly accumulated through years of pipeline engineering contracting opportunities, observing the differences, and pros and cons of designs, management measures, and material selection of other industry peers, as well as actively communicating with raw material suppliers to master the latest material technology to improve the quality of engineering expertise. Currently, no major technical cooperation contracts with other companies were signed.

Wholetech has invested in the research and development of gas cylinder cabinets for gas supply, valves, and monitoring software aimed at enhancing plant safety since 2002. The company has established an R&D team of 10 to 15 members, led by the Vice President. All team members hold at least a college degree and have expertise in areas such as computer monitoring, programming, mechanical engineering, and chemical gases. The outcomes of these R&D efforts have received international semiconductor safety certifications and have been continuously shipped to semiconductor manufacturers.

In response to the advancement of semiconductor technologies and industry

trends, the Company has progressively expanded its chemical system services. By integrating proven and enhanced technologies, it offers plant-wide hydrofluoric acid dilution systems, comprehensive chemical monitoring systems, and chemical slurry mixing and supply systems for CMP processes, in order to meet the stringent requirements of high-end semiconductor facilities.

(2) R&D expenditure in the most recent year

Unit: NT\$ Thousand, % Item

Item	2024	Q1 2025 (Note)
R&D Expenditure	19,497	-
Operating Revenue	5,487,092	-
Ratio to Net Sales	0.36%	-

Note: As of the publication date of this Annual Report, no Financial Statement for Q1 of 2025 has not been attested by CPAs.

(3) R&D achievements

Year	Description	Application Segments
2002	PT&SCALE Integration Calibration System	Gas control system
	Gas mixing cylinder cabinets and control system (Ar/H ₂)	Gas mixing process
2003	Branch Purge Box	Independent supply system
	Miniaturized VMB	Independent supply system
	VMB 4Stick Emergency Safety Valve	Independent supply system
2004	Gas mixing VMB(N ₂ /H ₂)	Gas mixing process
	NH ₃ BSGS gas supply system	Specialty gas supply system
	Single steel NH ₃ gas cylinder cabinets/detector integrated gas supply system	Monitoring system
	PCL software humanized interface	Gas cylinder cabinets
2005	Man-machine interface humanized design	Gas cylinder cabinets
	Triple steel simplified BSGS gas cylinder cabinets	Specialty gas supply system
	Triple steel low evaporation pressure gas cylinder cabinets system	Specialty gas supply system
	6 steel hydrogen supply system	High-flow specialty gas supply system
	Double steel gas cylinder cabinets cylinder holder	Gas cylinder cabinets
2006	NF ₃ High-flow supply system	Gas cylinder cabinets
	Gas Mini Bubbler System	Epitaxy MOCVD process
2007	TCS gas supply system	Gas cylinder cabinets(Epitaxy process)
	G2 GAS gas supply panel	Specialty gas supply system
2008	Cylinder disassembly safety device	Gas cylinder cabinets

Year	Description	Application Segments
2010	TSMC Modularization of VMP	VMP module
2011	Gas cylinder cabinets domestic explosion-proof certification	Gas cylinder cabinets
	Gas cylinder cabinets international CE Mark	Gas cylinder cabinets
	Local scrubber SEMI S2 certification	LED, solar panel and semiconductor process
2012	DEZ Liquid Evaporation System	Solar special process
	H2O VAPOR SYSTEM	Solar special process
	BSGS T-CYLINDER supply system	High-flow specialty gas supply system
2013	SEMI S2 certification	Gas cylinder cabinets
	GE low current system certification	Gas cylinder cabinets
2014	Obtained SEMIS2 certification	Gas cylinder cabinets
	AUTO GUARD development	Gas cylinder cabinets
	JIMERU Cloud Bonus System	Mobile/e-commerce
2015	Obtained Taiwanese, Japanese, and Chinese patent for the new semiconductor scrubber equipment	Local scrubber
	Obtained the project certificate of cutting machine	Piping system engineering
	Qualified Registration Certificate for SI-Automated System Integration Planning Technical Service	Industrial Development Bureau
	IR Mobile Thermal Imaging System, with certified high accuracy	National Measurement Laboratory
	IoTxAI Smart Facility Management System	IoT Smart Facility
2016	Obtained Taiwan (R.O.C.) invention patent for the semiconductor waste gas treatment device	Local scrubber
	Top-tier explosion-proof certification	Specialty gas supply equipment
	Obtained Taiwan (R.O.C.) and China patent for the new heat source detection device and its system	Plant inspection system
2017	Obtained Taiwan (R.O.C.) and China patent for the new exhaust piping monitoring system with blockage prevention	Gaseous waste treatment equipment
	Obtained Taiwan (R.O.C.) and China patent for the new exhaust piping monitoring system that could monitor if the	Gaseous waste treatment equipment
	Obtained Taiwan (R.O.C.) invention patent for the new heat source detection device and its system	Plant inspection system
2018	Obtained Taiwan (R.O.C.) and China patent for the new dust filtration device	Gaseous waste treatment equipment
	Obtained Taiwan (R.O.C.) and China patent for the new high-efficiency gaseous waste treatment equipment	Gaseous waste treatment equipment
	Obtained Taiwan (R.O.C.) and China patent for the new wet-etching cleaning table exhaust equipped with high adsorption washing device	Gaseous waste treatment equipment

Year	Description	Application Segments
	Obtained Taiwan (R.O.C.) patent for the new multi-purpose wireless mobile pump cart	Water and chemical delivery and emergency response equipments
2019	Obtained Taiwan (R.O.C.) invention patent for the wet-etching cleaning table exhaust equipped with high adsorption washing device	Gaseous waste treatment equipment
	Obtained Taiwan (R.O.C.) invention patent for the vapor-liquid separator for gaseous waste	Gaseous waste treatment equipment
	Obtained Taiwan (R.O.C.) invention patent for the new gaseous waste exhaust vapor-liquid drainage device	Gaseous waste treatment equipment
2020	Obtained Taiwan (R.O.C.) invention patent for the disposal management system	Gaseous waste treatment equipment
	Obtained Taiwan (R.O.C.) and China patent for the new disposal management system	Gaseous waste treatment equipment
	Obtained Japanese patent for the new gaseous waste treatment system	Gaseous waste treatment equipment
2021	Obtained Taiwan (R.O.C.) patent for the new gaseous waste treatment system with enhanced filtration efficiency	Gaseous waste treatment equipment
2022	Obtained Taiwan (R.O.C.) invention patent for the gaseous waste treatment system with enhanced filtration efficiency.	Gaseous waste treatment equipment
	Obtained Taiwan (R.O.C.) patent for the new program-controllable energy saving system	
	Obtained Taiwan (R.O.C.) patent for the new gaseous waste treatment equipment that can reduce concern traction levels of nitrogen and oxygen by-products	
	Obtained Taiwan (R.O.C.) patent for the new treatment device that utilizes vortex tube for efficiency improvement in waste gas filtration	
	Obtained Taiwan (R.O.C.) patent for the new gaseous waste filtration equipment that utilized high-frequency heating source	
2023	Obtained Taiwan (R.O.C.) invention patent for the new local scrubber that can reduce concentration levels of nitrogen and oxygen by-products	Gaseous waste treatment equipment
	Obtained Taiwan (R.O.C.) patent for the new treatment device that utilizes vortex tube for efficiency improvement in waste gas filtration	
	Obtained Taiwan (R.O.C.) patent for the invention of waste gas filtration equipment that utilizes high-frequency heating source	
2024	Obtained Taiwan (R.O.C.) patent for the new gaseous waste filtration equipment that utilized high-frequency heating source (I)	Gaseous waste treatment equipment

Year	Description	Application Segments
	Obtained Taiwan (R.O.C.) patent for the new gaseous waste filtration equipment that utilized high-frequency heating source (II)	
	Obtained Japan utility model patent for gaseous waste filtration equipment (I)	
	Obtained Japan utility model patent for gaseous waste filtration equipment (II)	

4. Long-Term and Short-Term Development

(1) Short-term development

① Marketing strategy

Through providing high-quality engineering services, establish a corporate image, strengthen market recognition, enhance Wholetech's reputation to further expand service market share and create the highest profit, build-up a professional sales team, and improve the quality and quantity of Research and development.

② Product development strategy

- A. Provide professional engineering services to establish a high-quality corporate image
- B. Expand the range of products and service items, such as process equipment support and clean room.
- C. Research and development of self-brand equipment, parts and monitoring
- D. Integrate supplier strategic alliances and strengthen turnkey

③ Operation management

- A. Implement project management, continuously reduce project costs and ensure construction quality, so as to enhance project competitiveness.
- B. Train outstanding engineering talents and provide the best service capabilities in the market.

④ Financial management planning

- A. TPEx-listed in 2007, increasing the channels for fundraising, lowered the cost of capital, and recruited excellent talents to meet operational needs.
- B. Ensure sufficient working capital, strengthen financial structure, and maintain good relationships with banks.

(2) Long-term development

① Marketing strategy

- A. Combine the operating resources of affiliates to jointly expand Wholetech's market share.
- B. Invest in companies with potential at home and abroad, or make strategic alliances to make Wholetech a fully integrated business entity.

② Product development strategy

- A. Increase overseas work bases to compete for overseas engineering
- B. Strive for the agency rights of equipment and parts related to semiconductor and optoelectronic industries.
- C. Expand the scope of turnkey to increase competitive

- ③ Operation management
 - A. Implement talent training, improve the management system and employee benefits, so as to unite employees and reduce the turnover rate of employees.
 - B. Continue to create profits, share shareholders and employees, and fulfill social responsibilities.
 - C. Continue to implement project management and maintain a record of zero industrial safety accidents every year.
- ④ Financial management planning
 - A. Continue to strengthen professional financial functions, increase risk control capabilities, and make solid plans and preparations for the financial coordination required to expand the scale of operations.
 - B. Utilize the diversified financing channels in the capital market to plan a comprehensive financial plan to improve Wholetech's financial structure and reduce operational risks.

2. Market and Sales Overview

(1) Market Analysis

1. Major sales (service) region

Revenue and proportion of different projects in the last two years and in the most recent period are as follows:

Unit: NT\$ Thousand, %

Year	2023		2024	
Sales Region	Amount	Percentage	Amount	Percentage
Domestic Sales	2,536,488	57.15%	2,342,397	42.69%
Foreign	1,902,113	42.85%	3,144,695	57.31%
Total	4,438,601	100.00%	5,487,092	100.00%

2. Market share

Since the high-tech clean room and industrial plant mechanical and electrical system integration projects serve a wide range of objects, it is estimated that there are about dozens of domestic engineering companies engaging in this industry, each specializes in different segments and participates in different bidding, coupled with the fact that there are no research institution specifically collecting the relevant market data, it is impossible to provide market share information. Wholetech's clean room engineering performance and factory facilities integration design and construction capabilities are as follows:

① Project performance

There is no formal customer-issued certification for cleanroom projects; instead, customers determine qualified contractors based on internal evaluations, primarily considering past project performance and engineering track records to establish trust. Since its establishment, Wholetech has focused on specialty gas pipeline engineering. Its past project portfolio includes gas piping works for semiconductor fabs such as UMC, TSMC, Nanya Technology, ProMOS, Powerchip, Winbond, and Macronix, as well as panel manufacturers including

AUO, Chi Mei, Sino Image, and Quanta Display. The Company has also received commendations, such as plaques and certificates of appreciation, from clients including TSMC, UMC, Macronix, Inotera Memories, and AUO in recognition of its engineering excellence. Building on years of experience in gas piping engineering, the Company has leveraged its strong reputation in gas systems and solid customer relationships to pursue business diversification. It has actively expanded into turnkey cleanroom and MEP engineering services. Over the years, the Company has secured projects from mid-sized clients such as Sino-American Silicon Products, Danen-Company, Dingcheng Optoelectronics, Taimide Tech, G-TECH, Everlight Chemical, SAFC Hitech Taiwan, Unimicron, Everlight Electronics, Subtron Technology, Raystar Optronics, Phoenix Silicon International, Sirtec International, Cyntec, Innodisk, UniDisplay, and Flexium Interconnect. These projects have contributed to the Company's growing track record and have demonstrated its capabilities in integrated design and project execution.

主要客戶群				
以客為尊 共創榮景				
晶圓廠	面板廠	光電廠	太陽能	其它
台積電	友達光電	晶元光電	中美矽晶	統一企業
聯華電子	群創光電	光磊科技	達能科技	健民製藥
美光科技	中華映管	泰谷光電	聯相光電	永光化學
南亞科技	和鑫光電	億光電子	圓晶太陽	泰興工程
華邦電子	瀚宇彩晶	安可光電	香港科學園	昇陽國際
力晶科技	龍騰光電	曜凌光電	昇陽光電	協益電子
旺宏電子	華佳彩			聯測科技
				安靠封測

② Facility integrated design and construction capabilities

Taking SAS's new construction project as an example, Wholetech's design team uses 3D design package to assist the air-conditioning, fire protection, electricity and civil engineering contractors to perform simultaneous construction, so that the clean room of SAS's Southern Hsinchu Plant can be completed within 40 days, gradually accumulate actual results and integrated design capabilities, making Wholetech a synonym for high-tech contractors.

3. Future supply and demand situation and growth of the market

① Future supply

The entry barrier of the electromechanical system engineering industry of high-tech plants is high. Despite there are many manufacturers currently engaged in electromechanical engineering in Taiwan, the engineering technical capabilities and construction projects of each manufacturer are mostly limited to a single system segment, and given the fact that mechanical and electrical engineering services must rely on the long-term accumulation of engineering experience and

technology, as well as factors such as long-term cooperation with owners and maintenance and warranty, all will form entry barriers, and therefore, future supply will not increase significantly.

On the other hand, the construction of fabs and panel factories requires huge investments, and has very strict selection criteria for the operating scale and financial structure of contractors. Therefore, there are only a few companies in Taiwan that are actually capable of providing large-scale electromechanical engineering for semiconductor and optoelectronic companies.

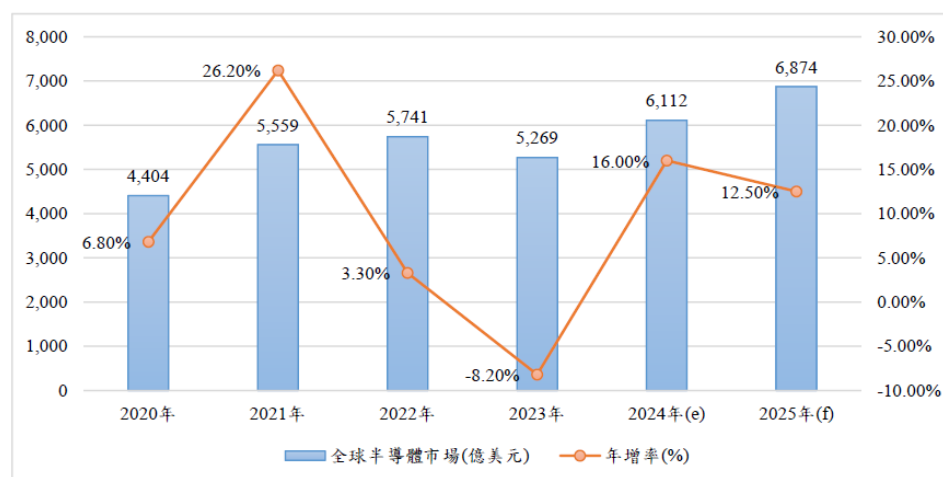
② Future demand

The business opportunity of electromechanical system engineering for high-tech plants comes from the needs of downstream customers for electromechanical system engineering due to plant expansion plans or plant upgrades. The analysis of the future capital expenditures in the semiconductor and optoelectronic industries are as follows:

A. Semiconductor Industry

Due to differing end-market demands and inventory levels, growth momentum varied across semiconductor product categories. However, the logic IC, memory, and microcomponent markets were expected to experience growth in 2024. According to the statistics in Figure 5, the global semiconductor market was expected to reach US\$611.2 billion in 2024, with a year-over-year increase of 16%. This growth was primarily driven by the rapid expansion of AI applications, which was expected to significantly boost demand for AI-related chips, thereby driving the sales momentum of logic ICs and memory products. Additionally, as AI applications are expected to extend into edge computing, the improvement in end-product demand and performance specifications is expected to further strengthen global chip sales.

On the other hand, the growth momentum of global semiconductor products has shown divergence across product categories. Specifically, limited demand recovery in some consumer electronics sectors, ongoing inventory adjustments in the industrial control sector, and a slowdown in the automotive sector have led to a noticeable deceleration in the inventory digestion of discrete components, optoelectronic components, sensor components, and analog ICs. As a result, the market sizes of these four categories are expected to decline by 7.8%, 1.0%, 7.4%, and 2.7%, respectively. In contrast, the growth of emerging application areas, along with a gradual improvement in the demand for smartphones, PCs, notebooks, and certain consumer electronics, is expected to drive stronger sales performance for logic ICs, memory, and microcomponents, leading to projected market growth of 10.7%, 76.8%, and 1.6%, respectively.



資料來源:WSTS，台經院產經資料庫整理，2024年7月

Figure 5. Global Semiconductor Market Size Overview

Benefiting from the end of inventory correction across the semiconductor supply chain and the continued development of the AI sector, Taiwan's semiconductor manufacturing industry was expected to see a recovery trend in the second half of 2024.

Looking ahead to the second half of 2024, Taiwan's foundry industry faced several challenges. The gradual ramp-up of global mature process capacities and China's ongoing push for domestic chip substitution policies were expected to intensify competition in the mature process segment. In addition, persistent uncertainties in demand for industrial control and automotive products could keep the utilization rates of 6-inch and 8-inch fabs at low levels, posing operational pressure on second-tier foundries in Taiwan. Nevertheless, with inventory correction nearing its end, replenishment demand from downstream customers increased. Combined with advancements in AI and related fields, which drove higher specifications in end products, these factors supported order growth for Taiwan's foundry service providers. In particular, strong momentum in high-end chip sales was expected to boost utilization rates of advanced process capacities, leading to an overall improvement in the business outlook for Taiwan's foundry industry in the second half of 2024.

In the DRAM manufacturing sector, the gradual recovery in demand for smartphones, PCs/notebooks, and consumer electronics was expected to improve overall DRAM market demand, supporting higher capacity utilization rates among domestic DRAM manufacturers. However, given the still-elevated inventory levels in the niche DRAM market, major suppliers were likely to ramp up previously reduced production in response to demand recovery, thereby increasing overall market supply. This was expected to limit the magnitude of DRAM price increases. In addition, the potential capacity expansion by Chinese DRAM manufacturers posed further challenges for Taiwanese suppliers. As a result, the business outlook for Taiwan's DRAM manufacturing industry in the second half of 2024 was expected to remain flat.

In the semiconductor packaging and testing sector, the easing of inventory correction across the semiconductor supply chain and the continued enhancement of end-product specifications were expected to improve order visibility for Taiwanese companies. In addition, steady growth in demand for AI-related chips was expected to support higher capacity utilization among advanced packaging and high-end testing service providers. As a result, Taiwan's semiconductor packaging and testing industry was expected to see a gradual recovery in the second half of 2024.

In the discrete device manufacturing sector, the recovery of demand in markets such as display panels and lighting was expected to support continued improvement in the business performance of LED lead frame manufacturers. In addition, rising copper prices were anticipated to enhance the bargaining power of Taiwan's lead frame suppliers. Moreover, certain automakers were projected to launch new models of hybrid and low-cost electric vehicles in the second half of 2024, which could drive order growth for domestic discrete device manufacturers. However, given the expected slowdown in global automobile market growth, the limited strength of the consumer electronics market recovery, and the ongoing inventory adjustment in the industrial control sector, downstream clients were likely to remain cautious in placing orders. As a result, Taiwan's discrete device manufacturing industry was expected to experience a flat outlook in the second half of 2024.

In summary, as inventory destocking across the semiconductor supply chain has largely come to an end, restocking demand from downstream customers was expected to increase. Benefiting from the rapid growth of the AI sector, not only was the sales momentum of high-end chips projected to remain strong, but the integration of AI applications into end products was also expected to drive product specification upgrades, thereby increasing chip consumption. As a result, Taiwan's semiconductor manufacturing industry was expected to see an improving business outlook in the second half of 2024.

B. Panel Industry

Looking ahead to the development of the industry in 2025, starting with the downstream display panel output value forecast: in 2024, due to a relatively low base period and low inventory levels, combined with easing inflationary pressure, there was a gradual restocking of products such as TVs and notebook PCs, leading to a 9.67% year-on-year growth in the global display panel output value. Although 2025 faces significant geopolitical risks—especially with the inauguration of the new Trump administration in the U.S., which is expected to trigger a second wave of tariff wars and further exacerbate inflationary pressure—interest rate cuts in various countries are anticipated to slow, potentially undermining the strength of economic recovery. Nevertheless, strict supply control by panel makers is expected to maintain industry order and stability. Additionally, the replacement cycle for

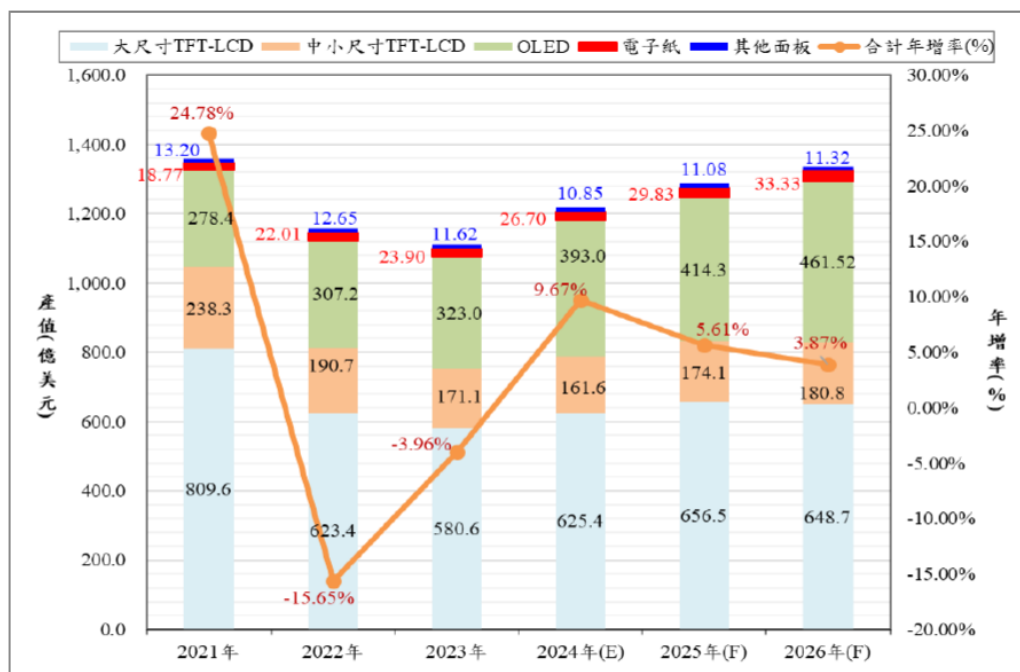
TVs and PCs is likely to gain momentum, and panel makers have continued to expand into new markets such as automotive, smart healthcare, and smart retail. In particular, the AI boom is driving the development of new business models, such as Innolux's collaboration with FamilyMart to launch a generative AI-powered transparent Mini LED interactive liquor display cabinet, curved advertisement displays integrating AI facial recognition and ChatGPT-powered ad broadcasting, AI smart shopping carts, and AI real-time translation panels for use in public spaces such as airports and high-speed rail stations. As a result, the global large-size TFT-LCD panel output value in 2025 is forecast to rise to US\$65.65 billion, representing a growth rate of 4.97%.

In addition, the small- to medium-sized TFT-LCD panel segment is expected to benefit from recovering consumer demand, which supports growth momentum for smartphones, tablets, and wearable devices. Inventory levels in the industrial control segment have also declined to relatively low levels. Against the backdrop of global economic stability and economic expansion in emerging markets, industrial control orders are expected to increase. Meanwhile, demand continues to expand for smart applications and grows steadily in the automotive and specialty vehicle sectors. Coupled with a relatively low base, the global output value of small- to medium-sized TFT-LCD panels is projected to grow by 7.74% in 2025, reaching US\$17.41 billion. Moreover, emerging application markets such as OLED panels, ePaper, and Micro LED have continued to expand, driving corresponding growth in their output value as well.

Overall, it is estimated that in 2025, with synchronized growth in the production value of various panel products-particularly large-sized and small-and medium-sized TFT-LCD panels, which are heavily used in the industry-the sales value of Taiwan's TFT-LCD panel components is expected to increase. Additionally, companies are successfully expanding into new markets: Optimax Technology has achieved over 80% of its revenue from the automotive market; G-TECH has secured a position in the European and American supply chains with its center console glass, expected to account for over 50% of revenue; and several firms are also expanding into architectural glass applications. Other companies, such as Wah Hong, are growing in the automotive optical film market, while also diversifying into products like TV super-high quantum dot films, Mini LED packaging films, and fan-out panel-level packaging (FOPLP) protective films. Furthermore, Global Lighting's automotive light guide boards are expected to see a growth rate of over 10%. Companies such as ROEC, Coretronic, and Cheng Mei Materials are progressively increasing their presence in the automotive sector, with Cheng Mei Materials also advancing into the Micro LED panel UV shielding adhesive market. As a result, the diversified market positioning and strong

performance in these niche sectors are anticipated to drive overall industry growth in 2025.

However, it is important to note that with the active investments and market expansions by Chinese companies in polarizers and optical films, the competition pressure in these areas is expected to remain significant, which may lead to relatively weaker growth momentum for the industry (see details in Figure 6).



注：Micro LED 係歸類於其他面板項目內。

資料來源：工研院產科國際所、GII，台灣經濟研究院產經資料庫整理(2024.11)。

Figure 6. Trends in Global Panel Industry Output Value

4. Favorable and unfavorable factors in long-term development and response measures

① Favorable factors

A. With the rapid development of technology, the original industries have been continuously upgraded, and emerging industries continue to rise. The development of industrial technologies not only has led to the upgrading and expansion of factories befitting their production needs, and engineering services have also continued to grow with the changes in macro environment. AI, IoT, automotive electronics and other applications continue to flourish, and the improvement of the specifications of mobile smart devices will continue to drive the high-end process demand of wafer foundry and packaging and testing. Although the global chip shortage has highlighted the key position of Taiwan's semiconductor industry, the derived global competition and cooperation might still bring about a turning point in the competitive advantage of Taiwan's semiconductor industry. Therefore, the government has responded in advance by establishing Taiwan's advanced semiconductor manufacturing ecosystem, and formulated a development goal

of producing 1 nanometer chip by 2030.

- B. Wholetech possesses more than 30 years of experience in gas piping and vacuum piping engineering, and is deeply recognized and trusted by major semiconductor and optoelectronic manufacturers.
- C. Wholetech provides a total solution that covers design, planning, construction, supervision, industrial safekeeping and testing talents, and has all-round project management capabilities that could meet customer needs.
- D. In addition to establishing offices in Linkou, Taichung, and Tainan, the Company has also set up Wholetech System Hitech (Shanghai) Co., Ltd., Wholetech Group (Shanghai) Trading Co., Ltd., and Wholetech System Hitech (S) Pte., Ltd. Furthermore, in 2023 and 2024, the Company established Wholetech System Hitech USA, Inc., Wholetech System Hitech Japan, Inc., and Wholetech System Hitech Germany GmbH, expanding its regional business and moving towards globalization.
- E. Wholetech's business scope covers semiconductors, optoelectronics, solar energy, touch panels, biotechnology, pharmaceuticals and traditional industries, etc., and is not affected by the prosperity of a single industry.

② Unfavorable factors

- A. Inferior competition among domestic industry
- B. Engineering companies belong to the service industry, and are difficult to operate in large-scale. In addition to the constant needs for improvement in technical capabilities and management, factors such as market uncertainty, fluctuations in the business cycle, the development of professional talents, and the turnover and aging of personnel, all may cause a business crisis.
- C. There is a significant difference for the peak period and off-peak period, which increases the uncertainty of the Company's operation, and are highly relevant with changes in the overall environment.

③ Measure to be taken in response

The competitive characteristics of the engineering business encompass multiple factors such as price, quality, and technical capability. Engineering is a service-oriented business that requires professional expertise, and as such, the focus should be on the quality of talent and management. To maintain consistent quality and a strong reputation, the company has adapted to the highly competitive environment. Wholetech strives to uphold its self-imposed standards and image in a competitive market, continually improving operational sensitivity and service capability by learning from mistakes. Over the years, Wholetech has responded to changes in the engineering market by adopting an approach that seeks excellence in the ordinary, innovation in the conventional, and change in the familiar. This extensive experience has become a key strategy for the Company to navigate market changes and competition.

As the industry's prosperity is easily influenced by the macro environment, Wholetech continues to explore new customer sources, new industry targets, and

diversified operations to expand the Company's business scope, while maintaining relationships with key customers. Thus, Wholetech is able to adjust its pace and work focus in real time, regardless of the fluctuations in various industries, thereby maintaining a certain level of operational growth and achieving the goal of steady growth and sustainable operations.

- (2) Major Uses and Production Processes of Main Products: Wholetech undertakes engineering service, not manufacturing mass produced products, therefore not applicable.
- (3) Supply of Major Raw Materials: Wholetech's major raw materials are pipes, steel materials, valves, and has established long-term strategic alliances and cooperation with major suppliers. In addition, Wholetech has prepared inventories for the aforementioned materials as early as last year to cope with possible material shortages, due to the delay in deliverance affected by the global pandemic and the implementation of lockdown and pandemic clearance policy in China, therefore, the supply of raw material is still considered as stable.
- (4) Names of Customers Who Contributed Over 10% of Total Purchases (Sales) in Either of the Last Two Fiscal Years, the Amount and Proportion of Purchases (Sales) from (To) Them, and Explanations for Any Changes:
 - 1. Names of suppliers who contributed over 10% of total purchases in either of the last two fiscal years, along with the purchase amount and proportion: No single supplier has contributed over 10% of total purchases in either of the last two fiscal years. In addition to the purchase of raw materials, Wholetech's project also subcontracts individual projects to third-party manufacturers. The selection of suppliers is based on the Company's third-party management procedures, and may vary depending on the nature of each project, the owner's needs, the construction location, and the manufacturer's construction quality and cooperation situations. Wholetech has established a stable supply and cooperation relationship with material equipment and engineering subcontractors, so there is no significant risk of concentration of purchases.
 - 2. Names of the customers contributed to more than 10% percent of the total purchase (sale) amount in either of the most recent two years, the amount of purchase (sale) from (to) them, and the ratio thereof:

Unit: NT\$ Thousand

Item (Note 1)	2023				2024			
	Name	Amount	Percentage of annual net sales (%)	Relations hip with the issuer	Name	Amount	Percentage of annual net sales (%)	Relation ship with the issuer
1.	A	1,015,534	22.88%	-	A	1,827,050	33.30%	-
2.	B	1,106,610	24.93%	-	B	1,272,777	23.20%	-
3.	C	475,094	10.70%	-	C	747,962	13.63%	-
	Others	1,841,363	41.49%	-	Others	1,639,303	29.87%	-
	Net sales	4,438,601	100.00%	-	Net sales	5,487,092	100.00%	-

Note 1: List all customers accounting for 10 percent or more of Wholetech's total sales amount in the 2 most recent fiscal years and the amounts sold to each and the percentage of total sales accounted for by each. If Wholetech is prohibited by contract from revealing the name of a customer, or a trading counterparty is an individual person who is not a related party, it may use a code in place of the actual name

- Wholetech is a professional system integration engineering service provider, all service is handled on a case-by-case basis, and the construction period of the projects contracted by the Company is stated in the contract. All construction will be carried out according to the project progress unless there are special factors, therefore, the project service income during certain period may be more concentrated on certain customers when Wholetech undertakes a project with a high total contract price and completes the project.

3. Employee Information for the Past Two Years and as of the Publication Date: Number of Employees, Average Years of Service, Average Age, and Education Distribution

March 31, 2025

Year		2023	2024	As of March 31, 2025 (Note)
Number of Employees	President's Office	8	8	7
	Process piping system design and engineering	172	172	169
	Clean room and MEP system turnkey	27	20	22
	Specialty gas cabinet and waste gas treatment systems	122	121	111
	Wet process equipment, chemical system turnkey and others	31	31	27
	Risk Management and Quality Assurance Department	75	91	85
	General Management Department	35	36	36
	Business Marketing Department	22	21	21
	Total	492	500	478
Average age		36.8	36.7	36.6
Average years of service		6.3	6.1	6.2
Education distribution percentage (%)	Ph.D.	0%	0%	0%
	Master's degree	8%	9%	8%
	College	88%	87%	88%
	Senior high school	3%	3%	3%
	Below senior high school	1%	1%	1%

Note: The annual data shall be updated as of the publication date of this Annual Report.

4. Information Regarding Environmental Protection Expenditure

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, 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 occurred in the most recent fiscal year and up to the publication date of this Annual Report.

Wholetech's business does not produce pollution. No waste water, waste gas and other pollutants will occur during the construction process, and the assembly process of the equipment completed on-site per customer's needs does not generate waste gas or waste water. In addition, the solid waste generated during the construction or assembly process will always be disposed pursuant to government regulations and customer's request, and all subcontractors are required to cooperate with the Company's policy implementation. Therefore, the business engaged in by Wholetech has no environmental pollution.

5. Labor Relations

- (1) List any employee benefit plans, continuing education, training, retirement systems, and the status of their implementation, and the status of labor-management agreements and measures for preserving employees' rights and interests

1. Employee Benefit Plans

To promote labor-management harmony, enhance employee cohesion, and care for employee welfare, the Company, in addition to labor and national health insurance, has established an Employee Welfare Committee. This committee implements various employee welfare measures, including health check-ups, employee travel, outdoor activities, and year-end parties. It also facilitates communication between labor and management.

- ① Employee profit-sharing bonus, year-end bonus.
- ② Labor insurance, health insurance and group insurance.
- ③ Depending on the business performance, organizes employee travel.
- ④ Establishing an Employee Service Committee to provide employees with services and life care, aiming to enhance their sense of belonging. Distributing birthday cards and birthday vouchers to employees celebrating their birthdays each month. Organizing activities related to mutual assistance and service projects on a periodic basis.
- ⑤ Distribution of employee wedding cash gifts and funeral condolences.
- ⑥ Organizes employee recreational and dinner activities.
- ⑦ Education and training subsidies.

2. Continuing Education and Training

Recognizing that talent is the most valuable asset, Wholetech aims to continuously enhance the professional skills and potential of its employees through planned learning and development initiatives. This not only improves the overall performance and competitive edge of the organization but also provides employees with opportunities for ongoing learning and growth.

(1) Depend on the different training methods, divided into:

- A. New recruit (or job transfer) training
- B. On job training: After each annual goal being set, an annual education and training plan drafted according to the business goals, development trends and management activities, along with its budget, shall be prepared by each department and submitted to the president for approval. It will be implemented after approval, and training records will be registered by the General Management Department after the end of each training course.

(2) The 2024 employees education and training records are as follows:

Item		Statistics	Course description(s)
Self-organized	Number of courses	81 in total	Local Scrubber WTC-600 and 800 operation principles include welding machine operation and troubleshooting, chemical system high-risk operations practical and technical certification, L1 high-risk operations education training, and an introduction to major components such as pumps, valves, filters, tubes, and flange-type fittings. Detailed instructions for the operation and preventive maintenance of WTC-100, 300, and 1000 models. Principles that encompass prefabrication methods for pumping line manufacturing, basic drawings of the pumping line, the design and introduction of air compressors, the gas monitoring system, and the quality inspection of the production process, including cutting and welding pipes.
	Total training hours	192 hours	
Expatriate	Total training hours	4,814 hours	Construction industry education and training courses, Type C labor safety and health training, first aid personnel safety training, occupational safety and health management retraining, roof work safety and health training, organic solvent operations, QC iron material certification education and training, SWG/VCR technical certification, scaffolding assembly operations supervisor safety and health education training, accounting supervisor continuing education training, global corporate ESG sustainability trends and management strategies, accounting supervisor continuing education courses, etc. Including expenses for hiring external lecturers.
	Total expenses	NT\$1,388 thousand	Including expenses for hiring external lecturers.

(3) Information regarding domestic and foreign certificates Wholetech's accounting and auditing personnel possesses:

- A. New recruit (or job transfer) training
Securities & Futures Institute, Taiwan (R.O.C.): Certificate of Conformity in Enterprise Internal Control Basic Ability: One person from the Audit Office.
- B. ISO9001: 2015 Internal audit training 11 persons//Passed.

C. ISO45001: Internal audit training 48 persons//Passed.

3. Retirement Systems and the Status of Implementation

To stabilize the life of employees after retirement, Wholetech has prescribed the Regulations of Employees Retirement pursuant to provisions of the Labor Standards Act, and established the Supervisory Committee of Labor Retirement Reserve. 2% of employees total salary expenses will be regularly allocated as retirement reserves every month, and deposited in the employee's pension account Central Trust of China. Starting from July 1, 2005, the government's new retirement system has been adopted in parallel, and 6% of the total salary income of laborers will be allocated to the employee's personal pension special account. For those who have voluntary contributions to the pension, the voluntary contribution rate will be withheld from the employee's monthly salary to the individual pension account of the Bureau of Labor Insurance. The Company applies the following provisions pursuant with the Labor Pension Act:

(1) Retirement:

Workers are eligible to apply for retirement under one of the following circumstances: (Those who choose to apply the Labor Pension Regulations shall follow the same regulations).

- ① Those who have worked for more than 15 years and have reached the age of 55.
- ② Those who have worked for more than 25 years.
- ③ Those who have worked for more than 10 years and have reached the age of 60.

(2) Compulsory retirement:

The Company shall not force employees to retire unless they fall under any of the following circumstances:

- ① Those who have reached the age of sixty-five.
- ② Mentally deprived or physically disabled and unable to work as an employee.
The age stated in Subparagraph 1 of the preceding paragraph may be adjusted by the Company to the central competent authority for approval for employees with special characteristics such as dangerous and strong physical strength. However, the age shall not be less than 55 years old.

(3) Pension payment standard:

- ① The working years before and after the application of the Labor Standards Act and the choice to continue to apply the pension provisions of the "Labor Standards Act" or to retain the working years before the application of the Labor Pensions Act pursuant with the Labor Pension Act, the standard of pension payment shall be calculated pursuant with Article 84-2 and Article 55 of the Labor Standards Act.
- ② Employees who have the working experience in the preceding paragraph and are forced to retire pursuant with Article 35, Paragraph 1, Subparagraph 2,

whose mental loss or physical disability is caused by performing their duties, shall be subject to Article 55, Paragraph 1, Subparagraph 2 of the Labor Standards Act, and be provided by additional twenty percent.

- ③ For employees who are subject to the pension provisions of the Labor Pension Act, the Company shall contribute 6% of their salary to the employee's personal pension account on a monthly basis.

(4) Pension payment:

The Company shall pay the employee's pension within 30 days from the date of employee's retirement.

(5) Statute of limitations for pension claims:

- ① Employees who are subject to the pension provisions of the Labor Standards Act have their right to claim pensions, starting from the month following retirement, and extinguish them if they are not exercised within five years. The right to claim pensions cannot be transferred, offset, seized or provided as a guarantee.
- ② Employees who apply for pensions in accordance with the Labor Standards Law may submit supporting documents and open a special account in a financial institution for the purpose of depositing labor pensions. The deposit in the special account shall not be used as the object of offset, seizure, guarantee or compulsory execution.

4. Labor Agreements and Employee Rights Measures

- (1) Wholetech attaches great importance to the opinions of employees and is committed to establishing an environment of open communication. Managers and various departments regularly hold labor-management meetings to encourage employees to share their opinions openly and transparently with the relevant personnel. Managers and departments are required to provide prompt responses to ensure the effective implementation of two-way communication.
- (2) The labor-management relation is harmony, and there is no major dispute and agreement between labor and management.

5. Employee Stock Subscription, Dividends and Shareholding Method

The employee profit-sharing plan allows employees to directly participate in sharing the Company's operational achievements, aligning with the Company's business goals. If the Company's annual balancing ends up with a profit, 8% of which shall be distributed as employees profit-sharing bonuses and paid out as cash or stock options, resolved at a Board of Directors meeting. Target beneficiaries of said distributions include company employees that fit certain criteria. But if the Company suffers from a loss, the make up to the loss shall be retained in advance, and then distribute employee bonuses according to the percentage mentioned. The Company allocates a certain percentage of the capital increase for employees to purchase shares during each capital increase. Employees can subscribe to the stocks based on their personal preferences.

6. Employee's Behaviors or Ethical Code

To ensure a harmonious relationship between labor and capital, and to continue the excellent corporate culture, as well as to consolidate the core value and the goal of sustainable development, in addition to strengthening employee benefits in the system, Wholetech has implemented the retirement system, and conducted the labor-management coordination meeting pursuant to law. Given that the operation of the enterprise must be built on the basis of integrity, the moral conduct of employees is therefore comprehensively considered in the management of internal control. Wholetech has established a Employee Handbook, which made clear statements regarding confidentiality code and service code, as well as the clear statement stating that both capital and labor shall be committed to the establishment of corporate ethics and professional ethics, so that employees can clearly understand the codes of ethical conducts that they should follow to ensure the development of the Company. The main norms are as follows:

- (1) Company vision and business philosophy ("integrity, law-abiding," "safety, quality," "innovation, and service,"), company organization and history.
- (2) The regulations that employees should know: New recruit registration procedures, salary, attendance, dismissal, severance, suspension without pay and suspension, resignation, retirement, transfer, business trip, reward and punishment methods, performance assessment. The dismissal chapter shall make clear statement on requirements for the code of conduct and ethics that employees should have, such as major insults, deliberate loss on machinery, continuous absenteeism, violation of labor contracts or company regulations (gathering to threaten, carrying prohibited items, malpractice, embezzlement of public funds, acceptance of bribes, forging or stealing seals, spreading rumors, stealing, gambling in the workplace, drunkenness, etc.).
- (3) Confidentiality Code: To fulfill all confidentiality regulations, not to inquire, not to disclose any company secrets that are not known or held in the position, even if they are known or held, they should be avoided from leaking.
- (4) Code of Service: Emphasize not to operate business related to the Company's business without permission, maintain the Company's honor, abide by the Company's rules and policies, be honest in words and deeds, refrain from debauchery, gambling, alcoholism and other behaviors that damage reputation, and abide by industrial safety regulations, not to bring fire in plant area, etc.
- (5) Employee welfare: Please refer to V. Labor Relations (1)-1
- (6) Holidays: Wholetech upholds the concept of humanization and emphasizes the value of both work and life. Therefore, employees are encouraged to make full use of their holidays to achieve the purpose of self-relaxation, and hope that they can perform better at work after a full rest. Employees enjoy the following holidays: (regular) holidays, special leave, marriage leave, personal leave, compensatory

leave, public leave, and various necessary leave stated in the Labor Standards Act, such as sick leave, maternity leave, public injury leave, funeral leave, paternity leave, menstrual leave, family care leave, etc.

- (7) Communication of opinions: The General Management Department has established an employee feedback and suggestion email, employees can make suggestions to the Company in work or life, as a reference for improvement. In addition, internal communication can be accomplished through existing e-mail, telephone, and visual conferences, to exchange data and information, communicate, build consensus, and utilize the maximum effort of teamwork.

7. Employees Workplace and Personal Safety Protection Measures:

Wholetech firmly believes that safety and health are as important as engineering operations. In order to strengthen our colleagues' ability to manage and prevent risks, Wholetech will continue to improve occupational safety and health operations to ensure the quality, safety and health of engineering construction. Wholetech has formulated various measures regarding occupational safety and health operations. In addition to the compliance with occupational safety and health laws and regulations, Wholetech strives for discipline, safety, hygiene, health, and professionalism.

Wholetech promises to:

- (1) Continuous improvement: implement the standard operating procedures to prevent accidents and affect the physical and mental health of workers.
- (2) Compliance with laws and regulations: Compliance with laws, regulations and related requirements is the primary responsibility of management personnel at all levels.
- (3) Automatic inspection: Conduct work safety analysis to detect potentially hazardous work and environment early, to avoid personnel loss.
- (4) Safety and health management: attach importance to the safety and health of employees, and ensure the life safety and physical and mental health of all employees.
- (5) Ultimate goal: zero disasters.

Wholetech attaches great importance to the safety and health of employees, from the traffic safety of employees to and from work, the physical health check before employment, and the regular medical checkup and health promotion after employment. Wholetech conducts on-site service planning to create a healthy workplace, provide safety and health publicity, as well as provide personal PPE provision (hard hat, safety shoes, goggles, earplugs and earmuffs...etc.) before employees enter the factory. Other measures taken include regular weekly work rules SOP education publicity (elevated, electricity, hot, limited, high risk... etc.), improvement of the professionalism of employees, conduct departmental education and training from time to time, and implementation of perfect curriculum norms.

To protect the safety of employees and the safety of the Company's property and

equipment, Wholetech has formulated an emergency response plan. In the event of an emergency, colleagues in each department use correct knowledge and skillfully operate emergency response and accident prevention procedures to ensure the safety of colleagues and the safety of plant facilities.

Wholetech has set up a complete fire protection system pursuant to the provisions of the fire protection law, quarterly conduct fire protection and escape equipment inspections, implement fire emergency disaster response drills every six months, regularly schedule plans for drills, and review to confirm the effectiveness of the system. In the workplace, first-aid personnel are assigned pursuant to the law and other regulations of the competent authority, a labor safety and health management unit is established, and dedicated administrators are assigned, responsible for labor safety and health related matters, and assists each factory area in promoting safety and health operations.

In order to enhance the effectiveness of safety and health management and align with international standards, the company passed the OHSAS 18001 Occupational Health and Safety Management System certification in 2006 and transitioned to the ISO 45001 international certification in April 2020. In order to implement the occupational safety and health policy, Wholetech identifies all possible hazards through assessment of risk regarding internal and external issues and legal inspection. For items that might cause significant safety and health risks, as well as internal and external expectations and needs, Wholetech set goals, benchmarks and management plans to manage and improve accordingly. In addition, Wholetech provides employees with suggestions and complaint channels to listen to employees suggestions in order to create a high-quality safety and health culture, thereby enhancing the Company's corporate image. Wholetech continues to hire external auditors to audit and certify every year to achieve sustainable development.

As environmental awareness continues to rise, Wholetech attaches great importance to environmental protection. By promoting the environmental management system, the Company effectively manages air pollution, water pollution, waste, toxic substances, and noise pollution. These efforts contribute to waste reduction, cost savings, and minimizing environmental damage, reinforcing Wholetech's commitment to sustainable operations. Wholetech has gradually implemented energy-saving and carbon-reduction measures, including the annual replacement of lighting with LED and sensor-based fixtures, reducing electricity usage during lunch breaks, upgrading air conditioning systems to top energy-efficient models, installing water-saving devices, and conducting training sessions to promote water and electricity conservation—all in an effort to contribute to the protection of the planet.

- (2) List any losses suffered by the Company in the most recent fiscal year 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:

1. The labor-management relation is harmonious since establishment, and there are no losses suffered by the Company due to labor disputes.
2. The labor-management relation is harmonious, no losses suffered by the Company due to labor disputes in the most recent two years, and the possibility of labor disputes in the future is extremely small.

6. Cybersecurity Management:

- (1) Describe the cybersecurity risk management framework, cybersecurity policies, concrete management programs, and investments in resources for cybersecurity management.

Cybersecurity risk assessment:

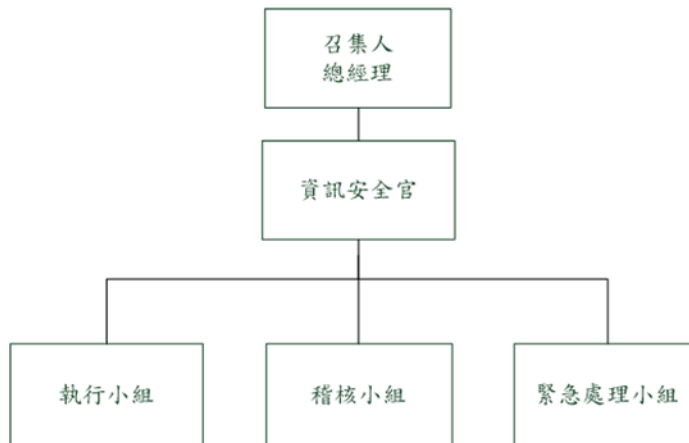
Wholetech has formulated cybersecurity-related operations and management methods to implement internal control systems and maintain company cybersecurity policies. To ensure the appropriateness and effectiveness of information management and operations, Wholetech conducts annual internal information audits, external CPA audits, and disaster recovery drills. Details are provided as follows:

1. Cybersecurity Risk Management Framework

To effectively implement the cybersecurity strategy formulated by the information security organization and ensure internal compliance with relevant cybersecurity guidelines, as well as procedures and regulations, Wholetech has established a cybersecurity committee, which holds regular meetings every six months. When a cybersecurity incident happens, the cybersecurity officer will hold a temporary meeting for problem-solving. The information security committee sorts out and summarizes the annual implementation status of cybersecurity risk management, and reports to the Board meeting at least once a year.

Wholetech's 2024 cybersecurity report has been completed and reported in the Board meeting, and the relevant information has been disclosed on the Company website.

2. Cybersecurity Organizational Structure



3. Cybersecurity Policies

Wholetech's information-related policies include: information internal control guidelines, cybersecurity management regulations, computer usage and management measures, laptop/device carry-out application via e-approval, confidential information protection policy, ERP disaster recovery plan, and ERP annual account access rights review, among others.

The above management policies are all to ensure the security of company data, systems, equipment and network communications, and also to ensure that the system information account group access permissions are correct and authorized.

In addition, through weekly system backups and annual disaster recovery drills, Wholetech ensures data preservation security and system recovery accuracy, while effectively monitoring and addressing information-related issues through system logs.

4. Cybersecurity Network Structure

Wholetech has established an information management department responsible for maintaining IT equipment and overseeing information security. Externally, the Company has implemented firewalls and systems to prevent phishing, viruses, and spam. Internally, a company-wide anti-virus system is in place, with a central console managing virus definition updates. Regular cybersecurity awareness campaigns are also conducted to enhance employees' information security awareness.

5. Information Management and Protection

Wholetech regularly backs up the Company's file server and important Server data, and adopts off-site backup methods and regular disaster recovery drills to ensure data accuracy and security, and reduce the risk of data loss caused by human error and natural disasters. The Company implements file server access control, granting permissions through an application and review process. A complex password policy is enforced to reduce the risk of hacker attacks, and encryption systems are used to protect important data.

The Information Unit executes related businesses pursuant to the regulations, and implements them to ensure data security and integrity. No material management deficiencies were found in the external audit risk assessment, therefore Wholetech's current information security has no major adverse effects or major operational risk.

6. Cybersecurity Risks and Countermeasures

Information regarding the impact of cybersecurity risk on Wholetech's financial performance and the losses suffered due to material cybersecurity incidents, possible impacts (including operations, goodwill, etc.) and countermeasures are disclosed on the Company website.

To strengthen prevention and management efforts, Wholetech has introduced relevant management tools, such as AD account management to strengthen personal account security and computer management, introducing online behavior management equipment to strengthen personnel online security, and introducing file protection management and document management systems to strengthen data protection.

- (2) List any losses suffered by the Company in the most recent fiscal year and up to the Annual Report publication date due to significant cybersecurity incidents, the possible impacts thereof, and the measures taken or to be taken. If a reasonable estimate cannot be made, an explanation of the facts as to why it cannot be estimated should be provided: No significant cybersecurity incidents occurred in 2024 or up to the publication date of this Annual Report, and therefore there have been no relevant losses or impacts.

7. Significant Contracts

Except for general commercial transactions, Wholetech has not signed any important contracts at present. In addition, Wholetech has disclosed the material contingent liabilities and unrecognized contractual commitments in financial reports. (Please refer to p.209 of this Annual Report).

V. Review of Financial Condition, Financial Performance, and Risk Factors

1. Financial Condition

Comparison of Financial Conditions (Consolidated)

Unit: NT\$ Thousand

Item \ Year	2024	2023	Difference	
			Amount	%
Current assets	5,525,458	5,370,924	154,534	2.88%
Property, plant and equipment	926,079	700,780	225,299	32.15%
Intangible assets	10,504	10,504	0	0.00%
Other assets	61,311	59,754	1,557	2.61%
Total assets	6,523,352	6,141,962	381,390	6.21%
Current liabilities	4,272,200	4,107,194	165,006	4.02%
Non-current liabilities	186,968	166,566	20,402	12.25%
Total liabilities	4,459,168	4,273,760	185,408	4.34%
Share capital	730,476	730,476	0	0.00%
Capital surplus	164,385	347,004	(182,619)	(52.63%)
Retained earnings	1,180,048	828,218	351,830	42.48%
Other equity	(10,725)	(37,496)	26,771	(71.40%)
Total equity	2,064,184	1,868,202	195,982	10.49%

I. Detailed analysis of the cause for there is a 20 percent or more variation in the monetary amounts, and such sum has reached NT\$10 million, are as follows:

1. Property, plant, and equipment: The increase in land, machinery and equipment, transportation equipment, and buildings under construction in 2024 compared to 2023 is due to additional purchases and construction activities.
2. Capital surplus: In accordance with Article 241 of the Company Act in 2024, NT\$182,619,230 from the capital surplus generated by issuing shares above their par value will be distributed in cash to shareholders listed in the shareholder register on the record date for the capital surplus distribution, at a rate of NT\$2.5 per share.
3. Retained earnings: The increase in retained earnings in 2024 compared to 2023 was due to higher accumulated earnings and undistributed profits.
4. Other equity: The increase in other equity in 2024 compared to 2023 was due to the higher exchange differences resulting from the translation of the financial statements of foreign operating entities.

II. Future plan: Not applicable.

Note: Comparison of financial conditions for the most recent two years was made based on IFRS, and has been audited and attested by CPAs.

2. Financial Performance

1. Comparative Analysis of Financial Performance (Consolidated)

Unit: NT\$ Thousand

Item \ Year	2024	2023	Amount Increase (Decrease)	Percentage Change (%)
Operating revenue	5,487,092	4,438,601	1,048,491	23.62%
Operating costs	(4,325,519)	(3,510,750)	814,769	23.21%
Gross profit	1,161,573	927,851	233,722	25.19%
Operating expenditure	(588,766)	(471,146)	117,620	24.96%
Operating profit	572,807	456,705	116,102	25.42%
Non-operating income and expenses	97,497	78,991	18,506	23.43%
Pre-tax profit	670,304	535,696	134,608	25.13%
Income tax expense	(175,180)	(136,663)	38,517	28.18%
Net income (loss) for the period	495,124	399,033	96,091	24.08%
Other comprehensive income (loss) for the period (net of Income Tax)	29,572	(7,843)	37,415	(477.05%)
Total comprehensive income for the period	524,696	391,190	133,506	34.13%
Net income attributable to owners of parent	495,124	399,033	96,091	24.08%
Total comprehensive income attributable to owners of parent	524,696	391,190	133,506	34.13%
Earnings per share	6.72	5.40	1	24.44%

Analysis of increase (or decrease):

1. Operating revenue, operating costs, gross profit, operating expenditure, operating profit: The main reason for the increase in these figures in 2024 compared to 2023 is the growth in revenue, which led to a corresponding increase in related costs and expenses. Non-operating Income and Expenditure: The increase is primarily due to higher interest income.
2. Pre-tax profit, net income (loss) for the period: The increase in pre-tax profit and net income in 2024 compared to 2023 is mainly due to higher revenue and gross profit, leading to an increase in net income.
3. Other comprehensive income (loss) for the period (net of income tax): Caused by exchange difference in the translation of 2024 financial statements of foreign affiliates.

Note: Comparison of financial conditions for the most recent two years was made based on IFRS, and has been audited and attested by CPAs.

2. Gross profit change analysis: The expected sales volume and its estimation basis, the possible impact on the Company's future financial business and the response plan should be reasonable.

3. Cash Flows

1. Liquidity Analysis for the Most Recent Two Years (Consolidated)

Item \ Year	2024	2023	Percentage Change (%)
Cash flow ratio (%)	48.36	5.78	736.98
Cash flow adequacy ratio (%)	158.58	112.47	40.99
Cash reinvestment ratio (%)	64.51	(2.87)	(2351.55)
Analysis of increase (or decrease): Cash flow ratio, cash flow adequacy ratio, cash reinvestment ratio increase: This is mainly due to a significant increase in net cash flow from operating activities in 2024 compared to the previous year.			

2. Liquidity Analysis for the Coming Year

Unit: NT\$ Thousand

Cash Balance at the Beginning of the Period①	Net Cash Flow from Operating Activities for the Year②	Cash Outflows for the Year③	Cash Surplus (Deficit)①+②-③	Corrective Measures Taken in Response to Deficit	
				Investment Plans	Financing Plans
\$ 3,242,199	\$2,272,553	\$2,954,319	\$2,560,433	-	-

4. Impact of Major Capital Expenditures in the Most Recent Fiscal Year on Financial Activities:

Wholetech has had no major capital expenditures for the most recent two fiscal years, and during the current fiscal year up to the publication date of this Annual Report.

5. Recent Year's Investment Policies, Main Causes of Profit or Loss, Improvement Plans, and Investment Plans for the Coming Year:

Unit: NT\$ Thousand

Item \ Description	Book amount	Income (loss) amount	Policies	Reasons for gain or loss	Improvement plans	Other future investment plans
WHOLETECH SYSTEM HITECH LIMITED	266,719	48,460	Provide financial planning consulting services	Mainly due to the profit from reinvestment business.	-	Timely assessment based on market and industry conditions
Wholtech System Hitech (Shanghai) Co., Ltd.	266,694	47,726	Electromechanical, electrical and plumbing engineering business	Mainly due to the increase in project contracting and profits.	-	Timely assessment based on market and industry conditions
WHOLETECH SYSTEM HITECH INC.	258,704	34,027	Provide financial planning consulting services	Mainly due to the profit from reinvestment business.	-	Timely assessment based on market and industry conditions
WHOLETECH GROUP INTERNATIONAL TRADING LIMITED	258,704	34,027	Provide financial planning consulting services	Mainly due to the profit from reinvestment business.	-	Timely assessment based on market and industry conditions
Wholtech Group (Shanghai) Trading Co., Ltd.	258,704	34,027	Import and export trading business of electronics, machinery, chemical equipment, pipe fittings, hardware materials, etc.	Mainly due to the increase in business contracting profits.	-	Timely assessment based on market and industry conditions
WHOLETECH SYSTEM HITECH (S) PTE. LTD.	196,578	75,835	Construction of water, gas pipelines and sewage systems, gas production, and primary distribution of fuel gas systems.	Mainly due to the increase in project contracting and profits.	-	Timely assessment based on market and industry conditions
WHOLETECH HOLDINGS, LLC	39,765	370	Asset management service	Mainly due to rental income	-	Timely assessment based on market and industry conditions
WHOLETECH SYSTEM HITECH JAPAN, INC.	60,730	(14,904)	Equipment sales and installation services	During the initial establishment period, operating costs were higher with lower business revenue.	-	Timely assessment based on market and industry conditions
WHOLETECH SYSTEM HITECH USA, INC.	13,786	146	Equipment sales and installation services	Mainly due to the increase in project contracting and profits.	-	Timely assessment based on market and industry conditions
WHOLETECH SYSTEM HITECH GERMANY GmbH	6,874	0	Equipment sales and installation services	The investment funds incurred during the initial establishment.	-	Timely assessment based on market and industry conditions

6. Risk Analysis and Assessment

Organization and operation of risk management:

1. Wholetech's risk control mechanism is divided into three levels, with the first level being the division level, the second level being the department level, and the third level being the overall company, and it is implemented according to the internal control system. The details are described as follows:
 - (1) Risk management at the division level: Divisional-level risk management is responsible for overall planning and execution by division-level Supervisors. It is the most basic risk management mechanism and operation unit, responsible for the risk definition, detection, confirmation and control functions at the operation level, so that colleagues in charge of daily operation business can report the risks that may arise from their management of the business.
 - (2) Risk management at the department level: The risk management at the department level is managed by the Vice President of each department. The President is responsible for the risk control strategy of each function, based on the attributes and differences of the division of labor of each function. Weekly business meetings, weekly cross-department executive management meetings, monthly business meetings and annual budget meetings, etc. Are all being held separately, to gather and discuss the various industries and internal risks faced by the Company, develop and formulate relevant risk management strategies from the overall perspective of the Company, as well as review and confirm that the internal control system and relevant laws and regulations comply with the needs of the Company's operating environment.
 - (3) Risk management at the overall company level: The risk management at the overall company level is through regular and irregular internal audits conducted by the Audit Office, and CPAs conduct regular external audits to ensure the implementation of the risk management and control system.
2. The audit report will be submitted to the Board of Directors.

Risk management organizational chart	Risk Control Direct Unit (Business Responsible Unit) (First Level)	Risk Assessment and Control (Second Level)	Board of Directors and Audit Office (Third Level)
1. Interest rate, exchange rate and financial risk 2. High-risk and high-leverage investment, lending funds to others, derivatives trading, financial planning and investment	General Management Department Financial Department	President, General Management Department, Audit Office	Board of Director, CPAs: (Decision-making and final control of risk assessment and control) Audit Office: (Risk inspection, assessment, supervision, improvement, tracking, report)
3. Research and development plan 4. Policy and legal changes 5. Technology and industry changes 6. Change of corporate image 7. Investment, reinvestment and M&A benefits	Research and development Unit, General Management Department, Financial Department, Legal Affairs, Marketing Strategy Department, President's Office	President, General Management Department, Audit Office, Business Meeting, Executive Management Meeting	
8. Expansion of plant or production 9. Centralized purchase or sale	General Management Department, Procurement Department, Marketing Strategy Department	cross-department executive management meeting, Business meeting, Audit Office	

10. Share transfer of Directors, Supervisors and major shareholders	General Management Department, Financial Department, Stock Affairs	President, General Management Department, Audit Office, cross-department executive management meeting, Legal affairs	
11. Changes in management rights			
12. Litigation and non-litigation matters	Legal Affairs, Marketing Strategy Department		
13. Other operational matters			
14. Personal conduct, ethics and conducts	Department heads, General Management Department, Human Resource		
15. SOP and compliances of laws	Department heads		
16. Board conference management	General Management Department, Financial Department, Stock Affairs		

(1) The effect upon the Company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future:

1. The estimated effect upon the Company's profits (losses) of interest rate fluctuations:

(1) The effect upon the Company's profits (losses) of interest rate fluctuations, and response measures to be taken in the future

① The effect upon the Company of interest rate fluctuations

Based on the current economic situation, it is estimated that market interest rates will gradually decline. Wholetech's 2024 and 2023 interest income and interest expenses account for a small proportion of revenue. In summary, changes in interest rates will not cause major adverse effects on the Company's revenue and profits.

At the end of 2024, Wholetech's total amount of cash and cash equivalents are NT\$3,242,199 thousand, and bank loans are NT\$41,135 thousand. If the market interest rate changes, the effective interest rate of such financial products will change accordingly, and for every 1% increase of market interest rate, it will generate an additional annual interest income of NT\$32,011 thousand.

Unit: NT\$ Thousand

Item \ Year	2024	2023
Interest Income (1)	36,085	53,441
Interest Expenditure (2)	23,898	7,717
Net Operating Revenue (3)	5,487,092	4,438,601
Ratio of Interest Income to Net Operating Revenue(1)/(3)	0.66%	1.20%
Ratio of Interest Expenditure to Net Operating Revenue(2)/(3)	0.44%	0.17%

Note: All information disclosed in above table came from consolidated financial statements of 2024 and 2023, both has been audited and attested by CPAs.

② Measures taken in response to interest rate fluctuation

Wholetech's has increased the current proportion of self-owned funds, the financial structure is more stable than before, and the interest rate risk has been reduced to a minimum. In the future, the Company will continue to observe the

trend of interest rates, and use interest rate hedging or other capital market financing channels to maintain the Company's financing costs on a reasonable level.

2. Evaluation of the impact of exchange rate fluctuations on the company's revenue and profit

① The effect upon the Company of exchange rate fluctuations

The functional currency of Wholetech is New Taiwan dollars (NT\$), but part of the business activities are transactions in foreign currencies. Given part of the customer orders are in foreign currencies, some of the raw materials are purchased from foreign manufacturers and denominated in foreign currencies, therefore creating the effect of natural hedging. Foreign exchange gains and losses for 2024 and 2023 were NT\$72,830 thousand and NT\$25,431 thousand, respectively, accounting for less than 1.5% of the revenue for each year. However, as a proportion of operating profit, they were 12.71% and 5.57%. Due to significant and frequent exchange rate fluctuations in 2023, influenced by global political, economic factors, and the Russia-Ukraine war, the Company continued to actively monitor and gather information related to exchange rates in 2024. The Company also considered its foreign currency positions and made partial adjustments to mitigate the impact of exchange rate fluctuations on its operations.

Unit: NT\$ Thousand, %

Item \ Year	2024	2023
Exchange Gain (Loss)	72,830	25,431
Operating Revenue	5,487,092	4,438,601
Ratio to Operating Revenue (%)	1.33%	0.57%
Operating Profit	572,807	456,705
Ratio to Operating Profit (%)	12.71%	5.57%

Note: The consolidated financial statements of 2024 and 2023 have been audited and attested by CPAs.

② Measures taken in response to interest rate fluctuation:

To effectively respond to exchange rate fluctuations, in addition to actively collecting information on exchange rate changes to grasp and predict future trends in real time, the following measures are taken to reduce the impact of exchange rate changes on its revenue and profits:

- A. The foreign currency payment received for export is used to pay for the purchase of foreign raw materials. Through the offsetting of foreign currency claims and debts, the risk of exchange rate fluctuations is reduced, and a natural hedging effect is achieved.
- B. Use the real-time foreign exchange market information provided by the bank as the basis for business and procurement personnel to quote business

and purchase raw materials.

- C. In order to more effectively avoid risks arising from exchange rate fluctuations, the Company engages in currency exchange and interest exchange contract transactions. The Company's financial hedging strategy is aimed at avoiding most of the fair value changes or cash flow risks.
- D. According to the foreign exchange expenditures that have been incurred for the purchased raw materials, the risk is avoided by exchanging the original currency with the foreign currency.

3. The estimated effect upon the Company's profits (losses) of changes in the inflation rate:

- ① The effect upon the Company's profits (losses) of changes in the inflation rate
There is no significant impact on the Company's profit and loss due to inflation in 2024 and as of the publication date of this Annual Report. In recent years, inflation rate in Taiwan has not been high. Using the 2024 purchase amount of NT\$1.59 billion as calculation base, for every 1% increase in inflation rate, Wholetech's annual expenses will increase by about NT\$15,93 million.
- ② Measures taken in response to changes in the inflation rate
Wholetech continues to monitor the price changes of upstream materials to reduce the impact of cost changes on the Company's profit and loss, and will implement the budget system and internal control to effectively control operating costs and expenses within a reasonable range.

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

- 1. Wholetech did not engage in any high-risk or high-leveraged investments, in the most recent fiscal year and in the current fiscal year up to the publication date of this Annual Report.
- 2. Wholetech has prescribed Operating Procedures for Loaning Funds, and submitted them to the Board meeting as the basis of fund loaning. In the most recent year and up to the publication date of this Annual Report, Wholetech has not loaned funds to others.
- 3. Wholetech has prescribed Operational Procedure for Endorsements/Guarantees, and submitted to the Board meeting as the basis of providing guarantees or endorsement.

Wholetech's 2024 external endorsement and guarantee, as well as the actual payment details are as follows:

Explanation: When the Company signs an endorsement/guarantee contract with the bank or the amount of the note being approved, it assumes that the endorsement or guarantee responsibility, and other relevant endorsement guarantees shall be and will be included in the endorsement guarantee balance.

Endorsement Guarantee	Endorsement Guarantee Balance	Board Approval Date	Endorsement Guarantee Statement	Actual Transfer Amount	Endorsement Guarantee
Wholetech System Hitech (Shanghai) Co.,Ltd; Wholetech Group (Shanghai) Trading Co., Ltd.	NT\$216,350,000	2023/08/03	Sub-subsidiary applying for loans, guaranteed by Wholetech	NT\$0	Lifted
		VIII, 7th			
Wholetech System Hitech (Shanghai) Co.,Ltd; Wholetech Group (Shanghai) Trading Co., Ltd.	NT\$61,410,000	2023/11/09	Sub-subsidiary applying for loans, guaranteed by Wholetech	NT\$0	Lifted
		VIII, 8th			
WHOLETECH SYSTEM HITECH(S)PTE. LTD.	NT\$61,410,000	2023/11/09	Subsidiary applying for loans, guaranteed by Wholetech	NT\$0	Lifted
		VIII, 8th			
Wholetech System Hitech (Shanghai) Co., Ltd.	NT\$58,214,000	2022/08/04	Sub-subsidiary applying for loans, guaranteed by Wholetech	NT\$0	Not yet lifted
		VIII, 2nd			
Wholetech System Hitech (Shanghai) Co.,Ltd; Wholetech Group (Shanghai) Trading Co., Ltd.	NT\$223,900,000	2024/08/08	Sub-subsidiary applying for loans, guaranteed by Wholetech	NT\$23,031,569	Not yet lifted
		VIII, 12th			
Wholetech System Hitech (Shanghai) Co.,Ltd; Wholetech Group (Shanghai) Trading Co., Ltd.	NT\$32,785,000	2024/11/07	Sub-subsidiary applying for loans, guaranteed by Wholetech	NT\$0	Not yet lifted
		VIII, 13th			
WHOLETECH SYSTEM HITECH(S)PTE. LTD.	NT\$60,325,000	2023/11/09	Subsidiary applying for loans, guaranteed by Wholetech	NT\$0	Not yet lifted
		VIII, 8th			
WHOLETECH SYSTEM HITECH(S)PTE. LTD.	NT\$60,325,000	2024/03/12	Subsidiary applying for loans, guaranteed by Wholetech	NT\$53,640,990	Not yet lifted
		VIII, 10th			
WHOLETECH SYSTEM HITECH USA, INC.	NT\$ 32,785,000	2024/11/07	Subsidiary applying for loans, guaranteed by Wholetech	NT\$0	Not yet lifted
		VIII, 13th			

4. The Company has set forth the "Procedures for Acquisition and Disposal of Assets" and submitted to the shareholder's meeting. All derivatives transactions are handled pursuant to the Provisions of Conducting Derivatives Transactions, and the risks are properly controlled, therefore, have no major adverse effects.

① Policy:

All derivatives transactions are handled pursuant to the Provisions of Conducting Derivatives Transactions. Wholetech's derivatives transactions are mainly for the purpose of avoiding risks, and the trading commodities are

selected to avoid risks arising from the Company's business operations.

② Reasons for gain or loss:

As of 2024, Wholetech has no derivative commodity transactions, and no evaluation regarding profit and loss arising from trading foreign exchange contracts. Wholetech regularly evaluates and timely adjusts the profit and loss arising from derivatives transactions, so that it is comparably easier to be maintained within the controllable range.

③ Future response measures:

Due to Wholetech's export business, there is a need for exchange rate hedging, so in the future, it will continue to buy and sell forward foreign exchange contracts as needed to avoid risks in exchange rate. In the future, Wholetech will continue to adhere to the principle of avoiding risks caused by fluctuations in exchange rates and interest rates, and regularly adjust the risk-avoidance strategies based on the Company's operating conditions and market trends.

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

1. Continue to enhance independent technology research and development capabilities

(1) Increasing the proportion of research and development expenditures:

The Company's Fourth Business Unit (W4 – Specialty Gas Supply System BU) is responsible for the integration of specialty gas supply equipment and monitoring systems. Its primary function is to ensure the efficient and safe delivery of specialty gases to process equipment. The specialty gas supply system includes gas cabinets (GC) as the gas source, valve manifold boxes (VMB) for gas distribution, and the associated piping engineering. The detailed supply plan of the gas system includes calculations of gas demand and equipment dimensions, as well as relevant safety considerations such as regulations for toxic gases, leak detection, and the structure of the monitoring system. Since the specialty gas supply system ultimately serves process equipment, which in turn directly affects the capacity utilization and equipment uptime within the fab, the importance of the specialty gas supply equipment cannot be overstated.

From semiconductor fabs, TFT-LCD panel factories, LED crystal pulling and grain manufacturing plants, MEMS manufacturing to Solar FAB, all require the design and construction planning of special gas supply equipment. In short, as long as the process equipment that uses special gas needs special gas supply, while special gas are highly related to the industrial safety issues, thus, make safety monitoring and planning become extremely important, and in turn highlighted the importance of improve mechanical monitoring software and hardware, structural design, safety mechanism, operational precision, as well as the compliance with increasingly

stringent environmental regulation in the future development of the Company's core project, the local scrubber.

In addition to the W4 division, there are W5 Advanced Product Division, and W7 Wet Process & Chemical System Division.

The total research and development expenses in 2024 were NT\$19,497 thousand, and the research and development expenses in 2025 are expected to be NT\$13,957 thousand.

(2) Short-term research and development planning:

- A. Develop a new local scrubber that focuses on De-N₂O and De-NO_x.
- B. Development and research on net-zero emissions issues.
- C. Enhance the energy efficiency of the High-Frequency Thermal Exhaust Filtration System.
- D. Continue to improve the Research and development on advanced technologies required by Industry 4.0 smart factories, and develop new systems based on issues related to ESG (environment, society, governance) and sustainable development.
- E. Standardized High-Performance Chemical Supply Equipment Model.

(3) Mid to long-term research and development planning:

- A. Providing "chemical material solutions"—Actively communicate with chemical material suppliers, to learn about the latest material technology and information, and then gradually act as an agent for specialty gas-related chemical materials, and strive to become a comprehensive specialty gas chemical supply leader.
- B. Enhancing the "cross-industry strategic cooperation alliance"—actively seeking opportunities to form cross industry cooperation with the upstream and downstream industry. The directions of mutual cooperation include: technical information sharing, project integration sharing, customer information sharing and exchange of information regarding market analysis. Future strengthen the cooperation through joint establishment of a task force to bid for projects in Taiwan or other regions, especially mainland China. However, due to the extension of the US-China trade war, China has increased its determination to support its own semiconductor industry. In the short term, the government supported technological development will bring certain resistance; however, it also forces the localization of China's semiconductor industry, TFT-LCD and solar energy industries, which in fact help make the China market more accessible. Through extensive experience in providing customized piping engineering services, coupled with the integration of upstream and downstream industries, it is expected that Wholetech are completely capable of providing a completely customized total solution services for mainland customers. As for

the monitoring software, through maintaining cooperation with software developers, develop GUI interfaces that coop with different customer needs, and further develop the "monitoring standardization" function to provide customers with more complete solutions. As for monitoring software, the software development platform is designed to maintain compatibility with software vendors, allowing future monitoring projects to develop customized GUI interfaces across various platforms. The platform also supports the development of standardized monitoring functionalities to meet diverse customer requirements, thereby enabling more comprehensive and tailored solutions.

- C. Continue to develop Local Scrubber and related equipment, to meet customer's needs for new processes, and continuously improve the energy efficiency of existing local scrubber.
- D. Although the Gas cylinder cabinets developed by our company have obtained TS explosion-proof certification, considering customers' increasing emphasis on equipment safety, resources have been further invested in upgrading the safety features of the gas cylinder cabinets in 2020. The cabinet has obtained Ex pzc II T6 Gc in 2021
- E. In response to the demand for smart facilities, the Company collaborates with research institutions to develop Big Data machine learning and deep learning technologies. The Company is introducing and integrating AI x IoT to provide a comprehensive end-to-end solution for mobile factory operations. Wholetech's focus includes advancing smart manufacturing, safety management, smart logistics, and carbon neutrality. The Company offers customers cutting-edge 5G IoT solutions, including smart sensing, predictive maintenance, smart automation, and performance-oriented solutions.
- F. In response to market trends, the company continuously monitors changes in international safety regulations and promptly obtains relevant certifications, thereby gaining customer trust and taking full responsibility for its self-developed and manufactured products.

2. Improve technical human resources

(1) Education and training:

Wholetech conducts complete professional training for colleagues in charge of technology pursuant to regulations, including professional courses such as basic and comprehensive chemistry, transportation phenomena and unit operation instructions, and mechanical principles and introductions. Re-inspection regarding the colleague's professionalism will be conducted six months after the end of the course. Wholetech also carries out professionalism assessments regarding gas mechanism and pipeline design, and other professional ability every year, to

improve the technical capabilities of technical personnel.

(2) Developing all-round service personnel:

In Wholtech, technical and engineering personnel will be trained, various engineering and design personnel will have opportunities to contact different fields, to improve the professional quality and vision of technical personnel, and to develop all-round service personnel.

3. Research and development investment plan and progress in the most recent year

(1) Research and development Plan: Established W5 Division in 2011, responsible for development of local scrubber that could help handling gaseous waste in the electronics industry. Established W6 Division in 2013, responsible for research and development of packaged system softwares. Established W7 Division in 2017, responsible for development of equipment related to wet process and chemical supply system.

- ① Developed Local scrubber suitable for process of LED, solar panel and semiconductors industry. Completed: Wet-type Local scrubber, thermal Local scrubber, wet-thermal Local scrubber, plasma- wet type Local scrubber, burn type wet Local scrubber, Catalyst type high efficiency PFC Local scrubber, absorptive Local scrubber. These local scrubbers have passed SEMI S2 certification. Relevant products have obtained various patents at home and abroad.
- ② Developed customized large-scale wet-type Local scrubber, which had been adopted by customers.
- ③ Completed customized chemical supply system, circulation and recycling system, which had been adopted by customers.
- ④ Wet-Thermal Local scrubber, passed the customer verification and was adopted. Currently in continuous domestic shipments, the overseas market has gradually shown results, and is actively striving for shipments.
- ⑤ Intensively develop W4, W5, and W7's divisional demand for PLC/HMI engineering software, reduce costs and self-master the capability of independently develop new software and hardware.
- ⑥ Develop an IoTxAI smart facility management system that integrates advanced technologies such as network communication, sensors, artificial intelligence, image recognition, and cross-system integration. By leveraging mobile devices (mobile phones and tablets), factory automation technologies, and big data analytics, the system delivers a comprehensive mobile facility management solution. Large domestic factories have already adopted the system, responding to the inevitable shift towards Industry 4.0. More domestic and international tech factories are expected to implement this system, maximizing the long-tail effect of smart facility operations, as well as enhancing safety, quality, and the

sustainable development of environmental protection.

- (2) Current progress of unfinished research and development plans
Wholetech will continue to develop customized Local scrubber, high-efficiency dust filtration Local scrubber and related products in 2025, and continue to develop PLC/IOT system software platforms, and actively introduce customized total solution services to the customers.
- (3) Additional investment needed: Estimated to be NT\$13,957 thousand
- (4) Estimated mass production time: Second half of 2025 to 2026
- (5) Main factors affecting the success of Research and development in the future: Acquisition of key materials, and the changes in environmental protection related laws and regulations.
- (6) The standard models for chemical supply equipment are currently being developed, with plans to complete the project in 2025, aiming to expand future sales and increase revenue and profits.
- (7) In response to regulatory amendments, the gas supply equipment has been submitted to the Industrial Technology Research Institute for review, with certification expected to be completed in the first half of 2025.
- (8) The safety certification for the Semi S2 equipment is in progress, with research and development expected to be completed and the certification obtained by 2025.
- (4) Effect on the Company's financial operations of important policies adopted and changes in the legal environment at home and abroad, and measures to be taken in response:

Wholetech has accumulated extensive experience in undertaking and performing piping projects, and has constantly developed and cultivated talents to meet the needs of future manufacturing processes. Since the Chinese government opened up opportunities for foreign manufacturers to invest in the establishment of 8-inch wafer fabs and TFT panel manufacturers in mainland China, the Company has set up subsidiaries and second-tier subsidiaries, including Wholetech System Hitech (Shanghai) Co., Ltd., Wholetech Group (Shanghai) Trading Co., Ltd., and Wholetech System Hitech (S) PTE Ltd., to actively expand in mainland China and Singapore. Recently, the Company also established an office in Xiamen to manage local business operations. These measures are sufficient to mitigate the impact of industrial policy changes on the Company.

Wholetech and the affiliates continue to pay close attention to changes in important policies and laws at home and abroad, and coordinate with the collective information regarding market and economic changes to adjust the Company's business strategy, so as to effectively and timely grasp the impact on the Company's financial business and improve operating capabilities. In the most recent year and up to the publication date of this Annual Report, Wholetech has not been affected by important domestic and foreign policy and legal

changes.

- (5) Effect on the Company's financial operations of developments in science and technology as well as industrial change, and measures to be taken in response:

Since its establishment, Wholetech has focused on the design and contracting of specialty gas piping engineering. The technology related to this industry is a well-established engineering field. Over time, it has progressed from 4-inch, 6-inch, and 8-inch to 12-inch systems, and from 3.5th generation, 5th generation, and 6th generation to 7th generation technologies. This applies to various industries, including semiconductors, TFT-LCD, LED, MEMS, crystal growth plants, and solar energy. The design and construction techniques for gas piping engineering have not varied significantly across these applications. The Company's main customers are leaders in the semiconductor and optoelectronic industries. Therefore, Wholetech's management closely monitors the changes in these industries and the development trends of key technologies. The company regularly conducts assessments and formulates countermeasures to adapt to the technological evolution of these sectors. As a result, technological changes are not expected to have a significant impact on the Company's financial performance or business operations.

Wholetech's products are mainly built with high-tech factory buildings, and its life cycle changes with the factory buildings. Although the new factories in the market are gradually saturated, the demand for expansion or modification endures as the industry is currently undergoing a transition phase for process conversion. With most of the Company's products being customized services, Wholetech is capable of providing service that includes product design, replacement of components due to old products, and modification of software applications. In the future, Wholetech will continue to develop old pipelines maintenance and renewal services, as well as the business of reforming the purpose of old plants, therefore, can still maintain the impact of industrial changes in a manageable range.

- (6) Effect on the Company's crisis management of changes in the Company's corporate image, and measures to be taken in response:

Wholetech has a great corporate image, and there has been no major change in recent year that might causes crisis management.

- (7) Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken: None.
- (8) Expected benefits and possible risks associated with any plant expansion, and mitigation measures being or to be taken: Wholetech provides on-site services, therefore has no needs for plant expansion.
- (9) Risks associated with any consolidation of sales or purchasing operations, and mitigation measures being or to be taken:
1. Risks associated with any consolidation of purchasing operations, and mitigation measures being or to be taken:

In addition to the procurement of raw materials, Wholetech subcontracts individual

projects to third-party manufacturers. The selection of suppliers is based on the Company's third-party management procedures and may vary depending on the nature of each project, the client's requirements, the construction location, and the supplier's construction quality and cooperation. Wholetech has established a stable supply and cooperation relationship with material equipment and engineering subcontractors, so there is no significant risk of concentration of purchases.

2. Risks associated with any consolidation of sales operations, and mitigation measures being or to be taken:

Wholetech is a professional system integration engineering service provider, all service is handled on a case-by-case basis, and the construction period of the projects contracted by the Company is stated in the contract. All construction will be carried out according to the project progress unless there are special factors, therefore, the project service income during certain period may be more concentrated on certain customers when Wholetech undertakes a project with a high total contract price and completes the projected of the projects contracted by the Company is stated in the contract. All construction will be carried out according to the project progress unless there are special factors, therefore, the project service income during certain period may be more concentrated on certain customers when Wholetech undertakes a project with a high total contract price and completes the project.

- (10)Effect upon and risk to the Company in the event a major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10 percent stake in the Company has been transferred or has otherwise changed hands, and mitigation measures being or to be taken:

No transfer of shares belonging to a director, supervisor, or shareholder holding greater than a ten percent stake in the Company has occurred in the most recent fiscal year.

- (11)Effect upon and risk to company associated with any change in governance personnel or top management, and mitigation measures being or to be taken:

No changes in governance personnel or top management has occurred in the most recent fiscal year, and Wholetech has established a complete internal control system and related management regulations, therefore, even if there is a change in management rights, the impact and risk on the Company will be very low.

- (12)Litigious and non-litigious matters. List major litigious, non-litigious or administrative disputes that involve the Company and/or any company Director, any company Supervisor, the President, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than ten percent, and/or any company or companies controlled by the Company; and have been concluded by means of a final and unappealable judgment, or are still under litigation. Where such a dispute could materially affect shareholders' equity or the prices of the Company's 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:

1. Major litigious, non-litigious or administrative disputes that have been concluded by means of a final and unappealable judgment, or are still under litigation in the most recent two fiscal years and in the current fiscal year up to the publication date of the Annual Report. If such a dispute could materially affect shareholders' equity or the prices of the Company's securities, 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 shall be disclosed: None.
2. Major litigious, non-litigious or administrative disputes that involve the Company and/or any company Director, any company Supervisor, the President, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than ten percent, and/or any company or companies controlled by the Company; and have been concluded by means of a final and unappealable judgment, or are still under litigation in the most recent two fiscal years and in the current fiscal year up to the publication date of the Annual Report. If such a dispute could materially affect shareholders' equity or the prices of the Company's securities, 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 shall be disclosed: Major litigious, non-litigious or administrative disputes that involve the Company's Director that are still under litigation in the most recent two fiscal years and in the current fiscal year up to the publication date of the Annual Report is are the litigious against United Integrated Services Co., Ltd.(hereinafter referred to as UIS):

1. Some Directors of UIS were judged by the Taiwan High Court (hereinafter referred to as the High Court) for violation of provisions of the Securities and Exchange Act. The details are as follows:

1. Contents of the litigation

- (1) Criminal section

On June 5, 2013, the Taipei District Prosecutor's Office filed a public prosecution against the former Chairman of UIS, Chen, and others for violating the Securities and Exchange Act. The courts, after reviewing the case, determined that all parties had not breached their trust to the company, engaged in irregular transactions, or misappropriated funds, and the verdict of not guilty was final. Regarding the false financial statements, two of the individuals did not appeal after being granted a suspended sentence by the High Court, and the decision became final. Former Chairman Chen appealed, and the Supreme Court remanded the case for retrial three times. On May 9, 2023, the High Court ruled that he should serve a two-year prison sentence, suspended for five years (as stated in the Taiwan High Court 2022 Jin-Shang-Chong-Geng-San No. 6 Criminal Judgment – Main Text). The Supreme Court rejected his appeal on

February 27, 2024, and the final verdict of the third trial was confirmed.

(2) Civil affairs section

On January 27, 2014, SFIPC filed a class-action lawsuit on behalf of investors based on the indictment, alleging that UIS's financial statements from the third quarter of 2009 to 2011 were inaccurate. The lawsuit sought compensation for investor damages amounting to NT\$243 million from UIS, its directors, and former supervisors. The Taipei District Court dismissed SFIPC's lawsuit on September 16, 2022. SFIPC has filed an appeal, and the case is currently under review by the High Court (2023 Jin-Shang-Zi No. 1).

2. Impact on UIS's operation

UIS's normal operations and revenue continue to grow, with both business and financial aspects being highly robust. The related litigation has not had any significant impact on the Company's operations and business.

2. On September 2, 2014, UIS received a civil judgment from the Taiwan Taipei District Court, ordering UIS to pay Dentsu Inc. NT\$104,559 thousand for subcontracting expenses, as well as NT\$21,405 thousand for the salary Dentsu paid on behalf of UIS to the late Chairperson Wang from January 2001 to April 2012.

In accordance with the aforementioned judgment, UIS recorded the above-mentioned amount in the third quarter of 2014, with the amounts separately booked under project costs and administrative expenses. For the related interest, please refer to Note 7.

On July 10, 2024, UIS and Dentsu Inc. reached an agreement based on the ruling of the High Court, to return the subcontracting expenses of NT\$35,322 thousand and related interest of NT\$17,593 thousand. UIS completed the repayment on July 12, 2024. Dentsu Inc. advanced the salary of NT\$21,045 thousand for the late Chairperson Wang. Due to the related criminal case, the court determined that the late Chairperson Wang was the actual responsible person for Dentsu Inc., and therefore, Dentsu Inc. no longer seeks reimbursement from UIS for this amount. The difference between the returned amount and the originally estimated amount is recorded as a reduction item under the respective accounts where they were initially booked.

(13) Other important risks, and mitigation measures being or to be taken: None.

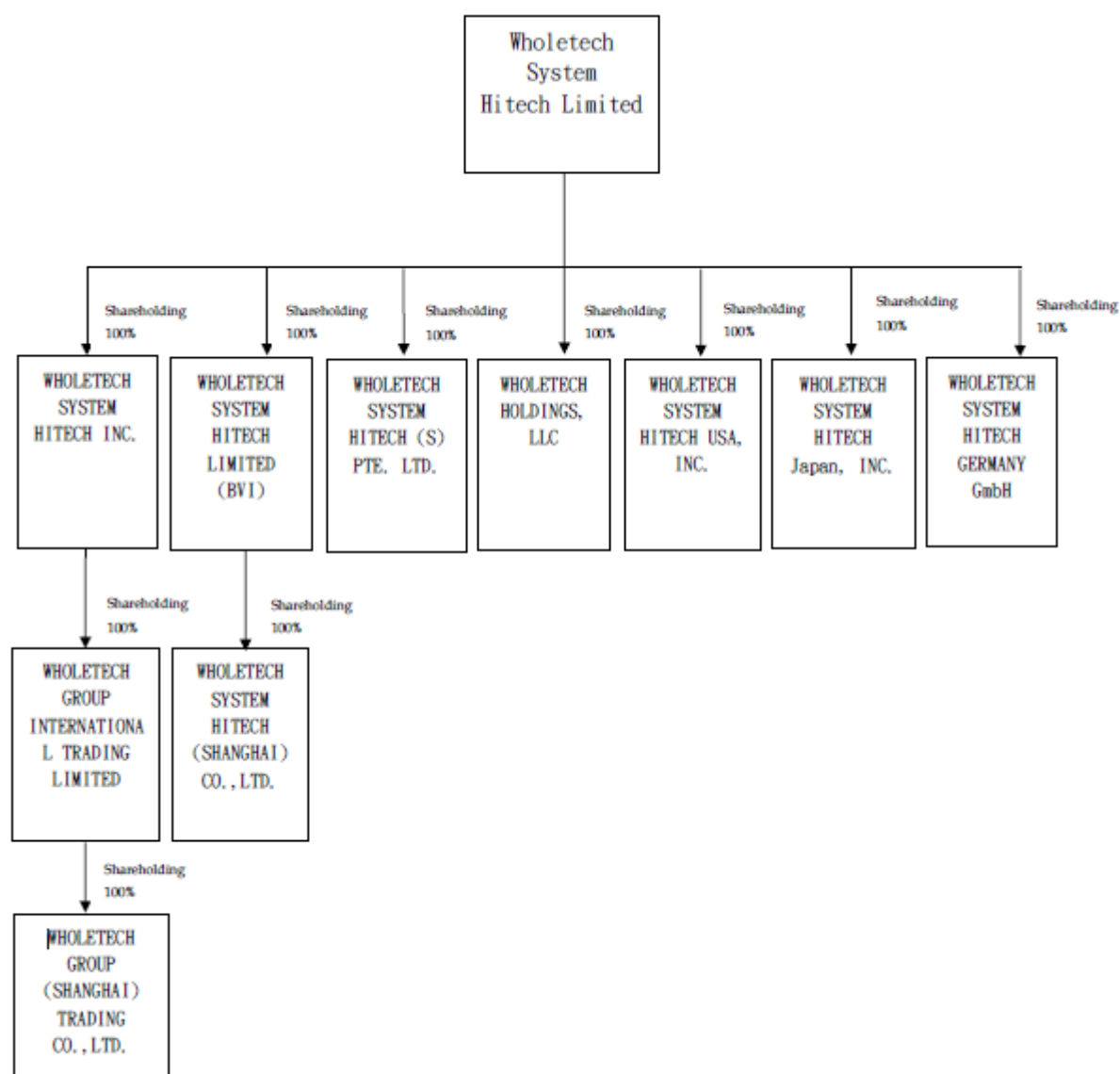
7. Other Major Items: None

VI. Special Disclosure

1. Related Party Information

(1) Consolidated business report of the affiliated enterprises

1. Organizational chart of affiliated companies (March 31, 2025)



2. Relationship between the Company and its affiliated enterprises, cross-shareholding ratios, numbers of shares held, and actual investment amounts

March 31, 2025

Unit: thousand shares/Unless otherwise stated, NT\$ thousand

Name of the affiliates	Relation with the Company	Company's shareholding and shareholding percentage		Actual investment amount	Affiliates shareholding in the Company and its shareholding percentage	
WHOLETECH SYSTEM HITECH LIMITED	Subsidiary	5,400	100%	170,884	-	-
Wholetech System Hitech (Shanghai) Co., Ltd.	Sub-subsidiary	-	100%	169,127	-	-
WHOLETECH SYSTEM HITECH INC.	Subsidiary	3,500	100%	110,559	-	-
WHOLETECH GROUP INTERNATIONAL TRADING LIMITED	Sub-subsidiary	3,500	100%	110,559	-	-
Wholetech Group (Shanghai) Trading Co., Ltd.	Sub-subsidiary	-	100%	110,559	-	-
WHOLETECH SYSTEM HITECH (S) PTE. LTD.	Subsidiary	1,000	100%	30,865	-	-
WHOLETECH HOLDINGS, LLC(Note1)	Subsidiary	-	100%	36,849	-	-
Wholetech System Hitech Japan, Inc. (Note 2)	Subsidiary	36,000	100%	76,434	-	-
Wholetech System Hitech USA, Inc. (Note 3)	Subsidiary	1,000	100%	15,354	-	-
WHOLETECH SYSTEM HITECH GERMANY GmbH (Note4)	Subsidiary	-	100%	75,254	-	-

Note 1: Wholetech has established Wholetech Holdings, LLC, an American subsidiary, on February 3, 2023, and remitted the investment fund of US\$1,200 thousand in April 2023

Note 2: Wholetech has established Wholetech System Hitech JAPAN, INC. a Japanese subsidiary, on July 13, 2023, and remitted the investment fund of JPY60,000 thousand in June 2023. Additionally, a capital increase of JPY 300,000 thousand was made in May 2024.

Note 3: Wholetech has established Wholetech System Hitech USA, INC., an American subsidiary, on February 2, 2023, and remitted the investment fund of US\$500 thousand in April 2023

Note 4: Wholetech has established Wholetech System Hitech Germany GmbH, a German subsidiary, on November 24, 2024, and remitted the investment fund of €200 thousand in November 2024. Additionally, a capital increase of €2,000 thousand was made in January 2025.

(2) Consolidated Financial Statements of Affiliates: Please refer to the relevant information in Consolidated Financial Statements on p.156~221 of this Annual Report.

(3) Affiliation Reports : None.

2. Private Placement Securities in the Most Recent Years up to the Publication Date: None.

3. Other Matters that Require Additional Description : None.

VII. Information Regarding Events Occurring in the Most Recent Fiscal Year up to the Publication Date That Are Listed in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act and May Have a Material Impact on Shareholders' Equity or the Price of the Company's Securities: None.

Wholetech System Hitech Limited
Statement on Internal Control

Date: March 11, 2025

Wholetech states the following with regard to its internal control system during fiscal year 2024, based on the findings of its self-assessment:

1. Wholetech is fully aware that establishing, implementing, and maintaining an internal control system is the responsibility of its Board of Directors and management, and the Company has already established this system. The purpose is to provide reasonable assurance in achieving objectives such as the effectiveness and efficiency of operations (including profitability, performance, and safeguarding of asset security), the reliability, timeliness, and transparency of reporting, as well as compliance with relevant norms and the adherence to applicable laws, regulations, and bylaws.
2. An internal control system has inherent limitations. Regardless of how well it is designed, an effective internal control system can only provide reasonable assurance regarding the achievement of the three objectives mentioned above. Additionally, the effectiveness of the internal control system may change due to alterations in the environment or circumstances. However, the Company's internal control system includes a self-monitoring mechanism. Once any deficiencies are identified, the Company takes corrective actions immediately.
3. Wholetech judges the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Service Enterprises in Securities and Futures Markets (herein below, the Regulations). The criteria introduced by the Regulations consisted of five major elements, each representing a different stage of internal control: 1.Control environment, 2.Risk evaluation and response, 3.Procedural control, 4.Information and communication, 5.Supervision. Each element further contains several items. Please refer to the Regulations for details.
4. Wholetech has assessed the design and operating effectiveness of its internal control system according to the aforesaid criteria.
5. Based on the findings of such evaluation, the Company believes that, on December 31, 2024, it has maintained, in all material respects, an effective internal control system (that includes the supervision and management of our subsidiaries), to provide reasonable assurance over our operational effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with applicable rulings, laws and regulations.
6. This statement will become a key component of the Company's annual report and prospectus, and will be made publicly available. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. The Company hereby declares that this statement had been approved by the Board of Directors on March 11, 2025. Among the seven directors present, none raised any objection to the contents of this statement.

Wholetech System Hitech Limited

Chairperson: Yeong Horng Uen

President: Ching Chuan Hsieh

Head of Audit: Hui Chu Fu

Chief Information Security Officer: Sheng Yu Huang

Note 1: If during the fiscal year there has existed any material deficiency in the design and operation of the internal control system of the securities or futures industry service enterprise, an explanatory section shall be added after paragraph 4 of the Statement on Internal Control, listing and explaining any material deficiencies found in the self-assessment, and the corrective actions and status of corrections taken by Wholetech up to the balance sheet date.

Note 2: The date of the statement is the fiscal year end date.

REPRESENTATION LETTER

The entities that Wholetech System Hitech Limited is required to include in its combined financial statements for affiliated entities for the year ended December 31, 2024, under the Criteria Governing the Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises are identical to those included in the consolidated financial statements prepared in conformity with the IFRS 10 – Consolidated Financial Statements. In addition, the information required to be disclosed in the combined financial statements for affiliated entities is already included in the consolidated financial statements. Consequently, Wholetech System Hitech Limited and its subsidiaries do not prepare a separate set of combined financial statements for affiliated entities.

Very truly yours,

Wholetech System Hitech Limited

By

Yeong Horng Uen
Chairman

March 11, 2025

INDEPENDENT AUDITORS' REPORT

(Consolidated Financial Statements)

The Board of Directors and Shareholders

Wholetech System Hitech Limited

Opinion

We have audited the accompanying consolidated financial statements of Wholetech System Hitech Limited (the Company) and its subsidiaries (the Group), which comprise the consolidated balance sheets as of December 31, 2024 and 2023, and the consolidated statements of comprehensive income, changes in equity, and cash flows for the years then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as of December 31, 2024 and 2023, and its consolidated financial performance and its consolidated cash flows for the years then ended in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers and the International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), IFRIC Interpretations (IFRIC), and SIC Interpretations (SIC) endorsed and issued into effect by the Financial Supervisory Commission of the Republic of China.

Basis of Opinion

We were entrusted to conduct our audits in accordance with the Regulations Governing Financial Statement Audit and Attestation Engagements of Certified Public Accountants and the Standards on Auditing of the Republic of China. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Consolidated Financial Statements section of our report. The personnel of the firm to which we belong have complied with the Norm of Professional Ethics for Certified Public Accountant, maintaining independence from the Group and fulfilling other responsibilities under these norms. We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the Group's consolidated financial statements for the year ended December 31, 2024. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matter for the Group's consolidated financial statements for the year ended December 31, 2024 is stated as follows:

Engineering Revenue Recognition

The main source of revenue of the Group is engineering revenue, which is recognized over time as revenue as costs are incurred. As the accounting treatment of engineering revenue involves high estimates and judgments, and sales revenue from certain customers has grown significantly with substantial transaction amounts, the auditor believe that it is a key audit matter. Please refer to Notes 4, 5 and 21.

We conducted the following verification procedures:

1. We selected samples from the following contracts with identified risks for testing:
 - (1) Major contracts of sales customers with significant revenue growth over the two years.
2. We understood the procedures of engineering revenue recognition and performed related control tests.
3. We performed the following verification procedures:
 - (1) We reconciled the contract price to the original contract.
 - (2) We tested the correctness of the costs incurred.
 - (3) We tested the reasonableness of the estimated total cost upon completing the contracts.
 - (4) We verified the correctness of the percentage of completion and the recognition of the amount of engineering revenue.
 - (5) We reviewed the estimated total costs obtained after the period, evaluated the percentage of completion, and assessed the reasonableness of the related changes.

Other Matter

We have also audited the consolidated financial statements of Wholetech System Hitech Limited as of and for the years ended December 31, 2024 and 2023, on which we have issued an unqualified opinion report, available for reference.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers and the IFRS, IAS, IFRIC, and SIC endorsed and issued into effect by the Financial Supervisory Commission of the Republic of China. Management is also responsible for maintaining internal controls relevant to the preparation of consolidated financial statements, ensuring that these financial statements are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance (including members of the Audit Committee) are responsible for overseeing the Group's financial reporting process.

Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Standards on Auditing of the Republic of China will always detect a material misstatement when it exists in the consolidated financial statements. Misstatements may arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users relying on these consolidated financial statements.

As part of an audit in accordance with the Standards on Auditing of the Republic of China, we exercised professional judgment and maintained professional skepticism throughout the audit. We also:

1. Identified and assessed the risks of material misstatement of the consolidated financial statements, whether due to fraud or error; designed and performed audit procedures responsive to those risks; and obtained audit evidence that was sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
2. Obtained an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
3. Evaluated the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
4. Concluded on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty existed related to events or conditions that might cast significant doubt on the Group's ability to continue as a going concern. If we had concluded that a material uncertainty existed, we would have been required to draw attention in our auditors' report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions were based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Group to cease to continue as a going concern.

5. Evaluated the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represented the underlying transactions and events in a manner that achieved fair presentation.
6. Obtained sufficient and appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicated with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identified during our audit.

We also provided those charged with governance with a statement that we had complied with relevant ethical requirements regarding independence, and communicated with them all relationships and other matters that might reasonably have been thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determined those matters that were of most significance in the audit of the consolidated financial statements for the year ended December 31, 2024 and thus identified them as the key audit matters. We communicate these matters in our auditors' report except where laws or regulations prohibit public disclosure of specific items, or in extremely rare circumstances where we determine that omitting such communication is necessary, as the reasonably expected adverse consequences would outweigh the public interest benefits of disclosure.

The engagement partners on the audits resulting in this independent auditors' report are Mei-Chen Tsai and Ya-Yun Chang.

Deloitte & Touche
Taipei, Taiwan

Financial Supervisory Commission Approved-certified No
Jin-Guan-Zheng-Shen-Zi No. 1010028123

Financial Supervisory Commission Approved-certified No
Jin-Guan-Zheng-Shen-Zi No. 1110348898

March 11, 2025

Wholetech System Hitech Limited and Subsidiaries

CONSOLIDATED BALANCE SHEETS

December 31, 2024 and 2023

(In Thousands of New Taiwan Dollars)

CODE	ASSETS	December 31, 2024		December 31, 2023	
		Amount	%	Amount	%
	Current Assets				
1100	Cash and cash equivalents (Note 4 and 6)	\$ 3,242,199	50	\$ 2,097,917	34
1136	Financial assets measured at amortized cost - Current (Notes 4, 7, and 28)	159,592	3	162,818	3
1140	Contract assets - Current (Notes 4 and 21)	874,673	13	854,450	14
1170	Accounts receivable - Non-related parties (Notes 4, 8, and 21)	456,332	7	870,963	14
1180	Accounts receivable - Related parties (Notes 4, 8, 21, and 27)	5,500	-	12,787	-
1200	Other receivables (Note 4)	4,377	-	9,122	-
130X	Inventories (Notes 4 and 9)	745,240	11	1,075,717	17
1470	Other current assets (Note 14)	<u>37,545</u>	<u>1</u>	<u>287,150</u>	<u>5</u>
11XX	Total current assets	<u>5,525,458</u>	<u>85</u>	<u>5,370,924</u>	<u>87</u>
	Noncurrent Assets				
1535	Financial assets measured at amortized cost - Noncurrent (Notes 4, 7, and 28)	2,000	-	2,000	-
1600	Property, plant and equipment (Notes 4, 11 and 28)	926,079	14	700,780	12
1755	Right-of-use assets (Notes 4 and 12)	55	-	830	-
1805	Goodwill (Notes 4 and 13)	10,504	-	10,504	-
1840	Deferred income tax assets (Notes 4 and 23)	28,683	-	23,417	-
1920	Refundable deposits (Note 4)	<u>30,573</u>	<u>1</u>	<u>33,507</u>	<u>1</u>
15XX	Total noncurrent assets	<u>997,894</u>	<u>15</u>	<u>771,038</u>	<u>13</u>
1XXX	Total	<u>\$ 6,523,352</u>	<u>100</u>	<u>\$ 6,141,962</u>	<u>100</u>
C O D E	LIABILITIES AND EQUITY				
	Current Liabilities				
2100	Short-term loans (Notes 4 and 15)	\$ 41,135	1	\$ 363,138	6
2130	Contract liabilities - Current (Notes 4, 21, and 27)	2,247,716	34	1,480,044	24
2150	Notes payable - Non-related parties (Note 16)	507	-	32,281	1
2170	Accounts payable - Non-related parties (Note 16)	1,451,962	22	1,799,832	29
2200	Other payables (Note 17)	419,637	6	332,726	5
2230	Current income tax liabilities (Notes 4 and 23)	107,969	2	95,293	2
2280	Lease liabilities - Current (Notes 4 and 12)	56	-	787	-
2399	Other current liabilities (Note 17)	<u>3,218</u>	<u>-</u>	<u>3,093</u>	<u>-</u>
21XX	Total current liabilities	<u>4,272,200</u>	<u>65</u>	<u>4,107,194</u>	<u>67</u>
	Noncurrent Liabilities				
2550	Provision - Noncurrent (Notes 4 and 18)	67,924	1	45,190	1
2570	Deferred income tax liabilities (Notes 4 and 23)	74,163	1	75,228	1
2580	Lease liabilities - Noncurrent (Notes 4 and 12)	-	-	56	-
2640	Net defined benefit liability - Noncurrent (Notes 4 and 19)	<u>44,881</u>	<u>1</u>	<u>46,092</u>	<u>1</u>
25XX	Total noncurrent liabilities	<u>186,968</u>	<u>3</u>	<u>166,566</u>	<u>3</u>
2XXX	Total liabilities	<u>4,459,168</u>	<u>68</u>	<u>4,273,760</u>	<u>70</u>
	Equity Attributable to Owners of the Parent (Notes 4 and 20)				
	Capital stock				
3110	Common stock	<u>730,476</u>	<u>11</u>	<u>730,476</u>	<u>12</u>
	Capital surplus				
3210	Additional paid-in capital	163,612	3	346,231	6
3220	Treasury share transactions	<u>773</u>	<u>-</u>	<u>773</u>	<u>-</u>
3200	Total capital surplus	<u>164,385</u>	<u>3</u>	<u>347,004</u>	<u>6</u>
	Retained earnings				
3310	Legal reserve	312,354	5	272,299	4
3320	Special reserve	37,496	-	28,132	-
3350	Unappropriated earnings	<u>830,198</u>	<u>13</u>	<u>527,787</u>	<u>9</u>
3300	Total	<u>1,180,048</u>	<u>18</u>	<u>828,218</u>	<u>13</u>
3400	Other equity	(<u>10,725</u>)	<u>-</u>	(<u>37,496</u>)	(<u>1</u>)
31XX	Total equity attributable to owners of the parent	<u>2,064,184</u>	<u>32</u>	<u>1,868,202</u>	<u>30</u>
3XXX	Total equity	<u>2,064,184</u>	<u>32</u>	<u>1,868,202</u>	<u>30</u>
	Total	<u>\$ 6,523,352</u>	<u>100</u>	<u>\$ 6,141,962</u>	<u>100</u>

The accompanying notes are an integral part of the consolidated financial statements.

Wholetech System Hitech Limited and Subsidiaries
CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME
For the Years Ended December 31, 2024 and 2023
(In Thousands of New Taiwan Dollars, Except Earnings Per Share)

CODE		2024		2023	
		Amount	%	Amount	%
4520	Engineering revenue (Notes 4, 5, 21, and 27)	\$ 5,487,092	100	\$ 4,438,601	100
5520	Construction costs (Notes 4, 5, 9, and 22)	(4,325,519)	(79)	(3,510,750)	(79)
5900	Gross profit	<u>1,161,573</u>	<u>21</u>	<u>927,851</u>	<u>21</u>
	Operating Expenses (Note 22)				
6100	Marketing expenses	(162,230)	(3)	(134,176)	(3)
6200	Administrative expenses	(407,039)	(8)	(320,668)	(7)
6300	Research and development administrative	(19,497)	-	(19,134)	(1)
6450	Expected credit impairment reversal				
	profit (or loss)	<u>-</u>	<u>-</u>	<u>2,832</u>	<u>-</u>
6000	Total operating expenses	(588,766)	(11)	(471,146)	(11)
6900	Income from operations	<u>572,807</u>	<u>10</u>	<u>456,705</u>	<u>10</u>
	Non-Operating Income and Expenses				
7100	Interest income (Note 22)	36,085	1	53,441	1
7010	Other income (Note 22)	16,492	-	10,377	-
7020	Other gains and losses (Note 22)	68,818	1	22,890	1
7050	Finance costs (Notes 4 and 22)	(23,898)	-	(7,717)	-
7000	Total non-operating income and expenses	<u>97,497</u>	<u>2</u>	<u>78,991</u>	<u>2</u>
7900	Pre-tax income	670,304	12	535,696	12
7950	Income tax expense (Notes 4 and 23)	(175,180)	(3)	(136,663)	(3)
8200	Net income of current year	<u>495,124</u>	<u>9</u>	<u>399,033</u>	<u>9</u>

(Continued)

(Continued)

CODE		2024		2023	
		Amount	%	Amount	%
	Other Comprehensive Income (Loss)				
8310	Items that will not be reclassified subsequently to profit or loss:				
8311	Remeasurement of defined benefit plans (Notes 4 and 19)	\$ 2,801	-	\$ 1,521	-
8360	Items that may be reclassified subsequently to profit or loss:				
8361	Exchange differences on foreign operations (Note 4)	<u>26,771</u>	<u>1</u>	(<u>9,364</u>)	<u>-</u>
8300	Other comprehensive income (loss) for the year	<u>29,572</u>	<u>1</u>	(<u>7,843</u>)	<u>-</u>
8500	Total comprehensive income (loss) for the year	<u>\$ 524,696</u>	<u>10</u>	<u>\$ 391,190</u>	<u>9</u>
8610	Net income attributable to: owners of the parent	<u>\$ 495,124</u>	<u>9</u>	<u>\$ 399,033</u>	<u>9</u>
8710	Total comprehensive income (loss) attributable to: owners of the parent	<u>\$ 524,696</u>	<u>10</u>	<u>\$ 391,190</u>	<u>9</u>
	Earnings per share (Note 24)				
9750	Basic EPS	<u>\$ 6.78</u>		<u>\$ 5.46</u>	
9850	Diluted EPS	<u>\$ 6.72</u>		<u>\$ 5.40</u>	

The accompanying notes are an integral part of the consolidated financial statements.

Wholetech System Hitech Limited and Subsidiaries
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY
For the Years Ended December 31, 2024 and 2023
(In Thousands of New Taiwan Dollars)

		Equity Attributable to Owners of the Parent							
		Capital stock			Retained earnings			Other Equity - Foreign Exchange Differences	
CODE		Shares (In Thousands)	Amount	Capital Surplus	Legal Reserve	Special reserve	Unappropriated Earnings		Total Equity
A1	Balance at January 1, 2023	73,048	\$ 730,476	\$ 347,004	\$ 234,073	\$ 40,528	\$ 459,863	(\$ 28,132)	\$ 1,783,812
	Appropriations and distribution of 2022 earnings								
B1	Legal reserve	-	-	-	38,226	-	(38,226)	-	-
B17	Reversal of special reserve	-	-	-	-	(12,396)	12,396	-	-
B5	Cash dividends to shareholders of the Company	-	-	-	-	-	(306,800)	-	(306,800)
D1	Net income, 2023	-	-	-	-	-	399,033	-	399,033
D3	Other comprehensive income (loss), 2023	-	-	-	-	-	1,521	(9,364)	(7,843)
D5	Total comprehensive income (loss), 2023	-	-	-	-	-	400,554	(9,364)	391,190
Z1	Balance at December 31, 2023	73,048	730,476	347,004	272,299	28,132	527,787	(37,496)	1,868,202
	Appropriations and distribution of 2023 earnings								
B1	Legal reserve	-	-	-	40,055	-	(40,055)	-	-
B3	Special reserve	-	-	-	-	9,364	(9,364)	-	-
B5	Cash dividends to shareholders of the Company	-	-	-	-	-	(146,095)	-	(146,095)
C13	Capital surplus distributed as stock dividends	-	-	(182,619)	-	-	-	-	(182,619)
D1	Net income, 2024	-	-	-	-	-	495,124	-	495,124
D3	Other comprehensive income (loss), 2024	-	-	-	-	-	2,801	26,771	29,572
D5	Total comprehensive income (loss), 2024	-	-	-	-	-	497,925	26,771	524,696
Z1	Balance at December 31, 2024	73,048	\$ 730,476	\$ 164,385	\$ 312,354	\$ 37,496	\$ 830,198	(\$ 10,725)	\$ 2,064,184

The accompanying notes are an integral part of the consolidated financial statements.

Wholetech System Hitech Limited and Subsidiaries

CONSOLIDATED STATEMENTS OF CASH FLOWS

For the Years Ended December 31, 2024 and 2023

(In Thousands of New Taiwan Dollars)

CODE		2024	2023
	Cash Flows from Operating Activities		
A10000	Pre-tax income	\$ 670,304	\$ 535,696
A20010	Income and expense items:		
A20100	Depreciation expense	56,159	48,868
A20300	Expected credit impairment reversal profit (or loss)	-	(2,832)
A20900	Finance costs	23,898	7,717
A21200	Interest income	(36,085)	(53,441)
A22500	Loss on disposal of properties, plant and equipment	11	11
A23700	Inventory impairment and obsolescence losses	12,674	4,184
A24100	Net unrealized foreign currency exchange loss (or profit)	(2,192)	11,928
A30000	Changes in operating assets and liabilities		
A31125	Contract assets	(20,223)	307,915
A31130	Notes receivable	-	2,645
A31150	Accounts receivable	422,639	(184,722)
A31180	Other receivables	4,875	(6,427)
A31200	Inventories	317,795	(70,013)
A31240	Other current assets	249,605	(81,104)
A32125	Contract liabilities	767,672	(296,722)
A32130	Notes payable	(31,774)	9,314
A32150	Accounts payable	(348,584)	65,406
A32180	Other payables	87,615	218
A32200	Provision	22,734	11,019
A32230	Other current liabilities	125	523
A32240	Net defined benefit liability	<u>1,590</u>	(<u>1,730</u>)
A33000	Net cash inflows from operations	2,198,838	308,453
A33100	Interest received	35,955	56,612
A33500	Income taxes paid	(<u>168,835</u>)	(<u>127,763</u>)
AAAA	Net cash inflows from operating activities	<u>2,065,958</u>	<u>237,302</u>
	Cash Flows From Investing Activities		
B00040	Acquisitions of financial assets at amortized cost	(8,081)	(151,594)
B00050	Disposals of financial assets at amortized cost	17,279	-
B02700	Acquisitions of property, plant and equipment	(273,310)	(113,387)
B03800	Decrease in refundable deposits	<u>2,934</u>	<u>1,442</u>
BBBB	Net cash outflows from investing activities	(<u>261,178</u>)	(<u>263,539</u>)

(Continued)

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<u>CODE</u>		<u>2024</u>	<u>2023</u>
	Cash Flows from Financing Activities		
C00100	Increase in short-term loans	\$ 2,346,493	\$ 2,682,054
C00200	Decrease in short-term loans	(2,668,592)	(2,577,683)
C04020	Repayment of the principal portion of the lease liabilities	(793)	(2,195)
C04500	Payment of cash dividends	(328,714)	(306,800)
C05600	Interest paid	(<u>24,596</u>)	(<u>7,062</u>)
CCCC	Net cash outflow from financing activities	(<u>676,202</u>)	(<u>211,686</u>)
DDDD	Effect of exchange rate changes on cash and cash equivalents	<u>15,704</u>	(<u>30,164</u>)
EEEE	Net increase (decrease) in cash and cash equivalents	1,144,282	(268,087)
E00100	Cash and cash equivalents, beginning of the year	<u>2,097,917</u>	<u>2,366,004</u>
E00200	Cash and cash equivalents, end of year	<u>\$ 3,242,199</u>	<u>\$ 2,097,917</u>

The accompanying notes are an integral part of the consolidated financial statements.

Wholetech System Hitech Limited and Subsidiaries
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

(Amounts in Thousands of New Taiwan Dollars, Unless Specified Otherwise)

(I) GENERAL

Wholetech System Hitech Limited (the Company), a Republic of China (R.O.C.) corporation, was incorporated in August, 1990. The Company specializes in the following areas of service: (1) Semiconductor equipment, special pipeline equipment, special chemical equipment, chemical supply equipment, chemical slurry supply equipment, gas exhaust equipment, waste gas treatment equipment, engineering plastics, automatic control system equipment, planning, design, installation, project contracting, sales and maintenance service. (2) Instruments, thermal management, tanks, workbenches, drug tanks, chemical fume hoods, and design, installation, engineering contracting, sales and maintenance services for laminar flow benches. (3) Sales and trading of aforementioned equipment products and mechanical parts. The address of its registered office is 8F.-1, No. 14, Donghua Rd., Niupu District, Hsinchu City. The address of its principal place of business is No. 487, Gaofeng Rd., East Dist., Hsinchu City.

On January 9, 2007, the Company's shares were traded on the Over-the-Counter (OTC) market of the Taipei Exchange (TPEX).

The consolidated financial statements is reported in New Taiwan Dollars, the Company's functional currency.

(II) THE AUTHORIZATION OF FINANCIAL STATEMENTS

The accompanying consolidated financial statements were approved by the Board of Directors on March 11, 2025.

(III) APPLICATION OF NEW AND REVISED INTERNATIONAL FINANCIAL REPORTING STANDARDS

1. Initial application of the amendments to the International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), IFRIC Interpretations (IFRIC), and SIC Interpretations (SIC) (collectively, "IFRS accounting standards") endorsed and issued into effect by the Financial Supervisory Commission (FSC)

The initial application of the amendments to the IFRS accounting standards endorsed and issued into effect by the FSC did not have a significant effect on the Company's and the Group's accounting policies.

2. The IFRS accounting standards issued by International Accounting Standards Board (IASB) and endorsed by the FSC with effective date starting 2025

<u>New, Revised or Amended Standards and Interpretations</u>	<u>Effective Date Issued by IASB</u>
Amendments to IAS 21 “Lack of Exchangeability”	January 1, 2025 (Note 1)
Amendments to IFRS 9 and IFRS 7 “Amendments to the Classification and Measurement of Financial Instruments” regarding the revisions to the application guidelines on the classification of financial assets.	January 1, 2026 (Note 2)

Note 1: This amendment is applicable to annual reporting periods beginning on or after January 1, 2025. On the initial application of this amendment, comparative periods shall not be restated. Instead, the effect shall be recognized in retained earnings or in the foreign currency translation reserve under equity as of the date of initial application (as appropriate), along with the relevant affected assets and liabilities.

Note 2: This amendment is applicable to annual reporting periods beginning on or after January 1, 2026, and entities may also opt for early application starting January 1, 2025. On the initial application of this amendment, it shall be applied retrospectively but without the need to restate comparative periods, and the effect of the initial application shall be recognized as of the date of initial application. However, an entity may choose to restate comparative periods if it can do so without the use of hindsight.

3. The IFRS accounting standards issued by IASB but not yet endorsed and issued into effect by the FSC

<u>New, Revised or Amended Standards and Interpretations</u>	<u>Effective Date Issued by IASB (Note 1)</u>
“Annual Improvements to IFRS Accounting Standards - Volume 11”	January 1, 2026
Amendments to IFRS 9 and IFRS 7 “Amendments to the Classification and Measurement of Financial Instruments” regarding the revisions to the application guidelines on the derecognition of financial liabilities.	January 1, 2026
Amendments to IFRS 9 and IFRS 7 “Contracts Referencing Nature-dependent Electricity”	January 1, 2026
Amendments to IFRS 10 and IAS 28 “Sale or Contribution of Assets between an Investor and its Associate or Joint Venture”	To be determined by IASB
IFRS 17 “Insurance Contracts”	January 1, 2023
Amendments to IFRS 17	January 1, 2023

<u>New, Revised or Amended Standards and Interpretations</u>	<u>Effective Date Issued by IASB (Note 1)</u>
Amendments to IFRS 17 “Initial Application of IFRS 17 and IFRS 9 - Comparative Information”	January 1, 2023
IFRS 18 “Presentation and Disclosure in Financial Statements”	January 1, 2027
IFRS 19 “Subsidiaries without Public Accountability: Disclosures”	January 1, 2027

Note 1: Unless otherwise indicated, the above new issued/revised/interpreted standards or interpretations shall be effective for annual reporting periods beginning on or after the respective dates mentioned.

IFRS 18 “Presentation and Disclosure in Financial Statements”

IFRS 18 will replace IAS 1 “Presentation of Financial Statements,” with the main changes including:

- (1) In the income statement, income and expense items should be classified into categories of operating, investing, financing, income tax, and discontinued operations.
- (2) The income statement should present operating profit or loss, pre-tax profit or loss before financing, and subtotals and totals of profit or loss.
- (3) Provision of guidelines for strengthening aggregation and disaggregation requirements: The Company must identify assets, liabilities, equity, income, expenses, and cash flows arising from individual transactions or other matter and classify and aggregate them based on shared characteristics, ensuring that each line item reported in the primary financial statements has at least one similar characteristic. Items with dissimilar characteristics should be disaggregated in the primary financial statements and the notes. The Company labels such items as “Other” only when a more informative label cannot be identified.
- (4) Disclosure of enhanced management performance measurement definition: When the Company conducts public communications beyond the financial statements and communicates management views on a certain aspect of the Company's overall financial performance to users of the financial statements, it should disclose information related to the management-defined performance measurement in a single note of the financial statements. This includes the description of the measurement, how it is calculated, its reconciliation with IFRS-specified subtotal or total, and the impact of related reconciling items on income tax and non-controlling interests.

Apart from the aforementioned impacts, as of the date the accompanying consolidated financial statements were authorized for issue, the Group continues in evaluating the other impacts on its financial position and financial performance from the initial adoption of the amendments to each standard or interpretation and related applicable period. The related impacts will be disclosed upon the completion of assessment.

(IV) SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1.Statement of compliance

The accompanying consolidated financial statements have been prepared in conformity with the Regulations Governing the Preparation of Financial Reports by Securities Issuers and the IFRS accounting standards endorsed and issued into effect by the FSC.

2.Basis of preparation

The accompanying consolidated financial statements have been prepared on the historical cost basis, except for financial instruments that are measured at fair values and the net defined benefit liability recognized at the present value of the defined benefit obligation less the fair value of plan assets.

Fair value measurements are grouped into Levels 1 to 3 based on the degree to which the fair value is observable:

- (1) Level 1 fair value measurements: those derived from quoted prices (unadjusted) in active markets for identical assets or liabilities.
- (2) Level 2 fair value measurements: those derived from inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).
- (3) Level 3 fair value measurements: those derived from valuation techniques that include inputs for the asset or liability that are not based on observable market data (unobservable inputs).

3.Classification of current and noncurrent assets and liabilities

Current assets include:

- (1) Assets mainly held for trading purposes;
- (2) Assets expected to be realized within 12 months after the end of the reporting period; and
- (3) Cash and cash equivalents (excluding those restricted from being exchanged or settled beyond 12 months after the end of the reporting period).

Current liabilities include:

- (1) Liabilities mainly incurred for trading purposes;

- (2) Liabilities expected to be settled within 12 months after the end of the reporting period (even if long-term refinancing or restructuring payment agreements have been completed between the end of the reporting period and the issuance of financial statements); and
- (3) Liabilities for which no substantive right exists at the end of the reporting period to defer settlement for at least 12 months beyond that date.

Assets and liabilities that are not classified as current are noncurrent assets and liabilities, respectively.

The Group engages in construction projects with operating cycle longer than one year. Therefore, assets and liabilities related to construction business are classified as current or noncurrent based on the normal operating cycle.

4. Basis of consolidation

The consolidated financial statements incorporate the financial statements of Wholetech System Hitech Limited and entities controlled by Wholetech System Hitech Limited (its subsidiaries), which together are referred to as the Group. Income and expenses of subsidiaries acquired or disposed of are included in the consolidated statement of comprehensive income from the effective date of acquisition and up to the effective date of disposal, as appropriate. When necessary, the financial statements of subsidiaries are adjusted to conform to the accounting policies adopted by the Group in the preparation of its consolidated financial statements. In preparing the consolidated financial statements, all transactions, account balances, income, and expenses between entities have been eliminated in full. Total comprehensive income of subsidiaries is attributed to the owners of the parent and to the non-controlling interests even if this results in the non-controlling interests having a deficit balance.

Please refer to Note 10 and Table 4 for details of the subsidiaries, shareholding ratios, and business operations.

5. Foreign currencies

In preparing the consolidated financial statements, transactions in currencies other than the entity's functional currency (foreign currencies) are recognized at the rate of exchange prevailing at the dates of the transactions.

Monetary items denominated in foreign currencies are translated at the closing rate on each end of the reporting period. Exchange differences arising from the settlement of monetary items or the translation of monetary items are recognized in profit or loss in the period in which they occur.

Non-monetary items denominated in foreign currencies and are measured in terms of historical cost are translated using the exchange rates prevailing at the transaction dates and will not be retranslated.

In preparing the consolidated financial statements, the assets and liabilities of overseas operating subsidiaries (including those using currencies or operating in countries different from the Company) are translated into New Taiwan Dollars at the exchange rates at the end of each reporting period. Revenue and expenses are translated using the average exchange rates for the period and any resulting exchange differences are recognized in other comprehensive income.

6. Inventories

Inventories include construction materials. Inventories are stated at the lower of cost or net realizable value. The comparisons between cost and net realizable value are conducted on an individual item basis, except for inventories within the same category. Net realizable value represents the estimated selling price under normal circumstances less all estimated costs of completion and costs necessary to make the sale. The costs of inventories adopt the weighted-average method.

7. Property, plant and equipment

Property, plant and equipment are measured at cost and subsequently measured at cost less accumulated depreciation and accumulated impairment losses.

Property, plant and equipment under construction are recognized at cost, less accumulated impairment losses. The costs include professional service fees and borrowing costs eligible for capitalization. The samples produced to test the performing operation of the assets before they are ready for intended use are measured at cost or net realizable value, whichever is lower. The sales proceeds and costs are recognized in profit or loss. Such assets are classified to the appropriate categories of property, plant and equipment when completed and ready for intended use, and depreciation commences.

Depreciation is recognized on a straight-line basis over the estimated useful life. Each significant component of property, plant, and equipment is depreciated on a straight-line basis over its estimated useful lives. The estimated useful lives, residual values and depreciation methods are reviewed at least at each year-end, with the effect of any changes in applicable accounting estimates prospectively.

When property, plant and equipment are derecognized, the gain or loss arising from the disposal or retirement of the asset is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognized in profit or loss.

8. Goodwill

The goodwill acquired in a business combination is recognized as a cost at the acquisition date and subsequently measured at cost less accumulated impairment losses.

For the purpose of impairment testing, goodwill is allocated to the cash-generating units or groups of cash-generating units that are expected to benefit from the synergies of the combination.

Each cash-generating unit carrying goodwill is tested for impairment annually (or whenever there are indicators of impairment) by comparing its carrying amount, including goodwill, with its recoverable amount. If the goodwill allocated to a cash-generating unit is acquired in a business combination during the year, the unit should be tested for impairment before the end of the year. If the recoverable amount of the cash-generating unit is less than its carrying amount, the impairment loss is first allocated to the goodwill of the unit, and then, on a pro-rata basis, to the carrying amounts of the other assets of the unit. Any impairment loss is recognized directly as an expense in the current period. Impairment losses on goodwill cannot be reversed in subsequent periods.

When a cash-generating unit carrying goodwill is disposed of, the carrying amount of the goodwill related to the disposed operation is included in the carrying amount of the operation and is used to determining the gain or loss on disposal.

9.Impairment of property, plant, and equipment and right-of-use assets

The Company assesses whether there is any indication of impairment for property, plant, and equipment and right-of-use assets on each end of the reporting period. If there is any indication of impairment, the recoverable amount of the asset is estimated. If it is not possible to estimate the recoverable amount of individual assets, the Group estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Recoverable amount is the higher of fair value less costs to sell and value in use. If the recoverable amount of an individual asset or cash-generating unit is less than its carrying amount, the carrying amount of the asset or cash-generating unit is reduced to its recoverable amount, and the impairment loss is recognized in profit or loss.

When the impairment loss is reversed in a subsequent period, the carrying amount of the asset or cash-generating unit is increased to the revised recoverable amount. However, the increased carrying amount should not exceed the carrying amount that would have been determined (net of depreciation or amortization) if no impairment loss had been recognized in previous years. The reversal of impairment loss is recognized in profit or loss.

10.Financial instruments

Financial assets and liabilities shall be recognized on the consolidated balance sheet when the Group becomes a party to the contractual provisions of the instruments.

Financial assets and liabilities are initially recognized at fair values. Transaction costs that are directly attributable to the acquisition or issuance of financial assets or financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognized immediately in profit or loss.

(1) Financial assets

Regular way purchases or sales of financial assets are recognized and derecognized on settlement date basis.

A. Category and measurement

The financial assets held by the Group are measured at amortized cost.

(a) Financial assets measured at amortized cost

If the Group's investment in financial assets meets both of the following conditions at the same time, it is classified as financial assets measured at amortized cost:

- i. The financial asset is held within a business model whose objective is to hold the financial assets in order to collect contractual cash flows; and
- ii. The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets measured at amortized cost (including cash and cash equivalents, notes receivable measured at amortized costs, accounts receivable and other receivables and refundable deposits) are initially recognized at the total carrying amount determined under the effective interest method, less any impairment losses measured at amortized cost. Any foreign exchange gains or losses are recognized in profit or loss.

Except for the following two cases, interest income is calculated based on the effective interest rate multiplied by the total carrying amount of financial assets:

- i. For credit-impaired financial assets purchased or originated, interest income is calculated based on the effective interest rate adjusted for credit, multiplied by the amortized cost of the financial assets.
- ii. For financial assets that are not purchased or originated as credit-impaired but subsequently become credit-impaired,

interest income should be calculated based on the effective interest rate multiplied by the amortized cost of the financial assets from the next reporting period after the credit impairment.

Credit-impaired financial assets refer to financial assets for which the issuer or debtor has experienced significant financial difficulty, default, the debtor is likely to apply for bankruptcy or other financial reorganization, or the liquidity market for financial assets has disappeared due to financial difficulty.

Cash equivalents include highly liquid deposits that are held for three months or less from the acquisition date, are readily convertible to a known amount of cash, and have a very low risk of value change, which are used to meet short-term cash commitments.

B. Impairment of financial assets

The Group evaluates the impairment of financial assets (including accounts receivable) measured at amortized costs and contract assets based on the expected credit losses on each end of the reporting period.

The loss allowance for accounts receivable and contract assets is recognized based on lifetime expected credit losses. For other financial assets, the Group first assesses whether there has been a significant increase in credit risk since initial recognition. If there has not been a significant increase, the expected credit losses are recognized for the next 12 months. If there has been a significant increase, the expected credit losses are recognized over the remaining period.

Expected credit losses are calculated as the weighted average of credit losses based on the risk of default. The 12-month expected credit losses represent the expected credit losses from default events that may occur within 12 months after the reporting date, while lifetime expected credit losses represent the expected credit losses from default events that may occur over the remaining life of the financial instruments.

For internal credit risk management purposes and without considering collateral held, the Group determines that a financial asset is in default in the following situations:

- (a) There is internal or external information indicating that the debtor is unlikely to settle the debt.
- (b) The payment is overdue by more than 31 days, unless there is reasonable and verifiable information suggesting that the deferred default criteria are more appropriate.

Impairment losses for all financial instruments are recognized by adjusting their carrying amounts through a loss allowance account.

C. Derecognition of financial assets

The Group derecognizes a financial asset only when the contractual rights to the cash flows from the financial asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the financial asset to another entity.

On derecognition of a financial asset at amortized cost in its entirety, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognized in profit or loss.

(2) Equity instruments

The equity instruments issued by the Group are classified as equity based on the substance of the contractual arrangements and the definition of equity instruments.

Equity instruments issued by the Group are recognized as the proceeds received, net of direct issue costs.

The Company's own equity instruments that are reacquired are recognized and deducted under equity, and the carrying amount is calculated on a weighted average basis by type of shares, and separately calculated based on the reason for the repurchase. The purchase, sale, issuance, or cancellation of the Company's own equity instruments are not recognized in profit or loss.

(3) Financial liabilities

A. Subsequent measurement

All financial liabilities are measured at amortized cost using effective interest method.

B. Derecognition of financial liabilities

When a financial liability is derecognized, the difference between the carrying amount and the consideration paid (including any non-cash assets transferred or liabilities assumed) is recognized in profit or loss.

11.Provisions

The amount recognized as provision for liabilities represents the best estimate of the expenditure required to settle the obligation as of the end of the reporting period, considering the risks and uncertainties associated with the obligation. The liability provision is measured based on the discounted present value of the estimated cash flows required to settle the obligation.

Warranty

The warranty obligation to ensure that products conform to the agreed-upon specifications is recognized as a provision for liabilities at the time of revenue recognition, based on management's best estimate of the expenses required to settle the Group's obligations.

12.Revenue recognition

Upon identification of performance obligations in customer contracts, the transaction price is allocated to each performance obligation, and the Group recognizes revenue when performance obligations are satisfied.

Engineering revenue

For construction contracts involving system integration projects and ancillary equipment, along with related supply systems controlled by the customer during the construction process, the Group recognizes the revenue gradually over time. As the completed and installed units are directly related to the completion progress of performance obligations, the Group measures the progress of completion based on the proportion of completed and installed units to the estimated total contract output units. The Company recognizes contract assets gradually during the construction process and transfer them to accounts receivable upon invoicing. If the amount of construction fees received exceeds the revenue recognized, the difference is recognized as contract liabilities. The construction retention fee retained by customers in accordance with the contract terms is to ensure that the Group fulfills all contractual obligations and is recognized as contract assets before the Group fulfills its obligations.

If the results of performance obligations cannot be reliably measured, construction revenue is recognized only within the scope of expected recoverable costs of completed performance obligations.

13.Lease

On the date of establishment of the contract, the Group evaluates whether the contract is (or contains) a lease.

(1) The Group as lessor

When the lease terms transfer substantially all risks and rewards incidental to ownership of an asset to the lessee, the lease is classified as a finance lease. All other leases are classified as operating leases.

Under operating leases, lease payments net of lease incentives are recognized as revenue on a straight-line basis over the term of the lease. The initial direct costs incurred in obtaining an operating lease are added to the carrying amount of the leased asset and recognized as an expense on a straight-line basis over the term of the lease.

(2) The Group as lessee

Except for payments of low-value assets and short-term leases which are recognized as expenses on a straight-line basis, the Group recognizes right-of-use assets and lease liabilities for all leases at the commencement date of the lease.

Right-of-use assets are initially measured at cost (including the initial measurement of the lease liability, payments made before the commencement date, and initial direct costs, less lease incentives received, and estimates of costs to restore the underlying asset), and subsequently measured at cost less accumulated depreciation and accumulated impairment losses, and adjusted for remeasurement of the lease liability. Right-of-use assets are presented separately in the consolidated balance sheets.

Right-of-use assets are depreciated using the straight-line method from the commencement dates to the earlier of the end of the useful lives of the right-of-use assets or the end of the lease terms.

Lease liabilities are initially measured at the present value of the lease payments (including fixed payments). If the implicit interest rate of the lease is readily determinable, the lease payments are discounted using that rate. If not, the lessee's incremental borrowing rate is used.

Subsequently, the lease liabilities are measured at amortized cost using the effective interest method, with interest expense recognized over the lease terms. If changes in the lease term or the index or rate used to determine lease payments result in changes to future lease payments, the Group re-measures the lease liability and adjusts the right-of-use asset accordingly. However, if the carrying amount of the right-of-use asset has been reduced to zero, the remaining remeasurement amount is recognized in profit or loss. Lease liabilities are presented separately in the consolidated balance sheets.

14. Borrowing costs

Borrowing costs directly attributable to the acquisition, construction, or production of qualifying assets are recognized as part of the cost of those assets until substantially all activities necessary to prepare the assets for their intended use or sale are completed.

Interest income earned on temporary investments of specific borrowings made to finance qualifying assets before capital expenditures occur is deducted from borrowing costs eligible for capitalization.

All other borrowing costs are recognized in profit or loss in the period they are incurred, except for any borrowing costs that are capitalized as part of the cost of an asset.

15. Employee benefits

- (1) Short-term employee benefits

Liabilities recognized for short-term employee benefits are measured at the undiscounted amount of the benefits expected to be paid in exchange for services rendered by employees.

(2) Retirement benefits

For defined contributions retirement benefit plans, payments to the benefit plan are recognized as an expense when the employees have rendered services entitling them to the contribution.

Defined benefit costs (including service cost, net interest, and remeasurement) under the defined benefit retirement benefit plans are determined using the projected unit credit method. Service cost (including current service cost), and net interest on the net defined benefit liability are recognized as employee benefits expense in the period they occur. Remeasurement, comprising actuarial gains and losses and the return on plan assets (excluding interest), is recognized in other comprehensive income in the period in which they occur and is included in retained earnings, and is not reclassified to profit or loss in subsequent periods.

Net defined benefit liability represents the shortfall in defined benefit plan contribution.

16. Income taxes

The income tax expense is the sum of current income tax and deferred income tax.

(1) Current income tax

The current income tax liabilities (recoverable) are calculated based on the income (loss) for the period determined in accordance with the tax laws and regulations in the tax jurisdiction in which the Group operates.

Income tax on unappropriated earnings subject to the R.O.C. Income Tax Law is recognized in the year in which it is approved by the shareholders' meeting.

Adjustments of prior year's income tax liabilities are included in the current year's income tax expense.

(2) Deferred income tax

Deferred income tax is recognized on temporary differences between the carrying amounts of assets and liabilities in the consolidated financial statements and their tax bases used in the computation of taxable income.

Deferred income tax liabilities are generally recognized for all taxable temporary differences, while deferred income tax assets are recognized for all deductible temporary differences, tax loss carryforwards, and tax credits for research and development expenses, provided that it is probable that sufficient taxable income will be available to utilize these deductions.

For temporary differences related to investments in subsidiaries, deferred income tax liabilities are recognized, except when the Group can control the timing of the reversal of such differences and it is probable that the difference will not reverse in the foreseeable future. Deferred income tax assets arising from deductible temporary differences associated with such investments are only recognized to the extent that it is probable that sufficient taxable income will be available to utilize the benefits of the temporary differences and they are expected to reverse in the foreseeable future.

The carrying amount of deferred income tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable income will be available to allow the recovery of all or part of the deferred income tax asset. Deferred income tax assets that were not originally recognized are also reviewed at the end of each reporting period, and are recognized to the extent that it is probable that sufficient taxable income will be available to allow the recovery of all or part of the deferred income tax asset.

Deferred income tax liabilities and assets are measured at the tax rates that are expected to apply in the year in which the liability is settled or the asset is realized, based on the tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period. The measurement of deferred income tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Group expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities.

(3) Current and deferred income taxes for the year

Current and deferred tax are recognized in profit or loss, except when they relate to items that are recognized in other comprehensive income or directly in equity, in which case, the current and deferred tax are also recognized in other comprehensive income or directly in equity, respectively.

(V) CRITICAL ACCOUNTING JUDGMENTS AND KEY SOURCES OF ESTIMATION AND UNCERTAINTY

In the application of the Group's accounting policies, the management is required to make judgments, estimates and assumptions based on historical experience and other factors about the carrying amounts of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The Group has taken into account the potential impact on the economic environment in its consideration of significant accounting estimates related to cash flow projections, growth rates, discount rates, profitability, etc. The estimates and underlying assumptions are reviewed on an ongoing basis. If a revisions to an accounting estimate affects only the current

period, it is recognized in the period of the revision. If the revision affects both the current and future periods, it is recognized in the period of the revision and in future periods.

Critical accounting judgments

None

Key sources of estimation and uncertainty

1. Construction contracts

The recognition of profit or loss for construction contracts is based on the percentage of completion, which recognizes profit or loss based on the completion of contract activities. The completion of contract activities is measured by the ratio of actual contract costs incurred to estimated total contract costs, up to the date of completion. Variable consideration such as contract bonuses or penalties is only included and recognized in accumulated revenue when it is highly likely to not result in a significant reversal of the amount.

Since the estimated total costs and project nature are evaluated and determined by management based on factors such as expected contract value, project timeline, construction method, etc., they may affect the calculation of completion percentage and the recognition of profit or loss for the project. Please refer to Note 21.

(VI) CASH AND CASH EQUIVALENTS

	December 31, 2024	December 31, 2023
Cash on hand and working capital	\$ 5,444	\$ 6,213
Bank checks and demand deposits	1,102,096	805,648
Cash equivalents (investments with original maturities of 3 months or less)		
Bank time deposits	<u>2,134,659</u>	<u>1,286,056</u>
	<u>\$ 3,242,199</u>	<u>\$ 2,097,917</u>

Interest rate range of bank deposits as of the reporting period:

	December 31, 2024	December 31, 2023
Bank deposits	0.002%~2.6%	0.001%~5.35%

(VII) FINANCIAL ASSETS MEASURED AT AMORTIZED COST

	December 31, 2024	December 31, 2023
<u>Current</u>		
Domestic investment		
Pledged time deposits	<u>\$159,592</u>	<u>\$162,818</u>
<u>Noncurrent</u>		
Domestic investment		
Pledged time deposits	<u>\$ 2,000</u>	<u>\$ 2,000</u>

1. As of December 31, 2024 and 2023, the interest rates for fixed deposits with original maturity exceeding three months were 1.275%~1.700% and 1.575%~1.900% per annum, respectively.
2. Information on credit risk management and impairment assessment related to financial assets measured at amortized cost is provided in Note 26.
3. Information on pledged financial assets measured at amortized cost is provided in Note 28.

(VIII) NOTES RECEIVABLE AND ACCOUNTS RECEIVABLE

	December 31, 2024	December 31, 2023
<u>Accounts receivable</u>		
Non-related parties		
At amortized costs		
Sum of carrying amount	\$456,332	\$870,963
Less: Allowance for losses	<u>-</u>	<u>-</u>
	456,332	870,963
Related parties	<u>5,500</u>	<u>12,787</u>
	<u>\$461,832</u>	<u>\$883,750</u>

Accounts receivable

To mitigate credit risk, the management team of the Group assigns a dedicated team to make credit limit decisions, approve credit and monitor procedures to ensure appropriate action has been taken to collect overdue receivables. In addition, the Group will review the recoverable amount of each receivable individually at the end of the reporting period to ensure that an adequate allowance for impairment losses has been made for unrecoverable

receivables. Therefore, the management of the Company believes that the credit risk of the Group has significantly reduced.

The Company recognizes allowance for impairment losses for accounts receivable based on expected credit losses over their respective periods. Expected credit losses over the respective periods are calculated using a provision matrix that considers the customer's past default record, current financial condition, the economic situation of the industry, as well as GDP forecasts and industry outlooks. In addition to recognizing impairment losses for individual customers who actually incurred credit losses, the Group determines the expected credit loss rate based on the number of days that accounts receivable are overdue, taking into account the customer's financial condition, the industry they operate in, their competitive advantage and outlook.

If there is evidence that the counterparty is facing serious financial difficulties and the Group cannot reasonably anticipate the recoverable amount, the Group will directly write off the relevant accounts receivable. However, the Group will continue recovery efforts, and any amount recovered will be recognized in profit or loss.

Aging analysis of accounts receivable

	December 31, 2024	December 31, 2023
Not past due	\$412,997	\$818,047
Past due		
Past due between 1-30 days	24,217	56,367
Past due between 31-90 days	24,618	9,336
Past due between 91-180 days	-	-
Past due over 180 days	-	-
	<u>\$461,832</u>	<u>\$883,750</u>

Movements of the loss allowance for accounts receivable:

	2024	2023
Balance, beginning and end of year	<u>\$ -</u>	<u>\$ -</u>

(IX) INVENTORIES

	December 31, 2024	December 31, 2023
Construction materials	<u>\$ 745,240</u>	<u>\$ 1,075,717</u>

Cost of sales by nature is as follows:

	<u>2024</u>	<u>2023</u>
Construction costs	\$ 4,312,845	\$ 3,506,566
Inventory impairment and obsolescence losses	<u>12,674</u>	<u>4,184</u>
	<u>\$ 4,325,519</u>	<u>\$ 3,510,750</u>

(X) SUBSIDIARIES

Subsidiaries included in the consolidated financial statements

The entities responsible for preparing this consolidated financial report are as follows:

Investor Company	Subsidiaries	Nature of Business	<u>Percentage of Ownership</u>		Note
			<u>December 31, 2024</u>	<u>December 31, 2023</u>	
The Company	WHOLETECH SYSTEM HITECH LIMITED	Investment activities	100%	100%	-
	WHOLETECH SYSTEM HITECH INC.	Investment activities	100%	100%	-
	WHOLETECH SYSTEM HITECH (S) PTE. LTD.	Construction of water, gas pipelines, and sewage systems, gas production, and main system distribution of fuel gas.	100%	100%	-
	WHOLETECH SYSTEM HITECH JAPAN, INC.	Equipment sales and installation	100%	100%	1
The Company	WHOLETECH SYSTEM HITECH USA, INC.	Equipment sales and installation	100%	100%	2
	WHOLETECH HOLDINGS, LLC	Asset management	100%	100%	3
	WHOLETECH SYSTEM HITECH GERMANY GmbH	Equipment sales and installation	100%	-	4
WHOLETECH SYSTEM HITECH LIMITED	WHOLETECH SYSTEM HITECH (SHANGHAI) CO., LTD	Mechanical and electrical, circuit, and pipeline engineering	100%	100%	-
WHOLETECH SYSTEM HITECH INC.	WHOLETECH GROUP INTERNATIONAL TRADING LIMITED	Investment activities	100%	100%	-
WHOLETECH GROUP INTERNATIONAL TRADING LIMITED	WHOLETECH GROUP (SHANGHAI) TRADING CO., LTD	Import and export trade of electronic, machinery, chemical equipment, and piping hardware materials.	100%	100%	-

Note 1: On July 13, 2023, the Company established a subsidiary, WHOLETECH SYSTEM HITECH JAPAN, INC. in Japan, and remitted an investment amount of JPY60,000 thousand in June 2023, additionally, in May 2024, injected additional capital of JPY300,000 thousand in cash.

Note 2: On February 2, 2023, the Company established a subsidiary, WHOLETECH SYSTEM HITECH USA, INC. in the United States, and remitted an investment amount of US\$500 thousand in April 2023.

Note 3: On February 3, 2023, the Company established a subsidiary, WHOLETECH HOLDINGS, LLC in the United States, and remitted an investment amount of US\$1,200 thousand in April 2023.

Note 4: On November 24, 2024, the Company established a subsidiary, WHOLETECH SYSTEM HITECH GERMANY GmbH in Germany, and remitted an investment amount of EUR 200 thousand in November 2024.

(XI) PROPERTY, PLANT AND EQUIPMENT

	Self-Owned Land	Buildings	Machinery and Equipment	Transportatio n Equipment	Office Equipment	Other Equipment	Equipment Pending Inspection and Construction in Progress	Total
<u>Cost</u>								
Balance at January 1, 2024	\$ 255,088	\$ 468,082	\$ 201,747	\$ 68,746	\$ 71,417	\$ 6,843	\$ 30,117	\$ 1,102,040
Additions	86,999	37,869	32,301	34,641	9,720	1,050	70,730	273,310
Disposals or retirements	-	-	(3,112)	(550)	(4,856)	-	-	(8,518)
Reclassified	-	1,565	-	-	1,179	-	(2,744)	-
Net exchange difference	36	8,103	2,407	693	204	11	-	11,454
Balance at December 31, 2024	<u>\$ 342,123</u>	<u>\$ 515,619</u>	<u>\$ 233,343</u>	<u>\$ 103,530</u>	<u>\$ 77,664</u>	<u>\$ 7,904</u>	<u>\$ 98,103</u>	<u>\$ 1,378,286</u>
<u>Accumulated depreciation</u>								
Balance at January 1, 2024	\$ -	\$ 120,239	\$ 182,301	\$ 48,392	\$ 44,597	\$ 5,731	\$ -	\$ 401,260
Disposals or retirements	-	-	(3,112)	(550)	(4,845)	-	-	(8,507)
Depreciation expense	-	17,667	15,087	8,264	13,938	428	-	55,384
Net exchange difference	-	1,229	2,212	482	148	(1)	-	4,070
Balance at December 31, 2024	<u>\$ -</u>	<u>\$ 139,135</u>	<u>\$ 196,488</u>	<u>\$ 56,588</u>	<u>\$ 53,838</u>	<u>\$ 6,158</u>	<u>\$ -</u>	<u>\$ 452,207</u>
Carrying amounts at December 31, 2024	<u>\$ 342,123</u>	<u>\$ 376,484</u>	<u>\$ 36,855</u>	<u>\$ 46,942</u>	<u>\$ 23,826</u>	<u>\$ 1,746</u>	<u>\$ 98,103</u>	<u>\$ 926,079</u>
	Self-Owned Land	Buildings	Machinery and Equipment	Transportatio n Equipment	Office Equipment	Other Equipment	Equipment Pending Inspection and Construction in Progress	Total
<u>Cost</u>								
Balance at January 1, 2023	\$ 247,299	\$ 429,313	\$ 196,417	\$ 58,736	\$ 56,041	\$ 5,663	\$ 8,713	\$ 1,002,182
Additions	7,952	41,575	10,815	10,000	7,349	1,199	34,497	113,387
Disposals or retirements	-	-	(4,683)	-	(4,689)	-	-	(9,372)
Reclassified	-	-	39	-	12,740	304	(13,083)	-
Net exchange difference	(163)	(2,806)	(841)	10	(24)	(323)	(10)	(4,157)
Balance at December 31, 2023	<u>\$ 255,088</u>	<u>\$ 468,082</u>	<u>\$ 201,747</u>	<u>\$ 68,746</u>	<u>\$ 71,417</u>	<u>\$ 6,843</u>	<u>\$ 30,117</u>	<u>\$ 1,102,040</u>
<u>Accumulated depreciation</u>								
Balance at January 1, 2023	\$ -	\$ 105,542	\$ 173,603	\$ 40,878	\$ 39,433	\$ 5,563	\$ -	\$ 365,019
Disposals or retirements	-	-	(4,680)	-	(4,681)	-	-	(9,361)
Depreciation expense	-	15,051	14,191	7,344	9,970	168	-	46,724
Net exchange difference	-	(354)	(813)	53	(8)	-	-	(1,122)
Balance at December 31, 2023	<u>\$ -</u>	<u>\$ 120,239</u>	<u>\$ 182,301</u>	<u>\$ 48,275</u>	<u>\$ 44,714</u>	<u>\$ 5,731</u>	<u>\$ -</u>	<u>\$ 401,260</u>
Carrying amounts at December 31, 2023	<u>\$ 255,088</u>	<u>\$ 347,843</u>	<u>\$ 19,446</u>	<u>\$ 20,471</u>	<u>\$ 26,703</u>	<u>\$ 1,112</u>	<u>\$ 30,117</u>	<u>\$ 700,780</u>

Depreciation expense is calculated on a straight-line basis over the following useful years:

Buildings	1-64 years
Machinery and Equipment	2-15 years
Transportation Equipment	2-10 years
Office Equipment	1-6 years
Other Equipment	2-3 years

For the amount of property, plants, and equipment pledged as collateral for loans, please refer to Note 28.

(XII) LEASE ARRANGEMENTS

1. Right-of-use assets

	December 31, 2024	December 31, 2023
Carrying amount		
Transportation equipment	<u>\$ 55</u>	<u>\$ 830</u>
	2024	2023
Depreciation		
Transportation equipment	<u>\$ 775</u>	<u>\$ 2,144</u>

2. Lease liabilities

	December 31, 2024	December 31, 2023
Carrying amount		
Current	<u>\$ 56</u>	<u>\$ 787</u>
Noncurrent	<u>\$ -</u>	<u>\$ 56</u>

Ranges of discount rates for lease liabilities are as follows:

	December 31, 2024	December 31, 2023
Transportation equipment	1.6%	1.6%

3. Other lease information

	2024	2023
Expenses relating to short-term leases	<u>\$ 9,916</u>	<u>\$ 10,996</u>
Low value assets lease expense	<u>\$ 130</u>	<u>\$ 110</u>
Total cash outflow for leases	<u>\$ 10,845</u>	<u>\$ 13,327</u>

The Group has elected to apply the recognition exemption to certain buildings and office equipment leases eligible for short-term leases and low-value asset leases, and therefore dose not recognize the relevant right-of-use assets and lease liabilities.

(XIII) GOODWILL

	<u>2024</u>	<u>2023</u>
<u>Cost</u>		
Balance, beginning and end of year	<u>\$ 10,504</u>	<u>\$ 10,504</u>
<u>Accumulated impairment losses</u>		
Balance, beginning and end of year	<u>\$ -</u>	<u>\$ -</u>
Net amount at the beginning and end of year	<u>\$ 10,504</u>	<u>\$ 10,504</u>

(XIV) OTHER ASSETS

	<u>December 31, 2024</u>	<u>December 31, 2023</u>
<u>Current</u>		
Excess VAT paid	\$ 15,688	\$ 15,894
Prepaid construction costs	3,432	1,650
Temporary payments	1,489	2,894
Prepayment for purchases	1,057	262,981
Others	<u>15,879</u>	<u>3,731</u>
	<u>\$ 37,545</u>	<u>\$287,150</u>

(XV) LOANS

1. Short-term loans

	<u>December 31, 2024</u>	<u>December 31, 2023</u>
<u>Unsecured loans</u>		
Credit loans	<u>\$ 41,135</u>	<u>\$363,138</u>

The interest rates for short-term bank loans were 5.50% to 5.65% and 6.58% as of December 31, 2024, and December 31, 2023, respectively.

(XVI) ACCOUNTS PAYABLE AND NOTES PAYABLE

	December 31, 2024	December 31, 2023
<u>Notes payable</u>		
Arising from operating activities - non-related parties	\$ <u>507</u>	\$ <u>32,281</u>
<u>Accounts payable</u>		
Arising from operating activities - non-related parties	\$ <u>1,451,962</u>	\$ <u>1,799,832</u>

Accounts payable has a credit period of 30 to 90 days, and the Group has established financial risk management policies to ensure that all payables are repaid within the agreed credit terms.

Accounts payable includes non-interest-bearing retainage payable for construction contracts, which will be settled upon completion of the respective retention periods. The retention period is typically the Group's normal operating cycle, ranging from 3 months to 1 year.

(XVII) OTHER LIABILITIES

	December 31, 2024	December 31, 2023
<u>Current</u>		
Other payables		
Accrued salaries and bonuses	\$233,872	\$187,571
Accrued employee compensation	100,200	87,072
Accrued business tax	18,341	7,362
Accrued vacation pay	10,404	8,753
Others	<u>56,820</u>	<u>41,968</u>
	<u>\$419,637</u>	<u>\$332,726</u>
Other liabilities		
Collections on behalf of others	\$ 2,815	\$ 2,532
Temporary receipts	378	398
Others	<u>25</u>	<u>163</u>
	<u>\$ 3,218</u>	<u>\$ 3,093</u>

(XVIII) PROVISIONS

	December 31, 2024	December 31, 2023
<u>Noncurrent</u>		
Warranty	<u>\$ 67,924</u>	<u>\$ 45,190</u>

The warranty liability reserve is measured at the present value of the best estimate of future economic outflows arising from warranty obligations under construction contracts, as determined by the management of the Group. This estimate is based on historical warranty experience.

(XIX) RETIREMENT BENEFIT PLANS

1. Defined contribution plans

The plan under the R.O.C. Labor Pension Act is a government-managed defined contribution plan, where the Company contributes 6% of each employee's monthly salary to their individual accounts at the Labor Insurance Bureau.

2. Defined benefit plans

The Company has defined benefit plans under the R.O.C. Labor Standards Act and the Senior Executive Retirement Regulations. The Company provides benefits based on an employee's length of service and average monthly salary for the six-month period preceding the approved retirement date. The Company contributes an amount equal to 2% of salaries paid each month to the employee pension fund, which is administered by the Labor Pension Fund Supervisory Committee and deposited in the Committee's name in the Bank of Taiwan. Before the end of each year, if the estimated balance in the designated account is insufficient to cover the retirement benefits for employees expected to meet retirement conditions in the following year, the Company will make an additional contribution for the shortfall by the end of March of the next year. The designated account is operated and managed by the Bureau of Labor Funds, Ministry of Labor, and the Company has no influence over investment management strategies.

The amounts recognized in the consolidated balance sheet for defined benefit plans were as follows:

	December 31, 2024	December 31, 2023
Present value of defined benefit obligation	\$ 58,214	\$ 58,216
Fair value of plan assets	(13,333)	(12,124)
Net defined benefit liability	<u>\$ 44,881</u>	<u>\$ 46,092</u>

Movements in the present value of the defined benefit obligation are as follows:

	Present Value of Defined Benefit Obligation	Fair Value of Plan Assets	Net Defined Benefit Liability
January 1, 2023	\$ 58,206	(\$ 8,863)	\$ 49,343
Current service cost	1,102	-	1,102
Interest expense (income)	800	(122)	678
Recognized in profit or loss	1,902	(122)	1,780
Remeasurement			
Return on plan assets (excluding amounts included in net interest)	-	(94)	(94)
Actuarial loss arising from changes in financial assumptions	1,133	-	1,133
Actuarial gain arising from experience adjustments (Continued)	(2,560)	-	(2,560)

(Continued)

	Present Value of Defined Benefit Obligation	Fair Value of Plan Assets	Net Defined Benefit Liability
Recognized in other comprehensive income or loss	(\$ 1,427)	(\$ 94)	(\$ 1,521)
Employer contributions	-	(3,045)	(3,045)
Settlement	(465)	-	(465)
December 31, 2023	58,216	(12,124)	46,092
Current service cost	1,105	-	1,105
Interest expense (income)	655	(137)	518
Recognized in profit or loss	1,760	(137)	1,623
Remeasurement			
Return on plan assets (excluding amounts included in net interest)	-	(1,039)	(1,039)
Actuarial gain arising from changes in financial assumptions	(1,637)	-	(1,637)
Actuarial gain arising from experience adjustments	(125)	-	(125)
Recognized in other comprehensive income or loss	(1,762)	(1,039)	(2,801)
Employer contributions	-	(33)	(33)
Benefit payments	-	-	-
December 31, 2024	\$ 58,214	(\$ 13,333)	\$ 44,881

The Company is exposed to the following risks under the retirement plan according to the R.O.C. Labor Standards Act:

- (1) Investment risk: The Bureau of Labor Funds of the Ministry of Labor invests the labor pension fund in domestic and foreign equity securities, debt securities, and cash in banks through self-management and entrusted management. However,

the allocation amount of the Company's fair value of plan assets is calculated based on yields not lower than the two-year term deposit rate of local banks.

- (2) Interest rate risk: A decline in government bond interest rates will increase the present value of defined benefit obligation, but the debt investment returns of the fair value of plan assets will also increase. The effects on the net defined benefit liability are partially offsetting.
- (3) Salary risk: The calculation of the present value of defined benefit obligation considers the future salaries of the plan members. Therefore, the increase in the salaries of the plan members will increase the present value of defined benefit obligation.

The present value of defined benefit obligation of the Company is actuarially calculated by qualified actuaries, with the significant assumptions on the measurement date as follows:

	December 31, 2024	December 31, 2023
Discount rate	1.5%	1.125%
Expected salary increase rate	2.25%	2.25%

If significant actuarial assumptions change reasonably, while all other assumptions remain unchanged, the increase (decrease) in the present value of defined benefit obligation would be as follows:

	December 31, 2024	December 31, 2023
Discount rate		
Increase 0.25%	(\$ 1,050)	(\$ 1,133)
Decrease 0.25%	<u>\$ 1,084</u>	<u>\$ 1,171</u>
Expected salary increase rate		
Increase 0.25%	<u>\$ 1,058</u>	<u>\$ 1,140</u>
Decrease 0.25%	(<u>\$ 1,031</u>)	(<u>\$ 1,109</u>)

As actuarial assumptions may be interrelated, the possibility of a single assumption changing is small. Therefore, the sensitivity analysis above may not reflect the actual changes in the present value of the defined benefit obligation.

	December 31, 2024	December 31, 2023
Expected amount to be allocated within 1 year	<u>\$ 35</u>	<u>\$ 33</u>

Average duration of defined benefit
obligation

7.4 years

7.9 years

(XX)EQUITY

1. Capital stock

	December 31, 2024	December 31, 2023
Authorized shares (in thousands)	<u>100,000</u>	<u>100,000</u>
Authorized capital	<u>\$ 1,000,000</u>	<u>\$ 1,000,000</u>
Issued and paid shares (in thousands)	<u>73,048</u>	<u>73,048</u>
Issued capital	<u>\$ 730,476</u>	<u>\$ 730,476</u>

Each issued common share has a par value of NT\$10 and entitles the holder to one vote and the right to receive dividends.

The authorized shares include 12,500 thousand shares reserved for convertible corporate bonds and 8,000 thousand shares reserved for employee stock options.

2. Capital surplus

	December 31, 2024	December 31, 2023
<u>May be used to offset a deficit, distributed as cash dividends, or transferred to share capital</u>		
Additional paid-in capital	\$163,612	\$346,231
Treasury share transactions	<u>773</u>	<u>773</u>
	<u>\$164,385</u>	<u>\$347,004</u>

This type of capital surplus can be used to offset losses or to distribute cash or allocate to share capital when the company has no losses. However, if such capital surplus is distributed as transferred to share capital, it is limited to a certain percentage of the Company's paid-in capital each year.

3. Retained earnings and dividend policy

According to the dividend distribution policy set forth in the Company's articles of incorporation, if there is profit in the annual financial statements, it shall be used to pay taxes and dues, offset accumulated losses, and then set aside 10% as the legal reserve. However, when the legal reserve reaches the actual paid-in capital of the Company, no further provision shall be made, and the remainder shall be appropriated or transferred to special reserves in accordance with laws and regulations. If there is still a balance, it shall be combined with the accumulated undistributed earnings and

the Board of Directors shall propose a profit distribution resolution to the shareholders' meeting for approval of the distribution of dividends to shareholders. The employee and director remuneration distribution policy stipulated in the Company's articles of incorporation is detailed in Note 22(7) Employee Compensation and Director Compensation.

According to the Company's articles of incorporation, the dividend policy is determined based on the Company's current and future development plans, investment environment, funding requirements, domestic and international competition, and consideration of shareholder interests, aiming to ensure stable business development and protect the rights of investors. When distributing dividends to shareholders, cash or stock may be used, but at least 30% of the distributable profits for the current year must be allocated as dividends to shareholders, with cash dividends accounting for no less than 10% of the total dividend payout for the current year.

If all or part of the dividends are to be distributed in cash, the Board of Directors must be authorized to do so with the agreement of two-thirds of the attending directors and a majority of the attending directors, and report to the shareholders' meeting.

The legal reserve should be set aside until the balance reaches the total amount of the company's issued and paid-in capital. The legal reserve may be used to offset losses. When the Company incurs no loss and the legal reserve exceeds 25% of the total amount of issued and paid-in capital, the excess portion may be distributed in cash, in addition to being used to increase the capital stock.

When setting aside special surplus reserves due to the net deductions from other components of equity accumulated in prior periods, the Company allocates such reserve only from undistributed earnings of prior periods.

The appropriations of 2023 and 2022 annual earnings are as follows:

	<u>2023</u>	<u>2022</u>
Legal reserve	<u>\$ 40,055</u>	<u>\$ 38,226</u>
Provision (Reversal) of special reserves	<u>\$ 9,364</u>	<u>(\$ 12,396)</u>
Cash dividends to shareholders	<u>\$146,095</u>	<u>\$306,800</u>
Cash dividends per share (NT\$)	\$ 2.0	\$ 4.2

The cash dividends mentioned above have already been approved by the Board of Directors on March 12, 2024 and March 16, 2023 respectively, while other items of profit distribution have been approved by the shareholders' meetings on June 27, 2024 and June 21, 2023 respectively.

Additionally, at the shareholders' meeting on June 27, 2024, the Company resolved to distribute cash of NT\$182,619 thousand from capital surplus, with a cash dividend of NT\$2.5 per share.

The proposed profit distribution plan for the year ended December 31, 2024, as presented by the Board of Directors on March 11, 2025, is as follows:

	<u>2024</u>
Legal reserve	<u>\$ 49,793</u>
Special reversal reserve	<u>(\$ 26,771)</u>
Cash dividends to shareholders	<u>\$255,667</u>
Cash dividends per share (NT\$)	\$ 3.5

The above cash dividends have been approved for distribution by the Board of Directors. The remaining items of profit distribution are expected to be approved at the shareholder's meeting to be held on June 19, 2025.

Additionally, on March 11, 2025, the Company's Board of Directors resolved to distribute cash of NT\$109,572 thousand from capital surplus, with a cash dividend of NT\$1.5 per share.

(XXI) REVENUE

	<u>2024</u>	<u>2023</u>
Customer contract revenue		
Engineering revenue	<u>\$ 5,487,092</u>	<u>\$ 4,438,601</u>

1. Explanation of customer contracts

Engineering revenue

Construction contracts for system integration projects and ancillary equipment with related supply systems are estimated based on past similar conditions and scales to determine the most likely transaction price.

2. Contract balance.

	<u>December 31, 2024</u>	<u>December 31, 2023</u>	<u>January 1, 2023</u>
Accounts receivable (Note 8)	<u>\$ 461,832</u>	<u>\$ 883,750</u>	<u>\$ 701,060</u>
Contract assets - Current			
Accumulated costs and recognized profits	\$ 8,522,318	\$ 7,192,153	\$ 5,359,956

(less recognized losses)			
Less: Cumulative progress billing amounts	(7,686,158)	(6,367,023)	(4,223,239)
Construction retainage receivables	\$ 38,513	\$ 29,320	\$ 25,648
Less: Allowance for losses	<u>-</u>	<u>-</u>	(<u>2,832</u>)
	<u>\$ 874,673</u>	<u>\$ 854,450</u>	<u>\$ 1,159,533</u>
Contract liabilities - Current			
Cumulative progress billing amounts	\$ 6,764,937	\$ 4,254,900	\$ 4,251,834
Less: Accumulated costs and recognized profits (less recognized losses)	(<u>4,517,221</u>)	(<u>2,774,856</u>)	(<u>2,475,068</u>)
	<u>\$ 2,247,716</u>	<u>\$ 1,480,044</u>	<u>\$ 1,776,766</u>

The changes in contract assets and liabilities primarily result from the difference between the timing of satisfying performance obligations and the timing of customer payments. Other significant changes are as follows:

	<u>2024</u>	<u>2023</u>
<u>Contract assets</u>		
Change in results measured by percentage of completion	<u>\$ 20,223</u>	(<u>\$305,083</u>)
<u>Contract liabilities</u>		
Change in results measured by percentage of completion	<u>\$767,672</u>	(<u>\$296,722</u>)

3. The information on changes in allowance for contract assets is as follows:

	<u>2024</u>	<u>2023</u>
Balance, beginning of year	\$ -	\$ 2,832

Less: Current year reversed		
impairment losses	<u>-</u>	(<u>2,832</u>)
Balance, end of year	<u>\$ -</u>	<u>\$ -</u>

4. Breakdown of customer contract revenue

<u>Geography</u>	<u>2024</u>	<u>2023</u>
Taiwan	\$ 3,828,404	\$ 3,058,648
Singapore	991,756	661,403
China	620,538	718,550
Japan	<u>46,394</u>	<u>-</u>
	<u>\$ 5,487,092</u>	<u>\$ 4,438,601</u>

5. Outstanding customer contracts

As of December 31, 2024 and December 31, 2023, the aggregated transaction prices allocated to the remaining performance obligations were NT\$9,832,718 thousand and NT\$10,153,146 thousand, respectively. The Group recognizes engineering revenue based on the progress of completion determined by actual work performed by the client.

(XXII) PRE-TAX INCOME

1. Interest income

	<u>2024</u>	<u>2023</u>
Bank deposits	<u>\$ 36,085</u>	<u>\$ 53,441</u>

2. Other income

	<u>2024</u>	<u>2023</u>
Rent income	\$ 776	\$ 696
Others	<u>15,716</u>	<u>9,681</u>
	<u>\$ 16,492</u>	<u>\$ 10,377</u>

3. Other gains and losses

	<u>2024</u>	<u>2023</u>
Net foreign exchange gain	\$ 72,830	\$ 25,431
Loss on disposal of properties, plant and equipment	(11)	(11)
Others	(<u>4,001</u>)	(<u>2,530</u>)
	<u>\$ 68,818</u>	<u>\$ 22,890</u>

4. Finance costs

	<u>2024</u>	<u>2023</u>
Interest arising from bank loans	\$ 23,892	\$ 7,691
Interest arising from lease liabilities	<u>6</u>	<u>26</u>
	<u>\$ 23,898</u>	<u>\$ 7,717</u>

5. Depreciation

	<u>2024</u>	<u>2023</u>
Depreciation expense summarized by function		
Operating cost	\$ 29,342	\$ 23,117
Operating expenses	<u>26,817</u>	<u>25,751</u>
	<u>\$ 56,159</u>	<u>\$ 48,868</u>

6. Employee benefits expenses

	<u>2024</u>	<u>2023</u>
Retirement benefits (Note 19)		
Defined contribution plans	\$ 16,821	\$ 17,216
Defined benefit plans	<u>1,623</u>	<u>1,780</u>
	18,444	18,996
Other employee benefits	<u>830,344</u>	<u>718,557</u>
Total	<u>\$848,788</u>	<u>\$737,553</u>
Employee benefits expense summarized by function		
Operating cost	\$465,040	\$421,335
Operating expenses	<u>383,748</u>	<u>316,218</u>
	<u>\$848,788</u>	<u>\$737,553</u>

7. Profit sharing bonus to employees and compensation to directors

According to the Company's articles of incorporation, 8% of pre-tax profit is allocated for employee compensation and up to 2% for director compensation, before the distribution of dividends to employees and directors. The estimated employee compensation and director compensation for the years ended December 31, 2024 and 2023 were approved by the Board of Directors on March 11, 2025 and March 12, 2024, respectively, as follows:

Estimated percentage:

	<u>2024</u>	<u>2023</u>
Employee compensation	8%	8%
Director compensation	2%	2%

Amount

	<u>2024</u>	<u>2023</u>
	<u>Cash</u>	<u>Cash</u>
Employee compensation	\$ 56,084	\$ 44,116
Director compensation	14,021	11,029

If there are any changes to the amounts after the issuance date of the annual consolidated financial report, adjustments will be made based on accounting estimates in the following year.

The actual distribution amounts of employee compensation and director remuneration for the years ended December 31, 2023 and 2022 are consistent with the amounts recognized in the consolidated financial statements for the same years.

For information on the Board of Directors' resolutions regarding employee compensation and director remuneration, please refer to the “Public Information Observation Station” of the Taiwan Stock Exchange.

8. Donation

In order to fulfill its corporate social responsibility and support students' stable education, the Company donated NT\$30,000 thousand to the Private School Promotion Foundation in both 2024 and 2023, with the donation being reported to the Board of Directors.

(XXIII)INCOME TAXES

1. Income tax expense recognized in profit or loss

The main components of income tax expense are as following:

	<u>2024</u>	<u>2023</u>
Current income tax		
Generated for the current year	\$170,746	\$130,849
Additional tax on		
unappropriated earnings	9,769	2,481
Adjustments for prior years	996	(965)
Deferred income tax		

Generated for the current year	(<u>6,331</u>)	<u>4,298</u>
Income tax expense recognized in profit or loss	<u>\$175,180</u>	<u>\$136,663</u>

The reconciliation of accounting income and income tax expense is as follows:

	<u>2024</u>	<u>2023</u>
Profit before tax from continuing operations	<u>\$670,304</u>	<u>\$535,696</u>
Income tax expense at statutory rate (20%) on pre-tax profit	\$134,061	\$107,139
Non-deductible expenses for tax purposes	271	409
Additional tax on unappropriated earnings	9,769	2,481
Unrecognized deductible temporary differences	616	280
Impact of different tax rates on consolidated entities	29,467	31,109
Withholding tax on foreign investment	-	(3,790)
Adjustment of current income tax expense from prior years	<u>996</u>	(<u>965</u>)
Income tax expense recognized in profit or loss	<u>\$175,180</u>	<u>\$136,663</u>

The Group applies a tax rate of 20% under the Income Tax Law of the Republic of China for individual entities; the Singapore subsidiary applies a tax rate of 17%; the Chinese subsidiary applies a tax rate of 25%; tax amounts generated in other jurisdictions are calculated based on the applicable tax rates in their respective jurisdictions.

2. Current income tax liabilities

	December 31, 2024	December 31, 2023
Current income tax liabilities		
Income tax payable	<u>\$107,969</u>	<u>\$ 95,293</u>

3. Deferred income tax assets and liabilities

Changes in deferred income tax assets and liabilities are as follows:

2024

	Balance, Beginning of Year	Recognized in Profit or Loss	Balance, End of Year
<u>Deferred income tax assets</u>			
Temporary differences			
Inventory impairment and obsolescence losses	\$ 6,154	\$ 2,156	\$ 8,310
Others	<u>17,263</u>	<u>3,110</u>	<u>20,373</u>
	<u>\$ 23,417</u>	<u>\$ 5,266</u>	<u>\$ 28,683</u>
 <u>Deferred income tax liabilities</u>			
Temporary differences			
Subsidiary's equity method share of profit/loss	\$ 75,228	(\$ 1,248)	\$ 73,980
Others	<u>-</u>	<u>183</u>	<u>183</u>
	<u>\$ 75,228</u>	<u>(\$ 1,065)</u>	<u>\$ 74,163</u>

2023

	Balance, Beginning of Year	Recognized in Profit or Loss	Balance, End of Year
<u>Deferred income tax assets</u>			
Temporary differences			
Inventory impairment and obsolescence losses	\$ 5,412	\$ 742	\$ 6,154
Expected credit loss	567	(567)	-
Others	<u>15,534</u>	<u>1,729</u>	<u>17,263</u>
	<u>\$ 21,513</u>	<u>\$ 1,904</u>	<u>\$ 23,417</u>
 <u>Deferred income tax liabilities</u>			
Temporary differences			
Subsidiary's equity method share of profit/loss	<u>\$ 69,026</u>	<u>\$ 6,202</u>	<u>\$ 75,228</u>

4. Income tax assessment

The Company's corporate income tax returns for years up to 2022 have been approved by the tax authorities.

(XXIV)EARNINGS PER SHARE

Unit: Per Share (in NT\$)

	<u>2024</u>	<u>2023</u>
Basic EPS	<u>\$ 6.78</u>	<u>\$ 5.46</u>
Diluted EPS	<u>\$ 6.72</u>	<u>\$ 5.40</u>

The earnings and weighted average number of common shares used to calculate earnings per share are as follows:

Net income of current year

	<u>2024</u>	<u>2023</u>
Net income attributable to owners of the Company	<u>\$495,124</u>	<u>\$399,033</u>
Net income used to calculate basic and diluted earnings per share	<u>\$495,124</u>	<u>\$399,033</u>

Number of shares

Unit: In Thousand

	<u>2024</u>	<u>2023</u>
Weighted average number of common shares outstanding for calculating basic EPS	73,048	73,048
Impact of potential dilutive common shares:		
Employee compensation	<u>609</u>	<u>816</u>
Weighted average number of ordinary shares outstanding for calculating diluted EPS	<u>73,657</u>	<u>73,864</u>

If the Group chooses to pay employee compensation in the form of stock or cash, when calculating diluted earnings per share, it is assumed that the employee compensation will be issued in the form of stock and the weighted average number of diluted shares outstanding is calculated when the potential common shares have a dilutive effect. When calculating diluted earnings per share before determining the number of shares to be issued for employee compensation in the following year, the dilutive effect of such potential common shares is also considered.

(XXV) CAPITAL RISK MANAGEMENT

The Group engages in capital management to ensure the maximization of shareholder returns by optimizing the balance between debt and equity, while ensuring the ability to continue operating.

The capital structure management strategy is based on the industry scale, future growth potential, and product development blueprint of the Group's business, to establish an appropriate market share and plan for necessary production capacity and corresponding capital expenditures. Based on industry characteristics, the required operating capital and

cash are calculated, and an overall plan for the required scale of assets for the Group's long-term development is made. Finally, the potential product contribution margin, operating profit margin, and cash flow are estimated, taking into account the risks associated with industry cyclicality and product life cycle, to determine the appropriate capital structure for the Group. The management regularly reviews the capital structure, taking into account the associated costs and risks of different structures. In general, the Group adopts a prudent risk management strategy.

(XXVI) FINANCIAL INSTRUMENTS

1. Information on fair value - financial instruments not measured at fair value

The carrying amounts of financial assets and financial liabilities not measured at fair value are not significantly different from their fair values.

2. Categories of financial instruments

	December 31, 2024	December 31, 2023
<u>Financial assets</u>		
At amortized cost (Note 1)	\$ 3,870,000	\$ 3,155,607
<u>Financial liabilities</u>		
At amortized costs (Note 2)	1,532,111	2,221,974

Note 1: Including cash and cash equivalents, financial assets at amortized cost, notes and accounts receivable and other receivables at amortized costs.

Note 2: Including short-term loans, accounts payable, notes payables, other payables and financial liabilities at amortized costs.

3. Financial risk management objectives and policies

The financial risk management objective of the Group is to manage the risks related to currency, interest rates, credit, and liquidity that are associated with the operating activities. To reduce financial risk, the Group is committed to identifying, evaluating, and mitigating market uncertainty to minimize the potential adverse effects of market fluctuations on the company's financial performance. The Group's significant financial activities are reviewed by the Board of Directors and internal control systems. During the implementation of financial plans, the Group must adhere to the relevant financial operational procedures related to overall financial risk management and the allocation of responsibility.

(1) Market risks

The main financial risks borne by the Group from its operating activities are foreign currency exchange rate risk (see (1) below) and interest rate risk (see (2) below).

The Group's exposure to financial instrument market risks and the methods for managing and measuring such risks have not change.

A. Foreign currency risk

The Group's operating activities involve transactions in foreign currencies, and its net investments in foreign operations are also mainly denominated in foreign currencies, resulting in foreign exchange risk. The Group's foreign exchange risk management strategy is to periodically review the net positions of various currency-denominated assets and liabilities and manage the risk of those positions. As the Group's operating activities are mainly conducted in foreign currencies, there is a natural hedging effect. The net investments in foreign operations are strategic investments, and therefore the Group does not hedge against them.

Sensitivity analysis

The Group is primarily affected by fluctuations in the exchange rates of the U.S. dollars and the Japanese yen.

The sensitivity analysis below provides detailed information on the impact of a 1% increase or decrease in exchange rates of each functional currency against the US\$ / JPY on the Group's operations. The 1% is the sensitivity ratio used by the Group's top management when reporting exchange rate risk, and it represents the management's evaluation of the reasonable range of possible fluctuations in foreign currency exchange rates. The sensitivity analysis includes the Group's internal accounts receivable and accounts payable related to foreign operations. The positive numbers in the table indicate that a 1% appreciation in the US\$ / JPY exchange rate will increase the pre-tax net profit by the stated amount, while a 1% depreciation will decrease pre-tax net profit by the same amount.

	Impact from US\$		Impact from JPY	
	2024	2023	2024	2023
Profit or loss	(\$ 814)	\$ 2,146	(\$ 536)	(\$ 509)

B. Interest rate risk

Since the Group borrows funds at both fixed and floating interest rates, it faces interest rate risk. The Group manages this risk by maintaining an appropriate mix of fixed and floating interest rates. The Group regularly evaluates its hedging activities to ensure that they are consistent with its interest rate view and risk preferences, and to ensure that the most cost-effective hedging strategies are used.

The financial liabilities of the Group exposed to interest rate risk as of the balance sheet date are detailed in Note 3. Liquidity Risk.

(2) Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial losses to the Group. The Group is exposed to credit risks from operating activities, primarily accounts receivable, bank deposits, fixed income investments, and other financial instruments resulting from investment activities.

Credit risk amount is evaluated based on the fair value as a positive number at the end of the reporting period and the contracts for off-balance sheet commitments and guarantees. As the Group's counterparties and obligors are banks and companies with good creditworthiness, the likelihood of credit risk occurring is expected to be minimal.

(3) Liquidity risk

The Group maintains sufficient cash and cash equivalents to support its operations and reduce the impact of cash flow fluctuations. The management oversees the usage of bank financing facilities and ensures compliance with loan agreements.

Bank loans are an important source of liquidity for the Group. As of December 31, 2024 and 2023, the unused short-term bank loan facilities of the Group amounted to NT\$2,186,020 thousand and NT\$1,681,501 thousand, respectively.

A. Liquidity and interest rate risk table for non-derivative financial liabilities

The table below provides a detailed analysis of the remaining contractual maturities of non-derivative financial liabilities with agreed repayment terms. It is based on the earliest possible date on which the Group could be required to repay, and is compiled using undiscounted cash flows of the financial liability, including both principal and interest cash flows.

Bank loans that may be demanded for immediate repayment are included in the table under the earliest period, without considering the probability of the bank immediately executing such right. Other non-derivative financial liabilities are analyzed according to the contractual repayment dates.

The undiscounted interest cash flows paid at a floating interest rate are based on the yield curve as of the end of the reporting period.

December 31, 2024

	Less Than 1			More Than 5	
	Year	2-3 years	4-5 years	Years	Total
<u>Non-derivative</u>					
<u>financial</u>					
<u>liabilities</u>					
Short-term loans	\$ 41,161	\$ -	\$ -	\$ -	\$ 41,161
Notes payable	507	-	-	-	507
Accounts payable	1,451,962	-	-	-	1,451,962
Lease liabilities	56	-	-	-	56
Other payables	<u>419,637</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>419,637</u>
	<u>\$1,913,323</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$1,913,323</u>

Further information on the lease liability maturity analysis is as follows:

	Less Than 1			More Than 5	
	Year	2-3 years	4-5 years	Years	Total
Lease liabilities	<u>\$ 56</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 56</u>

December 31, 2023

	Less Than 1			More Than 5	
	Year	2-3 years	4-5 years	Years	Total
<u>Non-derivative</u>					
<u>financial</u>					
<u>liabilities</u>					
Short-term loans	\$ 363,868	\$ -	\$ -	\$ -	\$ 363,868
Notes payable	32,281	-	-	-	32,281
Accounts payable	1,799,832	-	-	-	1,799,832
Lease liabilities	792	56	-	-	848
Other payables	<u>332,726</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>332,726</u>
	<u>\$2,529,499</u>	<u>\$ 56</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$2,529,555</u>

Further information on the lease liability maturity analysis is as follows:

	Less Than 1			More Than 5	
	Year	2-3 years	4-5 years	Years	Total
Lease liabilities	<u>\$ 792</u>	<u>\$ 56</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 848</u>

(XXVII)RELATED PARTY TRANSACTIONS

Intercompany transactions, account balances, income, and expenses between the Company and its subsidiaries, which are related parties of the Company, are eliminated in full upon consolidation and therefore are not disclosed in this note. Except as disclosed in other notes, the transactions between the consolidated company and other related parties are as follows.

1. Related party name and its relationship

<u>Related Party Name</u>	<u>Related Party Relationship</u>
United Integrated Services Co., Ltd.	Significant investors
Jiangxi United Integrated Services Ltd.	Investee company of significant investors

2. Net revenue

<u>Item</u>	<u>Related Party Categories</u>	<u>2024</u>	<u>2023</u>
Engineering revenue	Investee company of significant investors	\$ 2,318	\$ 20,945
	Significant investors	<u>8,180</u>	<u>18,289</u>
		<u>\$ 10,498</u>	<u>\$ 39,234</u>

3. Receivables from related parties

<u>Item</u>	<u>Related Party Name/Categories</u>	<u>December 31, 2024</u>	<u>December 31, 2023</u>
Accounts receivable	Investee company of significant investors		
	Jiangxi United Integrated Services Ltd.	<u>\$ 5,500</u>	<u>\$ 12,787</u>

The outstanding accounts receivable from related parties are not guaranteed. An allowance for doubtful accounts has not been recognized for the outstanding accounts receivable from related parties for the years ended December 31, 2024 and 2023..

4. Contract liabilities - Current

<u>Related Party Name/Categories</u>	<u>December 31, 2024</u>	<u>December 31, 2023</u>
Investee company of significant investors		
Jiangxi United Integrated Services Ltd.	<u>\$ -</u>	<u>\$ 14,550</u>

5. Compensation of key management personnel

	<u>2024</u>	<u>2023</u>
Short-term employee benefits	\$103,281	\$ 82,983
Retirement benefits	<u>742</u>	<u>797</u>
	<u>\$104,023</u>	<u>\$ 83,780</u>

The compensation to directors and other key management personnel were determined by the Compensation Committee of the Company in accordance with the individual performance and the market trends.

(XXVIII) PLEDGED ASSETS

The following assets have been provided as collateral for bank borrowings and performance of construction contracts:

	<u>December 31, 2024</u>	<u>December 31, 2023</u>
Self-owned land	\$ 41,880	\$ 41,880
Buildings	109,687	130,068
Pledged time deposits (financial assets measured at amortized cost - current)	159,592	162,818
Pledged time deposits (financial assets measured at amortized cost - noncurrent)	<u>2,000</u>	<u>2,000</u>
	<u>\$313,159</u>	<u>\$336,766</u>

(XXIX) SIGNIFICANT CONTINGENT LIABILITIES AND UNRECOGNIZED COMMITMENTS

Significant contingent liabilities and unrecognized commitments of the Group as of the end of the reporting period are as follows:

As of December 31, 2024 and 2023, the Group had issued guarantee notes amounting to NT\$1,155,140 thousand and NT\$1,135,741 thousand, respectively, for contract projects. Additionally, the Group had received guarantee notes amounting to NT\$751,394 thousand and NT\$757,306 thousand, respectively, related to contract projects.

(XXX) INFORMATION OF SIGNIFICANT FOREIGN-CURRENCY

FINANCIAL ASSETS AND LIABILITIES

The following information is presented in aggregate foreign currency terms, based on the functional currency of each consolidated entity. The exchange rates disclosed refer to the rates at which these foreign currencies are converted to the functional currency. The significant assets and liabilities denominated in foreign currencies are as follows:

December 31, 2024

	Foreign Currencies	Exchange Rate	Carrying Amount
Foreign currency assets			
<u>Monetary items</u>			
US\$	\$ 3,936	32.79 (US\$:NT\$)	\$ 129,016
JPY	264,184	0.21 (JPY:NT\$)	55,465
SGD	572	24.13 (SGD:NT\$)	13,812
RMB	197	4.48 (RMB:NT\$)	885
			<u>\$ 199,178</u>

Foreign currency
liabilities

<u>Monetary items</u>			
US\$	4,432	32.79 (US\$:NT\$)	\$ 145,517
JPY	255,434	0.21 (JPY:NT\$)	53,616
			<u>\$ 199,133</u>

December 31, 2023

	Foreign Currencies	Exchange Rate	Carrying Amount
Foreign currency assets			
<u>Monetary items</u>			
US\$	\$ 31,423	30.71 (US\$:NT\$)	\$ 967,710
JPY	237,772	0.22 (JPY:NT\$)	55,478
RMB	422	4.35 (RMB:NT\$)	1,835
			<u>\$ 1,025,023</u>

Foreign currency
liabilities

Monetary items

US\$	16,880	30.71 (US\$:NT\$)	\$ 518,301
JPY	234,233	0.22 (JPY:NT\$)	<u>50,876</u>
			<u>\$ 569,177</u>

Significant foreign exchange gain or loss (unrealized) is as follows:

Foreign Currencies	2024		2023	
	Exchange Rate	Net Exchange Profit or Loss	Exchange Rate	Net Exchange Profit or Loss
US\$	32.79 (US\$:NT\$)	\$ 2,177	30.75 (US\$:NT\$)	(\$ 11,892)
JPY	0.21 (JPY:NT\$)	(5)	0.22 (JPY:NT\$)	79
RMB	4.48 (RMB:NT\$)	(15)	4.33 (RMB:NT\$)	(54)
SGD	24.13 (SGD:NT\$)	<u>35</u>	23.29 (SGD:NT\$)	(<u>61</u>)
		<u>\$ 2,192</u>		(<u>\$ 11,928</u>)

(XXXI) ADDITIONAL DISCLOSURES

1. Significant transactions and
2. information related to investments in subsidiaries:
 - (1) Financings provided to others: None.
 - (2) Endorsements/guarantees provided: Table 1.
 - (3) Marketable securities held (excluding investments in subsidiaries): Table 2.
 - (4) Marketable securities acquired and disposed of at costs or prices of at least NT\$300 million or 20% of the paid-in capital: None.
 - (5) Acquisition of individual real estate properties at costs of at least NT\$300 million or 20% of the paid-in capital: None.
 - (6) Disposals or retirements of individual real estate properties at costs of at least NT\$300 million or 20% of the paid-in capital: None.
 - (7) Total purchases from or sales to related parties of at least NT\$100 million or 20% of the paid-in capital: None.
 - (8) Receivables from related parties amounting to at least NT\$100 million or 20% of the paid-in capital: None.
 - (9) Information about the derivative financial instruments transaction: None.

- (10) Others: The business relationship and significant transactions between the parent and its subsidiaries as well as between subsidiaries: Table 3.
- (11) Investee company information: Table 4.
- 3. Information on investment in Mainland China:
 - (1) The name of the investee in Mainland China, the main businesses activities, issued capital, method of investment, capital inflows and outflows, ownership percentage, investment gains and losses, carrying amount as of December 31, 2024, remitted investment gains and losses, and investment limits in Mainland China: Table 5.
 - (2) Significant transaction events with Mainland China invested companies, directly or indirectly through third-party regions, including their prices, payment conditions, and unrealized gains or losses:
 - A. The amount of purchase and percentage, along with the ending balances of related accounts payable and their respective percentage: Table 6.
 - B. The amount of sales and percentage, along with the ending balances of related accounts receivable and their respective percentages: Table 6.
 - C. Transaction amount of properties and the amount of any profit or loss resulting therefrom: None.
 - D. The ending balances of endorsed notes or provided collateral and their purposes: Table 1.
 - E. The highest balance, ending balance, end of period, interest rate range, and total interest for the current period: None.
 - F. Other transactions that have a significant impact on the current period's profit or loss or financial status, such as the provision or receipt of services, etc.: None.
- 4. Information of major shareholders: List of all shareholders with ownership of 5 percent or greater showing the names and the number of shares and percentage of ownership held by each shareholder: Table 7.

(XXXII)OPERATING SEGMENTS INFORMATION

Information provided to the chief operating decision makers for resource allocation and performance assessment focuses on the types of products or services delivered or provided. The reportable segments of the Group are as follows:

Construction Segments (Gas/Special Pipeline Engineering/Cleanroom/Turnkey MEP/Chemical Systems)

Equipment Segments (Special Gas Supply/Monitoring System Integration/Advanced Product Sales, etc.)

1. Segments revenue and operating results

The revenue and operating results of the Group's continuing operations are analyzed by reportable segments as follows:

	Segments Revenue		Segments Profit/Loss	
	2024	2023	2024	2023
Construction segments	\$ 4,822,699	\$ 3,711,978	\$ 593,950	\$ 379,850
Equipment segments	<u>664,393</u>	<u>726,623</u>	<u>129,863</u>	<u>155,715</u>
Continuing operations total	<u>\$ 5,487,092</u>	<u>\$ 4,438,601</u>	723,813	535,565
Interest income			36,085	53,441
Other income			16,492	10,377
Other gains and losses			68,818	22,890
Finance costs			(23,898)	(7,717)
Headquarters management cost and compensation to directors			(<u>151,006</u>)	(<u>78,860</u>)
Profit before tax from continuing operations			<u>\$ 670,304</u>	<u>\$ 535,696</u>

The revenue reported above for each segment is generated from transactions with external customers. There were no inter-segment sales for the years ended December 31, 2024 and 2023.

Segment profit refers to the earnings of each department, excluding the allocable headquarters management cost and compensation to directors, other income, other gains and losses, finance costs, and income tax expense. This measured amount is provided to the chief operating decision makers for resource allocation to the department and performance assessment.

2. Total segment assets

The consolidated company did not provide total segment assets information to the chief operating decision makers for resource allocation and performance assessment.

3. Other segment information

	Depreciation and Amortization	
	2024	2023
Construction segments	\$ 51,819	\$ 45,882
Equipment segments	<u>4,340</u>	<u>2,986</u>
	<u>\$ 56,159</u>	<u>\$ 48,868</u>

4. Major product revenue

The revenue analysis of the main products of the Group's continuing operations is as follows:

	2024	2023
Engineering revenue	<u>\$ 5,487,092</u>	<u>\$ 4,438,601</u>

5. Geographical information

The information on continuing operations revenue from external customers, divided by the operating location, and non-current assets, classified by the location of the assets, is presented as follows:

	<u>Revenue from External Customers</u>		<u>Noncurrent Assets</u>	
	2024	2023	December 31, 2024	December 31, 2023
Taiwan	\$ 3,828,404	\$ 3,058,648	\$ 643,148	\$ 496,893
Singapore	991,756	661,403	136,718	71,544
China	620,538	718,550	126,121	126,067
Japan	46,394	-	14,694	7,626
The United States	<u>-</u>	<u>-</u>	<u>36,026</u>	<u>32,987</u>
	<u>\$ 5,487,092</u>	<u>\$ 4,438,601</u>	<u>\$ 956,707</u>	<u>\$ 735,117</u>

Noncurrent assets do not include financial instruments, goodwill, and deferred income tax assets.

6. Information of major customers

The revenue from individual customers that accounted for more than 10% of the total revenue of the Group is as follows:

	2024	2023
Customer G	\$ 1,827,050	\$ 1,015,534
Customer A	1,272,777	1,106,610
Customer C	<u>747,962</u>	<u>475,094</u>
	<u>\$ 3,847,789</u>	<u>\$ 2,597,238</u>

Wholetech System Hitech Limited and Subsidiaries
ENDORSEMENTS/GUARANTEES PROVIDED
FOR YEAR ENDED DECEMBER 31, 2024

Table 1 (Amounts in Thousands of New Taiwan Dollars, Unless Specified Otherwise)

No. (Note 1)	Endorsement/ Guarantee Provider	Guaranteed Party		Limits on Endorsement/ Guarantee to Each Enterprise (Note 3 and 8)	Maximum Balance for the Period (Note 4)	Ending Balance (Note 5)	Amount Actually Drawn (Note 6)	Amount of Endorsement/Guarantee Collateralized by Properties	Ratio of Accumulated Endorsement/Guarantee to Net Equity per Latest Financial Statements (%)	Maximum Endorsement/Guarantee Amount Allowable (Note 3 and 9)	Guarantee Provided by Parent Company (Note 7)	Guarantee Provided by A Subsidiary (Note 7)	Guarantee Provided to Subsidiaries in Mainland China (Note 7)	Note
		Name	Nature of Relationships (Note 2)											
0	Wholetech System Hitech Limited	WHOLETECH SYSTEM HITECH (SHANGHAI) CO., LTD	(2)	\$ 619,255	\$189,128	\$186,556	\$ 23,032	\$ -	9	\$ 1,032,092	Y	—	Y	—
"	"	WHOLETECH GROUP (SHANGHAI) TRADING CO., LTD	(2)	619,255	130,043	128,343	-	-	7	1,032,092	Y	—	Y	—
"	"	WHOLETECH SYSTEM HITECH (S) PTE. LTD.	(2)	619,255	155,435	120,650	53,631		6	1,032,092	Y	—	—	—
"	"	WHOLETECH SYSTEM HITECH USA, INC.	(2)	619,255	32,785	32,785	-	-	2	1,032,092	Y	—	—	—

Note 1: The description of the No. column is as follows:
(1) The issuers is assigned the number 0.
(2) The investee companies are numbered sequentially in Arabic numerals starting from 1 according to their respective entities.

Note 2: There are seven types of Nature of Relationships between the Endorsement Guarantee Provider and the Guaranteed Party, please indicate the type:
(1) Companies with business dealings.
(2) Companies in which the company directly or indirectly holds more than 50% of the voting shares.
(3) Companies in which directly or indirectly hold more than 50% of the company's voting shares.
(4) Companies in which the company directly or indirectly holds 90% or more of the voting shares.
(5) Companies providing mutual guarantees based on contractual agreements due to joint construction or engineering project requirements.
(6) Companies jointly invested by all shareholders, providing endorsements/guarantees proportionate to their shareholding ratios.
(7) Joint guarantees among peer companies engaged in pre-sale housing transactions as required by the Consumer Protection Act.

Note 3: The company should complete the endorsement/guarantee procedures as stipulated and fill in the limits on the amount of endorsement/guarantee provided to each guaranteed party, as well as the maximum allowable endorsement/guarantee amount. The calculation methods for the individual and total endorsement/guarantee limits should be specified in the Note column.

Note 4: Maximum endorsements/guarantees balance reached during the year.

Note 5: The company is deemed to assume endorsement/guarantee obligations upon approval of related contracts or notes with banks. All relevant transactions are included in the balance of endorsements/guarantees.

Note 6: The disclosed amount should reflect the actual utilization by the guaranteed company, within the scope of the approved endorsement/guarantee balance.

Note 7: Only guarantees provided by parent company of listed companies to subsidiaries, guarantees provided by subsidiaries to the parent company of listed companies, and guarantees provided to subsidiaries in Mainland China need to be marked with a “Y”.

Note 8: The endorsement/guarantee limit for each single entity shall not exceed 20% of the net equity as per the latest reviewed or audited financial statements. For a single overseas affiliate, the limit is 30% of the net equity.

Note 9: The maximum allowable endorsement/guarantee amount shall not exceed 50% of the net equity per the latest reviewed or audited financial statements.

Wholetech System Hitech Limited and Subsidiaries
MARKETABLE SECURITIES HELD
DECEMBER 31, 2024

Table 2 (Amounts in Thousands of New Taiwan Dollars, Unless Specified Otherwise)

Held Company Name	Marketable Securities Type and Name (Note 1)	Relationship with the Company (Note 2)	Financial Statement Account	December 31, 2024				Note (Note 4)
				Number of Shares	Carrying Amount (Note 3)	Percentage of Ownership (%)	Fair Value	
Wholetech System Hitech Limited	<u>Stock</u> Zhu Chien Investment and Development Corporation Limited	—	Financial assets at FVTOCI - Noncurrent	178,000	\$ -	1	\$ -	—

Note 1: The term “securities” in this table refers to stocks, bonds, beneficiary certificates, and derivative securities derived from the aforementioned items that fall within the scope of IFRS 9 “Financial Instruments”.

Note 2: For securities issuers that are non-related parties, this column is not required to be filled out.

Note 3: For those measured at fair value, the carrying amount column should be filled with the balance after fair value adjustments and less: loss allowance; for those not measured at fair value, the carrying amount column should be filled with the amortized cost (less: loss allowance) carrying balance.

Note 4: For listed securities that are restricted due to being used as collateral, pledged for loans, or other agreements, the Note column should specify the number of shares provided as collateral or pledged, the collateral or pledged amount, and the details of the usage restriction.

Note 5: For information related to investments in subsidiaries, please refer to Table 4 and Table 5.

Wholetech System Hitech Limited and Subsidiaries

BUSINESS RELATIONSHIPS AND SIGNIFICANT TRANSACTION DETAILS AND AMOUNTS BETWEEN PARENT AND SUBSIDIARIES AND AMONG SUBSIDIARIES

FOR THE YEAR ENDED DECEMBER 31, 2024

Table 3

(Amounts in Thousands of New Taiwan Dollars, Unless Specified Otherwise)

No. (Note 1)	Counterparty Name	Transacting Party	Transaction Counterparty (Note 2)	Transaction Details			
				Account	Amount	Terms	Percentage of Consolidated Revenue or Total Assets (Note 3)
0	WHOLETECH SYSTEM HITECH LIMITED	WHOLETECH GROUP (SHANGHAI) TRADING CO., LTD	1	Net revenue	\$ 28,662	—	1%
	"	WHOLETECH SYSTEM HITECH (SHANGHAI) CO., LTD	1	Other income	190	—	-
	"	"	1	Other receivables	191	—	-
	"	WHOLETECH SYSTEM HITECH (S) PTE. LTD.	1	Net revenue	26,266	—	-
	"	"	1	Operating cost	5,454	—	-
	"	"	1	Other income	577	—	-
	"	"	1	Accounts receivable	320	—	-
	"	"	1	Other receivables	579	—	-
	"	WHOLETECH SYSTEM HITECH JAPAN, INC.	1	Net revenue	897	—	-
	"	"	1	Operating cost	41,497	—	1%
	"	"	1	Accounts receivable	3,667	—	-
	"	WHOLETECH SYSTEM HITECH INC.	1	Operating cost	20,140	—	-
1	WHOLETECH GROUP (SHANGHAI) TRADING CO., LTD	WHOLETECH SYSTEM HITECH (SHANGHAI) CO., LTD	3	Net revenue	26,713	—	-
	"	WHOLETECH SYSTEM HITECH (S) PTE. LTD.	3	Net revenue	5,365	—	-

Note 1: The business transactions between the parent company and subsidiaries should be noted separately in the No. column. The method for filling in the No. is as follows:

- (1) The parent company should fill in 0.
- (2) Subsidiaries are numbered sequentially starting with the Arabic numeral 1 for each company.

Note 2: There are the three types of relationship with the transacting parties. Please mark the corresponding type:

- (1) Parent company to subsidiary.
- (2) Subsidiary to parent company.
- (3) Subsidiary to subsidiary.

Note 3: The calculation of the transaction amount as a percentage of consolidated net revenue or total assets is performed as follows: for balance sheet items, it is calculated based on the balance, end of period as a percentage of consolidated total assets; for profit or loss items, it is calculated based on the accumulated amount during the period as a percentage of consolidated net revenue.

Note 4: The disclosure of significant transaction details in this table may be determined by the company based on materiality principles.

Wholetech System Hitech Limited and Subsidiaries
INVESTEE COMPANY INFORMATION, LOCATION, AND OTHER RELEVANT DETAILS
FOR THE YEAR ENDED DECEMBER 31, 2024

Table 4

(Amounts in Thousands of New Taiwan Dollars, Unless Specified Otherwise)

Investor Company	Investee Company (Notes 1 and 2)	Location	Main Businesses and Products	Original Investment Amount		Shareholding at Year-End			Net Income (Loss) of the Investee Company (Note 2(2))	Investment (Loss) Recognized for the Period (Note 2(3))	Note
				December 31, 2024	December 31, 2023	Number of Shares	% of Ownership	Carrying Amount			
WHOLETECH SYSTEM HITECH LIMITED	WHOLETECH SYSTEM HITECH LIMITED	British Virgin Islands	Investment activities	\$ 170,884	\$ 170,884	5,400,000	100	\$ 266,719	\$ 48,460	\$ 48,460	—
WHOLETECH SYSTEM HITECH LIMITED	WHOLETECH SYSTEM HITECH (SHANGHAI) CO., LTD	Room 303,305, No.2 Yinhua International Plaza, Lane 2899, Guangfu West Road, Putuo District, Shanghai	Mechanical and electrical, circuit, and pipeline engineering	169,127	169,127	-	100	266,694	47,726	47,726	—
WHOLETECH SYSTEM HITECH LIMITED	WHOLETECH SYSTEM HITECH INC.	Mauritius	Investment activities	110,559	110,559	3,500,000	100	258,704	34,027	34,027	—
WHOLETECH SYSTEM HITECH INC.	WHOLETECH GROUP INTERNATIONAL TRADING LIMITED	Mauritius	Investment activities	110,559	110,559	3,500,000	100	258,704	34,027	34,027	—
WHOLETECH GROUP INTERNATIONAL TRADING LIMITED	WHOLETECH GROUP (SHANGHAI) TRADING CO., LTD	Room 306, No.2, Lane 2899, Guangfu West Road, Putuo District, Shanghai	Import and export trade of electronic, machinery, chemical equipment, and piping hardware materials.	110,559	110,559	-	100	258,704	34,027	34,027	—
WHOLETECH SYSTEM HITECH LIMITED	WHOLETECH SYSTEM HITECH (S) PTE. LTD.	Singapore	Construction of water, gas pipelines, and sewage systems, gas production, and main system distribution of fuel gas.	30,865	30,865	1,000,000	100	196,578	75,835	75,835	—
WHOLETECH SYSTEM HITECH LIMITED	WHOLETECH SYSTEM HITECH JAPAN, INC.	Japan	Equipment sales and installation, and pipeline engineering business	76,434	13,539	36,000	100	60,730	(14,904)	(14,904)	Note 3
WHOLETECH SYSTEM HITECH LIMITED	WHOLETECH HOLDINGS, LLC	The United States	Investment activities	36,849	36,849	-	100	39,765	370	370	—
WHOLETECH SYSTEM HITECH LIMITED	WHOLETECH SYSTEM HITECH USA, INC.	The United States	Equipment sales and installation	15,354	15,354	1,000	100	13,786	146	146	—
WHOLETECH SYSTEM HITECH LIMITED	WHOLETECH SYSTEM HITECH GERMANY GmbH	Germany	Equipment sales and installation, and pipeline engineering business	6,874	-	-	100	6,874	-	-	Note 4

Note 1: If a public company has a foreign holding company and is required by local regulations to use consolidated financial statements as the primary financial statements, the disclosure of information regarding the foreign investee company can be limited to information related to the holding company.

Note 2: For situations not described in Note 1, fill in according to the following regulations:

- (1) The columns for “Investee Company Name,” “Location,” “Main Businesses and Products,” “Original Investment Amount,” and “Shareholding at Year-End” should be completed in sequence based on the situation of reinvestment by this (publicly listed) company and the reinvestment by each directly or indirectly controlled investee company. The nature of the relationship between each investee company and this (publicly listed) company (such as a subsidiary or sub-subsidiary) should be indicated in the Note column.
- (2) The column for “Net Income (Loss) of the Investee Company” should be filled in with the amount of the current period's profit or loss for each investee company.
- (3) The column for “Investment (Loss) Recognized for the Period” only needs to be filled with the amount of profit or loss recognized by the (publicly listed) company from direct reinvestments in each subsidiary and from investee companies evaluated using the equity method; the rest can be exempted. When filling in the 'current period's profit or loss from direct reinvestments in each subsidiary,' ensure that the profit or loss for each subsidiary already includes the share of profits or losses from reinvestments, as required by regulations.

Note 3: In May 2024, the Company injected additional capital of JPY300,000 thousand in cash.

Note 4: On November 24, 2024, the Company established a subsidiary, WHOLETECH SYSTEM HITECH GERMANY GmbH in Germany, and remitted an investment amount of EUR 200 thousand in November 2024.

Note 5: For information related to investee companies in Mainland China, please refer to Table 5.

Wholetech System Hitech Limited and Subsidiaries
INFORMATION ON INVESTMENT IN MAINLAND CHINA
FOR YEAR ENDED DECEMBER 31, 2024

Table 5 (Amounts in Thousands of New Taiwan Dollars, Unless Specified Otherwise)

Investee Company	Main Businesses and Products	Total Amount of Paid-in Capital	Method of Investment (Note 1)	Accumulated Investment Amount Remitted from Taiwan at the Beginning of the Period	Investment Flows		Accumulated Investment Amount Remitted from Taiwan at the End of the Period	Net Income (Losses) of the Investee Company	Ownership % of Direct or Indirect Investments by the Company	Investment (Loss) Recognized for the Period (Note 2)		Carrying Amount as of Balance as of December 31, 2024	Accumulated Inward Remittance of Earnings as of December 31, 2024	Note
					Outflow	Inflow								
WHOLETECH SYSTEM HITECH (SHANGHAI) CO., LTD	Mechanical and electrical, circuit, and pipeline engineering	\$ 169,127 (US\$ 5,400 thousand)	Note 1	\$ 169,127 (US\$ 5,400 thousand)	\$ -	\$ -	\$ 169,127 (US\$ 5,400 thousand)	\$ 47,726	100%	B	\$ 47,726	\$ 266,694	\$ 210,967	Note 4
WHOLETECH GROUP (SHANGHAI) TRADING CO., LTD	Import and export trade of electronic, machinery, chemical equipment, and piping hardware materials.	110,059 (US\$ 3,500 thousand)	Note 2	110,559 (US\$ 3,500 thousand)	-	-	110,559 (US\$ 3,500 thousand)	34,027	100%	B	34,027	258,704	135,873	Note 5

Accumulated Investment in Mainland China as of December 31, 2024	Investment Amounts Authorized by Investment Commission, MOEA	Upper Limit on Investment to Mainland China According to the Dept. of Investment Review, MOEA.
\$279,686	\$ 308,408 (US\$ 9,407 thousand)	\$1,238,510

Note 1: Investment methods are divided into the following three types, please indicate the type:

(1) Direct investment in Mainland China.

(2) Investment in Mainland China through a third-country company (please specify the name of the investment company in the third country).

(Note 1) The Department of Investment Review has approved the Group's application to invest in WHOLETECH SYSTEM HITECH (SHANGHAI) CO., LTD through its subsidiary WHOLETECH SYSTEM HITECH LIMITED, with a total investment amount of US\$ 5,907 thousand. As of December 31, 2024, US\$ 5,400 thousand of the investment funds have been remitted.

(Note 2) The Department of Investment Review has approved the Company's application to invest in WHOLETECH GROUP INTERNATIONAL TRADING LIMITED through its subsidiary WHOLETECH SYSTEM HITECH INC., which will further invest in WHOLETECH GROUP (SHANGHAI) TRADING CO., LTD, with a total investment amount of US\$ 3,500 thousand. As of December 31, 2024, US\$ 3,500 thousand of the investment funds have been remitted.

(3) Other methods.

Note 2: In the “Investment Income/Loss Recognized for the Period” section:

(1) If it is in the preparatory stage and there is no investment income or loss, it should be noted.

(2) The basis for recognizing investment profit/loss can be divided into the following three types and should be noted:

A. Audited financial statements certified by an international accounting firm cooperating with a certified public accounting firm in the Republic of China.

B. Audited financial statements certified by the auditor of the parent company in Taiwan.

C. Other.

Note 3: The relevant figures in this form should be shown in NT\$.

Note 4: The Board of Directors of WHOLETECH SYSTEM HITECH (SHANGHAI) CO., LTD, the Company's investment in Mainland China, has resolved to distribute a total cash dividend of US\$ 6,931 thousand (approximately NT\$ 210,967 thousand) from 2022 to 2024. This amount was remitted through the third-country investment company WHOLETECH SYSTEM HITECH LIMITED, totaling US\$ 6,318 thousand (approximately NT\$ 191,998 thousand). These funds were used to offset the cumulative investment income or loss of the Group's Mainland China investment, and the transaction has been reported to the Department of Investment Review of the Ministry of Economic Affairs for record.

Note 5: The Board of Directors of WHOLETECH GROUP (SHANGHAI) TRADING CO., LTD, the Company's investment in mainland China, has resolved to distribute a total cash dividend of US\$ 4,360 thousand (approximately NT\$ 135,873 thousand) from 2022 to 2024. This amount was remitted through the third-country investment company WHOLETECH SYSTEM HITECH INC., totaling US\$ 3,906 thousand (approximately NT\$ 122,328 thousand). These funds were used to offset the cumulative profit or loss of the Group's Mainland China investment, and the transaction has been reported to the Department of Investment Review of Economic Affairs for record.

Wholetech System Hitech Limited and Subsidiaries

SIGNIFICANT TRANSACTION EVENTS WITH MAINLAND CHINA INVESTED COMPANIES, DIRECTLY OR INDIRECTLY THROUGH THIRD-PARTY REGIONS, INCLUDING THEIR PRICES, PAYMENT CONDITIONS, UNREALIZED GAINS OR LOSSES, AND OTHER RELEVANT INFORMATION
FOR YEAR ENDED DECEMBER 31, 2024

Table 6 (Amounts in Thousands of New Taiwan Dollars, Unless Specified Otherwise)

Investee Company	Counterparty	Transaction Type	Amount	Price	Terms		Notes / Accounts Payable or Receivable		Unrealized Gain
					Payment Conditions	Comparison with General Transactions	Balance	Percentage	
WHOLETECH GROUP (SHANGHAI) TRADING CO., LTD	WHOLETECH SYSTEM HITECH LIMITED	Operating cost (Note 2)	\$ 28,662	As agreed	Processed based on general construction contracts or agreement terms	—	\$ -	-	\$ -
"	WHOLETECH SYSTEM HITECH (SHANGHAI) CO., LTD	Net revenue (Note 1)	26,713	As agreed	Processed based on general construction contracts or agreement terms	—	-	-	-
"	WHOLETECH SYSTEM HITECH (S) PTE. LTD.	Net revenue (Note 1)	5,365	As agreed	Processed based on general construction contracts or agreement terms	—	-	-	-

Note 1: The construction project revenue is generated from undertaking projects subcontracted by related parties.

Note 2: The construction project costs are subcontracted to related parties.

Wholetech System Hitech Limited and Subsidiaries
INFORMATION ON MAJOR SHAREHOLDERS
DECEMBER 31, 2024

Table 7

Shareholders	Shares	
	Total Shares Owned	Ownership Percentage
United Integrated Services Co., Ltd.	9,747,080	13.34%

Note 1: The major shareholder information in this table is provided by the Taiwan Depository & Clearing Corporation (TDCC) based on the last business day of each quarter, taking into account the total number of common shares and preferred shares (including treasury shares) held by shareholders, which constitutes 5% or more of the company's total shares, and that have been fully dematerialized and delivered. The recorded share capital in the consolidated financial statements may differ from the actual number of shares that have been fully dematerialized and delivered, possibly due to differences in the basis of calculation or other factors.

Note 2: If the above-mentioned data pertains to shares entrusted by shareholders, it shall be disclosed individually by the principal through a trust account opened by the trustee. As for the disclosure of shareholdings by insiders who hold more than 10% of the shares under the Securities and Exchange Act, it includes the shares held by the insiders and those for which they have decision-making power over the trust assets. Please refer to the Market Observation Post System for detailed information on insider shareholding reporting.

Wholetech System Hitech Limited

Chairperson: Yeong Horng Uen