

(I) Information on directors

Title	Nationality or place of registration	Name		Gender/Age	Date elected/appointed	Term of office	Date first elected	Shareholding when elected		Number of shares currently held		Current shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Concurrent positions at the Company or other companies	Spouse or relatives within second degree of kinship who are managers or directors or supervisors of the Company			Remarks
								Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding			Title	Name	Relations	
Chairman	R.O.C.	Abico International Co., Ltd.		-	2021.07.15	3	2021.07.15	12,000,000	7.06%	22,095,328	13.08%	0	0	0	0	-	-	-	-	Note 2	
	R.O.C.	Abico International Co., Ltd.	Representative: Chun-Jen Tong	Male 50-60 years old	2021.07.15	3	2012.10.12	0	0	0	0	0	0	0	0	Chairman, ABICO AVY Co., Ltd. Master of Information, New Jersey Institute of Technology	Vice Chairman, ABICO NetCom Co., Ltd. Director, IKKA HOLDINGS (CAYMAN) LIMITED. Director, Dong Gua Cheng Guang Trading Co., Ltd. Director, Ability Enterprise Co., Ltd.	Vice Chairman	Chun-Yi Tong	Brothers	Note 2
Vice Chairman	R.O.C.		Representative: Chun-Yi Tong	Male 50-60 years old	2021.07.15	3	2012.06.12	0	0	35,825	0.02%	0	0	0	0	Vice Chairman, ABICO AVY CO., LTD. Bachelor of Economics, University of Southern California Master of LSI, Faculty of Science and Technology, Waseda University, Japan	Director, Dong Guan Cheng Guang Trading Co., Ltd. Chairman, Ability Venture Management Co., Ltd. Director, IKKA HOLDINGS (CAYMAN) LIMITED. Director, Ability Enterprise Co., Ltd.	Chairman	Chun-Jen Tong	Brothers	Note 2
Director	R.O.C.		Representative: Shiang-Chi Hu	Male 60-70 years old	2021.07.15	3	2015.07.22	0	0	217,567	0.13%	0	0	0	0	Chairman, Jabon International Co., Ltd. Master of International Business, National Taiwan University	Chairman, ABICO NetCom Co., Ltd. Director, ABICO Asia Capital Corporation Chairman, Empower Technology Corporation. Director, Ability Enterprise Co., Ltd. Independent Director, Impact Power Inc. Director, IKKA HOLDINGS (CAYMAN) LIMITED.	None	None	None	Note 2
	R.O.C.	Representative: Ching-Hsi Tong	Male 80-90 years old	2021.07.15	3	2015.04.09	0	0%	0	0	0	0	0	0	CEO, ABICO Group Waseda University	CEO, ABICO Group Director, Ability Investment Co., Ltd.	Director	Li-An Huang	Father-in-law and son-in-law	Note 2	
	R.O.C.	Representative: Li-An Huang	Male 40-50 years old	2021.07.15	3	2019.02.01	0	0	0	0	0	0	0	0	Partner, Infinity Ventures, IESE Business School, Spain	Director, ABICO NetCom Co., Ltd., Ability Venture Management Co., Ltd.	Director	Ching-Hsi Tong	Father-in-law and son-in-law	Note 2	
Director	R.O.C.	Yunchen Investment Co., Ltd.		-	2021.07.15	3	2021.07.15	620,740	0.37%	606,740	0.36%	0	0	0	0	-	-	-	-	Note 2	
	R.O.C.	Yunchen Investment Co., Ltd.	Representative: Chao-Yu Yang	Male 60-70 years old	2021.07.15	3	2021.07.15	0		101,750	0.06%	0	0	0	0	Chairman, SuperAlloy Industrial Co., Ltd. Department of Management, National Defense University	DongGuan Qunsheng Powder Limited/DongGuan Best Achieve Industrial Ltd./Best Select Industrial (SuZhou) Co., Ltd. Chairman Director, Jabon International Co., Ltd./Jabon Precision Co., Ltd./Ekeen Precision Co., Ltd./JieCheng Co., Ltd.	None	None	None	Note 2

Title	Nationality or place of registration	Name	Gender/Age	Date elected/appointed	Term of office	Date first elected	Shareholding when elected		Number of shares currently held		Current shareholding of spouse or minor children		Shareholding by nominee arrangement		Major education and experience	Concurrent positions at the Company or other companies	Spouse or relatives within second degree of kinship who are managers or directors or supervisors of the Company			Remarks
							Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding	Number of shares	Shareholding			Title	Name	Relations	
Independent Director	R.O.C.	Jieh-Chen Wang	Male 70-80 years old	2021.07.15	3	2018.06.12	0	0	0	0	0	0	0	0	Public Administration, National Chengchi University Deputy General-Director of the National Taxation Bureau of Taipei, Ministry of Finance	Independent Director, ABICO NetCom Co., Ltd. Independent Director, Chong Hong Construction Co., Ltd	None	None	None	Note 2,3
	R.O.C.	Wei-Chyun Yen	Male 60-70 years old	2021.07.15	3	2015.06.18	0	0	0	0	0	0	0	0	Chairman, Asian Power Devices Inc. Department of Accountancy, National Cheng Kung University Master of Business Administration, the City University of New York	Chairman, Asian Power Devices Inc. Director, AAEON Technology Inc. (SuZhou)	None	None	None	Note 2,3
	R.O.C.	Loung-Ching Cheng	Male 30-40 years old	2021.07.15	3	2015.06.18	0	0	0	0	0	0	0	0	Chairman, Long Way Plastic Industrial Co., Ltd. California State University	Chairman, Long Way Plastic Industrial Co., Ltd.	None	None	None	Note 2,3
	R.O.C.	Xiu-Ci Ou	Female 60-70 years old	2024.06.21	3	2024.06.21	0	0	0	0	0	0	0	0	Bachelor of Accounting, National Cheng Kung University Master of Computer, New York Institute of Technology Section Chief, Information Department of Land Bank of Taiwan Assistant Manager, Wan Hua Branch of Land Bank of Taiwan	None	None	None	None	Note 2,3
	R.O.C.	Feng-Ming Gao	Male 60-70 years old	2024.06.21	3	2024.06.21	0	0	0	0	0	0	0	0	Assistant Vice President, Ability Enterprise Co., Ltd. Vice President, ABICO AVY Co., Ltd.	None	None	None	None	Note 2,3

Note 1: The names of institutional shareholders and their representatives shall be listed separately (those who are institutional shareholders, the names of their representatives shall be indicated), and table 1 below shall be filled out.

Note 2: The Chairman and the general manager or person in an equivalent position are not the same person, spouses, or relatives within the first degree of kinship.

Note 3: The 11th Election of Directors on 2024/06/21, Reelected and new appointment Independent Director: Jieh-Chen Wang, Xiu-Ci Ou, Feng-Ming Gao; dismissal Independent Director: Wei-Chyun Yen, Loung-Ching Cheng

(II) Disclosure of information on directors' professional qualifications and the independence of independent directors:

Name	Criteria	Professional qualifications and experience (Note 1)	Independence (Note 2)	Number of other public companies where the individual serves as an independent director concurrently
Director Chun-Jen Tong	<ol style="list-style-type: none"> Has five years or more of business experience related to the Company's industry, strategic management skills, leadership, as well as a wealth of knowledge, skills, and competencies required to perform duties and experience in business management, so as to contribute his corporate governance and management expertise to the Company. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> Does not and spouse and relatives within the second degree of kinship thereof do not hold the Company's shares (or by nominee arrangement). Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	0	
Director Chun-Yi Tong	<ol style="list-style-type: none"> Has five years or more of business experience related to the Company's industry, strategic management skills, leadership, as well as a wealth of knowledge, skills, and competencies required to perform duties and experience in business management, so as to contribute his corporate governance and management expertise to the Company. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	1	
Director Shiang-Chi Hu	<ol style="list-style-type: none"> Has five years or more of business experience related to the Company's industry, strategic management skills, leadership, as well as a wealth of knowledge, skills, and competencies required to perform duties and experience in business management, so as to contribute his corporate governance and management expertise to the Company. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	2	
Director Ching-Hsi Tong	<ol style="list-style-type: none"> Has 30 years or more of business experience related to the Company's industry, strategic management skills, leadership, as well as a wealth of knowledge, skills, and competencies required to perform duties and experience in business management; contributes his corporate governance and management expertise to the Company. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> Does not and spouse and relatives within the second degree of kinship thereof do not hold the Company's shares (or by nominee arrangement). Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	0	
Director Li-An Huang	<ol style="list-style-type: none"> Has five years or more of business experience related to the Company's industry, strategic management skills, as well as extensive knowledge, skills, and competencies required to perform duties. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> Does not and spouse and relatives within the second degree of kinship thereof do not hold the Company's shares (or by nominee arrangement). Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	0	

Name	Criteria	Professional qualifications and experience (Note 1)	Independence (Note 2)	Number of other public companies where the individual serves as an independent director concurrently
Director Chao-Yu Yang	<ol style="list-style-type: none"> Has five years or more of business experience related to the Company's industry as well as a wealth of knowledge, skills, and competencies required to perform duties and experience in business management. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	0	
Independent Director Jieh-Chen Wang	<ol style="list-style-type: none"> Has five years or more of experience in business, finance, and taxation related to the Company's business and provides his expertise in taxation theories and practical management through his experience as a former Deputy General-Director of the National Taxation Bureau of Taipei, Ministry of Finance. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> Is not and spouse and relatives within the second degree of kinship thereof are not serving as directors, supervisors, or employees of the Company or its affiliates. Does not and spouse and relatives within the second degree of kinship thereof do not hold the Company's shares (or by nominee arrangement). Did not serving as a director, supervisor, or employee at a company with specific relations with the Company. Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	2	
Independent Director Wei-Chyun Yen	<ol style="list-style-type: none"> Has five years or more of experience in business, finance, accounting related to the Company's industry as well as a wealth of knowledge, skills, and competencies required to perform duties and experience in business management. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> Is not and spouse and relatives within the second degree of kinship thereof are not serving as directors, supervisors, or employees of the Company or its affiliates. Does not and spouse and relatives within the second degree of kinship thereof do not hold the Company's shares (or by nominee arrangement). Did not serving as a director, supervisor, or employee at a company with specific relations with the Company. Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	1	
Independent Director Loung-Ching Cheng	<ol style="list-style-type: none"> Has five years or more of business experience related to the Company's industry as well as a wealth of knowledge, skills, and competencies required to perform duties and experience in business management. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> Is not and spouse and relatives within the second degree of kinship thereof are not serving as directors, supervisors, or employees of the Company or its affiliates. Does not and spouse and relatives within the second degree of kinship thereof do not hold the Company's shares (or by nominee arrangement). Did not serving as a director, supervisor, or employee at a company with specific relations with the Company. Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	0	

(III) Board diversity and independence:

(I) Board diversity:

To elect directors in a fair, impartial, and open manner, we have formulated the procedures for electing directors in accordance with Articles 21 and 41 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.

We shall elect directors based on the board structure as a whole. We shall take into account the diversity principle for the board structure and formulate an appropriate diversity policy based on its operation, operating model, and development needs, including but not limited to the two criteria below:

- I. Basic criteria and values: Gender, age, nationality, and culture.
- II. Professional knowledge and skills: Professional backgrounds (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Board members should possess the knowledge, skills, and qualities needed to perform their duties. The Board of Directors as a whole should possess the capabilities and skills below:

- I. Business judgment.
- II. Accounting and financial analysis.
- III. Business management.
- IV. Crisis management.
- V. Industry knowledge.
- VI. International market perspective.
- VII. Leadership.
- VIII. Decision-making.

More than half of the board members shall not be spouses or relatives within the second degree of kinship of other members.

The Board of Directors shall consider and adjust the board structure based on the performance evaluation results.

Name		Core diverse element			Professional backgrounds, knowledge, and skills							
		Basic component	Nationality	Gender	Age	Accounting and financial analysis	Business judgment	Business management	Crisis management	Industry knowledge	International market perspective	Leadership
Director	Chun-Jen Tong	R.O.C.	Male	50-60 years old		v	v	v	v	v	v	v
	Chun-Yi Tong		Male	50-60 years old		v	v	v	v	v	v	v
	Shiang-Chi Hu		Male	60-70 years old		v	v	v	v	v	v	v
	Ching-Hsi Tong		Male	80-90 years old		v	v	v	v	v	v	v
	Li-An Huang		Male	40-50 years old		v	v	v	v	v	v	v
	Chao-Yu Yang		Male	60-70 years old		v	v	v	v	v	v	v
Independent Director	Jieh-Chen Wang		Male	70-80 years old	v	v	v	v	v	v	v	v
	Wei-Chyun Yen		Male	60-70 years old	v	v	v	v	v	v	v	v
	Loung-Ching Cheng		Male	30-40 years old		v	v	v	v	v	v	v

Specific management objectives:

How the specific management objectives of the diversity policy are achieved is as follows:

Management objectives:	Achievement status
More than half of the board members shall not be spouses or relatives within the second degree of kinship of other members	Achieved
The number of independent directors shall account for one third of all directors	Achieved

(II) Independence of the Board of Directors:

The Company has a total of nine directors on the board, of which three are independent directors, accounting for about 33% of all directors. None of the board members is under any circumstances under Article 26-3, paragraphs 3 and 4 of the Securities and Exchange Act. All directors are not spouses or relatives within second degree of kinship of another except directors Chun-Jen Tong, Chun-Yi Tong, Ching-Hsi Tong, and Li-An Huang.

(IV) Implementation of corporate governance

(I) Operations of the Board of Directors

A total of 6 (A) meetings of the Director were held in 2023. The attendance of Director was as follows:

Title	Name	Attendance in person (B)	Attendance by proxy	Attendance (%) (B/A)	Remarks
Chairman	Representative of Abico International Co., Ltd.: Chun-Jen Tong	6	0	100.00%	Reelected at the election of directors on 2021.07.15
Director	Representative of Abico International Co., Ltd.: Chun-Yi Tong	6	0	100.00%	Reelected at the election of directors on 2021.07.15
Director	Representative of Abico International Co., Ltd.: Shiang-Chi Hu	6	0	100.00%	Reelected at the election of directors on 2021.07.15
Director	Representative of Abico International Co., Ltd.: Ching-Hsi Tong	5	1	83.33%	Reelected at the election of directors on 2021.07.15
Director	Representative of Abico International Co., Ltd.: Li-An Huang	6	0	100.00%	Reelected at the election of directors on 2021.07.15
Director	Representative of Yunchen Investment Co., Ltd.: Chao-Yu Yang	6	0	100.00%	Newly elected on 2021.07.15
Independent Director	Wei-Chyun Yen	6	0	100.00%	Reelected at the election of directors on 2021.07.15
Independent Director	Loung-Ching Cheng	5	0	83.33%	Reelected at the election of directors on 2021.07.15
Independent Director	Jieh-Chen Wang	5	1	83.33%	Reelected at the election of directors on 2021.07.15

Additional information:

If the operations of the Board of Directors are under any of the circumstances below, the date of the board meeting, the session, the content of the proposal, all independent directors' opinions, and the Company's response to said opinions shall be specified:

(I) The matters under Article 14-3 of the Securities and Exchange Act.:

Session/Date of board meeting	Contents of proposal	Matters under Article 14-3 of the Securities and Exchange Act.	Objection or reservation by independent directors and response to any opinions	Resolution result
The 16th meeting of the 10th term 2023/10/04	1. Jabon International, a major subsidiary of the Company, proposed to transfer the main business of electric hand tools and powder metallurgy to EKEEN PRECISION CO., LTD., which is wholly owned by Jabon International, due to the adjustment of the group organization.	V	None	All directors present unanimously approved the proposals as proposed without objection after consulted by the chair.
The 17th meeting of the 10th term 2023/08/12	1. Formulation of the Company's "Measures for the Management of Information Security" and its "Internal Control Operations". 2. Distribution of the Group's Director representative remuneration in 2022.	V	None	All directors present unanimously approved the proposals as proposed without objection after consulted by the chair.
The 18th meeting of the 10th term 2024/01/24	1. The Company's "Corporate Governance Best Practice Principles", "Ethical Corporate Management Best Practice Principles", "Measures for Handling Cases of Illegal and Unethical or Dishonest Conduct" and its "Internal Control Operations".	V	None	All directors present unanimously approved the proposals as proposed without objection after consulted by the chair.

	2. The Company's 2023 Manager year-end bonus distribution proposal. Proposed to the pay out the 2021 remuneration and bonuses to manager and employee.			
The 19th meeting of the 10th term 2024/03/14	1. To cooperate with the internal work adjustment of PwC Taiwan, it is proposed to change the visa accountant. 2. Amendments to the "Articles of Incorporation" of the Company.	V	None	All directors present unanimously approved the proposals as proposed without objection after consulted by the chair.
The 20th meeting of the 10th term 2024/03/27	1. Director (including Independent Director) for election and nomination in 2024. 2. The Company's 2023 employee remuneration and Director remuneration. 3. Proposal to release the restriction on the Company's newly appointed 11th Director	V	None	All directors present unanimously approved the proposals as proposed without objection after consulted by the chair.
The 21st meeting of the 10th term 2024/05/10	1. The 11th Director this year proposes a motion for election in accordance with the law and nominates the candidate list of Director (including Independent Director) to be elected by the Company in 2024 2. The Company's 2023 employee remuneration and Director remuneration.	V	None	All directors present unanimously approved the proposals as proposed without objection after consulted by the chair.

(II) Except for the above matters, other matters resolved by the Board of Directors with objection or reservation made by any independent directors, with records or a written statement: None.

II. In the event of directors' recusal from proposals, the name of director, the content of proposal, the reasons for recusal, and the participation in voting shall be specified: None.

III. Information on the cycle, period, scope, method, and content of the Board of Directors' self-evaluation (or peer evaluation) and the implementation of the evaluation:

The implementation of board performance evaluation

Cycle	Period	Scope	Method	Content of evaluation
Once per year	From January 1, 2023 through December 31, 2023	Including the performance evaluation of the Board of Directors, individual board members, and functional committees	The performance evaluation of the board as a whole, individual board members, and functional committees	Note

Note: The evaluation covers at least the following items within the scope of evaluation:

- (1) Board performance evaluation: It includes at least the degree of involvement in the Company's operations, the quality of the Board of Directors' decision-making, the composition and structure of the Board of Directors, the election and continuing education of directors, and internal control.
- (2) Individual board member performance evaluation: It includes at least the management of the Company's goals and mission, the directors' awareness of their responsibilities, the degree of involvement in the Company's operations, the management and communication of internal relations, directors' professional and continuing education, and internal control.
- (3) Functional committee performance evaluation: It includes at least the degree of involvement in the Company's operations, awareness of the functional committee's responsibilities, the functional committee's decision-making quality, composition of the functional committee and appointment of members, and internal control.

IV. Reinforcement of the competency of the Board of Directors for the year and the most recent year (such as the establishment of an audit committee or improvement to information transparency) and evaluation of the implementation:

- (I) The board functions should be sound and complete and be able to meet the needs of corporate governance.
- (II) In addition to having set up a Remuneration Committee, we have established an Audit Committee to implement corporate governance to enhance our monitoring and management.
- (III) To strengthen directors' training, we proactively provide relevant courses and request each director to complete the training hours within a year.
- (IV) We have disclosed information on our finance on the Company's website, have personnel responsible for collecting and disclosing company information, and implement a spokesperson system as a bridge for communication with external parties to provide shareholders and stakeholders with information as a reference.

Note 1: If a director or supervisor is a juridical person, the name of the institutional shareholder and its representative shall be disclosed.

Note 2:

- (1) If a director or supervisor resigns before the end of the year, the date of resignation shall be indicated in the remarks column, and the attendance (%) is calculated with the number of board meetings attended by each director or supervisor divided by the number of board meetings held during the term of office.
- (2) Before the end of the year, if there is an election of directors and supervisors, the new and old directors and supervisors shall be entered, and the old, new or re-elected status and the election date of each director and supervisor shall be indicated in the remarks column. The attendance (%) is calculated with the number of board meetings attended by each director or supervisor divided by the number of board meetings held during the term of office.