



Apex International Co., Ltd

Annual Report 2024

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The Annual Report is the English translation of the Chinese version prepared and used in the Republic of China. If there is any conflict between, or any difference in the interpretation of the English and Chinese language Annual Report, the Chinese version shall prevail.

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Taiwan Branch

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Overseas Stock Exchange None

Board Members

Title/ Name	Nationality	Experience
Chairman Shu-Mu Wang	R.O.C.	Chairman, Apex International Co., Ltd. Chairman & Chief Strategy Officer, Apex Circuit (Thailand) Co., Ltd. Chairman, Approach Excellence Trading Ltd.
Director Jui-Hsiang Chou	R.O.C.	Director & Chief Executive Officer, Apex International Co., Ltd. Director & Chief Executive Officer, Apex Circuit (Thailand) Co., Ltd.
Director Yung-Yuan Cheng	R.O.C.	Director, Apex International Co., Ltd. Director & Executive Vice President, Apex Circuit (Thailand) Co., Ltd.
Director Shun-Chung Lee	R.O.C.	Director, Apex International Co., Ltd. Chief Business Officer, Apex Circuit (Thailand) Co., Ltd.
Director Sen-Tien Wu	R.O.C.	Director, Chief Strategy Officer & Vice President, Apex International Co., Ltd. Independent Director, Avalue Technology Incorporation Independent Director, Poindus Systems Corporation
Director Somkiat Krajangjaeng	Thailand	Director, Apex International Co., Ltd. Management Representative & Consultant, Apex Circuit (Thailand) Co., Ltd.
Director Tu-Chuan Chen	R.O.C.	Director, Apex International Co., Ltd. Chief Technology Officer, Apex Circuit (Thailand) Co., Ltd.
Independent Director Chau-Chin Su	R.O.C.	Independent Director, Apex International Co., Ltd. Professor, Electrical and Computer Engineering, National Yang Ming Chiao Tung University
Independent Director Yung-Tsai Chen	R.O.C.	Independent Director, Apex International Co., Ltd. Director, Celxpert Energy Corporation
Independent Director Jesadavat Priebjrivat	Thailand	Independent Director, Apex International Co., Ltd. Independent Director, Apex Circuit (Thailand) Co., Ltd. Chairman & Independent Director, Gratitude Infinite Public Co., Ltd. Independent Director, Sansiri Public Co., Ltd. Chairman & Independent Director, Thai Feed Mills Public Co., Ltd.
Independent Director Ray-Hua Horng	R.O.C.	Independent Director, Apex International Co., Ltd. Chair Professor, Institute of Electronics, National Yang Ming Chiao Tung University Independent Director, Wafer Works Corporation Director, National Synchrotron Radiation Research Center (NSRRC)

Designated Agent in Taiwan

Shu-Mu Wang / Chairman

Tel: +886-2-2717 0032 woodywang@apexcircuit.com

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1. Letter to Shareholders

Dear Shareholders,

Here the Senior Management Team presents the operating result 2024 by this report. The year 2024 we faced multiple uncertainties, including the continued stagnation of global consumer electronics demand, the economic downturn in China, and delays in the launch of new products. These factors contributed to a slight decline in overall revenue. Additionally, profitability was impacted by intense pricing competition for existing products, the delayed effects of new products, and a weakened cost structure, resulting in a performance lower than in year 2023.

Given the operational challenges of year 2024, the management team remains fully aware of our social responsibilities and shareholders' expectations. We continuously remind ourselves to work diligently to restore operational and profit growth, ultimately achieving the goal of sustainable enterprise.

On behalf of the Board of Directors and the management team, I sincerely thank all employees, shareholders, trade partners, and banking institutions for their support and trust, which provide us with the momentum to move forward. We look forward to continued support and encouragement from our shareholders. We are committed to creating greater value for the company, ensuring that shareholders can steadily benefit from the profits generated through our operations.

1. 2024 Business Report

(1) Results of Business Plans Implemented

Amount Unit: NT\$ Million	2024		2023		Change %
	Amount	% to sales	Amount	% to sales	
Operating revenue	12,459	100%	12,628	100%	-1%
Operating costs	12,155	98%	11,600	92%	5%
Gross profit	304	2%	1,028	8%	-70%
Operating income	(1,471)	-12%	(605)	-4%	-143%
Interest expense	326	3%	281	2%	16%
Profit before tax	(1,804)	-15%	(806)	-6%	-124%
Profit after tax	(1,797)	-15%	(800)	-6%	-125%

The decline in gross profit for the year 2024 compared to the year 2023 was primarily due to a weakened cost structure, including pricing competition, increased labor and learning costs, reduced economies of scale, and inventory losses. Interest expenses also doubled due to an increase in bank loan balances. In summary, the overall operational performance in the year 2024 declined compared to the previous year.

(2) Budget Implementation

The actual revenue for the year 2024 was NT\$12.5 billion, achieving 75% of the budgeted NT\$16.6 billion. Due to the aforementioned factors, the actual net profit after tax did not meet the target.

(3) Financial Structure

Financial Ratio	2024	2023
Debt ratio (%)	65.09%	61.66%
Ratio of long-term capital to fixed assets (%)	65.39%	92.98%
Current ratio (%)	56.23%	81.72%
Receivables turnover ratio (time)	3.81	3.55
Inventory turnover ratio (time)	4.76	3.81
Return on assets ratio (%)	-8.18%	-3.01%
Return on equity ratio (%)	-26.19%	-10.68%
Earnings per share (NT dollar)	-9.21	-4.20

The business results of the year 2024 led to negative developments in financial structure, debt servicing capability, and profitability ratios. Inventory turnover improved due to enhanced inventory management and procurement controls, reducing average inventory levels and increasing turnover rates.

(4) Research and Development

As a PCB manufacturer, Apex focuses on the improvement of production and processing capacity in the hope that output efficiency and quality can meet the demands of customers.

The achievements Apex accomplished with regard to process and project in 2024 are as follows:

- Develop >14 Layer
- Process development for 2 buildup

In 2025, Apex will carry out the following plans:

- Process development for 3 buildup (multiple pressing cycle) HDI PCB (3-n-3)
- Process development for 65-micron Line/Space
- Implementing "Pinless" CCD Layup for high-layer board
- Improvement of registration accuracy of high-layer PCBs (Server, Graphic card)

2. 2024 Business Outlines

(1) Business Policies

- Deepen expertise in traditional rigid PCBs and enhance technical capabilities for high-layer PCBs;
- Expand into the HDI sector, developing applications for automotive and mobile products;
- Diversify product range by expanding the automotive order market and developing new products such as server and memory module PCBs;
- Maintain a competitive edge in TQRDC and sustain high customer satisfaction levels;
- Leverage high-value-added new products to counter market price pressures;
- Maintain production flexibility to respond to rapidly changing market demands.

(2) Projected Sales and Basis of Projection

Given the global political uncertainties, the economic outlook for year 2025 remains challenging. Apex will focus on expanding product categories, optimizing order fulfillment times, accelerating the new product learning curve, and implementing precise cost and expense control to mitigate competitive pricing pressures. We will re-evaluate the profitability of existing customer orders while strengthening penetration into new customer segments. Amidst uncertainties in the global consumer electronics market, we aim to solidify our foundation and accumulate strength to seize future growth opportunities. We anticipate that the sales revenue and volume for year 2025 will seek upward momentum based on year 2024's performance.

(3) Production and Marketing Policy

Based on the business budget for 2025, Apex's monthly capacity will reach 800,000 to 900,000 square meters.

Our production policy is as follows:

- A. Adjust production line start dates and consolidate manufacturing at designated plants to optimize fixed manufacturing overhead;
- B. Advance cost control by improving raw material utilization and enhancing production design;
- C. Continuously improve production efficiency by reducing downtime and increasing output;
- D. Develop production plans based on customer orders and forecasts;
- E. Establish standard operation times for each process to monitor production efficiency, ensuring no workstation exceeds 1 working day;
- F. Strictly control scrap ratio;
- G. Disciplined, safety and 5S management on all processes of manufacturing;
- H. Shorten the sample lead time to meet customer's new product development lead time;
- I. Set up real-time monitoring systems for key production conditions, defect rates, and output to accelerate issue resolution;
- J. Enhance PQC real-time feedback system with defect trigger alarm signal to monitor process quality and stable process conditions.

3. Future Company Development Strategy

In the future, Apex will continue to focus on the following key areas:

- (1) Develop product applications with higher technical content to fully utilize the higher-level equipment capabilities invested in the new factory. Utilizing new factory equipment to develop high-tech, high-value products and drive product transformation;
- (2) Evaluating order contributions and optimizing costs to refine the cost structure;
- (3) Adjusting production capacity allocation and inter-factory collaboration to optimize fixed manufacturing costs;
- (4) Accelerating new product development and customer certifications to expand the customer base and enrich the product portfolio;
- (5) Expanding the R&D team and emphasizing continuous improvements in product reliability;
- (6) Enhancing production efficiency and increasing factory utilization rates;
- (7) Implementing a manufacturing traceability system to improve quality and risk management;
- (8) Developing automated processes to enhance quality stability.

4. Impacts from the External Competitive Environment, Legal Environment and Overall Management Environment

(1) External Competitive Environment

The electronics industry remains in an extremely competitive market environment, particularly challenged by the downward trend of the Chinese economy and the price war. For Apex, the international political turmoil and trade disputes are driving forces behind the migration of industrial clusters. Apex's geographical advantages and experience will become even more significant. In addition to favorable timing and geographical advantages, competitive sales prices and stable quality are the best weapons for Apex to meet customer needs and expectations. By closely monitoring market trends and competitive situations, Apex conducts various strategic planning to achieve the most efficient procurement strategies and production and marketing plans. Looking ahead to 2025, Apex is confident that it will continue to provide customers with high-quality services, accurate delivery times, and the best quotations.

(2) The Legal Environment

The electronics industry remains in an extremely competitive market environment, particularly challenged by the downward trend of the Chinese economy and the price war. For Apex, the international political turmoil and trade disputes are driving forces behind the migration of industrial clusters. Apex's geographical advantages and experience will become even more significant. In addition to favorable timing and geographical advantages, competitive sales prices and stable quality are the best weapons for Apex to meet customer needs and expectations. By closely monitoring market trends and competitive situations, Apex conducts various strategic planning to achieve the most efficient procurement strategies and production and marketing plans. Looking ahead to 2025, Apex is confident that it will continue to provide customers with high-quality services, accurate delivery times, and the best quotations.

(3) Overall Management Environment

Apex is a professional PCB manufacturing factory located in Thailand. In the coming years, competitors' production capacity will be successively released; therefore, price competition is inevitable. However, Apex continuously pursues higher internal operating efficiency and cost control to maintain the provision of the best services to customers.

Looking back at 2024, Apex's performance continued to decline due to interference from negative factors. However, the management team will gather its strength to emerge from the trough. Looking ahead to 2025, optimizing production costs, stabilizing manufacturing quality and capabilities, and upgrading technology will be the main goals. We firmly believe that we will reverse the trend and rise in this fiercely competitive environment.

Apex International Co., Ltd.

Chairman

Shu-Mu Wang

A handwritten signature in black ink, appearing to read 'Shu-Mu Wang', with a long horizontal stroke extending to the right.

2. Corporate Governance Report

2.1 Information on Directors, General Managers, Vice General Managers, Assistant General Managers and Heads of Departments and Branch

2.1.1 Information Regarding Board Members

Mar. 30, 2025; Unit: share; %

Title/Name	Nationality	Gender Age	Date Elected	Tenure (years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience and Education	Positions Currently Held in Apex and Other Companies	Other managers, directors and supervisors with a spouse and relative within the second degree of kinship
						Shares	%	Shares	%	Shares	%	Shares	%			Title/ Name/ Relation
Chairman Shu-Mu Wang	R.O.C.	Male 65	2022. 05.24	3	2009. 10.28	1,164,371	0.61	1,329,888	0.60	0	0.00	0	0.00	Dept. of Business Mathematics, SooChow University Chairman, Apex International Co., Ltd.	Chairman & Chief Strategy Officer, Apex Circuit(Thailand) Co., Ltd. Chairman, Approach Excellence Trading Ltd. Chairman, Shye Feng Enterprise (Thailand) Co., Ltd.	None
Director Jui-Hsiang Chou	R.O.C.	Male 65	2022. 05.24	3	2009. 12.17	833,427	0.44	951,900	0.43	0	0.00	0	0.00	Dept. of International Business and Trade, Aletheia University Director, Apex International Co., Ltd.	Chief Executive Officer, Apex International Co., Ltd. Director & Chief Executive Officer, Apex Circuit (Thailand) Co., Ltd. Director, Shye Feng Enterprise (Thailand) Co., Ltd.	None
Director Yung-Yuan Cheng	R.O.C.	Male 66	2022. 05.24	3	2009. 12.17	645,166	0.34	625,598	0.28	0	0.00	0	0.00	Dept. of Applied Sciences Electronic Engineering, National Kaohsiung University Director, Apex International Co., Ltd. Chief Procurement Officer & Chief Operating Officer, Apex Circuit (Thailand) Co., Ltd.	Director & Executive Vice President, Apex Circuit (Thailand) Co., Ltd.	None
Director Shun-Chung Lee	R.O.C.	Male 55	2022. 05.24	3	2016. 06.15	0	0.00	0	0.00	153,097	0.07	0	0.00	Dept. of Business Administration, National Chengchi University Director, Apex International Co., Ltd.	Chief Business Officer & Vice President, Apex Circuit (Thailand) Co., Ltd. Chief Business Officer, Shye Feng Enterprise (Thailand) Co., Ltd.	None
Director Sen-Tien Wu	R.O.C.	Male 56	2022. 05.24	3	2016. 06.15	0	0.00	0	0.00	0	0.00	0	0.00	Dept. of Banking, National Chengchi University Director & Corporate Governance Officer, Apex	Chief Strategy Officer & Vice President, Apex International Co., Ltd. Independent Director, Avalue	None

Title/Name	Nationality	Gender Age	Date Elected	Tenure (years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience and Education	Positions Currently Held in Apex and Other Companies	Other managers, directors and supervisors with a spouse and relative within the second degree of kinship
						Shares	%	Shares	%	Shares	%	Shares	%			Title/ Name/ Relation
														International Co., Ltd.	Technology Incorporation Independent Director, Poindus Systems Corporation	
Director Somkiat Krajangjaeng	Thailand	Male 63	2022. 05.24	3	2012. 06.27	0	0.00	0	0.00	0	0.00	0	0.00	Dept. of Mechanical Engineering, Siam University, Thailand Director, Apex International Co., Ltd.	Management Representative & Consultant, Apex Circuit (Thailand) Co., Ltd.	None
Director Tu-Chuan Chen	R.O.C.	Male 64	2022. 05.24	3	2019. 06.05	300,000	0.16	342,645	0.16	0	0.00	0	0.00	Dept. of Education Industrial Education, National Changhua University Director, Apex International Co., Ltd.	Chief Technology Officer, Apex Circuit (Thailand) Co., Ltd.	None
Independent Director Chau-Chin Su	R.O.C.	Male 69	2022. 05.24	3	2016. 06.15	0	0.00	0	0.00	0	0.00	0	0.00	PhD, Electrical and Computer Engineering, University of Wisconsin-Madison, USA Independent Director, Apex International Co., Ltd. Professor, Electrical and Computer Engineering, National Yang Ming Chiao Tung University	None	None
Independent Director Yung-Tsai Chen	R.O.C.	Male 64	2022. 05.24	3	2016. 06.15	40,744	0.02	46,535	0.02	0	0.00	0	0.00	Master of Business Management, Tatung University Dept. of Accounting, SooChow University Independent Director, Apex International Co., Ltd. Director, Celxpert Energy Corporation	None	None
Independent Director Jesadavat Priebjrivat	Thailand	Male 68	2022. 05.24	3	2010. 06.11	0	0.00	0	0.00	0	0.00	0	0.00	Master of Business Administration, New York University USA Master of Engineering Administration, The George	Independent Director, Apex Circuit (Thailand) Co., Ltd. Independent Director, Sansiri Public Co., Ltd. Chairman & Independent	None

Title/Name	Nationality	Gender Age	Date Elected	Tenure (years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience and Education	Positions Currently Held in Apex and Other Companies	Other managers, directors and supervisors with a spouse and relative within the second degree of kinship
						Shares	%	Shares	%	Shares	%	Shares	%			Title/ Name/ Relation
														Washington University, USA Independent Director, Apex International Co., Ltd.	Director, Thai Feed Mills Public Co., Ltd.	
Independent Director <i>Ray-Hua Horng</i>	R.O.C.	Female 60	2022. 05.24	3	2022. 05.24	0	0.00	11,421	0.01	0	0.00	0	0.00	Ph.D., Electrical Engineering, National Sun Yat-sen University Distinguished Professor, Institute of Electronics, National Yang Ming Chiao Tung University	Chair Professor, Institute of Electronics, National Yang Ming Chiao Tung University Independent Director, Wafer Works Corporation Director, National Synchrotron Radiation Research Center (NSRRC)	None

Note: Chairman and President or someone with an equivalent job responsibility, (i.e. the highest ranking manager of the Company) are not the same person, in a marital relationship with each other, or within one degree of consanguinity.

Major shareholders of the institutional shareholders: Not applicable.

Major shareholders of the Company's major institutional shareholders: Not applicable.

Directors' Professional Qualifications and Independence

Criteria Name	Qualifications and Experience	Independence	Number of Other Taiwanese Public Companies Concurrently Serving as an Independent Director
<i>Chairman</i> Shu-Mu Wang	Dept. of Business Mathematics, Soochow University Chairman Shu-Mu Wang has practical experience, strategic management and leadership skills. Focusing on the PCB industry, chairman Wang has led Apex for more than 30 years. He has promoted the transformation of Apex from a family company to an international enterprise with an international team. Chairman Wang possesses Marketing and industry-related operational planning, operation and management practice capabilities.	<ul style="list-style-type: none"> ➤ Concurrently serving as the Chairman & Chief Strategy Officer of the Company's Subsidiary. A director with the position of managerial personnel. ➤ The rest have been verified in accordance with the independence requirements listed in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements. 	0
<i>Director</i> Jui-Hsinag Chou	Dept. of International Business and Trade, Aletheia University Director Jui-Hsinag Chou joined the management team in 2006 and served as the CEO. CEO Chou has extensive experience in electronic professional manufacturing services (EMS). He led the professional organization management team to initiate the enterprise upgrade measures, and made the group be authorized to have the Green Partner Certification from Sony Corporation of Japan. Since 2009, he has been the Director and General Manager of the Company and is responsible for planning group strategy and supervising and managing the operation of the Group.	<ul style="list-style-type: none"> ➤ Concurrently serving as the Director & CEO of the Company and the Company's Subsidiary. A director with the position of managerial personnel. ➤ The rest have been verified in accordance with the independence requirements listed in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements. 	0
<i>Director</i> Yung-Yuan Cheng	Dept. of Applied Sciences Electronic Engineering, National Kaohsiung University Director Yung-Yuan Cheng has served in the Group for nearly 18 years, and has accumulated a great deal of experience in R&D, procurement and business. With the role of the managerial personnel in the BoD, Director Cheng provides professional management strategies and analysis and improvement plans for operational results. He has abundant knowledge of electronic components production, marketing and trends of the industry.	<ul style="list-style-type: none"> ➤ Concurrently serving as the Director & Executive Vice President of the Company's Subsidiary. A director with the position of managerial personnel. ➤ The rest have been verified in accordance with the independence requirements listed in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements. 	0
<i>Director</i> Tu-Chuan Chen	Dept. of Education Industrial Education, National Changhua University Director Tu-Chuan Chen has worked in the electronic technology industry for more than 36 years and joined the Apex management team in 2012. With profound professional knowledge, patented development and years of R&D experience, the Group has laid a solid foundation for quality management and technological progress, enabling the Group to maintain its advantage in the highly competitive international electronic component manufacturing.	<ul style="list-style-type: none"> ➤ Concurrently serving as the Chief Technology Officer of the Company's Subsidiary. A director with the position of managerial personnel. ➤ The rest have been verified in accordance with the independence requirements listed in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements. 	0

Criteria Name	Qualifications and Experience	Independence	Number of Other Taiwanese Public Companies Concurrently Serving as an Independent Director
Director Shun-Chung Lee	Dept. of Business Administration, National Chengchi University Director Shun-Chung Lee joined the Apex management team in 2013. Director Lee has nearly 27 years of experience in PCB related marketing and business. He has won the trust of customers with many years of professional PCB sales experiences. He is well aware of customers and market trends, and is familiar with the sales trends of various products and future plans. With his ability, the Group has developed a rich source of customers and product mix, which has laid the momentum for future performance growth.	<ul style="list-style-type: none"> ➤ Concurrently serving as the Chief Business Officer of the Company's Subsidiary. A director with the position of managerial personnel. ➤ The rest have been verified in accordance with the independence requirements listed in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements. 	0
Director Sen-Tien Wu	Dept. of Banking, National Chengchi University Director Sen-Tien Wu has many years of extensive experience in the field of financial investment. In recent years, Director Wu has focused on the measures and development of corporate governance and sustainable management, and proposed the latest development of corporate governance and sustainable management to the BoD for the BoD to combine the ESG goals with Group's operating strategy to lead the Group to take the common interests of the enterprise and society into account.	<ul style="list-style-type: none"> ➤ Concurrently serving as the Chief Strategy Officer & Vice President of the Company. A director with the position of managerial personnel. ➤ The rest have been verified in accordance with the independence requirements listed in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements. 	2
Director Somkiat Krajangaeng	Dept. of Mechanical Engineering, Siam University, Thailand Mr. Somkiat Krajangaeng joined the Apex team in 2003. Director Krajangaeng has contributed a lot in manufacturing management such as process planning, organization coordination, and related control. He has provided practical experience sharing to the BoD, and passed on years of industry knowledge to employees.	<ul style="list-style-type: none"> ➤ Concurrently serving as the Management Representative & Consultant of the Major Subsidiary. ➤ The rest have been verified in accordance with the independence requirements listed in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission, and still meet the relevant independence requirements and still meet the relevant independence requirements. 	0
Independent Director Chau-Chin Su	PhD, Electrical and Computer Engineering, University of Wisconsin-Madison, USA Professor, Electrical and Computer Engineering, National Yang Ming Chiao Tung University Mr. Chau-Chin Su, the independent director, is a scholar. His academic research fields include microelectronics, ultra-large integrated circuits, integrated circuit testing and computer-aided design. He provides the BoD with important information such as cross-disciplinary professional knowledge and forward-looking trends in technological development, and advice on the medium and long-term operational perspectives and directions of the enterprise.	<ul style="list-style-type: none"> ➤ According to the Company's "Memorandum and Articles of Association" and the "Corporate Governance Best Practice Principles", directors are selected by the candidate nomination system. During the nomination and selection of board members, the Company has obtained the written statement, work experience, current incumbency certificate, and kinship table provided by each director to verify and confirm the independence of themselves, their spouses and their relatives within the third degree kinship to the Company. The Company has also verified that the 4 independent directors are in compliance with the qualification requirements stipulated in the " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act promulgated by the Financial Supervisory Commission during the two years before their election and during their tenure. In addition, independent directors have been given the power 	0

Criteria Name	Qualifications and Experience	Independence	Number of Other Taiwanese Public Companies Concurrently Serving as an Independent Director
Independent Director Yung-Tsai Chen	Master of Business Management, Tatung University Dept. of Accounting, SooChow University Independent Director Yung-Tsai Chen has experience in foreign investment banks, and has unique professional insights in the banking and financial fields. With his professional and sensitive financial market analysis in the BoD, he gives advice and shares on the financial decision of the Group.	to fully participate in decision-making and express opinions in accordance with Article 14-3 of the Securities and Exchange Act to perform relevant functions and powers accordingly.	0
Independent Director Jesadavat Priebjrivat	Master of Business Administration, New York University USA Master of Engineering Administration, The George Washington University, USA Mr. Jesadavat Priebjrivat is currently the Chairman of Thai Feed Mills Public Co., Ltd. He is also a member of the BoD of Sansiri Public Co. Ltd. With the experience of being chief financial officer, professional management manager, managing director of investment management and the President and Lecturer of Thammasat University in Thailand, he has provided the BoD a multi-faceted experience exchange of Thailand.		0
Independent Director Ray-Hua Horng	Doctor, Institute of Electrical Engineering, National Sun Yat-sen University Independent Director Ray-Hua Horng specialized in Solid-state Light Sources, Solar Cells, Power Device, High Speed Transistor Device Design, Flexible Light Source, Organic Metal Chemical Vapor Deposition Technology, Epitaxy Transfer Technology and Wafer Bonding Technology. In R&D results and terms of application performance. Dr. Horng has a number of invention patents and technology transfer.		1

Director Diversity and Independence :

Diversity of board members

The composition of the board of directors is determined with professional background, gender, age and education taken into consideration and also diversified for the purpose of complementation to increase the overall capacity of the board. Proceed in accordance with paragraph 3 of Article 20 of the Company's "Principle of Corporate Governance", the composition of the board of directors shall be determined by taking diversity into consideration and formulating an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs. It is advisable that the policy include, without being limited to, the following two general standards:

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

All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate

governance, the board of directors shall possess the following abilities:

- (1) The ability to make judgments about operations.
- (2) Accounting and financial analysis ability.
- (3) Business management ability.
- (4) Crisis management ability.
- (5) Knowledge of the industry.
- (6) An international market perspective.
- (7) Leadership
- (8) Decision-making ability.

Apex has established 11 director seats in accordance with the Memorandum and Articles of Association of the Company. The current directors were elected at the 2022 Annual General Meeting. While the Company met its goal at the time of increasing the number of independent directors and adding a female independent director, and complied with relevant regulations then in effect, the current composition still falls short of the one-third requirement for female directors under present laws.

Due to the characteristics of the industry, it is difficult to identify suitable candidates within a short timeframe. The Company plans to re-elect the Board with 9 director seats at the 2025 Annual General Meeting in accordance with the Memorandum and Articles of Association of the Company, and will adopt a proportion of independent directors that exceeds regulatory requirements. Moving forward, the Company will seek talent recommendations through various channels, including industry and academia, to enhance corporate governance and implement board diversity

The current board of directors consists of 11 directors, including 4 independent directors. The members have extensive experience and expertise in the fields of finance, business and management. Please refer to the following table for details:

Diversified Core Items Name	Basic requirements					Professional background		Professional knowledge and skills			
	Nationality	Gender	Also as Employees	Age	the Tenure of Independent Directors	Bank	Securities	Accounting & Finance	Industry Experience	Marketing	Risk Management
Shu-Mu Wang	R.O.C.	Male	v	65	-			v	v	v	v
Jui-Hsiang Chou	R.O.C.	Male	v	65	-			v	v	v	v
Yung-Yuan Cheng	R.O.C.	Male	v	66	-				v		v

Diversified Core Items Name	Basic requirements					Professional background		Professional knowledge and skills			
	Nationality	Gender	Also as Employees	Age	the Tenure of Independent Directors	Bank	Securities	Accounting & Finance	Industry Experience	Marketing	Risk Management
Shun-Chung Lee	R.O.C.	Male	v	55	-				v	v	
Sen-Tien Wu	R.O.C.	Male	v	56	-	v		v	v	v	v
Somkiat Krajangjaeng	Thailand	Male	v	63	-				v		
Tu-Chuan Chen	R.O.C.	Male	v	64	-				v		
Chau-Chin Su	R.O.C.	Male		69	8.5				v		
Yung-Tsai Chen	R.O.C.	Male		64	8.5	v	v	v	v	v	
Jesadavat Priebjrivat	Thailand	Male		68	13		v	v	v	v	v
Ray-Hua Horng	R.O.C.	Female		60	2.5				v		

Independence of the Board of Directors

All of the candidates for the Board of Directors are nominated by adopting the candidate nomination system and qualified for review in accordance with Memorandum and Articles of Association of Company and in conformed to "Rules for Election of Directors" and "Principle of Corporate Governance" to ensure the diversity and independence of BoD members.

In the Sixth session of the board members, foreign directors account for 18%, independent directors account for 36% and female director account for 9%. None of the directors are spouses or relatives within the second degree of kinship, which complies with the provisions of Article 26-3 Items 3 and 4 of the Securities and Exchange Act.

All directors of Sixth session possess knowledge of the industry and an international market perspective. Directors Shu-Mu Wang, Jui-Hsiang Chou, Yung-Yuan Cheng, Tu-Chuan Chen, Sen-Tien Wu, Shun-Chung Lee and Somkiat Krajangjaeng, possess abilities to make operational judgments and conduct management administration and risk management knowledge and skills and Leadership. Directors Shu-Mu Wang, Jui-Hsiang Chou, Sen Tien Wu, Yung-Tsai Chen and Jesadavat Priebjrivat possess abilities to perform accounting and financial analysis.

2.1.2 General managers, vice general managers, senior managers and heads of departments and branch of Apex and main operating office

Mar. 30, 2025; Unit: share; %

Title/ Name	Nationality	Gender	On-board Date (Note 1)	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience and Education	Positions Concurrently Held in Other Companies	Spouse or Relatives within the First Two Degrees Holding Managerial Positions
				Shares	%	Shares	%	Shares	%			Title/Name/Relation
APEX Chairman & APT Chief Strategy Officer Shu-Mu Wang	R.O.C.	Male	2002.06.01	1,329,888	0.60	0	0.00	0	0.00	Dept. of Business Mathematics, Soochow University Chairman, Apex International Co., Ltd.	Chairman, Apex Circuit(Thailand) Co., Ltd. Chairman, Approach Excellence Trading Ltd. Chairman, Shye Feng Enterprise (Thailand) Co., Ltd.	None
APEX Chief Executive Officer Jui-Hsiang Chou	R.O.C.	Male	2006.05.02	951,900	0.43	0	0.00	0	0.00	Dept. of International Business and Trade, Aletheia University Director, Apex International Co., Ltd.	Director, Apex Circuit (Thailand) Co., Ltd. Director, Shye Feng Enterprise (Thailand) Co., Ltd.	None
APT Executive Vice President Yung-Yuan Cheng	R.O.C.	Male	2007.05.21	625,598	0.28	0	0.00	0	0.00	Dept. of Applied Sciences Electronic Engineering, National Kaohsiung University Director, Apex International Co., Ltd. Chief Procurement Officer & Chief Operating Officer, Apex Circuit (Thailand) Co., Ltd.	Director, Apex Circuit (Thailand) Co., Ltd.	None
APT Chief Technology Officer Tu-Chuan Chen	R.O.C.	Male	2012.04.30	342,645	0.16	0	0.00	0	0.00	Dept. of Education Industrial Education, National Changhua University Director, Apex International Co., Ltd.	None	None
Chief Strategy Officer & Vice President Sen-Tien Wu	R.O.C.	Male	2013.08.01	0	0.00	0	0.00	0	0.00	Dept. of Banking, National Chengchi University Director, Apex International Co., Ltd.	Independent Director, Avalue Technology Incorporation Independent Director, Poindus Systems Corporation	None
APT Chief Business Officer Shun-Chung Lee	R.O.C.	Male	2013.09.23	0	0.00	153,097	0.07	0	0.00	Dept. of Business Administration, National Chengchi University Director, Apex International Co., Ltd.	Chief Business Officer, Shye Feng Enterprise (Thailand) Co., Ltd.	None
APEX Chief Financial Officer Hsin-Wang Yang	R.O.C.	Male	2010.02.01	0	0.00	0	0.00	0	0.00	Dept. of Land Economics, National Chengchi University Senior Manager, Apex International Co., Ltd. Chief Procurement Office, Apex Circuit (Thailand) Co., Ltd.	None	None

Title/ Name	Nationality	Gender	On-board Date (Note 1)	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience and Education	Positions Concurrently Held in Other Companies	Spouse or Relatives within the First Two Degrees Holding Managerial Positions
				Shares	%	Shares	%	Shares	%			Title/Name/Relation
APT Chief Operating Officer Chih-Chung Liu	R.O.C.	Male	2022.04.01	0	0.00	0	0.00	0	0.00	Dept. of Political Science, National Taiwan University Vice President, Apex Circuit (Thailand) Co., Ltd. Business Manager, Unimicron Technology Corp.	None	None
APEX Accounting Officer Jiun-Ting Lin	R.O.C.	Male	2020.01.01	0	0.00	0	0.00	0	0.00	Dept. of Accounting, Soochow University Master of Business Administration, National Dong Hwa University Financial manager, Shye Feng Enterprise (Thailand) Co., Ltd. Senior Manager, Apex Circuit (Thailand) Co., Ltd.	None	None
API Corporate Governance Officer Yu-Ying Tsao	R.O.C.	Female	2018.04.01	0	0.00	0	0.00	0	0.00	Dept. of Radio & Television, Shih Hsin University Manager, Stock Affair Department, Apex International Co., Ltd.	None	None
APT Vice President Prawit CH.	Thailand	Male	2003.03.01	0	0.00	0	0.00	0	0.00	Dept. of Electrical Engineering, Southeast Asia University, Thailand Vice President, HR, Apex Circuit (Thailand) Co., Ltd.	None	None
APT Vice President Sarawuth Kruthkaew	Thailand	Male	2002.02.09	0	0.00	0	0.00	0	0.00	Dept. of Public Administration, Ramkhamhaeng University, Thailand Assistant Manager, ADM, Cal-Comp Electronics (Thailand) Public Co., Ltd. Vice President, MFG, Apex Circuit (Thailand) Co., Ltd.	None	None
APT Vice President Sommai Phuengmi	Thailand	Male	2002.06.01	0	0.00	0	0.00	0	0.00	Dept. of Electrical Engineering, Southeast Asia University, Thailand Product Engineer, Shye Feng Enterprise (Thailand) Co., Ltd. Vice President, MFG, Apex Circuit (Thailand) Co., Ltd.	Vice President, MFG, Shye Feng Enterprise (Thailand) Co., Ltd.	None
APT Vice President Theptat Intaratat	Thailand	Male	2005.05.16	0	0.00	0	0.00	0	0.00	Dept. of Bachelor degree in Accountancy, Kasetsart University, Thailand Vice President, Cost & MIS, Apex Circuit (Thailand) Co., Ltd.	None	None

Title/ Name	Nationality	Gender	On-board Date (Note 1)	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience and Education	Positions Concurrently Held in Other Companies	Spouse or Relatives within the First Two Degrees Holding Managerial Positions
				Shares	%	Shares	%	Shares	%			Title/Name/Relation
APT Vice President Amornrat R.	Thailand	Female	2011 07.11	0	0.00	0	0.00	0	0.00	Dept. of Bachelor degree in Science Chemistry, Silpakooorn University, Thailand Process Engineer, Management, KCE Technology Co Ltd Vice President, MFG, Apex Circuit (Thailand) Co., Ltd.	None	None
APT Vice President Sakon S.	Thailand	Male	2006 09.01	0	0.00	0	0.00	0	0.00	Dept. of Bachelor degree in Electrical Technology, Rajabhat Rajanagarindra University, Thailand Assistant Manager, Quality, Captronic Systems Pvt Ltd Vice President, Quality, Apex Circuit (Thailand) Co., Ltd.	None	None
APT Vice President Ho Kyung Chang	Korea	Male	2023 09.21	0	0.00	0	0.00	0	0.00	Dept. of Bachelor degree in Engineering, Inha University, Korea Executive Director, DAEDUCK ELECTRONICS Co.,Ltd. Vice President, Technology, Apex Circuit (Thailand) Co., Ltd.	None	None
APT Vice President Kuang-Chun Chen (Note 3)	China	Male	2023 05.15	0	0.00	0	0.00	0	0.00	Dept. of Automation, Northeastern University, China Manufacturing Director, HannStar Board Tech. (Jiangyin) Corp.	None	None

Note 1: On-board date means the official date joining Apex.

Note 2: President or someone with an equivalent job responsibility, (i.e. the highest ranking manager of the Company) and Chairman are not the same person, in a marital relationship with each other, or within one degree of consanguinity.

Note 3: Position of this staff was changed into Vice President of APT on Aug. 01, 2024, due to the Group's internal organization adjustment.

2.2 Remuneration of Directors, General Managers and Vice Presidents

2.2.1 Remuneration Paid to Directors and Independent Directors

Unit: NT\$ thousand; %

Title/Name	Remuneration								Total Remuneration (A+B+C+D), and to Net Income (%)		Relevant Remuneration Received by Directors Who are Also Employees								Total Compensation (A+B+C+D+E+F+G), and to Net Income (%)		Compensation Paid to Directors from Non-consolidated Affiliates or Parent Company	
	Base Compensation (A)		Severance Pay and Pensions (B)		Directors Compensation (C)		Allowances (D)				Salary, Bonuses, and Allowances (E)		Severance Pay and Pensions (F)		Employee Compensation (G)							
	Apex	All Consolidated Entities	Apex	All Consolidated Entities	Apex	All Consolidated Entities	Apex	All Consolidated Entities	Apex	All Consolidated Entities	Apex	All Consolidated Entities	Apex	All Consolidated Entities	Apex		All Consolidated Entities		Apex	All Consolidated Entities		
															Cash	Stock	Cash	Stock				
Chairman <i>Shu-Mu Wang</i>	0	0	0	0	0	0	0	0	0	0	0	1,761	0	0	0	0	0	0	0	0	1,761	None
Director <i>Jui-Hsiang Chou</i>	0	0	0	0	0	0	0	0	0	0	385	4,291	0	0	0	0	0	0	385	4,291	None	
Director <i>Yung-Yuan Cheng</i>	0	0	0	0	0	0	0	0	0	0	0	3,349	0	0	0	0	0	0	0	3,349	None	
Director <i>Shun-Chung Lee</i>	0	0	0	0	0	0	0	0	0	0	385	3,087	0	0	0	0	0	385	3,087	None		
Director <i>Sen-Tien Wu</i>	0	0	0	0	0	0	0	0	0	0	3,804	4,081	0	0	0	0	0	3,804	4,081	None		
Director <i>Somkiat Krajangjaeng</i>	0	0	0	0	0	0	0	0	0	0	0	2,700	0	0	0	0	0	0	2,700	None		
Director <i>Tu-Chuan Chen</i>	0	0	0	0	0	0	0	0	0	0	0	2,645	0	0	0	0	0	0	2,645	None		
Independent Director <i>Chau-Chin Su</i>	1,362	1,362	0	0	0	0	0	0	1,362	1,362	0	0	0	0	0	0	0	1,362	1,362	None		
Independent Director <i>Yung-Tsai Chen</i>	1,008	1,008	0	0	0	0	0	0	1,008	1,008	0	0	0	0	0	0	0	1,008	1,008	None		
Independent Director <i>Jesadavat Priebjrivat</i>	1,147	1,693	0	0	0	0	0	0	1,147	1,693	0	0	0	0	0	0	0	1,147	1,693	None		
Independent Director <i>Ray-Hua Horng</i>	664	664	0	0	0	0	0	0	664	664	0	0	0	0	0	0	0	664	664	None		

- Directors and Independent Directors' remuneration policies, procedures, standards and structure, as well as the linkage to responsibilities, risks and time spent: The Company's remuneration for directors (including independent directors) is set out in Article 34 of the Company's articles of association. The articles of association are approved by the Shareholders' Meeting and authorizes the Board of Directors to include the directors (including Independent Directors) in the Company's operation participation and contribution value, implementation of the core value of the Company and ability of management, financial and business performance, continuing education as well as the range adopted among competitors; the Directors' compensation (including independent directors) shall be not more than 2% in accordance with Article 56.1 of the Company's articles of association.
- Other than disclosure in the above table, Directors remunerations earned by providing services (e.g. parent company/all consolidated entities/ providing consulting services as a non-employee of the investee) to Apex and all consolidated entities in the financial statements for the most recent year: None

2.2.2 Remuneration of general managers and vice general managers

Unit: NT\$ thousand; %

Title/Name	Salary (A)		Severance Pay and Pensions (B)		Bonuses, and Allowances (C)		Employee Compensation (D)				Ratio of Total of A+B+C+D, and to Net After-tax Profit (%)		Compensation Paid to Directors from Non-consolidated Affiliates or Parent Company
	Apex	All Consolidated Entities	Apex	All Consolidated Entities	Apex	All Consolidated Entities	Apex		All Consolidated Entities		Apex	All Consolidat ed Entities	
							Cash	Stock	Cash	Stock			
Chairman <i>Shu-Mu Wang</i>	6,289	31,568	0	0	1,305	25,714	0	0	0	0	7,594 -0.42%	57,282 -3.20%	None
General Manager <i>Jui-Hsiang Chou</i>													
CFO <i>Hsin-Wang Yang</i>													
CSO <i>Sen-Tien Wu</i>													
APT Executive Vice President <i>Yung-Yuan Cheng</i>													
APT CBO <i>Shun-Chung Lee</i>													
APT CTO <i>Tu-Chuan Chen</i>													
APT CPO <i>Chun-Lung Huang</i> (Discharged on Dec.20, 2024)													
APT COO <i>Chih-Chung Liu</i>													
APT Vice President <i>Prawit CH.</i>													
APT Vice President <i>Sarawuth Kruthkaew</i>													
APT Vice President <i>Sommai Phuengmi</i>													
APT Vice President <i>Theptat Intaratat</i>													
APT Vice President <i>Amornrat R.</i>													
APT Vice President <i>Sakon S.</i>													
APT Vice President <i>Ho Kyung Chang</i>													
APT Vice President <i>Kuang-Chun Chen</i> (Appointed on Aug. 01, 2024)													

Remuneration Table

Remuneration for General Managers and Vice General Managers of Apex and All Consolidated Entities	Names of General Managers and Vice General managers	
	Apex	Consolidated Entities
Under NT\$ 1,000,000	Jui-Hsiang Chou, Shun-Chung Lee, Chun-Lung Huang*	
NT\$1,000,000(incl.) ~ NT\$2,000,000(excl.)	Hsin-Wang Yang	Shu-Mu Wang, Kuang-Chun Chen
NT\$2,000,000(incl.) ~ NT\$3,500,000(excl.)	-	Yung-Yuan Cheng, Hsin-Wang Yang, Amornrat R., Shun-Chung Lee, Ho Kyung Chang, Sommai P., Prawit Ch., Sarawuth K., Chih-Chung Liu, Du-Chuan Chen
NT\$3,500,000(incl.) ~ NT\$5,000,000(excl.)	Sen-Tien Wu	Jui-Hsiang Chou, Sen-Tien Wu, Sakon S., Theptat I.
NT\$5,000,000(incl.) ~ NT\$10,000,000(excl.)	-	Chun-Lung Huang*
NT\$10,000,000(incl.) ~ NT\$15,000,000(excl.)	-	-
NT\$15,000,000(incl.) ~ NT\$30,000,000(excl.)	-	-
NT\$30,000,000(incl.) ~ NT\$50,000,000(excl.)	-	-
NT\$50,000,000(incl.) ~ NT\$100,000,000(excl.)	-	-
Over NT\$100,000,000	-	-
Total	5	17

* Mr. Chun-Lung Huang (Discharged on Dec. 20, 2024)/ Mr. Kuang-Chun Chen (Appointed on Aug.01, 2024)

Remuneration Payable to the Top 5 Department Heads

Unit: NT\$ thousand; %

Unit: NT\$ thousand

Title/Name	Salary (A)		Severance Pay and Pensions (B)		Bonuses, and Allowances (C)		Employee Compensation (D)				Ratio of Total of A+B+C+D, and to Net After-tax Profit (%)		Compensation Paid to Directors from Non-consolidated Affiliates or Parent Company
	Apex	All Consolidated Entities	Apex	All Consolidated Entities	Apex	All Consolidated Entities	Apex		All Consolidated Entities		Apex	All Consolidated Entities	
							Cash	Stock	Cash	Stock			
APEX CEO <i>Jui-Hsiang Chou</i>	294	2,290	0	0	91	2,001	0	0	0	0	385 -0.02%	4,291 -0.24%	None
CSO <i>Sen-Tien Wu</i>	3,007	3,280	0	0	797	801	0	0	0	0	3,804 -0.21%	4,081 -0.23%	None
APT CPO <i>Chun-Lung Huang*</i>	1,207	6,276	0	0	36	2,325	0	0	0	0	1,243 -0.07%	8,601 -0.48%	None
APT Vice President <i>Theptat I.</i>	0	1,561	0	0	0	2,247	0	0	0	0	0 0.00%	3,808 -0.21%	None
APT Vice President <i>Sakon.S</i>	0	1,726	0	0	0	2,182	0	0	0	0	0 0.00%	3,908 -0.22%	None

* Mr. Chun-Lung Huang (Discharged on Dec. 20, 2024)

2.2.3 Names of managers receiving employee bonuses and amounts: Apex did not distribute employee bonuses.

2.2.4 Analysis of ratios of the total remuneration for directors, general managers and vice general managers of Apex and all the companies listed in the consolidated financial statement to the net after-tax profit in the last two years:

Unit: NT\$ thousand; %

Item Year	Directors				General Managers and Vice General Managers			
	Apex		All Consolidated Entities		Apex		All Consolidated Entities	
	Total remuneration	Ratios of the net profit after tax	Total remuneration	Ratios of the net profit after tax	Total remuneration	Ratios of the net profit after tax	Total remuneration	Ratios of the net profit after tax
2024	8,754	-0.49	26,641	-1.49	7,594	-0.42	57,282	-3.20
2023	9,055	-1.14	27,295	-3.42	8,050	-1.01	50,583	-6.35

Correlations of remuneration payment procedures with management performance and future risk: The remuneration for directors (including independent directors) is specified in Article 34 of Apex's company charter and the Shareholders' Meeting has given approval and authorized the board of directors to establish the criteria according to the directors' participation in company operations and contributions, implementation of the core value of the Company and ability of management, financial and business performance, continuing education as well as range adopted among competitors. The general managers and vice general managers run company operations according to the instructions of the board of directors; their appointment, dismissal and remuneration are conducted in accordance with the Company charter. As for the reward system, it is implemented according to the business development of Apex and its affiliates with the approval of the Board of Directors.

Apex's remuneration committee regularly evaluates the Company's operating performance, and the contributions made by individual directors (including independent directors), general managers, and vice general managers to the Company's operations. This includes assessing future business fluctuations, risks associated with industrial fluctuations, transaction risks, financial risks, strategic planning, and involvement in environmental, social, and corporate governance (ESG). The performance system is also reviewed as part of this process.

2.3 Corporate Governance Status

2.3.1 Board of Directors

The Board held 5 meetings in 2024. The attendance of the directors specified as below:

Title	Name	Attendance in Person	Attendance by Proxy	Actual Attendance	Remark
Chairman	<i>Shu-Mu Wang</i>	5	0	100.0%	2022.05.24 Reappointed
Director	<i>Jui-Hsiang Chou</i>	3	2	60.0%	2022.05.24 Reappointed
Director	<i>Yung-Yuan Cheng</i>	5	0	100.0%	2022.05.24 Reappointed
Director	<i>Shun-Chung Lee</i>	5	0	100.0%	2022.05.24 Reappointed
Director	<i>Sen-Tien Wu</i>	5	0	100.0%	2022.05.24 Reappointed
Director	<i>Somkiat Krajangjaeng</i>	5	0	100.0%	2022.05.24 Reappointed

Title	Name	Attendance in Person	Attendance by Proxy	Actual Attendance	Remark
Director	<i>Tu-Chuan Chen</i>	5	0	100.0%	2022.05.24 Reappointed
Independent Director	<i>Chau-Chin Su</i>	5	0	100.0%	2022.05.24 Reappointed
Independent Director	<i>Yung-Tsai Chen</i>	5	0	100.0%	2022.05.24 Reappointed
Independent Director	<i>Jesadavat Priebjrivat</i>	5	0	100.0%	2022.05.24 Reappointed
Independent Director	<i>Ray-Hua Horng</i>	5	0	100.0%	2022.05.24 Newly appointed

Other information to be recorded:

- (1) Matters listed in Article 14-3 of the Securities and Exchange Act: The Article 14-3 of the Securities and Exchange Act is not be applicable because the Company has established the Audit Committee. For relevant information, please refer to the "The state of operations of the Audit Committee" in this Annual Report.
(2) Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors: None.
- If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified:

Meeting Date (Sessions)	Resolution	The Contents of the Motion	The Reasons for the Avoidance of Benefits and the Circumstances of the Voting
2024.02.28 (the 12 th Meeting of Sixth Session)	● Subsidiary APT granting Base Compensation to Directors	Jesadavat Priebjrivat	Director recused himself from the discussion and voting related to their benefit
2024.12.20 (the 16 th Meeting of Sixth Session)	● The result of Group managerial officers' performance evaluation in 2024 as well as the annual bonus plan	Shu-Mu Wang Jui-Hsiang Chou Yung-Yuan Cheng Tu-Chuan Chen Shun-Chung Lee Sen-Tien Wu	Director recused himself from the discussion and voting related to their benefit
2024.12.20 (the 16 th Meeting of Sixth Session)	● The remuneration of Group directors (including Independent Directors and Functional Committee Members) in 2025	Shu-Mu Wang Chau-Chin Su Yung-Tsai Chen Ray-Hua Horng Jesadavat Priebjrivat	Director recused himself from the discussion and voting related to their benefit

- Information of self-evaluations (or peer evaluations) by the Board of Directors:

Implementation situation of the board performance evaluation

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Once a year	2023.12.01 to 2024.11.30	Individual Board Members	Self-Evaluation of Board Members	<ul style="list-style-type: none"> ● Mastery of company goals and tasks ● Acknowledged the Directors' responsibilities ● Participation in the operation of the company ● Internal relationship management and communication ● Director's professional and continuing education ● Internal control

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Once a year	2023.12.01 to 2024.11.30	The Board of Directors as a Whole	Internal Evaluation	<ul style="list-style-type: none"> ● Participation in the operation of the Company ● The decision-making quality of the board of directors ● Composition and structure of board of directors ● Selection of directors and continuing education ● Internal control
Once a year	2023.12.01 to 2024.11.30	Audit Committee	Internal Evaluation	<ul style="list-style-type: none"> ● Participation in the operation of the company ● Acknowledged the responsibilities of the Audit Committee ● Improve the decision-making quality of the Audit Committee ● Composition of the Audit Committee and selection of members ● Internal control
Once a year	2023.12.01 to 2024.11.30	Remuneration Committee	Internal Evaluation	<ul style="list-style-type: none"> ● Participation in the operation of the company ● Acknowledged the responsibilities of the Remuneration Committee ● Improve the decision-making quality of the Remuneration Committee ● Composition of the Remuneration Committee and selection of members ● Internal control
Every three years	2021.10.01 to 2022.09.30	Commissioning of an independent evaluator to conduct an overall assessment of the board's performance	Commissioned the Taiwan Investor Relations Institute to conduct the evaluation	<ul style="list-style-type: none"> ● Board Composition and Professional Development ● Board decision-making quality ● Board Operational Effectiveness ● Internal Control and Risk Management ● Board involvement in corporate social responsibility

※The results for internal/external performance evaluation of Board of Directors have been report of the board of directors on December 20, 2024 and December 20, 2022 separately, the results will be as a reference for continuously strengthening of the Board's functions, and disclosed on the Company's website for investors' reference.

4. Assessment of the objectives and execution of board of director function enhancement (e.g. establishment of the audit committee, enhance information transparency) in the current year and recent years:

(1) The Company has already established the Audit Committee, the Remuneration Committee and the Sustainable Development Committee. The list of relevant personnel and the state of operation, please refer to the state of operations of the Audit Committee, the state of operations of the Remuneration Committee and the state of operations of the Sustainable Development Committee.

(2) Attendance of Board of Directors of independent directors in 2024:

● :Attend in person ▲:Attend by Proxy

Meeting Date	2024.02.28	2024.05.09	2024.08.09	2024.11.05	2024.12.20
Name					
<i>Chau-Chin Su</i>	●	●	●	●	●
<i>Yung-Tsai Chen</i>	●	●	●	●	●
<i>Jesadavat Priebjriwat</i>	●	●	●	●	●
<i>Ray-Hua Horng</i>	●	●	●	●	●

2.3.2 The state of operations of the Audit Committee

The responsibility of the Audit Committee is to assist the board of directors in supervision of company operations as well as execution of the duties specified in the Company Act, Securities and Exchange Act and other related regulations. The functions and annual work plan of the committee include examining the Company's financial statements, auditing company operations and accounting policies and procedures, reviewing the Company's internal control system, evaluating transactions of important assets or derivative products, loans of funds, endorsements, or provision of guarantees of a material nature, fund raising or securities issuance, appointment, dismissal of accountants and their remuneration, appointment and dismissal of financial, accounting or internal audit officer and matters in which a director is an interested party.

The Audit Committee has the right to perform justifiable audits and investigations within its responsibility. It is given the authority to make direct contact with the Company's internal auditors, CPAs and employees. The committee is formed by the four independent directors. Please refer to the following paragraph for the operating situation of the year.

The Audit Committee held 5 meetings in 2024. The attendance of the independence directors specified below:

Title	Name	Attendance in Person	Attendance by Proxy	Actual Attendance	Remark
Independent Director	Chau-Chin Su	5	0	100.0%	2022.05.24 Re-appointed
Independent Director	Yung-Tsai Chen	5	0	100.0%	2022.05.24 Re-appointed
Independent Director	Jesadavat Priebjrivat	5	0	100.0%	2022.05.24 Re-appointed
Independent Director	Ray-Hua Horng	5	0	100.0%	2022.05.24 Newly appointed

Other information to be recorded:

1. If any of the following circumstances occur, the Audit Committee's dates of meetings, sessions, contents of motion, the independent directors' objections, reservations or major recommendations, resolutions of the Audit Committee and the Company's response to the Audit Committee's opinion should be specified:

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

Meeting Date (Sessions)	The contents of the motion
2024.02.28 (the 11th Meeting of Fifth Session)	<ul style="list-style-type: none"> ● To issue 2023 Statement of Internal Control System ● 2023 Business Report and Consolidated Financial Statements. ● To appoint the CPA and evaluate the CPAs' independence and suitability and audit fee in 2024 ● Revision to extend the accounting estimates for the remaining useful life of fixed assets of major subsidiary Apex Circuit (Thailand) Co., Ltd. ("APT") Plant 3 ("APEX 3") ● Amendment to Rules & Procedures for Internal Control ● Amendment to the "Memorandum and Articles of Association" of the Company ● 2023 Deficit Compensation
2024.05.09 (the 12th Meeting of Fifth Session)	<ul style="list-style-type: none"> ● Q1 2024 Consolidated Financial Statements ● The proposal to approve for applying the credit line of the Company and Taiwan Branch with banks (Mega ICBC & SCBS)
2024.08.09 (the 13th Meeting of Fifth Session)	<ul style="list-style-type: none"> ● Q2 2024 Consolidated Financial Statements. ● The proposal to approve for applying the credit line of the Company and Taiwan Branch with banks (Taichung Bank & Bank of Panhsin) ● Proposal for cash capital increase by issuing common shares ● Proposal to approve for sign the "Advisory Contract for Compliance with Securities Laws and Regulations" with KGI Securities Co., Ltd. (KGI)

Meeting Date (Sessions)	The contents of the motion
2024.11.05 (the 14th Meeting of Fifth Session)	<ul style="list-style-type: none"> ● Q3 2024 Consolidated Financial Statements ● The proposal to approve the investment to the major subsidiary APT ● The proposal of the cancellation for the Company's endorsements and guarantees for major subsidiary APT ● The proposal to approve for applying the credit line of the Company and Taiwan Branch with banks (Bank SinoPac& Entie Commercial Bank) ● Amendment to "General Principles of Pre-Approved Non-Assurance Services Policy"
2024.12.20 (the 15th Meeting of Fifth Session)	<ul style="list-style-type: none"> ● 2025 Annual Audit Plan ● 2025 Annual Operating Plan and Budget ● The proposal to approve for applying the credit line of the Company and Taiwan Branch with banks (Cathay United Bank) ● To formulate and amend Rules & Procedures for Internal Control (Audit Committee Charter & Internal Control System – Chapter 1 General Principles & Internal Control System – Chapter 5 Operation Management Measures Section 18 Sustainable Information Management Procedures & Procedures for the Preparation and Verification of Sustainability Reports & Approval authority table : Sustainable Information Management Procedures)
<p>A. Independent directors' objections, reservations or major suggestions: None.</p> <p>B. Resolutions of the Audit Committee and the Company's response to the Audit Committee's opinion : The proposal be and hereby were accepted as proposed unanimously by all independent directors, and were also accepted as proposed unanimously by the Board of Directors afterwards.</p>	
<p>(2) Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors : None</p> <p>2. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified : None</p> <p>3. Communications between the independent directors, the company's internal auditor and CPAs (e.g. the material items, methods and results of audits of corporate finance or operations, etc.)</p> <p>(1) In addition to providing audit reports (or tracking reports) to be reviewed by Audit Committee members in the month following completion of items to be audited (or to be tracked) and attending board of directors meetings to report results of audit operations, the internal audit director is also required to report to Audit Committee members on the results of annual audit operations and self-inspections of the internal control system to make sure the Audit Committee members have no objection.</p> <p>(2) The Audit Committee members regularly communicates with CPAs on the Company's financial status.</p>	

2.3.3 Corporate governance practices and their differences from the practices specified in the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reasons

Evaluation Item	Current Status			Differences from the Practices Specified in the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
1. Does Company follow "Taiwan Corporate Governance Implementation" to establish and disclose its corporate governance practices?	v		Apex has established its corporate governance best practice principles. After approval of the board of directors, they have been posted on Market Observation Post System and the corporate governance web page on the Company website.	No major difference
2. Shareholding Structure & Shareholders' Rights				
(1) Does Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, has these procedures been implemented accordingly?	v		(1) Apex has established regulations on shareholder services operations to serve as the guidelines in the internal control system for processing shareholder inquiries and matters in relations to shareholders' rights and interests; at the same time, there is a spokesperson to provide prompt replies to different questions from shareholders.	No major difference
(2) Does Company possess a list of major shareholders and beneficial owners of these major shareholders?	v		(2) Apex has the monitored lists and also files the shareholding status of the principal shareholders each month as regulated.	No major difference
(3) Has the Company built and executed a risk management system and "firewall" between the Company and its affiliates?	v		(3) The division of management authority, contact and transactions between Apex and its subsidiaries and affiliates are all conducted according to the regulations of the internal control system and related operating procedures.	No major difference
(4) Has the Company established internal rules prohibiting insider trading on undisclosed information?	v		(4) Apex has established regulations on prevention of insider trading and also regularly reminds company personnel such conduct is prohibited.	No major difference
3. Composition and Responsibilities of the Board of Directors				
(1) Has the Company established a diversification policy for the composition of its Board of Directors and has it been implemented	v		(1) The composition of the board of directors is determined with professional background, gender, age and education taken into consideration and also diversified for the purpose of	No major difference

Evaluation Item	Current Status			Differences from the Practices Specified in the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
accordingly?			<p>complementation to increase the overall capacity of the board. Apex incorporated a board diversity policy in Chapter 3, "Strengthening Board Function", of "Principle of Corporate Governance", which was amended by the-BOD. Board diversity including but not limited to the following two standards:</p> <p>A. Basic conditions and values: gender, age, nationality and culture.</p> <p>B. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience. Board members should generally have the knowledge, skills and literacy necessary to perform their duties, and their overall abilities should be as follows</p> <p>(A) Abilities of Making Operational Judgments</p> <p>(B) Abilities of accounting and financial analysis</p> <p>(C) Conduct Management Administration</p> <p>(D) Risk Management Knowledge and Skill</p> <p>(E) Knowledge of the Industry</p> <p>(F) International Market Perspective</p> <p>(G) Leadership</p> <p>(H) Decision-making</p> <p>All of the candidates for the Board of Directors are nominated by adopting the candidate nomination system and qualified for review in accordance with Memorandum and Articles of Association of Company and in conformed to "Rules for Election of Directors" and "Principle of Corporate Governance" to ensure the diversify and independence of BOD member.</p> <p>In the sixth session of the board member, foreign director</p>	

Evaluation Item	Current Status			Differences from the Practices Specified in the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
			account for 18%, independent director account for 36%. Apex focus on the professional knowledge and skills of directors. All directors of Fifth session possess knowledge of the industry and international market perspective. Directors <i>Shu-Mu Wang, Jui-Hsiang Chou, Yung-Yuan Cheng, Sen-Tien Wu, Tu-Chuan Chen, Shun-Chung Lee</i> and <i>Somkiat Krajangjaeng</i> possess abilities to make operational judgments and conduct management administration and risk management knowledge and skills and Leadership. Directors <i>Shu-Mu Wang, Jui-Hsiang Chou, Sen-Tien Wu, Jesadavat Priebjrivat</i> and <i>Yung-Tsai Chen</i> possess abilities to perform accounting and financial analysis. In addition, Apex also pays attention to gender equality in the composition of the board of directors. The target ratio of female directors is 5% or more. Apex has added a female director to the sixth session of board of directors and thus achieves the goal.	
(2) Other than the Compensation Committee and the Audit Committee which are required by law, does the Company plan to set up other Board committees?	v		(2) In addition to the Remuneration Committee and the Audit Committee, there is also the Sustainable Development Committee (established in 2022). Committees of other functions will be created in accordance with the Company's business development and related regulations.	No major difference
(3) Has the Company established methodology for evaluating the performance of its Board of Directors, on an annual basis, reported the results of performance to the Board of Directors, and used the results as reference for directors' remuneration and renewal?	v		(3) Apex has established regulations on evaluation of the performance of the board of directors and the approaches of evaluation and performance evaluation will be conducted accordingly annually. The annual performance evaluation will be reported to the board of directors at the end of each year, and will be used as a reference for continuous strengthening of the functions of the board. Please refer to the Company's official website for the evaluation results.	No major difference

Evaluation Item	Current Status			Differences from the Practices Specified in the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
(4) Does the Company regularly evaluate its external auditors' independence?	v		(4) The Company evaluates the independence and suitability of CPAs annually according to the audit quality indicators (AQIs). The 2024's Assessment of Performance and Independence of certified public accountants was approved by the Audit Committee and Board of Directors on February 28, 2024. Regarding the evaluation criteria for the independence of accountants, please refer to 6.4.3 "The Company evaluates the independence and suitability of CPAs".	No major difference
4. Does the Company appoint competent and appropriate corporate governance personnel and Corporate Governance Officer to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by directors, assisting directors' compliance of law, handling matters related to board meetings and shareholders' meetings according to law, and recording minutes of board meetings and shareholders' meetings)?	v		The Company has set up a Corporate Governance Team and has resolved the appointment of Ms. Yu-Ying Tsao as the Chief Corporate Governance Officer (CGO). Ms. Yu-Ying Tsao has over 20 years of management experience in stock affairs and internal audit for public companies. CGO is responsible for corporate governance matters, including producing meeting minutes of the Board, functional committees and AGM, arranging continuous development for directors, furnishing information required for business execution by directors, and providing the information regarding the latest legal developments related to organizational operations to help directors and members of functional committees achieve legal compliance. The Corporate Governance Evaluation Team, ESG Team, and Ethical Corporate Management Team will also assist with the relevant corporate governance affairs. The following describes the 2024 performance of the governance team: (1) Responsible for handling matters related to the meetings of the Board of Directors, functional committees, and AGM in accordance with the law. Drafted and prepared the agendas for the Board and committee meetings, notified directors and	No major difference

Evaluation Item	Current Status			Differences from the Practices Specified in the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
			<p>members of functional committees at least 7 days in advance of the meetings. Convened the meetings and provided materials for the attendees. If any conflict of interest arose, the attendees were notified beforehand. The minutes are disseminated within 20 days after the meetings.</p> <p>(2) Arranging continuous development for directors: The new and current directors have already finished the educational courses in compliance with the law in 2024.</p> <p>(3) Furnishing information required for business execution by directors and assisting directors with legal compliance:</p> <p>A. Confirmed whether the Board of Directors and functional committees are in compliance with relevant laws and corporate governance codes.</p> <p>B. Assisted the directors and members of functional committees in complying with laws and regulations when carrying out business or making formal decisions.</p> <p>C. After the meeting, check the release of material information of major resolutions of the Board of directors to ensure the legality and correctness of the content of the material information.</p> <p>CGO conducts regular training every year. For the 2024 year of training, please refer to 6.4.2 "Continuing education and training of directors and management in 2023".</p> <p>The Corporate Government Team under BOD meeting is in charge of corporate government, corporate social responsibility and ethical affairs. Each December of year, the team will directly report to BOD meeting about the implement and the plan of next year.</p>	

Evaluation Item	Current Status			Differences from the Practices Specified in the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
5. Has the Company established a means of communicating with its Stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) or created a Stakeholders Section on its Company website? Does the Company respond to stakeholders' questions on corporate responsibilities?	v		Apex has set up a customer service office and designated spokesperson to communicate with stakeholders. The summary of the response and measure of the Company with stakeholders and the contact information is disclosed on the Company website for stakeholders.	No major difference
6. Has the Company appointed a professional registrar for its Shareholders' Meetings?	v		Apex has commissioned a professional shareholder services agent to handle the affairs of the shareholders' meeting.	No major difference
7. Information Disclosure				
(1) Has the Company established a corporate website to disclose information regarding its financials, business and corporate governance status?	v		(1) Apex has set up a company website to disclose information about various financial operations and corporate governance.	No major difference
(2) Does the Company use other information disclosure channels (e.g. maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?	v		(2) Apex already set up English website. Questions in relation to Apex are replied by the spokesperson or the deputy spokesperson and related departments and the spokesperson or deputy spokesperson are in charge of collecting and disclosing company information. For instance, information on investor conferences is posted on the Company website and the Market Observation Post System.	No major difference
(3) Does the Company announce and report the annual financial statements within two months after the end of the fiscal year, and announce and report the first, second and third quarter financial statements as well as the monthly operating results before the prescribed period in accordance with the law and regulations?	v		(3) The Company has announced and reported the annual financial report within two months after the end of the fiscal year, and announce and report the first, second and third quarter financial report as well as the monthly operation results before the prescribed period in accordance with the law and regulations.	No major difference

Evaluation Item	Current Status			Differences from the Practices Specified in the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?	v		<p>(1) Employee Rights and interests and employee care:</p> <p>A. Employment equality: Job seekers and employees are treated equally, regardless of their gender, ethnic background, religion, political affiliation or marital status and employment of child labor is forbidden. Pregnant employees are given provisions and longer breaks.</p> <p>B. Besides conducting physical checkups for employees regularly, the Company values the health and safety conditions in the work environment for employees and has passed the Occupational Health & Safety Adversary Services certification ISO 45001 and the External Audit Certification of the Environment Management System ISO 14001.</p> <p>C. The Employee Welfare Committee organizes at least one activity for whole employee each year and also a welcoming party for new employees each month. The head of each department is invited to participate and interactive games are played to upgrade employees' sense of belonging and engagement.</p> <p>D. Recruiting blind people come to factory to provide massage service for Apex employee each month. It can provide job to blind people and relax the working pressure of Apex employee as well.</p> <p>(2) Relations with investors: Apex has complied with the Article 13 of "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" to designate personnel dedicated to handling shareholder proposals, inquiries, and disputes. Apex also set up a Chinese and English websites to provide stakeholders an easy access to information. According</p>	No major difference

Evaluation Item	Current Status			Differences from the Practices Specified in the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
			<p>to the Corporate Governance Principles provided by the competent authority, the Company's website needs to disclose information as follows (Apex has already disclosed):</p> <p>A. Disclose information such as the Article of the Company and corporate governance.</p> <p>B. Relevant information of the shareholders' meeting (including at least the latest annual report of annual general meeting, notice of meeting, Annual General Meeting Handbook and Annual General Meeting Minutes).</p> <p>C. Disclose the Company profile, including at least the Company's history, the products or services provided, the organization, and the management team.</p> <p>D. Information of major shareholders (including the shareholder's or shareholding ratio of more than 5% of the shareholder's share of the top ten shareholder name, shareholding amount and proportion).</p> <p>In addition, the Company's website needs to set up a stakeholders section (which Apex has already set up) to understand and respond to important corporate social responsibility issues of concern to stakeholders.</p> <p>(3) Relations with suppliers: The main operating office of Apex has built up close relationships with suppliers and both sides reciprocate based on mutual trust to bring the win-win policy to realization.</p> <p>(4) Rights of stakeholders: Apex maintains smooth communication channels with correspondent banks, employees, customers and suppliers and also respects and sustains their rights and interests.</p>	

Evaluation Item	Current Status			Differences from the Practices Specified in the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
			<p>(5) Continuing education pursued by directors and managerial personnel: Please refer to 6.4.2 "Continuing education and training of directors and management in 2023" for details.</p> <p>(6) Implementation of risk management policy and risk assessment criteria: Please refer to 5.6 "Risks" for details.</p> <p>(7) Execution of customer policy: Apex has set up a customer service department and a permanent customer service window to process customer complaints and communicate and understand the needs of customers in order to make improvements. Also, customer satisfaction surveys are administered through regular visits and irregular contact. Adjustments are then made according to the survey results so that the Company can continue to provide the best service to customers.</p> <p>(8) Enrollment of liability insurance for directors: Since 2012, Apex has taken directors' and officers' liability insurance. The insured amount in 2024 was US \$10 million.</p> <p>(9) Acquisition of required certificates by personnel associated with financial information transparency: 1 certified public accountant in Thailand.</p>	
<p>9. The improvement status for the result of Corporate Governance Evaluation announced by Taiwan Stock Exchange:</p> <p>According to the categories and requirements of the Corporate Governance Evaluation held by TWSE each year, Apex proceeds self-assessment and report the performance to BoD meeting. In year 2023, Apex perform 103.49 score of the evaluation, means Apex was ranked in top 5% of all companies listed in TWSE. Apex has continued to handle relevant matters and measures in accordance with the internal corporate governance code regarding the results of corporate governance evaluation.</p>				

2.3.4 Remuneration Committee

The purpose of the Remuneration Committee is to assist the board of directors to execute and evaluate the overall remuneration and welfare policies and remuneration for the managerial personnel. The Remuneration Committee is composed of three members, two independent directors and a financial and accounting specialist recruited.

Members of the Remuneration Committee

Criteria Title / Name	Qualifications and Experience	Independence	Number of Other Taiwanese Public Companies Concurrently Serving as a Compensation Committee Member
Committee Convenor Independent Director <i>Chau-Chin Su</i>	Please see 2.1.1.	Same as left	0
Independent Director <i>Jesadavat Priebjrvat</i>	Please see 2.1.1.	Same as left	0
Independent Member <i>Yang-Tzong Tsay</i>	Ph.D., Business Management and Commerce, University of Maryland MD, USA Master of Accounting, National Chengchi University Department of Accounting, National Taiwan University Sponsor Representative, Taiwan Institute of Ethical Business and Forensics A professional professionals who has passed the national examination for CPA and awarded a certificate Director of Graduate School of Accounting, National Taiwan University Internal Auditor USA Independent Director, Cyberlink Corp. Independent Director, Yung Zip Chemical Ind. Co., Ltd. Independent Director, Ever Ohms Technology Co., Ltd. Standing Supervisor, Taishin Holdings and Taishin Bank Research Areas: Management Accounting Management Control Systems Internal Control and Internal Audit Forensic Accounting and Fraud Audit	<ul style="list-style-type: none"> ➤ During the 2 years before being appointed or during the term of office, there has been no violation of Article 6, paragraph 1 of "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". ➤ Number and proportion of shares held of the Company: 0 	3

The state of operations of the Remuneration Committee

1. There are three members in the Company's Remuneration Committee.
2. Tenure of the Remuneration Committee: May 24, 2022 to May 23, 2025. The Remuneration Committee held 2 meetings in 2024 and the attendance of the committee members is as shown in the chart below:

Title	Name	Attendance in Person	Attendance by Proxy	Actual Attendance	Remark
Committee Convenor	<i>Chau-Chin Su</i>	2	0	100%	2022.05.24 Re-appointed
Member	<i>Jesadavat Priebjrivat</i>	2	0	100%	2022.05.24 Re-appointed
Member	<i>Yang-Tzong Tsay</i>	2	0	100%	2022.05.24 Re-appointed

Other information to be recorded:

1. If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion (e.g., the remuneration passed by the Board of Directors exceeds the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified): None.
2. Resolutions of the remuneration committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.
3. Resolutions of the Remuneration Committee and the Company's response to the Remuneration Committee's opinion:

Meeting Date (Sessions)	Resolution
2024.02.28 (the 4 th Meeting of Fifth Session)	<ul style="list-style-type: none"> ● Subsidiary Apex Circuit (Thailand) Co., Ltd. ("APT") granting Base Compensation to Directors
2024.12.20 (the 5 th Meeting of Fifth Session)	<ul style="list-style-type: none"> ● The result of Group managerial officers' performance evaluation in 2024 as well as the annual bonus plan ● The remuneration of Group directors (including Independent Directors and Functional Committee Members) in 2025 ● The remuneration policy and performance evaluation system toward Group managerial officers ● The working plan of the Remuneration Committee in year 2025

(1) All of the above matters were reviewed and/or approved by the Remuneration Committee.

(2) In 2022 the Board of Directors adopted all recommendations of the Remuneration Committee without modification.

(3) There were no written or otherwise recorded resolutions on which any member of the Remuneration Committee had a dissenting or qualified opinion.

The members' information and state of operations of the Nomination Committee: Not applicable.

2.3.5 The status of the company's promotion of sustainable development, any variance from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such variance.

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
1. Does the Company set up the governance structure of sustainability development and set up a dedicated or adjunct department to promote sustainability development with authorization to senior managerial personnel from the Board and set up a monitoring system of the Board on this topic?	v		<ol style="list-style-type: none"> 1. The company established a "Sustainable Development Committee" under the board of directors, which is the highest-level sustainable development decision-making center within the company on June 24, 2022. (Structure, membership, responsibilities and operations, please detail VII, other important information paragraphs that help to understand the implementation of sustainable development) 2. The promotion unit related to sustainable issues in 2024 is the Sustainable Development Committee, which held 2 meetings this year, and communicated with the board of directors on May 9, 2024 and December 20, 2024. 3. The supervision situation of the board of directors on sustainable development: At present, the sustainable development committee of the company regularly reports to the board of directors at the end of the year the summary of the work of the company and various aspects related to sustainable development, communicates with the directors, and adopts opinions for improvement and subordination. Basis for annual work adjustments. 	No major difference.
2. Does the Company, based on materiality principle, conduct evaluation on risks of operating environment, social and corporate governance issues? Furthermore, set up relative risk management policy or strategy?	v		<ol style="list-style-type: none"> 1. This disclosure covers the Company's sustainable development performance in major locations from January 2024 to December 2024. The risk assessment boundary is mainly based on the Company, and the subsidiary Apex Circuit (Thailand) Co., Ltd. is included in the scope based on its relevance to the operation of the industry and its impact on major topics. 	No major difference

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
			<p>2. The Sustainability Committee conducts analysis in accordance with the materiality principle of the sustainability report, communicates with internal and external stakeholders, and regularly refers to the international general report preparation guidelines for issue analysis, focusing on the environment, society, and climate change related to the Company's operations and corporate governance issues to formulate strategies and relevant measures to reduce the impact from related risks.</p> <p>3. Based on the assessed risks, formulate relevant risk management policies or strategies. Please refer to 5.6 Risks for details.</p>	
<p>3. Environmental Topic</p> <p>(1) Does the company establish proper environmental management systems based on the characteristics of their industries?</p>	v		<p>(1) A. All environmental protection policies made by Apex's Corporate Social Responsibility Management Committee are based on different environmental regulations and the wastewater discharge inspection standards are stricter than those imposed by the Ministry of Industry of Thailand for wastewater discharge system quality control in industrial zones in order to reduce the impact of production activities on the environment.</p> <p>B. All factories of the company follow ISO 14001 to establish an environmental management system and continue to pass third-party verification. Additionally, the company conducts an annual greenhouse gas inventory in accordance with ISO 14064-1 to track emission reduction performance, which is publicly disclosed in the sustainability report and the company's website.</p>	No major difference

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
<p>(2) Does the company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?</p> <p>(3) Does the company assess the potential risks and opportunities climate change brings to the Company, now and in the future, and take measures to respond to climate-related issues?</p>			<p>(2) In order to achieve effective use of resources, APT factory has carried out recycling program for the city water and process Waste with sub-contractor. The results of the year 2024 are as follows:</p> <p>A. Waste Chemical:</p> <ul style="list-style-type: none"> ➤ Acidic and alkaline etching waste liquid target: 100% online recycling and reuse. ➤ Recovered acidic etching solution: A total of 13,893 cubic meters. ➤ Recovered micro-etching solution: A total of 3,769 cubic meters. ➤ Total recovered copper: 694.86 tons. <p>B. Water resource:</p> <p>In 2024, we keep carrying out the implementation of the wastewater recycling and reuse project.</p> <p>In 2024, the water resource efficiency was 332.91 cubic meters per million NT dollars in revenue.</p> <p>(3) The Sustainable Development Committee was established in 2022, with the CEO as the chairperson (the Sustainable Development Committee Chairperson) and two independent directors as members.</p> <p>The company accesses the risks and opportunities of climate change for the company in accordance with the frame of the TCFD proposal published by the Financial Stability Board.</p> <p>The Company completed the latest climate risk assessment at the end of 2024, listing multiple risks in terms of environment, society and governance. For the risks and relevant response measures, please refer to 5.6 Risks.</p>	

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
(4) Does the company collect data for greenhouse gas emissions, water usage and waste quantity in the past two years, and set energy conservation, greenhouse gas emissions reduction, water usage reduction and other waste management policies?			<p>(4) A. The Company conducts regular annual statistics on GHG emissions, water usage, and total waste production, and discloses relevant information in sustainability report and compant website.</p> <p>B. About water usage reduction, we have a plan which is named Aqua Project, specifically designed for the treatment of wastewater discharge, in order to recycle water resources.</p> <p>C. The Lean Project focuses on improving equipment and processes to produce with lower energy consumption, in order to reduce the GHG emissions generated during the production process.</p> <p>D. The first phase of the solar power generation plan, part of the systems has been put into use and it produced about 9,660.36MWh of energy in 2024. The plan is divided into 3 phases, and it is expected to effectively reduce electricity purchases and carbon reduction in the next three years.</p>	
<p>4. Social Issues</p> <p>(1) Has the company established management policies and procedures in accordance with related regulations and international human rights instruments?</p>	v		<p>(1) The company agrees and voluntarily follows the "International Labor Organization-Declaration on Fundamental Principles and Rights at Work", "International Labor Organization Convention", "ILO Tripartite Declaration of Principles", "The OECD Guidelines for Multinational Enterprises", "United Nations Universal Declaration of Human Rights" The spirit and basic principles of human rights protection promulgated by various international human rights conventions such as the "Ten Principles of the United Nations Global Covenant" reflect the responsibility to</p>	No major difference

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
			respect and protect human rights and abide by the labor-related laws and regulations of the Company's location. "Procedures to Human Rights Policy and Management" is published on the Company's website.	
			Human Right management Policy	Definite Plan
			Providing a safe and healthy environment	Comply with laws and regulations related to occupational safety and health, through handling safety and health work, education and training, employees. Safe and hygienic conditions in the working environment, reduce the risk of occupational disasters, and provide employees with a safe, healthy and hygienic workplace environment.
			Prohibition of child labor	The employment process is carried out in accordance with national regulations. Any position is only accepted by applicants who are 18 years old and above, and the applicants are checked during the application process to avoid omissions.
			Prohibition of forced labor	Prevention from unlawful discrimination. Abide by the labor laws of the local government. Employees work overtime due to work needs, adopt a voluntary application system, and shall not be

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
(2) Does the company formulate and implement reasonable employee benefits measures (including compensation, leaves and other benefits), and appropriately reflect operational performance or achievement in employee compensation?	v			forced to work overtime in any form, and provide compensatory leave or overtime pay in accordance with the law.
			Prevention from unlawful discrimination	Formulate the "Human Rights Policy Management Measures" to protect the human rights of employees and prevent illegal discrimination.
			Improvement of physical and mental health of employees	The Welfare Committee organizes recreational activities for all employees more than once a year, and conducts care activities for new colleagues every month, inviting the heads of various departments to participate together.
			Harassment-free Workplace	Through publicity and statement announcements, employees understand that they have the responsibility to help ensure that there is no workplace sexual harassment in the course of performing their duties, and disclose complaint channels, telephone numbers, and mailboxes to create a friendly working environment.
			(2) The Company's overall remuneration includes the base salary, allowances, cash bonuses and remuneration for employees. It is based on colleagues' professional knowledge and skills, job responsibilities, performance and long-term investment, combined with the Company's operating goals, to	

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
(3) Does the company provide a safe and healthy work environment for employees and also educate employees on safety and health regularly?	v		<p>determine their overall remuneration and specific employee benefits. The employee welfare measures are as follows.</p> <p><i>A.</i> Multiple shuttle bus routes providing transportation for employees to go to work and go home</p> <p><i>B.</i> Employee uniforms</p> <p><i>C.</i> Free restaurant/meal allowance for employee</p> <p><i>D.</i> Full attendance rewards</p> <p><i>E.</i> Sickness and funeral subsidies</p> <p><i>F.</i> Employee loans</p> <p><i>G.</i> Annual employee athletic events or parties</p> <p><i>H.</i> Senior employee citations and awards</p> <p><i>I.</i> Special treatment to pregnant employees</p> <p>The Company's employee remuneration and leave are superior to the government laws and regulations of each company's location, and the operating performance and results are also appropriately reflected in the employee's remuneration.</p> <p>For the complete employee welfare measures, please refer to 4.5. "Labor-Management Relations".</p> <p>(3) <i>A.</i> The Company obtained the certificate of ISO 14001 and ISO 45001 to ensure the safety work environment for employees.</p> <p><i>B.</i> Safety consultant directly report to CEO.</p> <p><i>C.</i> Based on the risk evaluation report prepared by external risk evaluation company, Allianz Risk Consultant, to implement improvement and follow up.</p> <p><i>D.</i> Have its owned clinic and ambulance.</p> <p><i>E.</i> Anti-drug: cooperate with the K9 team to investigate our</p>	

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
			<p>factory.</p> <p>F. Hosting regular training sessions to build a better working environment.</p> <p>G. There were 0 fires in 2024.</p> <p>The number of casualties was 0, accounting for 0% of the total number of employees.</p> <p>Improvement measures in response to fires: Actively promote safety-related management systems (ISO 45001:2018); establish rules and regulations, safety policies, and systems; establish safety and occupational committees to jointly supervise and promote; conduct employee safety training, and conduct fire escapes once a year Drills; perform regular fire protection system maintenance.</p>	
(4) Has the company established effective job ability enhancement training programs for employees?	v		(4) The Human Resource Department assists the head of each department to set up annual training programs in accordance with each department's work targets and function requirements; it has also established the promotion evaluation standard for each level to ensure the Company can achieve the goal of cultivating talents, retaining talents and using talents.	
(5) Does the company comply with relevant laws, regulations and international standards with respect to customer health and safety, customer privacy, marketing and labeling of products and services, and develop relevant consumer interests protection policies and complaint procedures?	v		(5) Apex's product labeling and customer privacy follow the relevant regulations and international standards. It has also formulated relevant management measures for the complaint channel, as well as the reporting channel in the Company's website for stakeholders.	
(6) Does the company formulate a supplier management	v		(6) Apex's procurement department conducts supplier	

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
policy that requires suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and its implementation situation?			evaluation and audits annually and insists that all products must comply with the Responsible Business Alliance (RBA) or ISO 14001 standards so that both sides can jointly perform quality, environmental protection, and actions taken to eliminate any form of forced or compulsory labor, etc. Top 10 of Apex's suppliers have already sign the Commitment Letter to comply with the Company's social responsibility policy. If the supplier is found in violation of the Company's corporate social responsibility policy and the result in significant impact on the environment and society, Apex may terminate or cancel the contract at any time.	
5. Does the company refer to internationally accepted reporting standards or guidelines when compiling reports on the Company's non-financial information such as the Corporate Sustainability Report? Have the aforementioned reports been verified or certified by a third-party verification unit?	v		Since 2016, Apex has voluntarily prepared a corporate social responsibility report Starting from 2023, it has been renamed the Sustainability Report. This report is prepared following internationally recognized reporting standards. The 2024 report is expected to be varied by the third-party verification body AFNOR Asia Ltd.	No major difference
6. If the company has established its own sustainable development best practice principles in accordance with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe the differences in between: No major difference				
7. Other important information able to help the public understand the state of promotion of sustainable development: (1) Sustainable Development Committee The Sustainable Development Committee was established in 2022, with CEO Mr. Jui-Hsiang Chou as the chair (CSO). The CEO understands the overall details of the Group and can integrate environmental (E), social (S) and corporate governance (G) issues into the operational decision making, management process and corporate culture. The purpose of SDC is to assist the Board of Directors to promote sustainable affairs in the Company and its subsidiaries, which include: A. Set up a sustainable development policy. B. Instruct, monitor and review execution performance of sustainable development activities and report to the Board of Directors. C. Other matters which are resolved and assigned by the Board of Directors.				

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	

D. After the preceding matters is set up by SDC and is reported to the Board of Directors , Chairperson or members of SDC are authorized to discuss and collaborate with the Company and its subsidiaries about subsequent practically executive plans. Collaborative pattern and executive organization structure could be designed based on practical demand.

Members of the Sustainable Development Committee

Title /Name	Criteria	Qualifications and Experience	Independence
Chief Sustainability Officer Jui-Hsiang Chou		Please see 2.1.1.	Same as left
Independent Director Chau-Chin Su		Please see 2.1.1.	Same as left
Independent Director Jesadavat Priebjrivat		Please see 2.1.1.	Same as left

The state of operations of the Sustainable Development Committee

A. There are three members in the Company's Sustainable Development Committee.

B. Tenure of the Sustainable Development Committee: June 24, 2022 to May 23, 2025. The Sustainable Development Committee held 2 meetings in 2024 and the attendance of the committee members is as shown in the chart below:

Title	Name	Attendance in Person	Attendance by Proxy	Actual Attendance	Remark
Committee Convenor	<i>Jui-Hsiang Chou</i>	1	1	50%	2022.06.24 Newly appointed
Member	<i>Chau-Chin Su</i>	2	0	100%	2022.06.24 Newly appointed
Member	<i>Jesadavat Priebjrivat</i>	2	0	100%	2022.06.24 Newly appointed

Meeting information:

Meeting Date (Sessions)	Resolution	All SDC Members' Opinions and the Company's Response
2024.05.09 (the 3 rd Meeting of First Session)	● 2023 ESG Report	The proposal be and hereby were accepted as proposed unanimously by all SDC Members.
2024.12.20 (the 4 th Meeting of First Session)	● The implementation of promoting corporate governance, fulfilling corporate social responsibility and practicing ethical management etc. in 2024	The proposal be and hereby were accepted as proposed unanimously by all SDC Members.

Evaluation Item	Current Status			Variance from the Practices Specified in the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	

(2) Care for the underprivileged:

- A. Set up scholarships and held open ceremonies to award scholarships and certificates of merit to children of lower-income employees of the company withoutstanding academic performance.
- B. Providing job for blind people to make the massage service in factory.
- C. Held a charity fair and using its revenue to set up an employee emergency relief fund.
- D. Donating the food to vulnerable patients and prisoners.

(3) Community activities

- A. Donate money to local temples, maintained local traditional culture and promote Apex identification to regional people.
- B. Donate and assist the community in erecting riverbank guardrails and planting green plants.
- C. Donate scholarships to elementary schools nearby.
- D. Donate medical supplies to local hospitals and hold activities for employees to donate blood.
- E. Cooperate with schools to provide internship.
- F. Donations to support the operation of local hospitals.

(4) Environmental protection

- A. Adopting environmental afforestation around the factory.
- B. Donate money to the institution of mangrove forest protection.

(5) Apex has passed the following certifications:

- A. Those related product quality: QS-9000, ISO-9001, ISO/TS-16949
- B. Those related to the work environment: ISO-14001

	Apex 1	Apex 2&3
Issuance Date	11 Oct. 2023	28 Dec, 2022
Expiry Date	10 Oct. 2026	27 Dec. 2025

- C. Those related to corporate social responsibility: TLS 8001
- D. Those related to occupational health and safety management systems: ISO 45001

	Apex 1	Apex 2&3
Issuance Date	31 Jan. 2023	31 Jan. 2023
Expiry Date	30 Jan. 2026	30 Jan. 2026

- E. Safety / Hazardous substance free certification: RoHS, UL

Implementation Status of Climate-related Information

Item	Current Status		
1. Description of the Supervision and Governance by the Board of Directors and Management on Climate-related Risks and Opportunities.	Apex utilizes a functional committee composed of directors - the Sustainable Development Committee - as the highest driving force for the supervision and governance of climate-related risks and opportunities. The convener of the committee is an executive director appointed by the company. The company's management assesses relevant risks and opportunities, formulates strategies and goals accordingly, and continuously conducts analysis and control. The effectiveness of operational-level risk control management is examined by the audit unit through the execution of audit plans. Additionally, internal self-assessments are conducted annually within the company. The review of the implementation of risk management is overseen by the Sustainable Development Committee, which provides necessary improvement recommendations. The audit results are reported to the board of directors annually and submitted for review by the audit committee and the board of directors.		
2. Explanation of how identified climate risks and opportunities impact the company's operations, strategies, and finances (short-term, medium-term, long-term).	Risks	Impacts	Response measures
	Supply chain disruption and cost fluctuation	Negative: (1) unstable plans and implementation of material preparation; (2) trends of fragmentation of global market, pandemic disease, carbon cost and climate change make regional supply unstable. In addition, metal and material price are affected by political and economic situation that make range and frequency of price fluctuation of materials bigger. Purchase department face significant challenge of cost control. Positive: the irreversible change of international politics has pushed the industry to move to south-east Asia which indirectly induces joint of suppliers.	<ul style="list-style-type: none">● Planning to establish supplier development and evaluation processes.● Conduct annual assessments of key suppliers, provide guidance to suppliers who fail to meet requirements for improvement, and reduce transaction volume or stop transactions with suppliers who fail to improve over the long term.● Observe industry movement dynamics, increase localization of supplier selection and audits, and explore innovative collaboration models.
	Rising price of GHG emission	Negative: carbon fee could be reflected in energy cost, material cost, management cost, regulation fee cost and transportation cost etc. That it may increase operation cost gradually.	<ul style="list-style-type: none">● Continuously conducting greenhouse gas inventories.● Planning to implement ISO 50001 certification.● Developing a schedule for the

Item	Current Status		
		Positive: speed up innovation of reducing cost or increasing efficiency.	introduction of carbon footprinting and carbon pricing; adjusting carbon strategies during the implementation process.
	Harmed reputation	Negative: possibly lead shut down, losing talents, losing capital. Positive: based on existed scale and goodwill advantage, keep input ESG relative improvement to enlarge operating advantage in ASEAN area and inject momentum of growth.	<ul style="list-style-type: none"> ● Continuously and effectively manage operational work and related ESG initiatives. ● Continuously enhance the risk management mechanism and discuss the timeline for adopting international risk management standards.
	Investment in new technologies	Negative: lagging of installment or development of new technology which lead losing orders or operating difficulty. Positive: seek technical transformation under trend of carbon reduction which may possibly bring in potential orders and helpful to business development.	<ul style="list-style-type: none"> ● Continuously introduce new products and collaborate with customers to enhance technical capabilities. ● Explore the inclusion of carbon reduction strategies in the technology transformation plan.
	Groundwater depletion	Negative: Production halts, operational shutdowns. Positive: Improving water resource efficiency can lead to tax benefits and reduce long-term operating costs.	<ul style="list-style-type: none"> ● Internal water management workflows and review mechanisms have been established. Maintenance budgets and schedules are planned based on past experience, internal knowledge, and supplier recommendations. A Business Continuity Team has been set up to regularly assess major hazard risks and relevant external information. Currently, there are no major violations, and an investment project for wastewater recycling facilities has been initiated. ● Completed the Sinsakhon plant wastewater recycling investment project

Item	Current Status		
			and monitored its effectiveness. Considering the adoption of the ISO 46001 Water Efficiency Management Standard.
	Opportunities	Impacts	Management measures
	Use of renewable energy sources	Using renewable energy presents multiple opportunities for businesses, not only helping to reduce operational costs but also enhancing market competitiveness and reputation. As environmental responsibility gains increasing attention, adopting renewable energy demonstrates a company's commitment to environmental protection and sustainability, strengthening its corporate image. The supply of fossil fuels is often affected by geopolitical factors, natural disasters, and other uncertainties, whereas renewable energy sources are localized, allowing businesses to improve energy independence and mitigate risks related to supply chain disruptions or price fluctuations. Additionally, utilizing renewable energy enables companies to comply with international regulations or customer requirements, avoiding potential compliance risks or fines resulting from future policy changes.	<ul style="list-style-type: none"> ● Participate in renewable energy procurement and investment while gradually increasing the proportion of renewable energy usage each year.
	Improvement in resource efficiency	The linkage between financial institutions' credit and investment decisions and a company's ESG and climate change management performance has made	<ul style="list-style-type: none"> ● Through internal and external projects, plan adjustments to production equipment and replacement of components, actively improve

Item	Current Status		
		<p>corporate sustainability performance an indicator of innovation and good governance. The influence of sustainability management has expanded, leading to increased integrity and transparency of related information, which in turn affects corporate borrowing.</p> <p>By engaging in climate change management reporting and assessments such as TCFD and CDP, companies can enhance their access to financial opportunities such as credit from financial markets, low-interest loans, and financing.</p>	<p>equipment operational efficiency, and reduce energy usage.</p> <ul style="list-style-type: none"> ● Enhance the efficiency of the wastewater recovery system to increase water recovery rates.
	<p>Enhancement of climate governance and carbon management capabilities</p>	<p>The collection and reduction of greenhouse gas emissions in Scope 1 and Scope 3 cannot be solely achieved by the company alone; it requires collaboration and coordination throughout the supply chain to successfully meet climate goals. Through collaboration and information sharing on relevant issues, the development process of carbon reduction schemes can be accelerated, reducing implementation costs, and collectively enhancing climate management capabilities to mitigate losses from related risks.</p> <p>To enhance the sustainability of partners, some companies provide relevant courses or seminars. Increasing information channels also drives sustainability literacy within the industry chain.</p>	<ul style="list-style-type: none"> ● Organize promotional events periodically. ● Provide relevant education and training to employees at all levels.

Item	Current Status		
	Industry collaboration	To drive carbon reduction initiatives, management and cyclic utilization of resources such as energy, water resources, and waste are employed to enhance overall production resource utilization efficiency and reduce production costs. Improved energy efficiency can reduce emissions of greenhouse gases in Scope 2. At the same time, better performance or incentive rewards can be obtained in evaluations, government fees, subsidy programs, etc.	<ul style="list-style-type: none"> ● Participate in association courses to learn sustainable improvement methods. ● Promote sustainable supply chain management and actively respond to customer expectations.
	Sustainable finance	Enhancing climate change literacy and governance capabilities contributes to more comprehensive considerations in company operational decision-making, reducing decision-making risks associated with climate-related issues, and serving as a driving force for improvement initiatives. Implementing climate change literacy among employees in work scenarios can accelerate the company's achievement of net-zero goals.	<ul style="list-style-type: none"> ● Invest in ESG, CDP, and other disclosures, management, and ratings to enhance the company's access to financial market credit, low-interest loans, financing, and other financial opportunities.
3. Explanation of the financial impact of extreme weather events and transition actions.	<ol style="list-style-type: none"> 1. Regarding the impacts on finances due to extreme weather events (resulting in resource scarcity, accelerated depreciation, and rising sea levels) and transition actions (carbon reduction policies and regulations to address costs, green energy usage costs), please refer to the explanation provided in item 2 above. 2. Our company will continue to enhance the climate literacy and governance capabilities of all employees through education, training, and participation in relevant courses. We will collectively invest in supervising and implementing measures to mitigate the financial impacts of extreme weather risks caused by climate change. 		

Item	Current Status
<p>4. Description of how the identification, assessment, and management process of climate risks are integrated into the overall risk management system.</p>	<p>Our company has established a comprehensive risk management organizational structure, policies, and management standards. The scope of risks covers compliance, financial, strategic, integrity, information, operational, and climate change-related risks. We also consider environmental protection, social responsibility, and corporate governance aspects in our risk management process for analysing and managing overall risks. The process is as follows:</p> <ul style="list-style-type: none"> (1) Control environment: Understanding the company's purpose, mission, vision, and clearly defining its core values. Analysing changes in the external environment for identifying threats and opportunities, which is the foundation for risk. (2) Risk identification and assessment: Conducting surveys to gauge the concerns of stakeholders. (3) Setting up risk scenarios: To assess the likelihood and impact of these risks by high-level executives. (4) Strategy and execution of risk management: Formulate strategies for material topics and drive risk management. Each relevant department implements and executes the risk response strategies and plans. (5) Risk Monitoring and Reporting: Set KPI and evaluation mechanisms to ensure effective risk control. Consolidate and report on the Company's risk management implementation status in the fourth quarter of each year.
<p>5. If scenario analysis is used to assess resilience to climate change risks, the context, parameters, assumptions, analysis factors, and primary financial impacts should be explained.</p>	<p>This assessment combines the Shared Socioeconomic Pathways (SSPs) and Representative Concentration Pathways (RCPs). Through scenario simulations, it evaluates the impact of policy implementation on social and economic dimensions. By incorporating representative concentration pathways, it focuses on future greenhouse gas concentrations and other radiative forcing inputs to estimate various degrees of global warming scenarios.</p> <p>The scenario adopted in this report is SSP2-4.5, which falls under the moderate scenario. In this scenario, countries pay some attention to sustainability issues amid regional competition, but prioritize economic and security concerns within their regions, sacrificing broader development. Uneven development among countries leads to unclear policy effectiveness. Despite efforts by global and national institutions, progress towards sustainable development goals remains slow. RCP 4.5 represents a moderate emission scenario, where CO2 emissions begin to decline only by the mid-century and reaching net-zero emissions before 2100 is not achievable, aligning more closely with current development paths.</p> <p>Climate change risks and opportunities impact the company's strategic and financial planning. Therefore, the company assesses climate strategy resilience based on TCFD recommendations,</p>

Item	Current Status	
	utilizing scenario analysis considering moderate scenarios involving both transitional and physical risk types and climate opportunities. The scenario is set as follows:	
	1.5°C Scenario, Thailand's Climate Change Master Plan (2015-2050), Taiwan's 2050 Net-Zero Emissions Pathway and Strategy, Taiwan "Climate Change Response Act" scenario estimation description etc.	
	Carbon tax collection	The Taiwanese government levies carbon taxes on businesses in accordance with the Climate Change Response Act. The estimated carbon tax rates are as follows: Short-term 300NTD/ t CO ₂ e, Mid-term 500NTD/ t CO ₂ e, Long-term 750~1500NTD/ t CO ₂ e.
	Implementation of the Thai V-ETS	Since 2013, Thailand has been promoting the voluntary carbon emissions trading system (V-ETS). This system targets high-carbon emission industries and sets limits on both direct carbon emissions and energy-related indirect carbon emissions. It also outlines policies for the future implementation of a nationwide mandatory Emission Trading System (ETS).
	Enhanced regulatory standards	The "Climate Change Master Plan (2015-2050)" of Thailand outlines the goal of simultaneously limiting GHG emissions and achieving economic expansion. To accomplish this, it focuses on enhancing green building standards, building energy efficiency standards, lighting and air conditioning standards, and promoting high-efficiency transportation systems.
	Energy shortages	The National Economic and Social Development Board (NESDB) of Thailand has conducted an analysis indicating that the available regional energy resources in Thailand can only provide a 20-year supply reserve.
	Changes in customer behaviour	Customers are requesting the provision of carbon reduction strategies and actions. In the medium to long term, they may also require proof of carbon neutrality.
	Government provides relevant subsidies	The Taiwanese government provides various subsidies to businesses for carbon reduction, renewable energy, energy storage systems, carbon capture, and related initiatives under the Climate Change Response Act.

Item	Current Status								
	<p data-bbox="925 204 2085 308">The Intergovernmental Panel on Climate Change (IPCC) in its Sixth Assessment Report (AR6) describes a moderate global warming scenario known as SSP2-4.5. This scenario envisions a future in which there is moderate climate change mitigation action. In this scenario:</p> <table border="1" data-bbox="925 308 2085 1058"> <tr> <td data-bbox="925 308 1086 643">Temperature</td><td data-bbox="1086 308 2085 643">In the moderate global warming scenario (SSP2-4.5), it is predicted that global temperatures will continue to rise, leading to an increase in global average temperatures relative to the period between 1850 and 1900. In the 21st century, the projected increase in global temperatures may exceed 2°C and potentially trend towards a 3°C rise. Furthermore, based on these forecasts, Thailand's average temperature is expected to rise by approximately 1.6°C in the mid-century and 2.4°C by the end of the century. Such climate change trends could have significant impacts on Thailand's environment, economy, and society, necessitating climate adaptation and mitigation measures.</td></tr> <tr> <td data-bbox="925 643 1086 834">Extreme High Temperatures</td><td data-bbox="1086 643 2085 834">Future temperature changes will be more significant and pronounced. In 1995, the median number of days in Thailand with temperatures exceeding 35°C was 44 days. In the moderate global warming scenario (SSP2-4.5), by the end of this century, it is projected that the median number of days with high temperatures exceeding 35°C in Thailand will reach 195 days.</td></tr> <tr> <td data-bbox="925 834 1086 946">Intense Rainfall</td><td data-bbox="1086 834 2085 946">In the moderate global warming scenario (SSP2-4.5), Thailand's average daily maximum rainfall is projected to increase by approximately 4.99% by the middle of the century and 11.01% by the end of the century.</td></tr> <tr> <td data-bbox="925 946 1086 1058">Sea Level Rise</td><td data-bbox="1086 946 2085 1058">In the moderate global warming scenario (SSP2-4.5), the global average sea level is projected to continue rising throughout the 21st century. By the end of the century, the possible range for global average sea level rise is 0.66 to 1.33 meters.</td></tr> </table>	Temperature	In the moderate global warming scenario (SSP2-4.5), it is predicted that global temperatures will continue to rise, leading to an increase in global average temperatures relative to the period between 1850 and 1900. In the 21st century, the projected increase in global temperatures may exceed 2°C and potentially trend towards a 3°C rise. Furthermore, based on these forecasts, Thailand's average temperature is expected to rise by approximately 1.6°C in the mid-century and 2.4°C by the end of the century. Such climate change trends could have significant impacts on Thailand's environment, economy, and society, necessitating climate adaptation and mitigation measures.	Extreme High Temperatures	Future temperature changes will be more significant and pronounced. In 1995, the median number of days in Thailand with temperatures exceeding 35°C was 44 days. In the moderate global warming scenario (SSP2-4.5), by the end of this century, it is projected that the median number of days with high temperatures exceeding 35°C in Thailand will reach 195 days.	Intense Rainfall	In the moderate global warming scenario (SSP2-4.5), Thailand's average daily maximum rainfall is projected to increase by approximately 4.99% by the middle of the century and 11.01% by the end of the century.	Sea Level Rise	In the moderate global warming scenario (SSP2-4.5), the global average sea level is projected to continue rising throughout the 21st century. By the end of the century, the possible range for global average sea level rise is 0.66 to 1.33 meters.
Temperature	In the moderate global warming scenario (SSP2-4.5), it is predicted that global temperatures will continue to rise, leading to an increase in global average temperatures relative to the period between 1850 and 1900. In the 21st century, the projected increase in global temperatures may exceed 2°C and potentially trend towards a 3°C rise. Furthermore, based on these forecasts, Thailand's average temperature is expected to rise by approximately 1.6°C in the mid-century and 2.4°C by the end of the century. Such climate change trends could have significant impacts on Thailand's environment, economy, and society, necessitating climate adaptation and mitigation measures.								
Extreme High Temperatures	Future temperature changes will be more significant and pronounced. In 1995, the median number of days in Thailand with temperatures exceeding 35°C was 44 days. In the moderate global warming scenario (SSP2-4.5), by the end of this century, it is projected that the median number of days with high temperatures exceeding 35°C in Thailand will reach 195 days.								
Intense Rainfall	In the moderate global warming scenario (SSP2-4.5), Thailand's average daily maximum rainfall is projected to increase by approximately 4.99% by the middle of the century and 11.01% by the end of the century.								
Sea Level Rise	In the moderate global warming scenario (SSP2-4.5), the global average sea level is projected to continue rising throughout the 21st century. By the end of the century, the possible range for global average sea level rise is 0.66 to 1.33 meters.								
<p data-bbox="145 1082 891 1217">6. If there is a transformation plan for managing climate-related risks, please describe the content of the plan, as well as the indicators and objectives used to identify and manage physical risks and transition risks.</p>	<p data-bbox="925 1082 2085 1145">In response to the risks posed by climate change, Apex has set phased targets based on greenhouse gas reduction and the proportion of renewable energy use. The targets and achievements are as follows:</p> <p data-bbox="925 1153 1406 1185">1. GHG Emissions (Category 1, Category 2)</p> <p data-bbox="947 1193 1485 1225">(1) Conduct ISO 14064-1 verification regularly.</p> <p data-bbox="947 1233 1709 1265">(2) Reduce GHG emissions by 5% compared to 2022 levels by 2027</p> <p data-bbox="947 1273 1193 1297">Energy Management</p> <p data-bbox="947 1305 1440 1337">(1) Plan to achieve ISO 50001 certification.</p> <p data-bbox="947 1345 2078 1409">(2) Achieve a renewable energy usage rate of 5% by 2025, 10% by 2035, 30% by 2045, and 50% by 2060 through the implementation of solar power generation systems and energy usage reduction initiatives.</p> <p data-bbox="992 1417 1361 1441">(Already achieved 3.08% in 2024)</p>								

Item			Current Status			
7. If internal carbon pricing is used as a planning tool, the basis for price determination should be explained.			The system is still in the planning phase.			
8. If climate-related targets are set, information should be provided on the covered activities, scope of GHG emissions, planning timeline, annual progress achieved, etc. If carbon offsets or Renewable Energy Certificates (RECs) are used to meet these targets, details should be given on the source and quantity of offset carbon emissions or the number of RECs used.			The greenhouse gas reduction goals for Apex cover both Apex International Co., Ltd. and its subsidiaries, totaling 6 operational sites. These goals are structured into short, medium, and long-term targets, with each phase spanning five years. The short-term goal is to regularly pass and maintain compliance with the ISO 14064-1 greenhouse gas inventory standard, achieve a 5% reduction in category 1 and 2 greenhouse gas emissions by 2027 compared to 2022 levels, and enhance the utilization of energy-saving equipment. The medium to long-term goals involve establishing and implementing internationally recognized science-based targets (SBTs), consistently increasing the use of renewable energy, and assessing carbon offsetting or Renewable Energy Certificate (REC) programs.			
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan						
1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years						
1-1-1 Greenhouse Gas Inventory Information						
<div>Year</div> <div>Scope</div>		2023		2024		Data Coverage of Greenhouse Gases and Intensity
		Emission Volume (tons CO ₂ e)	Intensity (tons CO ₂ e/ NT\$ million)	Emission Volume (tons CO ₂ e)	Intensity (tons CO ₂ e/ NT\$ million)	
Scope 1		11,937.01	0.95	14,395.79	1.16	
Scope 2		144,389.45	11.43	156,977.02	12.60	
Scope 3		17,199.44	1.36	20,516.47	1.65	
Other		5,720.36	0.45	7,526.70	0.60	
1 The boundaries and scope of Apex's greenhouse gas inventory and assurance disclosure include Apex International Co., Ltd. and its subsidiaries, comprising a total of six operational locations. The operational regions encompass Taiwan, Thailand, mainland China, and Singapore.						
2 Intensity represents the greenhouse gases generated per NT\$ million of revenue. Apex's operating income in 2023 and 2024 was 12,628.25 and 12,459.18 NT\$ million.						
1-1-2 Greenhouse Gas Assurance Information						
Year		2023			2024	
Scope of Assurance		The boundaries and scope of Apex's ESG Report include Apex International Co., Ltd. and its subsidiaries, comprising a total of six operational locations. The operational regions encompass Taiwan, Thailand, mainland China, and Singapore.			Expected to obtain ISO 14064-1 in 2025 Q2.	
Assurance Institutions		SGS (Thailand) Ltd.				
Assurance Standards		ISO 14064-1				
Assurance Opinion		Limited Assurance				

Item		Current Status
1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan		
Emission	Based Year	2022
	Category 1	13,667.48tons
	Category 2	141,813.49tons
	Category 1+2	155,480.97tons
Reduction Target		Reduce greenhouse gas emissions by 5% within 5 years.
Strategy		1. Continuously implement energy-saving improvements for high-energy-consuming equipment and departments. 2. Increase the proportion of renewable energy utilisation.
Action Plans		Lean Project: 6 measures have been proposed with external guidance to improve equipment operational efficiency. Solar Project: The solar construction plan aims to achieve a cumulative installed capacity of 20,551 kWp.
Achievement of the Reduction Targets		2024 Greenhouse Gas emission: Category 1: 14,395.79 tons CO ₂ e Category 2: 156,977.02 tons CO ₂ e

2.2.6 Execution of ethical management and measures taken

Evaluation Item	Current Status			Variance from the Practices Specified in the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
1. Establishment of Corporate Conduct and Ethics Policy and Implementation Measures (1) Has the Company formulated an ethical management policies approved by the board of directors, and clearly stated the policies and practices of ethical management, and the commitment to actively implement management policies by the board of directors and the management team in the regulation, rules, and external documents?	v		(1) Apex has established its ethical management best practice principles as well as the corresponding operating procedures and conduct guidelines and they have been enforced after approval by the board of directors. The members of the board of directors and the management all carry out their duties without reservation and fulfill their obligations as good managers. They also follow the code of ethical conduct for directors and managers and exercise strict self-discipline and cautions when executing their duties.	No major difference

Evaluation Item	Current Status			Variance from the Practices Specified in the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
(2) Has the company established an evaluation mechanism for the risk of unethical conduct in order to regularly analyze and evaluate business activities with a higher unethical risk within the business scope, and thus formulate a regulation to prevent unethical conduct, which at least covers the preventive measures as described in the paragraphs 2 of Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?	v		(2) Compliance with the Company's ethical management policies is specified in contracts signed with others and there are provisions stipulating that Apex may terminate or cancel the contract at any time when a trading counterpart is found with law-violating conduct.	
(3) Has the company established regulations to prevent unethical conduct and also clearly specified the operating procedures, conduct guidelines, penalties for violations and appealing systems in such regulations and enforced the regulations and regularly review it?	v		(3) Apex has clearly specified in the Company ethical management best practice principles, the corresponding operating procedures and the conduct guidelines. The procedures for informing on violations against the principles and administration of penalties. In addition, service ethics are also incorporated in the code of practice and included in employee performance evaluation.	
2. Assurance of ethical management				No major difference
(1) Does the company assess the ethical practice records of its business associates and include provisions on ethical conduct in contracts signed with trading counterparts?	v		(1) Apex conducts its business activities with integrity and practicality. The ethical practice records of trading counterparts are assessed and their compliance with the Company's ethical management policies is taken into consideration when contracts are established.	
(2) Is there a designated unit under the board of directors to promote ethical management and regularly (at least once a year) report to the board of directors regarding its ethical management policy, its plan to prevent unethical conduct, and supervised the implement status?	v		(2) Apex set up "Corporate Governance Team" to be responsible to relevant issue of Ethics Policy, and report the implement status to the board of directors regularly (at least once a year). It is in charge of investigating whether there are ethical management policy violations in the Company. The directors and managers all follow the code of conduct for directors and managers and	

Evaluation Item	Current Status			Variance from the Practices Specified in the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
			<p>answer to the shareholders' meeting or board of directors for their conduct considered to be within the scope of ethical management.</p> <p>The following describes the 2024 performance of the governance team</p> <p>A. Arranged related matters to the Audit Committee, Board of Directors and Annual General Meeting in accordance with the law. Inform directors to convene meetings before 7 days; provide directors with meeting-related data and issues; remind directors of the avoidance of conflicts of interest, if necessary; and issue the minutes of meetings within 20 days after each meeting.</p> <p>B. Arranged annual educational courses for directors and members of the Audit Committee.</p> <p>The new and current directors have already finished the educational courses in compliance with the law in 2024.</p> <p>C. Provided directors and members of the Audit Committee with the data required for carrying out their duties to assist in compliance with the law</p> <p>(A) Confirmed whether the AGM and the Board of Directors is in compliance with relevant laws and corporate governance codes.</p> <p>(B) Assisted the directors in complying with laws and regulations when carrying out business or making formal decisions of the board of directors.</p> <p>(C) After the meeting, check the release of material information of major resolutions of the board of directors to ensure the legality and correctness of the content of</p>	

Evaluation Item	Current Status			Variance from the Practices Specified in the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
(3) Has the company established a policy on prevention of conflicts of interest as well as appropriate channels through which related statements may be presented and is the policy actually enforced?	v		the material information. (3) Apex has specified its policy on prevention of conflicts of interest in the ethical management best practice principles. The independent directors regularly review the audit reports and inquire the audit director about occurrences of conflicts of interest in the Company. Channels for communication with stakeholders are kept open.	
(4) Has the company established effective accounting and internal control systems to facilitate enforcement of ethical management? Does the internal audit unit plan relevant audit plans based on evaluation results of the unethical conduct risk to check the compliance status of the plan to prevent unethical conduct perform audits regularly or commission to CPAs?	v		(4) Apex's Audit Office is directly responsible to the board of directors. It performs regular and irregular audits on results of company operations, inspects and evaluates organizational activities, and establishes corresponding reports that are presented to the independent directors on a regular basis. So far, no corruption or illegal acts have taken place in Apex.	
(5) Does the company conduct regular internal and external training courses on ethical management?	v		(5) Apex irregularly sends staff members to attend external courses or seminars on corporate governance and ethical management in order to enhance the awareness of employees and promotion of ethical management concepts.	
3. Operation of the violation-reporting system in the company				No major difference
(1) Has the company established concrete violation-reporting and incentive systems as well as set up convenient channels for violation reporting? Are there any designated personnel to handle matters related to reported offenders?	v		(1) Apex has specified the procedures for violation reporting and administration of penalties in the ethical management best practice principles and also designated the internal audit director and the independent directors to process violations reported.	
(2) Does the company have a standard operating procedure for investigations after accepting violation reports, the follow up measures to be taken after the	v		(2) Apex has specified in the ethical management best practice principles that the identity of informers and contents of complaints are to be kept confidential throughout the	

Evaluation Item	Current Status			Variance from the Practices Specified in the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Brief Explanation	
investigation is completed, and a related mechanism to ensure confidentiality? (3) Does the company take measures to protect informers from receiving inappropriate treatment?	v		investigation process. (3) Within one month after completion of investigation and disposal, the processing unit is required to understand privately the working condition of the informer to see if there is any inappropriate treatment as a result of violation reporting.	
4. Enhancement of information Disclosure Does the company disclose the contents and the result of implementation of its ethical management best practice principles and promotion results on its website as well as the Market Observation Post System?	v		Apex has disclosed the contents of its ethical management best practice principles and the corresponding operating procedure and the conduct guidelines on the Company website and also on the Market Observation Post System as required.	No major difference
5. If the company has established corporate governance policies based on Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation: No major difference.				
6. Other important information to facilitate better understanding of the company's corporate conduct and ethics compliance practices (e.g., review the company's corporate conduct and ethics policy): Apex adheres to the principle of "righteousness" to conduct all business activities. If a trading counterpart is found to have engaged in any unlawful act, the Company may terminate or cancel the contract at any time. Meanwhile, the investment of shareholders is managed with the strictest discipline to ensure that shareholders can receive steady feedback. Apex also adopts people-oriented principles to care for employees, ensures the work environment is good for the health and safety of employees, listens to the needs of employees and communicates thoroughly to find reasonable solutions, and forbids activities that are illegal or in violation of the code of practice to create sustainable job opportunities. Apex values the rights and interests of each stakeholder and manages the Company with integrity to create win-win situations.				

2.3.7 Other important information able to help the public understand the company's corporate governance practices should also be disclosed: None

2.3.8 Internal Control System Execution Status:

The Company's "Statement on Internal Control System" is disclosed in accordance with regulations on the information reporting website designated by the Financial Supervisory Commission. For relevant information, please refer to the Market Observation Post System (<https://mopsplus.twse.com.tw/>) by selecting [Single Company] > [Corporate Governance] > [Company Rules/Internal Control] > [Internal Control Statement Disclosure].(Translation of Chinese Version)

If CPA was engaged to conduct a Special Audit of Internal Control System, provide its Audit Report: None

2.3.9 Resolutions of the General Shareholders' Meeting and the Board of Directors' Meeting

Major Resolutions in 2023 Annual General Meeting

Date	Major Resolutions	Carries out the situation
May 30, 2024	2023 Business Report, Financial Statements and Deficit Compensation	Proposal was approved after voting.
	Amendment to the "Memorandum and Articles of Association" of the Company	Proposal was approved after voting and completed the filing of registration change on June 03, 2024 in accordance with the revised provisions.

Resolutions of the Board of Directors' Meeting

Date	Major Resolutions
2024.02.28	<ul style="list-style-type: none"> ● Subsidiary Apex Circuit (Thailand) Co., Ltd. ("APT") granting Base Compensation to Directors ● To issue 2023 Statement of Internal Control System ● 2023 Business Report and Consolidated Financial Statements ● To appoint the CPA and evaluate the CPAs' independence and suitability and audit fee in 2024 ● Revision to extend the accounting estimates for the remaining useful life of fixed assets of major subsidiary Apex Circuit (Thailand) Co., Ltd. ("APT") Plant 3 ("APEX 3") ● Amendment to Rules & Procedures for Internal Control (Internal Control System – Chapter 5 Operation Management Measures Section 12 Measures for the Administration of Supervision Operations of Subsidiaries & Rules of Procedure for Board of Directors Meetings) ● Amendment to the "Memorandum and Articles of Association" of the Company ● 2023 Deficit Compensation ● The agenda of the Company's 2024 Annual General Meeting and acceptance of shareholder proposals
2024.05.09	<ul style="list-style-type: none"> ● Q1 2024 Consolidated Financial Statements ● The proposal to approve for applying the credit line of the Company and Taiwan Branch with banks (Mega ICBC & SCSB) ● 2023 ESG Report
2024.08.09	<ul style="list-style-type: none"> ● Q2 2024 Consolidated Financial Statements. ● The proposal to approve for applying the credit line of the Company and Taiwan Branch with banks (Taichung Bank & Bank of Panhsin) ● Proposal for cash capital increase by issuing common shares ● Proposal to approve for sign the "Advisory Contract for Compliance with Securities Laws and Regulations" with KGI Securities Co., Ltd. (KGI)
2024.11.05	<ul style="list-style-type: none"> ● Q3 2024 Consolidated Financial Statements ● The proposal to approve the investment to the major subsidiary APT ● The proposal of the cancellation for the Company's endorsements and guarantees for major subsidiary APT (E. Sun Bank (China) & ttb) ● The proposal to approve for applying the credit line of the Company and Taiwan Branch with banks (Bank SinoPac & EnTie Commercial Bank) ● Amendment to "General Principles of Pre-Approved Non-Assurance Services Policy"

Date	Major Resolutions
2024.12.20	<ul style="list-style-type: none"> ● The result of Group managerial officers' performance evaluation in 2024 as well as the annual bonus plan ● The remuneration of Group directors (including Independent Directors and Functional Committee Members) in 2025 ● 2025 Annual Audit Plan ● 2025 Annual Operating Plan and Budget ● The proposal to approve for applying the credit line of the Company and Taiwan Branch with banks (Cathay United Bank) ● To formulate and amend Rules & Procedures for Internal Control (Audit Committee Charter & Internal Control System – Chapter 1 General Principles & Internal Control System – Chapter 5 Operation Management Measures Section 18 Sustainable Information Management Procedures & Procedures for the Preparation and Verification of Sustainability Reports & Approval authority table : Sustainable Information Management Procedures)
2025.02.28	<ul style="list-style-type: none"> ● Subsidiary APT granting Base Compensation to Directors ● To issue 2024 Statement of Internal Control System ● 2024 Business Report and Consolidated Financial Statements ● Amendment to the "Memorandum and Articles of Association" of the Company ● 2024 Deficit Compensation ● The proposal to approve that the Company endorsements and guarantees for major subsidiary APT ● The proposal to approve issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement and/or issuance of overseas or domestic convertible bonds in private placement ● To re-elect all directors of the Company ● Nomination and review the list of directors (including independent directors) candidates ● Release Non-Competition Restrictions on Newly-Elected Directors ● The agenda of the Company's 2025 Annual General Meeting and acceptance of shareholder proposals and nominations for candidates of directors (including independent directors)

2.3.10 The main contents of objections of directors or independent directors against important decisions approved by the board of directors in the most recent year and as of the date of this annual report and such records or written statements: None

2.4 CPA Fees

Information on the professional fees of the attesting CPAs

Unit: NT\$ thousand

Name of Accounting Firm	Name of CPA	Audited Period	Audit Fee	Non-audit Fees	Total	Remark
KPMG Taiwan	Chun-I Chang	2024.01.01	7,106	415	7,521	Other non-audit fees include overseas registration annual fees of 258 thousand, and overseas certification and other documentation service fees of 157 thousand, etc.
	Chun-Hsiu Kuang	~ 2024.12.31				

If the accounting firm was replaced and the audit fees were less than the amount paid the year before, the old and new audit fees and reasons for replacement should be disclosed: None

If the new audit fees totaled over 10% less than the amount paid the year before, the amount reduced, its ratio and reasons should be disclosed: None

2.5 Information of Change of CPA None

2.6 Company Chairman, General Managers or Financial or Accounting Managers Serving in the Accounting Firm of the CPAs or its Affiliates None

2.7 Share Transfers or Changes of Stock Pledges by Directors, Managers or Shareholders in Possession of Over 10% of Total Shares

For relevant information, please refer to the Market Observation Post System (<https://mopsplus.twse.com.tw/>) by selecting [Single Company] > [Shareholding Changes / Securities Issuance] > [Shareholding / Pledge / Transfer by Directors, Supervisors, and Major Shareholders], [Insider Pledge and Release], and [Shareholding Transfer Information Inquiry]. (Translation of Chinese Version)

2.8 The Top Ten Shareholders being Related Parties or Spouses or Relatives within the First Two Degrees as Stated in Statement

Mar. 30, 2025

Name	Current Shareholding		Shares Held by Spouse & Minors		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees	
	Shares	%	Shares	%	Shares	%	Name	Relationship
Zhixuan Asset Management Co., Ltd. Representative: Qiu-Fen Lu	9,400,000 0	4.27 0.00	0 0	0.00 0.00	0 0	0.00 0.00	None	None
CTBC Bank Co., Ltd. as Custodian of Object Map Ltd. Investment Account	9,229,840	4.20	0	0.00	0	0.00	None	None
Yan-Xian Lu	9,211,000	4.19	0	0.00	0	0.00	None	None
Jin Da He Co., Ltd. Representative: Tien-Jen Chiu	7,292,000 0	3.32 0.00	0 0	0.00 0.00	0 0	0.00 0.00	None	None
Fu Long Xing Co., Ltd. Representative: Shi-Tang Huang	6,496,000 0	2.95 0.00	0 0	0.00 0.00	0 0	0.00 0.00	None	None
Yi Zhan Xin Co., Ltd. Representative: You-Dong Jian	5,000,000 0	2.27 0.00	0 0	0.00 0.00	0 0	0.00 0.00	Cun Shang Tian Yuan Co., Ltd.	Same representative
Yi Ding Cheng Co., Ltd. Representative: Yu-Yen Huang	5,000,000 0	2.27 0.00	0 0	0.00 0.00	0 0	0.00 0.00	None	None
Cathay Life Insurance Co., Ltd. Representative: Ming-He Hsiung	4,794,722 0	2.18 0.00	0 0	0.00 0.00	0 0	0.00 0.00	None	None
Cun Shang Tian Yuan Co., Ltd. Representative: You-Dong Jian	4,300,000 0	1.96 0.00	0 0	0.00 0.00	0 0	0.00 0.00	Yi Zhan Xin Co., Ltd.	Same representative
Jung Di Hsing Industry Co., Ltd. Representative: Yan- Chin Lu	3,000,000 0	1.36 0.00	0 0	0.00 0.00	0 0	0.00 0.00	None	None

Note: If the shareholder is not an insider, the relevant information will be disclosed to the extent that the Company can obtain.

2.9 Shares of the Same Company set up through Reinvestment held by the Company, Directors, Managers of the Company and Enterprises Directly or Indirectly Controlled by the Company and the Consolidated Shareholding Ratio

Dec. 31, 2024; Unit: thousand shares

Company Set up through Reinvestment	Apex's Investment		Investments from Apex's Directors, Managers and Enterprises Directly or Indirectly Controlled by Apex		Consolidated Investment	
	Shares	%	Shares	%	Shares	%
Apex Circuit (Thailand) Co., Ltd.	174,994	99.65%	- (11 shares)	0.00	174,994	99.65%
Approach Excellence Trading Ltd.	1,000	100.00%	0	0.00	1,000	100.00%

Note: Investment accounted for under the equity method.

3. Fundraising Overview

3.1 Capital and Shares

3.1.1 Sources of Share Capital

Unit: NT\$; share

Year/ Month	Issue Price	Authorized Share Capital		Paid-in Capital		Remark		
		Shares	Amount	Shares	Amount	Sources of Capital	Property Other than Cash Used for Subscription	Others
2009/10	10	100,000,000	1,000,000,000	1,000	10,000	Startup capital	None	-
2009/12	10	100,000,000	1,000,000,000	58,641,765	586,417,650	Transfer	None	(Note1)
2010/01	10	100,000,000	1,000,000,000	62,227,019	622,270,190	Transfer	None	(Note2)
2010/01	(Note 3)	100,000,000	1,000,000,000	84,249,241	842,492,410	Cash capital increase	None	(Note3)
2011/10	28	100,000,000	1,000,000,000	92,949,241	929,492,410	Cash capital increase	None	-
2012/06	-	200,000,000	2,000,000,000	92,949,241	929,492,410	None	None	(Note4)
2013/03	40	200,000,000	2,000,000,000	93,616,741	936,167,410	(Note7)	None	-
2013/04	40	200,000,000	2,000,000,000	95,389,241	953,892,410	(Note7)	None	-
2013/11	37.12	200,000,000	2,000,000,000	97,051,414	970,514,140	(Note7)	None	-
2014/03	37.12	200,000,000	2,000,000,000	97,091,822	970,918,220	(Note7)	None	-
2014/06	37.12	200,000,000	2,000,000,000	97,916,172	979,161,720	(Note7)	None	-
2014/07	37.12	200,000,000	2,000,000,000	97,926,946	979,269,460	(Note7)	None	-
2014/08	42.5	200,000,000	2,000,000,000	110,426,946	1,104,269,460	Cash capital increase	None	-
2014/08	35.84	200,000,000	2,000,000,000	117,597,665	1,175,976,650	(Note7)	None	-
2014/09	(Note5)	200,000,000	2,000,000,000	120,936,439	1,209,364,390	(Note7)	None	-
2014/10	35.84	200,000,000	2,000,000,000	122,412,433	1,224,124,330	(Note7)	None	-
2014/11	35.84	200,000,000	2,000,000,000	122,515,665	1,225,156,650	(Note7)	None	-
2015/06	42.9	200,000,000	2,000,000,000	122,594,919	1,225,949,190	(Note7)	None	-
2017/07	10	200,000,000	2,000,000,000	126,517,957	1,265,179,570	Retained profits capital increase	None	-
2017/09	19.5	200,000,000	2,000,000,000	144,517,957	1,445,179,570	Cash capital increase	None	-
2018/06	-	300,000,000	3,000,000,000	144,517,957	1,445,179,570	None	None	(Note4)
2018/08	21.5	300,000,000	3,000,000,000	158,806,273	1,588,062,730	(Note7)	None	-

Year/ Month	Issue Price	Authorized Share Capital		Paid-in Capital		Remark		
		Shares	Amount	Shares	Amount	Sources of Capital	Property Other than Cash Used for Subscription	Others
2018/09	21.5	300,000,000	3,000,000,000	161,829,510	1,618,295,100	(Note7)	None	-
2018/10	21.5	300,000,000	3,000,000,000	163,638,809	1,636,388,090	(Note7)	None	-
2018/11	21.5	300,000,000	3,000,000,000	169,857,380	1,698,573,800	(Note7)	None	-
2018/12	21.5	300,000,000	3,000,000,000	170,229,463	1,702,294,630	(Note7)	None	-
2019/01	(Note6)	300,000,000	3,000,000,000	175,691,329	1,756,913,290	(Note7)	None	-
2019/02	(Note6)	300,000,000	3,000,000,000	182,170,714	1,821,707,140	(Note7)	None	-
2019/03	(Note6)	300,000,000	3,000,000,000	184,423,410	1,844,234,100	(Note7)	None	-
2019/04	35.3	300,000,000	3,000,000,000	184,752,016	1,847,520,160	(Note7)	None	-
2019/05	35.3	300,000,000	3,000,000,000	188,751,988	1,887,519,880	(Note7)	None	-
2019/07	35.3	300,000,000	3,000,000,000	189,040,932	1,890,409,320	(Note7)	None	-
2020/02	20.4	300,000,000	3,000,000,000	189,933,087	1,899,330,870	(Note7)	None	-
2020/06	20.4	300,000,000	3,000,000,000	189,937,988	1,899,379,880	(Note7)	None	-
2024/11	40.0	300,000,000	3,000,000,000	219,937,988	2,199,379,880	Cash capital increase	None	-

Note 1: The share capital of THB 603,999 thousands was converted at the historical exchange rate of 0.9708 to NT\$ 586,407 thousands on Dec. 21, 2009.

Note 2: The share capital of THB 36,928 thousands was converted at the historical exchange rate of 0.9708 to NT\$ 35,852 thousands on Jan. 8, 2010.

Note 3: 4,800 thousand shares were issued at the premium price of NT\$ 12.14 per share and 17,222 thousand shares were issued at the premium price of NT\$ 17.48 per share. There were 22,022 thousand shares in total.

Note 4: Annual General Meeting approved to increase Authorized Share Capital.

Note 5: Sep. 2014 Apex (49271) Conversion price: NT\$ 35.84; Apex (49272) Conversion price: NT\$ 42.9

Note 6: Aug. 2018 ~ Mar. 2019 Apex (49272) Conversion price: NT\$ 35.3; Apex (49273) Conversion price: NT\$ 21.5

Mar. 30, 2025; Unit: share

Type of Share	Authorized Share Capital			Remark
	Outstanding Shares	Unissued Shares	Total	
Common Shares	219,937,988	80,062,012	300,000,000	Shares issued as a listed company at TWSE on Sep. 8, 2015.

Overall information on the declaration system: None

3.1.2 List of main shareholders

Names of shareholders in possession of more than 5% of total shares or ranking among the top ten shareholders, the amounts of shares held, and shareholding ratios

Mar. 30, 2025; Unit: share

Name of Main Shareholder	No. of Shares Held	Shareholding Ratio
Zhixuan Asset Management Co., Ltd.	9,400,000	4.27 %
CTBC Bank Co., Ltd. as Custodian of Object Map Ltd. Investment Account	9,229,840	4.20 %
Yan-Xian Lu	9,211,000	4.19 %
Jin Da He Co., Ltd.	7,292,000	3.32 %
Fu Long Xing Co., Ltd.	6,496,000	2.95 %
Yi Zhan Xin Co., Ltd.	5,000,000	2.27 %
Yi Ding Cheng Co., Ltd.	5,000,000	2.27 %
Cathay Life Insurance Co., Ltd.	4,794,722	2.18 %
Cun Shang Tian Yuan Co., Ltd.	4,300,000	1.96 %
Jung Di Hsing Industry Co., Ltd.	3,000,000	1.36 %

3.1.3 Company Dividend Policy and Execution

1. The dividend policy set forth in the company's Memorandum and Articles (M&A):

- (1) If there are profits in the final accounts of a given year, the Company shall first make up the losses for the previous years ("Accumulated Losses"), and then set aside a special surplus reserve ("Special Surplus Reserve") as required by the competent securities authority under the Applicable Public Company Rules. The remaining profits after deduction of the Accumulated Losses and Special Surplus Reserve(if any), together with the retained earnings at the beginning of the year, shall be accumulated retained earnings, which may be subject to distribution based on a plan proposed by the Board in accordance with the dividend policy of the Company. If all or a part of the distribution will be made in cash, it shall be approved by a majority vote cast at a meeting of the Board with two-third (2/3) or more of the Directors present at the Board meeting; and in addition thereto a report of such distribution shall be submitted to the annual general meeting. In the case of Article 11.4(d), a supermajority resolution shall be passed at annual general meetings.
- (2) The Company operates in a mature industry and is in the growth stage. In determining Members' dividend, the Company shall consider its future capital expenditure budgeting and evaluate its capital requirement in the next year, in order to determine the amount of profits for retention and distribution. The amount of profits for retention and distribution, and the types of dividend and their ratio shall be proposed by the Board, and the Board may recommend to distribute no less than 10% of the profit of the current year as dividend, after consideration of the Company's profitability and capital level, and approved by the Members in the annual general meetings; provided that, the cash portion shall be no less than 30% of total Members' dividend.

2. Allocation of dividends report to current shareholders' meeting:

The 2024 deficit compensation proposal has been proposed and approved by the Board of

Directors on February 28, 2025, and the dividends will not be distributed.

3. Major changes expected in the dividend policy: None

3.1.4 The impact of the shareholders' meeting's stock grant proposal this time on company performance and earnings per share: Not applicable

3.1.5 Employee bonuses and remuneration for directors

1. The percentages or limits of bonuses for employees and remuneration for directors specified in the company M&A: Where there are profits in a given year, after reserving the amount for covering the accumulated losses, no more than 2% of the profit shall be distributed as employees' compensation and no more than 2% of the profit shall be distributed as Directors' compensation. Employees' compensation may be distributed in the form of shares of the Company or in cash, and may be distributed to the qualified employees of the Company's Subsidiaries. Distribution of employees' compensation and Directors' compensation shall be approved by the Board and in addition thereto a report of such distribution shall be submitted to the annual general meeting.
2. The basis for estimating the amount of employee and director compensation, for calculating the number of shares to be distributed as employee compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated amount, for the current period:
 - (1) Amounts of employee bonuses and share dividends and remuneration for directors and supervisors will be estimated in compliance with company M&A and past experience.
 - (2) The basis for calculating the number of shares to be distributed as employee compensation: Not applicable, the board of directors did not allocate employee bonuses in 2024.
 - (3) The accounting treatment of the discrepancy between the actual distributed amount and the estimated amount for the current period: If the actual distributed amount approved by broad of directors and the estimated amount have difference, it shall be follow the changes in accounting estimates by adjusting profit and loss of the approval year.
3. Employee bonus allocation proposal approved by the board of directors:
 - (1) The amount of any employee compensation distributed in cash or stocks and compensation for directors. If there is any discrepancy between that amount and the estimated amount for the fiscal year these expenses are recognized, the discrepancy, its cause, the status of treatment: It was approved by board of directors in the meeting on Feb. 28, 2025, NT\$ 0 thousand for employee compensation and NT\$ 0 thousand for compensation of directors. There is no discrepancy between actual allocated amount and estimated amount.
 - (2) The proportion of the employee's compensation paid by the stock and the total net profit after tax and the total amount of employee compensation in the current period: Not applicable.
4. Employee bonuses and remuneration for directors actually allocated in the previous year: The Company did not distribute employee compensation or director remuneration for fiscal year 2024.

3.1.6 Company shares bought back by the company: None

3.2 Issuance of Bonds None

3.3 Preferred Shares None

3.4 Issuance of Global Depositary Shares None

3.5 Status of Employee Stock Option Plan None

3.6 Status of Employee Restricted Stock None

3.7 Status of New Share Issuance in Connection with Mergers and Acquisitions None

3.8 Financing Plans and Implementation

As of one quarter before the publication date of this annual report, plan and processing condition for previous issuance of securities that have not been completed, or that have been completed but no benefits achieved within the past three years: None.

4. Business Overview

4.1 Contents of Business

4.1.1 Scope of business

1. Major contents of business of Apex and its subsidiaries

The main business operations of Apex Group are production and sales of single-sided, double-sided and multi-layer rigid printed circuit boards (PCBs). The products are sold locally in Thailand and also exported to Asia, Europe and America. Consumer electronics makers that are clients of the group include international first-tier customers such as, Samsung, Sony, Bosch, Vantiva, Canon, HP, Toshiba and WDC. The PCBs produced by the group are mainly applied in TVs, car multimedia, computer peripherals, network equipment, and home entertainment devices.

Unit: NT\$ thousand

Product \ Year	2023		2024	
	Amount	%	Amount	%
Multi-Layer	8,345,483	66.09%	9,264,522	74.36%
Double Side	3,838,243	30.39%	2,808,970	22.55%
Single Side	417,169	3.30%	344,862	2.77%
Others	27,356	0.22%	40,825	0.32%
Total	12,628,251	100.00%	12,459,179	100.00%

2. Product and service items / new product and service to be developed

Apex's products span four major sectors: home appliances, communication equipment, computing, and automotive. In 2024, sales of automotive products continued to grow, while other segments remained flat compared to the previous year due to the sluggish global economy and weak demand for consumer electronics.

Looking ahead to 2025, the Company will continue to strengthen its manufacturing capabilities for rigid PCBs and high-layer count boards. It will actively expand the application of HDI products in the automotive and mobile phone sectors, while also developing new offerings such as servers and memory modules to enhance product value and market competitiveness.

In response to global economic uncertainty, Apex will focus on optimizing production flexibility, reinforcing cost control, and improving the efficiency of new product introductions. The Company aims to maintain strong relationships with existing customers while expanding new business opportunities, driving steady growth on the foundation built in 2024.

4.1.2 Industry overview

1. Current status and development of the industry

Printed Circuit Boards (PCBs) are indispensable core components in electronic products, widely used in information technology, communications, consumer electronics, industrial applications, and national defense. Their main functions are to transmit power and signals, and to serve as carriers for integrating ICs and passive components, enabling proper operation of electronic devices. For this reason, PCBs are often referred to as the “mother of electronic products.” With the continuous advancement of IC design and the growing demand for lighter and more efficient end products, along with pressure for cost control, PCB manufacturing is evolving toward high-density and high-precision technologies. Layer reduction and material efficiency have become key directions—for example, simplifying 8-layer boards to 6-layer, or 6-layer to 4-layer boards to balance functionality and cost. Leveraging years of manufacturing experience,

the Company continues to enhance quality stability and focuses on high-end applications to strengthen its technical capabilities and production planning, adapting to the rapidly changing industry landscape.

According to the Industrial Technology Research Institute (ITRI), the global PCB market rebounded in 2024, reaching US\$78.2 billion, representing an annual growth of 6.3%. Looking ahead to 2025, driven by emerging applications such as AI servers, electric vehicles, and satellite communications, the market size is expected to reach between US\$83 billion and US\$85 billion, with an annual growth rate of approximately 6%. Prismark similarly forecasts a 6.2% annual growth rate for the global PCB market in 2025, with high-end HDI and IC substrates as the primary growth drivers, expected to see compound annual growth rates of 7.8% and 7.6%, respectively. Additionally, demand from servers, wearable devices, high-performance computing (HPC), and automotive electronics continues to increase, supporting the industry's medium- to long-term development.

In Taiwan, according to the Taiwan Printed Circuit Association (TPCA), the PCB output value reached NT\$816.8 billion in 2024, representing an annual growth of 6.1%. For 2025, the industry is projected to grow to NT\$854.1 billion, with an annual growth rate of approximately 4.6%. TPCA also noted that global political and economic uncertainties—including policy adjustments by major economies and changes in trade regulations—may pose potential risks to supply chain stability and must be closely monitored and addressed.

Amid global supply chain restructuring and increasing geopolitical risks, Thailand is emerging as a key hub for global PCB manufacturing. The country offers relatively low manufacturing costs, a stable investment environment, a mature automotive industry cluster, and well-developed infrastructure, all of which are favorable for building a complete regional supply chain. In recent years, in line with the “China+1” strategy, international brands and Taiwanese PCB manufacturers have actively expanded their investments in Thailand, gradually forming a manufacturing base with cluster advantages.

The Thai government, through the Board of Investment (BOI), has introduced tax and land incentive policies and launched the “Thailand 4.0” industrial upgrade initiative to attract high-tech manufacturing. The Taiwan Printed Circuit Association has also collaborated with local academic and research institutions to promote industry-academia cooperation and talent cultivation, helping build the technical and human capital foundation needed for industry development.

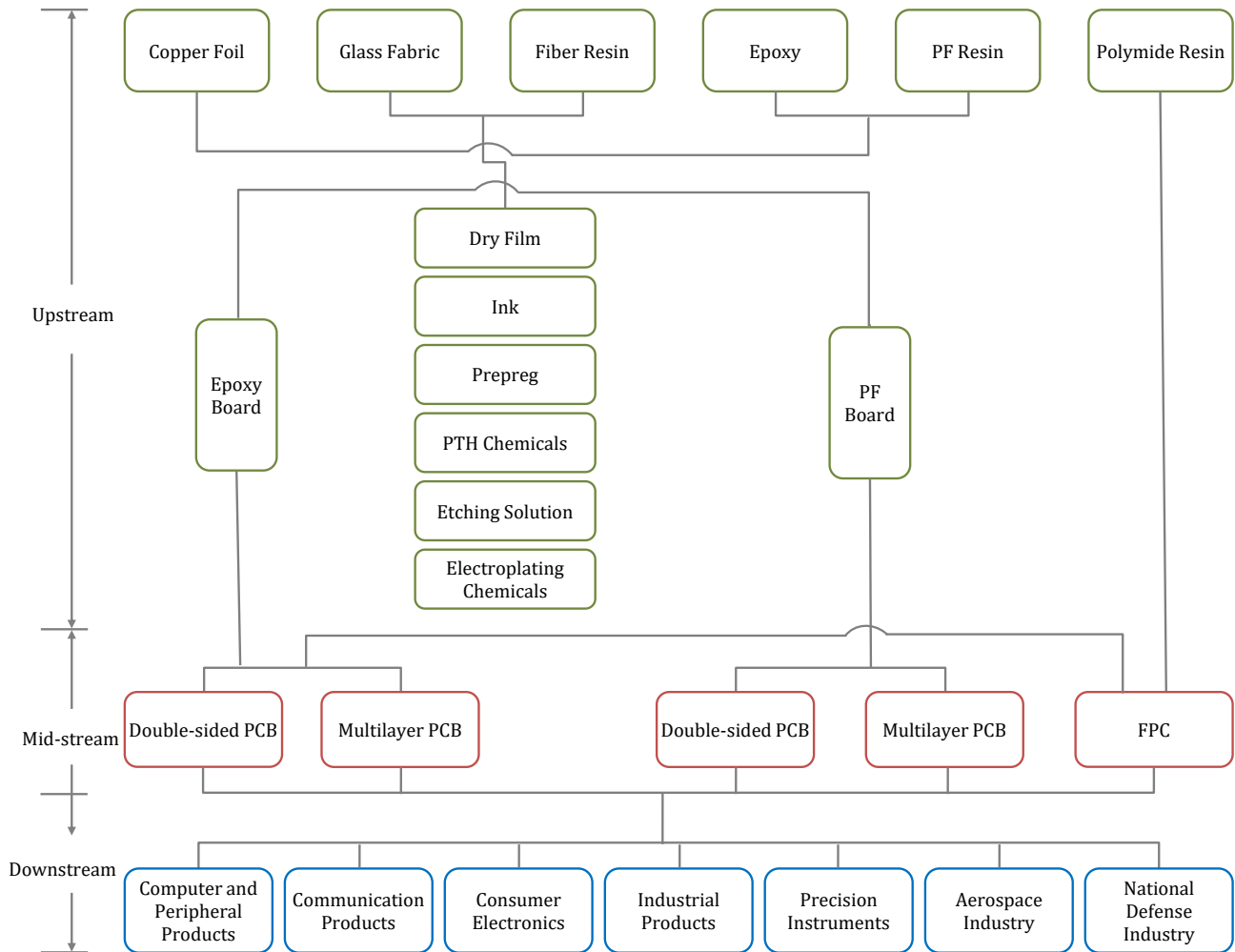
In line with global industry trends and customers' localization needs, the Company continues to expand production capacity at its Thailand facilities and upgrade its manufacturing processes, focusing on high-value-added products such as HDI and automotive boards. These efforts aim to enhance regional supply flexibility and order fulfillment efficiency, enabling the Company to effectively respond to Southeast Asia's growing order demand and further strengthen overall competitiveness.

In summary, despite external challenges such as high interest rates, geopolitical tensions, and trade policy shifts, the PCB industry is expected to maintain moderate growth in 2025. The advancement of emerging applications, recovery in market demand, and diversification of supply chain configurations are expected to support continued development. Technology upgrades, product portfolio optimization, and regional expansion will remain critical drivers of industry growth.

2. Correlations between the upstream, midstream and downstream of the industry

Apex focuses on the production of single-sided, double-sided and multi-layer PCBs and belongs to the midstream of the industry. The upstream is the suppliers of related components and materials, such as various substrates, copper foil and prepreg. At the downstream are information equipment, communications equipment, consumer electronic product, semiconductor products, industrial control equipment, automobiles, medical equipment,

aerospace and national defense industries. There is no overconcentration at the upstream and the suppliers have worked with Apex for a long time. Sources of materials are stable and plentiful. The ranges of application are extensive in downstream businesses that are making solid progress.



Reference: Material and Chemical Research Laboratories, Industrial Technology Research Institute

3. Product trends and industrial competition

In recent years, the sales volume of electronic terminal products, including smartphones, PCs, TVs, and other terminal products have not been easy to grow significantly when there is no killer application, so the generation change of technology and products will become a growth momentum, such as the development of advanced packaging to expand the demand for carrier boards, autonomous driving continues to drive the price of automotive PCBs and AI applications will increase the temperature of hardboards, etc., which will be the most significant products that affect the global PCB output value. Apex's main multi-layer board products are consumer electronic products, and its market will show moderate growth, but Apex's current revenue in this field still accounts for a relatively low proportion of the global market share, so if it can meet the market requirements for products and improve its process capabilities, its growth is considerable. The PCB industry has always been dominated by China and Taiwan, with a complete industrial supply chain, and domestic PCB manufacturers in China are also Apex's main competitors. However, in recent years, trade competition and international political turmoil have intensified, and end customers have set off a boom of southbound investment under the consideration of spread risks and expanding new markets. Although China is still the main producer of PCBs in the world, this boom of investment in Southeast Asia will increase the output value of PCB's emerging settlements and accelerate the pace of industrial transformation.

4.1.3 Technology and R&D overview

1. Enhancement of technological capacity

Since its establishment, Apex has made active efforts for its own technological development. By building up its own R&D Team, Apex was able to develop and assure a technological independence and the ability to fulfill and adept market demands in short time.

- Large scale production process for 28-inch large PCB's with high accuracy requirements (e.g. <10% uniform etching) to achieve "fine line" capability
- Developing processes for "High reliable" automotive Boards included drilling and plating process
- Establish process parameters for PCB with special requirements
- Mini-LED backlight Television PCB production process development
- Impedance calculation and manufacturing,
- Linear compensation design for special asymmetric PCBs
- Depth-control drilling
- Automatic printing process at solder mask with faster changing ability

Apex also implemented its own laboratory with the newest equipment for failure analysis and reliability testing (TCT/CAF/SIR/THB/Material thermal stress analysis) and passed the ISO 17025 Lab Certification to be faster and independent from third party. This Laboratory enhanced Apex R&D Team's ability to quickly react on market demands and investigate the results of new process and technology implementation.

In recent years, Apex has also been improving of manufacturing technologies for fulfilling productivity efficiency and reducing cost in all of the production processes.

In the Year 2023, Apex developed PCBs with a layer count higher than 14 layers and single build up HDI technology (Laser drilling process).

From 2024, Apex stepped up to produce 18-28 Layer PCB, introduced the 2 buildup (2 pressing cycles) and the HDI PCB process which contains Laser drilling of micro-vias on different layers.

In 2025 Apex started to develop the next generation of these technologies to fulfill the further increasing market demands from our customers.

Besides the technologies developed by the company's own R&D team, Apex also works together with major suppliers in and outside the country to ensure stable sources of technologies and upgrade product quality continuously.

2. Funds invested in R&D in the most recent year and as of the date of this annual report

The personnel of the R&D department and the manufacturing department have a certain level of familiarity with the production parameters and production environment. With this knowledge, the company will research, test, and review the improvement of the process technologies continuously. This must be done to be able to produce in line with increasingly sophisticated customer specifications. Therefore, Apex continues to invest significant resources in the improvement of product, process, and technology development. To achieve these targets, Apex selects appropriate staff to form a dedicated group for R&D to improve and maintain our advantages in the market competition.

Apex's R&D expenses include payments for R&D personnel and costs of raw materials needed of R&D tests (excluding equipment upgrade).

In 2024, the funds totaled about 68,757 million NTD. These expenses were for material qualifying and to strengthen the R&D manpower continuously, in order to speed up new factory's qualifying for mass production and establishing new customers. In the light of the market trends and product diversity, Apex started to enhance the functions, features and characteristics of existing products through repeated innovation in R&D.

In the next 2 years, Apex expects to invest around 800 million THB (including equipment upgrade) to develop or modify production processes of the existing plants to provide more services, boost product yield rates, and reduce scrap rates and costs.

3. Technologies and products developed

Year	Development Result
2020	<ul style="list-style-type: none"> ➤ Gold finger process had been done ➤ MES system implement ➤ Acquired ISO17025 Lab Certification
2021	<ul style="list-style-type: none"> ➤ Auto Plating line ➤ Micro PAD 160x200um product ➤ Zero emission micro etching process
2022	<ul style="list-style-type: none"> ➤ Micro PAD 180x200um function tester development ➤ Thicker copper (3-5oz) board process development ➤ Microvia (diameter < 0.15mm and aspect ratio 1)
2023	<ul style="list-style-type: none"> ➤ 10-20 Layer (thickness < 2.0) multilayer PCB develop ➤ Single build up HDI ➤ Micro LED TV PCB ➤ Plasma de smear process ➤ High Tg (up to 220C), Low loss(Df < 0.005) material process
2024	<ul style="list-style-type: none"> ➤ Process development for 3 buildup (multiple pressing cycle) HDI PCB (3-n-3) ➤ Process development for 65-micron Line/Space ➤ Implementing "Pinless" CCD Layup for high layer board ➤ Improvement of registration accuracy of high layer PCBs (Server, Graphic card)

4. Short- and long-term business development plans

(1) Short-term plan

In addition to actively maintaining the customer relationship, we continue to give full play to the new equipment and process capabilities. We diversify the application of Apex's printed circuit board products and enrich the product category to expand the customer base. Apex will continue to provide customers with one-stop services to enhance the quality and reliability of customer service.

(2) Long-term plan

Stable quality, competitive prices, and flexible delivery times are the only ways to improve customer satisfaction, and in the process of pursuing customer satisfaction, we set the goal of positive growth in the number of customers year by year, to diversifying customer and lay the foundation for future performance Apex will continue to improve the production process, improve yield and efficiency, and ensure the competitive advantage of cost and sales.

4.2 Market, Production and Marketing Overview

4.2.1 Market analysis

1. Main regions to which Apex's products are sold

Unit: NT\$ thousand,%

Location \ Year	2023		2024	
	Amount	%	Amount	%
Asia	10,800,160	85.52	10,526,779	84.49
Europe	810,396	6.42	662,950	5.32
Others	1,017,695	8.06	1,269,450	10.19
Total	12,628,251	100.00	12,459,179	100.00

2. Market shares

The total consolidated sales of Apex and its subsidiaries in 2024 amounted to NT\$12,459,179 thousand (approximately US\$387 million). Although this represents a relatively small share of the global market for 2-layer to 12-layer printed circuit boards, Apex currently ranks as the leading Taiwanese PCB manufacturer in Thailand in terms of production capacity.

3. Supply-demand condition and market growth in the future

With the easing of market inventory pressure and the change of end product generations, such as the development of advanced packaging to expand the demand for carrier boards, autonomous driving will increase the demand for automotive PCBs, the continuous expansion of AI applications and the development of other emerging applications (such as satellite communications, VR/AR/MR, wearable devices) and other products will be in the field of significant growth in the global circuit board output value and output, which will help support the growth of the PCB industry.

4. Competitive edges

(1) Excellent corporate management

Apex's management is dedicated to the company, maintains business stability and growth, endeavors in sustenance of internal communication channels, and also adheres to five major management concepts: 1. finest quality, 2. best prices, 3. punctual deliveries, 4. excellent service and 5. fulfillment of promises.

(2) Diversification of client sources and product applications

Apex's client spread around Japan, Korea, Europe, North America and China and major international manufacturers are among the end-customers. Diversification of client sources reduces the influence of the economic situation of a single country or region on Apex. In the meantime, diversification of product applications, including electronic products, computer-related, communications and automotive, will enable Apex to stand out as a company capable of meeting the various needs of clients and its product development can also create complementary effects, while enhancing the niche to provide customers with one-stop service.

(3) Cost control and product price

Complicated production processes and production according to orders are the characteristics in PCB's manufacturing. Hence precise and effective management are the foundation for maintenance of competitiveness and creation of profit. Whole production processes of PCB are in-house, so Apex can control the scrap rate of each work-station in which decrease producing cost. At the same time, Apex is centralized sale and procurement in which reduce time lag. Finally, good cost control has resulted in competitive product price.

5. Advantageous and disadvantageous factors in future development and countermeasures

(1) Advantageous factors

■ Geography and people of Thailand

Thailand is a transportation hub in Southeast Asia with abundant resources. Being an ASEAN member state, it has regional economic advantages that attract foreign investors. With the integration of AEC in 2015, Thailand will continue to enjoy advantage of exporting into South East Asia and doing cross border trade with zero tariffs. Besides, Thai people are friendly and loyal. This has made it possible for Apex to maintain the turnover rate in a low level to maintain the efficiency and quality of the production.

■ Labor cost and labor consciousness

The Thai government has gradually increased minimum wages in recent years. In addition to the formation of PCB industry clusters, the Thai government has also expanded foreign investment incentives and a series of investment promotion policies will highlight the hidden problem of a lack of human resources. Apex is also well aware that the lower local

labor cost in Thailand is one of the main contributors to gross profit, so Apex continues to strengthen its investment in automation to reduce its dependence on manpower and intensive labor costs.

■ **Market share and demand**

Apex understands very well that cost competitiveness, decent service and responsibilities are necessary abilities for the Company to survive in the electronics industry, keep customers and develop new sources of clients. We have continued to expand our market share through current customers and seek new ones to fill the production capacity of the new plants. Besides continuous acquisition of machine equipment for the new plants, Apex also makes persistent efforts in development of new products and technologies to bring up production to meet market demand as well as win opportunities to serve more customers and increase business. Apex has price advantages to compete in the market and continues to maintain close relationships with customers and develop new sources of clients.

■ **Competitive edges of PCB manufacturers in Asia**

The rising wages in China, increasingly stringent environmental protection policies, and the logistics costs of PCB factories moving west have all caused cost pressure on competitors. The risk management and control under the global trade war have attracted the world's top 15 PCB companies to set up factories in Thailand, and a large number of equipment manufacturers have been attracted to Thailand to participate before the production capacity is officially put into operation. Therefore, Apex can enjoy the benefits of new industrial settlements under the migration of the supply chain and still keep the relative competitive advantage in cost.

■ **Logistic advantages in Thailand**

Recently, the land transportation systems in Thailand have been greatly improved. Moving goods from Thailand to anywhere in China takes only 7-10 days. Delivery time is shortened, costs are reduced, and competitiveness is boosted. For raw materials, there are four suppliers able to provide board materials. Apex also purchases services needed for production from Thailand suppliers to cut down on waiting time.

(2) **Disadvantageous factors**

■ **Awakening of environmental protection awareness**

In addition to the longstanding strict regulations on wastewater discharge in the PCB industry, increasing global emphasis on climate change in recent years has prompted governments to implement carbon footprint assessments across operational processes. Major international brand companies have also begun imposing ESG compliance requirements on their supply chains. As a result, the PCB industry will inevitably need to address the operational impacts brought about by environmental concerns.

Countermeasures

In recent years, Apex has progressively implemented energy-saving initiatives as well as wastewater treatment and recycling programs. These efforts not only aim to reduce environment-related costs but are also expected to contribute to overall operational cost savings. Overall, we have begun to see initial results and will continue striving to manage costs effectively, ensuring that environmental expenditures do not impact profitability.

■ **Fierce market competition**

The PCB industry is the mother of the electronics industry. Price reduction pressure from customers never stops and this is the fate of this industry.

Countermeasures

Apex continues to improve sales tactics to maintain high plant utilization rates and is therefore able to offer competitive prices and ensure reasonable profit. Increased customer demand for multi-layer boards will boost our average sales price and profitability. With

benefits of the new technologies and equipment invested in the development of high-priced products in the new factory enable us to compete with other production areas.

■ **Impact on profitability from exchange rate fluctuations**

The majority transactions are denominated in U.S. dollars. As the financial statements are presented in New Taiwan dollars and Thai baht, exchange gains or losses arising from currency conversion may impact the profitability.

Countermeasures

The Finance Department strives to match revenue and expenditures in the same currency to achieve a natural hedging effect. In response to changes over time and fluctuations in the foreign exchange market, the department gathers relevant market information and analyzes future trends to conduct timely currency exchanges, thereby mitigating exchange rate risks. It also continuously evaluates the use of forward exchange contracts and foreign exchange options.

■ **International raw material price fluctuations**

Key raw materials in the PCB industry—such as copper-clad laminates, prepregs, inks, aluminum sheets, and drill bits—are subject to fluctuations in supply and demand of their underlying metal or chemical components, as well as overall market dynamics. These factors pose challenges to the effective control of raw material costs.

Countermeasures

Apex keeps a close watch on price change tendencies and purchases needed quantities in advance when prices are at low points in order to maintain low material costs. We also keep good relationships with suppliers to ensure all material costs achieve our expectations. Apex also conducts cost control through quarterly plans to comply with budget arrangements.

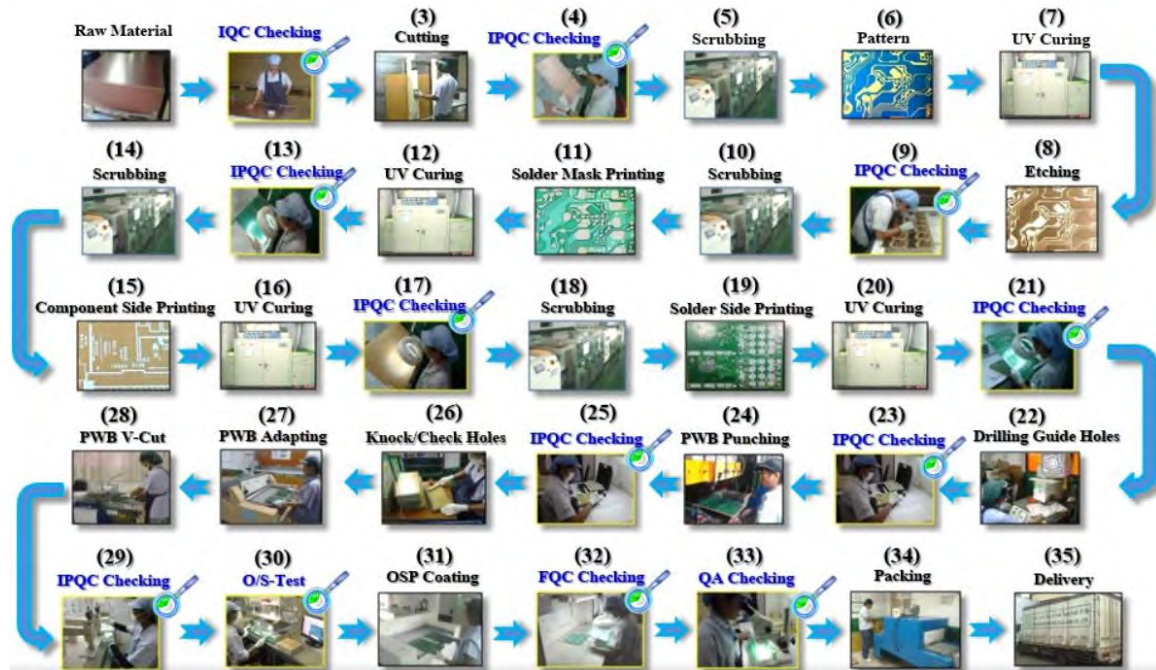
4.2.2 Important uses and production processes of main products

1. Important uses of products

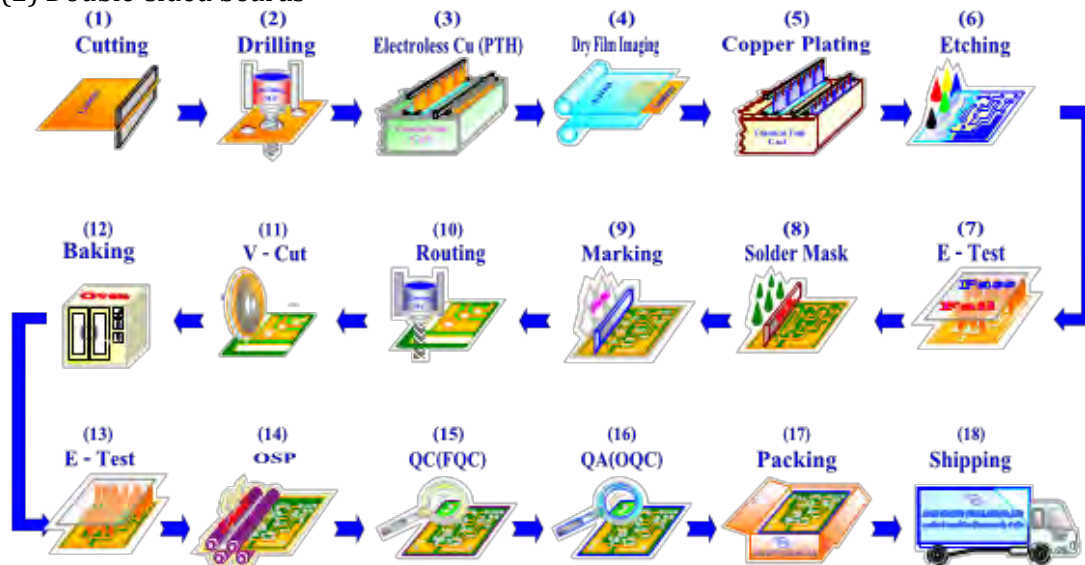
Applications in End Products			
Electronic Products	Computer Accessories	Communications Equipment	Auto Parts
DVD, LCD TV, fax machine, air conditioner, digital camera, projector, photocopier, TV tuner, voltage converter	DVD player, recorder, printer, power supply, hard drive, motherboard, TFT panel, notebook	phone, communication box, satellite TV receiver, switch box	car audio, control panel and other accessories

2. Production processes

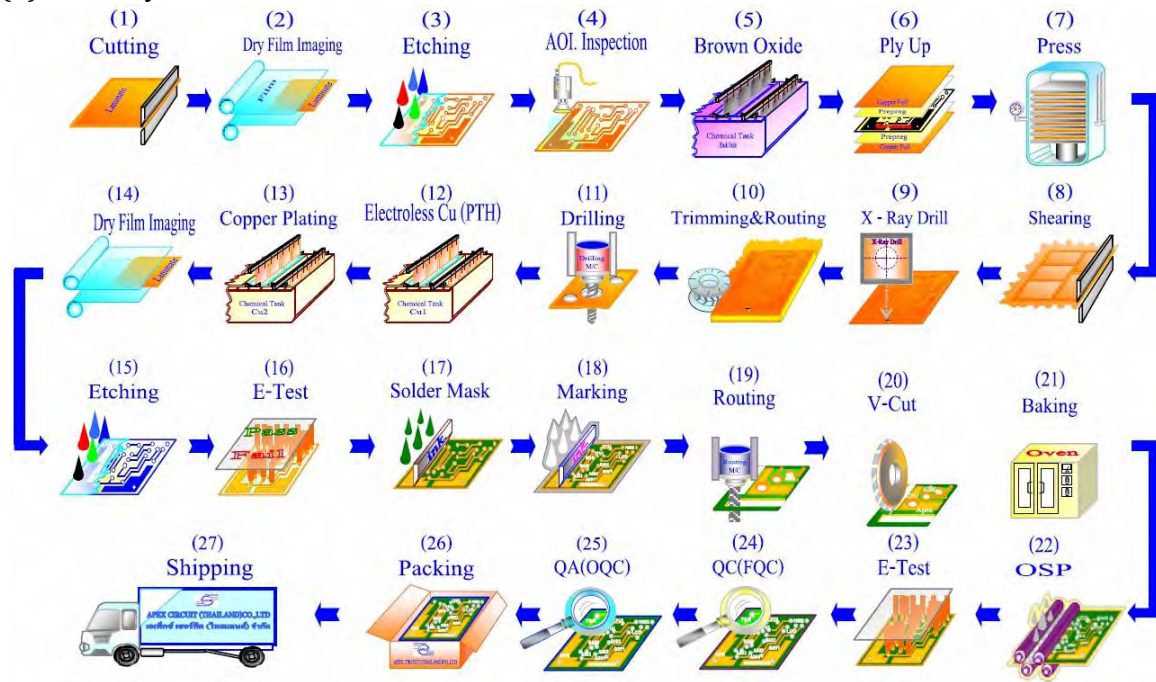
(1) Single-Side boards



(2) Double-sided boards



(3) Multi-Layer boards



4.2.3 Supply of main raw materials

Apex is a PCB manufacturer. The main raw materials needed are substrates, copper foil and prepreg which are not special materials and can be obtained from a completely competitive market. The price can also appropriately reflect the market conditions of the information of electronics industry. The procurement decision mainly considers the quality and cost. The main suppliers includes Nan Ya Plastics and KingBoard Chemical. These are all major suppliers with a good reputation. Apex has good credit and has kept a decent and stable supply-demand relationship with these suppliers. Therefore, the supply and prices of major raw materials remains stable and normal.

4.2.4 Names of clients accounting for over 10% of Apex's annual sales in the two most recent years, their purchase amounts and ratios, and reasons of changes of purchased quantities

Main Customers

Unit: NT\$ thousand

No.	2023				2024			
	Name	Amount	Ratio to Net Annual Sales (%)	Relation with Issuer	Name	Amount	Ratio to Net Annual Sales (%)	Relation with Issuer
1	Customer S	1,960,797	15.53%	none	Customer S	1,635,269	13.13%	none
2	Customer G	1,899,632	15.04%	none	Customer G	1,510,454	12.12%	none
3	Customer D	889,040	7.04%	none	Customer A	1,025,590	8.23%	none
	Others	7,878,782	62.39%	none	Others	8,287,866	66.52%	none
	Net Sales	12,628,251	100.00%		Net Sales	12,459,179	100.00%	

Note: As of the date of the annual report, there are no financial statements as audited or reviewed by CPA.

Description of the amount changes of main customers: Change of each customer was mainly because of their own performance changes and Apex has new capacity to service customers.

Main Suppliers

Unit: NT\$ thousand

No.	2023				2024			
	Name	Amount	Ratio to total Purchases (%)	Relation with Issuer	Name	Amount	Ratio to total Purchases (%)	Relation with Issuer
1	Vendor K	1,376,735	20.36%	none	Vendor K	1,630,981	20.68%	none
2	Vendor N	603,754	8.93%	none	Vendor N	667,670	8.47%	none
3	Vendor J	568,779	8.41%	none	Vendor J	557,304	7.07%	none
4	Vendor Y	446,110	6.60%	none	Vendor C	509,366	6.46%	none
	Others	3,766,474	55.70%	none	Others	4,520,730	57.33%	none
	Net Purchases	6,761,852	100.00%		Net Purchases	7,886,051	100.00%	

Note: As of the date of the annual report, there are no financial statements as audited or reviewed by CPA.

4.3 Employee Profile

Employee statistics in the past two years up to publication date

Mar. 30, 2025; Unit: person, year, %

Year		2023	2024	Mar. 30, 2025
Number of Employees	Managers	142	159	154
	Production departments	3,501	3,864	3,511
	Common employees	3,872	4,204	3,910
	Total	7,515	8,227	7,575
Average age		30.1	30.1	30.5
Average length of service		4.00	3.94	4.32
Education Level	Ph.D.	0.00%	0.00%	0.00%
	Master	0.20%	0.21%	0.18%
	University	22.45%	23.79%	24.13%
	Senior high school	42.26%	42.46%	42.26%
	Below senior high school	35.09%	33.54%	33.43%

4.4 Environmental Protection Expenses

Total amount of damages (including compensation) and fines resulted from environmental contamination in the most recent year and as of the date of this annual report: None

4.5 Labor-Management Relations

4.5.1 Employee welfare measures, continuing education, training, retirement system and their implementation, and labor-management agreements and protective measures for employees' rights and interests

1. Employees welfare system

- (1) Multiple shuttle bus routes providing transportation for employees to go to work and go home
- (2) Employee uniforms
- (3) Employee cafeterias providing three meals a day
- (4) Full attendance rewards
- (5) Sickness and funeral subsidies
- (6) Employee loans
- (7) Annual employee athletic events and parties
- (8) Senior employee citations and awards
- (9) Special treatment to pregnant employees

2. Continuing education and training

Good employee continuing education programs can not only enhance employees' work capacity but also help the Company attract talents. From the first day employees enter the Company, Apex provides complete training courses and continuing education programs to cultivate their sense of belonging and teamwork culture. Apex also encourages employees to participate in special project planning to stimulate their self-expectations and thus enhance the Company's competitiveness.

Apex Group's employee training achievements in 2024 are as follows :

- (1) Internal training: It is divided into new employee training, transfer training and on-the-job training; all the accomplishment rates reached over 95%.
- (2) External training: According to type of program, it is divided into law/regulation, quality system, quality and efficiency, attitude adjustment, leadership, others, external training, output plan, CSR and courses regulated by competent authority.

3. Retirement system and implementation

The employ retirement system is conducted in accordance to local regulations.

- (1) Thailand area: The Company provides defined benefit retirement welfare to employees by following Section 118, Chapter 11 of the Thai Labor Protection Act. Employees who are qualified to criteria of retirement could get reasonable retirement fund with correspondent service years and salary level. The Company has booked related liability according to actuarial report issued by Thai certificated actuary.
- (2) Taiwan area: Employees in Taiwan all adapt Taiwan Labor Pension Act. The Company allocates 6% of each employee's salary to personal retirement fund under custody of Taiwan Bureau of Labor Insurance.

4. Protective measures for employees' rights and interests

Harmonious and pleasant workplace ambiance is an important condition for effective teamwork. To ensure smooth exchanges of ideas between the management team and employees and achievement of consensus, Apex has always regarded reasonable pay scales, decent work environments and effective communication channels as priority tasks. Apex Group adopts the following measures to communicate with employees:

- (1) The suggestion box: Employees can make their suggestions and problems known to the management team by using the suggestion box.
- (2) Weekly meetings: Apex round up all the employees once a week to convey company policies to employees to make sure consensus is achieved and all employees move toward the same goal.
- (3) Regular convention of inter-division meetings: Apex's Employee Welfare Committee helps with the protection of employees' rights and interests to ensure the win-win target of mutual trust and mutual benefit between labor and management can be achieved.

The labor-management relations in Apex are harmonious. No labor-management dispute has

ever happened. Apex highly values employees' welfare, pays attention to changes in the subjective and objective environments and establishes various welfare measures accordingly to satisfy the needs of employees.

5. Protective measures for work environments and employees' safety

Apex Group has set up a safety division which regularly inspects whether the work environments comply with safety regulations to minimize workplace safety hazards. Apex Group also regularly provides employees with physical checkups, hoping that they can be aware of their health condition and employees' physical and mental health can be improved. Apex's subsidiary APT has also passed the ISO 45001 certification because of the fine healthy and safe work environment it created.

6. Code of ethical conduct

Apex has "Ethical Corporate Management Best Practice Principles" and its guidance policy to stipulate the types of unethical conduct, improper benefits and the whistleblower channel for both insiders and outsiders. All Apex workers are requested to act in accordance with business ethics and their responsibility to the public and stakeholders. At the same time, the members of the board of directors and the management all carry out their duties with integrity and fulfill their obligations as good managers. They also abide by the code of conduct for directors and managers and adopt strict self-discipline and cautious attitudes when exercising their duties.

4.5.2 Damages suffered as a result of labor-management disputes in the most recent year and as of the date of this annual report, and estimates of damages from labor-management disputes likely to take place recently and in the future and the corresponding countermeasures and reasons if such damages estimated cannot be established: None

4.6 Cyber Security Management

4.6.1 Information security management strategy and structure :

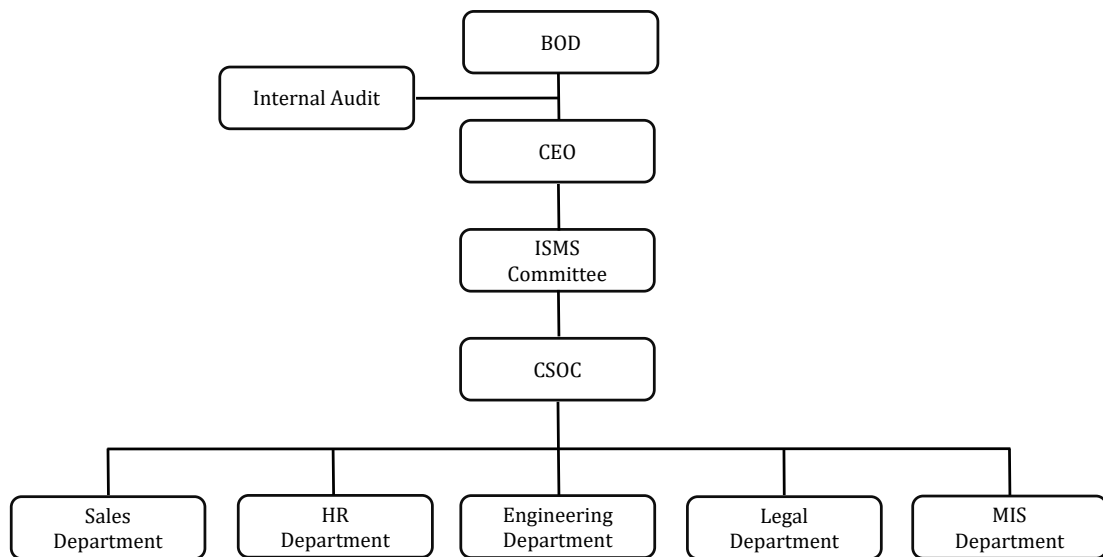
1. Information security risk management framework

(1) Information security Organization

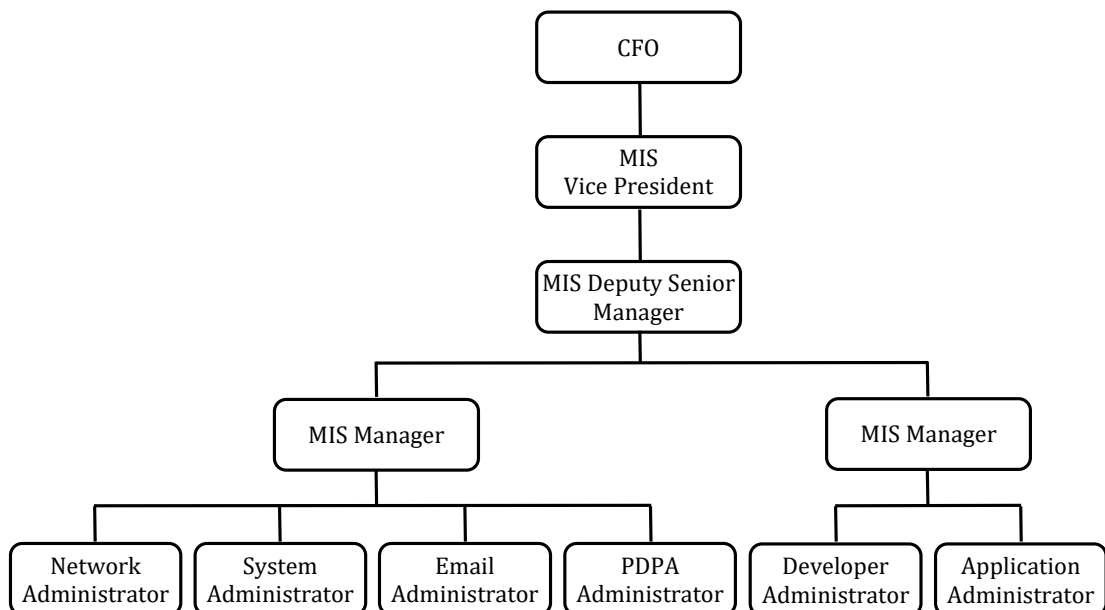
Apex Circuit (Thailand) Co., Ltd. (APT), the operating entity of the Group, established the Information Security Management System Committee (ISMS Committee) in Year 2022, which governs the APT Information Security Operation Center (Cyber Security Operation Center; CSOC) is responsible for coordinating the group's information security and protection related policy formulation, implementation, risk management and compliance assessment. The information security supervisor of the center will report the effectiveness of information security management, issues and directions related to information security to the parent company's board of directors and CEO every year. The audit office of the Group conducts audits to ensure internal compliance with the related standards, procedures and regulations of information security.

In order to implement the information security strategies set by CSOC and ensure internal compliance with relevant information security standards, procedures and regulations, the dedicated information security supervisor and the personnel of the center will work with the business department, human resources department, engineering department and legal department, etc., to review and decide on information security and information protection guidelines and policies every year, and implement the effectiveness of information security management measures.

(2) Group's ISMS Committee Organization Structure



(3) Organization Structure of Group's Cyber Security Operations Center (CSOC)

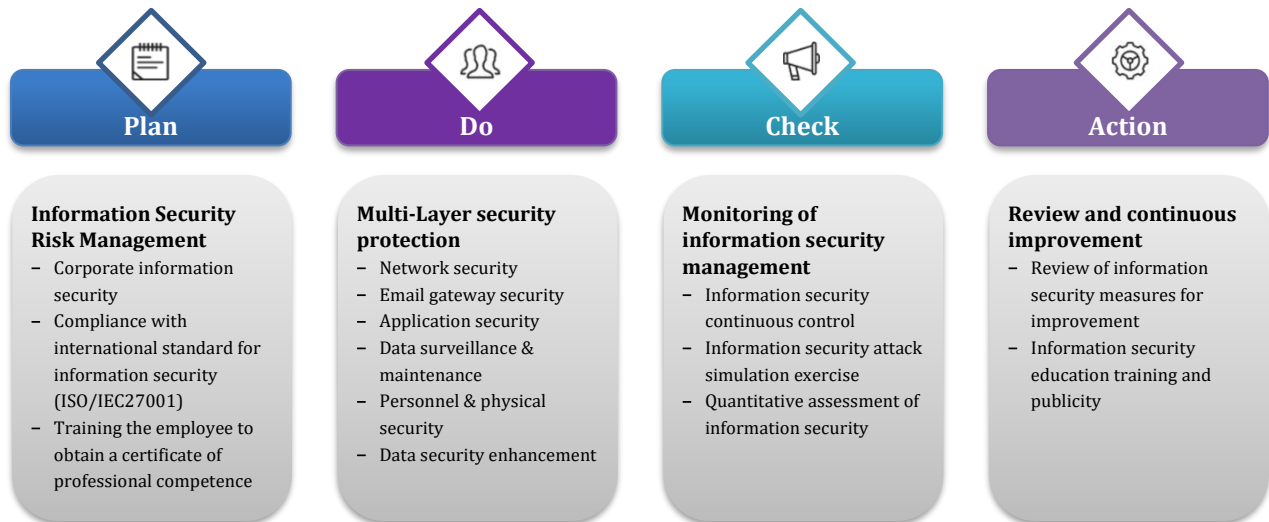


2. Information Security Policy

(1) Group's ISMS strategy and structure

Information security and operational data protection are important cornerstones for the sustainable development of enterprises and the maintenance of core competitiveness. In order to enhance the safety and stability of the Group's information and communication operations and ensure the confidentiality, integrity and availability of information assets, smoothly promote the Group's various businesses, the Group is committed to strengthening the information security management mechanism and defense capabilities, establishing a safe and reliable computerized operating environment, and ensuring the security of systems, data, equipment and networks to protect the company's important information assets and information systems are operating normally.

In order to effectively implement information security management, the Group's information security organization has implemented the ISO/IEC 27001:2013 project, and hold regular meetings every month through the CSOC. Based on the management cycle mechanism of Plan-Do-Check-Action; PDCA, review the applicability and protection measures of information security policies, and regularly report the implementation results to the ISMS Committee.



(2) Concrete management programs

A. Network security

- Import advanced technology to perform computer scanning system and software update
- Strengthen network firewall and network control to prevent viruses from breaking up across machines and factories.

B. Device safety

- Establish a virus-scanning for machines entering the factory to prevent machines containing malicious software from vender.
- Built-in anti-virus measures base on computer type to enhance malware behavior detection

C. Application security

- Development process application safety-checklist, assessment criteria and improvement objective
- Continuous enhancement of application security control and integration into development process and platforms

D. Data security

- Developing advanced information protection tools to enhance classification and data protection by mean of document
- Document and Data encryption control and definition user access
- Outgoing mail control (IronPort mail gateway)

E. Education and Training

- Strengthen staff alertness to mail social engineering attacks and phishing mail prevention protection
- Conduct regular staff identification exercises to enhance staff's awareness of pay safety

F. Information security & monitoring

- Entrust external experts (information and network security) to regularly conduct company network and information assessment
- Integrate the objective results and threat intelligence of third-party software verification, conduct risk analysis and strengthen the information security management system.

(3) Investments in resources for information security management

Training and Information Security Policy Dissemination

100%

All new employees this year have completed cyber security awareness and data protection training courses, and signed a non-disclosure agreement

Year 2024	100%
Year 2023	100%
Year 2022	100%
Year 2021	100%
Year 2020	100%

60 Emails

Produced 60 promotional message and media to convey important regulations and precautions for information security, and issue an alert when new company information security threat information was included

Year 2024	60
Year 2023	33
Year 2022	29

8,378 Employees

All employees have access to online cyber threat prevention materials and training. Including understanding the policies of the Personal Data Protection Act B.E. 2562 (2019) and ISMS policy

Year 2024	8,378
Year 2023	7,562
Year 2022	7,264
Year 2021	8,263
Year 2020	6,982

Information Security Protection, Detection and Response

100%

Computer and device in network system usage has been installation network security tool to protection and detection cyber attack

Year 2024	100%
Year 2023	100%
Year 2022	100%
Year 2021	100%
Year 2020	100%

199,800 Times

Dated past threats to the system by usage type (Application Components), automatically blocked 199,800 potentially damaging threats

Year 2024	199,800
Year 2023	85,072
Year 2022	50,629
Year 2021	68,656
Year 2020	92,600

5,854,000 Messages

Detects threats to email systems and automatically blocking 5,854,000 potentially damaging email

Year 2024	5,854 K
Year 2023	7,282 K
Year 2022	6,043 K
Year 2021	11,041 K
Year 2020	14,169 K

100%

ISMS Management Committee and ISMS Working Committee can follow up the ISMS target (System backup, Review of rights, Incident management, BCP)

Year 2024	100%
Year 2023	100%

149 Incident

There were a few incident detected by our cybersecurity team, Our robust security defenses and proactive incident response successfully kept our systems secure and

Year 2024	149
Year 2023	90

120,000 Times

Antivirus software automatically to detect, quarantine and/or deleting malicious code, to prevent malware from causing damage to organization.

Year 2024	120 K
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4.6.2 Information Security Risks and Countermeasures :

Information Technology Security Risks and Management Measures

The Group has established comprehensive network and computer related information security protection measures, but it cannot guarantee that its computer systems that control or maintain important corporate functions such as the Group's manufacturing operations and accounting can completely avoid network attacks from any third-party paralyzed systems or invade the Group's internal network system in an illegal manner, and conduct activities such as disrupting the Group's operations and damaging the Group's reputation.

Malicious hackers can also attempt to introduce computer viruses, destructive software or ransomware into the Group's network system to interfere with the Group's operations, blackmail or extort the Group, gain control of the computer system or spy on confidential information. These attacks may cause the Group to compensate customers for losses due to delay or interruption of orders, or bear huge costs to implement remedial and improvement measures to strengthen the Group's network security system.

In the event of a serious cyber-attack, the Group's system may lose important data or the production line may be shut down. The Group continuously reviews and evaluates its information security regulations and procedures to ensure their adequacy and effectiveness, but cannot guarantee that the Group will not be affected by new risks and attacks in the ever-changing information security threats.

In order to prevent and reduce the damage caused by attacks, the Group implements relevant improvement measures and continuously updates the information security maintenance and operation platform, regularly conducts staff alertness tests and entrusts external experts to perform information security assessments. In addition, in the service contracts signed with third-party service providers, the Group requires them to abide by confidentiality and/or network

security regulations, but it cannot guarantee that each third-party service providers will strictly abide by these obligations. The internal network systems and external cloud computing networks (such as servers) maintained by the above-mentioned service providers and/or their contractors are also at risk of cyber-attacks. If the Group or its service providers are unable to solve technical problems caused by these cyber-attacks in a timely manner; or ensure the integrity and availability of data belonging to the Group (and belonging to the Group's customers or other third parties), or control the Group or its services; the service providers' computer system may seriously damage the Group's commitment to customers and other stakeholders. It may also materially and adversely affect the operating results, financial status, prospects and reputation of the Group. Therefore, the Group has formulated a business continuity management plan (Business Continuity Management; BCM) and conducts regular business continuity drills. Its content includes relevant information such as core business, backup measures, responsible personnel, emergency operating procedures and resource allocation review and improvement.

4.6.3 Material information security incident :

There were no material information security incidents affecting the Group's operations during the year.

4.7 Important Contracts

Supply and sales contracts, engineering contracts, long-term loan contracts and other important contracts able to affect the rights and interests of shareholders that are currently valid or expired in the most recent year are as follows:

Contract Type	Counter Party	Beginning and End of Contract	Main Content	Restrictive Clauses
Short-term loan contract	Yuanta Commercial Bank Co., Ltd.	2024.02.07~2025.02.06	Short-term credit of financing facilities	None
Short-term loan contract	Entie Commercial Bank	2024.11.19~2025.11.19	Short-term credit	None
Short-term loan contract	Cathay United Bank Co., Ltd.	2024.12.10~2025.12.10	Short-term credit	None
Long-term loan contract	E. Sun Commercial Bank Ltd. Shenzhen Branch	2022.11.30~2025.11.30	Long-term loans	Need to maintain a certain financial ratio of financial statements
Syndicated loan	Mega International Commercial Bank Co., Ltd. and Participating Bank	Effective from 2022.11.10	Long-term loans	Need to maintain a certain financial ratio of financial statements
Long-term loan contract	The Shanghai Commercial & Savings Bank, Ltd.	2024.08.28~2027.08.28	Short-term credit	None
Long-term loan contract	Taichung Commercial Bank Co., Ltd.	2024.06.06~2026.06.06	Long-term loans	None
Long-term loan contract	Taipei Fubon Commercial Bank Co., Ltd.	2023.03.31~2026.03.31	Long-term loans	Need to maintain a certain financial ratio of financial statements

Contract Type	Counter Party	Beginning and End of Contract	Main Content	Restrictive Clauses
Long-term loan contract	The Shanghai Commercial & Savings Bank, Ltd.	2023.04.01~2026.04.11	Long-term loans	None
Long-term loan contract	Mega International Commercial Bank Co., Ltd.	2023.05.19~2025.05.18	Long-term loans	None
Long-term loan contract	Bank of Panhsin	2024.06.28~2026.06.28	Long-term loans	None
Long-term loan contract	Bank Sinopac Co., Ltd.	2024.10.08~2026.10.31	Long-term loans	Need to maintain a certain financial ratio of financial statements
Long-term loan contract	Taiwan Shin Kong Commercial Bank Co., Ltd.	2024.02.07~2026.02.07	Long-term loans	Need to maintain a certain financial ratio of financial statements
Short-term loan contract	Bangkok Bank Public Co., Ltd.	1. Effective from 2002.07.10 2. Effective from 2003.09.23 3. Effective from 2005.01.14 4. Effective from 2006.03.03 5. Effective from 2007.12.18 6. Effective from 2010.11.09 7. Effective from 2012.11.08 8. Effective from 2014.07.17	Short-term credit of financing facilities	None
Short-term loan contract	Bangkok Bank Public Co., Ltd.	Effective from 2018.08.07	Short-term credit of financing facilities	None
Forward Contract	Bangkok Bank Public Co., Ltd.	Effective from 2019.03.14	Forward Contract	None
Long-term loan contract	Bangkok Bank Public Co., Ltd.	60 months from 2020.10.14	Long-term loans	Need to maintain a certain financial ratio of financial statements
Forward Contract	Bangkok Bank Public Co., Ltd.	Effective from 2020.10.14	Forward Contract	None
Short-term loan contract	Kasikorn Bank Public Co., Ltd.	1. Effective from 2006.10.19 2. Effective from 2012.09.10 3. Effective from 2014.03.31 4. Effective from 2014.09.12 5. Effective from 2015.10.09 6. Effective from 2016.07.26 7. Effective from 2016.12.19	Short-term credit of financing facilities	None
Short-term loan contract	Kasikorn Bank Public Co., Ltd.	Effective from 2019.02.18	Short-term credit of financing facilities	None
Forward Contract	Kasikorn Bank Public Co., Ltd.	Effective from 2019.02.18	Forward Contract	None

Contract Type	Counter Party	Beginning and End of Contract	Main Content	Restrictive Clauses
Short-term loan contract	TMBThanachart Bank Public Co., Ltd.	Effective from 2018.11.07	Short-term credit of financing facilities	None
Long-term Loan contract	TMBThanachart Bank Public Co., Ltd.	Effective from 2020.11.19	Long term loans	Need to maintain a certain financial ratio of financial statements
Short-term loan contract	Siam Commercial Bank Public Co., Ltd.	1.Effective from 2015.04.02 2.Effective from 2016.08.19	Short-term credit of financing facilities	None
Short-term loan & Derived goods quota contract	Bank of Ayudhaya Public Co., Ltd.	1. Effective from 2016.09.05 2. Effective from 2017.04.24 3. Effective from 2018.01.22	Short-term credit of financing facilities	None
Short-term loan & Derivative contract	Bank of Ayudhaya Public Co., Ltd.	Effective from 2021.06.24	Short-term credit of financing facilities	None
Syndicated loan	E. Sun Commercial Bank Ltd.	Effective from 2020.11.25	Long-term loans	Need to maintain a certain financial ratio of financial statements
Long-term loan contract	Land and Houses Bank Public Co., Ltd.	Effective from 2020.08.20	Long-term loans	None
Long-term loan contract	Land and Houses Bank Public Co., Ltd.	Effective from 2021.04.28	Long-term loans	None
Long-term loan contract	Mega International Commercial Bank PCL	Effective from 2021.03.02	Long-term loans	Need to maintain a certain financial ratio of financial statements
Short-term loan contract	Kasikorn Bank Public Co., Ltd.	Effective from 2021.02.09	Short-term credit of financing facilities	None
Long-term loan contract	Bangkok Bank Public Co., Ltd.	Effective from 2022.08.22	Long-term loans	Need to maintain a certain financial ratio of financial statements
Forward Contract	Kasikorn Bank Public Co., Ltd.	Effective from 2022.02.28	Forward Contract	None
Short-term loan contract	Kasikorn Bank Public Co., Ltd.	Effective from 2022.02.28	Short-term credit of financing facilities	None
Short-term loan contract	TMBThanachart Bank Public Co., Ltd.	Effective from 2022.03.01	Short-term credit of financing facilities	None
Long-term Loan contract	TMBThanachart Bank Public Co., Ltd.	1.Effective from 2022.03.01 2.Effective from 2022.12.14	Long term loans	Need to maintain a certain financial ratio of financial statements

Contract Type	Counter Party	Beginning and End of Contract	Main Content	Restrictive Clauses
Long-term Loan contract	Siam Commercial Bank Public Co., Ltd.	Effective from 2022.11.09	Long term loans	Need to maintain a certain financial ratio of financial statements
Long-term Loan contract	Land and Houses Bank Public Co., Ltd.	Effective from 2022.08.17	Long term loans	None
Long-term loan contract	Kasikorn Bank Public Co., Ltd.	Effective from 2023.01.04	Long-term loans	Need to maintain a certain financial ratio of financial statements
Long-term loan contract	Kasikorn Bank Public Co., Ltd.	Effective from 2023.08.22 (Amendment 2023.12.01)	Long-term loans	Need to maintain a certain financial ratio of financial statements
Long-term loan contract	Bangkok Bank Public Co., Ltd.	Effective from 2023.05.19	Long-term loans	Need to maintain a certain financial ratio of financial statements
Long-term loan contract	Bangkok Bank Public Co., Ltd.	Effective from 2023.09.07	Long-term loans	Need to maintain a certain financial ratio of financial statements
Short-term loan and Forward contract	Land and Houses Bank Public Co., Ltd.	Effective from 2023.10.09	Short-term loans	None
Long-term loan contract	Mega International Commercial Bank PCL	Effective from 2024.01.29	Long-term loans	None
Engineering contract	Fah Chun Development Co., Ltd.	2020.09.01~2021.05.31; 1 year or 5 years warranty depending on the content and scope of the warranty	New Factory Project (Apex 3)	None
Engineering contract	ACTER TECHNOLOGY CO., LTD.	2020.09.04~2021.01.31; 1 year or 5 years warranty depending on the content and scope	Construction EPC Work Factory Project (Apex 3)	None
Engineering contract	Fah Chun Development Co., Ltd.	2021.10.01~2022.07.01; 2 years or 5 years warranty depending on the content and scope of the warranty	Water tank system and waste water tank	None
Engineering contract	AKA Co., Ltd.	2021.09.01~2021.10.31; 5 years warranty depending on the content and scope of the warranty	Electrical System for APEX3 Phase 4, 5	None
Engineering contract	AKA Co., Ltd.	2021.09.08~2022.05.25; 2 years or 5 years warranty depending on the content and scope of the warranty	Construction particularly for Substation 115kv the project	None

Contract Type	Counter Party	Beginning and End of Contract	Main Content	Restrictive Clauses
Engineering contract	ACTER TECHNOLOGY CO., LTD.	2020.09.04~2021.08.20; 2 years or 5 years warranty depending on the content and scope of the warranty	Mechanical engineering, procurement and construction EPC work of apex 3 phase 2&3	None
Engineering contract	ACTER TECHNOLOGY CO., LTD.	2020.09.04~2021.08.30 warranty depending on the content and scope	Addition and Modification Work of APEX3 Factory	None
Engineering contract	S.K.Y FIRE ENGINEERING CO.,LTD.	2021.04.29~2026.04.28 warranty depending on the content and scope	Fire protection system Apex1(Plant A,B,D)	None
Engineering contract	Fah Chun Development Co., Ltd.	2022.06.15~2023.04.14; 2 years or 5 years warranty depending on the content and scope of the warranty	Construction of new recycling water tank APEX2	None
Engineering contract	Fah Chun Development Co., Ltd.	2022.02.01~2022.10.31; 2 years or 5 years warranty depending on the content and scope of the warranty	Warehouse FG Building Project APEX2	None
Engineering contract	Fah Chun Development Co., Ltd.	2022.02.01~2022.10.31; 2 years or 5 years warranty depending on the content and scope of the warranty	Solar Roof Warehouse FG Project APEX2	None
Project contract	SMART ENERGY SAVING CO., LTD.	2022.04.29~2026.04.28; 4 years warranty depending on the content and scope of the warranty	Lean Energy Project with ESCO System for Apex 2	None
Engineering contract	Fah Chun Development Co., Ltd.	2023.07.01~2023.12.31; 1 year or 5 years warranty depending on the content and scope of the warranty	NEW METAL SHEET FOR SOLAR ROOF PROJECT	None
Engineering contract	YU CHANG ENTERPRISE CO., LTD.	2023.07.01~2023.10.28;1 year warranty depending on the content and scope of the warranty	Pond coating work epoxy Vinyl Resin and Fiberglass APEX2	None
Engineering contract	S.K.Y. Fire Engineering Co., Ltd	2023.08.21~2024.01.25;1 year warranty depending on the content and scope of the warranty	FIRE PROTECTION SYSTEM APEX2 (ROOFTOP)	None
Engineering contract	MASTER ELECTRIC CO., LTD.	2023.09.11~2023.11.05;1 year warranty depending on the content and scope of the warranty	Electrical system work for AQUA and lightning system at AQUA building APEX2	None

Contract Type	Counter Party	Beginning and End of Contract	Main Content	Restrictive Clauses
Engineering contract	GLOBAL NETWORK TECHNOLOGIST CO., LTD.	2024.05.30~2024.11.30;1 year warranty depending on the content and scope of the warranty	New Infrastructure Project	None
Engineering contract	Master Electric Co., Ltd.	2024.07.01~2024.10.07;1 year warranty depending on the content and scope of the warranty	New Cleanroom Electrical Engineering Project	None
Engineering contract	HITACHI ENERGY (THAILAND) CO., LTD.	2024.11.21~2026.04.20;1 year warranty depending on the content and scope of the warranty	Transformer Replacement and Substation Restoration Project (APEX 1)	None
Engineering contract	Detong Environmental Technology (Thailand) Co., Ltd.	Effective from 2024.12.31	Contract for the Purchase and Sale of Copper Extraction System from Acidic Etching Solution	None

5. Review and Analysis of Financial Status and Performance and Risks

5.1 Financial Status

Main causes of significant asset, liability and shareholders' equity changes in the two most recent years and their impact

Unit: NT\$ thousand

Item	Year	2022	2024	Difference	
				Amount	%
Current Assets		6,065,207	6,293,509	228,302	3.76
Net Fixed Assets		11,474,655	12,616,921	1,142,266	9.95
Intangible Assets		193,653	187,781	(5,872)	(3.03)
Other Assets		221,939	201,255	(20,684)	(9.32)
Total Assets		18,091,070	19,442,916	1,351,846	7.47
Current Liabilities		7,421,675	11,191,793	3,770,118	50.80
Non-current Liabilities		3,734,481	1,465,011	(2,269,470)	(60.77)
Total Liabilities		11,156,156	12,656,804	1,500,648	13.45
Share Capital		1,899,380	2,199,380	300,000	15.79
Capital Reserves		2,405,304	3,299,784	894,480	37.19
Retained Earnings		3,093,451	1,329,435	(1,764,016)	(57.02)
Total Shareholders' Equity		6,934,914	6,786,112	(148,802)	(2.15)

Explanation for changes that exceed 20% and reached NT\$ 10 million or above in the past two years:

1. Increase in current liabilities: primarily due to the reclassification of a portion of long-term borrowings as current liabilities due within one year.
2. Decrease in non-current liabilities: primarily due to the reclassification of a portion of long-term borrowings as current liabilities due within one year.
3. Increase in capital surplus: mainly attributable to the cash capital increase during the year.
4. Decrease in retained earnings: mainly due to the net loss after tax for the year.

5.2 Financial Performance

5.2.1 Main causes of significant operating revenue, net profit and before-tax net profit changes in the two most recent years

Unit: NT\$ thousand

Item	Year	2023	2024	Amount of increases or Decrease	Ratio of Change %
Net Operating Revenue		12,628,251	12,459,179	(169,072)	(1.34)
Operating Costs		11,599,833	12,155,379	555,546	4.79

Item	Year	2023	2024	Amount of increases or Decrease	Ratio of Change %
Gross Operating Profit		1,028,418	303,800	(724,618)	(70.46)
Operating Expenses		1,632,920	1,774,478	141,558	8.67
Operating Income		(604,502)	(1,470,678)	(866,176)	143.29
Non-operating Revenue and Expenditure		(201,105)	(333,696)	(132,591)	65.93
Before-tax Net Profit		(805,607)	(1,804,374)	(998,767)	123.98
Income Tax		(5,655)	(7,043)	(1,388)	24.54
Net Profit for the Year		(799,952)	(1,797,331)	(997,379)	124.68
Other Comprehensive Income		83,202	453,254	370,052	444.76
Comprehensive Income		(716,750)	(1,344,077)	(627,327)	87.52
Explanation for changes that exceed 20% and reached NT\$ 10 million or above in the past two years:					
<ol style="list-style-type: none"> 1. Decrease in gross profit and operating income: mainly due to a decline in revenue, resulting in reduced economies of scale. 2. Net increase in non-operating expenses: primarily due to asset impairment losses recognized during the year, higher financial costs from persistently high interest rates, and increased levels of financing. 3. Increase in pre-tax loss and net loss for the Period: attributable to the decrease in gross profit and operating income, as well as the increase in non-operating expenses during the year. 4. Increase in other comprehensive income (net after tax): mainly due to foreign exchange fluctuations, which led to an increase in translation differences arising from the conversion of financial statements of foreign operations. 5. Decrease in total comprehensive income for the period: primarily due to a larger net loss after tax compared to the same period last year. 					

5.2.2 Effect of changes on the company's future business:

1. Apex will continue to exert great efforts and influence based on our new equipment and new technologies with process capabilities. In addition to strengthening production efficiency and quality, also continues to enrich our product portfolio through investment in new factories to meet the needs of existing customers, while achieving the goal of developing new products to expand customer sources and markets.
2. Amid ongoing global macroeconomic changes, political risks remain highly uncertain. Fortunately, end-market inventory levels are gradually returning to normal. Building on our existing customer base, the Company will seek further development. With a rebound in market demand and continued optimization of our product mix, sales volume is expected to show positive growth compared to the previous year.

5.2.3 Likely influence on company finance in the future and contingency plans:

Apex expects its operating performance to continue stabilizing in fiscal year 2025. With the recovery in market demand, optimization of product orders and cost structure, and the gradual realization of benefits from new products and new customers, overall business performance is projected to improve significantly. In addition to cash inflows from operating activities, funding needs will be met through a combination of bank financing and capital market instruments. Financial risks are expected to remain manageable, supported by strengthened risk warning

mechanisms and enhanced resource allocation capabilities to ensure operational stability, sound financial health, and the steady advancement of the Company's sustainable development.

5.3 Cash Flow

5.3.1 Analysis of cash flow changes in the most recent year

Unit: NT\$ thousand

Item	Year	2023	2024	Ratio of Increase (Decrease) %
Operating Activities		2,098,776	(463,433)	(122.08)
Investment Activities		(1,471,866)	(1,391,894)	(5.43)
Fundraising Activities		(744,161)	1,595,605	(314.42)

Explanation for major changes of item:

1. Decrease in net cash inflows from operating activities: primarily due to an increase in net operating loss for the year.
2. Increase in net cash inflows from financing activities: mainly attributable to the cash capital increase and higher borrowings during the year.

5.3.2 Remedy for Cash Deficit and Liquidity Analysis: Apex Group's consolidated cash flow is positive and the business condition is good; therefore, liquidity shortage remedy is not required.

5.3.3 Analysis of cash liquidity in the coming year

Unit: NT\$ million

Opening Cash Balance (1)	Net Cash Flow from Operating Activities in the Year (2)	Other Cash Inflows (Outflows) (including exchange influence) (3)	Cash Balance (Shortage) (1)+(2)-(3)	Remedial Measures for Cash Shortages	
				Investment Plan	Financial Plan
531	1,206	(1,439)	298	-	Bank loans

1. Analysis of changes in cash flow in the coming year:

- (1) Net cash inflows from operating activities were primarily generated from cash receipts from sales.
- (2) Other cash outflows were mainly used for the repayment of maturing bank loans and capital expenditures.

2. Remedy and liquidity analysis of estimated shortfall of cash:

Estimated cash outflows in the coming year of Apex mainly resulted from future payments of operating, capital expenditures, and bank loan repayment. In addition, to cope with cash inflows from operating activities, bank loans will be utilized when the cash balance is insufficient.

5.4 Influence on Financial Operations from Significant Capital Expenditure in the Most Recent Year

5.4.1 Purposes of significant capital expenditure and sources of funds

Unit: NT\$ million

Plan Item	Sources of Funds	Completion Date	Year	
			2024	2025
Process technology enhancement and new process development	Working capital and bank loans	2027 Q4	223	197
Addition and replacement of production equipment	Working capital and bank loans	2026 Q4	543	289

Plan Item	Sources of Funds	Completion Date	Year	
			2024	2025
Replacement of energy-saving equipment, solar power, and wastewater recycling systems	Working capital and bank loans	2027 Q4	303	-

5.4.2 Expected Benefit

The replacement of old equipment and the expansion of new equipment and new processes can overcome production difficulty to improve yield, and meet the production requirements of new product designs. Under the niche of enriching product portfolio and production cost management, we develop different customer groups to achieve the goal of operational growth.

5.5 Reinvestment Conducted in the Most Recent Year

Information on investees:

Unit: NT\$ thousand

Item Description	Policy	Profit Amount Recognized	Main cause of profit gain or loss	Improvement Plan	Other Future Investment Plans
APT	Production and sales of PCB	(1,725,984)	Weakened Cost Structure and Operational Decline: The decline in operational performance in 2024 compared to the same period last year was primarily due to a weakened cost structure. This included intensified price competition and rising labor and learning costs, which led to reduced economies of scale and negative impacts such as inventory write-downs. Additionally, an increase in outstanding bank borrowings resulted in higher interest expenses	In response to the economic downturn in China and intensifying market competition, the Company continues to strengthen its customer base and product portfolio. In addition to securing existing orders, efforts are being made to accelerate the introduction of new products, including increasing the penetration of notebook-related products, adopting HDI and memory module applications, and promoting strategic alliances within the industry-all aimed at continuously improving operating performance on the current foundation.	None
AET	Supply chain Consolidation	(34)	AET is a wholly owned subsidiary of the company. Its primary business model operates through its branch in Taiwan, assisting APT, another company subsidiary with a 99.65% stake, in procuring high-quality consumables and equipment parts. By centralizing procurement and consolidating transportation, AET aims to reduce overall purchasing costs while also	APT will continue to accelerate the introduction of new product orders and increase its procurement volume from AET to expand operational scale and improve gross margin performance.	None

Item Description	Policy	Profit Amount Recognized	Main cause of profit gain or loss	Improvement Plan	Other Future Investment Plans
			mitigating risks and losses caused by unstable consumable quality. The loss in fiscal year 2024 was mainly due to reduced demand, resulting in a procurement volume insufficient to achieve economies of scale.		
APS	Production and sales of PCB	(29,341)	Decrease in Gross Profit Due to Lower Demand and Competition: Weak market conditions in consumer electronics and heightened competition in the industry led to reduced order demand, diminished economies of scale, and a negative impact on gross profit.	Apex will accelerate the introduction of new product orders, control production and manufacturing costs, as well as various expenses, in order to enhance overall business performance.	None
APSS	Expand PCB business	(1,654)	Subsidiary Losses: APSS was established to support business expansion in Southeast Asia, with responsibilities not only for market development but also for meeting the requirements of specific raw material suppliers. The loss in 2024 was mainly due to operations not yet reaching economies of scale.	Apex will continue expanding its business and managing expenses to improve overall operational results.	None
APC	Supply chain consolidation	(4,483)	Procurement Scale Inefficiency Due to Supply Chain Shifts: The partial relocation of the supply chain to Thailand, along with declining demand, led to lower procurement volumes, which fell short of achieving economies of scale.	Apex will further develop procurement categories, maintain a list of qualified suppliers, and explore other operational initiatives to enhance the Group's overall competitiveness.	None

Investment plan for the next year: The Company expects that there is no major reinvestment plan in the coming year.

5.6 Risks

1. Influence of interest rate changes, exchange rate fluctuations and inflations on company gains and losses and future countermeasures:
 - (1) Influence of interest rate changes on company gains and losses in the most recent years and future countermeasures:
The interest income of Apex and its subsidiaries primarily comes from bank deposits, while interest expenses are mainly derived from bank borrowings. In FY2024, interest income

accounted for 0.023% of net operating revenue, and interest expenses accounted for 2.617% of net operating revenue. As both ratios are relatively low, interest rate fluctuations are not expected to have a significant impact on the profit and loss of Apex and its subsidiaries.

The finance department of Apex and its subsidiaries employ dedicated personnel who closely monitor changes in financial interest rates and adjust the use of funds in a timely manner to mitigate financial risks caused by interest rate fluctuations.

(2) Influence of exchange rate fluctuations on company gains and losses in the most recent years and future countermeasures:

Apex and its subsidiaries primarily receive sales payments in Thai baht and US dollars, while purchases are mainly settled in US dollars and, to a lesser extent, Thai baht. A small portion is also settled in Japanese yen, euros, and Singapore dollars. In FY2024, the net foreign exchange gain amounted to NT\$63,322 thousand, representing 0.508% of net operating revenue.

To manage the risks associated with exchange rate fluctuations, Apex has implemented the following specific measures through its internal finance professionals:

- The financial department keeps a close watch on changes in the exchange market, collect related information and assess future tendencies to make currency exchanges and also evaluate the status of forward exchange contracts and foreign exchange options.
- Purchases and expenses are paid as much as possible in the same currency used for related sales items to achieve natural hedging.

(3) Influence of inflations on company gains and losses in the most recent years and future countermeasures:

Inflations have never had any significant influence on Apex's gains and losses in the past. If inflations cause purchase costs to increase, Apex will make appropriate adjustments to product prices. In addition, Apex also regularly or irregularly studies economic data and reports from governments and research institutions, reviews its policies and operations, and collects related information to serve as references for the management in decision making.

2. Company policies for high-risk, high-leverage investment, loaning of funds to others, endorsement for others and engagement in derivative transactions, main causes of profit gains or losses, and future countermeasures:

(1) Policy for high-risk, high-leverage investment, main causes of profit gains and losses and future countermeasures:

Apex focuses on managing its own line of business and does not engage in any other high-risk commercial activities. Plus, the Company adopts the conservatism principle as part of its financial policy and makes no high-leverage investment. Therefore, risk is limited in this aspect.

(2) Policy for loaning funds to others, main causes of profit gains and losses and future countermeasures:

Apex did not loan funds to others in the most recent years and as of the date of this annual report.

(3) Policy for endorsement for others, main causes of profit gains and losses and future countermeasures:

Besides its own subsidiaries, Apex did not make any endorsement for others in the most recent years and as of the date of this annual report, endorsement for the subsidiaries was conducted in compliance with Apex's internal procedures and related regulations.

(4) Policy for engagement in derivative transactions, main causes of profit gains and losses and future countermeasures:

Apex and its subsidiaries have established their own "Derivative Transaction Procedures", these have been approved by the board of directors and the shareholders' meeting to serve as the basis for derivative transactions. The counterparty of the trading for the forward foreign exchange contract is a well-known and reputable financial institution in Thailand. The transaction amount is executed based on the approval of the chairman or the authorized unit. The derivative financial

product transactions of our company and its subsidiaries are conducted in accordance with relevant securities exchange and management laws of listed company in Taiwan and internal control regulations. The situation of engaging in derivative product transactions is announced and reported monthly in accordance with regulation; therefore, the related risks should be limited. The derivative transaction that Apex and its subsidiary APT has bought and sold forward exchange derivatives in the most recent years are summarized as the table below:

Year	Derivative	Amount
End of 2024	Forward exchange purchase	Contract amount US\$ 9,000 thousand and RMB\$ 6,000 thousand

3. Future R&D projects and funds to be invested:

Apex hopes to improve the functions and characteristics of current products to increase their added value and strengthen the Company's competitiveness through repeatedly innovated R&D capacity in response to market tendencies and product diversity. In the coming 2 years, Apex will continue to invest in capital expenditure and expense to enhance production processes and capacity to upgrade product yield rates as well as reduce scrap rates and production costs.

Apex's future R&D projects will focus on improving current technical capacity and responding to the tendencies in product and technology demand. Once market positioning and tendencies are ascertained, the priorities of the projects will be determined in accordance with their level of difficulty and timeliness. In 2025, the following R&D items and expenditure will be conducted:

Project Names	Mass Production Schedule	Main Item	Current Progress	Expected Expenditure
Process development for 3 buildup (multiple pressing cycle) HDI PCB (3-n-3)	Q3 2025	<ul style="list-style-type: none"> • X-Ray drilling with single layer registration • Back drilling D+6mils • VCP pulse plating 	20%	3M USD
Process development for 65-micron line/space	Q3 2025	Improve Inner and Outer Layer process capability (LDI- / DES Process)	60%	2M USD
Implementing "pinless" CCD layup for high layer board	Q4 2025	Setup bonding system with optical core to core alignment to build HLC-Board	25%	500K USD
Improvement of registration accuracy of high layer PCBs (server, graphic card)	End 2025	"Mini" hot press with auto layup	10%	2M USD

4. Influence of important policy and law changes in and outside the country on company financial operations and countermeasures:

Apex is registered in the Cayman Islands and operates mainly in Thailand. Provision of financial services is the principal economic activity of the Cayman Islands. Thailand is a major economy in Southeast Asia with open economic policies and no exchange control and its political and economic environments are rather stable today. The products developed and sold by Apex are applied in various electronic products. They are consumer products and Apex therefore does not belong to an industry that requires special permission or is restricted. Hence, Apex's financial operations are unlikely to be affected by important policy or law changes in the Cayman Islands or Thailand. Moreover, Apex conducts its operations in compliance with important policies and laws in and outside the country and also pays attention to the tendencies of important policies and law changes in

and outside the country in order to take appropriate countermeasures in response to changes in the market and the environment.

5. Influence of technological (cyber security risk included) and industrial changes on company financial operations and countermeasures:
Apex keeps track of changes in related technologies (cyber security risk included) and market tendencies and assesses their influence on company management. In the most recent years and as of the date of this annual report, there were no important technological or industrial changes of significant influence on Apex's financial operations.
6. Influence of change of corporate image on corporate crisis management and countermeasures:
Apex Group became listed at Taipei Exchange (TPEX, formerly known as the GTSM) in the Republic of China on October 18, 2011 and then changed its listing from the TPEX to the Taiwan Stock Exchange (TWSE) in the R.O.C. on September 8, 2015. Since it was founded, Apex has made continuous efforts to reinforce its internal control and improve its quality control capacity to establish its brand image and increase customers' confidence in the Company. In the most recent years and as of the date of this annual report, there was no important change of corporate image for Apex.
7. Expected benefits from acquisition, likely risk and countermeasures:
As of the date of printing of the annual report, Apex did not carry out any acquisition plan. If Apex conducts any acquisition plan in the future, it will cautiously assess whether such a plan can bring concrete benefits for the Company to ensure shareholders' rights and interests are protected.
8. Expected benefits from plant expansion, likely risk and countermeasures:
Apex and its subsidiaries currently have no plans to expand the factories. If there are plans to expand capital expenditures for improve production quality or improve production processes equipment and factories in the future, Apex and its subsidiaries will carefully assess the risks it may pose to us.
9. Likely risk from concentration of suppliers and sales and countermeasures:
 - (1) Risk from concentration of suppliers and countermeasures
Apex's main products are single-sided, double-sided and multi-layer printed circuit boards (PCB), and the main raw materials are copper clad laminates, prepreg and copper foil. Our company has been in contact with major raw material suppliers for many years. In addition to maintaining a good cooperative relationship, Apex maintains more than two suppliers for the purchase of major raw materials to ensure stable supply and no supply shortages or interruptions. And with the shift of the global supply chain, Southeast Asia has become the third cluster of the PCB industry. Apex will use the local procurement strategy to further cooperate with suppliers and deepen the Southeast Asian PCB industry, so as to achieve supplier risk diversification and reduce cost target.
 - (2) Risk from concentration of sales and countermeasures
Apex's products can be divided into four major product lines, with a wide range of product applications and diversified sales channels. They can be divided into assembly plants owned by brand customers, design manufacturers designated by brand customers, or EMS (Electronic Manufacturing Service). There were two customers that accounted for more than 10% in 2023, accounting for approximately 15.53% and 15.04% respectively, totaling 30.57%. They are all business partners that have maintained long-term and close cooperation with Apex. After the brand factory combines different sales channels, the sales of some brand customers will reach more than 20%. However, this phenomenon is based on the brand company's position in the global consumer electronics industry, operating scale, procurement influence and other corporate advantages and industry characteristics. Therefore, there is no risk of excessive sales concentration. Apex will continue to enrich our product portfolio and introduce new customer groups to achieve the goal of controlling potential sales risks.
10. Influence on the company from large share transfers or conversions by directors, supervisors or major shareholders in possession of more than 10% of total company shares: None
11. Influence of change of management rights on the company, likely risk and countermeasures:

There was no change of management rights in Apex Group in the most recent years and as of the date of this annual report; therefore, this is not applicable for Apex.

12. Litigation or non-litigation events: None

13. Other important risks and countermeasures:

13.1 IT Security, likely risk and countermeasures:

The Company has established a computerized information system management and management system and implemented an information security management system in accordance with Article 9 of the "Regulations Governing Establishment of Internal Control Systems by Public Companies" to regulate the Company's information security and security measures, and to conduct regular information. Safety risk assessment and operation review, internal and external information security audit operations, etc., to ensure the effectiveness of the information management system and comply with the laws and regulations. The management department is responsible for the information security management work. Information security related management focuses on: personnel security and management, education and training, computer system security management, computer storage media security management, network security management, system access control, information asset security management, system development and maintenance security management, physical and environmental security management, information security audit.

In the most recent year and the end of the annual report, no major cyber-attacks or incidents have been discovered, which have or may have a material adverse effect on the Company's business and operations, and have not been involved in any legal cases or regulatory investigations related to this. There is no significant operational risk in assessing information security. However, the Company cannot guarantee perfect network and computer security protection measures, can completely avoid any third-party system cyber-attacks. The Company will maintain close contact with professional insurance companies to understand the relevant information of the insurance and security insurance. In the future, it will consider whether to insure according to the needs.

13.2 Risks associated with the overall economy, changes in the political and economic situation, related regulations, exchange control and recognition of R.O.C. court decisions in the country of registration of foreign issuers and description of adopted countermeasures.

Apex is registered in the Cayman Islands but does not engage in actual business activities locally. The group operates mainly in Thailand and produces rigid PCBs. The overall economy, changes in the political and economic environments, related regulations, foreign exchange policies, tax regulations and risk factors in the Cayman Islands and Thailand are described as follows:

A. The Cayman Islands

(A) Overall economy and changes in the political and economic environments

The Cayman Islands is located in the Caribbean Sea, 268 kilometers to the northwest of Jamaica and 640 kilometers south of Miami. They are composed of three islands. George Town is the capital city. Financial services are a main source of revenue.

Politically, the Cayman Islands have always been stable. English is the official language. The companies registered there can be divided into five types: ordinary companies, ordinary non-resident companies, exempted companies, exempted limited duration companies, and foreign companies. Among them, exempted companies are not allowed to operate locally but they are given preferential treatment in taxation and administration; therefore, a lot of businesses in different countries have taken such treatment into account when making financial arrangements.

In recent years, the government of the Cayman Islands has made efforts to improve its reputation for extraterritorial financial operation. In 1990, it signed with the US and the UK

the Mutual Legal Assistance Treaty to prevent international crime organizations from using the financial system of the Cayman Islands to make illegal deals.

The parent company of the Apex Group is a holding company registered in the Cayman Islands as an exempted company but does not engage in any business activities locally. Meanwhile, as the Cayman Islands is politically stable, its overall economy and changes in the political and economic environments have no significant impact on the management of Apex.

(B) Exchange control, regulations and tax risk

There is no foreign exchange restriction in the Cayman Islands. Besides the annual license fee, exempted companies need not pay income tax or value-added tax. Apex does not have to pay capital gains tax, income tax, earnings tax or value-added tax for its shares, bonds or other liabilities or withhold any amounts specified in tax regulations.

- a. An exempted company may operate in the Cayman Islands unless such operations can promote the Company's extraterritorial business.
- b. Without the permission of the Finance Services of the Cayman Islands, an exempted company can neither offer its shares or bonds for the locals to purchase nor come in possession of land in the Cayman Islands.
- c. There is no regulation in the Cayman Islands' Companies Law requiring exempted companies to hold shareholders' meetings. Such companies should convene shareholders' meetings and board of directors meetings according to their company charters and the meetings do not have to be held in the Cayman Islands.
- d. Issuance of new shares requires the approval of the board of directors or shareholders' meeting.
- e. In 2019, the British Cayman Islands announced the implementation of the Cayman Islands Economic Substantive Act, exempted companies must report the final beneficiary information to the British Cayman Islands company registry. While Apex is a Taiwan public company, according to the reporting requirements, it only needs to report the Company's information and does not need to submit or declare the detailed capital of shareholders to the British Cayman Islands Companies Registry.
- f. An exempted company need not open its shareholder list to public access.
- g. An exempted company can apply to the Cayman Islands government for a letter of agreement specifying that no tax will be imposed on the Company. This document is valid for 20 years and an exempted company can apply for renewal before it expires.
- h. An exempted company can apply to have its registration revoked and transfer the registration to another country.
- i. An exempted company can register as a limited duration company; a limited duration company must have at least two shareholders and the maximum duration is 30 years.
- j. Unless specially approved, a company's name may not contain terms such as bank, trust, mutual fund, insurance, royal, imperial, empire, assurance, building society or reinsurance and the registration documents must be in English.

Since the Cayman Islands adopts an open policy toward foreign exchange and imposes no regulatory restrictions, there is no significant influence on Apex's capital utilization.

The Cayman Islands government grants exempted companies' preferential tax treatment. Besides the abovementioned restrictions on business operations in the Cayman Islands, issuance of shares or bonds for the locals to purchase, acquisition of land and company names, there is no significant limitation on the operation of an exempted company.

As Apex has acquired the preferential tax treatment agreement from the Cayman Islands, according to the Tax Concession Law (amended in 1999), all regulations regarding imposition of taxes on profits, income, gains or appreciation do not apply to Apex for 20

years after registration. At the same time, Apex need not pay capital gains tax, income tax, earnings tax or value-added tax for its shares, bonds or other liabilities or withhold any amounts specified in tax regulations.

As stated above, Apex is registered in the Cayman Islands as an exempted company and does not engage in business activities locally; therefore, the tax regulations and other regulations have no significant impact on the Company's overall management.

However, the regulations in the Cayman Islands on the protection of rights and interests of minority shareholders are not entirely similar to those in Taiwan and regions under other jurisdiction. Therefore, Apex has acted according to Securities and Exchange Act and Company Act of Taiwan as well as the requests of the competent authority and revised the Company charter within the range permissible in the regulations of the Cayman Islands in order to protect the shareholder rights and interests of Taiwan investors. For details, see Section 4 Description of Significant Differences from Domestic Shareholder Equity Protection Regulations in Chapter VI Additional Information.

(C) Recognition of R.O.C. court decisions on civil cases

a. Risk in filing lawsuits and claims

Although Apex is registered in the Cayman Islands and has never applied for the recognition of the Ministry of Economic Affairs in accordance with the Company Act of the R.O.C., it is set forth in the Company charter that the provisions in the charter may not applied to bar any shareholder from filing litigation with a court of jurisdiction to seek remedies for decisions achieved in shareholders' meetings through inappropriate procedures and Taipei District Court will be the first instance court for disputes resulted from the aforesaid causes. Apex will appoint litigation and non-litigation agents according to the regulation of Taipei Exchange. However, when an investor files a lawsuit against a house of issue or its person in charge, the court can still act according to the nature and context of the case, whether it has the jurisdiction and the manner of service and request the investor to explain the foreign regulations involved. In other words, there is no guarantee that the courts of the R.O.C. will achieve decisions on all such cases.

b. Risk in recognition and execution of court decisions

There is no regulation in the laws of the Cayman Islands that the court decisions on civil cases made in the R.O.C. (hereinafter referred to as R.O.C. court decisions) may be enforced in the Cayman Islands. However, according to the Common Law, if R.O.C. court decisions comply with the following requirements, courts in the Cayman Islands will review them to determine whether they recognize such decisions: (1) the foreign court making the decision has the jurisdiction; (2) the obligation of the debtor to pay the liquidated sum specified in the decision is clearly stated; (3) the decision is final; (4) the decision involves no tax payments or fines; and (5) the achievement of the decision is not contradictory to the principle of justice or public policy of the Cayman Islands and recognition and execution of the decision is also not contradictory to the principle of justice or public policy of the Cayman Islands. If the courts of the Cayman Islands do not recognize the R.O.C. court decisions, such decisions will never be enforced even if investors are able to obtain them. Investors should be aware of the legal risk in purchasing securities issued by a foreign issuer.

c. Law application risk derived from differences between the regulations of the Cayman Islands and the R.O.C.

Apex was established according to the law of the Cayman Islands. To be listed at Taipei Exchange, the Company revised its charter in accordance with related regulations in the R.O.C. to protect the rights and interests of shareholders. With matters that the charter

fails to cover, Apex will handle them according to the regulations of the Cayman Islands as well as R.O.C. regulations that are applicable to foreign issuers.

However, the regulation and stock exchange system differences between the Cayman Islands and the R.O.C. may still lead to conflicts in or interpretation of application of law. Solution of such problems will depend on court decisions. If investors wish to request a court in the Cayman Islands to execute R.O.C. court decisions or file lawsuits or claims with a court in the Cayman Islands, the court in the Cayman Islands will not necessarily recognize R.O.C. regulations and transaction practices (including but not limited to share transfer approaches and shareholder records). This can create risk in filing claims against foreign companies.

B. Thailand

(A) Overall economy and changes in the political and economic environments

Thailand was originally an agricultural country. Since the late 1980s, following the implementation of open policies aimed at attracting foreign investment, the country has gradually transformed into an export-oriented industrial economy. Leveraging its geographic advantages and manufacturing foundation, Thailand has successfully drawn significant foreign direct investment, with manufacturing and tourism becoming its two economic pillars. The government has also actively promoted infrastructure development in transportation, telecommunications, water resources, and energy to improve the investment climate and expand domestic demand.

Since 2016, the Thai government has implemented the “Thailand 4.0” development policy, focusing on transitioning to high value-added industries. The initiative aims to strengthen emerging sectors such as smart manufacturing, digital economy, health technology, and green energy. It also promotes the development of the Eastern Economic Corridor (EEC), with the goal of enhancing national competitiveness and driving industrial upgrades. Following the impact of the COVID-19 pandemic, Thailand's economy began to gradually recover from 2022 onward. Tourism and private consumption have shown signs of rebound, though export recovery remains limited, resulting in a moderate overall economic recovery. In 2024, Thailand's economic growth rate reached 2.5%, a slight improvement over 2.0% in 2023, yet still below initial expectations. The main growth drivers were tourism and a rebound in private consumption, with annual tourist arrivals surpassing 35 million, providing substantial support to the service sector and domestic demand. In the fourth quarter, GDP grew by 3.2% year-over-year, marking the highest rate in the past nine quarters.

Nonetheless, 2024 presented multiple challenges. Exports and manufacturing remained weak, with manufacturing and agriculture contracting by 0.5% and 1.0%, respectively. Private investment and government spending were also affected by global uncertainties and delays in budget execution. The annual inflation rate stood at 0.4%, while the unemployment rate remained low at 1.0%.

Looking ahead to 2025, the Thai government forecasts economic growth in the range of 2.3% to 3.3%. Key growth drivers include a rebound in exports, continued expansion in tourism, recovery in domestic demand and investment, and accelerated implementation of major infrastructure projects. However, attention must still be paid to potential risks such as global economic slowdown, geopolitical tensions, and changes in trade policies that may affect Thailand's external trade performance.

(B) Exchange control, regulations and tax risk

Exchange control

The foreign exchange regulations in Thailand are mainly based on the Exchange Control Law enacted in 1942 and other regulations announced by administrative agencies. The Bank of

Thailand is the central bank of Thailand and it has adopted an open attitude and liberal policies toward foreign exchange over the years.

On Mar. 3, 2008, Thailand removed the foreign exchange control measures that had been implemented for over a year. The regulation requiring detainment of 30% of incoming foreign capital to be the reserve was cancelled and the reserves formerly retained were returned.

Currently, Thailand imposes very few restrictions on foreign capital investment.

Non-residents are free to borrow foreign currencies from or lend them to locals. Capital and loans can be transferred into Thailand without any restriction. As for transferring capital out of the country, whether it is to pay for purchases or services, interest expense, or issuance of bonuses or dividends, there is no control.

Taxes

- Corporate income tax: For companies established in accordance with the Thailand Limited Company Law Code, the following tax rates apply to their incomes from in and outside Thailand:

Tax Payer	Tax Rate
a. Regular companies	20% (Note 2)
b. Small companies (registered capital < THB 5 million	
THB 300 thousand < net income < THB 1 million	15%
THB 1 million < net income	20% (Note 2)

Notes:

1. Sources: Board of Investment (BOI) of Thailand, the Revenue Department of Thailand
 2. According to the Tax Reduction and Exemption Bill No. 530 (passed in the cabinet meeting on October 14, 2011) announced by the Revenue Department on Dec. 14, 2011, the corporate income tax rate would be reduced to 23% in the fiscal year starting on Jan. 1, 2012 and then to 20% in 2013.
- Value-added business tax: The rate is 7% for all products and services and imported goods.
 - Import duty: The import duty is imposed according to product value or a specific tax rate.
 - Stamp duty: The stamp duty rate is between 0.05% and 0.10%, imposed according to the Stamp Duty Schedule of Thailand.
 - Dividend tax: The rate is 10%.
 - Bank interest tax: The rate for companies is 1%.
 - Commodity tax: Thailand imposes commodity tax on au mobiles, gasoline, electrical appliances, beverages, batteries, motorcycles, perfume, wool blankets, cigarettes, cigars, playing cards, etc.

To attract foreign investors, the Thai government has established investment encouragement regulations and also created the Board of Investment to handle related matters. Companies acquiring an investment preference and encouragement certificate will be able to enjoy tax incentives and preferential treatment to set up operations in the investment promotion zone as well as preferential treatment in exportation.

Related regulations

Thailand's Hazardous Product Liability Law took effect in the beginning of 2009. The law was enacted to provide appropriate remedies to consumers encountering damages from purchasing hazardous products. Apex does not manufacture consumer products but the law applies to manufactures and suppliers of all products, including Apex. According to this law, if consumers file lawsuits over product safety against Apex for products manufactured, sold or imported by Apex and are able to prove they have suffered damages when using or

storing such products normally, Apex will bear the corresponding civil liability. At the same time, the court can decide not to accept the responsibility exemption agreement stipulated in the contract signed between Apex or Apex's distributor and the consumer. Therefore, Apex faces potential risk that exists after this law was enacted and took effect.

(C) Recognition of R.O.C. court decisions on civil cases

Recognition and execution of R.O.C. court decisions is not specified in the Civil Procedure Code of Thailand or the 1938 Private International Law and so far Thailand has not signed any international treaties or agreements with regard to recognition and execution of the court decisions of the R.O.C. or any other country. However, since 1918, Thailand has adopted No. 585/2461 decision of its Supreme Court to serve as the basis of assessment. It is specified in the decision that if a court decision of a foreign country is made by a court with jurisdiction and it is the final decision on the issue in concern, Thai courts will recognize the decision. However, as Thailand practices civil law, the plaintiff has the right to file litigation over the same claim against the defendant. The 585/2461 decision does not have the effect of case law. It can only serve as an important reference for Thai courts in determining whether they will recognize and execute foreign court decisions.

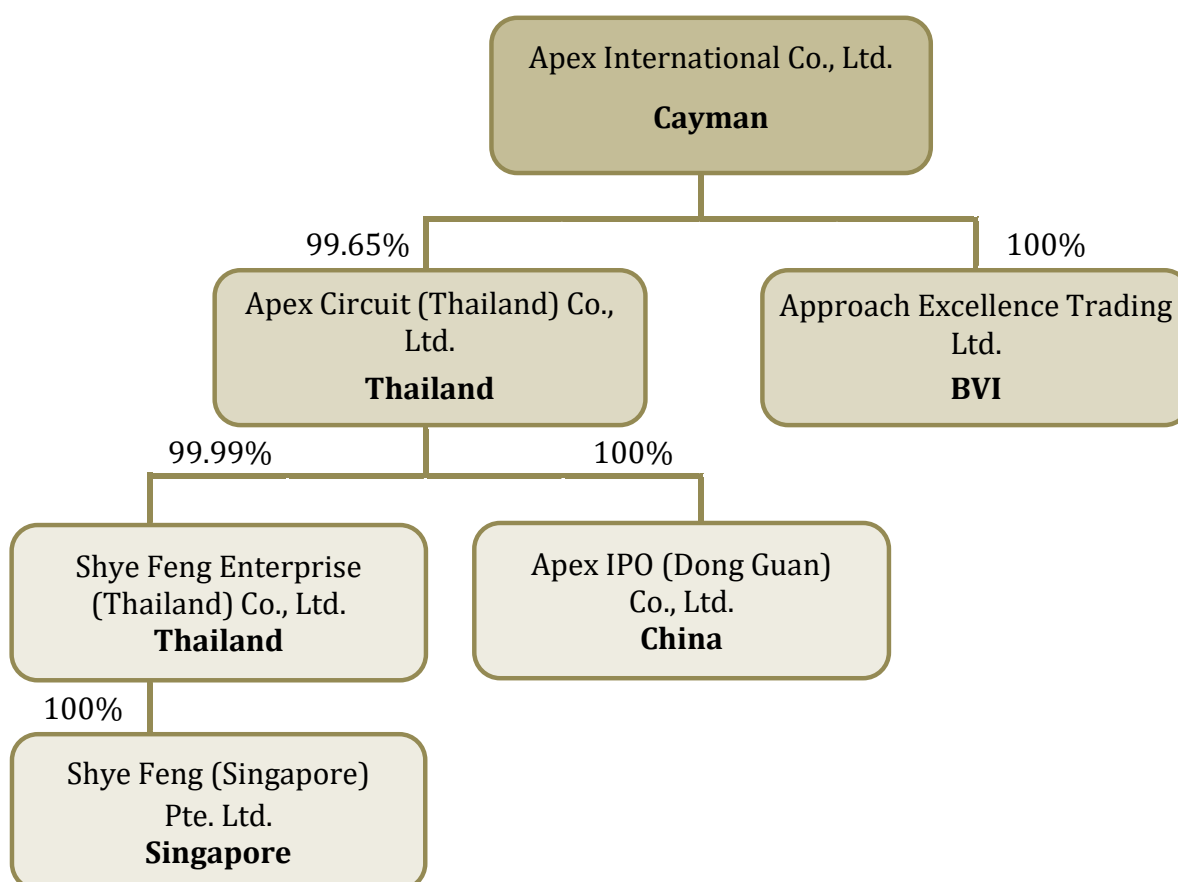
5.7 Other Important Matters None

6. Additional Information

6.1 Information on Affiliates

6.1.1 Organization charts of affiliates

Dec. 31, 2024



- API and Taiwan Branch is mainly a holding company and conducts no actual business activities.
- APT is 99.65% owned by API. It was founded in September, 2001 to be the production and operating center of the group. The PCBs APT produces are mostly exported to Japan, Korea and China to be used principally in consumer electronic products and office equipment and then in TVs, automotive multimedia systems, computer peripherals, networking equipment, and home entertainment devices.
- AET is a wholly-owned subsidiary of API. A Taiwan branch was set up to be in charge of procurement of machine equipment and raw materials and shipment in the Taiwan area.
- Apex obtained 99.99% shares of Shye Feng Enterprise (Thailand) Co., Ltd. on October 03, 2019 through the resolution of the board of directors. It was acquired on January 03, 2020. Its main business is the manufacture and sale of printed circuit boards. Its subsidiary, Shye Feng (Singapore) Pte. Ltd., was established in Singapore and its main operating project is to expand its printed circuit board business.
- Apex has newly invested subsidiary APC in China in February 2020. It is responsible for the procurement and shipment of machinery, equipment, raw materials and information services in China for Apex Group.

6.1.2 Name, date of establishment, address, paid-in capital and main business items of each affiliate

Dec. 31, 2024

Name of Enterprise	Date of Establishment	Address	Paid-in Capital (thousand)	Main Business of Production Items
Apex Circuit (Thailand) Co., Ltd.	2001.09.27	39/234-236 Moo 2, Rama 2 Road, Tambol Bangkrachao, Amphur Muang, Samutsakhon 74000, Thailand	THB 1,756,000	Production and sales of PCBs
Approach Excellence Trading Ltd.	2010.11.25	Palm Grove House,P.O. Box438,Road Town,Tortola,British Virgin Islands	NT\$ 10,000	Import and export business
Shye Feng Enterprise (Thailand) Co., Ltd.	2020.01.01	88/1, MOO 2, Watphanthuwong Sethakij 1 Rd, Nadee Amphur Muang, Samutsakhon, 74000, Thailand	THB 319,500	Production and sales of PCBs
Apex IPO (Dong Guan) Ltd.	2020.03.05	Room 103, building 6, No. 5, Second Road, Hanxi Shuixinwei Industrial Zone, Chashan, Dongguan City, Guangdong Province	CNY 9,000	Import and export business
Shye Feng (Singapore) Pte. Ltd.	2020.01.01	18 Mandai Estate #05-07 Multi-Wide Industrial Building Singapore 729910	SGD 542	PCB sales development

6.1.3 Controlling-subordinate relationships assumed according to Article 369-3 of the Company Act:
None

6.1.4 The industries covered by the business operated by the affiliates overall

Dec. 31, 2024

Name of Enterprise	Business Operations	Mutual Dealings and Division of Work
Apex Circuit (Thailand) Co., Ltd.	Main business operations include production, processing and sales of PCBs and production, processing and sales of multi-layer PCBs.	Not applicable
Approach Excellence Trading Ltd.	Main business operations include import and export business.	Procurement in Taiwan for Apex Group
Shye Feng Enterprise (Thailand) Co., Ltd.	Main business operations include production, processing and sales of PCBs.	Not applicable
Apex IPO (Dong Guan) Ltd.	Main business operations include import and export business.	Procurement in China for Apex Group and information services
Shye Feng (Singapore) Pte. Ltd.	Main business operations include PCB sales Development.	Expand and develop customer and supplier partnerships

6.1.5 Names of directors and general manager of each affiliate and their shareholding or capital contribution

Dec. 31, 2024

Name of Enterprise	Title	Name or Representative	Shareholding	
			No. of Shares	Shareholding Ratio (%)
Apex Circuit (Thailand) Co., Ltd.	Chairman	<i>Shu-Mu Wang (also as CSO)</i>	11	0.00
	Director	<i>Jui-Hsiang Chou (also as CEO)</i>	0	0.00
	Director	<i>Maliwan Chinvorakijkul</i>	0	0.00
	Director	<i>Greg Lucini</i>	0	0.00
	Independent Director	<i>Jesadavat Priebjrivat</i>	0	0.00
Approach Excellence Trading Ltd.	Chairman	<i>Shu-Mu Wang</i>	0	0.00
	Manager	<i>Sen-Tien Wu</i>	0	0.00
Shye Feng Enterprise (Thailand) Co., Ltd.	Chairman	Shu-Mu Wang	1	0.00
	Director	Jui-Hsiang Chou	1	0.00
Apex IPO (Dong Guan) Ltd.	Director	Zhe Li (also as General Manager)	0	0.00
	Supervisor	Shun-Fa Pai	0	0.00
Shye Feng (Singapore) Pte. Ltd.	Director	Chong-Hsien Wang	0	0.00

6.1.6 Business status of affiliates

Dec. 31, 2024; thousands

Name of Enterprise	Capital	Total Assets	Total Liabilities	Net Value	Operating Revenue	Operating Gains (Losses)	Net Income or Loss for the Period (After-tax)	After-tax Earnings per Share (baht)
Apex Circuit (Thailand) Co., Ltd.	THB 1,756,000	THB 20,027,697	THB 12,059,316	THB 7,968,381	THB 13,317,922	THB (1,526,732)	THB (1,903,240)	THB (12.25)
Approach Excellence Trading LTD.	NT\$ 10,000	NT\$ 35,913	NT\$ 24,048	NT\$ 11,865	NT\$ 105,315	NT\$ (2,645)	NT\$ (277)	NT\$ (0.28)
Shye Feng Enterprise (Thailand) Co., Ltd.	THB 319,500	THB 274,137	THB 266,512	THB 7,625	THB 380,551	THB (47,170)	THB (21,546)	THB (0.67)
Apex IPO (Dong Guan) Ltd.	CNY 9,000	CNY 15,325	CNY 9,208	CNY 6,117	CNY 23,564	CNY (3,595)	CNY (922)	CNY (0.10)
Shye Feng (Singapore) Pte. Ltd.	SGD 542	SGD 1,102	SGD 121	SGD 981	SGD 3,442	SGD 104	SGD 98	SGD 0.24

6.1.7 The consolidated financial statement of affiliates: The consolidated financial statement of affiliates: The Company's "Consolidated Financial Statements" is disclosed in accordance with regulations on the information reporting website designated by the Financial Supervisory Commission. For relevant information, please refer to the Market Observation Post System (<https://mopsplus.twse.com.tw/>) by selecting [Single Company] > [Electronic Document Download] > [Financial Reports]. (Translation of Chinese Version)

6.1.8 Affiliation report: No need to prepare

6.2 Private Placement Securities None

6.3 Description of Important Differences between Company Practices and those Set Forth in Domestic Regulations on Protection of Shareholders' Rights and Interests

Apex has disclosed its company M&A within the range permitted by the law of the Cayman Islands and according to the regulations of Taiwan Stock Exchange and has also specified concretely the company's measures for protection of shareholders' rights and interests in according to the "Shareholders' Rights Protection Checklist for Foreign Issuers" amended in January, 2023 (hereinafter "Shareholders' Rights Protection Checklist"). However, due to the restrictions in the regulations of the Cayman Islands, Apex's handling of the following items is different from the approaches specified in the Shareholders' Rights Protection Checklist and the explanation is as follows:

1. Establishment of resolutions by the shareholders' meeting

Besides the special (supermajority) resolutions described in the Company Act of the R.O.C., Apex has also adopted in Article 2 of its company charter the definition of "special resolution" set forth in the Company Law of the Cayman Islands as a resolution achieved with the approval of no less than two thirds of the attending shareholders (or a higher percentage if it is so specified in the company charter of an enterprise) in a meeting with the attendance of shareholders having the right to vote (in person or by proxy if allowed) complying with related regulations. Any resolution achieved without meeting the criteria for special resolutions set forth in Cayman Islands law will be regarded invalid. This difference exists because of the regulation in the Company Law of the Cayman Islands. However, Apex has specified respectively in Articles 3.9, 11.4, 11.5, 12, 32.1, 32.2 56.1 and 59 to 63 of its company M&A whether resolutions for matters described in the Shareholders' Rights Protection Checklist are to be considered "special (supermajority) resolutions" according to the Company Act of the R.O.C. or "special resolutions" as defined in the Company Law of the Cayman Islands."

2. Merger resolutions

According to the regulations in the Shareholders' Rights Protection Checklist, mergers concern the rights and interests of shareholders and have to be decided with "special (supermajority) resolutions." However, the Company Law of the Cayman Islands specifies that resolutions on mergers must be established in accordance with the Company Law of the Cayman Islands. The shareholders of the merging parties have to approve the merger plan through (A) achieving a special resolution as specified in the Company Law of the Cayman Islands and (B) meeting other authorization regulations (if available) set forth in the company charters of the merging parties. This is a compulsory regulation in the Company Law of the Cayman Islands and it is different from the regulation in the shareholders' Rights Protection Checklist that all merger decisions are to be achieved with "special (supermajority) resolutions."

Article 11.4 of Apex's company M&A stipulates that merger plans must be approved by the shareholders of the merging parties with resolutions established in accordance with approaches specified in the Company Law of the Cayman Islands.

3. Convention of ad hoc shareholders' meetings by shareholders

According to the Company Law of the Cayman Islands, convention of ad hoc shareholders' meetings by

shareholders does not need approval from the competent authority of the Cayman Islands and this is different from the regulation regarding "convention of ad hoc shareholders' meetings by shareholders" in Article 173 of the Company Act of the R.O.C. Article 14.5 of Apex's company M&A does not stipulate that shareholders need to acquire the permission of the competent authority before convening ad hoc meetings. It only specifies that the approval of Taiwan Stock Exchange is required if the location of an ad hoc meeting is outside the territory of the R.O.C. This is different from the regulation in the Shareholders' Rights Protection Checklist that "shareholders need to apply for the approval of Taiwan Stock Exchange within two days after obtaining the permission of the competent authority for convention of an ad hoc meeting."

4. Supervisors

The Company Law of the Cayman Islands does not mention anything about the supervisor system and the related regulations in the R.O.C. also do not specify that foreign companies need to have supervisors. Hence, Apex's company charter does not include any provisions regarding supervisors. However, according to Article 51A of Apex's company M&A, Apex is required to create an audit committee and Apex's independent directors are the committee members. The committee must be composed of no less than three members and one of them is the convener to be in charge of convention of meetings on an irregular basis. At least one of the members must specialize in accounting or finance. It is also stipulated that decisions made by the committee and proposals that require the approval of the committee must comply with the content of the Shareholders' Rights Protection Checklist.

5. Preferred shares

Apex has not issued preferred shares. Therefore, there are no concrete regulations on the rights and obligations attached to preferred shares in the Company M&A. It is set forth in Article 5.2 and 5.3 of the company charter that if the company issues preferred shares, the issuing conditions must include the rights, obligations and other matters that are different between preferred and common shares, such as the sequence for distribution of remaining company property and restrictions on shareholders' voting right, etc.

6. Use and acquisition of powers of attorney

The regulation on proxy attendance in the Shareholders' Rights Protection Checklist is mainly based on Articles 5, 6, 6-1, 7, 8 (4) and 10 of the Regulations Governing the Use of Proxies for Attendance at Shareholder Meetings of Public Companies. There is no regulation in the Company Law of the Cayman Islands with regard to use and acquisition of powers of attorneys but Apex, in order to comply with the regulations of the R.O.C., has include an all-inclusive regulation in Article 22 of the company M&A to request the shareholders' meeting, without violating the company charter, to use or acquire powers of attorney according to the Regulations Governing the Use of Proxies for Attendance at Shareholder Meetings of Public Companies.

7. Damages incurred from execution of duties by directors

The regulation on the handling procedure for damages incurred from execution of duties by directors in the Shareholders' Rights Protection Checklist is mainly based on Article 214 of the Company Act of the R.O.C. that shareholders continuously holding 1% or more of the total number of the outstanding shares of a company for over one year may request the supervisors of the company in writing to file lawsuits for the company against the directors of the company. If the supervisors do not comply within 30 days, the shareholders may file such lawsuits for the company.

There is no regulation in the law of the Cayman Islands with regard to "supervisors". Apex has added in Article 44.3 of its company M&A: "Besides filing lawsuits on behalf of the company according to the law of the Cayman Islands, Apex's shareholders who have continuously held 1% or more of Apex's total number of the outstanding shares for over one year may, without violating the law of the Cayman Islands, file lawsuits for the company against the directors and use Taipei District Court as the court of competent jurisdiction." However, this article has no effect on the right of shareholders not holding

1% of more of the total outstanding shares of the company for over a year. According to the Common Law of the Cayman Islands, all minority shareholders, regardless of their shareholding ratios and duration, have the right to file lawsuits against the directors when related regulations are met. Once a shareholder files a lawsuit, a court in the Cayman Islands will decide whether the lawsuit may be continued. Hence, the regulation in the company charter has no effect (no intentional effect) on the right of minority shareholders to act according to the law of the Cayman Islands which authorizes them the right to file lawsuits against the directors.

6.4 Other Necessary Supplementary Explanations

6.4.1 Apex doesn't have uncompleted commitment to requirement of listing.

6.4.2 Continuing education and training of directors and management in 2024

Title/Name	Date	Organizer (Note)	Course Name	Course Hours	Education Meets Regulations or not
Chairman Shu-Mu Wang	2024.08.09	TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	Yes
	2024.11.05	TCGA	Driving Business Growth through Performance Management	3	Yes
Director & CEO Jui-Hsiang Chou	2024.08.09	TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	Yes
	2024.11.05	TCGA	Driving Business Growth through Performance Management	3	Yes
Director Yung-Yuan Cheng	2024.08.09	TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	Yes
	2024.11.05	TCGA	Driving Business Growth through Performance Management	3	Yes
Director Shun-Chung Lee	2024.08.09	TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	Yes
	2024.11.05	TCGA	Driving Business Growth through Performance Management	3	Yes
Director & Vice President Sen-Tien Wu	2024.04.19	TABF	Corporate Governance Series Forum	3	Yes
	2024.07.03	TWSE	2024 CATHAY SUSTAINABLE FINANCE AND CLIMATE CHANGE SUMMIT	6	Yes
	2024.09.26	SFI	Huida's Three-Gigabit Miracle: New Thinking on the Semiconductor Industry Revolution Behind Artificial Intelligence	3	Yes
Director Somkiat Krajangjaeng	2024.08.09	TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	Yes
	2024.11.05	TCGA	Driving Business Growth through Performance Management	3	Yes
Director Tu-Chuan Chen	2024.08.09	TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	Yes
	2024.11.05	TCGA	Driving Business Growth through Performance Management	3	Yes

Title/Name	Date	Organizer (Note)	Course Name	Course Hours	Education Meets Regulations or not
Independent Director Chau-Chin Su	2024. 08.09	TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	Yes
	2024. 11.05	TCGA	Driving Business Growth through Performance Management	3	Yes
Independent Director Yung-Tsai Chen	2024. 08.09	TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	Yes
	2024. 11.05	TCGA	Driving Business Growth through Performance Management	3	Yes
Independent Director Jesadavat Priebjrivat	2024. 08.09	TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	Yes
	2024. 11.05	TCGA	Driving Business Growth through Performance Management	3	Yes
Independent Director Ray-Hua Horng	2024. 07.03	TWSE	2024 CATHAY SUSTAINABLE FINANCE AND CLIMATE CHANGE SUMMIT	3	Yes
	2024. 08.09	TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence	3	Yes
Accounting Officer Jiun-Ting Lin	2024.11. 07~08	ARDF	Continuing Development Course of Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	12	Yes
Chief Governance Officer Yu-Ying Tsao	2024. 07.03	TWSE	2024 CATHAY SUSTAINABLE FINANCE AND CLIMATE CHANGE SUMMIT	6	Yes
	2024. 09.06	SFI	2024 Insider Trading Prevention Seminar	3	Yes
	2024. 10.25	SFI	2024 Seminar of Shareholding Trading and Law Compliance for Insiders	3	Yes
	2024. 11.05	TCGA	Driving Business Growth through Performance Management	3	Yes

Note: TCGA - Taiwan Corporate Governance Association

TWSE - Taiwan Stock Exchange Corporation

TABF - Taiwan Academy of Banking and Finance

SFI - Securities & Futures Institute

ARDF - Accounting Research and Development Foundation

6.4.3 The Company evaluates the independence and suitability of CPAs in 2024 are as follows :

Evaluation Facets	Evaluation Index	Yes	No
1. Independence	(1) When a CPA has a direct or significant indirect interest in the entrusted matter that can affect the CPA's impartiality and independence, the CPA been recused from the case.	✓	
	(2) When a CPA provides an audit, review, review, or ad hoc review of the financial statements and makes an opinion, the CPA maintained formal independence in addition to its substantive independence.	✓	
	(3) The audit service team members, other co-practicing CPAs, or shareholders of corporate accounting firms, accounting firms, companies affiliated with the firm, and alliance firms also maintained independence from the Company.	✓	
	(4) The CPAs performed professional services with integrity and rigor.	✓	
	(5) The CPAs maintained a fair and objective position in the performance of their professional services and avoided prejudice, conflict of interest, or interest that might affect their professional judgment.	✓	
	(6) The CPAs' position of integrity, impartiality, or objectivity is not lacking or lost due to the loss of independence.	✓	
2. Suitability	(1) The certain scale and reputation of the CPA firm.	✓	
	(2) The peer evaluation of the CPA firm is good.	✓	
	(3) The CPAs have provided auditing services to the company for less than 7 consecutive years.	✓	
	(4) The CPAs are not involved in any significant lawsuit or litigation, and have never been censured by any regulatory body.	✓	
	(5) The auditing services provided by the CPAs and key management personnel are of good quality.	✓	
	(6) The CPAs have regular training and provide real-time professional information of the company.	✓	
	(7) The CPAs have Effective interaction with management and internal audit officer.	✓	

Explanation:

- Referring to the Sarbanes-Oxley Act of the United States, in order to implement the corporate governance mechanism, the company is not allowed to hire audit certified accountants to engage in non-audit services (such as accounting services or wealth management services) for the company at the same time.
- In order to prevent CPA from providing company audit services for too long and being too familiar with the company's management, resulting in loss of their independence, the competent authority has clearly stipulated the Revolving Door for CPAs to change regularly (7 years), and the audit services period for the same client is up to 6 years, that is, other CPA must be rotated. CPA Chun-I Chang has provided auditing services since 2022. Deputy CPA Chun-Shiu Kuang has provided auditing services since 2019, and 2024 is the sixth year.
- The Evaluation of CPAs' Independence and Suitability based on the Audit Quality Indicators (AQI) information provided by KPMG.

6.5 Matters of Critical Influence on Shareholders' Rights and Interests as Described in Subparagraph 2 of Paragraph 3 of Article 36 of the Securities and Exchange Act None

Apex International Co., Ltd.

Handwritten signature ✓



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