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海韻電子工業股份有限公司
Sea Sonic Electronics Co., Ltd.

2024
Annual Report

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One. Letter to Shareholders

Dear Shareholders,

On behalf of the Board of Directors and all employees, we extend our sincerest greetings and heartfelt thanks to all shareholders. Looking back on the past year, the global economy and market environment were filled with challenges. Geopolitical tensions, inflationary pressures, and instability in global supply chains all had significant impacts on business operations. Despite these many challenges, all of our colleagues worked together with professionalism and perseverance to overcome each one. We are deeply grateful for the longstanding support and trust of our shareholders.

In the face of an uncertain market environment, our strategic response has focused on two core directions: first, strengthening internal operational efficiency, and second, actively exploring market opportunities. On the operational front, we have continuously optimized our production processes and cost structure. Through digital transformation and the application of innovative technologies, we have increased automation in our production lines, reduced dependence on manual labor, and lowered overall operating costs. In addition, we have continued to strengthen our partnerships with suppliers, improving supply chain stability to ensure continuous and reliable production.

In terms of market expansion, we have remained highly attuned to market trends, carefully analyzing conditions and responding proactively to changing demands, while continuing to invest in potential new clients. Not only have we successfully secured key new customers for our retail products, but we have also gained recognition and support from these clients through customized product development and high-quality localized services. This has further strengthened the loyalty of our existing customers. The development and expansion of these markets will significantly contribute to our future revenue growth and lay a solid foundation for the Company's continued development.

Due to the adoption of appropriate business strategies and product planning, even though full-year revenue declined compared to the previous year, our market share in high-end power supplies remained unaffected, maintaining stable performance in the branded distribution market. Moreover, to achieve the operational strategies and goals for 2024 and to address the risks of polarization and trade wars, the management team has led employees in executing the evaluation and establishment of overseas engineering R&D centers and production lines as planned. This marks a phased realization of our long-term development strategy, demonstrating the Company's resilience and strength in facing both internal and external challenges. For related data and reports, please refer to the section on implementation results of the business plan.

Looking ahead to 2025, the Company will continue to adhere to an innovation-driven development strategy, further enhancing technology R&D and product innovation. We will focus on intelligent manufacturing and promote ongoing product and technology upgrades. We are confident that, with the diversification of market demands, Sea Sonic Electronics will encounter even more opportunities and challenges in the future while continuing to maintain its leading position in the high-end power supply industry.

To adapt to changes in industry and market demand, we plan to further increase investment in R&D in 2025, with additional resource allocation aimed at developing new technologies. In particular, we will enhance our R&D efforts in environmentally friendly products in response to the concerns of stakeholders about sustainability, thereby promoting the environmental upgrade of our product portfolio and responding to global calls for green energy and carbon neutrality. We believe that through this innovation-driven approach, we can achieve even more outstanding results in the future and bring long-term and stable returns to our shareholders.

Furthermore, we place great emphasis on corporate social responsibility. In the past year, the Company has demonstrated its concern and support for social responsibility through contributions to public welfare initiatives, including environmental protection, education, and charitable donations. These efforts not only enhanced the Company's public image but also positively influenced our brand. We firmly believe that corporate success is not only reflected in operating income and profits, but also in contributions to ESG.

In terms of shareholder returns, shareholder support is our driving force for continued growth. Therefore, we will continue striving to ensure that every shareholder receives a fair return throughout the Company's development journey. We will continue to adhere to prudent financial policies and endeavor to create value for our shareholders. Maintaining a reasonable dividend distribution remains our goal, while exercising flexibility in operations and adjustments based on the Company's future development needs.

Finally, we sincerely thank all our shareholders for their long-standing support and trust. As we move forward, we will remain committed to innovation and quality, striving to become a globally leading electronic technology company in high-end power supplies. Looking to the future, Sea Sonic Electronics will continue to keep pace with the times, achieve high quality and sustainable development, and advance together with our shareholders toward a brighter tomorrow.

Below, we present the operational results for 2024 and an outline of the business plan for 2025:

I. 2024 Business Results

(I) Implementation Results

The Company's consolidated operating revenue for 2024 was NT\$2,021,441 thousand, consolidated gross profit was NT\$510,640 thousand, and consolidated net income attributable to the parent company was NT\$288,670 thousand. Compared to 2023, consolidated operating revenue decreased by NT\$1,311,749 thousand, an decrease of 39.35%, consolidated gross profit decreased by NT\$629,286 thousand, an decrease of 55.20%, and consolidated net income attributable to the parent company decreased by NT\$326,036 thousand, an decrease of 53.04%.

Moreover, the Return on Assets, Return on Equity, Pre-tax Net Profit to Paid-in Capital Ratio, and Net Profit Margin were 7.53%, 9.62%, 44.19% and 14.28% respectively. The earnings per share after tax were 3.50 dollars.

The main sales regions were as follows: Taiwan market accounted for approximately 8.40%, the American market approximately 23.96%, the Asian market approximately 39.12%, the European market approximately 27.67%, and other regions approximately 0.85%.

(II) Budget Execution

Additionally, in accordance with current regulations, the company did not publicly disclose financial forecasts for 2024. The overall actual operating status and performance were generally in line with the business plan set by the company.

(III) Financial and Profitability Analysis

Results of Operations and Profitability in the Consolidated Financial Statements of the Company for 2024

Finance and Income

Unit: NT\$ thousand

Item \ Year	2023	2024
Net Operating Income	3,333,190	2,021,441
Gross Profit	1,139,926	510,640
Net income after tax attributable to the parent company	614,706	288,670

Profitability Analysis

Item \ Year	2023	2024
Return on Total Assets (%)	15.36	7.53
Return on equity (%)	21.58	9.62
Net income before income tax to paid-in capital ratio (%)	95.00	44.19
Net Margin (%)	18.44	14.28
Earnings Per Share (NT\$)	7.58	3.50

(IV) Research and Development

Successful products developed in 2024

1. In 2024, Sea Sonic Electronics successfully launched and mass-produced a new series, including the Prime PX2200, Focus, and Core series, with power ranges from 650W to 2200W, in compliance with the INTEL ATX

3.1 power standard and supporting PCIe Gen5 technology, providing the market with high-efficiency power solutions to meet current graphics card demands. These power products are equipped with 12VHPWR modular cables to enhance compatibility with new-generation graphics cards and support superior system performance. Each power supply features precise voltage regulation, durable gold-plated high-current terminals, silent high-efficiency fans, and comprehensive protection functions to ensure stable operation even under extreme environments.

2. To achieve economies of scale and expand market share, we continue to meet the customized needs of our OEM/ODM clients, using the new-generation Prime TX/PX, Core, Vertex, and Focus platform series to cover multiple high-quality derivative models, providing optimal power solutions to our premium OEM/ODM customers. Looking ahead, we will continue to refine product quality, promote technological innovation, and meet the ever-evolving demands of our customers while maintaining a leading advantage in the fiercely competitive market.

II. Summary of 2025 Business Plan

(I) Business Policies

1. Uphold the Sea Sonic corporate spirit, develop energy-efficient power supplies, and firmly commit to sustainable development.
2. Respond to global economic changes by enhancing revenue and reducing costs to create long-term stable profits.
3. Anticipate market application trends, expand R&D centers, and refine core technologies.
4. Shorten product development cycles, improve R&D management, and ensure comprehensive intellectual property protection.
5. Establish long-term competitive advantages, make good use of human resources, and cultivate outstanding talent.
6. Build a dense network of business partners, strengthen channel expansion, and provide quality services.
7. Optimize operational process management, strengthen control mechanisms, and improve operational quality.

(II) Sales Prediction and Its Basis

The Company expects that the quantity of products sold in 2025 will surpass that of 2024, based on forecasts of market demand, evaluation of production capacity, and anticipated domestic and international market conditions. The company hopes to achieve this goal by promoting new products, developing new markets, and strengthening existing customer relationships.

(III) Important Production and Marketing Policies

1. Product Development

To respond to the ever-changing market demands, we will continue to invest in innovative design, focusing on the development of next-generation power technologies and products. Accordingly, we will establish a stronger R&D team to drive innovation and upgrades in power solutions.

2. Production

To ensure that each product meets the most stringent quality standards, we will continue to promote the application of intelligent manufacturing technologies, utilizing advanced manufacturing equipment and testing tools to ensure precision and stability throughout the production process, providing consumers with more reliable, high-quality power products.

In order to optimize supply chain management, we will adopt digital means to improve operational efficiency and strengthen the construction of a global logistics system. We will focus on enhancing the flexibility and efficiency of global logistics, reducing operational costs and shortening delivery cycles to respond to rapidly changing market demands.

3. Marketing

In 2025, Sea Sonic Electronics will continue to pursue organic growth of the brand to enhance brand value and market visibility. Through strengthening brand image and market positioning, we aim to further expand our share of the international market. We will continue to promote our core products of high-efficiency power solutions.

We will strengthen the development of our OEM business, focusing on the demand for high-efficiency power and related technologies, providing high-quality OEM/ODM services to more global brand customers. Through enhancing partnerships with customers, we will drive the growth of our OEM/ODM business.

4. Customer Service

Sea Sonic Electronics values long-term competitive advantages, actively cultivates outstanding talents, strengthens professional technical and service capabilities, and ensures that every customer receives swift and professional responses. We will also continue to optimize operational process management, strengthen control mechanisms, and enhance production and service quality to ensure that every detail reaches an excellent standard.

In addition, we actively expand our global distribution network through a dense network of partners, ensuring that our products and services reach customers more quickly. Through robust supply chain management and comprehensive after-sales service, we provide customers with a worry-free experience, and establish close, trusted partnerships to jointly meet market challenges.

Looking ahead, Sea Sonic Electronics will continue to uphold the

customer-centric philosophy, continuously improving technology and optimizing services, working hand in hand with partners to achieve sustainable growth.

III. Future Development Strategy

Overall, Sea Sonic Electronics will implement a comprehensively upgraded development strategy, deeply deploying across six core areas, to achieve long-term stable growth and maintain its leading position in the high-end power supply sector. In brand business, we will enhance brand value and gross margin, actively seek installation project orders to expand economies of scale, and promote co-branding and house-brand collaboration models through partnerships with strategic partners, thereby increasing the brand's market influence. At the same time, the OEM business will expand cooperation with key customers and leading motherboard manufacturers to further drive mass production of the Prime TX/PX and Core series products, enhancing the scale and market share of our OEM business and creating more business opportunities.

In R&D design, we will build the Dongguan R&D Center's capabilities in derivative product design and component verification, collaborating with the Taipei R&D Center to accelerate the realization of next-generation power architectures and thermal technologies, while also promoting the application of third-generation semiconductors and digital control technologies to provide the market with more competitive innovative products.

Moreover, the global logistics team will optimize supply chain management, strengthen cost control and inventory management, and improve operational efficiency to further accelerate market responsiveness. In manufacturing and quality assurance, we will actively promote carbon emissions reduction and increased production automation, ensure high-quality and environmentally friendly standards for our products, and perfect the parts verification and quality assurance processes to establish a strong quality assurance system. Finally, the General Management Division will focus on the training and promotion of middle and junior-level supervisors and enhance overall management efficiency through the construction of cybersecurity and digital platforms, promoting the Company's digital transformation.

Our development strategy will form a strong comprehensive capability in brand building, business expansion, technological innovation, operational efficiency, quality assurance, and human resources, ensuring that we continue to maintain our leading position and achieve sustainable development in an increasingly competitive market.

IV. Impact of External Competitive Environment, Regulatory Environment, and Overall Business Environment

(I) External Competitive Environment

In 2025, the global power supply market is expected to continue its growth, with the market size projected to reach approximately US\$31.55 billion, growing

at a compound annual growth rate (CAGR) of 6.43% over the coming years.

However, market competition is also becoming increasingly fierce. Our major competitors possess strong capabilities in technological innovation, product quality, and market deployment. In addition, uncertainties in the global supply chain and geopolitical risks are also impacting the industry. In particular, the supply of critical materials may be restricted, thereby affecting production costs and delivery times.

In light of the external competitive environment described above, we will continue to focus on technological innovation and product quality improvement, while actively expanding our market presence to consolidate and enhance our competitiveness in the global power supply market.

(II) Regulatory Environment

The regulatory environment is becoming increasingly stringent, with various countries refining their requirements for labor protection, consumer rights, and cybersecurity, which must be incorporated into the Company's strategic considerations. We will comprehensively collect regulatory information to serve as an important basis for formulating our Annual Operating Plan (AOP). Relevant regulatory issues include consumer protection regulations to ensure product safety and quality standards; patent and trademark laws to safeguard our technological innovation and brand rights; information and cybersecurity regulations to enhance data security and privacy protection; alternative military service policies supporting corporate manpower needs; and labor and employment regulations to ensure compliance and enhance employee rights protection. In response to these legal requirements, we must continue to strengthen internal capabilities, reduce legal risks, and steadily advance toward our business objectives.

(III) Overall Business Environment

Political factors in 2025 will have a significant impact on the Company's operations. Geopolitical tensions and U.S.-China relations will increase risks to global expansion and the supply chain, requiring the Company to adjust strategies flexibly. National tax policies will impact our cost structure, necessitating attention to avoiding double taxation and securing preferential treatments. Changes in trade protectionism and tariff policies will raise import costs and affect competitiveness, requiring adjustments to our supply chain and pricing strategies. Moreover, labor policies and employment regulations will increase labor costs and impact production efficiency, necessitating careful human resources planning.

The economy will also be driven by political factors, affecting operations. In particular, economic growth rates will be influenced by government policies, trade agreements, and international relations, especially trade barriers and tariff policies. Interest rate and exchange rate fluctuations, inflation rates, and unemployment rates will also be affected by policy decisions, posing certain operational risks to businesses. Thus, when faced with an unstable economic environment, we will flexibly adjust our strategies to respond to the complex changes in political and economic landscapes.

In addition, social factors will mainly manifest in Taiwan's aging population and declining birth rates, leading to labor shortages. To maintain technological innovation and market competitiveness, Sea Sonic Electronics must establish an R&D engineering center in mainland China. Meanwhile, due to society's increasing awareness of health and safety, we are placing greater emphasis on employee welfare, workplace environment, and occupational safety management to attract and retain top talent, while adapting to younger generations' demand for work-life balance, thereby ensuring sustainable corporate operations.

Furthermore, technological advancements will also impact corporate competitiveness, such as Nvidia's innovative technologies and breakthroughs in third-generation semiconductors, driving upgrades in power system design and prompting us to optimize product performance and reevaluate our technological architecture. Automation can improve manufacturing efficiency and reduce costs, while new technologies can accelerate component innovation and drive product upgrades. We will continue to invest in R&D resources to ensure ongoing breakthroughs in technology to meet market demands and maintain our competitive edge.

Finally, environmental factors are also a critical consideration for business operations. At present, we have completed our carbon emission calculations and plan to conduct carbon footprint analyses to assess carbon emissions throughout the product lifecycle. To align with sustainability policies and address climate change, we will adopt greener production methods to meet the trends of the green economy. At the same time, environmental regulations, customer decarbonization requirements, and carbon fee pressures are driving us to accelerate our transformation, adopting more efficient technologies to reduce environmental impact and enhance competitiveness.

V. Conclusion

As market demands continue to evolve, Sea Sonic Electronics will strengthen its global market presence, actively expand into emerging markets, and deepen services and innovation in existing markets to meet diverse customer needs. We believe this will bring Sea Sonic Electronics more development opportunities and translate into sustained growth momentum.

As the core value of our enterprise, the interests of shareholders have always been our top priority. We fully understand that shareholder support and trust are fundamental pillars for the Company's sustained development. We will flexibly adjust our operating strategies based on the Company's business performance and market conditions to ensure stable and sustainable returns for our shareholders.

Here, we once again express our sincere gratitude to each shareholder for their support and trust over the past year, which has enabled us to find the strength to move forward in an uncertain market. We firmly believe that, through the collective efforts of all employees and the continued support of our shareholders, we will continuously enhance the quality of our business operations and management, achieving our operational goals. We are honored to move forward hand in hand with our shareholders,

and we look forward to embracing more challenges and opportunities together in our future development, jointly achieving the Company's long-term growth objectives. We will continue to work diligently to create greater value for shareholders and contribute more to society and the environment.

Finally, we extend our sincerest gratitude and best wishes to all shareholders, wishing you good health, success in your endeavors, and happiness in your family life in the coming year. We look forward to achieving even more success and glory together in our future cooperation.

Best Regard

Good health and all the best.

Sea Sonic Electronics Co., Ltd.

Chairman: CHANG, HSIU-CHENG

President: LAN, JIAN-TONG

CAO: CHANG, EN-HAO

Two. Corporate Governance Report

I. Information on Directors, President, Vice Presidents, Assistant Managers, Department Heads, and Branch Managers

(I) Director Information

As of April 15, 2025

Title	Nationality or Place of Registration	Name (Note 1)	Gender / Age	Date Elected	Tenure	Date First Elected	Shares Held When Elected		No. of shares currently held		Shares Currently Held by Spouse & Minors		Shareholding by Nominee Arrangement		Principal work experience and academic qualifications	Current Positions at Sea Sonic and Other Companies	Relatives or Other Officers, Directors, or Supervisors with Spouse or Second-degree Kinship			Remark
							Shares	Ownership Percentage	Shares	Ownership Percentage	Shares	Ownership Percentage	Shares	Ownership Percentage			Title	Name	Relationship	
Chairman	ROC	CHANG, HSIU-CHENG	Male 51-60 years old	2023.06.14	3 years	2011.06.15	2,122,666	2.575%	2,122,666	2.575%	158,000	0.192%	0	0.000%	Education Master of Industrial and Systems Engineering, University of Southern California, USA Work experience Chairman, Sea Sonic Electronics Co., Ltd.	(Note 2)	Director	CHANG, YUN-CHI	Second degree of kinship	None
Director	ROC	LIN, YAO-CHIN	Male 61-70 years old	2023.06.14	3 years	2004.06.15	0	0.000%	0	0.000%	10,000	0.012%	0	0.000%	Education PhD in Information Management, National Chengchi University Master of Engineering, National Taiwan University of Science and Technology Work experience Chair of the Department of Information Management, Yuan Ze University Director of the Innovation Incubation Center, Yuan Ze University	Associate Professor, Department of Information Management, Yuan Ze University	None	None	None	None

Title	Nationality or Place of Registration	Name (Note 1)	Gender / Age	Date Elected	Tenure	Date First Elected	Shares Held When Elected		No. of shares currently held		Shares Currently Held by Spouse & Minors		Shareholding by Nominee Arrangement		Principal work experience and academic qualifications	Current Positions at Sea Sonic and Other Companies	Relatives or Other Officers, Directors, or Supervisors with Spouse or Second-degree Kinship			Remark
							Shares	Ownership Percentage	Shares	Ownership Percentage	Shares	Ownership Percentage	Shares	Ownership Percentage			Title	Name	Relationship	
Director	ROC	Representative of CHING HAI Co., Ltd.: CHANG, DUN-KAI	Male 61-70 years old	2024.01.17	3 years	2006.06.23	6,396,264	7.761%	6,396,264	7.761%	0	0.000%	0	0.000%	Education Master of Electrical Engineering, University of Arizona Department of Electrical Engineering, National Tsing Hua University Work experience Independent Director, Sea Sonic Electronics Co., Ltd. Director, Sea Sonic Electronics Co., Ltd. Chairman and President, AverLogic Technologies Corp.	None	None	None	None	None
							0	0.000%	0	0.000%	0	0.000%	0	0.000%						
Director	ROC	Representative of CHING HAI Co., Ltd.: CHANG, YUN-CHI	Female 51-60 years old	2023.06.14	3 years	2023.06.14	6,396,264	7.761%	6,396,264	7.761%	0	0.000%	0	0.000%	Education Master of Business Administration, University of Illinois at Urbana-Champaign Work experience Marketing Manager, Sea Sonic Electronics Co., Ltd.	Chairman, CHING HAI Co., Ltd.	Chairman	CHANG, HSIU-CHENG	Second degree of kinship	None
							591,866	0.718%	591,866	0.718%	0	0.000%	0	0.000%						
Independent Director	ROC	LIN, CHING-CHING	Female 61-70 years old	2023.06.14	3 years	2023.06.14	0	0.000%	0	0.000%	0	0.000%	0	0.000%	Education Master of Financial Management, University of Michigan Work experience Vice President, Local Corporate Department, Citibank Taipei Branch Vice President, Deloitte & Touche Financial Advisory Corporation	Independent Director, Vietnam Manufacturing and Export Processing (Holdings) Ltd.	None	None	None	None
Independent Director	ROC	HUANG, CHIN-HSIANG	Male 61-70 years old	2023.06.14	3 years	2020.06.12	0	0.000%	0	0.000%	0	0.000%	0	0.000%	Education Department of Accounting, Chinese Culture University Work experience Specialist, Securities and Futures Bureau, FSC	Managing Director, P.H. Management Consultant Limited Chairman, Yong An International Management Consulting Co., Ltd.	None	None	None	None

Title	Nationality or Place of Registration	Name (Note 1)	Gender / Age	Date Elected	Tenure	Date First Elected	Shares Held When Elected		No. of shares currently held		Shares Currently Held by Spouse & Minors		Shareholding by Nominee Arrangement		Principal work experience and academic qualifications	Current Positions at Sea Sonic and Other Companies	Relatives or Other Officers, Directors, or Supervisors with Spouse or Second-degree Kinship			Remark
							Shares	Ownership Percentage	Shares	Ownership Percentage	Shares	Ownership Percentage	Shares	Ownership Percentage			Title	Name	Relationship	
Independent Director	ROC	KAO, CHIH-TING	Male 41-50 years old	2023.06.14	3 years	2020.06.12	0	0.000%	0	0.000%	0	0.000%	0	0.000%	Education National Taiwan University EMBA Business Administration Program Master of Applied Mechanics, National Taiwan University Work experience President, Director, and Partner, WK Innovation Ltd.	Director, Bai Chuan Capital Co., Ltd. Representative of the Corporate Director, Crystalvue Medical Corporation Director, Chien Yuan Asset Management Co., Ltd. Director, KOGE MICRO TECH CO., LTD.	None	None	None	None

Note:

1. List of Board Members as of April 15, 2025.
2. Chairman of Sea Sonic Electronics Co., Ltd.; Director of Seasonic Electronics, Inc.; Director of Sea Sonic Europe B.V.; Director of FULL NET ENTERPRISE INC.; Director of Resonic Holdings Co., Ltd.; Director of Dongguan Seasonic Electronics Co. Ltd.; Executive Director and President of Shenzhen Energy Power Electronics Co., Ltd.
3. The shareholding ratio is calculated based on the total outstanding shares of 82,406,370 as of April 15, 2025.

Major Shareholders of the Institutional Shareholder:

As of April 15, 2025		
Institutional Shareholder (Note 1)	Major Shareholders of the Institutional Shareholder (Note 2)	%
CHING HAI Co., Ltd.	CHANG, YUN-CHI	25%
	CHANG, HSIU-CHENG	25%
	CHANG, YA-CHING	25%
	CHANG, CHI-LING	25%

Note 1: For directors representing institutional shareholders, the name of the institutional shareholder should be provided.

Note 2: Major shareholders of the institutional shareholder (top ten shareholders) and their shareholding ratios.

If the major shareholders of the institutional shareholder are also institutions, list their major shareholders: Not applicable.

Disclosure of Directors' Professional Qualifications and Independent Directors' Independence Information:

Criteria Name (Position)	Professional Qualifications and Experiences	Independence	Concurrent Positions as Independent Directors in Other Public Companies
CHANG, HSIU-CHENG (Chairman)	<p>Has business, finance, industry, and strategic management experience.</p> <p>Master of Industrial and Systems Engineering, University of Southern California; Chairman of the Company and its 100% owned subsidiaries, specializing in business and strategic management; Communicates and interacts with all directors in the Board with the role of a manager, providing relevant business management opinions.</p> <p>No disqualifications under Article 30 of the Company Act.</p>	Not an independent director.	None
LIN, YAO-CHIN (Director) (Member of the Sustainability Committee)	<p>Has business, information management, finance, and industry experience.</p> <p>PhD in Information Management, National Chengchi University; Master of Engineering, National Taiwan University of Science and Technology; Former Chair of the Department of Information Management and Director of the Innovation Incubation Center at Yuan Ze University; Currently an Associate Professor in the Department of Information Management at Yuan Ze University.</p> <p>No disqualifications under Article 30 of the Company Act.</p>	Not an independent director.	None

Criteria Name (Position)	Professional Qualifications and Experiences	Independence	Concurrent Positions as Independent Directors in Other Public Companies
CHANG, DUN-KAI (Director) (Member of the Sustainability Committee)	<p>Has business, industry, and operations management experience.</p> <p>Master of Electrical Engineering, University of Arizona; Department of Electrical Engineering, National Tsing Hua University; Former Independent Director of Sea Sonic Electronics Co., Ltd. and Chairman and President of AverLogic Technologies Corp.; Currently a Director at Sea Sonic Electronics Co., Ltd.</p> <p>No disqualifications under Article 30 of the Company Act.</p>	Not an independent director.	None
CHANG, YUN-CHI (Director) (Member of the Sustainability Committee)	<p>Has business, marketing, and strategic management experience.</p> <p>Master of Business Administration, University of Illinois at Urbana-Champaign; Former Marketing Manager at Sea Sonic Electronics Co., Ltd.; Currently Chairman at CHING HAI Co., Ltd.</p> <p>No disqualifications under Article 30 of the Company Act.</p>	Not an independent director.	None

Criteria Name (Position)	Professional Qualifications and Experiences	Independence	Concurrent Positions as Independent Directors in Other Public Companies
<p>LIN, CHING-CHING</p> <p>(Independent Director)</p> <p>(Convener of the Audit Committee)</p> <p>(Member of the Compensation Committee)</p> <p>(Member of the Sustainability Committee)</p>	<p>Has extensive experience in business, finance, accounting, and operations management.</p> <p>Master of Financial Management, University of Michigan; Department of Accounting, Fu Jen Catholic University; Former Vice President, Local Corporate Department, Citibank Taipei Branch; Vice President, Deloitte & Touche Financial Advisory Corporation; Currently an Independent Director, Vietnam Manufacturing and Export Processing (Holdings) Ltd.</p> <p>No disqualifications under Article 30 of the Company Act.</p>	<p>Independent Director. Neither the director, their spouse, nor any relative within the second degree of kinship meets the following disqualifications:</p> <ol style="list-style-type: none"> 1. Not serving as a director, supervisor, or employee of the Company or its associates. 2. Not holding shares in the Company. 3. Not serving as a director, supervisor, or employee of a specific affiliated company. 4. Not receiving compensation from the Company or its associates for providing business, legal, financial, accounting, or other services in the past two years. 	<p>None</p>

Criteria Name (Position)	Professional Qualifications and Experiences	Independence	Concurrent Positions as Independent Directors in Other Public Companies
<p>HUANG, CHIN-HSIANG</p> <p>(Independent Director)</p> <p>(Convener of the Compensation Committee)</p> <p>(Member of the Audit Committee)</p> <p>(Member of the Sustainability Committee)</p>	<p>Has rich experience in business, finance, accounting, or industry.</p> <p>Department of Accounting, Chinese Culture University. Has served as special assistant to the chairman at Jinding Securities Co., Ltd., Managing Director at Grand Fortune Securities Co., Ltd., Executive Vice President at Tachan Securities Co., Ltd., Vice President at EnTrust Securities Co., Limited, Assistant Manager at Jinghua Securities Co., Ltd., and Commissioner at the Securities and Futures Commission of the Ministry of Finance. Management Consultant Limited and Chairman at Yong An International Management Consulting Co., Ltd.</p> <p>Managing Director, P.H. Management Consultant Limited and Chairman, Yong An International Management Consulting Co., Ltd..</p> <p>No disqualifications under Article 30 of the Company Act.</p>	<p>Independent Director. Neither the director, their spouse, nor any relative within the second degree of kinship meets the following disqualifications:</p> <ol style="list-style-type: none"> 1. Not serving as a director, supervisor, or employee of the Company or its associates. 2. Not holding shares in the Company. 3. Not serving as a director, supervisor, or employee of a specific affiliated company. 4. Not receiving compensation from the Company or its associates for providing business, legal, financial, accounting, or other services in the past two years. 	<p>None</p>

Criteria Name (Position)	Professional Qualifications and Experiences	Independence	Concurrent Positions as Independent Directors in Other Public Companies
<p>KAO, CHIH-TING</p> <p>(Independent Director)</p> <p>(Convener of the Sustainability Committee)</p> <p>(Member of the Compensation Committee)</p> <p>(Member of the Audit Committee)</p>	<p>Possesses extensive experience in business, industry, and operations management.</p> <p>EMBA, National Taiwan University; Master of Applied Mechanics and Department of Civil Engineering, National Taiwan University; Former Manager at CHINA INVESTMENT AND DEVELOPMENT CO., LTD.; RD Director at Epson; R&D Engineer at Industrial Technology Research Institute; Currently Vice President and Partner at WK Innovation Ltd., Director at Bai Chuan Capital Co., Ltd., and the Representative of the Corporate Director at Crystalvue Medical Corporation.</p> <p>No disqualifications under Article 30 of the Company Act.</p>	<p>Independent Director. Neither the director, their spouse, nor any relative within the second degree of kinship meets the following disqualifications:</p> <ol style="list-style-type: none"> 1. Not serving as a director, supervisor, or employee of the Company or its associates. 2. Not holding shares in the Company. 3. Not serving as a director, supervisor, or employee of a specific affiliated company. 4. Not receiving compensation from the Company or its associates for providing business, legal, financial, accounting, or other services in the past two years. 	3

Implementation of Board Member Diversity Policy:

The current Board of Directors of the Company is composed of seven directors. The specific management objectives and achievement status of the Board diversity policy are as follows:

Core Aspects of Diversity Name of Directors	Basic Composition					Professional Background				Professional Knowledge and Skills							Concurrent Positions as Independent Directors in Other Public Companies	
	Nationality	Gender	Employee Status	Independent Director Tenure Less Than 9 Years	Age			Industry Knowledge	Finance and accounting	Professional services and marketing	Information security	Operational judgment ability	Managerial capability	Leadership and decision-making ability	Risk management and crisis response capability	International market perspective		Environmental Sustainability
					41-50	51-60	61-70											
Chairman CHANG, HSIU-CHENG	ROC	M	V			V		V	V	V		V	V	V	V	V	V	0
Director LIN, YAO-CHIN		M					V	V	V	V	V	V	V	V	V	V	V	0
Director CHANG, DUN-KAI		M					V	V		V		V	V	V	V	V	V	0
Director CHANG, YUN-CHI		F				V		V		V		V	V	V	V	V	V	0
Independent Director LIN, CHING-CHING		F			V			V	V	V		V	V	V	V	V	V	0
Independent Director HUANG, CHIN-HSIANG		M			V			V	V	V		V	V	V	V	V	V	0
Independent Director KAO, CHIH-TING		M			V	V			V		V		V	V	V	V	V	3

Board Diversity and Independence:

(1) Board Diversity:

The Company advocates and respects the policy of board diversity. To strengthen corporate governance and promote sound development of the board's composition and structure, it is believed that a diversity policy contributes to enhancing the overall performance of the Company. The selection of board members is based on the principle of appointing the most suitable candidates, with diverse and complementary capabilities across different industries. This includes basic composition (such as age, gender, nationality, etc.), as well as industry experience and relevant skills (such as finance, accounting, law, information technology, and public welfare), along with business judgment, management, leadership, and crisis response capabilities.

Considering the composition of the Company's 17th Board of Directors, which consists of 7 directors, diversity was taken into account. Among them, 2 are female directors, accounting for 28.57%, which is higher than the average proportion of female directors in TPEx-listed companies in Taiwan. In addition, 3 are independent directors, accounting for 42.86%, with one independent director serving less than 3 years and two serving 5 years. The age distribution is as follows: one director under 50 years old, two between 51 and 60, and four over 61. The 7 directors possess backgrounds and experience in accounting, technology, and industrial marketing, thereby fulfilling the board diversity policy and contributing to improved corporate governance and supervisory performance.

To promote sound board composition in listed companies and further enhance gender diversity, the Financial Supervisory Commission (FSC) issued an updated sustainability action plan in March 2023, adding mandatory requirements for gender diversity among board members. Since the Company has not yet reached the timing for board re-election, no changes have been made in gender composition. The Company plans to arrange gender diversity among directors in accordance with relevant regulations at the time of the full board re-election in 2026.

(2) Board Independence:

The Board of Directors follows the "Rules for Election of Directors" and the "Corporate Governance Best Practice Principles." The nomination and selection of board members adhere to the Company's Articles of Incorporation and employ a candidate nomination system that encourages shareholder participation. Shareholders holding a certain number of shares can propose candidates. All related procedures are conducted and announced according to the law, ensuring shareholder rights and preventing the monopolization or excessive dilution of nomination rights, thereby ensuring the independence of board members.

In accordance with Paragraph 3, Article 26-3 of the Securities and Exchange Act, among the Company's seven directors, only two directors, Chang, Hsiu-Cheng and Chang, Yun-Chi, are related within the second degree of kinship. More than half of the directors have no spousal or second-degree kinship relationships with one another. Additionally, the proportion of directors with employee status is only 14.28% (1 director), and the proportion of independent directors is 42.86% (3 directors), which is not less than one-third of the total board seats. To strengthen the supervisory function of the Board, the Company's Board of Directors maintains a certain degree of independence.

(II) General Manager, Deputy General Managers, Assistant Vice Presidents, and Heads of Departments and Branch Offices

As of April 15, 2025

Title	Nationality	Name	Gender	Date Elected	Shareholding (Note 1)		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark
					Shares	Ownership Percentage	Shares	Ownership Percentage	Shares	Ownership Percentage			Title	Name	Relationship	
President	ROC	LAN, JIAN-TONG (Note 2)	Male	2022. 10.01	0	0.000%	0	0.000%	0	0.000%	Master's in Electrical Engineering/EMBA, National Taiwan University President, LEAD YEAR ENTERPRISE CO., LTD.	None	None	None	None	None
Manufacturing Vice President	ROC	LIN, ZHAO-XIAN	Male	2023. 01.13	0	0.000%	0	0.000%	0	0.000%	Electronic Science, China University of Science and Technology Vice President, Junwei Electronics Co., Ltd.	None	None	None	None	None
Vice President	ROC	ZHAO, YAN-TING (Note 3)	Female	2024. 01.01	-	-	-	-	-	-	Bachelor's in Shipping Management, National Taiwan Ocean University Chief Operating Officer, Cloud Interactive Inc.	None	None	None	None	None
Head of OEM Business Department	ROC	WANG, BI-WANG	Male	2017. 01.01	0	0.000%	0	0.000%	0	0.000%	Bachelor's in German Studies, Tamkang University President, Seasonic Electronics, Inc.	None	None	None	None	None
Director and Chief Financial Officer of General Management Department	ROC	CHANG, EN-HAO	Male	2022. 10.01	0	0.000%	0	0.000%	0	0.000%	Master's in Accounting, National Cheng Kung University Financial and Accounting Manager, Deloitte & Touche	None	None	None	None	None
Director of Global Logistics Department	ROC	WEN, SI-HENG	Male	2024. 01.01	30,000	0.000%	0	0.000%	0	0.000%	Bachelor's in Business Administration, Tunghai University Assistant to President, Leader Electronics Inc.	None	None	None	None	None

Title	Nationality	Name	Gender	Date Elected	Shareholding (Note 1)		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark
					Shares	Ownership Percentage	Shares	Ownership Percentage	Shares	Ownership Percentage			Title	Name	Relationship	
Senior Manager of Product Development Department	ROC	ZHOU, SHENG-QIAN	Male	2024.01.01	0	0.000%	0	0.000%	0	0.000%	Master's in Power Electronics, Taipei Tech University Senior Manager, Compuware Technology Inc.	None	None	None	None	None
Senior Manager of Green Energy Development Department	ROC	WU, WEI-CHEN (Note 4)	Male	2024.01.01	-	-	-	-	-	-	Lunghwa University of Science and Technology, Master of Electronic Engineering Manager, FSP Technology Inc./3Y POWER TECHNOLOGY	None	None	None	None	None
Senior Manager of Product Marketing Department	ROC	HU, WEN-HAO	Male	2024.01.01	0	0.000%	0	0.000%	0	0.000%	Bachelor's in Environmental Science, Tunghai University Product Manager, Sea Sonic Electronics Co., Ltd.	None	None	None	None	None
Senior Manager in Chairman's Office	ROC	KAO, WEN-WEN	Female	2021.11.09	34,001	0.041%	0	0.000%	0	0.000%	Accounting, Shih Chien University Accounting Manager, Core Pacific Group	None	None	None	None	None
President of Sea Sonic Energy Co., Ltd.	ROC	CHANG, YA-CHING (Note 5)	Female	2024.03.11	-	-	-	-	-	-	Master of CSIS, New York University	None	Chairman	CHANG, HSIU-CHENG	Second degree of kinship	None

Note 1: The shareholding ratio is calculated based on the total outstanding shares of 82,406,370 as of April 15, 2025.

Note 2: Resigned as General Manager of Sea Sonic Energy Co., Ltd. on March 11, 2024.

Note 3: Officially left the position on June 30, 2024.

Note 4: Officially left the position on November 30, 2024.

Note 5: Appointed on March 11, 2024, and left the position on November 4, 2024.

II. Remuneration paid during the most recent fiscal year to directors, supervisors, the general manager, and assistant general managers

(I) Aggregate remuneration of general directors and Independent Directors

Unit: NT\$ thousand

Title	Name	Remuneration								Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Relevant Remuneration Received by Directors Who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%) (Note 1) (Note 2)		Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary
		Base Compensation (A)		Severance Pay (B)		Bonus to Directors (C)		Allowances (D)				Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Profit Sharing- Employee Bonus (G)						
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements	
																Cash	Stock	Cash	Stock			
Regular Director	CHANG, HSIU-CHENG	0	0	0	0	1,798	1,798	0	0	1,798 0.6229%	1,798 0.6229%	648	5,508	0	0	823	0	823	0	3,269 1.1324%	8,129 2.8160%	None
	LIN, YAO-CHIN																					None
	CHING HAI Co., Ltd.																					None
	Rep: CHANG, DUN-KAI																					None
	Rep: CHANG, YUN-CHI																					None
Independent Director	HUANG, CHIN-HSIANG	0	0	0	0	1,674	1,674	0	0	1,674 0.5799%	1,674 0.57%	0	0	0	0	0	0	0	1,674 0.5799%	1,674 0.5799%	None	
	KAO, CHIH-TING																				None	
	LIN, CHING-CHING																				None	
Total		0	0	0	0	3,472	3,472	0	0	3,472 1.2028%	3,472 1.2028%	648	5,508	0	0	823	0	823	0	4,943 1.7123%	9,803 3.3959%	None
<p>Note 1: SEA SONIC ELECTRONICS Directors' and Independent Director's compensation policy, system, standards, and structure, and explain the relationship between the responsibilities, risks, time invested, and other factors and the amount of compensation provided: According to the company's articles of incorporation, annual profits are realized, up to 1.5% should be set aside as compensation for directors. The compensation for directors (including Independent Directors) is managed according to the "Director and Manager Remuneration Method". The compensation for our Independent Directors is based on their roles and responsibilities, and different remunerations are given. Individual attendance, performance, and achievements are also taken into account, as well as the company's operational performance and future risks, and the usual levels of compensation in the industry.</p> <p>Note 2: In addition to what is disclosed in the above table, please specify the amount of remuneration received by directors in the most recent fiscal year for providing services (e.g., for serving as a non-employee consultant to the parent company /any consolidated entities / invested enterprises): None.</p>																						

Remuneration Grade Table

Range of Remuneration	Title	Name of Directors			
		Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Under NT\$ 1,000,000	Director	CHANG, HSIU-CHENG, LIN, YAO-CHIN, CHING HAI Co., Ltd. - CHANG, DUN-KAI, CHING HAI Co., Ltd. - CHANG, YUN-CHI	CHANG, HSIU-CHENG, LIN, YAO-CHIN, CHING HAI Co., Ltd. - CHANG, DUN-KAI, CHING HAI Co., Ltd. - CHANG, YUN-CHI	LIN, YAO-CHIN, CHING HAI Co., Ltd. - CHANG, DUN-KAI, CHING HAI Co., Ltd. - CHANG, YUN-CHI	LIN, YAO-CHIN, CHING HAI Co., Ltd. - CHANG, DUN-KAI, CHING HAI Co., Ltd. - CHANG, YUN-CHI
Under NT\$ 1,000,000	Independent Director	HUANG, CHIN-HSIANG, KAO, CHIH-TING, LIN, CHING-CHING	HUANG, CHIN-HSIANG, KAO, CHIH-TING, LIN, CHING-CHING	HUANG, CHIN-HSIANG, KAO, CHIH-TING, LIN, CHING-CHING	HUANG, CHIN-HSIANG, KAO, CHIH-TING, LIN, CHING-CHING
NT\$1,000,000 ~ NT\$2,000,000		-	-	-	-
NT\$1,000,000 ~ NT\$2,000,000		-	-	-	-
NT\$2,000,000 ~ NT\$3,500,000	Director	-	-	CHANG, HSIU-CHENG	-
NT\$3,500,000 ~ NT\$5,000,000		-	-	-	-
NT\$5,000,000 ~ NT\$10,000,000	Director	-	-	-	CHANG, HSIU-CHENG
NT\$10,000,000 ~ NT\$15,000,000		-	-	-	-
NT\$15,000,000 ~ NT\$30,000,000		-	-	-	-
NT\$30,000,000 ~ NT\$50,000,000		-	-	-	-
NT\$50,000,000 ~ NT\$100,000,000		-	-	-	-
Over NT\$100,000,000		-	-	-	-
Total		7	7	7	7

(II) Remuneration to supervisors: None

(III) Compensation of the President and Deputy General Manager

Unit: NT\$ thousand

Title	Name	Salary(A)		Severance Pay (B) (Note 1)		Bonuses and Allowances (C)		Profit Sharing- Employee Bonus (D) (Note 2)				Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements			
						Cash	Stock	Cash	Stock					
President	LAN, JIAN-TONG	5,074	5,983	196	196	1,315	1,466	823	0	823	0	7,408 2.5662%	8,468 2.9334%	None
Vice President	LIN, ZHAO-XIAN													
Vice President	ZHAO, YAN-TING (Note 3)													

Note 1: Refers to the retirement pension allocated for the President and Vice Presidents in accordance with the new labor pension system for the year 2024. Note 2: The proposed distribution for this year is temporarily calculated based on last year's actual distribution ratio. Note 3: Resigned on June 30, 2024.

Remuneration Grade Table

Range of Remuneration	Name of President and Vice President	
	The company	Companies in the consolidated financial statements
Under NT\$ 1,000,000	-	-
NT\$1,000,000 ~ NT\$2,000,000	LIN, ZHAO-XIAN, ZHAO, YAN-TING	ZHAO, YAN-TING
NT\$2,000,000 ~ NT\$3,500,000	-	LIN, ZHAO-XIAN
NT\$3,500,000 ~ NT\$5,000,000	LAN, JIAN-TONG	LAN, JIAN-TONG
NT\$5,000,000 ~ NT\$10,000,000	-	-
NT\$10,000,000 ~ NT\$15,000,000	-	-
NT\$15,000,000 ~ NT\$30,000,000	-	-
NT\$30,000,000 ~ NT\$50,000,000	-	-
NT\$50,000,000 ~ NT\$100,000,000	-	-
Over NT\$100,000,000	-	-
Total	3	3

(IV) If any of the circumstances listed below applies to a company listed on the TWSE or the TPEX, it shall disclose the individual remuneration paid to each of its five most senior management personnel: Not applicable as none of the following situations apply.

1. A company that posted an after-tax deficit in the parent company only financial reports or individual financial reports in any of the three most recent fiscal years: No such a situation.
2. The Company, if listed on the Taiwan Stock Exchange (TWSE) or the Taipei Exchange (TPEX), is ranked within the lowest two tiers in the corporate governance evaluation for the most recent fiscal year: No such a situation.
3. The Company is listed on the TWSE or TPEX and the average annual salary of the full-time non-management employees is less than NT\$500,000 in the most recent fiscal year: No such a situation.
4. The Company is listed on the TWSE or TPEX and had an increase of 10 percent or more in net profit after tax for the most recent fiscal year, but the average annual salary of its full-time non-management employees did not increase relative to the preceding fiscal year: No such a situation.

(V) The names and distribution of managers distributing employee compensation

Unit: NT\$ thousand

Title	Name	Stock	Employee Bonus- in Cash(Note 1)	Total	Ratio of Total Amount to Net Income (%)
Chairman	CHANG, HSIU-CHENG	0	2,106	2,106	0.73%
President	LAN, JIAN-TONG				
Vice President	ZHAO, YAN-TING (Note 2)				
Vice President	LIN, ZHAO-XIAN				
Finance and Accounting Manager	CHANG, EN-HAO				
Corporate Governance Officer	KAO, WEN-WEN				

Note 1: The proposed distribution for this year is temporarily calculated based on last year's actual distribution ratio.

Note 2: Resigned on June 30, 2024

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

1. Total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by this company and by each other company included in the consolidated financial statements to directors, supervisors, general managers, and assistant general managers

	2024 total remuneration, as a percentage of net income		2023 total remuneration, as a percentage of net income	
	The company	All consolidated entities	The company	All consolidated entities
Director	1.71%	3.40%	2.89%	3.87%
President and Vice President	2.57%	2.93%	1.93%	2.10%

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

(1) Remuneration

The determination of directors' remuneration is based on the Company's Articles of Incorporation: if the company generates profit in a given fiscal year, up to 1.5% of the profit shall be allocated as remuneration for the directors. However, if there is any accumulated deficit, it shall first be offset before allocating directors' remuneration based on the above percentages.

Directors' remuneration is determined by the Remuneration Committee with reference to common industry standards and the Company's operational performance, taking into account individual performance evaluation results. It is handled in accordance with the "Regulations for the Compensation of Directors and Functional Committee Members" and with reference to the "Board Performance Evaluation Measures," which include factors such as understanding of corporate goals and duties, awareness of director responsibilities, participation in company operations, internal relationship management and communication, professional expertise and continued education, internal control, and other sustainability-related topics. A weighted evaluation is conducted and remuneration is allocated accordingly. Directors are highly engaged in and supportive of the Company's

sustainable growth, continuously promoting ESG development and fulfilling corporate social responsibilities. Their compensation is linked to their level of involvement in ESG matters and the achievement of ESG goals, thereby reinforcing the accountability of directors in realizing the Company's sustainability vision. Upon evaluation and discussion by the Remuneration Committee, the proposal is submitted to the Board of Directors for resolution.

(2) Remuneration of Senior Executives

The Company's compensation policy, according to the Articles of Incorporation: If the company generates profit in a given fiscal year, no less than 2% of the profit shall be allocated as employee compensation. Senior executive compensation, in addition to fixed salary and retirement/pension benefits, includes performance bonuses calculated based on the achievement of various performance indicators. The retirement system for senior executives is the same as that for other employees.

Sea Sonic Electronics is progressively integrating its compensation policy and employee performance evaluations with sustainability performance. ESG indicators accounted for 10% of the total evaluation score. Additionally, for all projects (including ESG) completed within the Company, outstanding managers and employees were publicly recognized and rewarded with bonuses, along with additional points in individual performance evaluations. The Company reviews the compensation system in a timely manner according to the operating conditions and regulatory requirements, and submits it to the Compensation Committee for deliberation to balance the Company's sustainable operation and risk control.

III. The Operation of Corporate Governance

(I) Board of Directors Meeting Status

1. The number of board meetings held in the most recent fiscal year (2024) was: 6 (A). The attendance by the directors was as follows:

Term of the 17th Board of Directors: From June 14, 2023 to June 13, 2026.

Title	Name	No. of meetings attended in person (B)	By Proxy	In-person attendance rate (%) 【B/A】	Remark
Chairman	CHANG, HSIU-CHENG	6	0	100%	Re-elected on June 14, 2023
Director	LIN, YAO-CHIN	6	0	100%	Re-elected on June 14, 2023
Director	CHING HAI Co., Ltd. Rep: CHANG, DUN-KAI	6	0	100%	Newly elected on June 14, 2023
Director	CHING HAI Co., Ltd. Rep: CHANG, YUN-CHI	6	0	100%	Newly elected on June 14, 2023
Independent Director	LIN, CHING-CHING	6	0	100%	Newly elected on June 14, 2023
Independent Director	HUANG, CHIN-HSIANG	6	0	100%	Re-elected on June 14, 2023
Independent Director	KAO, CHIH-TING	6	0	100%	Re-elected on June 14, 2023

Other Required Disclosures:

- I. (1) Any matter under Article 14-5 of the Securities and Exchange Act: please refer to the section “Important Resolutions of Shareholders’ Meeting and Board Meeting” in this Annual Report.
(2) Any dissenting or qualified opinion of an independent director that is on record or stated in writing with respect to any board resolution: None.
- II. Execution of Recusal by Directors on Proposals with Conflicts of Interest:
The Company has established the “Rules of Procedure for Board Meetings,” which stipulates in Article 15 that directors with a conflict of interest in any meeting matter, either personally or as a representative of an entity, must explain the important aspects of their interest at that board meeting. If there is a risk of harm to the company’s interests, they must not participate in the discussion or voting and must recuse themselves during the discussion and voting. They are also not allowed to exercise voting rights on behalf of other directors.
- Proposals with Conflicts of Interest involving Directors in 2024:
- January 26, 2024, 17th Board of Directors, 5th Meeting
 - Discussion Item 5: Change of members of the Company’s second Sustainability Committee.
In consideration of the Company’s business operations, it is proposed that Mr. LAN, JIAN-TONG be replaced by Mr. CHANG, DUN-KAI as a member of the Company’s second Sustainability Committee. Due to a conflict of interest, Director CHANG, DUN-KAI recused himself from the discussion and voting in accordance with the law. Upon

- inquiry by the Chairperson, no objections were raised by the remaining attending directors, and the proposal was unanimously approved as submitted.
2. August 9, 2024, 17th Board of Directors, 9th Meeting
 - (1) Discussion Item 5: Distribution of 2023 compensation for directors of the Company.
For this proposal, after the seven attending directors each recused themselves in accordance with the law due to conflicts of interest, the Chairperson inquired with the remaining attending directors, and no objections were raised. The proposal was unanimously approved as submitted.
 - (2) Discussion Item 6: Distribution of 2023 compensation for the Company's managers.
Director CHANG, HSIU-CHENG, as a manager of the Company, recused himself due to a conflict of interest. The Chairman consulted the remaining attending directors, who had no objections, and the proposal was unanimously approved.
 3. November 8, 2024, 17th Board of Directors, 10th Meeting
 - (1) Discussion Item 1: Distribution of year-end bonuses for the Company's managers in 2024.
Director CHANG, HSIU-CHENG, as a manager of the Company, recused himself due to a conflict of interest. The Chairman consulted the remaining attending directors, who had no objections, and the proposal was unanimously approved.
- III. For a TWSE or TPEX listed company, disclose information including the evaluation cycle and period(s) of the board of directors' self-evaluations (or peer evaluations) and the evaluation method and content. Please refer to: 2. Implementation of Evaluations of the Board of Directors.
- IV. An evaluation of the targets that were adopted for strengthening of the functions of the board during the current and immediately preceding fiscal years (e.g., establishing an audit committee, increasing information transparency, etc.) and the measures taken toward achievement thereof: Please refer to the "Corporate Governance Operations" section in this annual report.
1. The Company has established a Remuneration Committee, an Audit Committee, and a Sustainability Committee to fulfill supervisory responsibilities and assist the Board of Directors in performing its oversight functions, thereby achieving the objectives of board governance.
 2. Director Training: The Company provides various training course information for directors to enhance their professional capabilities, support their self-improvement, and maintain their core value and professional advantage. In 2024, a total of 7 directors received training, with a cumulative total of 48 training hours.
 3. The Chairperson of the Board does not concurrently serve as a member of the Company's management.
 4. The Company regularly provides directors with the latest regulatory information and reports on business operations during Board meetings. Relevant proposal materials are prepared, and personnel are assigned to attend and answer queries during the meetings.
 5. The Board's operations comply with the Company's "Rules of Procedure for Board Meetings," effectively enhancing the Board's operational efficiency and decision-making capabilities, with satisfactory implementation results.
 6. The Company has purchased "Directors' Liability Insurance" to mitigate legal liability risks for directors and enhance corporate governance capabilities. A report was submitted to the Board of Directors on April 11, 2025.
 7. Succession Planning for Board Members: Based on the Company's development direction and objectives, succession planning requires that successors not only possess professional competence but also demonstrate integrity and values aligned with those of the Company. The Company currently has seven directors (including three independent directors), all of whom are outstanding individuals with extensive professional and practical experience. They possess capabilities in leadership, decision-making, management, business judgment, crisis handling, industry knowledge, and international market insight. The structure and background of the current Board of Directors will be maintained going forward. Regarding board succession planning, the Company maintains regular communication and discussions with

existing institutional shareholders regarding candidate selection. As for independent directors, who are legally required to have experience in business, law, finance, accounting, or areas relevant to the Company's operations. Therefore, professionals from the domestic academic and industrial sectors will be selected to appoint the 17th term of independent directors, aiming to enhance the effectiveness of corporate governance and business management performance.

2. Implementation of Evaluations of the Board of Directors

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method	Evaluation items
An evaluation is conducted once annually	January 1, 2024 to December 31, 2024	<ol style="list-style-type: none"> Board of Directors Individual Board Members Remuneration Committee Audit Committee Sustainability Committee 	<ol style="list-style-type: none"> Internal Self-assessment of the Board of Directors Self-assessment of Board Members Internal Self-assessment of the Compensation Committee Internal Self-assessment of the Audit Committee Internal Self-assessment of the Sustainability Committee 	<ol style="list-style-type: none"> The performance evaluation criteria for the Board of Directors of our company should be set based on the company's condition and needs, and should at least include the following five aspects: <ol style="list-style-type: none"> Level of involvement in the company's operations. Enhancing the quality of the Board's decisions. Composition and structure of the Board. Appointment of Directors and ongoing training. Internal control. Promotion of sustainable development. The performance evaluation criteria for Board members (self or peer) should at least include the following six aspects: <ol style="list-style-type: none"> Mastery of the company's goals and mission. Understanding of directorial responsibilities. Level of involvement in the company's operations. Management and communication of internal relations. The professionalism and ongoing training of the directors. Internal control. Functional committee performance evaluations cover the following five aspects: <ol style="list-style-type: none"> Level of involvement in the company's operations. Understanding of functional committee responsibilities. Enhancing the quality of functional committee decisions. Composition and appointment of functional committee members. Internal control.

The Company completed the Board of Directors' performance evaluation using internal questionnaires in February 2025. The evaluation results were reported to the Board on March 12, 2025, and disclosed in the corporate governance section of the Company's website. The performance evaluation scores for 2024 ranged from 90 to 100 points (with a full score of 100), meeting the excellent standard. Specifically, the overall average score for the Board's performance evaluation was 95 points, individual Board members' performance evaluation had an overall average score of 94 points, the Audit Committee's average score was 98 points, the Compensation Committee's average score was 99 points, and the Sustainability Committee's average score was 97 points. These results demonstrate the effective operation of the Company's Board, aligning with corporate governance standards. The Board will continue to assist in corporate management operations, ensuring an effective supervisory mechanism to enhance corporate governance outcomes.

(II) Audit Committee Operations:

I. The Audit Committee of our company comprises 3 members.

II. The number of Audit Committee meetings held in the most recent fiscal year (2024) was: 5 (A). The attendance by the committee members was as follows:

Term of the 2nd Committee: From June 14, 2023 to June 13, 2026.

Title	Name	No. of meetings attended in person (B)	By Proxy	In-person attendance rate (%) 【 B / A 】	Remark
Convener Independent Director	LIN, CHING-CHING	5	0	100%	Newly elected on June 14, 2023.
Member Independent Director	HUANG, CHIN-HISANG	5	0	100%	Re-elected on June 14, 2023.
Member Independent Director	KAO, CHIH-TING	5	0	100%	Re-elected on June 14, 2023.

I. Other Required Disclosures:

(I) Matters listed in Article 14-5 of the Securities and Exchange Act: Please refer to “Major Resolutions of Shareholders’ and Board Meetings” of this annual report.

(II) Other matters not approved by the Audit Committee but approved by more than two-thirds of all directors: None.

II. Execution of Recusal by Independent Directors on Proposals with Conflicts of Interest: None.

III. Communication between independent directors and internal audit supervisor or CPAs (including key matters related to company’s financial and business status, communication methods, and outcomes):

1. The internal auditors submit audit reports to the independent directors in the month following the completion of each audit item and attend the Board of Directors meetings to present audit findings. In the event of special circumstances, reports are made promptly to the Audit Committee members. No such special circumstances occurred during the year. Communication between the Company’s Audit Committee and the internal audit supervisor has been satisfactory.
2. At least one regular meeting is arranged each year between the independent directors and the CPA. During this meeting, the CPA reports and discusses with the attending independent directors the financial status and overall operations of the Company and its domestic and overseas subsidiaries, findings from the financial statement audit, and whether there were any material adjusting entries. In the event of special circumstances, the CPA will also promptly report to the Audit Committee members. No such special circumstances occurred during the year, and communication between the Audit Committee and the certifying CPA has been satisfactory.
3. When deemed necessary, independent directors may communicate with the internal audit supervisor and the CPA via telephone or email at any time, or convene meetings.

Summary of Regular Meeting Communications Between Independent Directors (Audit Committee) and Internal Audit Supervisor			
Date	Meeting	Key Communication Topics	Communication Results
2024.03.11	Audit Committee	1. Audit operations execution report from October to December 2023. 2. 2023 assessment of the effectiveness of the internal control system and declaration of internal control.	No objection.
2024.05.09	Audit Committee	Audit operations execution report from January to December 2024.	No objection.
2024.08.09	Audit Committee	Audit operations execution report from April to June 2024.	No objection.
2024.11.08	Audit Committee	1. Audit operations execution report from July to September 2024. 2. 2025 internal audit annual plan.	No objection.
2025.03.12	Audit Committee	1. Audit operations execution report from October to December 2024. 2. 2024 assessment of the effectiveness of the internal control system and declaration of internal control.	No objection.
Result: The above matters were all reviewed or approved by the Audit Committee, and no objections were raised by the independent directors.			

Summary of Regular Meeting Communications Between Independent Directors (Audit Committee) and CPAs			
Date	Meeting	Key Communication Topics	Communication Results
2024.03.11	Meeting	Audit result report on the 2023 consolidated and the parent company only financial statements.	The CPA reported on the “Key Audit Matters in the New Audit Report for 2023” and discussed and communicated on the questions raised by attendees. No objections were raised by the independent directors in this meeting.
2024.05.09	Meeting	Review result report on the Q1 2024 consolidated financial statements.	The CPA explained the “Review Results of the Q1 2024 Consolidated Financial Statements and Updates on Non-Assurance Related

			Laws and Regulations” and discussed and communicated on the questions raised by attendees. No objections were raised by the independent directors in this meeting.
2024.08.06	Meeting	Review result report on the Q2 2024 consolidated financial statements.	The CPA explained the “Review Results of the Q2 2024 Consolidated Financial Statements and Updates on Related Laws and Regulations” and discussed and communicated on the questions raised by attendees. No objections were raised by the independent directors in this meeting.
2024.11.08	Meeting	Review result report on the Q3 2024 consolidated financial statements.	The CPA explained the “Review Results of the Q3 2024 Consolidated Financial Statements and Updates on Related Laws and Regulations” and discussed and communicated on the questions raised by attendees. No objections were raised by the independent directors in this meeting.

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

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
I. Has the company formulated and disclosed the Corporate Governance Practice Guidelines in accordance with the Corporate Governance Practice Guidelines for listed companies?	V		Our company has established the “Corporate Governance Best Practice Guidelines,” which have been approved and revised by the board of directors. They are disclosed in the Corporate Governance section of our company’s website and the Public Information Observation System for investors to access.	None
II. Company Shareholding Structure and Shareholder Rights (I) Has the company established internal operating procedures for handling shareholder suggestions, doubts, disputes, and litigation matters, and implemented them accordingly?	V		(I) Our company has developed the “Internal Handling Procedures for Material Non-public Information” and established a spokesperson and proxy spokesperson system as required. We have designated dedicated personnel to handle investor relations and address shareholder suggestions, doubts, disputes, or litigation-related issues. Shareholders can express their opinions through channels such as telephone or email. We also have appointed legal advisors to assist in handling such matters.	None
(II) Does the company have a list of the major shareholders who actually control the company and the ultimate controllers of the major shareholders?	V		(II) The shareholders of the Company are primarily natural persons, with a relatively low proportion of institutional shareholders. The main shareholders of the Company consist primarily of the Company’s directors and the top ten shareholders. In accordance with the Securities and Exchange Act’s requirements for insiders, all acquisitions or transfers of shares must be reported to the Company,	None

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
			enabling the Company to maintain oversight of the major shareholders who exercise actual control over the Company.	
(III) Has the company established and implemented risk management and firewall mechanisms with related parties?	V		<p>(III) 1. The Company’s risk control mechanism with respect to affiliated enterprises is handled in accordance with relevant internal control procedures. Audit personnel regularly and irregularly supervise the implementation of such procedures and report the information to the Board of Directors, thereby preventing misconduct by affiliated enterprises that could result in risks for the Company. In addition, pursuant to the “Regulations Governing Establishment of Internal Control Systems by Public Companies,” the Company has established the “Subsidiary Supervision and Management Procedures,” and control measures have been set for lending of funds and other matters, to effectively implement risk control mechanisms for subsidiaries. The Board of Directors approved the “Rules Governing Financial and Business Matters Between the Company and its Related Parties” to comply with Article 17 of the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.”</p> <p>2. To ensure risk management of the Company’s information security, an information management system has been established in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies. To ensure information and communication security, the internal</p>	None

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
			audit unit and external audit firms formulate and execute the annual audit plan based on risk assessments, in order to evaluate the effectiveness of the Company’s internal control system.	
(IV) Has the company established internal regulations prohibiting insiders from trading securities with undisclosed information in the market?	V		(IV) The Company has established the “Procedures and Guidelines for Ethical Corporate Management,” the “Procedures for Handling Material Inside Information and Preventing Insider Trading,” and other related regulations to prohibit company insiders from trading the Company’s stocks or other equity-like securities using undisclosed market information. These rules apply to the Company’s directors, managerial officers, and employees, and relevant information is regularly updated and promoted. In compliance with the amendment of Article 10 of the “Corporate Governance Best Practice Guidelines for Listed and Over-the-Counter Companies” by the regulatory authority, our company revised Article 10 of the “Corporate Governance Best Practice Guidelines” on March 22, 2022, which added a provision that directors are prohibited from trading company stocks during a 30-day closed period before the announcement of annual financial reports and a 15-day closed period before the announcement of quarterly financial reports.	None
III. Composition and duties of the Board of Directors (I) Has the Board of Directors established specific	V		(I) The board of directors of our company has approved the establishment of the “Corporate Governance Best Practice Guidelines,” which includes Chapter 3 on strengthening the	None

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
management objectives and implemented execution of a diversity policy?			<p>diversity of board functions. The guidelines set standards in two major aspects, including but not limited to the following:</p> <p>Basic qualifications and values: Gender, age, nationality, and culture.</p> <p>Professional knowledge and skills: Professional backgrounds (such as finance, law, accounting, industry, accounting, marketing, or technology), professional skills, and industry experience. The Company, in exercising its management, has taken diversity into consideration in the composition of its 17th Board of Directors, which consists of seven members. Among them, directors with employee status account for 14.28%, not exceeding one-third of the total board seats; three seats are held by independent directors, accounting for 42.86%. One independent director has a tenure of less than three years, and two have a tenure of less than five years. The age distribution of the directors is as follows: one under 50 years old, two between 51 and 60 years old, and four above 61 years old. Each director also possesses their own professional background and experience, such as in law, accounting, finance, marketing, technology, or industry-related fields.</p> <p>The Company values gender diversity in its board composition, with 2 female members, accounting for 28.57% of the board, which is higher than the average ratio of female directors in listed companies in Taiwan.</p>	

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
			The board’s policy on diversity in member composition is disclosed on the Company’s website and the Market Observation Post System.	
(II) Apart from the legally required compensation committee and audit committee, has the company voluntarily established other functional committees?	V		(II) In addition to establishing a Compensation Committee (established in 2011) and an Audit Committee (established in 2020) in accordance with the law, the company has also set up a Sustainability Development Committee (established in 2021), which is responsible for policies, systems, or related management guidelines for sustainable development, and reports regularly to the board of directors on the implementation status and outcomes. In the future, the company will assess the need to establish other functional committees based on legal requirements, business operations, and management needs.	None
(III) Has the company established a method for evaluating the board of directors’ performance and its evaluation process, conducting regular performance evaluations each year, reporting the evaluation results to the board of directors, and utilizing them as references for individual directors’ compensation and nomination for reappointment?	V		(III) The Company has formulated the "Board Performance Evaluation Measures" and conducts an internal board performance evaluation once a year, with the evaluation scope extending to functional committees. Reviewing the effectiveness of the Board and implementing corporate governance operations is carried out by the corporate governance officer using internal questionnaires. In accordance with regulations, the results are disclosed on the Company website, in the annual report, and on the Market Observation Post System (MOPS). 1. The Company has completed the self-evaluation of the Board's performance for the year 2024, and the evaluation results were reported to the Remuneration	None

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
			Committee on March 12, 2025, and submitted to the Board of Directors as a basis for review and improvement. These results are also used as a reference for determining individual director remuneration and for renomination. For details on the Board performance evaluation results, please refer to Section 2, “Board Performance Evaluation Execution,” under “Operation of the Board of Directors” in the Annual Report and on the Company website.	
(IV) Does the company conduct regular assessments of the independence of its auditors?	V		<p>The Company’s Audit Committee conducts an annual evaluation of the independence and competence of the CPA and requires the CPA to provide a “Statement of Independence” and an “Independence Assessment Report.” The evaluation results are reported to the Board of Directors.</p> <p>The latest evaluation was reported and approved by the Board on March 12, 2025.</p> <p>Evaluation Mechanism:</p> <ol style="list-style-type: none"> 1. Confirm that the certifying accountant is not a related party to the Company or its directors. 2. Comply with the Corporate Governance Best Practice Principles for the rotation of the certifying accountant. 3. The certifying accountant reports quarterly to the Audit Committee on the execution and compliance of audit/review contents and independence. 4. Regularly obtain an independence statement from the accountant. 	None

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
			<p>5. Obtain information on 13 audit quality indicators (AQIs) provided by the accounting firm and evaluate the audit quality of the firm and audit team according to the “Guidance on the Audit Quality Indicators (AQIs)” issued by the FSC.</p> <p>Evaluation Results:</p> <ol style="list-style-type: none"> 1. The independence of the certifying accountant in relation to the Company complies with the relevant regulations of the Certified Public Accountant Act and professional ethical standards. 2. The Company has not appointed the same accountant for certification for seven consecutive years. 3. In March 2025, the Board of Directors reviewed the AQI indicator information and confirmed that the CPAs and the accounting firm meet the Company's evaluation standards and are qualified to serve as the Company's CPAs. 	
IV. Does the TWSE/TPEX listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for	V		Our company has decided, through a board resolution on November 9, 2021, to establish a Corporate Governance Officer. The main responsibilities of this position include handling matters related to board meetings, functional committees, and shareholders’ meetings in compliance with the law, providing necessary information to directors for their duties, collecting and managing the latest regulatory developments relevant to the company to assist directors in legal compliance, and facilitating the appointment and continuous education of directors.	None

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?			<p>The scope of responsibilities and execution of duties of the chief corporate governance officer for the year are as follows:</p> <ol style="list-style-type: none"> 1. Assisting the Board of Directors and functional committees with meeting procedures and compliance with relevant laws and regulations. <ol style="list-style-type: none"> (1) Planning annual work schedules and meeting agendas for the Board and functional committees. In 2024, the Company convened 1 annual general shareholders’ meeting, 1 investors’ conference, 6 Board meetings, 5 Audit Committee meetings, 4 Remuneration Committee meetings, and 5 Sustainability Committee meetings. (2) Compiling meeting materials and providing information and administrative support to meeting members. (3) Setting Board agendas, notifying directors at least 7 days in advance, convening meetings, and providing related materials. Advance notice is given for recusal where conflicts of interest exist. Meeting minutes for the Board and committees are completed within 20 days after each meeting. (4) Responsible for the release of material information regarding important Board resolutions, ensuring the legality and accuracy of disclosed information to safeguard fair access for investors. (5) Announcing and following up on post-meeting matters related to Board resolutions. 	

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
			<p>2. Organizing shareholders’ meetings and investors’ conferences in accordance with the law.</p> <p>(1) Handling advance registration of shareholders’ meeting dates, preparing meeting notices, agenda handbooks, minutes, and registering amendments to the Articles of Incorporation within statutory deadlines. Disclosing material information and submitting relevant data after the meetings.</p> <p>(2) Handling operations related to investors’ conferences and disclosing material information and submitting relevant data afterward.</p> <p>3. Assisting directors in performing their duties and providing necessary information.</p> <p>(1) Notifying Board members of the latest laws and regulations related to the Company’s business scope and corporate governance.</p> <p>(2) Reminding insiders of stockholding change regulations and assisting with reporting stockholding changes.</p> <p>Providing Company information as needed by directors and maintaining smooth communication between directors and executives.</p> <p>(3) Arranging one-on-one meetings between independent directors and internal auditors or CPAs to understand the Company’s financial and business conditions.</p> <p>4. Assisting directors with continuing education.</p>	

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
			<p>(1) Providing continuing education information and arranging training programs. All directors have completed the required credit hours.</p> <p>5. Reporting corporate governance practices on a regular annual basis.</p> <p>(1) In March 2024, reported the 2023 Board performance evaluation results and corporate governance implementation status to the Board of Directors.</p> <p>(2) In August 2024, reported the 2023 Corporate Governance Evaluation results to the Board of Directors.</p> <p>6. For details on the Corporate Governance Officer’s continuing education, please refer to [Appendix 2].</p>	
V. Has the company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), set up a stakeholder zone on the company’s website, and appropriately responded to important corporate social responsibility issues raised by stakeholders?	V		The Company’s website includes a stakeholder section, with a dedicated unit responsible for responding to issues of concern to stakeholders and addressing key corporate social responsibility issues. For further details, please refer to the "Stakeholder Communication and Responsibility" section of the Company’s Sustainability Report.	None

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
VI. Has the company appointed a professional shareholder service agency to handle shareholder meeting affairs?	V		The Company has appointed the professional stock affairs agency “Stock Affairs Department of President Securities Corporation” to handle shareholders’ meeting-related matters.	None
VII. Information Disclosure (I) Has the company established a website to disclose financial, business, and corporate governance information? (II) Does the company adopt other methods of information disclosure (such as setting up an English website, designating a person responsible for collecting and disclosing company information, implementing a spokesperson system, placing the process of institutional investor conferences on the company’s website, etc.)? (III) Does the company announce and file annual financial reports within two months after the end of the fiscal year, and announce and file quarterly financial	V		(I) Information related to the Company’s financial and business operations and corporate governance is disclosed as required on the Market Observation Post System (MOPS) and the Company’s website (http://investor.seasonic.com), and is regularly updated by designated personnel. (II) The collection and disclosure of company information are handled by designated personnel assigned by department heads in accordance with their respective responsibilities. The spokesperson system is also strictly enforced. In addition to maintaining both Traditional Chinese and English versions of its website to provide relevant disclosures, the Company also makes information related to investor conferences available online. (III) The Company plans to announce and file its annual financial reports within two months after the end of each fiscal year starting from the next fiscal year. First, second, and third quarter financial reports and monthly operating results will be announced and filed within the deadlines in accordance with relevant regulations.	None

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
reports for the first, second, and third quarters, as well as monthly operating results within the prescribed deadlines?				
VIII.Does the company provide other important information that helps understand the operation of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, rights of stakeholders, directors’ and supervisors’ continuing education, implementation of risk management policies and risk	V		<p>(I) Employee rights: The Company has always treated employees with integrity and protects their lawful rights in accordance with labor laws applicable to each operational site.</p> <p>(II) Employee care: Through a sound benefits system and diverse training programs that stabilize and enrich employee lives, the Company builds mutual trust and strong relationships with its employees. Examples include: employee health checkups, company trips, parking spaces, occasional afternoon tea events, and regularly scheduled labor-management meetings. A total of four such meetings were held in 2024.</p>	None

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
measurement standards, execution of customer policies, the company’s purchase of liability insurance for directors and supervisors, etc.)?			<p>(III) Investor relations: The Company’s website (http://investor.seasonic.com) includes an investor section disclosing financial and operational information.</p> <p>(IV) Supplier relations: The Company focuses on technological R&D to ensure suppliers meet requirements regarding delivery, quality, and pricing. Based on integrity, it conducts supplier audits and management while upholding the spirit of sustainable operations. Suppliers are required to comply with environmental protection, workplace safety, and human rights standards. Supplier engagement activities are held regularly to build good communication and partnerships.</p> <p>(V) Stakeholder rights: The company provides customers with safe, high-quality, and highly reliable products, along with complete and accurate product information and after-sales service. The company takes immediate action to address customer complaints. For shareholders, maximizing shareholder value is the company's highest operational goal, and the company fully discloses information that investors are concerned about. Other stakeholders can communicate and provide suggestions through the contact channels available on the company's website to protect their legitimate rights and interests.</p> <p>(VI) Director training: Training courses and seminars are regularly arranged for directors. For the training status in the current year, please refer to [Appendix 1].</p>	

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
			<p>(VII) Implementation of risk management policies and risk assessment standards:</p> <ol style="list-style-type: none"> 1. Our company has established “Risk Management Policies and Procedures” and established an “Organizational Structure for Risk Management.” We formulate strategies, procedures, and indicators in response to changes in laws, regulations, policies, and market conditions. We regularly analyze and evaluate the changing nature of relevant risks and take appropriate measures to mitigate potential risks to the company as a whole. The Risk Management Committee regularly reviews and identifies risks and events, reporting risk events to the Sustainable Development Committee and providing regular reports to the board of directors. 2. 2024 operations: The “Risk Management Policies and Procedures” were revised, and the “Risk Management Operating Procedures” were formulated to clearly define the principles, responsibilities, and mechanisms for risk management. These are used to implement all risk management procedures and related operations, enhancing overall risk management effectiveness. Risk events have been incorporated into the Company’s material sustainability topics for management. The Risk Management Team regularly reviews and identifies potential risk events. For risk identification, response measures, target execution, corresponding actions, and 	

Evaluation Item	Implementation Status			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Y	N	Abstract Illustration	
			<p>achievement status, please refer to the “Risk Management” section under Corporate Governance in the Sustainability Report.</p> <p>(VIII) Implementation of customer policies: A complaint and feedback mechanism has been established to provide good communication channels between customers and sales personnel and is committed to improving customer satisfaction. An annual customer satisfaction survey is conducted to maintain good customer relationships and to implement customer management in daily operations, aiming to increase Company profitability.</p> <p>(IX) Since 2019, the Company has purchased liability insurance for its directors, independent directors, and key managerial officers, and has continued to maintain such insurance to mitigate legal liability risks and enhance corporate governance. A report on this was submitted to the Board of Directors on April 11, 2025.</p>	
<p>IX. Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement.</p> <p>The Company ranked within the 6% to 20% tier of OTC-listed companies in the 11th (2024) Corporate Governance Evaluation.</p> <p>Improvements made:</p> <p>(1) A concrete ESG implementation plan has been promoted, and the 2023 Sustainability Report was issued and approved by the Board of Directors in June 2024.</p> <p>Priority enhancements and corresponding measures are described as follows:</p> <p>(2) Disclosure of information on the performance evaluation and compensation policies for directors and managers to enhance transparency.</p>				

[Appendix 1] 2024 Directors' Continuing Education Summary

Title	Name	Date	Organizer	Courses	Number of hours
Chairman	CHANG, HSIU-CHENG	2024. 12.07	Taiwan Corporate Governance Association	Executive compensation and ESG performance-based incentive design.	3
		2024. 08.06	Accounting Research and Development Foundation	How the Board of Directors and senior executives review the ESG Sustainability Report.	3
Representative of the Corporate Director	CHANG, DUN-KAI	2024. 11.05	Taiwan Corporate Governance Association	How to develop a corporate sustainability roadmap.	3
		2024. 08.06	Accounting Research and Development Foundation	How the Board of Directors and senior executives review the ESG Sustainability Report.	3
Director	LIN, YAO-CHIN	2024. 11.12	Taiwan Corporate Governance Association	Innovative growth mindset for enterprises in the age of AI.	3
		2024. 08.06	Accounting Research and Development Foundation	How the Board of Directors and senior executives review the ESG Sustainability Report.	3
Representative of the Corporate Director	CHANG, YUN-CHI	2024. 08.06	Accounting Research and Development Foundation	How the Board of Directors and senior executives review the ESG Sustainability Report.	3
		2024. 03.12	Taiwan Corporate Governance Association	International trends and experience sharing on corporate ethical management and executive accountability systems.	3
Independent Director	LIN, CHING-CHING	2024. 08.06	Accounting Research and Development Foundation	How the Board of Directors and senior executives review the ESG Sustainability Report.	3
		2024. 04.10	Securities and Futures Institute	Disputes over corporate management rights and an introduction to the Commercial Case Adjudication Act.	3
Independent Director	HUANG, CHIN-HSIANG	2024. 09.26	Securities and Futures Institute	Board Directors, Supervisors, and Corporate Governance Officers Training Series – The establishment of breach of trust and aggravated breach of trust offenses.	3
		2024. 08.06	Accounting Research and Development Foundation	How the Board of Directors and senior executives review the ESG Sustainability Report.	3
Director	KAO, CHIH-TING	2024. 11.20	Securities and Futures Institute	NVIDIA's Three-Trillion Miracle: The Semiconductor Industry Revolution Behind Artificial Intelligence.	3
		2024. 11.20	Securities and Futures Institute	Redefining the Network with Silicon Photonics: Development Trends of Silicon Photonics (SiPh) and Co-Packaged Optics (CPO).	3

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Title	Name	Date	Organizer	Courses	Number of hours
		2024.10.09	Taiwan Corporate Governance Association	Legal due diligence and an overview of business contracts in corporate mergers and acquisitions.	3
		2024.08.06	Accounting Research and Development Foundation	How the Board of Directors and senior executives review the ESG Sustainability Report.	3

[Appendix 2] 2024 Chief Corporate Governance Officer's Continuing Education

Name	Date	Organizer	Courses	Number of hours
KAO, WEN- WEN	2024.12.25	Accounting Research and Development Foundation	"Legal responsibilities of employee fraud and the practical implementation of internal control and internal audit."	6
	2024.12.17	Taipei Bar Association	2024 Corporate Governance Forum – The New Challenges for Corporate Governance Executives.	3
	2024.08.28	Computer Audit Association	Big Data Nuclear Technology Case Practice and Big Data Governance.	6
	2024.08.06	Accounting Research and Development Foundation	How does the board of directors develop a sustainable governance strategy? Latest ESG sustainability information disclosure governance regulations.	3
Total				18

(IV) Composition, responsibilities, and operations of functional committees:

1. Compensation Committee Organization and Responsibilities

The members of this committee should include the company's Independent Director, and the remaining members are appointed by the Board of Directors. The total number of members should not be less than three. They elect an Independent Director as the convener and meeting chairman.

Their responsibilities include:

- (1) Establishing and regularly reviewing the performance assessment and compensation policies, systems, standards, and structures for directors and managers.
- (2) Regularly assessing and setting compensation for directors and managers.
- (3) The professional qualifications, independence, and authority of the committee members are governed by the "Remuneration Committee Charter" of the company.
- (4) Other matters resolved by the Board.

(5) Committee Member Information

April 15, 2025

Position	Criteria Name	Professional Qualifications and Experiences	Independence	Number of members of other public companies' Compensation Committees
Convenor and Independent Director	HUANG, CHIN- HSIANG	Please refer to the disclosures related to directors' professional qualifications and the independence of independent directors.	Independent Director. Neither the director, their spouse, nor any relative within the second degree of kinship meets the following disqualifications: (1) Not serving as a director, supervisor, or employee of the Company or its associates. (2) Not holding shares in the Company. (3) Not serving as a director, supervisor, or employee of a specific affiliated company. (4) Not receiving compensation from the Company or its associates for providing business, legal, financial, accounting, or other services in the past two years.	None
Independent Director	LIN, CHING- CHING			None

Independent Director	KAO, CHIH- TING		(5) No disqualifications under Article 30 of the Company Act.	1
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(6) Information on the operation of the Compensation Committee

- I. The Compensation Committee of our company comprises 3 members.
- II. Current committee term: From June 14, 2023 to June 13, 2026. In the most recent year (2024), the Remuneration Committee held 4 meetings (A). The qualifications of the members and their attendance are as follows:

Title	Name	No. of meetings attended in person (B)	By Proxy	In-person attendance rate (%) 【 B / A 】	Remark
Convener	HUANG, CHIN-HSIANG	4	0	100%	Re-elected on June 14, 2023.
Member	LIN, CHING-CHING	4	0	100%	Newly elected on June 14, 2023.
Member	KAO, CHIH-TING	4	0	100%	Re-elected on June 14, 2023.

Other Required Disclosures:

- I. If the Board of Directors does not adopt or modify the recommendations of the Compensation Committee, the date, session, agenda content, resolution results of the Board of Directors, and the handling of the opinions of the Compensation Committee by the Company should be stated: No such situation occurred.
- II. Implementation of recusal by committee members on matters involving conflicts of interest: The Company has established a “Compensation Committee Charter,” which stipulates in Article 10 that when the Compensation Committee discusses the compensation of its members, the member should explain during the meeting and recuse themselves from discussion and voting if there is a potential conflict of interest. The member is also prohibited from exercising voting rights on behalf of other committee members.

III. Remuneration Committee Meeting Information

Date	Agenda Item	Resolution of the Remuneration Committee	Company's Response to the Remuneration Committee's Opinion
2024.03.11 3rd meeting of the 5th term	Discussion of the proposal: 1. Distribution of 2023 compensation for employees and directors.	All attending committee members agreed to submit the proposal to the Board of Directors for deliberation.	Upon inquiry by the chairperson as to whether any attending remuneration committee members had other opinions or suggestions regarding this proposal, all members expressed no opinion, and the proposal was approved as presented.

2024.05.09 4th meeting of the 5th term	Discussion of the proposal: 1. Proposal for the adjustment of managerial personnel salaries for the year 2024.	All attending committee members agreed to submit the proposal to the Board of Directors for approval.	KAO, WEN-WEN, the Corporate Governance Officer, recused herself. The Chairman confirmed with all attending members that there were no objections, and the proposal was unanimously approved as submitted.
2024.08.09 5th meeting of the 5th term	Discussion of the proposal: 1. Distribution of 2023 compensation for directors of the Company.	All attending committee members agreed to submit the proposal to the Board of Directors for deliberation.	In accordance with legal requirements, involved parties recused themselves and did not participate in the discussion or voting. Upon inquiry by the chairperson, the remaining attending members raised no objections, and the proposal was unanimously approved by acclamation.
	Discussion of the proposal: 2. Distribution of 2023 compensation for the Company's managers.	All attending committee members agreed to submit the proposal to the Board of Directors for deliberation.	In accordance with legal requirements, involved parties recused themselves and did not participate in the discussion or voting. Upon inquiry by the chairperson, the remaining attending members raised no objections, and the proposal was unanimously approved by acclamation.
2024.11.08 6th meeting of the 5th term	Discussion of the proposal: 1. Distribution of year-end bonuses for the Company's managers in 2024.	All attending committee members agreed to submit the proposal to the Board of Directors for deliberation.	In accordance with legal requirements, involved parties recused themselves and did not participate in the discussion or voting. Upon inquiry by the chairperson, the remaining attending members raised no objections, and the proposal was unanimously approved by acclamation.
2025.03.12 7th meeting of the 5th term	Discussion of the proposal: 1. Distribution of 2024 compensation for employees and directors.	All attending committee members agreed to submit the proposal to the Board of Directors for deliberation.	Upon inquiry by the chairperson as to whether any attending remuneration committee members had other opinions or suggestions regarding this proposal, all members expressed no opinion, and the proposal was approved as presented.
	Discussion of the proposal: 2. Self-Evaluation Report on the Performance of the	All attending committee members agreed to submit the proposal to the Board of Directors for deliberation.	Upon inquiry by the chairperson as to whether any attending remuneration committee members had other opinions or suggestions regarding this proposal, all

		Board of Directors, Board Members, and Functional Committees— Audit Committee and Remuneration Committee—for the Year 2024.		members expressed no opinion, and the proposal was approved as presented.
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2. Sustainability Committee – Organization and Responsibilities

- (1) The Company has established a “Sustainability Committee” under the Board of Directors. The Board serves as the highest decision-making and supervisory body for corporate sustainability management, overseeing the Company’s implementation of sustainability development, reviewing the effectiveness of implementation, and making continuous improvements to ensure the promotion of sustainability policies, the fulfillment of corporate social responsibility, and the realization of sustainable business operations.
- (2) The number of committee members shall be no less than three and shall be appointed by resolution of the Board of Directors. More than half of the members shall be independent directors. One member shall be elected by all committee members to serve as the convener and meeting chairperson. The committee shall be accountable to the Board of Directors and shall operate based on the principles of corporate sustainability, faithfully exercising its duties with the care of a good administrator. All proposals made by the committee shall be submitted to the Board of Directors for resolution.
- (3) Primary Objectives of the Committee's Execution:
 1. Implementation of corporate governance.
 2. Safeguarding social welfare.
 3. Development of a sustainable environment.
 4. Enhancement of corporate sustainability information disclosure.
- (4) Scope of Responsibilities of the Committee:
 1. Promote corporate sustainability, with a focus on governance, environmental, and social aspects.
 2. Implement corporate governance systems and adhere to principles of ethical business conduct.
 3. Execute and oversee risk management-related matters.
 4. Perform other duties as resolved by the Board of Directors.
- (5) Sustainability Committee Operational Information
 - I. The Company’s Sustainability Committee comprises 6 members.
 - II. Current term of committee members: From June 14, 2023 to June 13, 2026. In the most recent year (2024), the Sustainability Committee convened 5 meetings (A). The qualifications and attendance of committee members are as follows:

Title	Name	Professional Qualifications and Experiences	No. of meetings attended in person (B)	By Proxy	In-person attendance rate (%) 【 B / A 】	Remark
Convener	KAO, CHIH-TING	Please refer to the disclosure of professional qualifications of directors and independent directors.	5	0	100%	--
Member	LIN, YAO-CHIN		5	0	100%	--
Member	CHANG, DUN-KAI		5	0	100%	--
Member	CHANG, YUN-CHI		5	0	100%	--
Member	LIN, CHING-CHING		5	0	100%	--
Member	HUANG, CHIN-HSIANG		5	0	100%	--
Sustainability Committee meeting information						
Date	Agenda Item			Sustainability Committee Implementation Status		
2024.03.11 3rd meeting of the 2nd term	Report of the proposal: 1. Previous Sustainability Committee meeting minutes and implementation status. 2. Progress report on the "Greenhouse Gas Inventory and Verification Schedule." 3. Report on the implementation of the company's sustainability initiatives.			Noted.		
2024.05.09 4th meeting of the 2nd term	Report of the proposal: 1. Previous Sustainability Committee meeting minutes and implementation status. 2. Progress report on the "Greenhouse Gas Inventory and Verification Schedule." 3. The Company’s implementation status of sustainability promotion and the 2024 material topic assessment report (including ESG material topics and risk issues).			Noted.		
2024.06.03 5th meeting of the 2nd term	Report of the proposal: 1. Previous Sustainability Committee meeting minutes and implementation status. Discussion of the proposal: 1. Approved the Company's "2023 Sustainability Report".			Noted. The Chairman confirmed with all attending members that there were no objections, and the proposal was unanimously approved as submitted. Submitted to the Board of Directors for approval.		
2024.08.09 6th meeting of the 2nd term	Report of the proposal: 1. Previous Sustainability Committee meeting minutes and implementation status. 2. Progress report on the "Greenhouse Gas Inventory and Verification Schedule." Discussion of the proposal: 1. Amendments to the Company’s “Risk Management Policy and Procedures”			Noted. The Chairman confirmed with all attending members that there were no objections, and the proposal was unanimously approved as submitted. Submitted to the Board of Directors for approval.		

	and “Risk Management Operating Procedures”.	
2024.11.08 7th meeting of the 2nd term	Report of the proposal: 1. Previous Sustainability Committee meeting minutes and implementation status. 2. Progress report on the "Greenhouse Gas Inventory and Verification Schedule." 3. For the Company’s “Sustainability Promotion Implementation Report,” please refer to the “2024 Sustainability Promotion Implementation Report” and the “2024 Information Security Risk Management Report”.	Noted.
2025.01.17 8th meeting of the 2nd term	Report of the proposal: 1. Previous Sustainability Committee meeting minutes and implementation status. 2. 2024 Implementation Plan for Managing Climate Change Risks and Opportunities.	Noted.
2025.03.12 9th meeting of the 2nd term	Report of the proposal: 1. Previous Sustainability Committee meeting minutes and implementation status. 2. The Company’s Sustainability Promotion Implementation Report	Noted.

3. Information on the members and operation of the Nomination Committee: Not applicable.

(V) Implementation Status of Promoting Sustainable Development and Differences with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Their Reasons

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
I. Has the company established a governance structure to promote sustainable development, set up a dedicated (or part-time) unit for promoting sustainable development, authorized senior management by the board of directors to handle related matters, and how does the board of directors supervise?	V		<p>(I) In order to practice sustainable corporate management, the Company established the “Sustainable Development Committee” on November 9, 2021, with the approval of the board of directors. The committee aims to implement corporate social responsibility and achieve the concept of sustainable operation. The committee is the highest-level decision-making center for sustainable development within the Company. The second term of the committee consists of six members, appointed by the board of directors, with half of the members being independent directors. The Company’s board of directors serves as the highest supervisory unit for sustainable development.</p> <p>(II) The Company has established the “Sustainable Development Committee Charter” and the “Sustainable Development Best Practice Principles” as guiding principles for promoting sustainable development-related matters.</p> <p>(III) To implement corporate social responsibility and sustainable management, and to coordinate the Company’s sustainable development promotion activities, the “Sustainable Development Committee” serves as an interdepartmental communication platform for vertical integration and horizontal connection.</p>	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			<p>Under the committee, there is an “ESG Promotion Team,” which is further divided into four working groups based on different issues: the “Information Security Group,” the “Greenhouse Gas Inventory Group,” the “Climate Change Group,” and the “Risk Management Group.” These groups are responsible for managing and executing sustainable development tasks. Through regular meetings, they identify sustainable issues relevant to the Company’s operations and stakeholders, develop corresponding strategies and work plans, allocate budgets related to sustainable development, plan and execute annual programs, and track the effectiveness of implementation to ensure that sustainable development strategies are fully integrated into the Company’s daily operations.</p> <p>(IV) The “Sustainable Development Committee” reports to the board of directors at least once a year on the strategies and results of sustainable development implementation, as well as future promotion plans.</p> <p>(V) In 2024, the Sustainability Committee convened a total of five meetings. For details regarding the implementation of sustainability initiatives, please refer to the corporate governance section of the Sea Sonic Electronics website and its sustainability report.</p>	

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
II. Does the company conduct risk assessments related to environmental, social, and corporate governance issues that are pertinent to its operations based on the materiality principle, and establish relevant risk management policies or strategies?	V		<p>(I) The disclosure period covered is from January 2024 to December 2024, reflecting the sustainable development performance of the entire Sea Sonic Electronics Co., Ltd. group. The risk assessment boundary is the same as the consolidated financial statements.</p> <p>(II) The Company has established an ESG Promotion Team under the Sustainable Development Committee and set up a dedicated Sustainable Development Department responsible for coordinating the Company's sustainable development direction and goals, promoting related tasks, and reporting the results to the board of directors. We analyze the materiality principles based on the Global Reporting Initiative (GRI) Standards, communicate with internal and external stakeholders, and evaluate significant ESG issues through reviewing domestic and international research reports, literature, and integrating assessment data from various departments and subsidiaries. Effective risk management policies and specific action plans are formulated to identify, measure, monitor, and control these risks, reducing their impact.</p> <p>(III) To ensure the effective implementation of its risk management policy, Sea Sonic Electronics established the "Risk Management Policy and Procedures" in 2021, which was approved by the Board of Directors. Based on this policy, the Company formulated the "Risk Management Operating Procedures,"</p>	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			clearly defining risk management principles, responsibilities, and operational mechanisms. In 2024, the procedures were revised to incorporate risk events into the Company's overall material sustainability topics for management, thereby enhancing the execution of all risk management processes and related operations and improving the overall effectiveness of risk management. For relevant risk issues (including environmental, social, and corporate governance issues), please refer to the Risk Management section in the Sea Sonic Electronics Co., Ltd. Sustainability Report.	
III. Environmental Issues (I) Has the company established an appropriate environmental management system based on the characteristics of its industry?	V		(I) The Sea Sonic Electronics Co., Ltd. (Dongguan) factory follows the ISO 14001:2015 standards to establish an environmental management system and continues to pass third-party verification. Since 2021, Sea Sonic Electronics has implemented ISO 14064-1:2018 to comprehensively promote the inventory and verification of greenhouse gas emissions. The organizational boundaries are aligned with the consolidated financial statements, ensuring accurate monitoring and management of current greenhouse gas emissions and enabling effective tracking of emission reduction performance. In 2024, the Company's Dongguan factory has adopted the ISO 50001:2018 energy management system. Through systematic energy inventory, energy	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			consumption analysis, energy conservation actions, regular inspections and improvements, energy efficiency is improved. The Company has passed the third-party verification unit's audit and officially obtained the certificate.	
(II) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V		<p>(II) The Company is committed to enhancing the efficiency of resource utilization and continues to promote various energy-saving and carbon reduction measures as follows:</p> <ol style="list-style-type: none"> Office energy-saving equipment: <ol style="list-style-type: none"> Continued use of LED lighting fixtures with energy-saving labels. Installation of window insulation film in offices: To reduce prolonged high-load operation of the inverter air conditioning system, the goal is to lower the rapid temperature rise indoors. Window insulation film with a heat rejection rate of 79% was installed. Replacement of old air conditioning systems: Since 2021, the Dongguan factory has gradually updated its inverter air conditioners each year. All new equipment has obtained local energy-saving certifications. Installation of ceiling-mounted circulation fans: Circulation fans were added in open public areas with light steel frames to enhance cooling efficiency and achieve energy-saving objectives. Energy-Saving and Carbon Reduction Advocacy: 	None

Evaluation Item	Implementation Status		Abstract Illustration	Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N		
			<p>(1) Office Energy-Saving Measures: Implementing electronic approvals for internal documents and forms, and selecting paper certified by the Forest Stewardship Council (FSC) for photocopying.</p> <p>(2) Continued promotion of turning off lights during lunch breaks and setting air conditioning to a constant temperature.</p> <p>5. Resource Utilization and Recycling:</p> <p>(1) Using reusable turnover boxes for material transportation in factories.</p> <p>(2) Installing an ERS energy recovery and reuse system in factories, applying AC→DC→AC inversion technology for energy recycling, achieving energy-saving effects.</p> <p>(3) Waste Recycling and Management: Complying with environmental regulations in operational locations, actively reducing waste generation through scrap recycling and paid cleaning services.</p> <p>6. Product Design:</p> <p>(1) Using raw materials that comply with EU RoHS regulations.</p> <p>(2) Developing high-efficiency, energy-saving power supplies.</p>	

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
(III) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V		<p>(III) Seasonic Electronics monitors global climate action trends and has adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework for disclosure starting from 2023. In 2024, the Company adopted the IFRS S2 framework to disclose information on climate governance, strategy, risk management, and metrics and targets. A governance framework has been established to incorporate climate-related risks and opportunities into the Company's enterprise risk identification process. Each responsible unit identifies climate-related risks and opportunities and formulates action plans accordingly.</p> <p>1. The main climate change risks identified in 2024 are:</p> <p>(1) Enhanced obligations for emission disclosure: The imposition of energy tax, fuel tax, carbon tax, or carbon fee, and the requirement to disclose carbon emissions information by the government, investors, and customers.</p> <p>(2) Replacing existing products and services with low-carbon alternatives: The introduction of green materials increases operating costs.</p>	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			<p>(3) Failure in investment in new technologies: Developing new technology products, investing in new process equipment, materials used for new technology development, and R&D manpower leads to increased energy consumption and higher energy costs.</p> <p>(4) Costs of low-carbon technology transition: Upgrading energy-intensive equipment with high energy efficiency alternatives to improve processes increases operating costs.</p> <p>2. The main climate change opportunities identified in 2024 are:</p> <p>(1) Using more efficient production processes: Creating improvement activities to reduce losses.</p> <p>(2) Recycling and reuse: Factories and suppliers promote the use of reusable turnover boxes, and metal-containing waste is handed over to qualified suppliers for effective recycling and reuse.</p> <p>(3) Use of energy-saving and recycling technologies: High-efficiency facilities are introduced to reduce the use of high energy-consuming equipment and decrease electricity consumption.</p> <p>(4) Development or expansion of low-carbon products and services: The advantages of new technologies are leveraged to enhance product</p>	

Evaluation Item	Implementation Status		Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	
			<p>performance across various types to achieve market-scale low energy consumption.</p> <p>(5) Participation in renewable energy projects and adoption of energy-saving measures: Emission reductions are pursued through five measures—switching to low-carbon fuels, adopting negative emission technologies, improving energy efficiency, using renewable energy, and optimizing processes.</p> <p>3. Our action plan:</p> <p>(1) Manufacturing, transporting, and planning long-term use of renewable energy more efficiently. Establishing a product carbon footprint management mechanism and gradually implementing low-carbon practices.</p> <p>(2) Enhancing product performance through product design; FSC-certified sustainable forest paper materials were introduced in the packaging of private-label retail products.</p> <p>(3) Promoting digital product manuals to replace paper manuals, reducing paper usage.</p>

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			<p>(4) From product innovation and process design, reducing energy consumption and reducing work hours, and lowering carbon emissions from the manufacturing process.</p> <p>(5) Establishing backup mechanisms for alternative material suppliers to ensure stable material sources, avoid stock-out crises, and reduce costs.</p> <p>For information regarding climate-related risks and opportunities to business operations in 2024, please refer to the Climate Action section of Sea Sonic Electronics' Sustainability Report.</p>	
(IV) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	V		<p>(V) In order to fulfill its corporate responsibility for environmental protection and reduce the environmental and climate impact of greenhouse gas emissions contributing to global warming, the Company will continue to promote energy conservation and carbon reduction measures, and comply with regulations and other relevant requirements regarding greenhouse gases.</p> <p>Greenhouse Gas Management: In 2021, the Company introduced ISO 14064-1:2018, fully promoting greenhouse gas emissions inventory and verification, setting reduction targets for categories one and two greenhouse gases, seeking reduction opportunities, and proposing improvement plans to gradually enhance greenhouse gas reduction performance. In April 2023, the Company</p>	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons																		
	Y	N	Abstract Illustration																			
			<p>obtained third-party verification of the group-wide greenhouse gas inventory for the first time.</p> <p>In 2024, the Company completed internal verification of group-wide (including all subsidiaries) greenhouse gas emissions in accordance with ISO 14064-1:2018.</p> <p>1. <u>Greenhouse gas emissions over the past two years</u> (Data for 2024 covers the entire group within the inventory boundary)</p> <p style="text-align: right;">Unit: tCO2e</p> <table><tr><th>Year</th><th>Scope 1</th><th>Scope 2</th></tr><tr><td>Scope 1</td><td>143.95</td><td>182.20</td></tr><tr><td>Scope 2</td><td>1,293.75</td><td>865.55</td></tr><tr><td>Scope 3</td><td>260,820.25</td><td>201,190.60</td></tr><tr><td>Total</td><td>262,257.95</td><td>202,238.35</td></tr><tr><td>(tCO2e/million revenue)</td><td>0.43</td><td>0.52</td></tr></table> <p>Greenhouse Gas Emissions Management: In line with Taiwan’s greenhouse gas reduction policies, the company sets annual voluntary reduction targets. A plan has been established to reduce combined Scope 1 and Scope 2 greenhouse gas emissions by 1% compared to the base year of 2021, aiming to minimize the</p>	Year	Scope 1	Scope 2	Scope 1	143.95	182.20	Scope 2	1,293.75	865.55	Scope 3	260,820.25	201,190.60	Total	262,257.95	202,238.35	(tCO2e/million revenue)	0.43	0.52	
Year	Scope 1	Scope 2																				
Scope 1	143.95	182.20																				
Scope 2	1,293.75	865.55																				
Scope 3	260,820.25	201,190.60																				
Total	262,257.95	202,238.35																				
(tCO2e/million revenue)	0.43	0.52																				

Evaluation Item	Implementation Status		Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons									
	Y	N										
			<p>Abstract Illustration</p>									
			<p>impact of emissions. In 2024, emissions were reduced by 46.58% compared to the base year. The company conducts annual greenhouse gas inventory and verification to assess the reduction targets and effectiveness, achieving a 46.58% reduction compared to the 2021 baseline.</p> <p>2. <u>Water consumption over the past two years</u></p> <p>Unit: ML per NT\$ million</p> <table><tr><th>Year</th><th>Total water consumption</th><th>Water intensity</th></tr><tr><td>112</td><td>14.32</td><td>0.0043</td></tr><tr><td>113</td><td>12.97</td><td>0.0064</td></tr></table> <p>Water resource management: The Company primarily promotes the conservation of tap water. Its strategy focuses on advocating for and implementing water-saving practices in daily life and improving water-use facilities—such as retrofitting restrooms with water-saving toilets, replacing urinals with sensor-activated wall-mounted models, and installing sensor faucets. Using 2022 as the base year, the Company set a goal to reduce water</p>	Year	Total water consumption	Water intensity	112	14.32	0.0043	113	12.97	0.0064
Year	Total water consumption	Water intensity										
112	14.32	0.0043										
113	12.97	0.0064										

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons															
	Y	N	Abstract Illustration																
			<p>consumption by 1%. In 2024, water usage was reduced by 10% compared to the base year.</p> <p>3. <u>Waste output over the past two years</u></p> <p>Combined general and hazardous waste output (group-wide data)</p> <table><tr><th>Year</th><th>General waste (metric tons)</th><th>Hazardous waste (metric tons)</th><th>Total weight (metric tons)</th><th>Waste intensity (metric tons per NT\$ million revenue)</th></tr><tr><td>112</td><td>65.23</td><td>5.4</td><td>70.63</td><td>0.021</td></tr><tr><td>113</td><td>86.97</td><td>4.72</td><td>91.69</td><td>0.04537</td></tr></table> <p>Waste Management: The waste generated during operations includes “domestic waste” and “industrial waste,” which are properly handled by legally qualified contractors according to the regulations of the operating locations. At the key production base Dongguan Seasonic, the company continues to pass ISO 14001 external certification, adhering to the environmental policy of “committed to green environmental protection and creating sustainable development.” Through the ISO 14001 environmental management system’s</p>	Year	General waste (metric tons)	Hazardous waste (metric tons)	Total weight (metric tons)	Waste intensity (metric tons per NT\$ million revenue)	112	65.23	5.4	70.63	0.021	113	86.97	4.72	91.69	0.04537	
Year	General waste (metric tons)	Hazardous waste (metric tons)	Total weight (metric tons)	Waste intensity (metric tons per NT\$ million revenue)															
112	65.23	5.4	70.63	0.021															
113	86.97	4.72	91.69	0.04537															

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			regular PDCA cycle performance review mechanism, the Company aims to achieve green operations and sustainability commitments. Energy conservation, carbon reduction, and greenhouse gas mitigation initiatives in 2024 are detailed in the Environmental Sustainability section of the Sea Sonic Electronics Sustainability Report.	
IV. Social Issues (I) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		(I) In December 2023, Sea Sonic Electronics established its Human Rights Policy, which has been published on the Company's official website. The policy is based on the principles and spirit of international human rights conventions, such as the International Labour Conventions and the Universal Declaration of Human Rights, and is committed to safeguarding employees' legal rights and fully demonstrating the Company's responsibility to respect and uphold human rights by treating every employee with dignity and respect. To enhance awareness of human rights, the Company conducted Human Rights Policy training for all group employees in 2024 through an e-learning program. All 335 employees completed the training, achieving a 100% coverage rate and accumulating a total of 239 training hours. This initiative helps employees understand their rights and the relevant Company policies.	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			<p>In recruitment and employment, the Company strictly complies with relevant regulations, prohibits the employment of child labor, eliminates discriminatory behavior, and strives to foster a diverse, equal, and inclusive working environment. The Company also enforces leave policies and encourages employees to maintain work-life balance; it regularly monitors attendance to ensure that no forced labor situations occur. In 2024, no violations of labor laws were reported.</p> <p>For more details on the Company's human rights policies and specific implementation measures, please refer to the Human Rights Policy section under Corporate Governance in the Sea Sonic Electronics Sustainability Report.</p>	
(II) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	V		<p>(II) 1. Sea Sonic Electronics' Taiwan headquarters participates annually in salary surveys conducted by job banks, and formulates its compensation plans based on local industry salary levels, local price indices, statutory minimum wage adjustments, and social insurance regulations. Through market-competitive salary structures and employee incentive compensation systems, the company aims to attract and retain key talents. For example, in 2024, the salary standards in other regions met the local minimum wage requirements, and there were no penalties for non-</p>	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			<p>compliance with salary regulations. According to the company's articles of association, if the company has profits in the fiscal year, no less than 2% should be allocated as employee compensation, which is rewarded based on individual annual performance.</p> <p>2. Company performance and individual performance are both positively and strongly linked to the variable compensation system. The details of employee benefits and average salary adjustments for the year 2024 are disclosed on the Market Observation Post System (MOPS) and elaborated in the "Compensation and Benefits" section under "Employee Care" in Sea Sonic Electronics' Sustainability Report.</p> <p>3. In terms of leave policies, in addition to the standard two-day weekend, the Company grants special leave in accordance with the Labor Standards Act. Employees may also apply for unpaid leave for parental reasons, serious illness, or other emergencies. The Company offers industry-leading compensation packages, flexible work hours, work-from-home options, and additional benefits such as long-service awards, three major holiday bonuses, travel subsidies, maternity gifts, and scholarships for employees' children.</p>	

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			<p>4. Diversity and equality in the workplace: Men and women are entitled to equal pay and promotion opportunities. In 2024, women accounted for 39.58% of all supervisory positions, with this proportion increasing year by year.</p> <p>5. Supervisors and the HR department also conduct regular individual employee care sessions to better understand employee opinions and needs, thereby optimizing relevant Company policies and the working environment.</p>	
(III) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	V		<p>(III) The company complies with occupational safety and health regulations in various regions and provides necessary health consultations and tracking services for employees' health.</p> <p>In accordance with local laws and regulations, we conduct regular health check-ups for employees. Additionally, we periodically offer on-site consultations with occupational specialists, establish an employee health database for continuous monitoring and care of high-risk employees, and regularly promote health education by providing information on health and disease prevention to enhance employees' health knowledge. We also organize unregular health promotion activities to encourage employees to prioritize their health.</p>	None

Evaluation Item	Implementation Status		Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	
			<p>Abstract Illustration</p> <ol style="list-style-type: none"> 1. Doctor and nurse health consultations: Through consultations with doctors and nurses, employees receive analysis of potential medical issues and health risks, along with prevention methods or relevant suggestions, thereby promoting employee health and reducing potential risks to well-being. (In 2024, a total of 79 employees participated in consultations with doctors and nurses.) 2. For high-risk work environments, we conduct regular occupational environment monitoring to ensure a safe workplace. All test results met regulatory standards. Employee health examination reports are analyzed annually, and health consultations are arranged by nursing staff to effectively manage employee health conditions. 3. In 2024, there were 2 cases of occupational injury among 335 employees, representing an injury rate of 0.0060. 4. No fire incidents occurred in 2024, resulting in a fire incident rate of 0. 5. The Company's 2024 occupational safety and health management measures and performance are disclosed in the Sustainability Report. Please refer to the "Workplace Safety" section under "Employee Care" in the Sea Sonic Electronics Sustainability Report.

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
(IV) Does the company establish effective career development training programs for employees?	V		<p>(IV) 1. To fulfill its corporate responsibilities, the Company has established a comprehensive training system, offering a wide range of training programs and professional on-the-job education. Training content is designed based on different job functions and areas of expertise, covering five main areas: onboarding general courses, professional skills, management competencies, compliance training, and occupational safety training. These initiatives collectively promote the talent development program, supporting employees' continuous growth and ensuring the Company's sustainable operations.</p> <p>The Company provides annual education subsidies to employees, encouraging them to enhance their professional capabilities and acquire diversified skills. Regular in-service training sessions on labor safety, environmental protection, and occupational health and safety are held to ensure employees receive comprehensive support for career development.</p> <p>2. Management Succession Planning: The company regularly reviews and selects potential candidates at all levels to establish a talent pool and implements training programs. The talent development plan includes</p>	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			<p>components such as professional skills, management capabilities, personal development plans, and job rotation models.</p> <p>3. In 2024, the average training hours across most job levels showed a general upward trend compared to the previous year (excluding senior executives). The most significant increases were seen among middle management and frontline staff, with per capita training hours rising by 21.33 hours and 15.03 hours, respectively. This growth is mainly attributed to the company's active promotion of leadership development programs and the establishment of a R&D Engineering Center by Dongguan Seasonic, which provides professional training to enhance the management capabilities of middle managers and the technical skills of R&D personnel, in response to future business development needs.</p> <p>4. Looking ahead to 2025, the company will launch new training programs for middle management to help enhance their strategic thinking, team management, and innovation capabilities. At the same time, a Talent Development Committee will be established to plan employee training, promotion, and job rotation mechanisms, ensuring that every employee has access to appropriate growth opportunities and that the company can build a pipeline of future leaders.</p>	

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			<p>SeaSonic is committed to offering market-competitive compensation and benefits to attract and retain top talent. The company will regularly review its compensation structure to ensure competitiveness and fairness, and will integrate performance evaluation systems to motivate employees to continuously improve.</p> <p>In addition, through training, resource support, and an open corporate culture, the company aims to foster innovative thinking and encourage continuous growth, thereby enhancing overall organizational competitiveness. The company aspires to offer outstanding talent limitless opportunities and possibilities for development, working hand in hand with employees to create a future of sustainable talent growth.</p> <p>These strategies not only demonstrate SeaSonic' commitment to talent development but also reflect the company's vision of growing together with its employees, creating more opportunities for professional advancement.</p> <p>5. The 2024 talent development programs and performance are disclosed in the Sustainability Report. Please refer to the "Diverse Development" section under "Employee Care" in the Sea Sonic Electronics Sustainability Report.</p>	

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			2024 Training Achievements	
			General Orientation for Newcomers	
			436 hours	
			Compliance training hours	
			1,600 hours	
			Professional skill training hours	
			4,872 hours	
			Managerial competency training hours	
			1,197 hours	
			Occupational safety training hours	
			1,935 hours	
			Total training hours	
			10,040 hours	
			Average training hours per employee	
			30 hours	
(V) Does the company comply with the relevant laws and international standards with regards to customer health and	V		(V) The Company specializes in the professional design and production of power-related products. From product design to production and finally to delivery to customers, each stage undergoes strict scrutiny to ensure product safety. The packaging clearly indicates the place of origin, product specifications, and	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?			<p>safety certification marks, providing customers with safe products and ensuring the safety of product sales and services.</p> <p>During the design phase, products are also sent to professional laboratories accredited by TAF (Taiwan Accreditation Foundation) for global safety certification of power products to ensure compliance with various international safety standards.</p> <p>The company's website offers grievance channels for different stakeholders. An internal grievance mechanism is available for periodic communication and case handling. For consumers in various countries, product repair services and complaint channels are provided, along with dedicated customer service and quality assurance departments that handle customer communication and consumer rights based on established management procedures, offering comprehensive after-sales services.</p>	
(VI) Does the company establish supplier management policies, requiring suppliers to adhere to relevant standards on environmental protection, occupational safety and health,	V		(VI) 1. The Company has established a supplier management procedure and, in accordance with the TQRDCE evaluation system, conducts assessments of suppliers with business dealings based on six key principles: technology, quality, response efficiency, delivery, cost, and environmental protection and energy conservation. Suppliers with competitiveness are selected, and	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
or labor rights, and implement these policies?			<p>evaluation criteria have been expanded to include environmental and social aspects.</p> <p>2. Through supplier evaluation and audit processes, the Company ensures that all selected suppliers align with its environmentally friendly and sustainable business philosophy. Under the theme of “Sustainable Digital Transformation: Creating Value Together,” the Company and its suppliers have established shared ESG goals, actively promoted green performance among suppliers, expanded environmental impact and contributions, and fostered positive and close partnerships between Seasonic Electronics and its suppliers.</p> <p>For information on sustainable supply chain management in 2024, please refer to the “Sustainable Supply Chain” chapter of the Seasonic Electronics Sustainability Report.</p>	
V. Does the company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the company	V		(I) To strengthen corporate governance, we have complied with the regulatory requirement effective from 2025 mandating listed companies with capital under NT\$2 billion to prepare a sustainability report. Under the leadership of the Board of Directors, Seasonic Electronics initiated the sustainability report project in 2023 and voluntarily issued the report in June 2024. The report was	None

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
obtain third party assurance or certification for the reports above?			<p>finalized upon approval by the Sustainability Committee and was verified by SGS with moderate assurance under Type 1 of the AA1000 AS V3 standard.</p> <p>(II) The sustainability report is disclosed on a voluntary basis. As of 2025, the Company has issued its second sustainability report. The report is prepared in accordance with the GRI Universal Standards issued by the Global Reporting Initiative (GRI), while also referencing industry-specific material topics under the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (SDGs). And on April 1, 2025, the internal audit verification was completed in accordance with the "Regulations Governing the Preparation and Filing of Sustainability Reports by OTC Companies." It discloses the Company's practices across the three pillars of environment, society, and corporate governance, providing stakeholders with access to the topics they care about. The verified "2024 Sustainability Report" is scheduled to be announced and filed after approval by the Board of Directors. and, the report is published on the Company's website and the Market Observation Post System (MOPS).</p>	

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
VI. If the Company has established its own sustainable development best practice principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies", please describe its current practices and any deviations from the best practice principles: The Company has prepared the "2024 Sustainability Report" in accordance with the structure of the "Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies" and established the "Sustainable Development Best Practice Principles" in 2022. The Company follows laws and international regulations to ensure a safe working environment where employees are treated with respect and dignity. While operating the business, the Company assumes environmental responsibilities and complies with ethical standards, actively working towards the direction set by these principles to implement the Company’s sustainable operation policies and statements. The Company regularly reviews the operation status in accordance with the principles and improves accordingly. There has been no significant deviation in its implementation up to now.				
VII. Other important information that helps to understand the promotion of sustainable development: 1. The Dongguan Plant of the Company's important production site has been certified for ISO 14001:2015. The environmental policy of "Commitment to Green Environmental Protection and Creating Sustainable Development" is followed, and the performance of PDCA cycle is regularly reviewed through the environmental management system's ISO 14001:2015 to achieve our commitment to green operations and sustainable development. 2. The Taiwan headquarters of Sea Sonic and Dongguan Seasonic continue to pass the certification of ISO 9001 quality management system, providing customers with the highest quality products and services, and maintaining a stable and good relationship with customers to create company profits.				

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
			<p>3. In 2024, the Company's Dongguan factory has adopted the ISO 50001:2018 (Energy Management System, EnMS) energy management system. Through systematic energy inventory, energy consumption analysis, energy conservation actions, regular inspections and improvements, energy efficiency is improved. The Company has passed the third-party verification unit's audit and officially obtained the certificate.</p> <p>4. In 2024, the Company's Dongguan factory has adopted the ISO 45001:2018 (Occupational Health and Safety Management System) occupational safety and health management system. Through systematic risk assessment, accident prevention mechanism and continuous improvement plan, we effectively reduce the risk of occupational hazards and protect the health and safety of our employees. The Company has passed the third-party verification unit's audit, and officially obtained the certificate.</p> <p>5. The Company has also replaced office equipment with energy-saving equipment, and promoted energy conservation and carbon reduction, advocacy, resource utilization and regeneration, and reduced paper consumption.</p> <p>6. From product innovation and process design, reducing energy consumption and reducing work hours, and lowering carbon emissions from the manufacturing process.</p> <p>7. The Company complies with occupational safety and health regulations in various regions, conducting supervision and management operations to provide employees with a safe working environment.</p> <p>8. The Company has obtained the Healthy Workplace Certification-Healthy Start Label from the National Health Administration of the Ministry of Health and Welfare. The Company is committed to promoting workplace tobacco control and health promotion, actively implementing workplace smoke-free and health promotion measures, and establishing an excellent working environment. It has been evaluated to meet the Healthy Workplace Certification-Healthy Start Label. The effective period of the Healthy Workplace Certification-Healthy Start Label is three years (from January 1, 2025 to December 31, 2027).</p>	

Evaluation Item	Implementation Status			Differences with the Sustainable Development Best Practice Principles for TWSE/TPE x Listed Companies and Their Reasons
	Y	N	Abstract Illustration	
9. We actively participate in environmental protection and charity activities, continue to participate in the Ivory Coast project in Africa - turning waste into treasure to build schools, donate charity meals in remote areas and help disadvantaged groups, provide funds, resources and practical help, and help communities in need with a caring heart.				

The Company's climate-related information

1. Implementation of Climate-Related Information

Item	Implementation Status
1. Describe the Board of Directors' and management's oversight and governance regarding climate-related risks and opportunities.	1. To enhance the Company's efforts in promoting sustainable development, Sea Sonic Electronics established the "Climate Risk and Opportunity Management Procedures" in 2023, and it was reviewed and approved by the Audit Committee. The Climate Change Team followed the TCFD guidelines to identify climate change-related risks and opportunities, risk assessment and goal setting, and reported the results of climate change-related issues to the Board of Directors.
2. Explain how identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, medium-term, long-term).	2. According to the TCFD framework, the Company evaluates the risks and opportunities of climate change to the Company. In 2024, the Company adopted the IFRS S2 framework to complete the latest climate risk and opportunity assessment, incorporating climate-related risks and opportunities of corporate operations into the corporate risk identification process. Each responsible department identifies climate-related risks and opportunities and develops an action plan. Details on climate change risk and opportunity assessments and response strategies can be found in the Climate Governance section of Sea Sonic Electronics' Sustainability Report.
3. Discuss the financial impacts of extreme weather events and transition actions.	3. The Company's climate change team has formulated the current stage of response strategies and action plans for the identified climate-related risks issues, and evaluated the financial impact that each topic may have

Item	Implementation Status
<p>4. Explain how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.</p> <p>5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analysis factors, and main financial impacts used.</p> <p>6. If there is a transformation plan to manage climate-related risks, describe the content of the plan and the indicators and targets used to identify and manage physical risks and transition risks.</p> <p>7. If internal carbon pricing is used as a planning tool, explain the basis for setting prices.</p> <p>8. If climate-related targets are set, explain the activities covered, greenhouse gas emissions scopes, planning timeframe, annual progress achieved; if carbon offsets or renewable energy certificates (RECs) are used to meet the targets, explain the source and amount of carbon reduction or the number of RECs.</p>	<p>on the Company's operations: the transformation action revenue impact ratio was 0.71%.</p> <p>4. The Climate Change Team uses the same definitions for risk management to identify risks and opportunities, rating the probability of occurrence and impact severity on a four-point scale, and then ranking them accordingly. Identified risks and opportunities are prioritized, and action plans are developed through cross-departmental discussions. These evaluations are integrated into the overall risk management and reported to the Sustainability Committee.</p> <p>5. To understand the impact of climate change on the Company's overall future strategies and financial planning, the Company has conducted an immediate risk analysis on the severity of extreme weather events caused by typhoons and floods and extreme rainfall scenarios for our important manufacturing and operation base "Dongguan Seasonic". Please refer to the Climate Action-Scenario Analysis section of Sea Sonic Electronics' Sustainability Report.</p> <p>6. For the relevant management plans of identified risks in 2024, please refer to the Climate Action section of Sea Sonic's Sustainability Report.</p> <p>7. The Company has not yet used the internal carbon pricing.</p> <p>8. Climate-related goals: (1) Start the greenhouse gas inventory: Completed internal inventory within the scope of consolidated financial statements in 2024. Unit revenue electricity intensity: Reduce by 1% based on 2021 as the base year.</p>

Item	Implementation Status
<p>9. Greenhouse gas inventory and assurance (fill in 1-1 and 1-2).</p>	<p>(2) Group energy intensity: 2.5 or less (3) GHG emission intensity: under 0.43.</p> <p>9. (1) The coverage of data in 2021 is the same as that in the consolidated financial statements, and SGS Taiwan Ltd. was commissioned in April 2023 to perform the greenhouse gas inventory in accordance with the Greenhouse Gas Inventory Protocol and ISO 14064-1:2018 specifications. The opinion was reasonable assurance.</p> <p>(2) Data for 2022, 2023 and 2024 have only been verified internally.</p> <p>Please fill in the following explanations in 1-1 and 1-2 and refer to the section of environmental friendliness and climate action in the Sustainability Report of Sea Sonic.</p>

1-1 Greenhouse gas information:

Greenhouse gas emission (metric tons of CO₂e), intensity (metric tons of CO₂e/NTD million) and data coverage in the last two years. Internal verification shows that the boundaries are consistent with the consolidated financial statements, and the current status of greenhouse gas emissions is effectively controlled and managed.

Since 2021, following the ISO 14064-1:2018 standard for greenhouse gas inventories and adopting the operational control approach to define organizational boundaries, we established a “Greenhouse Gas Inventory Management Procedure” to conduct and regularly assess and manage organizational greenhouse gas emissions. Thus, 2021 was set as the baseline year. In March 2025, we completed the internal verification of the entire group’s 2024 greenhouse gas inventory, with the boundary scope consistent with the consolidated financial statements, ensuring accurate control and management of greenhouse gas emissions.

Units	2021	2023	2024
Total greenhouse gas emissions (tCO ₂ e)	515,681.91	262,257.95	202,238.35
Emission intensity (tCO ₂ e/NTD million of revenue)	102.79	78.69	100.05

1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

1. Base year for greenhouse gas reduction: 2021.
2. Data on the base year: Please refer to the table above for the total emission in metric tons CO₂e/year for 2021.
3. Reduction target: Sea Sonic Group’s greenhouse gas target - reduce electricity intensity of revenue by 1%.
4. Achievement of reduction targets, strategies and concrete action plans:
In order to continue to achieve the international carbon reduction trend, the Company has formulated sustainable development goals, and expects that the carbon emissions per unit of product can be gradually reduced as a result of active carbon reduction. In March 2025, we completed the internal verification of the entire group’s 2024 greenhouse gas inventory, with the boundary scope consistent with the consolidated financial statements, ensuring accurate control and management of greenhouse gas emissions. The Company

has also introduced the ISO 14001 environmental management system and the ISO 50001 energy management system. According to the results of the 2024 inventory, the total emission of Scope 1 and Scope 2 was 1,047.95 tons of CO₂e, a decrease of 46.58% compared to the base year of 2021. The Company further promoted the energy-saving and carbon reduction related plans, in order to reduce greenhouse gas emissions, and contribute to the environmental protection. The information on greenhouse gas emissions in 2024 was disclosed in the Sustainability Report.

(VI)The implementation of the Company's ethical corporate management best practice principles and any deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons:

Evaluation Item	Implementation Status			The deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reason
	Y	N	Abstract Illustration	
I. Establishment of ethical corporate management policy and plan (I) Does the Company have the ethical corporate management policy approved by the Board of Directors, and does it clearly state the ethical corporate management policy and practices in its regulations and external documents, as well as the commitment of the Board of Directors and senior management to actively implement the management policy?	V		(I) To strengthen the corporate culture of ethical management and sound development, the Company has formulated the "Ethical Corporate Management Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct", "Code of Ethical Conduct for Employees" and "Code of Ethical Conduct for Directors and Managers", which have been approved by the Board of Directors. The documents clearly state the policies and practices of ethical management, as well as the commitment of the Board of Directors and management to actively implement the management policy, and are disclosed on the Company's official website. The "Corporate Governance Best Practice Principles" of the Company is available on the official website (Investor	None

Evaluation Item	Implementation Status			The deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reason
	Y	N	Abstract Illustration	
			Section-Corporate Governance-Rules and Regulations) of the Company. (https://investor.seasonic.com/corporate-governance/?tab=tab-10).	
(II) Whether the Company establishes an evaluation mechanism for unethical conduct risk, analyzes and evaluates business activities within the scope of business with a higher risk of unethical conduct regularly, and establishes a prevention program accordingly, covering at least the preventive measures for the behaviors specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"?	V		(II) The Company has defined the scope of unethical behavior in the above codes, behavioral guidelines, and employee codes, and clearly defined operating procedures, behavioral guidelines, penalties for violations, and complaint systems, and implemented them.	None
(III) Does the Company have the operating procedures, code of conduct, disciplinary actions, and complaint system explicitly stated in the prevention of unethical conduct plan, and does it implement them, and regularly review and revise the aforementioned plan?	V		(III) The Company has adopted preventive measures for business activities with a higher risk of unethical conduct, and has clearly defined them in various regulations.	None

Evaluation Item	Implementation Status			The deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reason
	Y	N	Abstract Illustration	
II. Ethical corporate management in practice (I) Does the Company evaluate the integrity of its trading counterparties and expressly provide the ethical management clauses in the contracts it signs with its trading counterparties?	V		(I) The Company has a customer credit survey form to assess the ethical record of its customers. The Company has signed the "Integrity Clauses" with the manufacturers, and on September 20, 2024, it added management measures for employees to receive and send gifts and socialize with partners, which more clearly prohibited manufacturers from having contracts with the Company's employees, making requests, accepting bribes, and other improper benefits.	None
(II) Does the Company have a unit that specializes in promoting ethical corporate management under the Board of Directors, and regularly (at least once a year) reports its implementation of ethical corporate management policies and the prevention of unethical conduct, and the supervision of implementation to the Board of Directors?	V		(II) The Company shall appoint the General Manager Office a full-time or part-time unit dedicated to promoting the ethical corporate management and shall report to the Board of Directors on a regular basis on the implementation status every year. The Company reported to the Board of Directors on November 8, 2024 on the implementation of "ethical corporate management" in 2024.	None

Evaluation Item	Implementation Status			The deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reason
	Y	N	Abstract Illustration	
(III) Does the Company have a policy to prevent conflicts of interest, provide appropriate communication channels, and implement such policies?	V		(III) The Company has established policies to prevent conflicts of interest in its "Ethical Corporate Management Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct" and "Code of Ethical Conduct for Directors and managers", and provided appropriate channels for expression, and implemented accordingly.	None
(IV) In order to implement ethical management, has the Company established an effective accounting system and internal control system, and the internal audit unit formulates relevant audit plans based on the assessment results of the risk of unethical conduct, and conducts audits on the compliance with the prevention of unethical conduct programs, or entrusts a CPA to perform audits?	V		(IV) In order to implement ethical management, the Company has established an effective accounting system and internal control system. The internal audit unit regularly evaluates risks and formulates audit plans, and performs relevant audits according to the plans, and regularly reports the audit results to the Board of Directors, so that the management understands the Company's internal control implementation status, in order to achieve the management objective.	None
(V) Does the Company organize internal and external training on ethical management on a regular basis?	V		(V) To help new recruits understand the importance of ethical management and conduct, and to prevent dishonest conduct, the Company requires all new recruits to sign the "Employee Code of Conduct" when	None

Evaluation Item	Implementation Status			The deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reason
	Y	N	Abstract Illustration	
			they report to work. In 2024, 15 new employees at the headquarters in Taiwan all signed the "Employee Code of Conduct" and the "Integrity Commitment", with a signing rate of 100%. 79 new employees of Dongguan Seasonic also signed the "Integrity and Fulfillment of Duty Commitment", with a signing rate of 100%. According to statistics, the number of internal and external training courses related to ethical management received in 2024 (including physical and online) at the manager level and above was 326, and the total number of training hours was 378.5 hours, with a group training rate of 97.3%.	
III. Operation of the Company's whistleblowing system (I) Does the Company have a concrete whistleblowing and reward system stipulated, a convenient whistleblowing channel established, and a dedicated staff designated to handle reports?	V		(I) The Company has established a concrete whistleblowing and reward system in the "Ethical Corporate Management Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct" and "Code of Ethical Conduct for Directors and managers", and established a convenient whistleblowing channel, and designated	None

Evaluation Item	Implementation Status			The deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reason
	Y	N	Abstract Illustration	
			appropriate personnel for the whistleblower, and announced it on the website.	
(II) Does the Company have standard procedures in place to investigate reported misconducts, and have proper follow-up measures and confidentiality mechanisms in place to ensure that all reported misconducts are investigated?	V		(II) The Company provides different categories of stakeholders with complaint and reporting targets and email addresses on its website, and has an internal confidentiality mechanism.	None
(III) Does the Company take measures to protect the whistleblowers from improper treatment due to their whistleblowing?	V		(III) In addition to the strict confidentiality mechanism, the Company also adopts measures to protect whistleblowers from improper treatment due to their whistleblowing.	None
IV. Enhance information disclosure (I) Does the Company disclose its ethical corporate management best practice principles and the effectiveness of promotion on its website and the MOPS?	V		(II) The Company has disclosed the contents of the Ethical Corporate Management Best Practice Principles on its website and the MOPS, and disclosed the implementation status on its website.	None
V. If the Company has established its own ethical corporate management best practice principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies", please describe its current practices and any deviations from the best practice principles: None.				
VI. Other important information that helps to understand the Company's ethical corporate management practices: The Company's "Procedures for Ethical Management and Guidelines for Conduct" have been amended in response to relevant laws and regulations, and have been approved by the Board of Directors. The Company will always pay attention to the development of				

Evaluation Item	Implementation Status			The deviation from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reason
	Y	N	Abstract Illustration	
domestic and foreign regulations related to ethical management, and encourage directors, managers and employees to participate in continuing education or training, and propose improvements and suggestions in a timely manner, in order to enhance the effectiveness of the Company's ethical management.				

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

The training and education of the managers in relation to corporate governance participated in in 2024:

Job title/Name	Date	Organizer	Courses	Training Hours
Chairman CHANG, HSIU-CHENG	December 7, 2024	Taiwan Corporate Governance Association	Executive compensation and ESG performance-based incentive design.	3
	August 6, 2024	Accounting Research and Development Foundation	How the Board of Directors and senior executives review ESG sustainability reports.	3
President LAN, CHIEN TUNG	August 6, 2024	Accounting Research and Development Foundation	How the Board of Directors and senior executives review ESG sustainability reports.	3
Financial Manager CHANG, EN-HAO	September 30, 2024	Accounting Research and Development Foundation	The latest analysis of laws and regulations and internal control related to "Annual report/Sustainability Information/Financial Report Preparation".	3
	August 6, 2024	Accounting Research and Development Foundation	How the Board of Directors and senior executives review ESG sustainability reports.	
	April 12, 2024	Accounting Research and Development Foundation	Practical analysis of the impact of the latest "Annual Report Preparation" related ESG sustainability policies and laws and net zero carbon emissions on financial statements.	3
Corporate Governance Officer KAO, WEN-WEN	December 25, 2024	Accounting Research and Development Foundation	Legal Responsibilities and Internal Control and Audit Practice for "Employee Fraud"	6
	December 17, 2024	Taipei Bar Association	2024 Corporate Governance Forum - New Challenges for Corporate Governance Managers	3
	August 28, 2024	Computer Audit Association	Big data core technology example drills and big data governance.	6

	August 6, 2024	Accounting Research and Development Foundation	How the Board of Directors and senior executives review ESG sustainability reports.	3
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(VIII) Implementation of internal control system

1. Statement of Internal Control: Please visit the MOPS for the index path.

Website: (<https://mops.twse.com.tw/mops/#/web/home>)

>Single company > corporate governance > company regulations/internal control > announcement of statement of internal control (Company code: 6203)

2. Those who entrust a CPA to conduct a special audit of their internal control system shall disclose the CPA audit report:
None.

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

1. Important resolutions of the shareholders' meeting and their implementation

(1) Important resolutions

Date	General Meeting, Extraordinary Meeting Session	Important resolutions	Implementation Status	Items listed under Article 14-5 of the Securities and Exchange Act:	Opinions of independent directors and the company's response to these opinions.
June 21, 2024	2024 General Shareholders' Meeting	1. Approved the 2023 business report and financial statements.	Approved by resolution at the regular meeting.	V	None
		2. Approved the 2023 earnings distribution proposal.	October 13, 2024 was set as the ex-dividend base date, and a cash dividend of NT\$5 was paid on October 31, 2024.	V	None
		3. Discussion of amendments to the Company's "Articles of Incorporation".	The Company has completed the change of registration.		None

2. Important resolutions of the Board of Directors

Date and session	Important resolutions	Items listed under Article 14-5 of the Securities and Exchange Act:
2024.01.26 5th meeting of the 17th term	<p>Discussion of proposals</p> <p>I. The Company's 2024 business plan.</p> <p>II. The Company intends to apply for a financial product trading limit at CTBC Bank.</p> <p>III. The Company's application for the pre-sale of forward foreign exchange transaction limit.</p> <p>IV. Proposal to change the CPA firm and the CPA, and evaluation of the independence and competence of the CPA.</p> <p>V. Change in the membership of the second term of the Company's Sustainable Development Committee</p> <p>VI. Amendment to the "Articles of Incorporation".</p> <p>VII. Amendment to the Company's "Regulations Governing the Board Performance Evaluation".</p> <p>VIII. Amendment to the "Rules of Procedure for Board of Directors Meetings".</p> <p>IX. Amendment to the "Audit Committee Charter".</p> <p>Other important reports:</p> <p>I. Report of important financial matters.</p> <p>II. Audit implementation report</p> <p>III. Operation and business report.</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p>
	<p>Independent director's opinion: None.</p> <p>The Company's handling of the opinions of the independent directors: None.</p> <p>Resolution: The chairperson consulted with all the directors present and approved the resolution.</p>	
2024.03.11 6th meeting of the 17th term	<p>Discussion of proposals</p> <p>I. The General Manager of the Company's subsidiary, Sea Sonic Energy Co., Ltd., was appointed.</p> <p>II. The 2023 distribution of remuneration to employees and directors.</p> <p>III. The Company's 2023 business report and financial statements.</p> <p>IV. The Company's 2023 earnings distribution proposal.</p> <p>V. The proposal for the Company to cancel the loaning of funds to the subsidiary SEA SONIC EUROPE B.V. (SSE European subsidiary).</p> <p>VI. Loaning of funds to SEASONIC ELECTRONICS INC. (SSU US subsidiary).</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p>

Date and session	Important resolutions	Items listed under Article 14-5 of the Securities and Exchange Act:
	<p>VII. The Company intends to apply for a financial product trading limit at E.SUN Bank.</p> <p>VIII. The Company intends to apply for a financial product trading limit at KGI Commercial Bank.</p> <p>IX. 2023 "Internal Control System Effectiveness Review" and "Internal Control System Statement"</p> <p>X. Amendment to the Company's "Internal Control System" and "Implementation Rules of Internal Audit".</p> <p>XI. 2023 performance appraisal and self-assessment report of board members, directors, and functional committees.</p> <p>XII. Propose to formulate the relevant procedures for accepting shareholder proposals.</p> <p>XIII. Propose to determine the date, time, venue, agenda, and procedures for the 2024 AGM of shareholders, and to adopt the electronic voting method.</p> <p>Other important reports:</p> <p>I. Report of important financial matters.</p> <p>II. Audit implementation report</p> <p>III. Operation and business report.</p> <p>IV. Progress report on the "Greenhouse Gas Inventory and Verification Schedule."</p> <p>V. Report on the implementation of the company's sustainability initiatives.</p> <p>VI. Operation and business report.</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p>
	<p>Independent director's opinion: None.</p> <p>The Company's handling of the opinions of the independent directors: None.</p> <p>Resolution: Approved by all directors present after consultation with the chairperson.</p>	

Date and session	Important resolutions	Items listed under Article 14-5 of the Securities and Exchange Act:
2024.05.09 7th meeting of 17th term	<p>Discussion of the proposal:</p> <p>I. Recognition of the Company's 2024 first-quarter consolidated financial statements.</p> <p>II. Purchase of liability insurance for directors and key personnel.</p> <p>III. The Company intends to apply for a financial product trading limit at Taiwan Business Bank.</p> <p>IV. The Company intends to apply for a financial product trading limit at Citibank.</p> <p>V. Amendment to the Company's "Internal Control System" and "Implementation Rules of Internal Audit".</p> <p>VI. The base date for issuance of new shares upon conversion of the first domestic unsecured convertible corporate bonds into common shares.</p> <p>VII. Salary adjustment for managers in 2024.</p> <p>Other important reports:</p> <p>I. Report of important financial matters.</p> <p>II. Audit implementation report</p> <p>III. Progress report on the "Greenhouse Gas Inventory and Verification Schedule."</p> <p>IV. Implementation of the Company's sustainable development and 2024 major topic assessment report (ESG major topic and risk issues)</p> <p>V. Operation and business report</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p>
	<p>Independent director's opinion: None.</p> <p>The Company's handling of the opinions of the independent directors: None.</p> <p>Resolution: The chairperson consulted with all the directors present and approved the resolution.</p> <p>Discussion of proposal 7: After Kao Wen-Wen withdrew from the position in accordance with the law, the chairperson consulted with all the directors present and none of them had any objection, and the proposal was approved unanimously.</p>	

Date and session	Important resolutions	Items listed under Article 14-5 of the Securities and Exchange Act:
2024.06.03 8th meeting of the 17th term	<p>Discussion of the proposal:</p> <p>I. Approved the Company's "2024 Sustainability Report".</p> <p>Independent director's opinion: None.</p> <p>The Company's handling of the opinions of the independent directors: None.</p> <p>Resolution: The chairperson consulted with all the directors present and approved the resolution.</p>	
2024.08.09 9th meeting of the 17th term	<p>Discussion of the proposal:</p> <p>I. Recognition of the Company's 2024 second quarter consolidated financial statements.</p> <p>II. Loaning of funds to SEA SONIC EUROPE B.V. (SSE European subsidiary) and SEASONIC ELECTRONICS INC. (SSU US subsidiary).</p> <p>III. Amendment to the business items of the "Articles of Incorporation" of the subsidiary Dongguan Seasonic Electronics Co. Ltd.</p> <p>IV. Amendments to the Company's "Risk Management Policy and Procedures" and "Risk Management Operating Procedures".</p> <p>V. The Company's 2023 distribution of directors' remuneration.</p> <p>VI. The Company's 2023 managers' remuneration distribution proposal.</p> <p>VII. Re-appointment of supervisors of the subsidiary in mainland China, Shenzhen Energy Power Electronics Co., Ltd.</p> <p>Other important reports:</p> <p>I. Report of important financial matters.</p> <p>II. Audit implementation report</p> <p>III. 2023 10th Corporate Governance Evaluation Report</p> <p>IV. Progress report on the "Greenhouse Gas Inventory and Verification Schedule."</p> <p>V. Operation and business report</p> <p>Independent director's opinion: None.</p> <p>The Company's handling of the opinions of the independent directors: None.</p> <p>Resolution: Approved by all directors present after consultation with the chairperson.</p>	<p>V</p> <p>V</p>

Date and session	Important resolutions	Items listed under Article 14-5 of the Securities and Exchange Act:
2024.11.08 10th meeting of the 17th term	<p>Discussion of the proposal:</p> <p>I. Proposal for distributing year-end bonus to the Company's managers in 2024.</p> <p>II. Recognition of the Company's 2024 third quarter consolidated financial statements.</p> <p>III. Loaning of funds to SEASONIC ELECTRONICS INC. (SSU US subsidiary) and Sea Sonic Energy Co., Ltd. (SSP subsidiary)</p> <p>IV. Application for renewal of credit line from Taishin International Bank.</p> <p>V. Amendment to the "Procedures for Acquisition or Disposal of Assets"</p> <p>VI. Formulation of the Company's 2025 audit plan.</p> <p>VII. Amendment to the Company's "Internal Control System" and "Implementation Rules of Internal Audit".</p> <p>Other important reports:</p> <p>I. Report of important financial matters.</p> <p>II. Report on the implementation of internal audit.</p> <p>III. Progress report on the "Greenhouse Gas Inventory and Verification Schedule."</p> <p>IV. For the Company's "Sustainable Development Implementation Report", please refer to Appendix VII-1 "2024 Sustainable Development Implementation Report" and "2024 Information Security Risk Management Report".</p> <p>V. The implementation of the "Intellectual Property Management" in 2024.</p> <p>VI. Qualification review report of the Company's independent directors during their term of office.</p> <p>VII. 2024 "Ethical Management" Implementation Report</p> <p>VIII. 2024 Business Report</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p>
	<p>Independent director's opinion: None.</p> <p>The Company's handling of the opinions of the independent directors: None.</p> <p>Resolution: Approved by all directors present after consultation with the chairperson.</p> <p>Discussion of proposal 3: After consultation with all the directors present, the chairperson unanimously approved the cancellation of the NT\$5 million loan facility to the subsidiary Sea Sonic Energy Co., Ltd., and also agreed to approve a NT\$65 million loan facility to the US subsidiary.</p>	

Date and session	Important resolutions	Items listed under Article 14-5 of the Securities and Exchange Act:
2025.01.17 11th meeting of the 17th term	<p>Discussion of the proposal:</p> <p>I. The Company's 2025 business plan.</p> <p>II. The Company intends to apply for a financial product trading limit at CTBC Bank.</p> <p>III. Formulation of the Company's "Procedure for Repurchase of Treasury Shares".</p> <p>IV. Loaning of funds to SEASONIC ELECTRONICS INC. (SSA US subsidiary)</p> <p>V. Subsidiary Dongguan Seasonic Electronics Co. Ltd. amended the business items of the "Articles of Incorporation".</p> <p>VI. Amendment to the "Articles of Incorporation".</p> <p>Other important reports:</p> <p>I. Report of important financial matters.</p>	<p>V</p> <p>V</p> <p>V</p>
	<p>Independent director's opinion: None.</p> <p>The Company's handling of the opinions of the independent directors: None.</p> <p>Resolution: The chairperson consulted with all the directors present and approved the resolution.</p>	
2025.03.12 12th meeting of the 17th term	<p>Discussion of the proposal:</p> <p>I. The Company's 2024 distribution of remuneration to employees and directors.</p> <p>II. 2024 Business Report and Financial Statements</p> <p>III. Proposal for the distribution of earnings in 2024.</p> <p>IV. Loaning of funds to SEASONIC ELECTRONICS INC. (SSA US subsidiary)</p> <p>V. Assessment and appointment of CPA's competence and independence.</p> <p>VI. Formulation of the "Regulations Governing the Approval of Non-Assurance Services Provided by CPAs".</p> <p>VII. 2024 "Internal Control System Effectiveness Review" and "Internal Control System Statement".</p> <p>VIII. Amendment to the Company's "Internal Control System" and "Implementation Rules of Internal Audit".</p> <p>IX. The Company defines and specifies the definition and scope of "entry-level employees".</p> <p>X. Amendment to the "Articles of Incorporation".</p> <p>XI. 2024 self-evaluation report on the performance of the directors, Board of Directors and functional committees</p> <p>XII. Propose to formulate the relevant procedures for accepting shareholder proposals.</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p>

Date and session	Important resolutions	Items listed under Article 14-5 of the Securities and Exchange Act:
	<p>XIII. Propose to determine the date, time, venue, agenda, and procedures for the 2025 AGM of shareholders, and to adopt electronic voting method.</p> <p>Other important reports:</p> <p>I. Report of important financial matters.</p> <p>II. Report on the implementation of internal audit.</p> <p>III. Implementation report of the Company's sustainable development promotion</p> <p>IV. Operation and business report.</p>	
	<p>Independent director's opinion: None.</p> <p>The Company's handling of the opinions of the independent directors: None.</p> <p>Resolution: The chairperson consulted with all the directors present and approved the resolution.</p>	
2025.04.11 13th meeting of the 17th term	<p>Discussion of the proposal:</p> <p>I. Purchase of liability insurance for directors and key personnel.</p> <p>II. The Company's Issuance of Restricted Employee Shares Plan.</p> <p>III. Proposal to Add Agenda Items for the Company's 2025 Annual General Shareholders' Meeting.</p> <p>IV. It is proposed to repurchase 2,500,000 shares of the Company's common stock for the purpose of maintaining the Company's credit and protecting shareholders' rights and interests.</p>	<p>V</p> <p>V</p>
	<p>Independent director's opinion: None.</p> <p>The Company's handling of the opinions of the independent directors: None.</p> <p>Resolution: The chairperson consulted with all the directors present and approved the resolution.</p>	

(X) In the most recent year and up to the date of publication of the annual report, if a director or supervisor has a disagreement with an important resolution passed by the Board of Directors and has a record or written statement, the main content of the statement: As of the date of publication of the annual report, the Company has no relevant circumstances.

IV. Information on the professional fees of the CPAs

Information on CPA professional fees

Amount unit: NTD thousand

Accounting Firm	CPA	CPA's audit period	Audit Fee	Non-audit Fee (Note)	Total	Remark
Deloitte & Touche	Chien Ming-Yen	2024/01/01 - 2024/12/31	2,500	2,240	4,740	
	Chuang Pi-Yu					

Note: Tax items NT\$1,471 thousand, inspection form NT\$50 thousand, business tax return NT\$370 thousand, and others NT\$349 thousand.

1. If the accounting firm is changed and the audit fees paid in the year of change are less than the audit fees paid in the year before the change, the amount of audit fees before and after the change and the reason should be disclosed: Not applicable.
2. If the audit fee is reduced by more than 10% compared to the previous year, the amount, percentage and reason for the reduction shall be disclosed: Not applicable.
3. The Company's Audit Committee regularly evaluates the independence and suitability of the CPAs every year and requires the CPAs to provide "Statement of Independence" and "Independence Evaluation Report" and reports the results to the Board of Directors.

The most recent annual assessment was conducted after the "Audit Quality Indicator (AQI)" was discussed and approved by the Audit Committee on March 12, 2025, the independence and suitability assessment of the CPAs was approved by the Board of Directors on March 12, 2025. Assessment is conducted in accordance with the independence evaluation items and AQI indicators. It has been confirmed that the CPAs and the Company have no other financial interests and business relationships except for the audit fees and financial and tax cases, and that the CPA's family members do not violate the independence requirements. In addition, based on the AQI index information, it has been confirmed that the CPAs and the firm have better audit experience and training hours than the industry average.

Assessment report on the independence of CPAs

Independence evaluation items	Evaluation Results	
	Y	N
1. According to Article 29 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies", TWSE/TPEX listed companies should select professional, responsible and independent CPAs and assess the independence and suitability of CPAs by referring to the Audit Quality Indicators (AQIs).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. Are the CPAs in conformity with the Norm of Professional Ethics for Certified Public Accountants No. 10 regarding the independence, and have they obtained the "Statement of Independence" issued by the CPAs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Non-audit services provided by CPAs will directly affect important items in audit cases.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. The CPAs act as the Company's defense attorney or coordinate with other third parties in the event of conflict.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Any circumstances in which the CPA is disciplined or the CPA's independence is compromised.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. As of the most recent certification, there has been no seven-year period without replacement. The CPAs shall be rotated after	<input checked="" type="checkbox"/>	<input type="checkbox"/>

being certified for a certain period (usually not more than 7 years), and must wait at least a certain period (usually not less than two years) before returning to their posts.		
7. The CPAs currently serves as, or have served as directors, supervisors, managers of the Company, or positions that have significant influence on the audit in the current period or in the last two years.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8. The CPAs or their spouses, minor children and the Company have a relationship of loaning of funds, investment or sharing of financial interest.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
9. The shares of the Company and its affiliates held by the CPAs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10. The CPAs are insiders of the Company. The person has no relationship with the management personnel of the Company in terms of spouse, direct blood relative, direct blood relative by marriage, or collateral blood relative within the fourth degree of kinship.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Compliance with the criteria of independence		

V. Replacement of CPAs:

(I) About the former CPA

Date of Change	Approved by Board of Directors on January 26, 2024		
Reasons and Explanation of Changes	In view of the business and management needs of the Company, starting from the first quarter of 2024, there will be a change of the accounting firm and the certifying public accountants.		
State Whether the Appointment Is Terminated or Rejected by the Consignor or CPAs	Client		
	Status	CPA	Consignor
	Appointment terminated automatically		V
	Appointment rejected (discontinued)	NA	NA
The Opinions Other than Unmodified Opinion Issued in the Last Two Years and the Reasons for the Said Opinions (Note)	None		
Is There Any Disagreement in Opinion with the Issuer	Yes		Accounting principle or practice
			Disclosure of financial statements
			Auditing scope or procedures
			Other

	None	V
	Explanation	
Supplementary Disclosure (Disclosures Specified in Article 10.6.1.4~7 of the Standards)	None	

(II) Information relating to the successor CPAs

Accounting Firm	Deloitte & Touche
CPA	CHIEN MING-YEN and CHUANG PI-YU
Date of Engagement	Approved by Board of Directors on January 26, 2024
Before the appointment, the accounting treatment method or accounting principles of specific transactions, and the possible opinions and results of the consultation on the financial statements:	None
Written Opinions from the Successor CPAs that Are Different from the Former CPA's Opinions	None

VI. The Chairman, General Manager, or any managers involved in financial or accounting affairs being employed by the CPA firm or its affiliated company in the most recent year: None.

VII. The transfer and pledge of shares by directors, supervisors, managers, and shareholders with more than 10% ownership interest in the most recent year and up to the date of publication of the annual report

(I) Changes in shareholdings of directors, managers, and major shareholders:

For relevant information, please visit the MOPS

(Website: https://mops.twse.com.tw/mops/#/web/query6_1)

> Single company > equity change/securities issuance > equity transfer information inquiry > insider shareholding change post-declaration form inquiry (company code: 6203)

(II) Information on the counterparties of equity transfers being related parties: None.

(III) The counterparties of the pledge of equity are related parties: None.

VIII. Information on whether the top ten shareholders in terms of shareholding ratio are related persons or spouses or relatives within the second degree of kinship

Information on related persons among the top ten shareholders in terms of shareholding ratio

The suspension transfer date for this shareholders' meeting is April 15, 2025

Name	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		The names and relationships of the top ten shareholders who are related to each other or who are spouses or relatives within the second degree of kinship		Remark
	Shares	%	Shares	%	Shares	%	Name (or name)	Relationship	
Chang, Cheng-Tsung	21,069,968	25.568%	10,157,309	12.325%	0	0.000%	Wei, Chin-Hua Chang, Hsiu-Cheng Chang, Yun-Chi Chang, Chi-Ling	Spouse 1st degree of kinship 1st degree of kinship 1st degree of kinship	None
Wei, Chin-Hua	10,157,309	12.325%	21,069,968	25.568%	0	0.000%	Chang, Cheng-Tsung Chang, Hsiu-Cheng Chang, Yun-Chi Chang, Chi-Ling	Spouse 1st degree of kinship 1st degree of kinship 1st degree of kinship	None
Ching Hai Co., Ltd.	6,396,264	7.761%	0	0.000%	0	0.000%	-	Corporate director	None
Ching Hai Co., Ltd. Rep: Chang, Yun-Chi	591,866	0.718%	0	0.000%	0	0.000%	-	Representative of the Corporate Director	None
Ching Hai Co., Ltd. Rep: Chang, Dun-Kai	0	0.000%	0	0.000%	0	0.000%	-	Representative of the Corporate Director	None
Chang, Hsiu-Cheng	2,122,666	2.575%	158,000	0.192%	0	0.000%	Chang, Cheng-Tsung Wei, Chin-Hua Chang, Yun-Chi Chang, Chi-Ling	1st degree of kinship 1st degree of kinship 2nd degree of kinship 2nd degree of kinship	None
Lin, Shui-Chuan	1,971,196	2.392%	1,087,850	1.320%	0	0.000%	Yang, Li-Ying	Spouse	None
Yang, Li-Ying	1,087,850	1.320%	1,971,196	2.392%	0	0.000%	Lin, Shui-Chuan	Spouse	None
Chang, Chi-Ling	771,459	0.936%	0	0.000%	0	0.000%	Chang, Cheng-Tsung Wei, Chin-Hua Chang, Hsiu-Cheng Chang, Yun-Chi	1st degree of kinship 1st degree of kinship 2nd degree of kinship 2nd degree of kinship	None
Ming Guan Investment Co., Ltd. Rep: Li, Chun-Yan	697,000	0.845%	0	0.000%	0	0.000%	None	None	None
	-	-	-	-	-	-			
Li Ying Investment Co., Ltd. Rep: Wen, Shu-Zhen	667,550	0.810%	0	0.000%	0	0.000%	None	None	None
	-	-	-	-	-	-			
Chang, Yun-Chi	591,866	0.718%	0	0.000%	0	0.000%	Chang, Cheng-Tsung Wei, Chin-Hua Chang, Hsiu-Cheng Chang, Chi-Ling	1st degree of kinship 1st degree of kinship 2nd degree of kinship 2nd degree of kinship	None

Note: The shareholding ratio is calculated based on the total number of outstanding shares as of April 15, 2025, which is 82,406,370 shares.

- IX. The number of shares held by the Company, its directors, supervisors, managers, and enterprises directly or indirectly controlled by the Company in the same invested enterprise and the combined shareholding ratio: None.**

Three. Capital Overview

I. Capital and shares of the Company

(I) Sources of Capital

1. Share Type

Unit: Shares; NTD

Month Year	Issuance price (NTD)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount	Shares	Amount	Sources of Capital	Capital Increased by Assets Other than Cash	Other
Sep 1975	1,000	1,200	1,200	1,200	1,200	1200	None	None
Feb 1982	1,000	3,000	3,000	3,000	3,000	Capital increase in cash: NTD 1,800 thousand	None	None
Feb 1987	1,000	9,000	9,000	9,000	9,000	Capital increase in cash: NTD 6,000 thousand	None	None
June 1988	1,000	30,000	30,000	30,000	30,000	Capital increase in cash: NTD 21,000 thousand	None	None
Jul 1990	10	15,000,000	150,000	15,000,000	150,000	Capital increase in cash: NTD 120,000 thousand	None	None
Nov 1999	10	70,000,000	700,000	30,000,000	30,000	Capitalization of earnings: NTD 90,000 thousand Capital increase from capital reserve: NTD 7,500 thousand Capital increase in cash: NTD 52,500 thousand 1999/11/11 No. (88)-tai-tsai-zhen-1- 96376	None	None
Aug 2000	10	70,000,000	700,000	40,333,300	403,333	Capital increase in cash: NTD 103,333 thousand 2000/08/04 No. (89)-tai-tsai-zhen-1- 67868	None	None
Jul 2001	10	70,000,000	700,000	43,119,300	431,193	Capitalization of earnings: NTD 27,860 thousand (Including capital increase from employee bonus of NTD 2,800 thousand) 2001/07/12 No. (90)-tai-tsai-zhen-1- 145037	None	None
Oct 2002	10	70,000,000	700,000	50,776,400	507,764	Capitalization of earnings: NTD 76,571 thousand (Including capital increase from employee bonus of NTD 7,580 thousand) 2002/09/17 No. Tai-tsai-zhen-1- 0910151477	None	None

Capital Overview

Aug 2003	10	70,000,000	700,000	57,550,369	575,504	Capitalization of earnings: NTD 67,740 thousand (Including capital increase from employee bonus of NTD 6,808 thousand) 2003/07/09 No. Tai-tsai-zhen-1-0920130145	None	None
Aug 2004	10	70,000,000	700,000,000	59,608,829	596,088	Capitalization of earnings: NTD 20,584 thousand (Including capital increase from employee bonus of NTD 1,593 thousand) 2004/07/06 No. Tai-tsai-zhen-1-0930129265	None	None
Aug 2010	10	150,000,000	1,500,000	77,180,978	771,809	Capitalization of earnings: NTD 175,721 thousand 2010/07/06 NO. jin-guan-zhenfa-0990034917	None	None
Jul 2011	10	150,000,000	1,500,000	76,145,978	761,459	Cancellation of treasury stock: NTD 10,350 thousand 2011/07/21 No. jin-sho-shan-10001164820	None	None
Spe 2013	10	150,000,000	1,500,000	79,953,277	799,532	Capitalization of earnings: NTD 38,073 thousand 2013/09/25 No. jin-sho-shan-10201198090	None	None
Aug 2023	10	150,000,000	1,500,000	80,906,192	809,062	Conversion of convertible bonds to common stock of NTD 9,529 thousand; August 28, 2023 No. jin-sho-shan-11230164900	None	None
Dec 2023	10	150,000,000	1,500,000	82,358,238	823,582	Conversion of convertible bonds to common stock of NTD 14,520 thousand; December 4, 2023 No. jin-sho-shan-11230223800	None	None
May 2024	10	150,000,000	1,500,000	82,406,370	824,063	Conversion of convertible bonds to common stock of NTD 481 thousand; May 27, 2024 No. jin-sho-shan-11330086200	None	None

Share Type	Authorized Capital			Remark
	Outstanding Shares	Unissued Shares	Total	
Common shares	82,406,370 shares (Note)	67,593,630 shares	150,000,000 shares	TWSE listed stocks

Note: As of April 15, 2025, the actual number of outstanding shares was 82,406,370 shares. The number of outstanding common shares referred to above was based on the number of shares approved by the Ministry of Economic Affairs on May 27, 2024 for change of registration.

2. Summary declaration system related information: Not applicable.

(II) List of major shareholders

Shareholders with more than 5% ownership interest and top ten ownership interest

The suspension transfer date for this shareholders' meeting was April 15, 2025

Shareholder's Name	Shareholding	Ownership Percentage
CHANG, CHENG-TSUNG	21,069,968	25.568%
WEI, CHIN-HUA	10,157,309	12.325%
CHING HAI Co., Ltd.	6,396,264	7.761%
CHANG, HSIU-CHENG	2,122,666	2.575%
LIN, SHUI-CHUAN	1,971,196	2.392%
YANG, LI-YING	1,087,850	1.320%
CHANG, CHI-LING	771,459	0.936%
Ming Guan Investment Co., Ltd.	697,000	0.845%
Li Ying Investment Co., Ltd.	667,550	0.810%
CHANG, YUN-CHI	591,866	0.718%

(III) Dividend policy and implementation of the Company

1. Dividend policy defined in the Company's Articles of Incorporation

If the company has a profit at the end of the year, it should first pay taxes, offset past losses, then provide 10% for statutory surplus reserve, but not limited to this if the statutory surplus reserve has reached the company's paid-in capital. The remainder, in addition to distributing dividends, if there is still a profit together with the undistributed profit at the beginning of the period, it will be distributed to shareholders with their consent.

The Company is at the stage of industrial growth. Based on the needs of the Company's operations and the maximization of shareholders' equity, the Company adopts a residual dividend policy for dividend distribution. The Company's future capital budget plan is used to measure the capital needs of the coming years, and the Company's profit status, financial structure and dilution of earnings per share are taken into account to prepare appropriate dividends. An appropriate dividend distribution is proposed, among which the cash dividend distribution method shall not be less than 30% (inclusive) of the total dividend of the current year and can be up to 100%. The actual distribution ratio is authorized to be determined by the Board of Directors.

2. Dividend policy for the next three years

When the company distributes shareholder dividends, it should at least provide thirty percent according to the total distributable earnings and distribute them according to the company's articles of association. The remaining amount is retained for business development needs.

3. Dividend distribution proposed at the shareholders' meeting

The Company's 2024 earnings distribution proposal was approved by the Board of Directors on March 12, 2025, and has not yet been resolved by the shareholders' meeting. The proposed earnings distribution table for 2024 is as follows:

2024 Earnings Distribution Table

Unit: NT\$

Item	Amount
Undistributed earnings at beginning of period	796,488,354
Net income after tax for the current period	288,671,365
Legal reserve appropriated (Note 1)	(28,867,137)
Special reserve appropriated (exchange difference from translation of the financial statements of foreign operations) (Note 2)	9,131,410
Distributable earnings for the current period	1,065,423,992
Cash dividends to shareholders	
Shareholders' cash dividends (NTD 3.5 per share) (Note 3)	(288,422,295)
Note: The distribution of profits is prioritized from the undistributed profits of 2023.	777,001,697

Note 1: In accordance with Article 237 of the Company Act. After the Company has paid all taxes, when distributing earnings, 10% of the earnings shall be set aside as a legal reserve. However, this is not applicable if the legal reserve has reached the same amount as paid-in capital.

Note 2: In accordance with Paragraph 1, Article 41 of the Securities and Exchange Act.

Note 3: The distribution of earnings shall be based on the undistributed earnings in 2024.

Note 4: The distribution of dividends of the Company is calculated based on the total number of 82,406,370 shares as of April 15, 2025, the date when share transfer was suspended.

4. If the dividend policy is expected to change significantly, please specify: No such situation.

(IV) The impact of the bonus shares proposed in the shareholders' meeting on the Company's business performance and earnings per share:

NA

(V) Remuneration to employees, directors and supervisors (the Company does not have supervisors).

1. Percentage or range of remuneration to employees and directors as stated in the Company's Articles of Incorporation:

The company's articles of incorporation stipulate that if there are profits in a year, no less than 2% should be allocated for employee compensation and no more than 1.5% for director remuneration. However, if the company still has accumulated losses, it should reserve an amount for loss compensation in advance. The above-mentioned employee compensation can be made in stocks or cash, and the beneficiaries include employees of subsidiaries who meet the conditions set by the board of directors. The director's compensation can only be in cash.

The above two points should be decided by the board of directors and reported to the shareholders' meeting.

2. The basis for estimating the amount of employee remuneration and directors' remuneration for the current period, the basis for calculating the number of shares for employee remuneration distributed in the form of stocks, and the

accounting treatment when the actual amount distributed differs from the estimated amount:

The company should estimate the amount of employee compensation that may be distributed during the accounting period when employees provide services according to the proportion stipulated in the articles of incorporation and recognize it as an expense. The treatment of director remuneration is also in accordance with the proportion stipulated in the articles of incorporation and recognized as an expense.

The basis for estimating and calculating the amount of employee compensation and director remuneration for this period is to allocate 3% for employee cash compensation and 1% for director remuneration. The basis for calculating the number of shares distributed as employee compensation is the fair market price on the day before the shareholders' meeting (considering the impact of ex-rights and ex-dividends).

If there is a significant change in the amount distributed by the board of directors during the subsequent period compared to the original estimated amount in the financial report, which reaches the standard for restating the financial report as stipulated in Article 6 of the Implementation Rules of the Securities Transaction Act, the financial report should be restated. If the change amount does not meet the standard for restating the financial report, it can be treated as an accounting estimate change.

3. Information on the Distribution of Employee Compensation and Director Remuneration Approved by the Board of Directors

The remuneration to employees and directors for 2024 was estimated based on 1% and 3% of the aforementioned profit, respectively. The Board of Directors' meeting on March 12, 2025 resolved to distribute the remuneration in cash. The report to the shareholders' meeting is pending the shareholders' meeting to be held on June 13, 2025.

The proposed distribution of the Company's employee remuneration and director remuneration for 2024 is as follows:

Unit: NT\$

Item	2024
Directors' remuneration	3,472,156
Cash remuneration to employees	10,416,469

4. Actual distribution of employees' and directors' remuneration in the previous year

The actual amount of employees' remuneration paid in 2023 was different from the amount recognized in the consolidated financial statements. The difference is adjusted to the profit and loss of the year 2024.

Unit: NT\$

Item	2023 Directors' remuneration	2023 Employees' remuneration
The actual amount of remuneration paid	8,181,392	24,478,975
Amount recognized in the annual financial report	8,181,392	24,544,175

(VI) Repurchase of the Company's Own Shares: (Ongoing):

As of April 30, 2025

Repurchase period	First Repurchase in 2025
Purpose of repurchase	To maintain the company's credit and protect shareholders' rights and interests.
Type of shares to be repurchased	Common Shares
Maximum total amount for share repurchase	NT\$ 1,546,840,557
Scheduled repurchase period	From April 14 th to June 13 th in 2025
Scheduled number of shares to be repurchased	2,500,000 shares
Repurchase price range	NT\$ 45.00 ~ 65.00
Types and quantities of shares repurchased	Common Shares, totaling 5,000 shares
Amount of shares repurchased	NT\$ 291,800
The ratio of shares repurchased to the scheduled number of shares to be repurchased (%)	0.2%

II. Issuance of corporate bonds (including overseas corporate bonds):

None

III. Preferred shares:None**IV. Global depository receipts:**None**V. Employee stock options:**None**VI. Issuance of RSAs:** None**VII. Issuance of new shares in connection with mergers, acquisitions, or acquisitions of shares of other companies:**

None

VIII. Implementation of capital utilization plan:

The convertible bonds matured on September 9, 2024. The Company redeemed all outstanding convertible corporate bonds of NT\$391,800 thousand in cash at the par value.

Four. Operation Overview

I. Business Description

(I) Scope of business

1. The main business of the Company

Our company is a professional manufacturer of Switching Power Supplies (SPS), with our main business being the development, research, production, and sales of power supplies. In addition to the sales of its own brand power supplies, which are sold to Europe, America, China and the Asia-Pacific region, we also manufacture customized/OEM power supply products for well-known power supply brands at home and abroad. Power supplies are an essential component for personal computers, industrial computer workstations, servers, and communication information equipment, mainly responsible for converting AC power into DC power, providing the operation required by the system or equipment.

2. Proportion of main products in sales

Unit: NT\$ thousand

Product	2023 operating amount	Business proportion (%)	2024 operating amount	Business proportion (%)
Power Supplies	3,270,638	98.12	1,987,897	98.34
Other	62,552	1.88	33,544	1.66
Total	3,333,190	100.00	2,021,441	100.00

3. The Company's current product (service) forecast

(1) Products

- A. ATX12V Flagship Series: Prime complies with the Intel DG 2.1 (ATX3.1) standards and has achieved certification for 80PLUS Titanium efficiency. It also meets the ErP Lot 6 2013 standards for standby efficiency. Output ranges from 1300W to 1600W. The entire series features a modular cable design, employs interleaved PFC technology, and includes a 13.5cm hydraulic dynamic bearing fan. A patented three-stage/two-stage thermal control switch ensures high power, ultra-high efficiency, and extremely quiet operation. The series also includes models with 80PLUS Platinum efficiency, with outputs ranging from 1300W to 1600W, offering consumers top-tier choices.
- B. ATX12V series: The PRIME Fanless series adopts a completely fanless design with pluggable output wires, enhancing conversion efficiency with its patented DC to DC all-module backplane. Having attained 80 PLUS Titanium and Platinum efficiency certifications, it is among the most efficient fanless designs on the market, achieving a completely noiseless objective. It complies with the Intel ATX12V v2.4 standard and the EU ErP Lot 6 2013 Standby efficiency specifications, offering a power output ranging from 400W to 700W, thus propelling our products into a new era.
- C. ATX12V Series: VERTEX conforms to the latest Intel DG 2.1 (ATX3.1) standards and supports the latest PCIe 5.0 standards for independent

graphics cards. The entire module output design uses the latest 13.5 cm FDB hydraulic bearing silent fan and optimized digital temperature control circuitry, providing mainstream power output from 750W to 1200W, aiming to dominate the new market with high performance and low noise.

- D. ATX12V Series: FOCUS conforms to the latest Intel DG 2.1 (ATX3.1) standards and supports the latest PCIe 5.0 standards for independent graphics cards. It features a fully modular output design, utilizes a new 13.5cm FDB hydraulic bearing silent fan, and optimized digital temperature control circuits, offering mainstream power outputs from 750W to 1000W. The standard 140mm depth facilitates assembly and compatibility with more cases, targeting mid-range users and offering a higher cost-performance ratio.
- E. ATX12V series: The S12III/A12 series adopts a complete line-out design, with S12III being an AC full-voltage input series and A12 being an AC fixed voltage 200-240V input series. It complies with the Intel ATX12V v2.31 standard, providing 450W to 700W output as an active PFC product aimed at the DIY retail market. It complies with the 80 PLUS Bronze efficiency certification and the ErP Lot 6 2013 Standby efficiency requirements. It equips a 12 cm large fan to enhance cooling capacity and achieve advanced noiseless performance.
- F. ATX12V series: The G12/B12 series adopts a semi-plug-in module and direct output line design, complying with the Intel ATX12V v2.4 standard. The G12 is 80PLUS Gold efficiency rated, and the B12 is 80PLUS Bronze efficiency rated. It provides active PFC products with 650W to 850W output, aimed at the DIY retail market, and also meets the ErP Lot 6 2013 Standby efficiency requirements. It features a 12 cm large silent fan to enhance cooling capacity and achieve noiseless performance.
- G. ATX12V series: The FOCUS SGX series products are small-sized, high-power products with fully pluggable output line design. Designed for Mini-ITX motherboards and cases, it uses a newly designed 9cm FDB hydraulic bearing silent fan and optimized digital temperature control circuits, offering mainstream power outputs from 750W to 850W. This series targets users requiring compact, high-density, and high-performance computer systems.
- H. ATX12V series: Compliant with the Intel ATX12V v2.31 standard, providing 350W to 600W output. It is an active PFC product that meets the 80 PLUS Bronze efficiency certification and the ErP Lot 6 2013 Standby efficiency requirements, offering greater reliability and durability. This model equips a 12 cm large fan to enhance cooling capacity and to achieve advanced noiseless performance. An 8 cm fan can also be installed to meet various application needs.
- I. TFX12V Gold Short version series: A 300W active PFC product that complies with the Intel TFX12V v2.4 standard, meeting the 80 PLUS Gold efficiency standard and the ErP Lot 6 2013 Standby efficiency requirements. It integrates a DC to DC voltage conversion design, providing high-efficiency and stable voltage output products with improved reliability and durability. It innovatively releases a smaller size than the Intel standard, suitable for miniaturized cases and All-in-One personal computers.

- J. SFX12V Gold series: A 300W active PFC product that complies with the Intel SFX12V v3.3 standard and meets the 80 PLUS Gold efficiency standard and the ErP Lot 6 2013 Standby efficiency requirements. The product incorporates a DC to DC voltage conversion design, providing high-efficiency and stable voltage output products. The internal pressure design of the fan offers customers greater flexibility in system interior design and can be used in miniaturized cases and All-in-One personal computers.
- K. TFX12V Bronze Short version series: A 250W-300W active PFC product that complies with the Intel TFX12V V2.4 standard and meets the 80 PLUS Bronze efficiency standard and the ErP Lot 6 2013 Standby efficiency requirements. It pioneers in the industry by developing a short-form factor that is compatible with the standard TFX form factor, providing system manufacturers with greater compatibility and assembly convenience.
- L. SFX12V Bronze series: A 250W-300W active PFC product that complies with the Intel SFX12V V3.3 standard and meets the 80 PLUS Bronze efficiency standard and the ErP Lot 6 2013 Standby efficiency requirements. It provides products with stable voltage output and silent operation. The internal pressure design of the fan offers customers greater flexibility in system interior design, suitable for miniaturized cases and All-in-One personal computers.
- M. Industrial PC/Flex12V Gold series: A 300W output product suitable for DVR digital surveillance systems, POS, and industrial-grade computer power supplies. It meets the 80 PLUS Gold efficiency standard and the EuP Lot 6 2013 Standby efficiency requirements, with a fully modular plug-and-play output wire design, providing products with flexible mechanical compatibility, meeting diverse wire requirements of customers, and offering highly efficient and stable products with a DC to DC voltage conversion design.
- N. Industrial PC/Flex12V Bronze series: A 200-300W output product suitable for DVR digital surveillance systems, POS, and industrial-grade computer power supplies. It meets the 80 PLUS Bronze efficiency standard and the EuP Lot 6 2013 Standby efficiency requirements. It features a fully modular plug-and-play output wire design, providing products with flexible mechanical compatibility, meeting diverse wire requirements of customers, and offering products with high stability.
- O. 1U/2U series of industrial computer: The 400-600W 1U/2U series is designed with fully pluggable output cables, meets 80 PLUS efficiency requirements and is certified. It uses full-time electrolytic capacitors and dual ball bearing fans to improve product quality and reliability to meet the needs of industrial computers, providing industrial computer customers with the most cost-effective power supply and flexible cable change options.
- P. 1U/2U gold series of industrial computer: The 400-500W 1U/2U series is a fully modular pluggable cable design that has obtained 80 PLUS gold efficiency certification and meets ErP Lot 6 Standby efficiency requirements. It uses full-time electrolytic capacitors and DC to DC voltage conversion design, and is paired with Japanese Sanyo Electric fans to improve electrical characteristics, product quality and reliability

to meet the needs of industrial computers, providing industrial computer customers with the best high-efficiency power supply and flexible cable change options.

- Q. Industrial computer ATX12V/EPS12V series: Designed as a direct-line series, in line with Intel ATX12V v2.4/EPS12V v2.91 specifications, to meet industry application requirements to increase 5V output current, providing 650W~1000W output, as an active PFC product, efficiency reaches 80 PLUS Gold certification and ErP Lot 62013 Standby efficiency requirements, with Japanese Sanyo Electric 8cm double ball bearing fan, improve the specifications of related parts to meet the strict requirements of industrial power supply use.
- R. Industrial PC ATX12V/EPS12V Series: A direct output wire series design that complies with Intel ATX12V v2.5/EPS12V v2.91 specifications, catering to industry needs by boosting the 5V output current, providing 400W~600W output, is an active PFC product, efficiency meets the 80 PLUS Gold certification and ErP Lot 6 2013 Standby efficiency requirements, can be paired with 8cm and 12cm dual ball bearing fans, to cater to customer assembly needs, and upgrading relevant component specifications to meet stringent industrial power supply requirements.
- S. Industrial Computer/Flex12V Platinum Series: 550-650W output, can be applied to DVR digital surveillance system, NAS network storage system, POS and industrial-grade computer power supply. Complying with the 80 PLUS Platinum efficiency and EuP Lot 6 2013 Standby efficiency standards, this series features a fully modular cable design for enhanced mechanical compatibility and flexibility to meet diverse cabling needs of customers, combined with a DC to DC voltage conversion design for high efficiency and stability.
- T. Computer case fan: MegFlow is a patented case fan designed by the Company. It provides a magnetic connection method to connect multiple fans in series, simplifying user wiring and simplifying the wiring inside the case, thereby achieving user-friendly and improving the cleanliness of the case. Its blade design can provide high airflow and air pressure, offering superior cooling solutions for computer cases.

(2) Service

- A. Services provided to dealers and direct customers
 - A1. After-sale service: Provide fast maintenance services for products within the warranty period, and value-added maintenance services for products exceeding the warranty period.
 - A2. Technical support services: When products in the market and other peripheral products have compatibility issues or other quality issues, the personnel of Sea Sonic will conduct on-site testing and verification with the customers in order to solve the problem within the shortest time.
 - A3. Sponsor customers to organize or participate in various competitions or campus competitions, and provide technical support.
- B. Services to end-customers
 - B1. The Company provides daily technical support mailbox (FAQ) on the official website to provide the latest product technology information.

B2. Designated personnel to handle consumer email queries, answer questions immediately, and provide correct product usage instructions.

B3. A Facebook fan page has been set up to provide information on the Company's events and products in real time.

4. New products (services) planned to be developed

(1) Products

- Retail power products series:

Planning high-output wattage, high-efficiency series models, introducing new circuits and material applications, improving efficiency while increasing the output wattage of fanless models. The output configuration is a fully pluggable output module with a wireless backplane, which increases peak wattage output to comply with the latest ATX/PCIe specifications and supports the latest NVIDIA or AMD high-end graphics card platforms, providing e-sports players or special application users with more options.

Development of Models Introducing SMD High-Voltage MOS Materials: This reduces costs by minimizing manual attachment during the manufacturing process, which also lowers the incidence of defects thereby improving yield and increasing production capacity.

Optimizing existing titanium/platinum and gold efficiency retail models, introducing new materials and manufacturing processes to improve production efficiency and process yield to reduce production costs, while optimizing product performance to meet the latest specifications requirements, offering consumers more cost-effective product choices.

- OEM/ODM retail power supply products series:

A new power platform design that is superior to other power OEMs with more product differentiation, unique design, and price competitiveness.

- SI power product series:

Compliant with the latest Intel specifications, it has active PFC, platinum/gold efficiency, cost reduction, silent and highly reliable PC power, compatible with the latest environmental protection and energy-saving requirements of various countries, and integrates integrated design to improve production efficiency, aiming to meet the diverse industrial customer needs and expand the product market share.

(2) Service

A. Services provided to dealers and direct customers

Assist customers in providing various technical support and related information to end-customers through the Company's website network.

B. Services to end-customers

Through instant messaging, respond to consumer inquiries, immediately answer questions, and speed up service.

C. The Company will provide OEM/ODM customers with the information about new products/information about innovative circuit structure/product future direction.

(II) Industry overview

1. Current Status and Development of the Industry

2025NVIDIA RTX 5090/5080/5070/5060 graphics cards have brought about a

wave of replacement of high-specification power supplies, coupled with the application demands such as AI/Edge Computing, which has brought strong growth momentum to the power supply supplier industry in recent years.

2. Industry Supply Chain Relationships

The upstream suppliers are electronics component providers, mainly including (1) semiconductor and electrolytic capacitor manufacturers or agents from Japan, the United States, and Taiwan; (2) other component suppliers are primarily Taiwanese businesses in mainland China, mainly including PCBs, passive component manufacturers, and suppliers of various components such as wires, transformers, shells, switches, terminals, etc.; and (3) collaborators or outsourcing vendors. These suppliers and power supply manufacturers have formed a huge industrial cluster, supporting each other and coexisting for mutual prosperity, contributing significantly to Taiwan's leading position in the global computer industry.

The downstream customers are computer system assemblers or brands. Since they control the market, we must work closely with them to understand market needs and technology trends, including specifications for motherboards, display cards, and other peripheral products, which are closely related to power supplies.

3. Trends and Competitive Landscape of Products

(1) Development trends

With the increase in new applications and the demand for innovation by consumers, digital power line architecture to meet power management needs has become a significant development trend and new selling point. The company is actively investing in digital line research and product development. In order to differentiate their products and build a leading image in technology, OEM/ODM power brand manufacturers are planning to introduce the latest third-generation semiconductors into digital power and power design, which has become the direction of new product planning in recent years.

(2) Competition

Power supplies are a relatively mature industry in the electronics industry. The specifications of mid and low-end power supplies have become standardized, and it is difficult for manufacturers to improve product competitiveness through differentiation. Therefore, the market has formed a situation where large companies always dominate and brands dominate the market, making it more difficult for small companies and new brands to enter. In addition to existing Taiwanese manufacturers, Chinese power supply manufacturers have also emerged in recent years as OEM/ODM power supply foundry competitors, investing heavily in R&D manpower, new factories, and automated equipment, which has posed a certain competitive threat to Taiwanese power supply manufacturers.

(III) Overview of technology and R&D

1. R&D expenses

Unit: NT\$ thousand		
Product	2023	2024
R&D expenses	55,414	89,874
Net Revenue	3,333,190	2,021,441
Proportion of operating income in the current year (%)	1.66	4.45

2. R&D results in 2024

- A. The FOCUS (V4) series of products complies with the Intel ATX12V standard. They are equipped with a wireless fully pluggable module backplane and an SMD heat sink to significantly optimize the process yield and reduce working hours. Gold efficiency products with an output range of 750W to 1000W have been developed. The entire series complies with the Intel ATX 3.1 version specification and ErP Lot 6 2013 Standby efficiency requirements, and can comply with the latest PCIe 5.1 specification, supporting the latest specification independent graphics cards.
- B. The CORE series of products comply with the Intel ATX12V standard and are equipped with a wireless fully pluggable module backplane. They also import SMD heat sinks, and develop gold-medal efficiency products with an output range of 650W to 850W. The entire series complies with the Intel ATX 3.1 version specification and ErP Lot 6 2013 Standby efficiency requirements, and can comply with the latest PCIe 5.1 specification, supporting the latest specification independent graphics cards.
- C. The PRIME PX-2200 product provides a high-power power supply solution for AI edge computing. It reduce the number of power sources required for each unit, providing stable and reliable solutions for specific applications, and enhancing system integration efficiency.
- D. The PRIME TX-1600 Noctua edition product is jointly launched with Noctua, a well-known brand in the fan industry. The PRIME TX-1600 power supply combines Sea Sonic's top-level PRIME technology with Noctua's high-performance fans to effectively reduce fan noise, raising it two levels from the original LAMBDA A to LAMBDA A++.
- E. The newly developed ATX platform is tailored to customer needs and ID design to complete new OEM and gold-level efficiency models with output wattages ranging from 650W to 1000W. In addition to increasing shipment volume, it also means that Sea Sonic's R&D capabilities, production standards, and quality requirements meet the standards of first-tier brands in the industry.

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

1. Short-term business development plan:

① Marketing strategy

Increase brand exposure and marketing on social media platforms, send new products to influential media for evaluation, and sponsor major overclocking/esports events to establish a more solid brand reputation.

② Production policy

A. Strengthen sales estimation and production and sales coordination, integrate production and sales, shorten the time to prepare materials, and control inventory.

B. Introduce new production equipment to improve process capability and reduce production costs.

C. The advanced MES system is introduced to the factory to monitor the process status automatically and enable the process information to be grasped more quickly.

D. The Company will actively develop new suppliers and outsourcing vendors, strengthen supply chain management, and share production capacity.

③ Product development direction

A. In response to the demands of new high-end graphics cards, we develop products that meet the latest specifications.

B. Actively develop digital circuit technology.

C. On the basis of the new platform, the Company will strive to cooperate with key agents/distributors in global regions to develop new-generation products.

④ Scale of operation and financial planning

A. R&D center was established to plan the Company's technology development and strengthen product competitiveness.

B. Upgrade IT equipment and train information talent, optimize the Company's internal processes, and refine system efficiency.

C. The Company strictly requires the headquarters and subsidiaries to manage accounts receivable and inventory, to avoid the occurrence of bad debt and waste materials, and to increase the turnover of capital.

2. Long-term business development plan:

① Marketing strategy

A. Strategic alliances

Form a strategic alliance with key customers, develop new platform products in sync, respond to market demand, and expand market targets.

B. Diversify business risks

Evaluate power supply products for applications outside of PCs to avoid being affected by the business cycle of a single product.

C. Expand overseas locations

Add overseas locations to enhance logistics capabilities, establish a global information network, develop emerging markets, and achieve market diversification goals.

- D. Collaborate with well-known power component parts manufacturers to jointly develop products and enhance the market image of power supply and component brands to increase sales.
- ② Production policy
 - A. The Manufacturing Center is the profit center, and the employees voluntarily develop the optimal production model.
 - B. Introduce new testing instruments to assist production, and improve production efficiency and product reliability.
- ③ Product development direction
 - A. Continue to develop new technologies and apply new technologies to mass production of products to maximize economic benefits. Focus on the Company's R&D expertise to provide more environmentally friendly, energy-saving, quiet, and highly efficient power supplies.
 - B. Expand the product application range and move towards a broader range of power supply products in order to provide customers with comprehensive services and meet the high-quality power demand of future digital life.
 - C. New product line other than power supplies is added
- ④ Scale of operation and financial planning
 - A. Engage in strategic cooperation with key suppliers and outsourced contractors to reduce the proportion of self-produced capacity and maximize revenue under the most suitable operating scale.
 - B. Unify the capital allocation of global subsidiaries to achieve the highest return on capital at the lowest interest cost.

II. Market and Production/Sales Overview

(I) Market analysis

1. Sales (provision) of major products (services)

Unit: NT\$ thousand

By region \ Year		2023		2024	
		Net sales	Percentage (%)	Net sales	Percentage (%)
Taiwan		181,618	5.45	169,875	8.40
Export	America	914,771	27.44	484,265	23.96
	Europe	951,199	28.54	559,243	27.67
	Asia	1,263,216	37.90	790,742	39.12
	Other	22,386	0.67	17,316	0.85
	Subtotal	3,151,572	94.55	1,851,566	91.60
Total		3,333,190	100.00	2,021,441	100.00

2. Market sales

Sea Sonic specializes in the design and production of power-related products. Our products are environmentally friendly, quiet and highly efficient. Our marketing channels are spread across America, Asia, Europe and other regions. In the future, we will strive to expand the scope of product applications, develop higher-end products and expand new product lines, in

order to provide customers with more comprehensive and diversified services.

(II) Future market supply and demand and growth

1. Future market supply

Issues such as the shortage of some components still exist. For example, the application of semiconductor parts is increasing, and some semiconductor parts are looking at delivery times of over 30 weeks. The shortage of container ships and port congestion has been relieved, but global economic downturns and inflation issues are uncontrollable variables.

2. Future market demand

With the computational needs of high-end graphics cards for AI/Edge Computing applications driving the demand for power supplies.

3. Future market growth

The launch of new high-end graphics cards and INTEL's new specifications will drive another wave of demand for power supply product upgrades, and the market will also see a new wave of reshuffles. The Company is actively developing products that meet the latest specifications ATX3.1 to seize the market demand for new products.

(III) Competitive advantage

1. The Company has established a good brand image and market positioning by relying on its green appeal of environmental protection and power saving and product reliability to break away from competitors' low-price competition strategies.
2. The Company focuses on technology and R&D, has accumulated more than 50 years of R&D experience, has superior product design capabilities in the industry, and continuously improves its technical level, allowing the Company to lead the industry in the design and function of new products and continue to develop quieter, more energy-saving and more environmentally friendly power supplies.
3. The Company mainly develops and produces high-end power supplies. The Seasonic brand enjoys a high reputation in the industry. In addition to our own brand products, we also attract a lot of OEM/ODM business.

(IV) The favorable and unfavorable factors for the future development and the corresponding measures

1. The main business activities

A. Favorable factors:

- (1) The long-term accumulated brand advantage continues to be the mainstream in the market and the first choice for consumers, as well as forming strategic alliances with well-known power supply brand customers to help OEMs or launch co-branded products, improving brand visibility.
- (2) The interchangeable power supply products are widely used, with the application in computers and communications accounting for the vast majority. The application in 5G communications, automotive

electronics, IoT, etc., are also potential future fields. ESG awareness is rising, environmental protection, new energy vehicles, and corporate image are the future trends.

- (3) Our company masters the development and design of key components and develops independently. A team with excellent R&D capabilities can develop high-end products, which will be more beneficial for long-term development.
- (4) In addition to consumer power supply products, the Company is also actively involved in the planning and R&D of industrial grade power supply products, in order to obtain more business opportunities for cloud servers and industrial control systems.
- (5) The US-China trade war has increased US tariffs on Chinese-made power products. The Company has strategically cooperated with Philippine power supply manufacturers to produce MIP products to resolve the US tariff issue.

B. Unfavorable factors

- (1) The peak and off-peak seasons are not as regular as before. The sudden peak season in the market often makes it difficult to allocate production capacity and leads to a situation where supply exceeds demand.

Response measures:

We have developed strategic partnerships to increase production flexibility and outsource low-tech operations to external manufacturers. This strategy allows us to preserve our main production capacity for high-end products and the manufacturing of OEM/ODM products.

- (2) Consumer products market changes rapidly, and the life cycle of electronic products continues to shorten. Power supplies must accelerate new product development and shorten delivery time to meet customer needs.

Response measures:

Product design is mostly modular design, which increases product variation possibilities for the same platform, and different new products can be derived by changing module combinations on the same platform.

- (3) The issue of U.S. tariffs has increased the uncertainty and difficulty of U.S. market experience for power supply brands that have a high share of sales in the U.S. market.

Response measures:

In addition to our existing factories in mainland China, which mainly produce power supplies for markets outside the United States, we also have production lines in the Philippines to produce power supplies for the U.S. market. The Philippine factory has a relatively low tax rate as the United States imposes different import tariffs on countries around the world, and thus has a niche position.

2. Supply of main raw materials

A. Favorable factors:

- (1) Due to our leading technology, key component manufacturers are willing to share new material information. As a Beta-side customer of these manufacturers, we have established long-term and close cooperation with them.

- (2) We have established a long-term stable supply relationship with major raw material suppliers, and the source of supply is stable, the quality is good, and the delivery and price can be better controlled.
- (3) Maintain close relationships with key component manufacturers, keep abreast of market supply and demand situations, and maintain the stability of supplies.
- (4) Attract long-term cooperation with high-quality suppliers with stable financial funds and payment terms.

B. Unfavorable factors

- (1) The customized requirements of the end product market are gradually increasing, resulting in a large number of product numbers and short life cycles, and the use of materials is becoming more diversified, with small quantities and large styles, which is difficult to control the material readiness time.

Response measures:

The business end must estimate the market for customers in advance, prepare materials a few months earlier than before, and increase safety stock to avoid production and shipment delays due to the inability to deliver materials on time.

Regularly evaluate suppliers and assess the introduction of new manufacturers to improve supply quality and reduce costs.

Strengthen the inspection capability and equipment of factory quality control, and cultivate the ability to purchase and evaluate preliminary reviews of local manufacturers on the mainland.

Through overseas subsidiaries and customers, we seek to purchase directly from original manufacturers or find high-quality and reasonably priced alternative raw materials to directly control the source of supply.

3. Sales of major products

A. Favorable factors

- (1) With the increase in demand for e-sports-related peripheral products, channel merchants are actively raising awareness of establishing their own brands, and the demand for ODM of retail power supply products is gradually increasing. Compared with general assembly customers who pursue low costs, what ODM customers of retail products care more about are selling points that can segment the market, such as product performance and quietness. This is where our company, which is based on research and development and focuses on design and production, excels. It can also cooperate with retail product ODM customers who are good at marketing and packaging to jointly operate the market.
- (2) The rise of environmental awareness coupled with the panic of the energy crisis has made power-saving and energy-saving benchmarks for power supply products. Our company has long been committed to the development of high-efficiency power supply products. In addition to being the first globally to introduce active power factor correction, it was also the first to pass the 80 PLUS high-efficiency certification, the most stringent efficiency standard in the world. In 2008, it was the first to achieve 80 PLUS gold certification in high wattage multiple output power supplies over 500W, leading the industry in energy-saving

performance and setting a good foundation for future product promotion and new product development.

- (3) Our company has won the favor of international manufacturers with its excellent quality, flexible delivery, and customized services.

B. Unfavorable factors

- (1) The competition among power supply product peers is becoming increasingly fierce, and the prevalence of low-cost computers has led to a rapid decline in market prices.

Response Strategy

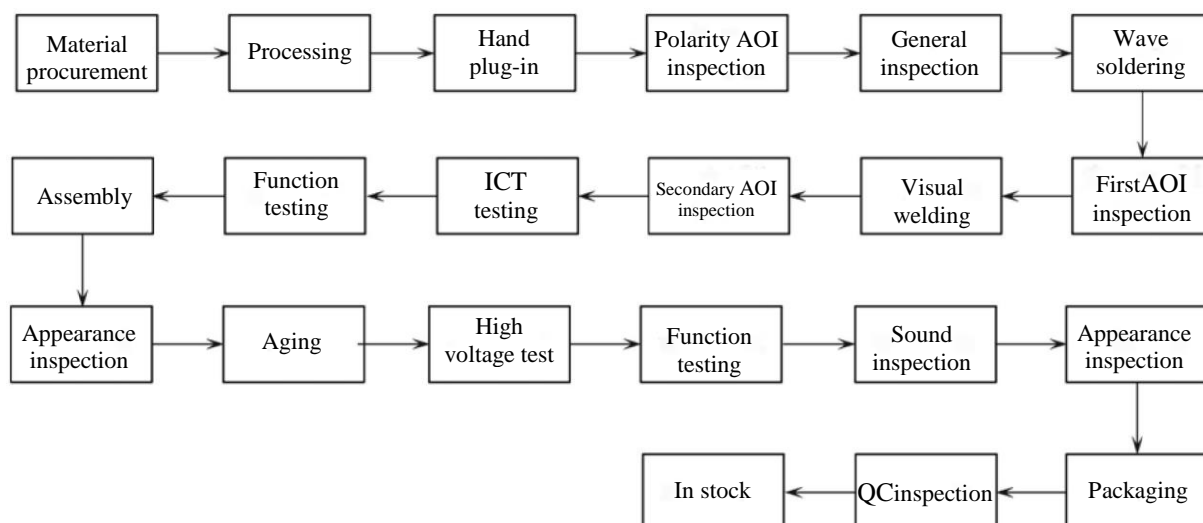
Our company strictly controls costs and is committed to shortening the product development cycle to meet the rapidly changing market demand. In addition, we enhance product management in the company, design modularization, simplify materials, achieve the economy of scale in design and production, and increase competitive advantage. For low-cost products that may not be competitive if developed on our own, we seek to cooperate with suitable manufacturers to create a win-win situation.

(V) Important uses and production processes of major products

1. Important uses of major products

Major products	Main purpose	Operating proportion %
Exchangeable power supply	Mainly used in desktop computers, servers, or communication networks and other host equipment, it converts AC power into DC power, provides stable voltage to ensure the function of application equipment, and is an indispensable part of the above equipment.	100%

2. Production process of major products



(VI) Supply of main raw materials

The main raw materials used in our company's products include fans, transformers, semiconductors, capacitors, transistors, etc. To ensure stable supply and diversify suppliers, in addition to maintaining long-term and close cooperative relations with current suppliers, we are continuously developing alternative materials and suppliers in parallel to ensure uninterrupted supply and reduce costs.

(VII) The names of customers who have accounted for more than 10% of the total purchase (sale) in any of the two most recent years, and the amount and percentage of purchase (sale), and the reason for the increase or decrease.

1. Information on major customers in the last two years

Unit: NT\$ thousand

Item	2023				2024			
	Name	Amount	Percentage to Annual Net Sales (%)	Relation to the Issuer	Name	Amount	Percentage to Annual Net Sales (%)	Relation to the Issuer
1	Company A	713,578	21.41	None	Company A	355,932	17.61	None
2	Other	2,619,612	78.59	None	Other	1,665,509	82.39	None
	Net Sales Amount	3,333,190	100.00		Net Sales Amount	2,021,441	100.00	

2. Information on major suppliers in the last two years

Unit: NT\$ thousand

Item	2023				2024			
	Name	Amount	Percentage to Annual Net Sales (%)	Relation to the Issuer	Name	Amount	Percentage to Annual Net Sales (%)	Relation to the Issuer
1	Company A	164,485	8.23	None	Company A	68,872	7.28	None
2	Other	1,834,197	91.77		Other	876,528	92.72	None
	Net Purchase Amount	1,998,682	100.00		Net Purchase Amount	945,400	100.00	

III. Employee information in the last two years and up to the date of publication of the annual report

Unit: persons

Year		2023	2024	In the current year up to March 31, 2025 (Note)
Employee Numbers	Direct personnel	112	82	81
	Indirect personnel	240	253	246
	Total	352	335	327
Average Age		36.7	36.9	34.77
Average Tenure		6.1	6.8	5.01
Education	Ph.D.	-	-	-
	Master's	7%	6.6%	6.5%
	Bachelor's	35%	33.4%	39.8%
	High school (vocational)	10%	23.3%	17.7%
	High school (vocational) or lower	48%	36.7%	36%

Note 1: The number of employees in 2023, 2024 and 2025 includes the headquarters and subsidiaries: Dongguan Seasonic, Shenzhen Energy and the US branches.

IV. Information on environmental protection expenditure

- The total amount of losses (including compensation) and disposals due to environmental pollution in the last fiscal year and up to the date of publication of the annual report, and explain future response strategies (including improvement measures) and possible expenditures (including estimated losses, disposals, and compensations that may occur if no response measures are taken. If it is not possible to reasonably estimate, the fact that it cannot be reasonably estimated should be stated): None.
- The company's response to the EU environmental directive (RoHS) is as follows:
All products of our company that are directly or indirectly exported to Europe have fully responded to the EU environmental directive.
- Introduction of energy management and carbon emission inventory system
 - The Company has completed the project of assisting Sea Sonic Group in the preparation of the Sustainable Development Report in 2023, and has obtained an independent verification statement from a third party. Plan the optimization and Sustainable Development Report for 2024.
 - In 2023, the Company has completed the ISO14064-1 Greenhouse Gas Inventory and obtained the third-party verification statement. The Company continued to conduct inventory and obtained third-party verification in 2025.
 - In 2024, Dongguan Seasonic completed the introduction of the ISO 50001 energy management system and obtained third-party verification.
 - The first aging house with energy-saving feedback function was introduced in 2021. The principle is to regenerate electricity through the energy-saving ERS load using DC inverter AC grid-connected technology. In 2024, the second aging house was upgraded and renovated. The upgrade and renovation project will

continue, and it is planned that the third set of upgrades and renovations will be completed in 2025.

V. Labor Relations

1. The Company's employee welfare measures, retirement system and its implementation, and the status of labor-management agreements:

The Company's Employee Welfare Committee was established and officially registered with the approval of the Department of Labor, Taipei City Government on September 13, 1999 (Document Bei-Shi-Lao-Yi-Zi No. 8822884400).

- (1) Welfare subsidies: birth gifts, wedding and funeral gifts, hospitalization subsidies, birthday gift certificates, Dragon Boat Festival gift certificates, Labor Day gift certificates, Mid-Autumn Festival gift certificates.
- (2) Educational subsidies: on-the-job training, employee on-the-job education subsidies, employee/children scholarships (high school or above).
- (3) Cultural and recreational activities: year-end banquet, birthday celebration, employee trips, clubs, and afternoon tea.
- (4) Comprehensive insurance: The Company has a robust labor/health insurance system in place, and all employees are covered by group insurance. Employees are also provided with travel insurance for business trips.
- (5) Employee Welfare Committee: all efforts are made to promote various employee welfare works.
- (6) Employee services: workplace environment and facility optimization/meal subsidy/meal arrangement/external education and training subsidy/car and motorcycle parking discount.
- (7) Selection of senior employees: Rewards for outstanding senior employees.
- (8) Employee health checkup: Better than annual health check-up required by law.
- (9) Pension system: The new pension system is established in accordance with the law.
- (10) Leave system: In addition to the statutory leave, the Company also provides special leave that is superior than what is required by the Labor Standards Act.
- (11) The Company has implemented flexible working hours, so that employees can arrange their personal work, family care, and commuting.
- (12) Flexible work from home: Employees may apply for working from home due to special needs.
- (13) Employee education and training:
The Company has established an "Employee Education and Training Procedure" for staff to follow. The training programs are categorized into internal and external training:
 - ① In-house training: The Company is responsible for arranging dates, courses, venues, rosters, etc. The instructors may be employees or external personnel.
 - ② External training: The HR department is responsible for arranging for <Professional Education Institution> to arrange for personnel to attend classes according to the course schedule.

③ The statistics and expenses of the employees' continuing education and training in 2024 are as follows:

Training Type	Internal Training	External Training
Training Hours/Persons	9,569.5 (Hours)/5,860 (Persons)	470.5 (Hours)/78 (Persons)
Expenditure	NTD 21 thousand	NTD 116 thousand
Courses	<p>【Compliance Training】</p> <ul style="list-style-type: none"> • 2024 Workplace Illegal Aggression Education and Training • Personal Data Protection Act • Information security training • Prevention of insider trading/code of conduct/internal material information handling procedures • HR Personal Information Protection Act • Education and training for the two human rights conventions of the Ministry of Labor • Workplace Infringement Education and Training <p>【Specialized Skills】</p> <ul style="list-style-type: none"> • The 2024 ESG Sustainability Report kick-off material topic identification and education and training courses • Description of the 2024 GHG counseling and training program, confirmation of responsibilities, and standards • 8D Training • AOI testing • Description of BOM structure • ISO45001/ISO50001 management system documentation • SFC RMA+CCR education and training <p>【New Employee Orientation】</p> <ul style="list-style-type: none"> • Employee education and training • Education and training for new recruits <p>【Management Skills】</p> <ul style="list-style-type: none"> • 2024 Mid-Year Strategy Meeting • AOP (Annual Operating Plan) Kick-Off Meeting • Learning and motivation • Elite training course <p>【Occupational Safety</p>	<p>【Compliance Training】</p> <ul style="list-style-type: none"> • Sexual Harassment and abusive Conduct prevention training • Sexual Harassment Prevention Training • "Human Resources Appointment - Human Rights Anti-Washing, Sustainability Strategy" Seminar • On-the-job training for emergency personnel • Ministry of Labor's Work-Life Balance Practical Seminar <p>【Specialized Skills】</p> <ul style="list-style-type: none"> • (Annual 12-hour training for agency audit course) Salary cycle and labor incident law from the perspective of corporate governance • 《Annual Report ESG New Law & Financial Report Impact》 Practical analysis of ESG policies and net-zero carbon regulations on annual reporting and financial disclosures • AIPC Market Information Exchange <p>【Occupational Safety Training】</p> <ul style="list-style-type: none"> • Occupational safety and health/Prevention of work-related violence • E-Verify for Existing Users - California • Labor laws and regulations for California workers and Tas • The USCIS E-Verify for new user

Training Type	Internal Training	External Training
	Training】 <ul style="list-style-type: none"> • General Occupational Safety and Health Education and Training Courses • Chemicals application and control • National Fire Prevention, Disaster Prevention, Earthquake Prevention and Occupational Safety First Aid Health Voluntary Training • Safety production management • Emergency response standards and fire escape precautions 	

The full-time employees who joined the company before June 30, 2005, and are subject to the defined benefit plan, have all left the company or settled their years of service in 2022. Therefore, a case for refunding the balance of the labor retirement fund was processed in the fiscal year 2022. It was completed and cleared on December 5, 2022. Those who were cleared and are still in employment have additional protection for the new pension system. In addition, according to the Labor Retirement Fund Act, the new pension system is allocated and deposited into the Labor Insurance Bureau's labor retirement fund special account for management.

2. The loss suffered by the Company due to labor disputes in the current year and up to the date of publication of the annual report, and the estimated amount of possible future losses and the countermeasures. If it is impossible to reasonably estimate the facts, the reasons for the inability to reasonably estimate shall be stated: None.
3. Employees are entitled to equal employment in accordance with the law. The company hires employees in accordance with national laws and regulations and local regulations, and does not discriminate based on ethnicity, race, gender, religious beliefs, etc.
4. The Company is committed to gender equality in remuneration and benefits, work arrangements, and promotions. All organizational needs and employees' professional skills are taken into account. There is no gender-based discrimination. As of December 31, 2024, female employees accounted for 45.03% of the Group, and female executives accounted for 39.5%. The relevant contents are disclosed in the sustainability report.
5. Losses due to labor disputes in the most recent year and up to the date of publication of the annual report: None.
6. The Company has pension appropriated for all full-time employees in accordance with the local laws and regulations to ensure the financial security of employees after retirement. In Taiwan, the Company has completed the settlement of the old pension system and fully adopted the new pension system. The Company contributes pensions to the "Labor Pension Personal Account" in accordance with the "Labor Pension Act". Employees may voluntarily contribute 0 - 6% of their salaries to their dedicated accounts, and apply for withdrawal of the funds after retirement in accordance with the law to ensure a stable retirement life. In mainland China (Dongguan Seasonic/Shenzhen Energy) and the US, the Company ensures that employees can enjoy the pension fund provided by the government in accordance with the local

statutory retirement system when they reach the age of retirement or when they are disabled due to illness or injury, to protect the economic security of employees after retirement. In addition, the Company's website and annual report disclose the complete employee welfare measures and retirement system, to ensure information transparency, and enable employees to fully understand their relevant rights and interests.

7. The headquarters in Taiwan upholds the concept of sustainable development, and treats employees' health and well-being as the core elements to improve productivity and build a friendly workplace. To ensure a safe and healthy working environment, we have therefore adopted the following measures:
 1. Health promotion activities: Regular health seminars and sports promotion programs are held to encourage employees to develop good life habits and improve overall health awareness.
 2. Occupational disease prevention and monitoring: Strengthen health monitoring and occupational disease screening mechanisms for high-risk working groups, and continuously improve the working environment to reduce the potential impact of long-term labor on employees' health.
 3. Safe and friendly workplace: Through equipment upgrades and environmental optimization, the safety of the workplace is ensured, and necessary resources and support are provided to help employees balance work and life.

These measures not only effectively improve the physical and mental health of employees, but also lay the foundation for the sustainable operation of the enterprise, and realize the goal of growth for employees and the Company. For relevant information, please refer to the Company's website and annual report. We are committed to transparent disclosure and continuous improvement of all protection measures.

VI. Information Security Management

- (I) Describe the information security risk management framework, information security policy, specific management plans, and resources invested in information security management:

- I. Information security policy

1. Purpose

The purpose of the Company's risk management is to clarify the risks that information assets may face through systematic risk assessment methods, and then select appropriate methods to control them, reduce the risks to an acceptable level, and ensure the security of data, systems, equipment and networks, so as to provide an information environment for the continuous operation of the Company's information business, comply with the requirements of relevant laws and regulations, and protect it from internal and external intentional or accidental threats. This policy is specially formulated.

2. Scope of application

- (1) The application scope of this system is set as the security management of the maintenance of information room and all systems, in order to fully

grasp the information operation and management process, and to meet various security requirements and expectations.

- (2) Information security management covers information recording, business/technology/finance/purchasing information, email systems, ERP systems, PLM systems, personnel salary systems, and backup systems. It aims to avoid risks and damages to the company caused by improper use of data, leakage, tampering, destruction, etc. due to human negligence, intentionality, or natural disasters.
- (3) The system also includes intentional or accidental disclosure of confidential information by employees.
- (4) The system also covers network, communication, power, air-conditioning and other equipment and services.
- (5) Any matters not covered by the relevant laws and regulations and the Company's relevant regulations shall be handled in accordance with the relevant laws and regulations.
- (6) The Company's internal personnel, contracted service providers and visitors shall comply with this policy.

3. Goals

Maintain the confidentiality, integrity, and availability of the company's information assets, and protect user data privacy. We aim to achieve the following goals through the joint efforts of all colleagues:

- (1) The Company protects the information of its business activities to prevent unauthorized access and modification, and ensure the accuracy and integrity.
- (2) Establish a cross-departmental information security organization, formulate, promote, implement and evaluate and improve information security management matters.
- (3) The Company ensures that it has an information environment that can support its continuous business operations.
- (4) Implement the information security risk assessment mechanism to improve the effectiveness and timeliness of information security management.

II. Risk management structure

1. The Board of Directors has appointed a director with information expertise to be responsible for supervising the Company's internal information security risk management.
2. The general manager serves as the chief convener, coordinating and directing the planning, review, revision and implementation of related matters of risk management. Under him/her, the relevant responsible units are defined according to the Company's organizational structure and are responsible for promoting various risk management.
3. The information department is responsible for the risk assessment of major information assets, employee information security education and training, and internal audit of information security.

Information Security Risk Management Organizational Structure	
Board of Directors	1. The Company has appointed a director with information expertise to be responsible for supervising the Company's internal information security risk management.
President	1. Serves as the general convener to coordinate and direct the implementation of risk management plans, reviews, revisions and related matters. Under him/her, he/she will define the relevant authority units according to the Company's organizational structure and be responsible for promoting various information security risk management.
President's Office	1. Assess the appropriateness of the Company's information security measures and asset security.
	2. Review contracts with stakeholders
	3. Responsible for internal audit of information security.
General Administration Department	1. Responsible for maintaining network security and system normal operation, and the establishment of data backup system, to prevent network attacks or improper damage risks.
	2. Responsible for the risk assessment of the main information assets and the establishment of data protection mechanism.
	3. Strengthen the awareness of information security of each unit to avoid strategic risks and reduce the risk of violating the law.
	4. Responsible for the information security of the Company's financial information.
Product Marketing Division/OEM Business Division	1. Responsible for the security of confidential information such as the Company's business, customer and market deployment.
	2. Responsible for information security of new product planning and marketing strategies/promotion plans.
Global Logistics Department	1. Responsible for the information security of the Company's supplier data.
Product Development Department	1. Responsible for the information security of the Company's technology and product confidential information.

III. Risk management system

1. The Company's risk management system includes three parts: risk prevention, emergency response, and crisis management, in order to maintain the continuity of the Company's operations.
2. Risk prevention focuses on the assessment of information security and network risks, and aims to confirm the security of the Company's information and communication systems through regular and irregular assessments. The Company's "Information Security Risk Management Procedure" is followed for the implementation of risk prevention.
3. Emergency Response Procedures: Including computer network security, physical security, crisis communication, disaster recovery, business

continuity, high availability and emergency incident handling. When the information security early warning system discovers the suspicious connection, it will immediately initiate the following response procedures.

- (1) Confirmation of hacked information equipment.
- (2) Observe the connection status of the hacked information equipment.
- (3) Judgments and response measures:
 - Disconnect
 - Stop network services
 - Assess the authenticity of the security incident
 - Determine the impact level of the security incident
 - Check the extent of damage to the information equipment
4. Crisis management procedures: Action plans for crisis management must be taken in the event of a security incident. Appropriate crisis management can reduce human liability, minimize corporate damage, protect corporate assets, and minimize financial losses. The tasks of crisis management and handling include: managing and handling the crisis faced, maintaining life and safety, maintaining the reputation of the organization, gaining the trust of shareholders, gaining the trust of employees, and supporting business units affected by the crisis. The following external attack response procedures should be initiated immediately when an intrusion event is confirmed:
 - (1) Report and clarify the cause of the incident, and request the vendors for support.
 - (2) Therecovery operations shall be performed afterconfirmingthat the crisis is resolved.
 - (3) For web page attacks, the web page will be replaced after confirming that the crisis has been resolved.

IV. Assessing cybersecurity and network risks

1. Inventory of information assets: Identify and inventory related information hardware and software assets, and establish an inventory list of information hardware and software assets.
2. Information asset evaluation: The value of information assets is determined based on the impact that may be caused by the destruction of their confidentiality, integrity, and availability.
 - (1) Evaluate confidentiality: The confidentiality of information assets is evaluated by categorizing the information and its usage rights into four levels: low, medium, high, and very high.
 - (2) Evaluate availability: The availability evaluation of information assets is to assess the degree to which authorized persons need the information and processing equipment to be able to be used normally when access is needed during the information processing process. The evaluation focuses on the need for the information asset to remain operational during its use. It also uses a four-level classification: low, medium, high, and very high.
3. Identify threats/weakness: For each information asset, identify the threats that may occur during its use or processing, as well as the vulnerabilities that the threats may exploit and manage them.
4. For each information asset whose confidentiality or availability security

requirements are high or extremely high, an analysis of the likelihood of threats to the asset and its vulnerabilities, as well as the impact on the organization, should be conducted to identify the risks. As for information assets where any one of the security requirements for confidentiality, integrity, and availability is medium or below, a “threat/vulnerability analysis” also needs to be conducted. For “unacceptable risks,” implement safety controls, and protect other assets according to relevant regulations.

5. Identify external threat sources, such as hackers using specific attack methods, and divide the risk possibilities into three levels: low, medium, and high.
6. Assessment of impact level: Based on the vulnerability of information assets that are exploited by threats, the impact on the organization is divided into three levels: mild, moderate, and severe.
7. According to the above steps, low is 1 point, medium is 2 points, high is 3 points, and very high is 4 points.

Risk Assessment = (Confidentiality + Availability) * Threat Occurrence Rate * Impact Level. Fill in as follows:

Cyber Security Risk Management Evaluation Table

Sea Sonic Electronics Risk Evaluation Table							
Identification and Evaluation of Information Assets					Risk Evaluation (Assessment and Analysis)		
NO	Asset	Asset Value Evaluation			Threat Identification	Impact Analysis	Risk Assessment
		Confidentiality:	Usability	Total (Confidentiality + Availability)	Threat Occurrence Rate	Impact Level	Risk level (Total * Threat occurrence rate * Impact level)
01	Nutanix Virtualization	Top(4)	Top(4)	(8)	Lo (1)	Lo (1)	C(16)
02	ERP system	Hi (3)	Hi (3)	(6)	Lo (1)	Mi (2)	C(12)
03	PLM system	Hi (3)	Hi (3)	(6)	Lo (1)	Mi (2)	C(12)
04	Mail system	Mi (2)	Mi (2)	(4)	Lo (1)	Lo (1)	D(4)
05	Personnel payroll	Mi (2)	Mi (2)	(4)	Lo (1)	Mi (2)	D(8)
06	Backup system (Commvault)	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
07	Access control system	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
08	Firewall (Sophos)	Hi (4)	Hi (4)	(8)	Mi (2)	Lo (1)	C(16)
09	Wireless sharing device (Aruba)	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
10	VPN (Network voice)	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
11	UPS	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
12	Personal PC	Mi (2)	Lo (1)	(3)	Lo (1)	Lo (1)	D(3)
13	Fire extinguisher	Lo (1)	Lo (1)	(2)	Lo (1)	Lo (1)	D(2)
14	Air conditioning	Lo (1)	Lo (1)	(2)	Lo (1)	Lo (1)	D(2)

Evaluation of Information Assets:

The value of information assets is assessed based on the potential impact of the confidentiality, integrity, and availability of the information assets being compromised.

Confidentiality:

The confidentiality assessment of information assets is for classifying information and its permission requirements. The evaluation principles are as follows:

Confidentiality Classification	Rating	Description and Impact
Low	1	<p>Information Records:</p> <p>(1) The impact of publicly available information records or disclosure on the Company can be ignored.</p> <p>(2) Information records that are available to the general public.</p> <p>Computer System:</p> <p>In the event of an intrusion or unauthorized access, it will not affect any business of the company.</p> <p>Personnel: When personnel leak information or unauthorized access occurs, it will not affect any business of the company.</p> <p>Services: When the content of the service is leaked or unauthorized access occurs, it will not affect any business of the company.</p>
Medium	2	<p>Information Records:</p> <p>(1) Disclosure of information records will affect the Company's business operations or damage its reputation.</p> <p>(2) Information records that are accessible to all internal employees.</p> <p>Computer System: When the computer system is intruded upon or unauthorized access occurs, it only affects the business of the person in charge.</p> <p>Personnel: When personnel leak information or unauthorized access occurs, it only affects the business of the person in charge.</p> <p>Services: When the content of the service is leaked or unauthorized access occurs, it only affects the business of the person in charge.</p>
High	3	<p>Information Records:</p> <p>(1) Disclosure of information records will affect the Company's business execution or cause the organizer and supervisor to be punished.</p> <p>(2) All relevant personnel of the department can access the information records, but the above personnel must be authorized by the unit supervisor.</p> <p>Computer System: When the computer system is intruded upon or unauthorized access occurs, it can significantly affect the execution of the company's business.</p> <p>Personnel: When personnel leak information or unauthorized access occurs, it can significantly affect the execution of the company's business.</p> <p>Services: When the content of the service is leaked or</p>

		unauthorized access occurs, it can significantly affect the execution of the company's business.
Very High	4	<p>Information Records:</p> <p>(1) Once the information records are disclosed, the Company may face violations of laws and regulations or damage to its reputation, and the Company's leaders may face the situation of stepping down and taking responsibility.</p> <p>(2) Information records that can only be accessed by specific employees. Personnel other than the above must be authorized by the department head.</p> <p>Computer System: When the computer system is intruded upon or unauthorized access occurs, it can significantly affect the overall operation of the company's business.</p> <p>Personnel: When personnel leak information or unauthorized access occurs, it can significantly affect the overall operation of the company's business.</p> <p>Services: When the content of the service is leaked or unauthorized access occurs, it can significantly affect the overall operation of the company's business.</p>

Usability:

The evaluation of the usability of information assets assesses the extent to which authorized users can normally use information and processing equipment when needed during the process of information acquisition and its processing. The focus of the evaluation is to assess the time requirement for information assets to maintain normal operation during their use. The evaluation principles are as follows:

Availability Classification	Rating	Description and Impact
Low	1	Computer system: When the computer system breaks down or cannot be used, it does not affect any company business, or the impact can be ignored (it is acceptable for the information system recovery time to exceed seven days). Physical equipment: When physical equipment breaks down or cannot be used, it does not affect any company business, or the impact can be ignored (it is acceptable for the information system equipment recovery time to exceed seven days).
Medium	2	Computer system: When the computer system breaks down or cannot be used, it only affects the business of the person in charge (information system recovery time can be accepted within three days). Physical equipment: When physical equipment breaks down or cannot be used, it only affects the business of the person in charge (information system equipment recovery time can be accepted within three days).
High	3	Computer system: When the computer system breaks down or cannot be used, it can affect the execution of company business (information system recovery time should be less than one day). Physical equipment: When physical equipment breaks down or cannot be used, it can affect the execution of company business (information system equipment recovery time should be less than one day).
Very High	4	Computer system: When the computer system breaks down or cannot be used, it can affect the overall execution of company business (information system recovery time should be less than 12 hours). Physical equipment: When physical equipment breaks down or cannot be used, it can affect the overall execution of company business (information system equipment recovery time should be less than 12 hours).

Identify Threats/Vulnerabilities:

For each information asset, identify the threats it may encounter during its use or processing, as well as the vulnerabilities that threats may exploit.

For each information asset, if the confidentiality and usability of any security requirement are high (3) or very high (4), an analysis of the possibility of threats and the impact of vulnerabilities on the organization should be conducted immediately to identify the risk. For those with medium (2) or lower security requirements, a “threat/vulnerability analysis” should also be conducted. For “unacceptable risks,” implement safety controls, and protect other assets according to relevant regulations.

External threats, such as hacker attacks that damage, destroy, or leak information assets, can pose different risks depending on the possibility of threats and the ease of vulnerability exploitation.

Probability Levels:

Likelihood	Rating	Explanation	Classification Definition
Low	1	Unlikely to occur	<ol style="list-style-type: none"> 1. Even though the incident or threat has not occurred, it is still likely to occur. 2. On average it happens less than once a year.
Medium	2	May occur	<ol style="list-style-type: none"> 1. On average, it may occur more than once and less than 6 times per year.
High	3	High probability of occurrence	<ol style="list-style-type: none"> 1. On average, it may occur more than 6 times per year.

Classification definition explanation:

Human prevention: Preventing information security incidents caused by threats due to human attention.

Examples of human prevention: An outsider trying to sneak into the office is stopped, the hard disk is replaced before it fails, the network bandwidth is increased when it's about to be fully loaded, frequent network attacks fail.

The number and frequency of security incidents are estimated based on users' past impressions and experiences.

If there are clear event statistics in the past, use statistical data for evaluation.

Impact level: The impact of the organization when vulnerabilities of information assets are exploited by threats

Rating	Impact Level	Explanation of Classification Definition
1	Minor	<ol style="list-style-type: none"> 1. No impact on the Company's image. 2. The leakage or tampering of information will not affect personal rights and interests, and the information does not need to be re-obtained. 3. The Company can accept that this asset/service is unavailable for more than 3 days or only affects non-core businesses. 4. The amount of loss to the Company is less than NT\$1 million. 5. The threat does not have any impact on laws and regulations.
2	Moderate	<ol style="list-style-type: none"> 1. It has a certain impact on the Company's image. 2. Data leakage or tampering may cause damage to the rights of a few individuals. 3. Data damage/loss can be immediately restored through backup data. 4. The Company can accept that this asset/service is unavailable for 1 day or causes slow performance of core business execution. 5. The amount of loss caused to the Company exceeded \$1 million but did not reach \$10 million. 6. This threat can result in the employee and his or her immediate supervisor being punished by senior management of the Company.
3	Severe	<ol style="list-style-type: none"> 1. The Company's image is seriously affected. The threat has a serious impact on the Company (negative coverage of the Internet/press media). 2. Data leakage or tampering that causes significant damage to personal rights 3. The data is damaged/lost and the Company has no backup data to restore or the response time must exceed 12 hours. 4. The Company cannot accept that this asset/service is unavailable or that it causes a complete halt to core operations. 5. The amount of losses to the Company exceeds \$10 million. 6. The threat would result in serious violation of laws and regulations, and senior executives would need to step down and take responsibility.

Determine risk levels: Risk levels are represented by A, B, C, and D from the highest to the lowest.

Explanation of the meaning represented by the risk level:

Level	Risk Acceptance Level	Explanation
A	Unacceptable (37< Value at Risk <72)	Risk is unacceptable and may affect the operation of the company or the overall business. Risk management should be prioritized if necessary.
B	Unacceptable (19< Value at Risk <36)	Risk is unacceptable and may affect the operation of some systems or departments of the company. Risk management should be timely.
C	Acceptable (10< Value at Risk <18)	Risk is acceptable and may affect the operation of local systems, departmental business or individual work. The trend of rising risk values needs to be regularly reviewed.
D	Acceptable (1< Value at Risk <9)	Risk is acceptable and the impact on system or business operations is limited. Existing security measures can be used for control.

According to the self-assessment results of the company's information security risk evaluation worksheet, there is no significant risk at present.

V. Concrete management plans and resources invested in information security management:

(I) Concrete management plans and invested resources:

1. In 2024, the Aruba wireless network system was upgraded to create a Wifi6 environment and added a Radius authentication mechanism.
2. In 2024, we introduced O365, updated Office software to reduce software vulnerabilities, and moved Mail hosting to the cloud to improve service availability.
3. The Taoyuan warehouse wireless network system was established in 2024 to add the Radius authentication mechanism.
4. Replaced and updated the Taoyuan firewall equipment in 2024.
5. The new official website in 2024 used Cloudflare CDN.
6. The network environment will incorporate Chunghwa Telecom's cybersecurity fleet for front-end protection against hacker attacks, and this organization will also regularly notify us of security vulnerability alerts.
7. Social engineering protection training: With the increasing sophistication of email scam techniques, social engineering emails will be sent periodically for testing to enhance the vigilance of Sea Sonic Electronics employees.
8. Become a member of the Taiwan CERT/CSIRT Alliance. The organization will regularly provide information security intelligence, share

hacker intrusion methods and malicious IPs that need to be blocked.

9. Procurement of endpoint antivirus software to enhance the protection of personal computers and prevent hacking.
10. The use of DLP (Data Loss Prevention) encryption software to prevent confidential files from being leaked.
11. The system architecture is based on hyper-converged virtualization to reduce the risk of hardware failure and service interruption.
12. Date of the Board of Directors' information security report: November 8, 2024

(II) Losses incurred, possible impacts and response measures due to major information and communications security incidents in the most recent year and up to the date of publication of the annual report: None.

VII. Important Contracts: None.

Five. Review and Analysis of Financial Condition and Performance, and Risk Factors

I. Financial position

(I) Comparative analysis of financial position

Unit: NT\$ thousand

Item \ Year	2023	2024	Difference	Percentage of Change %
Current Assets	3,619,897	2,869,585	(750,312)	(20.73)
Property, Plant and Equipment	197,122	226,043	28,921	14.67
Intangible Assets	28,568	18,575	(9,993)	(34.98)
Other Assets	405,282	433,599	28,317	6.99
Total Assets	4,250,869	3,547,802	(703,067)	(16.54)
Current Liabilities	703,902	555,702	(148,200)	(21.05)
Noncurrent Liabilities	491,865	47,011	(444,854)	(90.44)
Total Liabilities	1,195,767	602,713	(593,054)	(49.60)
Equity Attributable to Shareholders of the Parent	3,055,102	2,945,089	(110,013)	(3.60)
Capital Stock	823,582	824,063	481	0.06
Capital Surplus	273,136	276,631	3,495	1.28
Retained Earnings	1,980,564	1,857,443	(123,121)	(6.22)
Others	(22,180)	(13,048)	9,132	(41.17)
Treasury Stock	-	-	-	-
Noncontrolling Interests	-	-	-	-
Total Equity	3,055,102	2,945,089	(110,013)	(3.60)

(II) Analysis of Changes in Ratios:

For changes that exceeded 20% and amounted to more than NT\$10 million in the last two fiscal years, the reasons are as follows:

1. The decrease in current assets: Mainly due to the sale of funds in 2024, resulting in a decrease in financial assets at fair value through profit or loss - current compared to the previous year and the decrease in market demand in 2024, which slowed down the stocking of raw materials, resulting in a decrease in accounts receivable and inventories compared to the same period of last year.
2. The decrease in current liabilities: Mainly due to the decrease in market demand and inventory reserves in 2024, which resulted in a decrease in

accounts payable compared with the same period last year. Also, due to the decrease in net profit before tax, the income tax liability for this period also decreased compared with the same period last year.

3. The decrease in non-current liabilities: Mainly due to the repayment of corporate bonds payable on September 9, 2024.

II. Financial performance

(I) Comparative analysis of operating results

Unit: NT\$ thousand

Item \ Year	2023	2024	Difference	Percentage of Change %
Net Revenue	3,333,190	2,021,441	(1,311,749)	-39.35%
Gross Profit	1,139,926	510,640	(629,286)	-55.20%
Income from Operations	760,254	103,465	(656,789)	-86.39%
Non-operating Income and Expenses	22,171	260,681	238,510	1,075.77%
Income before Income Tax	782,425	364,146	(418,279)	-53.46%
Net Profit of Ongoing Operations	614,706	288,670	(326,036)	-53.04%
Losses from Discontinued Operations	-	-	-	-
Net Income	614,706	288,670	(326,036)	-53.04%
Other comprehensive income for the period (net after tax)	(4,017)	9,132	13,149	327.33%
Total Comprehensive Income for the Period	610,689	297,802	(312,887)	-51.24%
Net Income Attributable to Shareholders of the Parent	614,706	288,670	(326,036)	-53.04%
Net Income Attributable to Noncontrolling Interests	-	-	-	-
Total Comprehensive Income Attributable to Shareholders of the Parent	610,689	297,802	(312,887)	-51.24%
Total Comprehensive Income Attributable to Noncontrolling Interests	-	-	-	-
Earnings Per Share (NT\$)	7.58	3.50	(4.08)	-53.83%

(II) Analysis of Changes in Ratios:

For changes that exceeded 20% and amounted to more than NT\$10 million in the

last two fiscal years, the reasons are as follows:

- a. Decrease in operating revenue/gross profit/operating profit/net income before tax and for the current period/total comprehensive income for the current period:

This was mainly due to the decrease in market demand and inventory clearance in 2024, which resulted in a decrease in revenue, gross profit and net profit for the current period compared with the same period last year.

- b. Increase in non-operating income and expenses/other comprehensive income (net of tax) for the period:

This is mainly due to the impact of exchange rate changes in 2024, and the exchange profit increased compared with the same period last year.

- c. Decrease in earnings per share (NTD):

This is mainly due to the decrease in after-tax profit or loss attributable to the owners of the parent company in 2024 compared with the same period last year.

- (III) Reasons for changes in the Company's main business activities or if there is any material change in the Company's operating policies, market conditions, economic environment, or other internal or external factors, the facts and impacts of the change and its possible impact on the Company's future financial business and the countermeasures:

No major changes.

- (IV) The expected sales volume for the next year and its basis and the main factors that the Company expects to see continued growth or decline in sales volume:

The Company expects that the quantity of products sold in 2025 will surpass that of 2024, based on forecasts of market demand, evaluation of production capacity, and anticipated domestic and international market conditions; The company hopes to achieve this goal by promoting new products, developing new markets, and strengthening existing customer relationships.

III. Cash Flow

(I) Analysis of liquidity in the last two years

Unit: %

Item \ Year	2023	2024	Percentage of increase/decrease
Cash Flow Ratio	93.56	103.42	10.54%
Cash Flow Adequacy Ratio	111.32	99.31	-10.79%
Cash Flow Reinvestment Ratio	7.09	5.23	-26.23%

Analysis of Changes in Ratios:

1. Cash flow ratio: This is mainly due to the decrease in market demand and revenue in 2024, a decrease in net profit before tax compared with the same period last year, a decrease in net cash inflow from operating activities compared with the same period last year, and a decrease in current liabilities compared with the same period last year, resulting in an increase in the cash flow ratio compared with the same period last year.
2. Cash flow adequacy ratio and cash reinvestment ratio: This is mainly due to the decrease in market demand and revenue in 2024, as well as the slowdown in raw material inventory, which has led to a decrease in net cash flow from operating activities in the past five years compared with the same period last year, resulting in a decrease in cash flow adequacy ratio and cash reinvestment ratio compared with the same period last year.

(II) Improvement plan for insufficient liquidity:

The Company has not experienced insufficient liquidity, so no improvement plan is required.

(III) Cash liquidity analysis for the next year

Unit: NT\$ thousand

Beginning balance of cash	Annual Net Cash Flow from Operating Activities	Cash outflow for the year	Cash surplus (shortage)	Remedy for Cash Shortfall	
				Investment Plan	Financing plan
\$1,388,758	\$922,138	\$874,501	\$1,436,395	None	None

Cash Flow Difference Explanation:

1. Cash liquidity analysis for the next year:
 - (1) Operating activities: Estimated payments of accounts payable and income taxes, etc.
 - (2) Investing activities: Expected to pay financing funds to subsidiaries and acquire machinery and equipment, etc.

- (3) Financing activities: Expected payment of cash dividends, etc.
2. Remedial measures for cash liquidity shortage: There is no cash shortage.

IV. Impact of major capital expenditures on financial operations in recent years: None.

V. Recent investment policies, main reasons for profit or loss, improvement plans and investment plans for the coming year

(I) Investment in recent years:

The Company's reinvestments have been aimed at developing local markets, acquiring local market information in various regions to establish and integrate a global marketing system, and expanding brand operations.

(II) Reinvestment profit or loss

The investment loss from the reinvestment business amounted to NT\$218,961 thousand in the current year.

Name of Investee Company	Nature of Business	2024	
		Ownership Percentage (%)	Investment gain (loss) recognized in the current period (NTD thousand)
Resonic Holdings Co., Ltd.	Holding Company	100.00	(22,081)
Seasonic Electronics, Inc.	International Trade	100.00	(112,608)
Sea Sonic Europe B.V.	International Trade	100.00	(71,650)
Full Net Enterprise Inc.	Triangular Trade	100.00	3,045
Sea Sonic Energy Co., Ltd.	Information Software Services	100.00	(15,667)
Total			(218,961)

(III) Improvement plan

The SSA subsidiary has been affected by a global economic downturn and a decrease in end-customer demand. Future strategies in major European and American markets will focus on establishing a strong brand, with a marketing-oriented investment approach and manufacturing high-end products outside of mainland China to increase market share of our own brands. The heightened geopolitical risks in 2024 might impact the supply chain, necessitating a more robust strategy for diversifying production bases.

(IV) Investment plan for the next year

Investments will be determined based on the operational conditions related to the core business sectors

VI. Analysis and assessment of risks

(I) The impact of interest rate, exchange rate changes, and inflation on the Company's profits and losses and future response measures

1. Changes in interest rate

The Company has a strong financial standing, and we primarily invest short-term idle funds in time deposits and funds to mitigate the significant impact of interest rate fluctuations. The interest income in 2024 was NT\$75,023 thousand. Due to proper fund management, interest rates have no significant impact on the Company.

2. Changes in exchange rate

Our products are primarily quoted in USD or RMB, and fluctuations in exchange rates significantly affect our profitability. I Due to exchange rate factors, the net foreign exchange gain in 2024 was \$150,937 thousand.

To reduce the impact of exchange rate fluctuations on profitability, the Company continuously monitors changes in exchange rates, adjusting our USD holdings as necessary to mitigate risks associated with USD fluctuations. Additionally, our sales pricing also considers exchange rate factors to ensure reasonable profits for the Company.

3. Inflation: No significant impact.

(II) Policies on high-risk, high-leverage investments, lending of funds to others, endorsement and guarantee, and derivatives trading, the main reasons for profits or losses, and future response measures: None.

(III) Future R&D plans and estimated R&D expenses

1. Brand retail product series:

Developing new models with higher continuous and peak output wattage using new materials, circuit architecture, and high-voltage SMD MOSFET designs that meet the 80 PLUS Titanium efficiency standard. Optimizing existing high-end retail series with Platinum efficiency to enhance output characteristics and production efficiency, supporting the latest NVIDIA and AMD high-end graphics platforms for gamers and special needs customers, thereby enhancing product competitiveness.

Updating mid-range models to meet the latest Intel ATX3.1 platform requirements with power supplies featuring the newest 12V 2x6 connectors, offering the best power supply options for system builders and consumers.

Developing compact high-power density products in the SFX 850-1000W range using Sea Sonic's patented magnetic components, providing solutions for small form factor PC cases and offering these to case manufacturer customers.

With the use of patented Sea Sonic's TDA technology and magnetic components, the Company is able to develop high-efficiency, high-performance and high-power density products, establishing Sea Sonic's

leading position in the market.

Researching Totem pole and third-generation semiconductor GaN FET technologies to pursue higher efficiency and align with future semiconductor usage trends, building technological capacity.

Optimizing digital temperature control circuits to achieve quieter operation, comprehensive protection features, and improved product reliability.

2. ODM retail product series:

Meeting the latest Intel and PCIe Gen5 standards with custom OLED display and full-color LED lighting solutions that incorporate active PFC, enhance efficiency, reduce costs, and improve silence in flagship PC power supplies.

3. SI product series:

Developing PC power supplies ranging from 350 to 1000W that meet the latest Intel standards, incorporating active PFC with Platinum and Gold conversion efficiencies, and employing an integrated design to reduce production costs and increase efficiency, meeting the diverse needs of industrial customers. Additionally, optimizing existing mass-produced products to meet the latest EU and CEC energy standards, enhancing product competitiveness.

Future R&D Plans	Project Objectives	Current Progress	Additional R&D Expenditures Needed	Expected Mass Production Timeline	Key Factors Influencing R&D Success
New ATX Series Products	<ol style="list-style-type: none"> Compliant with the latest Intel PSDG/PCIe design specifications Compliant with 80 PLUS titanium/platinum conversion efficiency Introduced high-voltage SMD MOS Compliant with the latest low power consumption standard of ErP Lot 6 Optimize the heat dissipation of the mechanism to improve the quietness effect 	Products are in the development and design stage	NT\$20,000 thousand	Q4 2025	Familiarity with high-efficiency circuits, magnetic components, and PCB layout applications.
New SFX Series Products	<ol style="list-style-type: none"> Compliant with the latest Intel PSDG SFX power design specifications Compliant with 80 PLUS platinum/gold efficiency Compliant with the latest low power consumption standard of ErP Lot 6 Small size and high power of SFX standard. 	Products are in the development and design stage	NT\$12,000 thousand	Q3 2025	Advancement in patented magnetic components and PCB layout techniques.
Optimized ATX Series Products	<ol style="list-style-type: none"> Compliant with the latest Intel PSDG/PCIe design specifications Compliant with 80 PLUS platinum/gold Compliant with the latest low power consumption 	Products are in the development and design stage	NT\$13,500 thousand	Q3 2026	Familiarity with high-efficiency circuits, magnetic components, and PCB

Future R&D Plans	Project Objectives	Current Progress	Additional R&D Expenditures Needed	Expected Mass Production Timeline	Key Factors Influencing R&D Success
	standard of ErP Lot 6 4. Enhanced heat dissipation design to achieve fanless high wattage output				layout applications, as well as the application of new cooling materials and mechanical designs
High-Power, High-Efficiency Interleaved Circuits	1. Applicable to ATX and Server/IPC power supply products 2. Compliant with 80 PLUS titanium efficiency and above 3. Derived ultra-high wattage fanless power supply products	Products are in the development and design stage	NT\$14,500 thousand	Q4 2025	Research into the introduction of digital power control technologies and familiarity with high-efficiency circuits and semiconductor components

(IV) Impact of changes in domestic and foreign important policies and laws on the Company's financial operations, and countermeasures:

Leading countries and global enterprises have announced commitments to achieve zero carbon emissions by 2050. Governments and business sectors are also emphasizing the importance of ESG. To align with this trend, our company established a Sustainability Committee, composed of directors, in 2022. We formulated the “Sustainable Development Best Practice Principles” in accordance with laws and international standards to ensure that our company provides a safe working environment, respects and dignifies our employees during their work, and takes on environmental responsibilities while adhering to ethical standards in business operations. Our company actively pursues the direction set out in these guidelines to implement our sustainability policies and declarations.

We closely monitor and master any policies and regulations that might affect our operations and adjust our internal systems accordingly to comply with the aforementioned regulations.

(V) Impact of technological changes (including information security risks) and industrial changes on the Company's financial operations, and countermeasures:

As a professional power supply manufacturer, our company leverages technological advancements to enhance the technology and usability of our products, offering opportunities for the sale and manufacture of new products. Technological changes have shown no negative impact on the company's financial operations. In 2024, the Company has not suffered losses due to major information security incidents. With the changes in technology and industry, it is necessary to continuously monitor and assess risks and take corresponding

measures to respond to new challenges to ensure the stable operation of finance and business.

The Company strictly implements information security risk management in accordance with the "Information Security Policy" to control and maintain important operational functions such as company operations. For details, please refer to the information security management section of the Operation Overview of this annual report.

- (VI) Impact of corporate image change on corporate crisis management and countermeasures: None.
- (VII) The expected benefits, possible risks and countermeasures for mergers and acquisitions: None.
- (VIII) The expected benefits, possible risks and countermeasures for any factory expansion: None.
- (IX) Risks and countermeasures faced by concentrated purchases or sales: None.
- (X) The impact, risks and corresponding measures of large-scale transfer or replacement of equity by directors, supervisors or major shareholders holding more than 10% of the shares on the Company: None.
- (XI) Impacts, risks and countermeasures of changes in management rights on the Company: None.
- (XII) Litigation or non-litigation events: None.
- (XIII) Other major risks and countermeasures: None.

VII. Other important matters: None.

Six. Other items deserving special mention

I. Information on Associates

(I) Consolidated Business Report of Associates

For relevant information, please visit the MOPS (URL:
<https://mops.twse.com.tw>)

Single company> Electronic Document Download> Section for the Three
Statements of Affiliated Enterprises (Comapany code: 6203)

(II) Consolidated financial statements of affiliated companies: Same as the consolidated financial statements of the parent and subsidiaries. Please refer to the index path on the Market Observation Post System (MOPS): (Website: <https://mops.twse.com.tw/mops/#/web/home>)

Click on Single company > Electronic Documents Download > Financial
Reports (Company Code: 6203).

(III) Report on affiliates: None.

II. Private placement of securities in the last year up till the publication date of this annual report:

None.

III. Other required supplementary information:

None.

IV. Any event that has a significant impact on shareholders' equity or securities prices as defined in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act, occurring in the most recent year and up to the date of publication of the annual report

None.



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