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**LEADTEK**

麗臺科技股份有限公司

# 2024 Annual Report

Printed on March 31th, 2025



## Spokesperson of the Company

Name: Johnson Chang

Title: Vice President

TEL: (02)8226-5800 ext. 726

Email: johnson\_chang@leadtek.com.tw

### Deputy Spokesperson of the Company

Name: Thomas Chen

Title: Senior Finance Manager

TEL: (02)8226-5800 ext. 870

Email: thomas@leadtek.com.tw

## II. Addresses and Telephone Number of the Company

Head Office: 18F, No.166, Jian-Yi Road, Zhonghe Dist. New Taipei City,  
Taiwan

TEL: (02)8226-5800

Plant: 2F, No.4, Alley11, Lane327, Sec.2, Chung-Shan Road, Zhonghe  
Dist., New Taipei City, Taiwan

TEL: (02)8226-5800

## III. Stock Transfer Agent

Name: Taishin Securities Co., Ltd

Address: B1 No.96 Jianguo North Road, Sec. 1, Taipei City, Taiwan

Website: [http : //www.tssco.com.tw](http://www.tssco.com.tw)

TEL: (02)2504-8125

## IV. Attesting Certified Public Accountants (CPAs) for the Most Recent Financial Statements

Name: CPA Chien, Szu-Chuan and CPA Kuo, Kuan-Ying

CPA Firm:KPMG

Address: 68F, No.7, Sec.5, Xinyi Road, Taipei City Taiwan

Website: [http : //www.kpmg.com.tw](http://www.kpmg.com.tw)

TEL: (02)8101-6666

## V. The Name of Any Exchanges Where the Company's Securities are Traded Offshore and the Method by Which to Access Information on the Offshore Securities: None

## VI. Company Website: [http : //www.leadtek.com.tw](http://www.leadtek.com.tw)

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## One. Letter to Shareholders

### I. Operation Highlight

The consolidated operating income for the full year 2024 was NT\$4.295 billion, an increase of 0.44% from NT\$4.276 billion in 2023. The overall gross profit was NT\$368 million, the gross profit margin fell to 9%, and the full-year operating net loss was NT\$430 million; non-operating expenses such as interest expenses and other benefits totaled NT\$2.29 million; after deducting income tax expenses, the net loss attributable to the parent company after tax in 2024 was NT\$441 million, and the loss per share was NT\$5.26.

The rapid rise of ChatGPT has set off a wave of widespread application of AI, which has huge demand for computing power. NVIDIA is far ahead of the industry in launching AI system products and graphics cards with super computing power. Leadtek is NVIDIA's partner in the Asia-Pacific market. Unfortunately, it has less power in servers and systems and it is difficult to quickly capture the market. Popular AI computing systems have the opportunity to increase revenue in China, but the Sino-US trade war has led to restrictions on the export of popular high-end products to China. As a result, the specifications must be lowered, which greatly reduces business opportunities. It can only expand the sales of mid- and low-end graphics cards to increase performance. The self-developed AIDMS system (AI Development Management System) has been gradually adopted by manufacturing users in Taiwan. It is expected to create good results when combined with the hardware system, and we look forward to expanding it to the international market in the future. As the agent of NVIDIA's deep learning DLI and Omniverse software, we are also gradually working on the Asia-Pacific market and China, and we look forward to achieving good results in software sales in the future. The sales of Zero Client virtual terminals declined slightly, but the self-developed operating system (Device Management System) has been recognized by customers, and it is expected to increase competitiveness and profits by combining hardware sales in the future.

In recent years, smart health products such as blood oximeters and forehead thermometers have been developed and have received good response in the market. The biotech product Fullskin Essence has the effect

of activating the skin. The newly created health product BtNPN Nanopatch has excellent deep soothing effect and has been widely praised. Experiments have confirmed that it is very effective in improving human immunity and vitality. Paired with the 8z05 heart rate variability analyzer or H2Plus ECG bracelet for measurement, it is an extremely effective health promotion solution. We have established 2,000 distribution channels for cosmetics and medical products in Taiwan. However, due to the losses in the business unit for many years, at the end of 2024, the board of directors decided to transfer the smart health product business to the subsidiary "Leadtek Biomed Inc." for continued operation. In the future, the subsidiary will introduce external funds to meet future development needs, while the company will focus on the operation of the computer product business, looking forward to developing competitive products in the wave of AI artificial intelligence.

II. 2025 annual business plan, development strategy, impact of external competitive environment, regulatory environment and overall business environment

In October 2023, Leadtek Research Inc. introduced strategic investment from "Ablecom Technology Inc." and "Compuware Technology Inc." through private placement, which provided strong support for server product chassis, heat dissipation or water cooling systems, power supplies and motherboard resources; Leadtek gaming graphics cards or agent NVIDIA workstation graphics cards, even with Leadtek AI software or NVIDIA AI or Ominiverse software, constitute users' excellent AI workstation overall solution, and is expected to gain some market share in the hottest AI computing server market. From now on, GPU graphics cards, workstations, and server integration will be Leadtek's main revenue. It is expected to bring long-term stable growth.

Leadtek Research Inc.  
Lu Kun-Shan, Chairman

## Two. Corporate Governance Report

### I. Background information of Directors, President, Vice Presidents, Assistant Vice Presidents, and the heads of various departments and branches

#### (I) Data of directors:

##### 1. Directors and independent directors:

March 25, 2025

Title	Nationality or place of registration	Name	Gender and age	Date elected/appointed	Term of office	Date first elected	Shareholding when elected		Current shareholding		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent position in the Company and in other companies	Spouse or relatives of second degree or closer acting as directors, supervisors, or department heads			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
Chairman	The Republic of China	Lu Kun-Shan	Male 73	2023.06.09	3 years	1993.12.12	222,257	0.26%	142,257	0.17%	3,022	0.01%	-	-	Electronic Engineering, National Taiwan Ocean University	Note 1	-	-	-	
Director	The Republic of China	Ablecom Technology Inc.	NA	2023.12.27	3 years	2023.12.27	16,667,000	19.85%	16,667,000	19.85%	-	-	-	-	National Chia-Yi Industrial Vocational High School	Note 2	Director	Liang Jian-Da	Brother	
The Rep. of Director		Liang Jian-Fa	Male 62				0	0.00%	0	0.00%	-	-	-	-						
Director	The Republic of China	Compuware Technology Inc.	NA	2023.12.27	3 years	2023.12.27	8,333,000	9.93%	8,333,000	9.93%	-	-	-	-	Senior High School	Note 3	Director	Liang Jian-Da	Brother	
The Rep. of Director		Liang Jian-Fa	Male 58				0	0.00%	0	0.00%	-	-	-	-						
Independent Director	The Republic of China	Ho Yao-Hung	Male 66	2023.06.09	3 years	2017.06.28	0	0.00%	0	0.00%	-	-	-	-	Master, Industrial and Systems Engineering, Ohio State University, USA.	Note 4	-	-	-	
Independent Director	The Republic of China	Shen An-Shih	Male 71	2023.06.09	3 years	2020.06.10	0	0.00%	0	0.00%	-	-	-	-	Master, Statistics, Iowa State University, USA.	-	-	-	-	
Independent Director	The Republic of China	Liu Cheng	Male 65	2023.06.09	3 years	2020.06.10	17,367	0.02%	17,367	0.02%	-	-	-	-	Master, Automatic Control Engineering, Feng Jia University	Note 5	-	-	-	
Independent Director	The Republic of China	Liu Ju-Chi	Male 59	2023.06.09	3 years	2023.06.09	0	0.00%	0	0.00%	-	-	-	-	Medical Doctor Taipei Medical University	-	-	-	-	

Note 1: Chairperson, Leadtek BioMed Inc.; Leadtek Sports, Entertainment, and Media, Inc.; Chairperson, Aiborn Inc.

Note 2: Chairperson, Ablecom Technology Inc.; Chairperson, Ableplus Precision Industry Inc.; Director, Compuware Technology Inc.; Director, Ablecom Technology SDN BHD.

Note 3: Chairperson, Compuware Technology Inc. Chairperson, Compuware (Dongguan) Intelligent Technology Inc.; Director, Ablecom Technology Inc.; Director, Compuware Technology SDN BHD

Note 4: Independent Director, Advanced International Multitech Co., Ltd.; Independent Director, Tainan Enterprise (Cayman) Co.

Note 5: Director, Real Great Food International Company

## 2. Major shareholders of the institutional shareholders

March 25, 2025

Name of Institutional Shareholders	Major Shareholders
Ablecom Technology Inc.	Globelight International Technology Inc.(11.99%), Liao Chun-Mei(11.72%), Wei Chen International Investment Co. Ltd.(11.13%), Yi Zhan Investment Co., Ltd.(8.94%), Liang Jian-Fa(7.97%), Liang Jian-Kuo(6.52%), Liu Chiu-Chu(5.59%), Liang Jian-Hou(4.87%), Top Investment Inc.(4.32%), Chang Jian-Tsun(4.16%)
Compuware Technology Inc.	Ablecom Technology Inc.(14.91%), Jie Teng Investment Co.,Ltd.(13.85%), Yi Zhan Investment Co., Ltd.(11.35%), Ablestnet Computer Inc.(9.34%), Wei Chen International Investment Co., Ltd.(9.00%), Liao Chu-Mei(8.67%), Liang Jian-Da(6.49%), Liang Jian-Kuo(3.61%), Tsai Chi-Chen(3.53%), Liang Jian-Fa(3.47%)

## 3. Major shareholders of the Company's major institutional shareholders

Name of Institutional Shareholders	Major Shareholders
Globelight International Technology Inc.	Liu , Hung-Yi(100%)
Wei Chen International Investment Co. Ltd.	International Business Server Company Limited(100%)
Yi Zhan Investment Co., Ltd.	Liang Jian-Fa(29.50%), Chang Jian-Tsun(29.20%), Liang Chuan-Chieh(10.85%), Liang Chuan-Wei(10.85%), Liang Chuan-Yi(10.85%), Chang Su-Lan(2.50%), Chang Kuo-Shu(2.50%), Chang Kuei-Chih(1.25%), ChangKuo-i-Wen(1.25%), Chang Yen-Feng(1.25%)
Top Investment Inc.	Cheng Ching-Yang(48%), Cheng Liang Feng-Chiao(25%), Cheng Kun-Jih(25%), Cheng Chun-Lin(1%). Cheng Chun-Ying(1%)
Jie Teng Investment Co., Ltd.	International Business Server Company Limited(100%)
Ablestnet Computer Inc.	Liang Jian-Da(17%), Chen Fang-Yu(16%), Liang Chia-Yin(22%), Liang Yu-Ching(22%), Liang Hung-Yi(22%)

## 2. Professional qualifications of directors and independence of independent directors:

Name Identity		Criteria	Professional Qualifications and Experience	Status of Independence	Number of public companies in which concurrently serves as an independent director
Chairman	Lu Kun-Shan	With over five years of experience required by the Company's operations and is currently the chairman and CEO of Leadtek. No violation of any part of Article 30 of the <i>Company Act</i> .		<p>The Company's independent directors all met the following independence conditions two years before their election and during their term of office:</p> <p>(1) Not an employee of the Company or any of its affiliates.</p> <p>(2) Not a director or supervisor the Company of its affiliates (except for independent directors of the Company or its parent/subsidiaries or any subsidiaries of the same parent appointed in accordance with the <i>Company Act</i> or laws of the registered country).</p> <p>(3) Not a natural-person shareholder holding shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total issued shares of the Company or ranking in the top 10 in holdings.</p> <p>(4) Not a spouse, relative within the 2nd degree of kinship, or lineal relative by consanguinity within the 3rd degree of kinship or closer to the officers as stipulated in (1) or persons stipulated in (2) and (3).</p> <p>(5) Not a director, supervisor, or employee of a corporate shareholder directly holding five percent or more of the Company's total issued shares or ranked among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the Company under paragraphs 1 and 2, Article 27, the <i>Company Act</i> (except for independent director positions in the Company and its parent/subsidiaries or any subsidiaries of the same parent appointed in accordance with the <i>Company Act</i> or laws of the registered country).</p> <p>(6) Not a director, supervisor or employee of any company controlled by the same person holding a majority of the director seats or voting shares of the Company (except for independent director positions in the Company or the parent, subsidiaries or any subsidiaries of the same parent appointed in accordance with the <i>Company Act</i>, or laws of the registered country).</p> <p>(7) Not a director, supervisor or employee of any company who is the same person as, or the spouse of, chairman and president or equivalent of the</p>	None
Director	Ablecom Technology Inc. Rep.: Liang, Jian-Fa	With over five years of experience required by the Company's operations and is currently the of chairman Ablecom Technology Inc. No violation of any part of Article 30 of the <i>Company Act</i> .			None
Director	Compuware Technology Inc. Rep.: Liang, Jian-Da	With over five years of experience required by the Company's operations and is currently the chairman of Compuware Technology Inc. No violation of any part of Article 30 of the <i>Company Act</i> .			None
Independent Director	Ho Yao-Hung	With over five years of experience required by the Company's operations and has been a partner and executive VP of KPMG Advisory Services Co., Ltd. No violation of any part of Article 30 of the <i>Company Act</i> .			2

Name Identity		Criteria	Professional Qualifications and Experience	Status of Independence	Number of public companies in which concurrently serves as an independent director
Independent Director	Shen An-Shih	With over five years of experience required by the Company's operations and has been the president of IBMTaiwan. No violation of any part of Article 30 of the <i>Company Act</i> .	(8)	Company (except for independent director positions in the Company or the parent/subsidiaries or any subsidiaries of the same parent appointed in accordance with the <i>Company Act</i> , or laws of the registered country). Not a director, supervisor, officer, or shareholder holding more than 5% ownership interest in any companies or institutions that have financial or business relationship with the Company (except for specific companies or organizations holding more than 20% but less than 50% of the Company's total issued shares. an independent director of the Company or the parent/subsidiaries or any subsidiaries of the same parent appointed in accordance with the <i>Company Act</i> , or laws of the registered country).	None
Independent Director	Liu Cheng	With over five years of experience required by the Company's operations and has been the president of VIVOTEK Inc. No violation of any part of Article 30 of the <i>Company Act</i> .	(9)	Not a professional individual, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliated company of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliated company of the Company for which the provider in the past 2 years has received cumulative compensation not exceeding NT\$500,000, or a spouse thereof, except for a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations.	None
Independent Director	Liu Ju-Chi	With over five years of experience required by the Company's operations and is currently the Associate Director, Shuang Ho Hospital, Ministry of Health and Welfare. No violation of any part of Article 30 of the <i>Company Act</i> .	(10) (11)	Not a spouse or relative within the 2nd degree of kinship or closer to any other directors. No violation of any part of Article 30 of the <i>Company Act</i> .	None
				Description: All independent directors comply with all the above requirements.	

### 3. Board diversity:

To diversify policies, strengthen corporate governance, and facilitate the robust development of Board organization and structure, we adopt the candidate nomination system as stipulated in the Articles of Incorporation to nominate directorial candidates. After evaluating the educational attainment and work experience, professional background, integrity, and relevant professional qualifications of candidates and with the approval of the Board by resolution, these candidates will be nominated for election at the Meeting of Shareholders. Except for the chairman, no other Board members are officers of the Company. The composition of the Board is 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. The policy includes, but not limited to the following:

- (1) Basic requirements and values: Gender, age, nationality, and culture.
- (2) Professional knowledge and skills: The ability to make judgments about operations, accounting and financial analysis ability, business management ability, crisis management ability, knowledge of the industry, an international market perspective, leadership ability, and decision-making ability.

Core Diversity Name		Basic Composition					Professional Background			Professional Knowledge and Skills							
		Nationality	Gender	Employee Status	Age		Service Length of Independent Director (less than 3 years)	Accounting	Industrial	Finance	Technology	Operational judgment ability	Business management ability	Leadership ability	Crisis management ability	Industry knowledge	International market perspectives
					51-60 years old	61-70 years old											
Director	Lu Kun-Shan	The Republic of China	Male	✓		✓		✓		✓	✓	✓	✓	✓	✓	✓	
	Ablecom Technology Inc. Rep:Liang Jian-Fa		Male		✓			✓		✓	✓	✓	✓	✓	✓	✓	✓
	Compuware Technology Inc. Rep:Liang Jian-Da		Male		✓			✓		✓	✓	✓	✓	✓	✓	✓	✓
Independent Director	Ho Yao-Hung		Male		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Shen An-Shih		Male		✓			✓		✓	✓	✓	✓	✓	✓	✓	✓
	Liu Cheng		Male		✓			✓		✓	✓	✓	✓	✓	✓	✓	✓
	Liu Ju-Chi		Male	✓			✓	✓			✓	✓	✓	✓	✓	✓	✓

#### 4. Independence of independent directors:

Currently, the Board is seated by 7 directors, including 3 directors and 4 independent directors, and the proportion of the latter is 57%. By the end of 2024, all independent directors have met the requirements for independent directors as requested by the Securities and Futures Bureau (SFB) of the Financial Supervisory Commission (FSC). Additionally, no directors or independent directors have violated Article 26-3, paragraphs 3 and 4, *Securities and Exchange Act*.

(II) Data of the president, vice presidents, assistant vice presidents, and heads of departments and branch offices

March 25, 2025

Unit: shares

Title	Nationality	Name	Gender	Date of inauguration	Shareholding		Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements	Concurrent positions in other companies	Spouse or relatives of 2nd degree or closer acting as managers			Remarks
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
President	The Republic of China	Liang, Chuan-Chieh	Male	2024.12.02	9,000	0.01	1,000	—	—	—	MBA University of Dubuque	Note 1	—	—	—	—
Strategic Officer	The Republic of China	Lu Kun-Shan	Male	1986.10.01	142,257	0.17	3,022	—	—	—	Electronic Engineering, National Taiwan Ocean University	Note 2	—	—	—	—
Vice President	The Republic of China	Lee Cheng-Sin	Male	2024.03.01	—	—	—	—	—	—	Electrical Engineering, National Chiao Tung University	—	—	—	—	—
Vice President	The Republic of China	Chou Shih-Wei	Male	2005.01.01	3,324	—	—	—	—	—	Electrical Engineering, Chinese Culture University	—	—	—	—	—
Vice President	The Republic of China	Wang Chia-Hung	Male	2023.03.01	—	—	—	—	—	—	Master, Information Management Chang Gung University	—	—	—	—	—
Vice President	The Republic of China	Chang Shen	Male	2016.11.07	7,048	0.01	—	—	—	—	Master, Accounting, National Cheng Chi University	—	—	—	—	—
Vice President	The Republic of China	Yu Chao-Jung	Female	2016.08.01	—	—	—	—	—	—	Master, Applied Chemistry, National Chiao Tung University Master, Law, Soochow University	—	—	—	—	—

Note 1: President, AblePlus Precision Industry Inc.; Special Asssistant, Ablecom Technology Inc.; Director, Ableworld Technology Inc.

Note 2: Chairman, Leadtek Research Inc; Chairperson, Leadtek BioMed Inc.; Chairperson, Leadtek Sports, Entertainment, and Media, Inc.; Chairperson, Aiborn Inc.

II. Remuneration for directors, supervisors, the president, and vice presidents in the most recent accounting year:  
(I) Remuneration for directors

Unit: NTD thousands

Title	Name	Director's remuneration						The sum of A, B, C and D as a percentage of net income		Salaries, bonuses, special allowances etc (E)		Separation Pension (F)		Employee Compensation (G)				The sum of A, B, C, D, E, F, and G as a percentage of net income		Remuneration from investees other than subsidiaries or the parent company				
		Remuneration (A)		Separation Pension (B)		Remuneration for Directors (C)		Pay for Professional Practice (D)		The sum of A, B, C and D as a percentage of net income		Salaries, bonuses, special allowances etc (E)		Separation Pension (F)		Employee Compensation (G)					The sum of A, B, C, D, E, F, and G as a percentage of net income			
		All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements	The Company		
Chairman	Lu Kun-Shan	1,200	1,200	0	0	0	0	0	0	-0.27%	-0.27%	3,624	3,624	0	0	0	0	0	0	0	0	-1.09%	-1.09%	0
Director	Ablecom Technology Inc. Rep.:Liang Jian-Fa	600	600	0	0	0	18	18	0	-0.14%	-0.14%	0	0	0	0	0	0	0	0	0	0	-0.14%	-0.14%	0
Director	Compuware Technology Inc. Rep.:Liang Jian-Da	600	600	0	0	0	12	12	0	-0.14%	-0.14%	0	0	0	0	0	0	0	0	0	0	-0.14%	-0.14%	0
Independent Director	Ho Yao-Hung	720	720	0	0	0	15	15	0	-0.17%	-0.17%	0	0	0	0	0	0	0	0	0	0	-0.17%	-0.17%	0
Independent Director	Shen An-Shih	720	720	0	0	0	9	9	0	0.17%	0.17%	0	0	0	0	0	0	0	0	0	0	0.17%	0.17%	0
Independent Director	Liu Cheng	720	720	0	0	0	18	18	0	-0.17%	-0.17%	0	0	0	0	0	0	0	0	0	0	-0.17%	-0.17%	0
Independent Director	Liu Ju-Chi	720	720	0	0	0	15	15	0	-0.17%	-0.17%	0	0	0	0	0	0	0	0	0	0	-0.17%	-0.17%	0

(II) Remuneration for the president and vice presidents:

Unit: NTD thousands

Title	Name	Salary (A)		Separation pension (B)		Bonuses and special allowances etc (E) (C)		Amount of remuneration for employees (D)			Sum of A, B, C and D as a percentage of net income (%)		Remuneration from investees other than subsidiaries or the parent company	
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	Amount paid in cash	Amount paid in shares	Amount paid in shares		The Company
President	Liang Chuan-Chieh	25,890	25,890	1,062	1,062	3,468	3,468	-	-	-	-	-6.89%	-6.89%	-
Strategic Officer	Lu Kun-Shan													
Vice President	Lee Cheng-Sin													
Vice President	Chou Shih-Wei													
Vice President	Chuang Chen-Ming													
Vice President	Yu Chin-Chang													
Vice President	Hsiung Mu-Wen													
Vice President	Yang Chin-Tien													
Vice President	Wang Chia-Hung													
Vice President	Weng Ching-Feng													
Vice President	Chang Shen													
Vice President	Yu Chao-Jung													

Note: Yang Chin-Tien, and Weng Ching-Feng were transferred to Subsidiary "Leadtek BioMed Inc." on 2025/1/1. Yu Chin-Chang and Hsiung Mu-Wen were retired from the Company on 2025/1/15. Chuang Chen-Ming resigned from the Company on 2025/1/31.

Range of remuneration to the President and Vice Presidents		Name of President and Vice Presidents	
		The Company	All companies included in the financial statements
Below NT\$ 1,000,000		Liang Chuan-Chieh	Liang Chuan-Chieh
NT\$ 1,000,000 (inclusive) - 2,000,000 (exclusive)			
NT\$ 2,000,000 (inclusive) - 3,500,000 (exclusive)		Lee Cheng-Sin, Chou Shih-Wei, Chuang Chen-Ming, Chen-Ming, Yu Chin-Chang, Hsiung Mu-Wen, Yang Chin-Tien, Weng Ching-Feng, Wang Chia-Hung, Chang Shen, Yu Chao-Jung	Lee Cheng-Sin, Chou Shih-Wei, Chuang Chen-Ming, Yu Chin-Chang, Hsiung Mu-Wen, Yang Chin-Tien, Weng Ching-Feng, Wang Chia-Hung, Chang Shen, Yu Chao-Jung
NT\$ 3,500,000 (inclusive) - 5,000,000 (exclusive)		Lu Kun-Shan	Lu Kun-Shan
NT\$ 5,000,000 (inclusive) ~ 10,000,000 (exclusive)			
NT\$ 10,000,000 (inclusive) - 15,000,000 (exclusive)			
NT\$ 15,000,000 (inclusive) - 30,000,000 (exclusive)			
NT\$ 30,000,000 (inclusive) - 50,000,000 (exclusive)			
NT\$ 50,000,000 (inclusive) - 100,000,000 (exclusive)			
NT\$ 100,000,000 and above			
Total			

### (III) The five officers with the highest remuneration:

Title	Name	Amount of remuneration for employees (D)				Sum of A, B, C and D as a percentage of net income (%)	Remuneration from investees other than subsidiaries or the parent company
		The Company		All companies included in the financial statements			
		Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares		
Strategic Officer	Lu Kun-Shan	0	0	0	0	-0.82%	0
Vice President	Weng Ching-Feng	271	0	271	0	-0.70%	0
Vice President	Hsiung Mu-Wen	327	0	327	0	-0.68%	0
Vice President	Chang Shen	418	0	418	0	-0.67%	0
Vice President	Chou Shih-Wei	252	0	252	0	-0.60%	0

Unit: NTD thousands

(IV) Amount of remuneration paid in the past 2 years by the Company and all companies included in the consolidated financial statements to the Company’s directors, supervisors, president, and vice presidents

Year	2024		2023	
	Net profit margin of the Company after payment of remunerations	Net profit margin of the Company and companies included in the consolidated statements after payment of remunerations	Net profit margin of the Company after payment of remunerations	Net profit margin of the Company and companies included in the consolidated statements after payment of remunerations
Item				
Director				
President and Vice Presidents	-8.08%	-8.08%	-19.74%	-19.74%

In respect of the Company’s Articles of Incorporation, directors are salaried each month and enjoy profit sharing. The remuneration for the president and vice presidents includes salary, bonuses, and profit sharing. They are paid based on their positions and contribution to the Company and in consideration of the standard in the industry.

### III. Corporate governance

#### (I) Board operations:

A total of Six Board meetings were held in 2023, and the attendance of directors is as follows:

Title	Name	Actual attendance count	Attendance by proxy	Actual attendance rate	Remarks
Chairman	Lu Kun-Shan	6	-	100%	
Director	Liang Jian-Fa	6	-	100%	The Rep. of Ablecom Technology Inc.
Director	Liang Jian-Da	6	-	100%	The Rep. of Compuware Technology Inc.
Independent Director	Ho Yao- Hung	5	1	83%	
Independent Director	Shen An-Shih	6	-	100%	
Independent Director	Liu Cheng	6	-	100%	
Independent Director	Liu Ju-Chi	6	-	100%	

#### Other matters required for reporting

1. When any one of the following situations occurs in a Board meeting, state the date and session of the meeting, the content of the concerned proposal(s), the opinion of all independent directors, and the Company's response to such opinions:

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

The company has established an audit committee and therefore is not subject to the provisions of Article 14-3 of the Securities and Exchange Act. matter.

(2) Any documented objections or qualified opinions raised by independent directors against the Board resolution in relation to matters other than those described above: None.

2. Disclosure regarding avoidance of interest-conflicting proposals, including the names of directors concerned, the proposal content, the nature of conflicting interests, and the voting process:

(1) Board of Directors Meeting on December 2, 2024

Proposal 1: The appointment and salary compensation of the company's President

Resolution: Chairman Lu Kun-Shan concurrently serves as the President, and Director Liang Jian-Fa is a second-degree relative of

Liang Chuan-Chieh, the candidate for President in this proposal. They had their own interests in this case and should be recused from participating in the discussion and voting of this case. Director Ho Yao- Hung temporarily served as the chairman of this proposal. The appointment and salary remuneration of President Liang Chuan-Chieh were approved by the resolution of the 5 directors who did not need to recuse themselves from the conflict of interest.

Proposal 2: Lifting the non-competition restriction of the company's managers

Resolution: Chairman Lu Kun-Shan had not yet resigned as President (effective on 12/3/2024), and Director Liang Jian-Fa is a second-degree relative of President Liang Chuan-Chieh and has a personal interest in this proposal. Therefore, he should recuse himself and not participate in the discussion and voting of this case. Director Ho Yao- Hung acted as the chairman of this proposal. The 5 directors who did not need to recuse themselves from the conflict of interest passed a resolution to lift the non-competition restriction on President Liang Chuan-Chieh.

Proposal 3: Appointment and salary compensation of the Company's Chief Strategic Officer

Resolution: Chairman Lu Kun-Shan had his own interests in this proposal and should recuse himself from participating in the discussion and voting of this case. Director Ho Yao-Hung served as the acting chairman of this proposal. The Chief Strategic Officer appointment and salary compensation proposal were approved by the 6 directors who did not need to recuse themselves from the case.

### 3. Implementation of Board performance evaluation

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation methods	Evaluation contents
Once a year	2024/1/1-2024/12/31	1. Board 2. Individual Board members 3. Audit Committee 4. Members of the Remuneration Committee	Self-assessment	1. Items of Board performance evaluation: (1) Degree of engagement with corporate operations (2) Quality of Board decision-making (3) Board composition and structure (4) Election and continuing education of directors (5) Internal control 2. Items for performance evaluation of individual Board members: (1) Alignment with the Company's goals and missions (2) Awareness towards the directorial roles and responsibilities (3) Degree of engagement with corporate operations (4) Management of internal relations and communication (5) Expertise and continuing education of directors (6) Internal control 3. Performance evaluation of functional committees: (1) Degree of engagement with corporate operations (2) Awareness towards the roles and responsibilities of functional committees (3) Improvement of decision-making quality of functional committees (4) Composition and selection of members for functional committees (5) Internal control

4. Goals for Board competency enhancement in the current and the most recent years:

- (1) The Board instructs corporate strategies, supervises the management, and implement and arrange matters in relation to corporate governance. It answers to the Company and Meeting of Shareholders (this is not a meeting but a body) and exercise its powers in accordance with the Company's Articles of Incorporation or resolutions of the Meeting of Shareholders.
- (2) In additional to holding the directorial election, the Audit Committee was established at the AGM on June 10, 2020 to exercise the powers as stipulated in the *Company Act, Securities and Exchange Act*, and other relevant laws and regulations.
- (3) On November 22, 2011, the Remuneration Committee was established to periodically evaluate and determine the remuneration for directors and officers and periodically review the performance of directors and officers and evaluate the policy, system, standard, and structure of their salary and remuneration.

(2) Operations of Audit Committee:

A total of four Audit Committee meetings were held in 2023, and the attendance of independent directors is as follows:

Title	Name	Actual attendance count	Attendance by proxy	Actual attendance rate	Remarks
Independent Director	Ho Yao-Hung	4	1	80%	-
Independent Director	Shen An-Shih	5	-	100%	-
Independent Director	Liu Cheng	5	-	100%	-
Independent Director	Liu Ju-Chi	5	-	100%	-

Other matters required for reporting

1. When any one of the following situations occurs in an Audit Committee meeting, state the date and session of the meeting, the content of the concerned proposal(s), the resolutions made at the meeting, and the Company's response to opinions of the Audit Committee:

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

Date of Audit Committee meeting	Session	Details of agenda	Resolutions made by the Audit Committee	Company's response to the opinions of independent directors
2024/02/26	1 <sup>st</sup> Meeting of 2024	<ol style="list-style-type: none"> <li>1. The company's 2023 financial statements and business report.</li> <li>2. The company's 2023 loss make -up proposal.</li> <li>3. Declaration of the internal control system for 2023.</li> <li>4. Improvement plan for extension for one year of repayment for loans to Leadhope International Inc. with insolvency.</li> <li>5. The appointment and remuneration of the accountant who will certify the company's 2023 financial statements.</li> <li>6. The allocation list for the issuance of employee stock options in 2022.</li> <li>7. Planned issuance of the second domestic secured convertible corporate bonds.</li> <li>8. Propose to process a cash capital increase and issuance of common stock.</li> </ol>	Unanimous approval of the proposal at the 5th meeting (2024.02.26) of the 2nd Audit Committee.	Approved as proposed
2024/05/13	2nd Meeting of 2024	<ol style="list-style-type: none"> <li>1. The consolidated financial statements of the company for the first quarter of 2024.</li> <li>2. Improvement plan for extension for one year of repayment for loans to Leadhope International Inc. with insolvency.</li> </ol>	Unanimous approval of the proposal at the sixth meeting (2024.05.13) of the 2nd Audit Committee.	Approved as proposed
2024/08/12	3rd Meeting of 2024	<ol style="list-style-type: none"> <li>1. The consolidated financial statements of the company for the second quarter of 2024.</li> <li>2. Improvement plan for extension for one year of repayment for loans to Leadhope International Inc. with insolvency.</li> <li>3. Proposed cancellation of issuance of employee stock option certificates.</li> <li>4. It is proposed to cancel the second domestic secured convertible corporate bond case.</li> </ol>	Unanimous approval of the proposal at the seventh meeting (2024.08.12) of the 2nd Audit Committee.	Approved as proposed

Date of Audit Committee meeting	Session	Details of agenda	Resolutions made by the Audit Committee	Company's response to the opinions of independent directors
2024/09/30	4th Meeting of 2024	1. The funds loaned to Leadhope International Inc. for accounts receivable but not yet recovered shall be excluded from the accounts receivable claims.	Unanimous approval of the proposal at the eighth meeting (2024.09.30) of the 2nd Audit Committee.	Approved as proposed
2024/11/04	5th Meeting of 2024	1. The consolidated financial statements of the company for the third quarter of 2024. 2. Improvement plan for extension for one year of repayment for loans to Leadhope International Inc. with insolvency. 3. Revise the internal control system. 4. Change of Accounting Officer.	Unanimous approval of the proposal at the ninth meeting (2024.11.04) of the 2nd Audit Committee.	Approved as proposed

- (2) Resolutions adopted with the approval of two thirds or more of all directors, without having been passed by the Audit Committee of the Company in addition to the above matters: None.
2. Disclosure regarding avoidance of interest-conflicting proposals, including the names of independent directors concerned, the proposal content, the nature of conflicting interests, and the voting process: None.
3. Communication of independent directors with internal auditors and CPAs (on material items and methods and outcomes of communication regarding the Company's financial and business positions):
- (1) Based on the annual audit program, the chief internal auditor periodically reports a summary report to the Audit Committee. The Audit Committee also evaluates the Company's internal audit system, internal auditors, and their work performance.

- (2) The Audit Committee is formed with independent directors. CPAs report to independent directors the audit outcomes of the Company's annual financial statements.

Summary of communication between independent directors and CPAs:

Date	Communication items	Communication results
2024/02/26.	<ol style="list-style-type: none"> <li>1. The audit review of the Company's individual and consolidated financial reports for the year of 2023.</li> <li>2. Key audit items of 2023</li> <li>3. Important legal updates</li> </ol>	The 2023 financial reports have been approved by the Audit Committee and reported to the Board for approval by resolution.
2024/08/12.	<ol style="list-style-type: none"> <li>1. The audit review of the Company's consolidated financial reports for the second quarter of 2024.</li> <li>2. Important legal updates</li> </ol>	The 2024 Q2 financial reports have been approved by the Audit Committee and reported to the Board for approval by resolution.

(III) Deviation and causes of deviation from the Corporate Governance

Best-Practice Principles for TWSE/TPEX Listed Companies:

Evaluation Item	Performance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Has the company established and disclosed its corporate governance principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	V		We have established the “Corporate Governance Best-Practice Principles”. Please visit the Market Observation Post System (MOPS) or our corporate website for details.	No difference
II. Shareholding structure and shareholders’ interests				
(I) Has the company implemented a set of internal procedures to handle shareholders’ suggestions, queries, disputes, and litigations?	V		We have appointed corporate spokespersons and deputy spokespersons to take charge of the related matters, and the legal unit and legal consultant will take charge of law-related matters.	No difference
(II) Does the Company retain at all times a register of major shareholders who own a relatively high percentage of shares and have controlling power, and of the persons with ultimate control over those major shareholders?	V		We have also assigned a professional shareholder services agent to take charge of shareholder-related matters. Additionally, a shareholder liaison has been appointed to keep close contacts with the professional shareholder services agent to keep informed of shareholder-related issues at all times.	No difference
(III) Has the company established and	V		We have established the “Procedures for Trading with	No difference

Evaluation Item	Performance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
<p>implemented risk management and firewall mechanisms between its affiliates?</p> <p>(IV) Has the company established internal policies that prevent insiders from trading securities against non-public information?</p>	V		<p>Related Parties, Specific Companies, and Group Affiliates” and management procedures of internal control and internal audit to effectively control risks. We have established the “Procedures for Ethical Management and Guidelines for Conduct” stipulation the prohibition of insider trading, the “Procedures for Handling Material Inside Information” and other internal controls of management for “management of insider trading prevention” to protect and maintain the rights and interests of investors and the Company.</p>	No difference
<p>III. Composition and duties of the Board</p> <p>(I) Has the board established and implemented diversified policies and specific and reasonable goals?</p> <p>(II) Apart from establishing the Remuneration Committee and Audit Committee by law, has the company voluntarily establish other functional committees?</p>	V	V	<p>Board members have different professional backgrounds and different areas of specialization to ensure the robust Board structure.</p> <p>We have established the Remuneration Committee and Audit Committee by law and will establish other functional committees as necessary.</p>	<p>No difference</p> <p>No difference</p>

Evaluation Item	Performance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(III) Has the company established a set of policies and assessment tools to evaluate the Board's performance, conducted the performance evaluation each year and periodically, reported the evaluation results to the Board, and use them for the reference for determining the remuneration and future nomination of individual directors?	V		The regulations and methods for Board performance evaluation established by the Board on November 13, 2019 stipulate that performance evaluation shall be implemented on the Board, board members, Audit Committee, and Remuneration Committee at least once a year. The Remuneration Committee establishes and periodically reviews the policy and system for performance evaluation of directors and officers and their salary and remuneration.	No difference
(IV) Does the company periodically evaluate the independence of CPAs?	V		Each year the Company evaluates the independence(Note 1) of CPAs and requests from the Statement of Independence Compliance. The final evaluation results are reported to the Board.	No difference
IV. Has the company assigned an appropriate number of competent governance personnel and a chief governance officer to handle matters in relation to corporate governance?	V		The Company has appointed a the Finance Division to be responsible for corporate governance affairs, and has designated “Chang-Shen” as the head of corporate governance. His main responsibilities include providing the information required by directors to perform their duties, handling matters related to the	No difference

Evaluation Item	Performance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			meetings of the board of directors and shareholders in accordance with the law, handling company registration and change registration, preparing minutes of the board of directors and shareholders meetings, etc. He is also responsible for matters related to corporate governance.	
V. Has the company established communication channels with stakeholders, created a dedicated stakeholder section on its corporate website, and properly addressed material corporate social responsibility issues that concern stakeholders?	V		We have established an ESG section on the corporate website to provide stakeholders with the relevant information. We also maintain sound relationships with suppliers, customers, financial institutions, and other stakeholders and uphold business ethics and integrity to create win-win for all parties.	No difference
VI. Does the company engage a professional shareholder services agent to handle AGM affairs?	V		We have engaged the Department of Stock affairs Agency of Taishin Securities Co., Limited as the Company's professional shareholder services agent and to take charge of the Company's AGM.	No difference
VII. Information disclosure (I) Has the company established a website to disclose financial, business, and corporate governance information?	V		We have established an investor section on the corporate website to disclose the Company's financial, business, and material information, and governance-related information will be published soon.	No difference

Evaluation Item	Performance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(II) Has the company adopted other means to disclose information (e.g., erection of an English website, assignment of specific personnel to collect and disclose corporate information, implementation of a spokesperson system, posting investor conferences on the corporate website)?	V		We have set up an English website and assigned special staff to collect and publish various types of information over this website. We have assigned spokespersons by law and reported them to the competent authorities. We have also posted the information of investor conferences on the corporate website.	No difference
(III) Does the company publish and report the annual financial report within two months at the end of each accounting year and publish the financial statements for Q1, Q2, and Q3 and monthly operation overview by the prescribed time-limit?		V	Does the company periodically publish the annual financial report and the financial statements for Q1, Q2, and Q3 and monthly operation overview as requested by the competent authorities?	Published and reported by the regulatory time-limit.
VIII. Other important information useful to understand the performance of corporate governance? (Including but not limited to employee	V		1. Employee rights and interests: Apart from treating employees with sincerity and integrity, we have well-established benefit and training systems and develop mutual trust with employees. 2. Employee care: A staff welfare	No difference

Evaluation Item	Performance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
rights, employee care, investor relations, supplier relations, stakeholder rights, directors and supervisors' training, implementation of risk management policies and risk measurement standards, implementation of customer policies, and the company's purchase of liability insurance for directors and supervisors, etc.)			<p>committee has been established to take good care of employees and offer benefits including funding for employee club activities; allowances for weddings, funerals, festivities, and birth of employees; and funding for employee travels.</p> <p>3. Investor relations: Special staff have been assigned to handle investor relations and investor recommendations.</p> <p>4. Supplier relations: Apart from upholding the commitment for suppliers and stakeholders and avoiding unnecessary extension of payment, we also maintain a sound relationship with suppliers.</p> <p>5. Stakeholder relations: We respect and maintain the legal rights and interests of stakeholders.</p> <p>6. Continuing education of directors: In addition to their professional backgrounds and field management and operation experience in the industry, directors also take continuing education courses. (Note 2)</p> <p>7. Risk management policies and risk assessment standards: Besides establishing various internal regulations, we also engage with risk management and assessment.</p>	

Evaluation Item	Performance			Deviation and causes of deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>8. Customer policy: We enhance quality improvement and technology upgrading to provide customers with the best products and services.</p> <p>9. Directors and officers liability insurance (D&amp;O): Each year we purchase D&amp;O for directors according to the Articles of Incorporation.</p>	
<p>IX. Please describe the improvements made according to the results of Corporate Governance Evaluation results of the most recent year published by the TWSE Corporate Governance Center and propose measures for issues pending for improvement.</p> <p>1. Improvements made in the most recent year:</p> <p>(1) The company website adds information on the top ten shareholders and video recordings of shareholders' meetings.</p> <p>(2) Independent directors shall complete further education in accordance with regulations.</p> <p>2. Strengthening matters:</p> <p>Company website English information</p>				

Note 1: CPA Independency and Competency Evaluation Sheet

Evaluation Item	Yes	No	Whether it meets the required independence and competence
1. The CPA did not serve as directors and supervisors of the Company	V		V
2. The CPA is not a shareholder of the Company	V		V
3. The CPA does not work part-time in the Company or is engaged in regular work, and is paid	V		V
4. The CPA has no significant financial interest in the Company	V		V
5. The CPA has no borrowing from or lending to the Company	V		V
6. The CPA is not involved in the management function of the Company's decision making	V		V
7. The CPA has not served in the Company in the first two years of practicing	V		V
8. Receipt of a declaration of independence by the CPA	V		V
9. The CPA has not provided the Company's audit certification service for 7 consecutive years	V		V
10. There are no interaction issues between the CPAs and management, governance units, and the internal audit supervisor.	V		V
11. The quality of audit and tax services meets the requirements in a timely and effective manner.	V		V
12. The Company's financial report has not been litigated or corrected by the competent authority.	V		V
13. Acquire the AQIs and perform the assessment: (1) Professional indicator(audit experience, training hours, turnover rate, and professional support) – sufficient (2) AQI indicator (CPA's load, engagement in audits, EQC recheck status, and quality control support support ability) – sufficient (3) Independence (proportion of non-audit services and customer familiarity) – no abnormal situation (4) Supervision (defects found in external inspections and disposition, and the competent authority's reminder for improvement) – no abnormal situation	V		V

Note 2 Continuing education of directors in 2024 and by the date of report publication:

Title	Name	Course date		Organizer	Course name	Training hours	Total hours of continuing education in the year
		From	To				
Chairman	Lu Kun-Shan	2024/07/29	2024/07/29	Taiwan Academy of Banking and Finance	Discussing Intellectual Property Tax Management from the Perspective of Corporate Governance	3.0	6.0
		2024/08/21	2024/08/21	Taiwan Academy of Banking and Finance	On the key points of compliance with labor laws from the perspective of corporate governance	3.0	
Director	Liang Jian-Fa	2024/03/28	2024/03/28	Corporate Operating and Sustainable Development Associate	Explanation and case introduction of directors and supervisors' responsibilities under corporate governance	3.0	3.0
Director	Liang Jian-Da	2024/03/28	2024/03/28	Corporate Operating and Sustainable Development Associate	Explanation and case introduction of directors and supervisors' responsibilities under corporate governance	3.0	3.0
Independent Director	Ho Yao-Hung	2024/04/10	2024/04/10	Taiwan Academy of Banking and Finance	Corporate Governance and Business Sustainability Workshop	3.0	18.0
		2024/07/03	2024/07/03	Taiwan Stock Exchange	2024 Cathay Pacific Sustainable Finance and Climate Change Summit	6.0	
		2024/08/16	2024/08/16	Taiwan Corporate Governance Association	Key information hidden in financial statements and case analysis	3.0	
		2024/08/30	2024/08/30	ESG World Citizens & Digital Governance Foundation	Leading corporate sustainability strategy - dual-axis transformation	3.0	
		2024/09/30	2024/09/30	Taiwan Institute of Directors	Intelligent leadership - creating a new pattern of AI governance	3.0	

Title	Name	Course date		Organizer	Course name	Training hours	Total hours of continuing education in the year
		From	To				
Independent Director	Shen An-Shih	2024/03/14	2024/03/14	Taiwan Independent Director Associate	How the Board of Directors Controls Corporate Financial Risks and Case Studies	3.0	6.0
		2024/12/17	2024/12/17	Taiwan Academy of Banking and Finance	How do directors and supervisors supervise the company to establish and promote a sound risk management system?	3.0	
Independent Director	Liu Cheng	2024/01/12	2024/01/12	Taiwan Corporate Governance Association	Companies explore management thinking after passage of climate change response law	3.0	6.0
		2024/12/10	2024/12/10	Taiwan Academy of Banking and Finance	Sustainability trend analysis and business risks and opportunities	3.0	
Independent Director	Liu Ju-Chi	2024/07/29	2024/07/29	Taiwan Academy of Banking and Finance	Discussing Intellectual Property Tax Management from the Perspective of Corporate Governance	3.0	9.0
		2024/08/21	2024/08/21	Taiwan Academy of Banking and Finance	On the key points of compliance with labor laws from the perspective of corporate governance	3.0	
		2024/09/20	2024/09/20	Securities & Futures Institute	2024 Annual Insider Trading Prevention Promotion Conference	3.0	

(IV) Composition, responsibility, and operations of the remuneration committee:

1. Data of members of the Remuneration Committee

Identity	Name	Professional Qualifications and Experience	Status of Independence	Number of other public companies in which concurrently serves as Remuneration Committee member
Independent Director	Ho Yao-Hung	Please refer to the Data of Directors in p. 5.		2
Independent Director	Shen An-Shih	Please refer to the Data of Directors in p. 5.		-
Independent Director	Liu Cheng	Please refer to the Data of Directors in p. 5.		-

2. Operations of the Remuneration Committee

(1) The Company's Remuneration Committee is seated by 3 members.

(2) The term of the 4th Remuneration Committee: From November 1, 2023 to the end of the term of the 13th Board.

A total of 3 Remuneration Committee meetings were held in 2024, and the attendance of committee members is as follows:

Title	Name	Actual attendance count	Attendance by proxy	Percentage of actual attendance (%)	Remarks
Convener	Ho Yao- Hung	3	0	100%	-
Committee member	Shen An-Shih	3	0	100%	-
Committee member	Liu Cheng	3	0	100%	-

Other remarks:

I. If a proposal of the remuneration committee is rejected or amended at a board meeting, state the date and session of the meeting, the content of the concerned proposal, the resolutions made at the board meeting, and the company's response to opinions of the remuneration committee's opinions (if salary and remuneration approved at the board meeting are better than the recommendation of the remuneration committee, state the differences and their causes): None.

II. When there are documented objections or qualified opinions to the resolution made by a committee member at the remuneration committee meeting, state the date and session of the committee meeting, the content of the concerned proposal, the opinions of all committee members, and the response to opinions of members: None.

3. Information on the operation of the Nomination Committee:

The Company does not have a Nomination Committee.

(V) Deviation and causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies:

Evaluation Item	Performance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Has the company developed a governance framework for sustainable development and established a full- (part-) time unit to promote sustainable development under the supervision of top management with board authorization and the board?	V		We has set up a "Sustainable Development Action Group" to formulate or coordinate management policies and specific promotion plans on corporate social responsibility, sustainable development direction and goals. The "Sustainable Development Action Group" is headed by Chairman and General Manager Mr. Lu Kun-Shan serves as the convener, and members include department-level supervisors. He is responsible for integrating relevant departments to enable the company to smoothly promote ESG/sustainable management, and regularly monitors the annual goals of each aspect based on the sustainability indicator disclosure standards of the International Reporting Organization. Supervise the implementation status, implement the company's vision and short, medium and long-term goals, and report to the board of directors regularly.	No difference

Evaluation Item	Performance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
II. Has the company assessed the social, environmental, and governance (ESG) risks relating to corporate operations and established policies or strategies relating to risk management according to the principle of materiality?	V		Environmentally, we have formed an environmental assessment team to address environmental issues and review and assess environmental risks, establish the environmental policy, create environmental documents, and review and implement environmental protection activities in accordance with the “Operating Procedures for Environmental Assessment”. Socially, we strictly comply with the non-disclosure (confidentiality) of trade secrets and the relevant legal and regulatory requirements. Additionally, all products comply with the relevant international safety requirements, international environmental requirements, and import and export regulations to ensure the safety of business operations.	No difference
III. Environmental issues (I) Has the company developed an appropriate environmental management system based on the industry-specific characteristics?	V		Apart from periodically tracing and reporting waste production, we also set waste reduction targets, publicize resource recycling, and establish various resource and energy reduction plans in accordance with the relevant	No difference

Evaluation Item	Performance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(II) Is the company committed to enhancing efficiency various resources and energy and using recycled materials with lower environmental impact?	V		legal and regulatory requirements to achieve environmental sustainability. We have also passed the certification of the ISO 14001 environmental management system and implemented periodic audit and evaluation. We are committed to environmental improvement and enhancing the efficiency of various resources, and the targets for reducing resource consumption and waste have been achieved.	No difference
(III) Has the company assessed the current and future potential climate-related risks and opportunities and taken corresponding counteractions for climate-related issues?	V		Climate change may cause resource shortages, increase material costs, and unstable transportation. Hence, we actively develop products relating to green energy technology, reduce water consumption to lower operating costs in response.	No difference
(IV) Has the company produced statistics on GHG emissions, water consumption, and total weight of waste in the past two years and established policies to reduce GHG, water consumption, and waste?	V		To reduce the energy consumption of hardware equipment, we have progressively replaced the lighting fixtures with LED lamps in the common areas across the plant to achieve energy consumption and carbon reduction and reduce energy consumption to lower the intensity of GHG emissions and thereby fulfill	No difference

Evaluation Item	Performance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			our corporate social responsibility for environmental protection. Additionally, we reclaim wastewater for reuse to reduce water consumption and manage waster in accordance with the <i>Waste Disposal Act</i> to ensure exact protection of the surrounding environment.	
IV. Social issues				
(I) Has the company developed its policies and procedures in accordance with laws and International Bill of Human Rights?	V		Apart from complying with the relevant labor laws and regulations, we have also established the Employee Handbook and relevant personnel regulations to protect the legal rights and interests of employees.	No difference
(II) Has the company established and implemented a reasonable employee benefit policy (including remuneration, leave, and other benefit) and reflected the operating performance or results to the remuneration for employees adequately?	V		Each year we conduct two times of employee performance evaluation to provide a reference for the promotion, transfer, and raise of employees. Both our leave and benefit policies are better than the relevant legal and regulatory requirements.	No difference
(III) Has the company provided employees with a safe and healthy workplace environment and implemented health and safety education for	V		In addition to arranging health checkups for employees each year, we also provide them with a sound workplace environment and organize education and training	No difference

Evaluation Item	Performance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
employees periodically?				
(IV) Has the company established effective competency development training plans for employees?	V		activities for occupational health and safety. Through internal and external education and training, we develop the professional and management skills of employees step by step.	No difference
(V) Has the company complied with the relevant laws and international practices with respect to customer health and safety, customer privacy, and marketing and labeling for its products and services and established policies and grievance procedures relating to consumer and customer protection?	V		Both our products and services comply with the EU RoHS directive and the green and eco-friendly requirements of customers. We also provide product warranty for a reasonable period and online application for service.	No difference
(VI) Has the company established a supplier management policy requesting suppliers to comply with the relevant legal and regulatory requirements for environmental protection, occupational safety and health, or labor human rights and reviewing the performance of such a policy?	V		We periodically audit and assess the social and environmental performance of suppliers and re-consider the business relations with customers violating the relevant social and environmental regulations.	No difference
V. Has the Company prepared the the sustainability report to disclose the company's non-financial information		V	Currently, we have not published the sustainability report.	In accordance with the relevant legal and regulatory requirements, we

Evaluation Item	Performance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
in accordance with the internationally accepted reporting standards or guidelines? Has the company applied for third-party verification or assurance for the said report?				do not need to publish a sustainability report so far.
<p>VI. If the company has established its own “Sustainable Development Best Practice Principles” corporate social responsibility code of conducts in accordance with the <i>Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</i>, state current practices and deviations from the <i>Principles</i>:  We have established the “Sustainable Development Best Practice Principles” to define our practices for environmental management, social welfare, human rights, stakeholder rights and interests, and local communities. It is also posted on our corporate website.</p>				
<p>VII. Other important information useful to understand the operation of corporate social responsibility:</p> <p>(I) Workplace health and safety:  We offer rich healthcare resources to employees and care about employee health over the cloud health management system and by organizing diversified health talks.</p> <p>(II) Taiwan iSport certification  Our efforts in developing the habit of regular exercise in employees and support for the development of the sport industry have been rewarded by the Taiwan iSport certification by the Sports Administration, Ministry of Education.</p>				

(VI) Implementation of ethical management and deviation and causes of deviation from the *Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies*?

Evaluation Item	Performance			Deviation and causes of deviation from the <i>Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies</i>
	Yes	No	Summary	
I. Establishment of integrity policies and solutions				
(I) Has the company established an ethical corporate management policy approved by the board and expressly stated the ethical corporate management policy and practices? Has the board and senior management actively implement the policy commitment?	V		Apart from the “Ethical Corporate Management Best Practice Principles”, we have also developed a corporate culture and maintained the robust development of ethical corporate management, hoping that all employees actively realize the commitment for ethical corporate management.	No difference
(II) Has the company established a mechanism for assessing unethical behavior, periodically analyzed and evaluate the business activities within the scope of services with higher risk of unethical behavior, and established plans covering at least the preventive actions stipulated in paragraph 2, Article 7, <i>Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies</i> , to prevent unethical behavior?	V		We have established the “Procedures for Ethical Management and Guidelines for Conduct” to implement the ethical corporate management policy and actively prevent unethical behavior. We have also established channels for reporting unethical behavior to enable the unfailing implementation of the Company’s “Ethical Corporate Management Best Practice Principles” and “Procedures for Ethical Corporate Management and Guidelines for Conduct”.	No difference

Evaluation Item	Performance			Deviation and causes of deviation from the <i>Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies</i>
	Yes	No	Summary	
(III) Has the company defined and implemented operating procedures, guidelines for conduct, disciplinary actions for offense, and a grievance system in the plan to prevent unethical behavior, and periodically reviewed the plan?	V		In addition to communicating the importance of business ethics and integrity within the Company, we have also established various procedures for handling the prevention of unethical behavior in the “Procedures for Ethical Corporate Management and Guidelines for Conduct”.	No difference
II. Enforcing ethical corporate management				
(I) Has the company evaluated the ethics and integrity record of its business counterparts and stipulated terms for ethical behavior in the contracts signed with them?	V		Before trading with important customers, we will first assess the legal status of counterparts and conduct a credit investigation on them to prevent trading with customers with unethical behavior. We have also stipulated the non-corruption terms in the contracts to ban unethical trading behavior.	No difference
(II) Has the company established a dedicated unit under the board to promote ethical corporate management, periodically (at least once a year) reported its ethical corporate management policies and plans to prevent unethical behavior to the board, and supervised the implementation?	V		We have established the “Ethical Corporate Management Best Practice Principles”. To optimize ethical corporate management, we assign the Administration Division to take charge of ethical corporate management, establish the ethical corporate management policy and prevention plan, and report the performance of implementation to the Board each year.	No difference
(III) Has the company established policies to prevent conflicts of interest,	V		We have established the “Procedures for Ethical Corporate Management and Guidelines for	No difference

Evaluation Item	Performance			Deviation and causes of deviation from the <i>Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies</i>
	Yes	No	Summary	
<p>provided channels for appropriate explanation, and unfailingly implemented such policies?</p> <p>(IV) Has the company established an effective accounting system and internal control system to achieve ethical corporate management and allowed the internal audit unit to draw up the relevant audit programs according to the risk assessment results and check the compliance with the plans to prevent unethical behavior or hire CPAs to conduct the audit?</p> <p>(V) Does the company periodically arrange internal and external education and training on ethical corporate management?</p>	V		<p>Conduct” to provide a guide for employees to handle conflicts of interest in business operations.</p> <p>We have established the “Ethical Corporate Management Best Practice Principles” and developed an effective accounting system and an effective internal control system. We also review these systems at all times to ensure the continuing effectiveness of system design and implementation.</p> <p>The internal audit unit periodically audit the system compliance and present an audit report to the Board.</p> <p>We have established the “Ethical Corporate Management Best Practice Principles”. The chairman, president, or senior management shall periodically communicate the importance of ethical corporate management to directors, employees, and mandatories. We have also set integrity, enthusiasm, and innovation as our core values.</p> <p>We periodically arrange education, training, and awareness education for directors, managers, employees, mandatories, and substantial controllers for them to understand the Company’s determination, policy, and prevention plans for ethical</p>	No difference

Evaluation Item	Performance			Deviation and causes of deviation from the <i>Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies</i>
	Yes	No	Summary	
			corporate management and the consequences of unethical behavior.	
III. Whistle-blowing system				
(I) Has the company established specific systems for reporting unethical behavior and encouraging the report of unethical behavior and assign special personnel to investigate the persons accused of unethical behavior?	V		After receiving reports of unethical behavior to the Company from the special email or the HR unit, we will activate the investigation procedure, and the audit unit will send special staff to take charge of the investigation.	No difference
(II) Has the Company established standard operating procedures for investigating unethical behavior reports, the measures for following up the investigation, and other relevant non-disclosure mechanisms?	V		Apart from defining the report receiving personnel and unit in the “Procedures for Ethical Corporate Management and Guidelines for Conduct”, we have also made commitment to ensure the confidentiality of both the whistle-blower and evidence.	No difference
(III) Has the company provided proper whistle-blower protection?	V		In addition to keep absolute confidentiality of the identity of whistle-blowers and the content of reports, we even prohibit retaliation on whistle-blowers.	No difference
IV. Enhancing information disclosure				
(I) Has the company disclosed the content and performance of its “Ethical Corporate Management Best Practice Principles” on its corporate website and MOPS?	V		We have disclosed both the Company’s “Ethical Corporate Management Best Practice Principles” and “Procedures for Ethical Corporate Management and Guidelines for Conduct” on the corporate website and MOPS.	No difference

Evaluation Item	Performance			Deviation and causes of deviation from the <i>Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies</i>
	Yes	No	Summary	
V.			<p>After establishing the “Ethical Corporate Management Best Practice Principles” in accordance with the <i>Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies</i>, state its performance and differences from the <i>Ethical Corporate Management Best Practice Principles for TWSE/TPEE-Listed Companies</i>.</p> <p>We have established the “Ethical Corporate Management Best Practice Principles” based on the philosophy of integrity, accountability, and probity; established a sound mechanism for corporate governance and risk control; and complied with the <i>Company Act, Securities and Exchange Act, Business Entity Accounting Act</i>, and the relevant regulations governing TWSE/TPEX-listed companies or other relevant laws and regulations governing business activities as the basis for implemented ethical corporate management. Additionally, we have unfailingly practice these principles and controls in internal management and external business activities.</p>	
VI.			<p>Other important information useful to understand of the Company’s performance in ethical corporate management:</p> <p>Integrity is the basis of our operations. We request all employees to uphold integrity to take responsibility for investors and society. Additionally, we maintain long-term cooperation with most suppliers and partners and have established full-time staff to engage in cooperation to maintain long-term and steady partnerships.</p>	

(VII) Other important information useful to understand the Company’s performance in corporate governance:

We have established the “Corporate Governance Best Practice Principles” with relevant sections describing the protection of the rights and interests of shareholders, enhancement of Board competency, respect for the rights and interests of stakeholders, and enhancement of information transparency. Please visit MOPS or our corporate website for details.

(VIII) Disclose the following items to support the performance of the company's internal control system:

1. Statement of Assurance of Internal Control System

Leadtek Research Inc.

Statement of Assurance of Internal Control System

Date: March 3, 2025

The following statement of compliance was made in accordance with the self-assessment of the Company's internal control system in 2023:

- I. The Company acknowledges and understands that it is the responsibility of the Board and officers to establish, implement, and maintain an internal control system, and we have established such a system. It aims to fairly ensure the achievement of targets set for operational effectiveness and efficiency (including profit, performance, and asset security), financial statement transparency, and legal and regulatory compliance.
- II. Given the inherent limitations of even the best-established internal control system, an effective internal control system can only fairly assure the achievement of the three above-mentioned targets. Additionally, changes in the environment and circumstances may all affect the effectiveness of the internal control system. However, the Company's internal control system is equipped with a self-monitoring mechanism that enables us to take immediate corrections for detected defects.
- III. In accordance with the criteria stipulated in the *Regulations Governing Establishment of Internal Control Systems by Public Companies* (hereinafter referred to as the "Governing Regulations"), the Company justifies the effectiveness of the design and implementation of the internal control system. In respect of the internal control process, the criteria stipulated in the Governing Regulations are set in accordance with the five constituent elements of an internal control system in terms of (1) control environment, (2), risk assessment and responses, (3) control operations, (4) information and communication, and (5) supervision. Each constituent element further includes a number of items. Please refer to the "Governing Regulations" for details.
- IV. The Company has adopted the above-mentioned justification criteria to validate the effectiveness of the system design and implementation.
- V. Based on the results of the above examination, the design and implementation of Company's internal control system (including the supervision and management of subsidiaries) are effective to ensure the achievement of the targets set for operational effectiveness and efficiency,

financial statement transparency, and legal and regulatory compliance by December 31, 2024.

- VI. This Statement shall form a major part of the Company's annual report and prospectus and shall be disclosed to the public. Misrepresentation or concealment of the contents disclosed in this Statement shall be subject to the liabilities as stipulated in Articles 20, 32, 171, and 174 of the *Securities and Exchange Act*.
- VII. This Statement was passed unanimously at the Board meeting held on March 3, 2025 in the presence of seven directors(including delegation).

Leadtek Research Inc.

Lu Kun-Shan, Chairman

Liang Chuan-Chieh, President

- 2. Disclose the CPA audit report for internal control system audited by CPAs:  
N/A.

(IX) Important resolutions passed at the AGM or board meetings held in the most recent year and by the date of report publication:

Date	Important AGM Resolutions
2024/6/12	<p>Important resolutions made at the 2024 AGM:</p> <ol style="list-style-type: none"> <li>1. Ratification               <ol style="list-style-type: none"> <li>(1) Approval of the financial statements and business report of 2023.</li> <li>(2) Approval of the proposal for making up the loss of 2023.</li> </ol> </li> <li>2. Discussion               <ol style="list-style-type: none"> <li>(1) Lifting the non-complete restrictions for new directors.</li> </ol> </li> </ol>

Date	Important Board AGM Resolutions
2024/02/26	<ol style="list-style-type: none"> <li>1. Approval of the financial statements and business report of 2023.</li> <li>2. Approval of the proposal for making up the loss of 2023.</li> <li>3. Approval of the Statement of Assurance of Internal Control System for 2023.</li> <li>4. Approval of the improvement plan for extension for one year of repayment for loans to “Leadhope International Inc.” with insolvency.</li> <li>5. Approval of proposal to lift the non-competition restriction on directors.</li> <li>6. Approval of the proposal to convene the 2024 Annual Shareholders Meeting.</li> <li>7. Approval of the independence and competency assessment of the company’s accountants</li> <li>8. Approval of the appointment and remuneration of the company's 2024 financial statements certifying accountants.</li> <li>9. Approval of the revision of the organizational charter of the Company's Audit Committee.</li> <li>10. Approval of the amendment to the "Board of Directors' Meeting Rules"</li> <li>11. Approval of corporate donations.</li> <li>12. Approval of the 2024 business plan.</li> <li>13. Approval of issuance of the first domestic secured convertible corporate bonds.</li> </ol>

Date	Important Board AGM Resolutions
2024/05/13	<ol style="list-style-type: none"> <li>1. Approval of the company's first quarter 2024 consolidated financial statements.</li> <li>2. Approval of the improvement plan for extension for one year of repayment for loans to “Leadhope International Inc.” with insolvency.</li> <li>3. Approval of bank credit financing.</li> </ol>
2024/8/12	<ol style="list-style-type: none"> <li>1. Approval of the company's second quarter 2024 consolidated financial statements.</li> <li>2. Approval of the improvement plan for extension for one year of repayment for loans to Leadhope International Inc. with insolvency.</li> <li>3. By cancelling the issuance of employee stock option certificates.</li> <li>4. Approval of the cancellation of the first domestic secured convertible corporate bonds.</li> <li>5. Approval of the 2023 Sustainability Report.</li> <li>6. Approval of bank credit financing.</li> <li>7. Approval of loans by leasing.</li> <li>8. Approval of amendment of “Internal major information handling procedures”.</li> </ol>
2024/09/30	<ol style="list-style-type: none"> <li>1. Approval of the funds loaned to Leadhope International Inc. for accounts receivable but not yet recovered shall be excluded from the accounts receivable claims.</li> <li>2. Approval of the dissolution and liquidation of “Leadhope International Inc.”</li> </ol>
2024/11/04	<ol style="list-style-type: none"> <li>1. Approval of the company's third quarter 2024 consolidated financial statements.</li> <li>2. Approval of the improvement plan for extension for one year of repayment for loans to Leadhope International Inc. with insolvency.</li> <li>3. Approval of the establishment of "Corporate Risk Management Policies and Procedures", "Sustainability Information Collection and Management Procedures", and "Sustainability Report Preparation and Assurance Procedures".</li> <li>4. Approval of the proposal to revise the internal control system.</li> <li>5. Approval of the 2025 internal audit program.</li> </ol>

Date	Important Board AGM Resolutions
	<p>6. Approval of of loans by leasing.</p> <p>7. Approval the revision of the general principles of the Company's pre-approval non-confidential services policy.</p> <p>8. Approval of the change of accounting officer.</p> <p>9. Approval of the gaming department closed.</p> <p>10. Approval of disposing of shares of Touch Cloud Inc.</p> <p>11. Approval of the redemption of “H3 Platform Inc.” Convertible Note upon maturity.</p>
2024/12/02	<p>1. Approval of the smart health products business transferred to the investment company to continuing operation.</p> <p>2. Approval of the Company to dispose fixed and (other) assets and inventories to Leadtek Biomed Inc.</p> <p>3. Approval of the company's President appointment and salary remuneration proposal.</p> <p>4. Approval of lifting the non-compete restriction on the company's managers.</p> <p>5. Approval of the company's Chief Strategic Officer appointment and salary compensation proposal.</p> <p>6. Approval of the proposal to amend the company's articles of association and appoint directors and representatives of Leadtek (Shanghai) Research Inc.</p>

Date	Important Board AGM Resolutions
2025/03/03	<ol style="list-style-type: none"> <li>1. Approval of the financial statements and business report of 2024.</li> <li>2. Approval of the proposal for making up the loss of 2024.</li> <li>3. Approval of the Statement of Assurance of Internal Control System for 2024.</li> <li>4. Approval of the improvement plan for extension for one year of repayment for loans to “Leadhope International Inc.” with insolvency.</li> <li>5. Approval of definition of grassroots employees.</li> <li>6. Approval of the proposal to amend the Articles of Incorporation.</li> <li>7. Approval of the independence and competency assessment of the company's accountants.</li> <li>8. Approval of the appointment and remuneration of the company's 2024 financial statements certifying accountants.</li> <li>9. Approval of the change of internal audit manager.</li> <li>10. Approval of by-election of directors.</li> <li>11. Approved the proposal to convene the 2025 Annual Shareholders Meeting.</li> <li>12. Abandon the cash capital increase and share subscription case of Leadtek Biomed Inc.</li> <li>13. Approval of the disposal of shares of Leadtek Biomed Inc.</li> <li>14. Approval of disposing of Leadtek Japan.</li> <li>15. Approval the company's 2025 annual business plan.</li> </ol>

(X) Major content of documented different opinions of directors or supervisors for important Board resolutions in the most recent year and by the date of report publication: None.

IV. Disclosure of CPA service fee:

(I) Information on CPA service fee:

NTD thousands

Name of accounting firm	Name of CPA	Auditing period	Audit remuneration	Non-audit service fee (Note 1)	Total	Remarks
KPMG	Chien Szu-Chuan	2024.01.01	4,065	535	4,600	
	Kuo Kuan-Ying	- 2024.12.31				

Note 1: Audit of transfer pricing and others.

(II) Disclose the amount of audit fees before and after a CPA firm change and the reasons when the audit fee in the year of change is lesser than before: None.

(III) Disclose the amount and proportion less and the reasons when the audit fee is lesser than that of the previous year by over 10%: None.

V. Change of Accountants:None.

VI. Disclose the name, job title, and term of service of the chairman, president, or chief financial or accounting officer of the company who has worked for the CPA's firm or its affiliates in the most recent year: None.

VII. Transfer of shares and change in stock pledge of directors, supervisors, officers, and shareholders holding over 10% of shares in the most recent year and by the date of report publication:

1. Changes in shareholding of directors, officers, and major shareholders:

Title	Name	2024		From 2025 to March 31, 2025	
		Increase (decrease) in shareholding	Increase (decrease) in pledged shares	Increase (decrease) in shareholding	Increase (decrease) in pledged shares
Chairman	Lu Kun-Shan	(80,000)	0	0	0
Director	Ablecom Technology Inc.	0	0	0	0
Rep. of the director	Liang Jian-Fa	0	0	0	0
Compuware Technology Inc.	Compuware Technology Inc.	0	0	0	0
Rep of the director	Liang Jian-Da	0	0	0	0
Independent Director	Ho Yao-Hung	0	0	0	0
Independent Director	Shen An-Shih	0	0	0	0
Independent Director	Liu Cheng	0	0	0	0
President	Liang Chuan-Chieh	9,000	0	0	0
Vice President	Lee Cheng-Sin	0	0	0	0
Vice President	Chou Shih-Wei	0	0	0	0
Vice President	Wang Chia-Hung	0	0	0	0
VP and CFO	Chang Shen	7,048	0	(7,000)	0
Vice President	Yu Chao-Jung	0	0	0	0
Assistant Vice President	Chen Shu-Wei	0	0	0	0

2. Shares transferred to a related party: None.

3. Shares pledged to a related party: None.

VIII. Information of the top ten shareholders who are related parties or spouses, relatives within the 2nd degree of kinship to each other:

Name	Shareholding		Shares held by spouse and underage children		Shares held in the names of others		Relationship characterized as spouse or relative of 2nd degree or closer among the top 10 shareholders.		Remarks
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Name	Relationship	
Ablecom Technology Inc.	16,667,000	19.85%	0	0.00%	0	0.00%	Compuware Technology Inc. Rep:Liang Jian-Fa	Brother	
Compuware Technology Inc.	8,333,000	9.93%	0	0.00%	0	0.00%	Ablecom Technology Inc. Rep:Liang Jian-Da	Brother	
Huang, Min-Tsung	1,230,000	1.47%	0	0.00%	0	0.00%	None	None	
Wu, Ping-Tsung	429,000	0.51%	0	0.00%	0	0.00%	None	None	
President Securities Co., Derivatives Hedging Account	288,000	0.34%	0	0.00%	0	0.00%	None	None	
Tsai, Cheng-Han	285,000	0.34%	0	0.00%	0	0.00%	None	None	
Yang, Pei-Ling	218,000	0.26%		0.00%	0	0.00%	None	None	
Lin, Su-Chiu	217,000	0.26%	0	0.00%	0	0.00%	None	None	
Chen, Yen-Chi	216,000	0.26%	0	0.00%	0	0.00%	None	None	
Huang, Shuang-Pin	211,000	0.25%	0	0.00%	0	0.00%	None	None	

IX. Shareholding of the same investee of the company and its directors, supervisors, officers, and companies under direct or indirect control, and the consolidated shareholding of them:

2024.12.31

Unit: shares/%

Investee (Note 1)	Invested by the Company		Held by directors, supervisors, managers, and directly or indirectly controlled enterprises		Aggregate investment	
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage
Leadtek Holding Inc.	7,500,000	100.00	—	—	7,500,000	100.00
Leadtek Japan	3,000	100.00	—	—	3,000	100.00
Leadhope International Inc.	1,657,496	71.36	564,860	24.31	2,222,356	95.67
Leadtek BioMed Inc.	100,000	100.00	—	—	100,000	100.00
Wegene Technology (Samoa) Inc.	320,400	100.00	—	—	320,400	100.00
Aiborn Inc.	1,000,000	100.00	—	—	1,000,000	100.00
Leadtek (SHANGHAI) Research Inc.	—	—	—	100.00	—	100.00
Leadhope (H.K..) Limited	33,500,000	100.00	—	—	33,500,000	100.00
Wegene Technology (Shenyang) Inc.	—	—	—	100.00	—	100.00
Zero TC (Shanghai) Inc.	—	—	—	45.00	—	45.00

Note 1: Long-term investees listed in the Company's individual financial statements expressed with the equity method.

## There. Funding Status

### I. Capital and outstanding shares

#### (I) Source of capital

2025.03.25

Unit: NTD thousands, thousand shares

Year / month	Issue price	Authorized capital		Paid-up capital		Remarks			
		Number of shares	Amount	Number of shares	Amount	Source of capital	Capital contribution offset in kind.	Others	
Jan 2005	16.3	400,000	4,000,000	167,621	1,676,215	Subscription of warrant bonds (WBs)	3,803	None	–
Mar 2005	16.3	400,000	4,000,000	176,308	1,763,086	Subscription of warrant bonds (WBs)	86,871	None	–
May 2005	16.3	400,000	4,000,000	176,358	1,763,577	Subscription of warrant bonds (WBs)	491	None	–
Jun 2005	16.3/13.6	400,000	4,000,000	176,691	1,766,906	Subscription of warrant bonds (WBs) Subscription of employee stock options	3,129 200	None	–
Jul 2005	14.4/12	400,000	4,000,000	179,812	1,798,117	Subscription of warrant bonds (WBs) Subscription of employee stock options	31,041 170	None	–
Jul 2005	10	400,000	4,000,000	202,161	2,021,612	Capitalization of profits Capitalization of additional paid-in capital	161,439 62,056	None	–
Aug 2005	14.4/12	400,000	4,000,000	203,210	2,032,099	Subscription of warrant bonds (WBs) Subscription of employee stock options	10,347 140	None	–
Apr 2007	13.8	400,000	4,000,000	209,790	2,097,896	Subscription of warrant bonds (WBs)	65,797	None	–
Apr 2007	11.6-16.6	400,000	4,000,000	210,309	2,103,086	Subscription of employee stock options	5,190	None	–
Jul 2007	11.6-19.2	400,000	4,000,000	212,001	2,120,006	Subscription of employee stock options	16,920	None	–
Oct 2007	–	400,000	4,000,000	148,400	1,484,004	Reduction of capital	-636,002	None	–
Oct 2008	10	400,000	4,000,000	152,992	1,529,916	Capitalization of profits	45,912	None	–
Apr 2010	13.9~16.1	400,000	4,000,000	153,107	1,531,066	Subscription of employee stock options	1,150	None	–
Sep 2011	–	400,000	4,000,000	107,174	1,071,746	Reduction of capital	-459,320	None	–
Aug 2017	–	400,000	4,000,000	53,587	535,873	Reduction of capital	-535,873	None	–
Sep 2022	–	400,000	4,000,000	58,946	589,460	Capitalization of profits	53,587	None	–
Oct 2023	–	400,000	4,000,000	83,946	839,460	Private Placement of 25,000,000 shares	250,000	None	–

2025.03.31

Unit: shares

Share category	Authorized capital			Remarks
	Outstanding shares*	Unissued shares	Total	
Registered ordinary shares	83,946,031	316,053,969	400,000,000	

\*Outstanding shares are offered publicly.

Information on shelf registration: N/A

(II) List of major shareholders

March 25, 2025

Unit: shares

Name of major shareholder	Shares	Number of shares held	Shareholding percentage
Ablecom Technology Inc.		16,667,000	19.85%
Compuware Technology Inc.		8,333,000	9.93%
Huang Min-Tsung		1,230,000	1.47%
Wu, Ping-Tsung		429,000	0.51%
President Securities Co., Derivatives Hedging Account		288,000	0.34%
Tsai, Cheng-Han		285,000	0.34%
Yang, Pei-Ling		218,000	0.26%
Lin, Su-Chiu		217,000	0.26%
Chen, Yen-Chi		216,000	0.26%
Huang, Shuang-Pin		211,000	0.25%

(III) Dividend policy and implementation:

1. Dividend policy as stipulated in the Articles of Incorporation

The Company's operations are growing steadily, and earnings are distributed primarily in cash dividends. They can also be distributed in stock dividends. However, the proportion of dividend distribution shall not exceed 50% of the total amount of dividends in the year.

2. Proposed distribution of dividends at the current AGM

To make up the loss in 2024, no dividend was distributed as approved by the Board.

(IV) Impacts of the stock grants proposed by the current AGM of shareholder on the company's operations and EPS: N/A.

(V) Rewards for employees and directors:

1. The percentage or range of rewards for employees and directors as stipulated in the Articles of Incorporation.

After the amendment to the Articles of Incorporation on Jun 10, 2020, after deducting the remuneration for employees and directors from the net income after tax of the period, no less than 3% of the income before tax shall be appropriated as the reward for employees and not more than 5% shall be appropriated as the reward for directors. However, the amount for making up the accumulative losses (including the adjustment of undistributed earnings), if any, shall be preserved in advance.

The proposal for distribution of rewards for employees and directors shall be approved by resolution of over one half of directors attending a board meeting attended by over two thirds of all directors and reported to AGM. The board shall determine by resolution the distribution of rewards for employees in stock or in cash. The recipients shall include the employees meeting the requirements of affiliates. The board shall be authorized to set the requirements. The reward for directors shall only be distributed in cash.

2. Basis for estimating the reward for employees and directors of the period, for calculating reward for employees in stock, and for accounting solution for differences between actually distributed amount and estimated amount: N/A.
3. Information on the proposal for reward distribution passed by the Board:
  - (1) The amount of rewards for employees and directors distributed in cash or in stock. Disclose the differences and their causes and solutions for differences from the estimated amount of the expense recognized for the year: N/A.
  - (2) The proportion of amount equivalent to the stock distributed as rewards for employees in the earnings after tax in the individual or consolidated financial statement of the period and the total amount of remuneration for employees: N/A.
4. State the amount, causes, and solutions of differences in the actual status of reward (including number of shares, amount, and stock price) distributed to employees and directors in the previous year: N/A

(VI) Information of stock buyback: None.

- II. Information of corporate bonds: None.
- III. Information of preferred shares: None.
- IV. Information of of global depositary receipts (GDR): None.
- V. Information of certificates of employee stock options: No immature certificate of employee stock options.
- VI. Information of restricted stock awards (RSA): None.
- VII. Issuance of new shares in connection with M&A or with acquisitions of shares of other companies: None.
- VIII. Performance of capital utilization plan: None.

Incomplete previous public offering or private placement or the completed public offering or private placement without insignificant effectiveness so far in the pass three years: None.

## Four. Business Overview

### I. Operations

#### (I) Scope of business

##### 1. Major contents of the scope of services

- (1) CC01110 Computer and Peripheral Equipment Manufacturing
- (2) CH01040 Toys Manufacturing
- (3) I301010 Information Software Services
- (4) F401010 International Trade
- (5) F104110 Wholesale of Cloths, Garments, Shoes, Hats, Umbrellas and Clothing Accessories
- (6) F204110 Retail Sale of Cloths, Garments, Shoes, Hats, Umbrellas and Clothing Accessories
- (7) CC01060 Wired Communication Mechanical Equipment Manufacturing
- (8) CC01070 Wireless Communication Mechanical Equipment Manufacturing
- (9) CC01101 Restrained Telecom Radio Frequency Equipments and Materials Manufacturing
- (10) F113070 Wholesale of Telecommunication Apparatus
- (11) F213060 Retail Sale of Telecommunication Apparatus
- (12) F401021 Restrained Telecom Radio Frequency Equipments and Materials Import
- (13) CF01011 Medical Devices Manufacturing
- (14) F108031 Wholesale of Medical Devices
- (15) F208031 Retail Sale of Medical Apparatus
- (16) CE01021 Weights and Measuring Instruments Manufacturing

The Company may engage in all business activities that are not prohibited or restricted by law, except those that are subject to special approval.

2. Proportion in operations:

Product	Ratio of operating income in 2023	Ratio of operating income in 2024
Computer products	95.41%	92.44%
Smart health products	1.48%	2.04%
Others	3.11%	5.52%
Total	100.00%	100.00%

3. The current product ranges as as follows:

(1) Computer products:

Name	Category
A. Graphics (VGA) cards	- NVIDIA gaming graphics cards - NVIDIA workstation graphics cards - NVIDIA server HPC cards
B. Virtual desktop (VD) systems	- Zero Client - Thin Client
C. System products	- Workstation PCs - HPC servers - NVIDIA AI super computer systems
D. Project products	- AI deep learning solutions - GPU Docker Management System (GDMS) - GPU AI development software
E. Others	- NVIDIA Omniverse platform - NVIDIA DRIVE auto-driving kits - NVIDIA vGPU virtual graphics

(2) Smart health products:

Name	Category
A. E-health products	- Heart rate variability (HRV) analyzers - DxPatch wearable medical devices - Health measurement kiosks - Health band (Amor H2) - Pulse oximeters
B. Others	- BtNPN Plant Nanopatch - Fullskin New Orchid Repair Essence Lotion

(3) Other products:

Name	Category
ICT System Integration	- Government project system development

4. Plan for the future Products:

Project Name	Project Use	Description
AI Workstation	Provides a direct liquid cooling solution for the entire workstation, solving the problem of high heat consumption and noise in the system at one time, while still maintaining the powerful computing performance of multiple GPUs. Empower AI developers and data scientists to meet the needs of AI workloads such as design, development, fine-tuning, and training and inference of models.	Combined with the new generation of liquid-cooled GPU and workstation computing platform, a system software combination of AI development and hardware computing resource allocation is built to achieve the purpose of providing an all-in-one AI development workstation that can instantly enhance artificial intelligence development, inference, data science, and content Computing resources required for creative and industrial digital workloads.

(II) Industry overview:

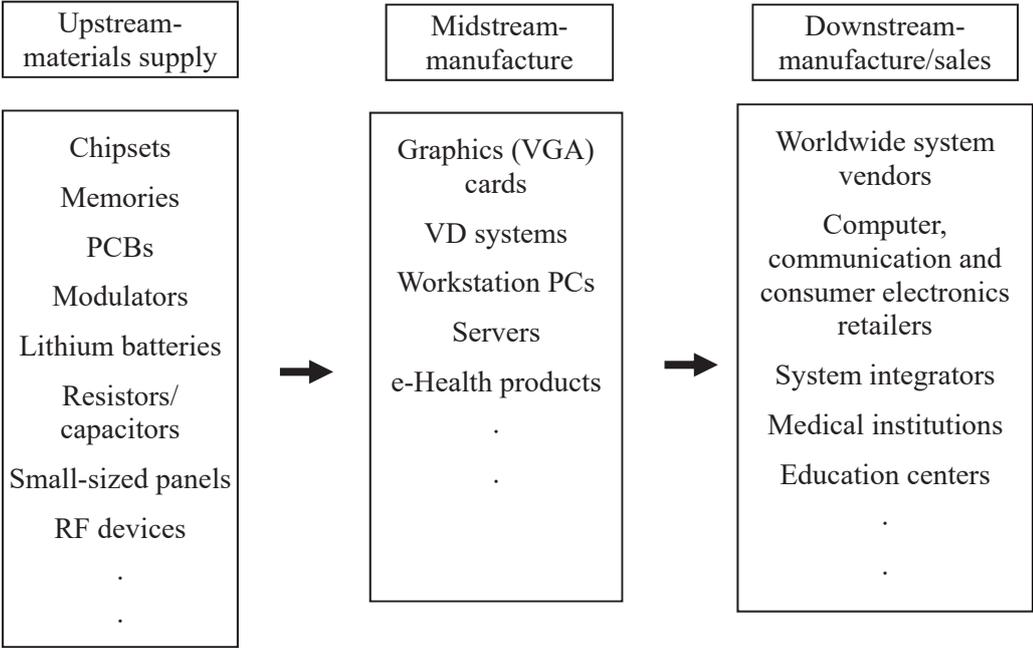
1. Status and development of industry

Both our computer products and smart health products fall in the electronics industry. Currently, specialization in product R&D and manufacture is the current trend of the industry. Branded manufacturers focus on R&D and marketing, while OEM/EMS emphasize manufacturing products for the former, expanding the gap between both. There are also small and medium enterprises (SMEs) with strong R&D capacity but lower brand awareness designing products for branded manufacturers and handing over the manufacture to OEM/EMS. This group of enterprises is known as original design manufacturers (ODM).

The popularization of the internet has enabled the rapid development of the cloud computing industry. By transferring major computing operations from personal terminal devices to servers, users compute and save files on servers

through network connection, creating business opportunities for software as a service (SaaS). As the record of personal network behavior and activities are recorded in servers after the popularization of cloud computing, big data systems for analyzing big data came into being as a result, turning big data analysis into a big help in web marketing for enterprises.

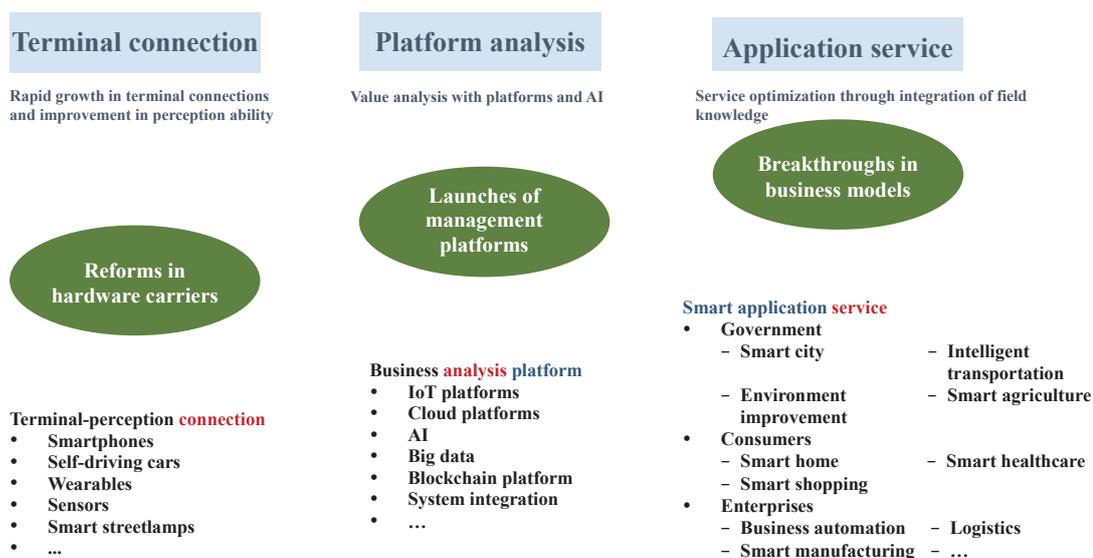
2. Interrelations among upstream, midstream, and downstream industries



3. Product development trend and competition

The maturity of connecting devices has changed the way of information transmission, data storage, and personal computing towards cloud computing. Personal mobile devices, cloud servers and peripherals, and the relevant applications will lead the product development in future generations. Through big data analysis, the information economy takes form with the Internet of Things (IoT). Machine learning (ML) using artificial intelligence (AI) provides services for consumers to enjoy better experience. By bringing IT to the daily life (B2C) and changing production competitiveness in industries (B2B), qualified life and efficient manufacturing are made possible.

## Three stages of the IoT industry



Source: IEK, ITRI; ed. by SIPO.

With a wide range of products, including personalized objects, workstations, servers, and big data analysis systems, we will offer overall sales and services in the IoT industry chain full of future business opportunities in the future.

### (III) Technology and R&D:

Research and development expenses and technologies or products successfully developed in the most recent year and by the date of the report publication:

1. Research and development expenses in the most recent year and by the date of the report publication:

Unit: NTD thousands

Item	Year	2024 (consolidated financial statement)
R&D expenses		221,438
Operating revenue		4,295,808
Proportion of R&D expenses in revenues		5.15%

2. In coordination with the Company’s highly specialized R&D strategy, we invest in rich R&D resources. Through the continual R&D of core technologies over the years, we have won lots of patents.

Patent	Pieces
Invention patent	8
New style patent	22
Design patent	2

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

With an eye to the R&D of high-tech products so as to create a sales-marketing organization and marketing team for creative, high-quality, and high-efficiency multifaceted integrated application products, we hope to develop highly specialized and high value-added product ranges to provide customers with better quality of life.

##### 1. Short-term plans

Expand the marketing and service network to develop a strong brand in mainland China, Japan, and Southeast Asia markets in addition to Taiwan. Introduce enhanced distribution channels for new products and actively enter and seize emerging markets to increase market share. Enhance supplier cooperation and production process management in production to improve materials management, procurement capability, and product yield rate.

##### 2. Long-term plans

Increase own-brand market share, set up sales locations worldwide, and conclude strategic alliance with local dealers to build global sales and service system. Promote strategic cooperation to develop ODM service through cooperation with leading manufacturers with technology and production as the niche to provide customers with multifunctional products and technology integrated services. Establish own automated production plants to build high-quality and automated production bases as demonstration production examples in the production strategy. Expand cooperation with leading suppliers of electronics manufacturing service (EMS) and develop high-efficiency production processes and management to reduce production costs.

In a time when AI is the mainstream, apart from hardware manufacture, strengthening software service, providing business system solutions, and increasing SaaS subscription will become an important opportunity for us to create business opportunities.

## II. Market and sales overview

### (I) Market analysis

#### 1. Regions of sales and provision of major products and services

Currently, our computer and healthcare products are distributed in Asia, Europe, Americas, and Oceania through own brands WinFast and Leadtek. The current sales proportion of products is domestic sales at 20.80% and export sales at 79.20%, with Europe, the USA, and mainland China being the major export regions. In addition to own-brand product sales, we also actively expand our scope of services to ODM for leading computer companies in Europe, the USA, and Japan and unified communications service providers.

Regions of product sales in 2024:

Unit: NTD thousands

Region	2024 revenues	Percentage (%)
Mainland China	2,715,632	63.22
Taiwan	893,412	20.80
USA	143,786	3.35
Hong Kong	68,008	1.58
Korea	174,142	4.05
Others	300,828	7.00
Total	4,295,808	100.00

#### 2. Market share and future market supply, demand and growth

##### (1) Computer products:

Graphics cards used to be a standard feature of desktop computers. Due to the rapid growth of laptop computers in recent years and the rising trend of integrating graphics processing unit (GPU) into motherboards, the market for dedicated gaming graphics cards began to decline. However, these integrated GPUs cannot replace the performance advanced-level graphics cards that

support 3D games. We have been specializing in advanced-level graphics cards over the years and marketing them in own-brand WinFast, and our products have earned critical market acclaim. The popularization of cryptocurrency in recent years has turned advanced-level graphics cards into an online mining tool, starting a new market other than gaming.

After we became the Asia-Pacific agent of workstation graphics cards (NVIDIA Quadro) that support professional graphics technology, professional graphics cards have become the major source of our revenues and profit in the absence of many competitors. The sales of our HPC cards (Tesla) that support servers has also increased from the past at the rise of cloud computing. In recent years, mainland China has been fostering seven emerging industries through five-year plans, and building emerging platforms based on cloud computing, such as IoT, sensor network, and 3-in-1 network is one of them. The sales of our workstation graphics cards (NVIDIA Quadro) and server HPC cards (Tesla) has been growing significantly in mainland China in recent years. According to the 14th five-year plan, the 5G industry will boost the application of AI, cloud computing, and industrial IoT (IIoT), bringing the opportunity for significant growth of our computer products.

Our system products are extension of workstation graphics cards and server HPC cards. Cloud computing has facilitated the increased demand for servers to significantly boost the market growth of workstations and servers. The application of the NVIDIA AI super computer in deep learning and AI development, robots, self-driving cars, and unmanned factories will be the fruit of technology application that creates unlimited business opportunities. In recent years, we have also extended our operations to the enterprise solution provision. Our AI deep learning solution offers GPU deep learning to enterprises, assessment and recommendation of AI construction environment, and software and hardware integration planning. With the collection and cleansing of big data and AI modeling, we locate

the regularity of data to offer model training and produce valuable reports and inferences to help enterprises improve the effectiveness of operations.

NVIDIA Omniverse Enterprise is an end-to-end collaboration and simulation platform integrating teams, assets, and software tools in a common virtual space for members of different working groups in different locations to process a project file at the same time to accelerate 3D design and digital twin workflows and projects for enterprises through real-time collaboration and real simulation. As a long-term partner of NVIDIA, we facilitate the rapid implementation of NVIDIA Omniverse Enterprise in Pacific-Asia for enterprises to solve problems in incompatible design software and realize synchronous collaboration of a single design work with their existing work structure so as to shorten the time to launch of products.

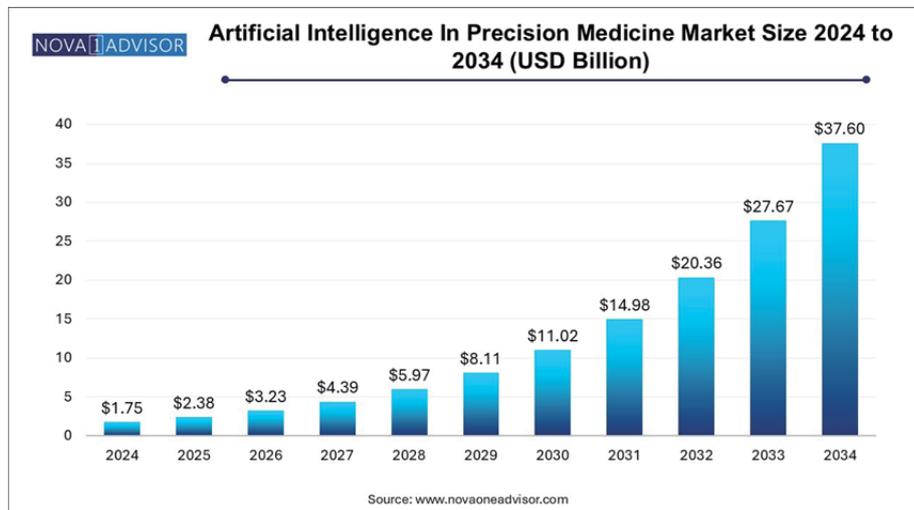
The popularization of cloud computing enables enterprises to run multiple operating systems and applications at the same time on cloud servers. With visualization technology, the results of operation are displayed on personal devices after computing in the server. As all tasks are in the cloud server, personal devices become a thin PC to significantly reduce the cost of personal devices and ensure the security of data storage in cloud servers.

Our VD system Zero Client is a thin PC. With VMWare's network system or PCoIP module system, the Zero Client enables users to connect a personal device to the server and register on a remote computer for operation, creating another niche market of business PCs for enterprises. As VD systems are suitable for enterprises to build their private clouds, they have been used by increasing enterprises in recent years. However, as there are many software visualization technologies, including the leading VMWare, Citrix, and Window RDP, and our Zero Client currently only supports VMWare, we will continue to develop other personal devices, such as the Thin Client (thin PC), to support other visualization technologies to increase market shares.

(2) Smart health products:

Through new ICT applications, healthcare products have facilitated the rapid growth of the AI smart health care market. According to Marketing Research Reports, the compound annual growth rate (CAGR) during 2024-2034 of the AI smart health care market will reach 136% to a scale of USD37.60 billion in 2034. Taiwan has lots of high-end professionals, and regional proximity facilitates cross-industry integration. With the alignment with the US health regulations and Taiwan’s NHI system, which is one of a few big data databases in the world, Taiwan is facilitated for the development of smart health industry.

Based on the Company’s robust hardware and software knowhow, we introduce our healthcare products to the “preventive medicine” field. Our healthcare products are non-invasive and aim at monitoring human health condition to facilitate timely and effective illness prevention. Our current products can detect the blood oxygen saturation level, dysautonomia, and cardiovascular disease through electrocardiography and heart sounds. During product development, we have hired leading domestic medical specialists to participate in and instruct algorithm development. These products also upload detection data to the healthcare cloud via wireless network and receive analysis results to detect and prevent risks at all times. With the continuous increase in medical data and the big data analysis system, our products can provide users with more accurate and real-time health information.



Since 2025, the smart health product business has been transferred to the subsidiary "Leadtek Biomed Inc." for continued operation, while our company focuses on the operation of computer product business and will develop competitive products in the future in the wave of AI artificial intelligence.

### 3. Competitive niche

#### (1) Own-brand operation for brand market development and technology accumulation

Own-brand product marketing is our management goal for sustainable operations. Marketing graphics cards in the Winfast brand enables our products to remain unbeatable in the graphics card market. Marketing smart health products in the Leadtek brand allows us not only to build professional marketing channels for entry to the global market and shape the image of a total solution provider through technology integration of all product ranges but also become a partner of worldwide telecommunication companies through enhancing own-brand awareness for us to win more OEM contracts.

#### (2) Intellectual property emphasis for more patents

Maintain intellectual property rights, invest in R&D human resources, enhance innovation capability, output more patents, and thereby strengthen corporate competitiveness. Currently, we are applying for over 100 patents worldwide evenly distributed in graphics and multimedia products, video monitoring products, and smart health products. Apart from significantly enhancing corporate competitiveness, patent application can also raise the entry threshold and barriers of competitors in the relevant fields. Based on various communication, video, and multimedia patents, we develop more and new information products with integrated functions.

### 4. Strength and weakness in future development and counteractions

#### (1) Strength

##### A. Complete product ranges

We have complete computer and smart healthcare product ranges to

reduce the risk of a single product range.

#### B. R&D-oriented high-tech company

With over 30 years of technology R&D experience, we have R&D teams with design knowhow and experience in graphics card, video, audio, and communication products. Based on the such knowhow and experience, we can quickly launch products that meet the market needs and ahead of competitors of the same class with reference to the market demand or response. Hence, we have powerful competitive strength.

### (2) Weakness

#### A. Dependence of important chip technology on suppliers

The key components of our current products include chips, memories, controllers, and codecs, whose technology and future development are in the hands of suppliers of the USA and other countries. Although there are some domestic suppliers, they are unable to rival these suppliers. Hence, it is necessary to keep close contact with major chip suppliers to capture the opportunities for profit.

#### B. Launch of integrated chips

System integration is a natural trend and will crowd exiting products out. Hence, we maintain the synchronous product R&D based on this trend and develop relevant, alternative display products to capture new market opportunities and meet the diversified market demands.

#### C. Entry of leading system manufacturers with upward integration

After market entry in recent years, leading system manufacturers have seized nearly all markets with their strengths. Other manufacturers also introduce various innovative technologies into this niche market with a promising future to take a share.

### (3) Counteraction

Facing the rapidly changing market, both the scale of operations and capital utilization are limited by resource limitations. This will thus result in losing business opportunities. The counteractions are as follows:

- A. Seek diversified fund-raising channels to cope with future growth needs.
- B. Demonstrate the function of the internal control system, lower stock, and enhance receivable collection to enhance the capital turnover rate.
- C. Closely coordinate production and sales and enhance the accuracy of sales forecast to shorten product turnover, lower stock pressure, and increase the sales proportion of high-profit products.
- D. Engage with technological cooperation or technological transfer to reduce new product development costs.
- E. Maintain close cooperation with major suppliers.
- F. Flexible procurement strategy and stock management: To prevent losses caused by risky factors, we adopt the distributed multiple procurement strategy, to lower stock pressure and avoid the risk of loss due to price drop. Additionally, we purchase materials according to customer orders to maintain a good turnover rate.
- G. High-efficiency production-sales model: We determine the production schedule and production quantity for the next week at the weekly product-sales coordination meeting. The sales unit ships products quickly according to the confirmed customer orders to maintain a high turnover rate between production and sales.
- H. Differentiation and cost-saving strategy: To address the unfavorable factors in the cost structure, we have determined two product development directors: create innovative, differentiated products different from the standard version and products with high gross profit.
- I. Maintaining long-term strategic cooperation with suppliers: By maintaining a long-term strategic alliance with suppliers, we can capture the status of upstream product R&D and new product launch to timely launch memory modules meeting the market trend together with the original manufacturers.
- J. Deepening cooperation with retailers and customers: To get a head start in the market and ensure the compliance with market demand and expectation of R&D outcomes, through the in-depth cooperation with downstream customers, we capture market trends in advance for the

reference of product positioning and specification setting to accelerate product design and enhance competitiveness.

K.Active development of software service: In the time of high-speed network, hardware needs value-added software service for users to access real-time information and maximize value. We have been engaging with smart healthcare product and big data analysis service for years, hoping that they can become another profit engine in the future.

(II) Important uses and production process of major products

1. Important uses of major products

	Item	Important uses and functions
Computer products	NVIDIA gaming graphics cards	Business/home computer display cards, 3D game presentation, DVD media players, video editing, multimedia production, presentation, and image processing.
	NVIDIA workstation graphics cards	Professional 3D animation production. CAD/CAM production.
	NVIDIA server HPC cards	Server HPC.
	VD systems	Enable high-speed and high-security remote operation and sharing of computer systems through centralized management.
	Workstation PCs	Professional 3D animation production.
	HPC servers	Services with high-performance computing for deep learning and AI.
	NVIDIA AI super computer system	For data analysis and AI accelerated computing
	GPU Docker Management System	Centralize management of the resources of school/enterprise AI and big data development projects with intuitive graphic user interface (GUI).
	GPU AI development software	Package and tool for integrating AI product analysis and preloaded with completed environments for developing deep learning library and various deep learning and machine learning frameworks.

	Item	Important uses and functions
	NVIDIA DRIVE Orin Devkit Auto-driving kit	Support precise multi-sensing simulation in compliance with physics principles for developing self-driving solutions.
	NVIDIA Omniverse Enterprise Metaverse platform	A scalable platform for designing high-fidelity 3D simulation workflows for developers, creators, and enterprises to build a virtual world or 3D network.
	NVIDIA vGPU Virtual graphics	Build virtual GPUs with software for all virtual machines to share the same physical GPU installed in the server for opening tasks and running applications.
Smart health products	Heart rate variability (HRV) analyzer	Dysautonomia detector
	DxPatch wearable medical devices	Provide complete systolic parameters and abnormal heart sound detection results with the isometric PCG/ECG detection technology.
	Health measurement kiosk	Detect and analyze body temperature, blood pressure, and dysautonomia.
	Health band (Amor H2)	A wearable that detects fatigue index and circulation index.
	Pulse oximeter	Detect blood oxygen saturation level
	BtNPN Plant Nanopatch	Nanotechnology penetrates deeply into the skin to eliminate fatigue and relieve muscle soreness.
	Fullskin New Orchid Repair Essence lotion	Repair skin tissue and whiten skin effectively

Note: Since 2025, the operation of smart medical products has been transferred to the subsidiary "Leadtek Biomed Inc."

## 2. Production process

Automatic surface mounting —→ Manual insertion —→ Solering  
 —→ Burn-in —→ PCB testing —→ Assembly —→ System testing

### (III) Supply of major materials

Major materials of our electronics products include chips, memories, PCBs, and small-sized panels. We often maintain a good partnership with foreign materials suppliers and purchase key materials and key components from at least two suppliers to ensure flexible procurement and disperse the risk of over-centralization of materials supply.

### (IV) Names of customers with over 10% of the total purchase/sales amount and their purchase/sales amount and proportion in any of one of the past two years

#### 1. Suppliers in the past two years

Unit: NTD thousands

2023				2024			
Name	Amount	Ratio in the annual net purchase	Relationship with the issuer	Name	Amount	Ratio in the annual net purchase	Relationship with the issuer
N	1,127,589	32.87%	None	N	1,494,191	30.24%	None
T	902,029	26.30%	None	L	671,791	13.59%	None
				T	507,050	10.26%	None

Note: No supplier is a related party of the Company.

#### 2. Buyers in the past two years

Unit: NTD thousands

2023				2024			
Name	Amount	Ratio in the annual net sales	Relationship with the issuer	Name	Amount	Ratio in the annual net sales	Relationship with the issuer
-	-	-	-	-	-	-	None

Note: No customers with an annual net sale over 10% in 2023 and 2024.

### III. Employees

Data of employees in the past two years and by the date of report publication:

Year		2023	2024	2025 and by March 31, 2025
Number of employees	Sales personnel	132	107	74
	Management personnel	52	47	47
	R&D personnel	123	64	50
	Manufacturing personnel	93	88	52
	Total	400	306	223
Average age		42	43	43
Average years of service		10.5	12.2	12.3
Distribution of education attainment	Doctoral Degree	2.00%	0.98%	0.90%
	Masters Degree	20.00%	20.26%	18.83%
	Bachelors Degree	68.50%	67.32%	70.85%
	Senior High School	9.00%	10.46%	8.52%
	Below high school	0.50%	0.98%	0.90%

### IV. Contribution to environmental protection

- (I) Losses (including damage compensations) and fines incurred due to pollution of environment in the more recent year and by the date of report publication and total amount of sanction: None.
- (II) Future counteractions (including improvement measures) and potential expenses (including the estimated amount of loss, sanction, and compensation for failure to take counteractions):

In response the implementation of the EU RoHS, we began to progressively switch to lead-free manufacturing processes in 2006 and progressively lower the ratio of leaded stock.

### V. Labor-management relations

- (I) The company's various employee welfare measures, continuing education, training, retirement system, and their implementation, as well as labor-management agreements and the measures to maintain the rights and interests of employees:

### 1. Employee welfare measures

Education and training; employee stock option and profit-sharing system; year-end bonuses and cash gifts for three major folk festivals, complete Labor Insurance, National Health Insurance, and group insurance; birthday cash gift; employee reunion; staff welfare committee; employee club activities; annual travel; and allowances for wedding, funerals, and festivities.

### 2. Continuing education, training, and retirement system and their implementation

We have established the Regulations for Education, Training, and In-Service Continuing Education for Employees to enrich the professional knowledge and skills of employees and improve operational performance. Employees may apply for continuing education and training organized internally or by external organizations according to the Regulations.

We have also established the Employee Retirement Regulations in accordance with the *Labor Standards Act* and *Labor Pension Act* to legally handle employee retirement. Apart from contributing to the Labor Retirement Reserve Fund monthly according to the *Labor Standards Act* and deposit the sum in the Labor Retirement Reserve Fund special account of the Bank of Taiwan, we also contribute 6% of the employee's salary monthly to the personal account of employees at the Bureau of Labor Insurance in accordance with the *Labor Pension Act*.

We also implement the employee stock ownership trust (ESOT) for employees to contribute a fixed amount from their salary to the trust account, and the Company also contribute the same amount to the employee's trust account to help employees accelerate pension accumulation to realize their retirement plan earlier.

### 3. Labor-management agreements and the measures to maintain the rights and interests of employees

With harmonious labor-management relations, no loss on labor-management disputes has been reported. It is estimated that no such loss will occur in the future.

(II) Losses from labor-management disputes in the most recent year and by the date of report publication: None.

(III) The estimated amount of losses from labor-management disputes at present and in the future and counteractions:

Apart from valuing various employee benefits at ordinary times and provide them with an excellent workplace environment, we also emphasize the two-way communication with employees to harmonize labor-management relations. Hence, losses from labor-management disputes in the future will hardly happen.

VI. Cybersecurity Management:

(I) Cybersecurity management framework, cybersecurity policy, specific management plans, and resources for cybersecurity management.

1. Structure of information security organization

The Computer Center is the Company’s IT department. It is chaired by the chief IT officer and a number of IT professionals to plan and establish the information security policy and provide technical support for information security. It also periodically arranges awareness education for information security to reduce information security risks.

In risk management, we address risks in terms of three aspects and reduce the significance of their impact.

Item	Risk Management Plan	Risk Incident Handling	Risk Policy Improvement
Mechanism	Implementation of appropriate controls	Timely and accurate handling	Continuous risk mitigation
Specific Action	1. Antivirus and anti-hacking mechanisms 2. Breach prevention 3. Vulnerability scan, detection, and response and backup mechanisms	1. Minimization of the scope of impact and prevention of impact expansion. 2. Real-time recovery and business recovery.	1. Review based on defects 2. Proposition of improvement plans 3. Inclusion in risk management

## 2. Information security policy:

The following controls are implemented according to the information security policy and regulations:

- (1) Account and password principles: Stringent password principles are established, periodic password change is required, and lending passwords to others is prohibited.
- (2) Information hardware use: Carrying and use of non-corporate information assets and equipment are prohibited.
- (3) Information software use: Employees are prohibited from installing any software not installed or unlicensed software authorized by the Computer Center.
- (4) File management: The storage equipment of personal files for corporate use, physical confidential documents, and files and document information shall be properly managed, and unauthorized access shall be prevented.
- (5) Mail management: Emails of unknown origins or suspicious emails shall not be open and shall be deleted immediately.
- (6) Network use: No fraudulent use or diddling of the assigned IP; no unauthorized connection to the corporate network; no unauthorized erection of wireless transceiving equipment.
- (7) Periodic policy announcement, case study, and awareness education of information security: Publish the related policies, case study, and awareness education of information security over the corporate network or by email to keep employees updated with and follow the information security policies.

## 3. Specific cybersecurity management plans and resources:

- (1) Updating and improvement of IT infrastructure:
  - ① Purchase new server hardware and software and update server and client OS to the latest version.
  - ② Implement the vulnerability scan system to reduce information security problems from loopholes.

- ③ Update network equipment and increase backup lines and equipment to prevent business disruption caused by the damage of single equipment or single line.

(2) Strengthening backup mechanism:

- ① Purchase new-model backup solutions.
- ② Establish new SOPs for backup, recovery, and disaster response drills.
- ③ Build the server redundancy mechanism to reduce post-disaster downtime.

(3) Strengthening information security concept in employees:

Apart from invasion from outside, increasing information security incidents are caused by the infection of employee equipment, resulting in information security incidents of larger scale.

- ① Periodically announce policies, case study, and aware education of information security.
- ② Education and training for information security for employees to raise awareness of information security inside and outside the Company.

- (II) List the losses, potential impact, and counteractions of cybersecurity incidents in the most recent year and by the date of report publication or state the factors preventing the reasonable estimation of them: None.

VII. Important contracts:

Nature of Contract	Concerned Party	Contract Starting/Ending Dates	Major Content	Limitations
Agency	NVIDIA	Jan-Dec 2024	Product sales	None
Consignment	Taishin International Bank	Dec 2020-Dec 2030	ESOT	None
Project	Government	Jan-Dec 2024	Procurement	None
Cooperation	National Taiwan Normal University	Sep 2023-Aug 2024	Industry-university cooperation	None
Cooperation	Alivecort Inc.	Jan 2023-Dec 2024	Industry-academia collaboration	None
Cooperation	Shuang Ho Hospital	Aug 2024-Dec 2024	Industry-university cooperation	None
Loan	The Shanghai Commercial & Savings Bank	Aug 2021-Aug 2026	Long-term loan repayable monthly	None

Five. Review and analysis of the financial position and operational performance and risk management:

I. Financial position

Comparison of financial position of the past two years:

Unit: NTD thousands

Item	Year		Difference	
	2024	2023	Amount	%
Current assets	2,596,419	2,204,072	392,347	17.80
Property, plant, and equipment	200,219	199,895	324	0.16
Other assets	171,976	204,044	(32,068)	(15.72)
Total assets	2,968,614	2,608,011	360,603	13.83
Current liabilities	2,228,983	1,478,881	750,102	50.72
Non-current liabilities	155,452	119,323	36,129	30.28
Total liabilities	2,384,435	1,598,204	786,231	49.19
Share capital	839,460	839,460	0	0.00
Capital surplus	187,192	419,475	(232,283)	(55.37)
Retained earnings	(445,094)	(232,283)	(212,811)	91.62
Other equity interest	2,598	(15,565)	18,163	(116.69)
Non-controlling interests	23	(1,280)	1,303	(101.80)
Total equity	584,179	1,009,807	(425,628)	(42.15)
<p>Major causes and impacts of significant changes in assets, liabilities, and equity in the past two years, and the future response plan (difference up to 20% and more than NT\$10 million).</p> <p>The increase in current liabilities was mainly due to the increases in contract liabilities - current.</p> <p>(2) The increase in non-current liabilities was due to the increases in deposit received.</p> <p>(3) The decrease in capital surplus was due to the make up for losses in the previous year.</p> <p>(4) The increase in other equities was due to the increase in exchange differences on translation of financial statements of foreign operating entities.</p>				

## II. Financial performance

### (I) Comparison of operational results in the past two years

Unit: NTD thousands

Item	Year		Increased (reduced) amount	Change ratio %
	2024	2023		
Operating revenue	4,295,808	4,276,117	19,691	0.46
Operating costs	3,927,774	3,647,838	279,936	7.67
Gross profit	368,034	628,279	(260,245)	(41.42)
Operating expenses	798,975	726,800	72,175	9.93
Non-operating income and expenses	(2,287)	(34,275)	31,988	(93.33)
Profit (loss) from continuing operations before tax	(433,228)	(132,796)	(300,432)	226.24
Tax expense (income)	6,681	27,190	(20,509)	(75.43)
Income (Loss)	(439,909)	(159,986)	(279,923)	174.97
Other comprehensive income	14,281	(8,319)	22,600	(271.67)
Total Comprehensive income	(425,628)	(168,305)	(257,323)	152.89
Net income (loss) attributable to owner of the parent company	(441,211)	(159,729)	(281,482)	176.22
Total comprehensive income (loss) attributable to owner of the parent company	(426,931)	(168,048)	(258,883)	154.05
<p>Major causes of significant changes in the revenue, net income, and net income before tax in the past two years:                      (Analysis of differences up to 20% and an amount over NT\$10 million).</p> <p>(1) The decrease in gross profit was due to the increase in operating costs.</p> <p>(2) The decrease in non-operating income and expenses was due to the decrease in financial cost and currency exchange loss.</p> <p>(3) The decrease in tax expense was due to the decrease in income tax from Leadtek Research (Shanghai) Inc. in the current year.</p> <p>(4) The increase in other comprehensive income is was due to the increase in exchange differences on translation of financial statements of foreign operating entities.</p>				

(II) Estimated sales volume and the basis, the potential impacts on the company's future operations, and counteractions:

In the computer industry, continuous sales growth is expected in VD systems during the development towards cloud computing, and massive sales growth in consumer graphics cards is foreseeable due to mining and blockchain application. Significant sales growth is also expected in workstation graphics cards and server HPC cards in the deep learning and AI domains. We will continuously invest in R&D to develop new technology and new products to maintain long-term competitiveness against the changes in the industry.

III. Cash flow:

Analysis of cash flow in the most recent year:

Consolidated financial statements

Unit: NTD thousands

Opening cash balance	Annual net cash flow from operating activities	Annual net cash flow from investing activities	Annual net cash flow from fundraising activities	Effects of changes in foreign exchange rates	Year-end cash balance
309,350	(40,139)	10,596	135,963	17,258	433,028
<p>1. Analysis of changes in cash flow in 2024:</p> <p>(1) Operating activities (40,139) NTD thousand This was mainly due to the increase in inventory in the current year.</p> <p>(2) Investing activities: 10,596 NTD thousand This was mainly due to the decrease in restricted assets in the current year.</p> <p>(3) Financing activities: 135,963 NTD thousand This was mainly due to the increase in short-term loans in the current year.</p> <p>2. Improvement plan for inefficient liquidity: None.</p> <p>3. Analysis of cash liquidity in the next year:</p>					
Opening cash balance	Expected annual net cash flow from operating activities	Expected annual cash in/out flows	Expected amount of cash balance (deficiency)	Remedy for expected cash deficiency	
				Investment plans	Financial management plans
433,028	106,334	(73,112)	466,250	-	-
<p>Analysis of changes in cash flow in 2025:</p> <p>(1) Operating activities: It is expected that the profit from operation will generate cash inflow.</p> <p>(2) Investing activities: It is expected to generate cash outflow by acquiring operating assets.</p> <p>(3) Financing activities: It is expected to return current borrowings by cash inflow from operation income.</p>					

- IV. Influence of major capital spending on financial position and operation in the most recent year: None.
- V. Re-investment policies, main causes of gains/losses, and improvement plans in the most recent year, and investment plans in the next year:
- (I) Re-investment policy:
- Overseas subsidiaries are established in response to the Company's operational needs to develop and complete marketing network and provide quick after-sale service. In consideration of the future development strategy, we seek investment partners based on the Company's product ranges and industry.
- (II) Analysis of gains or losses on re-investment:
- The gains from re-investment recognized according to the equity method in 2024 were NT\$ 84,533 thousand. We adopt the equity method for long-term strategic investments. The losses are within the Company's control.
- (III) Re-investment plans in the next year:
- Capital increase and marketing channel deployment of existing investees are the Company's major principle. We also invest in companies with unique technology to ensure technological leadership and thereby maintain the Company's competitiveness and growth.
- VI. Risk matters required for analysis and assessment in the most recent year and by the date of report publication:
- (I) Impact of interest rate, exchange rate, and inflation on the company's financial position and counteractions:
1. Interest rate: We trade on principle with USD and NTD. As the raw material price soared after the outbreak of the Russo-Ukrainian War. Since President Trump took office in the United States, he has launched a tariff trade war. Inflation is expected to be more pronounced than in the past, and the probability of a rate cut has decreased. Domestic central bank policies will also adjust interest rates in response to price fluctuations. The Company plans to gradually repay the loan with future operating cash inflows to reduce the risk of rising interest rates.
  2. Exchange rate: Over 80% of our revenues are gained from export trade mainly using USD. Natural hedging is our main control of currency risk. Other methods include reducing assets in foreign currencies and the net balance of foreign currency liabilities and hedging currency risk with

forward exchange contracts for positions with higher foreign currency income.

3. Inflation: The outbreak of the Russia-Ukraine war has led to rising prices of international raw materials. U.S. President Trump has implemented a tariff trade war since taking office, and inflation is expected to be more pronounced than in the past. The Company adjusts its selling prices and purchase and sales conditions at any time according to market conditions and expects that inflation will have limited impact on the Company.

(II) Policies, main reason(s) for gains or losses, and future counteractions for engaging in high-risk and high-leverage investments, lending, offering guarantees and endorsements, and derivatives transactions.

So far, we have not engaged in high-risk or high-leverage investments. Loans, guarantees, and endorsements for others and derivatives transaction are implemented according to the policies and counteractions stipulated in the Company's "Procedures for Acquisition and Disposal of Assets", "Procedures for Engagement with Derivatives Transactions", "Procedures of Loaning of Funds", and "Procedures for Making of Endorsements/Guarantees"

(III) Future R&D projects and planned R&D funds:

The R&D projects for computer and smart healthcare products are implemented as scheduled, and the R&D fund is about 3-6% of the Company's revenue.

(IV) Influence of significant changes in policies and laws at home or abroad on finance and operations and counteractions: None.

(V) Influence of changes in technology (including cybersecurity risks) and industry on finance and operations and counteractions:

We deal with changes in technology and industry by strengthening R&D capability and keep track on the direction of technological and market development at home and abroad. Additionally, changes in technology also come with business opportunities. Hence, apart from improving product functions and enhancing cost control at ordinary times, we also actively engage in new product R&D to cope with the unpredictable changes in the industry.

(VI) Influence of changes in market presence on crisis management and counteractions: None.

- (VII) Expected benefits and potential risks of mergers and acquisitions and countermeasures: None.
- (VIII) Expected benefits and potential risks of factory expansion and counteractions: None.
- (IX) Potential risk of purchase or sales centralization and counteractions: None.
- (X) Influence and potential risk of the massive transfer or exchange of shares of the directors or major shareholders holding over 10% of the shareholding and counteractions: None.
- (XI) Influence and risks of management changes and counteractions: None.
- (XII) Litigious and non-litigious events: List the major litigious events, non-litigious events, or administrative remedies with confirmed verdicts or in progress of the company and its directors, president, actual person-in-charge, and major shareholders holding over 10% of the shareholding; subsidiaries; and affiliates, and disclose the facts in dispute, target amount, starting date of litigation, major parties involving in the litigation, and the status by the date of report publication when the results of such may significantly affect the equity or stock prices: None.
- (XIII) Other material risks and counteractions:

Recently, the U.S. government has expanded its ban on the export of high-standard GPU products to China, including the products represented by our company, which has affected our sales performance in China. The Company will continue to pay close attention to changes in the general environment, flexibly adjust its organization and business, and at the same time strengthen working capital to respond to various changes.

VII. Other important matters: None.

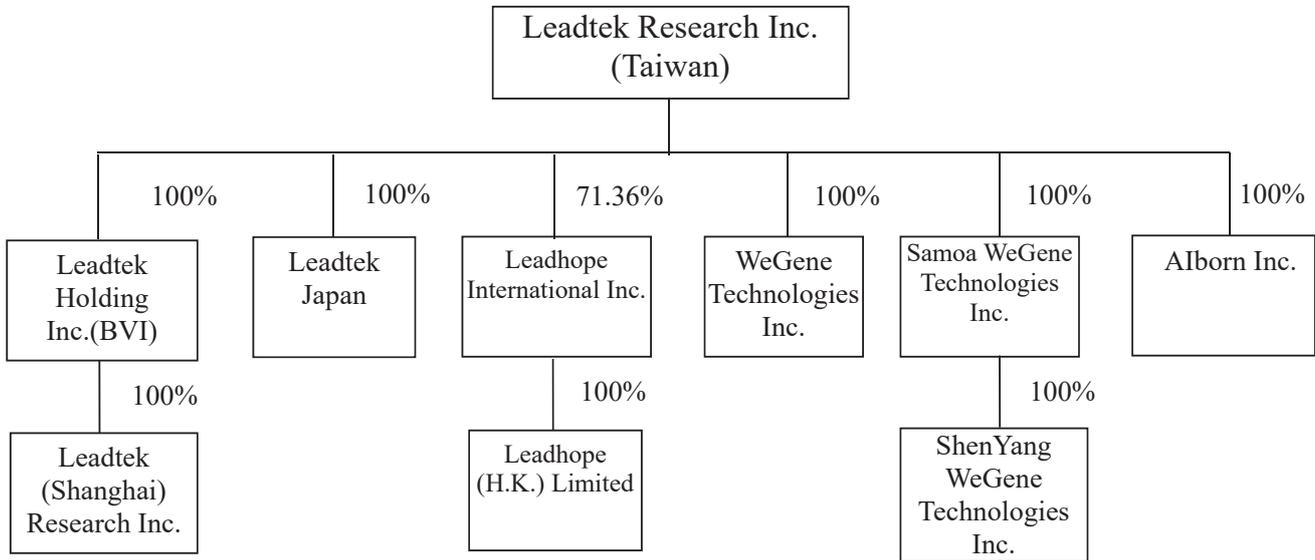
## Six. Special Remarks

### I. Information of affiliates

#### (I) Consolidated business report

##### 1. Overview of affiliates

##### (1) Organizational chart of affiliates



## (2) Basic data of affiliates

Unit: NTD thousand

Name	Date of establishment	Address	Paid-in capital	Major services or products
Leadtek Holding Inc.	Sep. 2001	Beaufort House, P.O. Box 438, Road Town, Tortola British Virgin Islands	USD7,500	Overseas holdings company.
Leadtek Japan	Sep. 2002	8F, L-Kakuei Sasazuka BL., 2-19-2 Sasazuka Shibuya-ku, Tokyo, Japan	JPY30,000	Take charge of the Company's sales and after-sales service in Japan.
Leadhope International Inc.	Mar. 2002	18F., No.166, Iian 1 <sup>st</sup> Rd., Zhonghe Dist., New Taipei City, Taiwan, R.O.C.	NTD232,286	Software agency, brokerage, trading, and operations
Leadtek Biomed Inc. ("WeGene Technologies Inc."renamed)	Oct. 2000	18F., No.166, Iian 1 <sup>st</sup> Rd., Zhonghe Dist., New Taipei City, Taiwan, R.O.C.	NTD1,000	R&D, agency, and sales of medical devices and health food
Samoa WeGene Technologies Inc.	Jun. 2003	P.O. Box 217, Apia, Independent State of Samoa	USD320	Overseas holdings company.
Alborn Inc.	Oct. 2017	8F., No.166, Iian 1 <sup>st</sup> Rd., Zhonghe Dist., New Taipei City, Taiwan, R.O.C.	NTD10,000	Installation of computer equipment and data processing
Leadtek (Shanghai) Research Inc.	May 2002	Room 502C, Block E, No. 1978, Lianhua Road, Minxing District, Shanghai City, P.R.C.	USD5,500	Take charge of the promotion, marketing, and service of the Company's products in mainland China.
Leadhope (H.K.) Limited	Feb. 2013	Rm 604, Kalok Building 720 Nathan Rd., Kln, Hong Kong	USD4,280	Software agency, distribution, and trading.
ShenYang WeGene Technologies Inc.	Sep. 2003	No. 15-6, Suzheng Street, Linsheng Village, Linsheng Town, Sujiatun District, Shenyang City, P.R.C.	USD320	Agency, and sales of medical devices.

- (3) Data of common shareholders inferred to have control or to be in a subordinate relationship in accordance with Article 369-3, *Company Act*: None.
- (4) Description of services of affiliates
- A. Established Leadtek Holding Inc. in September 2001 as the Company's overseas holdings company.
  - B. Established Leadtek Japan in September 2002 for expansion to the Japanese market and improve local customer service.
  - C. Established Leadhope International Inc. in March 2002 to engage with the agency, brokerage, trading, and operations of computer-related software.
  - D. Established Leadtek Biomed Inc. ("Wegene Technology Inc." renamed) in October 2000 to engage in the R&D, agency, and sales of medical devices and health food.
  - E. Established Wegene Technology (Samoa) Inc. in June 2003 as an overseas holdings company.
  - F. Established Aiborn Inc. in November 2017 to engage in the installation of computer equipment and data processing.
  - G. Established Leadtek (SHANGHAI) Research Inc. in May 2002 through investment of Leadtek Holding Inc. to take charge of the marketing and after-sale services of the Company's products in mainland China.
  - H. Established Leadhope (H.K.) Limited in February 2003 to engage with the agency, brokerage, trading, and operations of computer-related software.
  - I. Established Wegene Technology (Shenyang) Inc. in September 2003 through investment of Wegene Technology (Samoa) Inc to take charge of the production and sales of the Company's healthcare products in mainland China.

## (5) Data of directors, supervisors, and president of affiliates

Name	Title	Name or name of representative	Shareholding Number of shares	Shareholding percentage
Leadtek Holding Inc.	Chairman & President	Leadtek Research Inc. (Representative: Lu Kun-Shan)	7,500,000	100%
Leadtek Japan	Chairman & President	Leadtek Research Inc. (Representative: Ma Wei Yuan)	3,000	100.00%
	Director	Leadtek Research Inc. (Representative: Lu Kun-Shan)	3,000	100.00%
	Director	Leadtek Research Inc. (Representative: KuChien PoShih)	3,000	100.00%
	Director	Leadtek Research Inc. (Representative: Ping Tzu-Huang)	3,000	100.00%
	Supervisor	LingMuYiLang	-	-
Leadhope International Inc.(Note 1)	Supervisor	Yu Chin-Chang	7,700	0.47%
	Supervisor	Hsiung Mu Wen	963	0.06%
Leadtek Biomed Inc. (“WeGene Technologies Inc.” renamed)	Chairman & President	Leadtek Research Inc (Representative: Lu Kun-Shan)	100,000	100%
	Director	Leadtek Research Inc (Representative: Yu Chin-Chang)	100,000	100%
	Director	Leadtek Research Inc (Representative: Yang Chin-Tien)	100,000	100%
	Director	Leadtek Research Inc (Representative: Lee Wen Te)	100,000	100%
	Director	Leadtek Research Inc (Representative: Yu Chao-Jung)	100,000	100%
	Supervisor	Leadtek Research Inc (Representative: Lee Wei Yu)	100,000	100%
Samoa WeGene Technologies Inc.	Executive Director	Leadtek Research Inc (Representative: Lu Kun-Shan)	320,400	100%

Name	Title	Name or name of representative	Shareholding Number of shares	Shareholding percentage
Alborn Inc.	Chairman & President	Leadtek Research Inc (Representative: Lu Kun-Shan)	1,000,000	100%
	Director	Leadtek Research Inc (Representative: Chou Shih-Wei)	1,000,000	100%
	Director	Leadtek Research Inc (Representative: Chang Shen)	1,000,000	100%
	Supervisor	Leadtek Research Inc. (Representative: Lee Wen Te)	1,000,000	100%
Leadtek (Shanghai) Research Inc.(Note 2)	Director	Leadtek Holding Inc (Representative: Lu Kun-Shan)	USD5,500,000	100%
	President	Wang Feng	-	-
Leadhope (H.K.) Limited (Note 3)	Director	Leadtek Research Inc (Representative: Lu Kun-Shan)	USD4,280,000	100%
ShenYang Wegene Technologies Inc.(Note 4)	Director	Samoa Wegene Technologies Inc. (Representative: Lu Kun-Shan)	USD320,300	100%
	Supervisor	Lin Che-Wei	-	-
	President	Wang Feng	-	-

Note 1:Leadhope International Inc. currently in the process of dissolution and liquidation.

Note 2:Limited Company, 100% owned by Leadtek Holding Inc.

Note 3:100% owned by Leadhope International Inc.

Leadhope (H.K.) Limited currently in the process of dissolution and liquidation.

Note 4:Limited Company, 100% owned by Samoa WeGene Technologies Inc.

## 2. Status of operations of affiliates:

2024.12.31

Unit: NTD thousands

Name	Share capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating profit (loss)	Current net profit (after tax)	EPS (NTD)
Leadtek Holding Inc.(BVI)	245,888	437,121	0	437,121	0	0	(93,506)	(12.47)
Leadtek Japan	6,297	20,636	13,868	6,768	52,296	4,603	3,892	1,297.42
Leadhope International Inc.	23,229	83	0	83	0	(27)	31,142	13.41
Leadtek Biomed Inc.	1,000	978	98	880	538	147	263	2.63
SamoaWeGene Technologies Inc.	10,491	(4,623)	0	(4,623)	0	0	2,698	8.42
Alborn Inc.	10,000	975	122	853	24	(1,230)	(1,220)	(1.22)
Leadtek (Shanghai) Research Inc.	180,318	2,093,232	1,656,121	437,111	2,701,706	(86,176)	(93,506)	N/A
Leadhope (H.K.) Limited	140,320	56	0	56	0	(121)	(7)	0.00
ShengYang WeGene Technologies Inc.	10,491	6,334	10,965	0	9,177	2,613	2,698	N/A

(II) Statement of consolidated financial statements of affiliates

The Company's financial statements for the year of the Republic of China (from January 1, 2024 to December 31, 2024) shall be included in the preparation of consolidated financial statements of related companies in accordance with the "Company Standards for Consolidated Financial Statements and Reports of Related Companies". The company is the same company that should be included in the preparation of the consolidated financial statements of the parent and subsidiary companies in accordance with IFRS No. 10 approved by the Financial Supervisory Commission, and the relevant information that should be disclosed in the consolidated financial statements of the related companies is in the consolidated financial statements of the parent company and the subsidiary company. It has been disclosed so that the company will no longer prepare separate consolidated financial statements of related enterprises.

(III) Relationship report: Not applicable.

- II. Private placement of securities in the most recent year and by the date of report publication: None.
- III. Other supplementary information: None.
- IV. Matters with significant impact on equity or stock prices as stipulated in Article 36, paragraph 2, subparagraph 2, *Securities and Exchange Act* in the most recent year and by the date of report publication: None.

Leadtek Research Inc.

Chairman: Lu, Kun-Shan



**LEADTEK**

麗臺科技股份有限公司

Leadtek Research Inc.