



2024

SHIAN YIH ELECTRONIC INDUSTRY CO., LTD.
Sustainability Report



We develop sustainable core technologies to
meet market and customer needs.



01

ABOUT
SHIAN YIH
ELECTRONIC

1-1 About This Report

Reporting Boundary: (GRI 2-2)

This report is prepared with the parent company of Shian Yih Electronic Industrial Co., Ltd. as the organizational boundary, covering all operational sites of the parent company, namely the headquarters in Taichung City, Nantun District, Taiwan (No. 22, Industrial Road 24, Nantun District, Taichung City) and the second factory (No. 8-1, Industrial Road 12, Xitun District, Taichung City), which are also referred to as the "significant operational sites" in this report. hereinafter referred to as "Shian Yih Electronic" "the Company" or "Shian Yih"

This report covers the Company's performance in the areas of operational performance, corporate governance, environmental policy, and employee welfare from January 1, 2024, to December 31, 2024, in the promotion and achievement of social sustainability policies. Some content and performance data are included up to 2023 and 2022 for the sake of comparability and completeness. Additionally, considering the timeliness of communication, certain data has been disclosed up to January-June 2025, and such disclosures will be noted in the relevant sections of this report. Financial data indicators in this report include special measures taken by subsidiaries to reflect the Group's business philosophy and objectives; other indicators are disclosed based on the company's major operational locations.

The statistical data disclosed in this report are based on the company's own statistics and surveys, and are prepared in accordance with the Sustainability Reporting Standards (GRI Standards) issued by the Global Reporting Initiative (GRI) and the "Regulations for the Preparation and Filing of Sustainability Reports by Listed Companies" of the Republic of China. Any estimates will be noted in the relevant sections. All financial data sources are derived from the consolidated financial statements audited and certified by KPMG Taiwan, expressed in New Taiwan Dollars (NTD).

The consolidated group of Shian Yih Electronic includes all entities listed below:

Company Name	Included in Sustainability Report
Shian Yih Electronic Industrial Co., Ltd.	V
Shian Yih (Samoa) Electronic Industry Co., Ltd.	X
Chengyi Optoelectronics Technology Co., Ltd.	X
Fair Some (Samoa) Industrial Co., Ltd.	X
Wise Development Group Ltd.	X
Dongguan Kesheng Optoelectronics Co., Ltd.	X
Dongguan Shian Yih Electronic Co., Ltd.	X

Note: As of the 2024 reporting period, the revenue from the reporting boundary accounted for 54% of the consolidated revenue of Shian Yih Electronic Group. It is expected to be consolidated into the subsidiary by 2025.

Reporting period: (GRI 2-3)

The information disclosure period for this report is from January 1, 2024, to December 31, 2024, which is the same as the reporting period for the financial statements. The report will be published in August 2025.

Reporting Cycle:

This report is the Company's first sustainability report. Shian Yih Electronic plans to issue a sustainability report by August 31 each year.

Feedback Channels:

If you have any suggestions or questions, please contact us via the following channels.

- Responsible Department: Finance Department
- Contact Person: Chen Rui-Sui
- Email: amanda@shianyih.com.tw
- Phone: 886-4-2359-0111
- Address: No. 22, Industrial Road 24, Nantun District, Taichung City 40850, Taiwan

Information Restatement Status: (GRI 2-4)

This report is the Company's first sustainability report and does not apply to information reclassification.

Report Preparation and Quality Management Process: (GRI 2-5)

The Company's sustainability report is prepared by the Sustainability Promotion Task Force, reviewed by the Task Force Chairperson (General Manager) to ensure all material topics are covered, and approved by the Board of Directors at the meeting held on August 7, 2025. No external assurance or verification was conducted.

1-2 Message from the General Manager (GRI 2-22)

Dear partners who care about Shian Yih Electronic, 2024 was a year of extreme political and economic turmoil globally. Extreme weather events have driven environmental changes, geopolitical tensions have led to wars and unrest, and the rapid rise in energy and raw material costs have all severely impacted existing social order, economic trade, and ecological environments. In this new normal of uncertainty, only companies that achieve a balanced integration of Environmental, Social, and Governance (ESG) principles can remain resilient, stable, and sustainably grow.

Environmental Aspects

The intensification of extreme weather events has led to an annual increase in operational risks for businesses. In response to climate change, companies have established carbon reduction targets and regular review processes, and are implementing carbon reduction measures through procedures, target management, and employee awareness campaigns to minimize environmental impact. Aligning with the national government's 2050 net-zero carbon emissions target, companies aim to achieve low-carbon operations and enhance industrial competitiveness.

Social Aspect

We recognize that employees are the key to the company's sustained growth. To ensure a secure work environment for our colleagues, we offer competitive compensation, promotion opportunities, and diverse welfare benefits, including travel subsidies, badminton clubs, annual health check-ups, and group medical insurance. We also continuously invest in employee training to support their professional development. The company also implements various employee-friendly measures, such as lactation rooms and a sexual harassment reporting mechanism, to enhance awareness of human rights protection. By addressing employees' needs, we strive to fulfill our responsibility as a happy workplace.

Governance

The company advocates a policy of board diversity, with board members selected based on merit, possessing cross-disciplinary complementary skills, as well as industry experience, relevant expertise, management capabilities, and leadership decision-making abilities. The company also places importance on gender equality in board composition, aiming to increase the proportion of female board members. The company will adhere to the principles of integrity in business operations and ensure transparency in information disclosure, improving governance operations to achieve optimal operational efficiency.

Shian Yih will advance sustainable development through the professional division of labor and cross-departmental collaboration of the Sustainable Development Promotion Team, upholding the corporate culture of passion and care, integrity and honesty, and energy conservation and environmental protection, continuously innovating and implementing sustainable development.

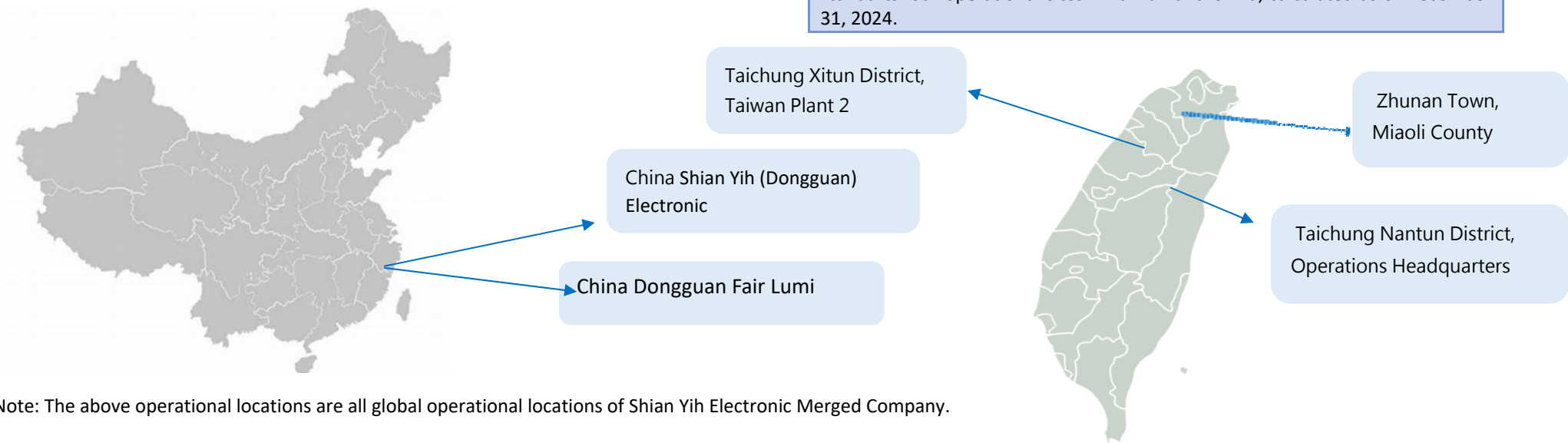


1-3 Company Profile

About Shian Yih Electronic (GRI 2-1)

Shian Yih Electronic Industrial Co., Ltd. was established on October 11, 1979, with its headquarters located at No. 22, Industrial Road 24, Nantun District, Taichung City, Taiwan. The company operates five global facilities in Taichung and Miaoli, Taiwan, and Dongguan, China. In 2024, Shian Yih Electronic achieved consolidated revenue of NT\$1,581,569 thousand. For more information on financial performance, please refer to the Company's 2024 Consolidated Financial Statements and Annual Report to Shareholders. In 2024, the Company's operations primarily focused on developing high-value-added precision products that meet market demand, improving manufacturing processes, actively expanding international markets, and enhancing employee training. Looking ahead, the Company aims to strengthen industry cohesion by leveraging a shared resource platform to achieve resource sharing and technical growth opportunities, while accelerating product development and increasing the market share of innovative products.

Company Name	Shian Yih Electronic Industrial Co., Ltd.
Industry Category	Listed Optoelectronics Industry
Number of Employees (Note 1)	808
Capital	New Taiwan Dollars 611,750,110
Date of Establishment	October 11, 1979
Main Products and Technologies	Manufacturing and trading of LED backlight modules and displays
Chairman	Wang, Hui-Min
General Manager	Huang, Kung-Lung
Listed on the Taiwan Stock Exchange	April 8, 2008, Stock Code 3531
Note 1: The number of employees includes those of Shian Yih Electronic Co., Ltd. at its four operational sites in Taiwan and China, calculated as of December 31, 2024.	



Note: The above operational locations are all global operational locations of Shian Yih Electronic Merged Company.

Shian Yih Electronic participates in domestic and international industry-related public associations and non-profit organizations to promote industrial exchange and development, and focuses on important issues such as technological innovation, corporate governance, environmental sustainability, human rights, and supply chain management. In 2024, the company participated in three domestic and international industry-related public associations and non-profit organizations, and did not hold any significant positions.

Public Associations and Organizations		
Public Associations	Main Activities	Position Held
Taiwan Electrical and Electronic Manufacturers' Association	Industry Information Exchange	Member
Optical and Photonics Society	Industry Information Exchange / Optoelectronics Society Annual Conference	Members
Materials World Network	Industry Information Exchange/Technical Seminar, Presentation	Members

1-4 Company History

1970s	Shian Yih Electronic Industrial Co., Ltd. was established with a capital of NT\$6 million, specializing in the manufacturing, processing, and trading of LED light-emitting diodes and displays.
1980s	Expanded business scope to include the manufacturing, processing, and sale of plastic film capacitors, phototransistors, and integrated circuits. Construction of a new factory in the Taichung Industrial Zone commenced, with the industrial zone facilities becoming operational.
2000s	Invested in Shian Yih (Samoa) Electronic Industry Co., Ltd. and Fair Some (Samoa) Industrial Ltd. Indirectly invested in Wise Development Ltd. through Shian Yih (Samoa) Electronic Industry Co., Ltd., which in turn invested in Dongguan Fair Lumi Optronics Co., Ltd.. in China. Implemented an Enterprise Resource Planning (ERP) system. Established overseas operational bases, implemented internal control and audit systems to enhance the company's competitiveness. Approved for public issuance by the Securities and Futures Bureau of the Financial Supervisory Commission, Executive Yuan. Listed on the Over-the-Counter Market on December 14, 2006, and transferred to the Taiwan Stock Exchange on April 8, 2008.
2010s	Indirectly invested in Fair Some (Samoa) Industrial Ltd. through Shian Yih (Samoa) Electronic Industry Co., Ltd., which in turn invested in Shian Yih (Dongguan) Electronic Industry Co., Ltd. in China.
2020s	In response to the US-China trade war and to meet the needs of US-based clients, the company established a second production facility in Taiwan.

1-5 Company Core Values



Vision :

To become a leading supplier in mold manufacturing, injection molding, and product assembly for LED optical applications.



Mission :

To sustainably develop our core technologies and deliver solutions that meet the needs of our market customers.



Energy Conservation & Environmental Protection

We are committed to reducing energy consumption and carbon emissions, protecting the environment, and promoting the sustainable use of the Earth's resources.



Passionate Care & Compassion

With warmth and empathy, we care from the heart and strive to create a caring and supportive extended family.



Honesty & Integrity

We uphold honesty and accountability as the foundation of personal and professional trust.

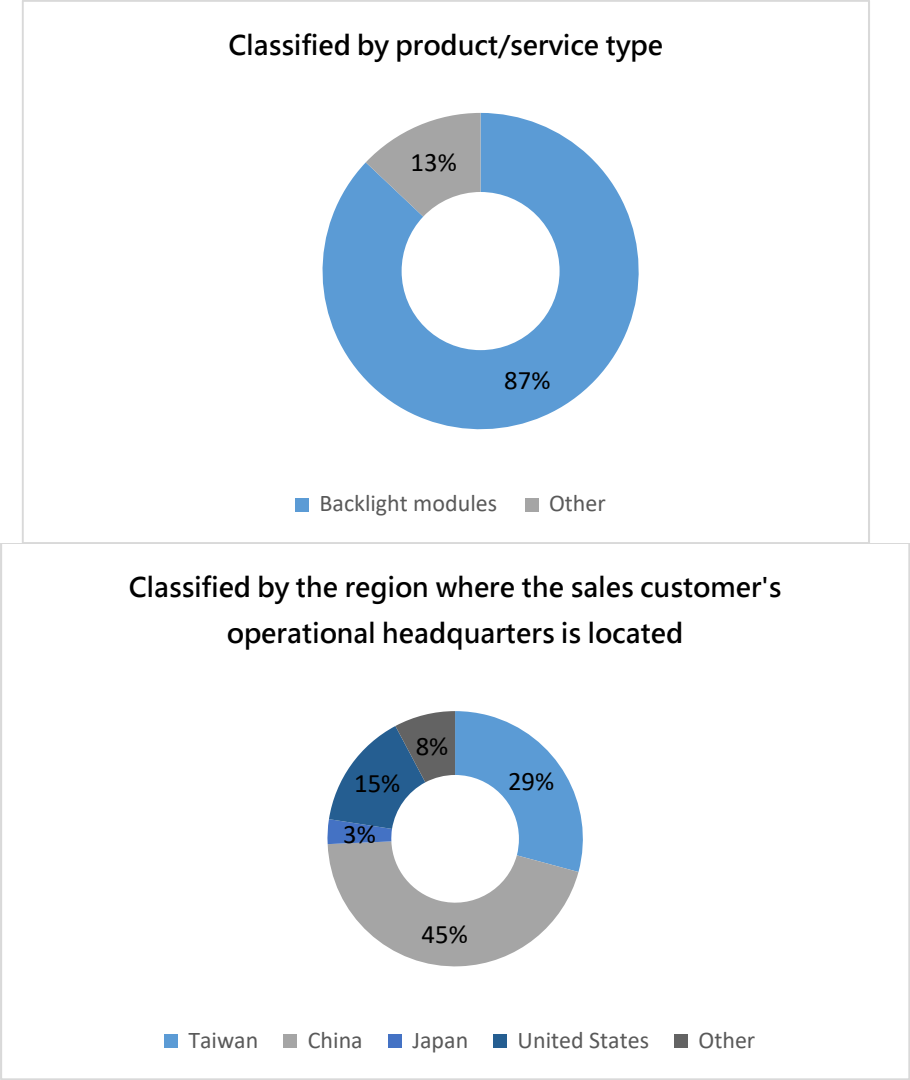


02

Sustainable Management

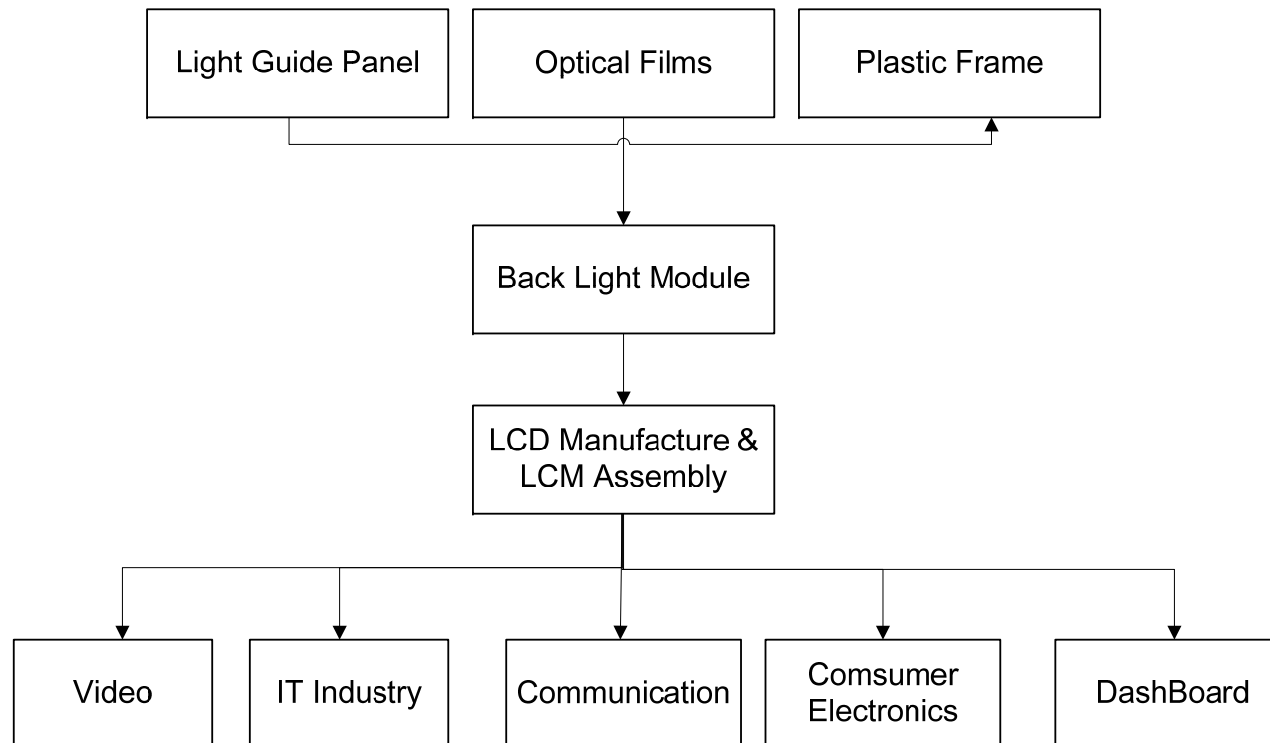
2-1 Operations and Industry Value Chain Overview (2-6)

In 2024, Shian Yih Electronic' consolidated operating revenue totaled NT\$1,581,569 thousand. By customer operational headquarters location and product/service type, the breakdown is as follows:



The company's industrial value chain for the year 2024 is described as follows:

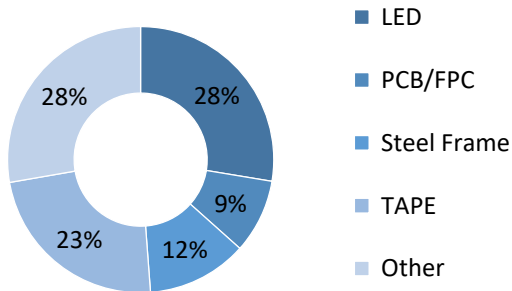
- (1) The LED backlight module industry value chain includes four value activities: LED chips, LED packaging, backlight modules, and LCM (Liquid Crystal Display Module). Upstream materials are mostly imported, and self-sufficiency is low. In response to the fixed replacement cycle of mobile phones and the demand for backlight modules brought about by various backlight module application products, upstream and downstream manufacturers are increasingly entering the backlight module assembly market. In the future, as the LCD industry becomes more established and grows across the Taiwan Strait, and in response to cost-reduction pressures, upstream, midstream, and downstream players will gradually develop and integrate in diverse ways, forming a complete industrial linkage system.
- (2) The primary suppliers provide white LED finished products required for the backlight modules of Shian Yih Electronic. The main raw materials are purchased from the Company's subsidiaries, Shian Yih (Dongguan) Electronic Industry Co., Ltd., and Dongguan Ke Sheng Optics and Photoelectric.
- (3) The primary end-user applications for downstream customers are automotive, industrial control, and smart consumer products.



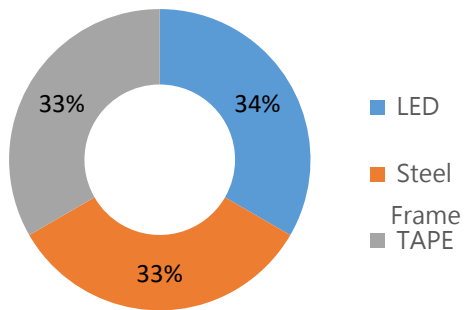
Compared to the previous reporting period, there have been no significant changes in the Company's industry operations, industrial value chain status, or other business relationships.

Shian Yih Electronic The consolidated company had over 204 cooperative suppliers in 2024. The main procurement categories include white LEDs, steel frames, and adhesive tapes required for the backlight modules. The primary suppliers are those whose procurement amounts accounted for 5% or more of the total procurement amount in any one of the past two years, totaling 3 suppliers, with their procurement amounts accounting for approximately 24% of the total procurement amount from all suppliers. The total procurement amount for the 2024 fiscal year was approximately NT\$711,623 thousand, with the highest procurement expenditure being white LED finished products for backlight modules.

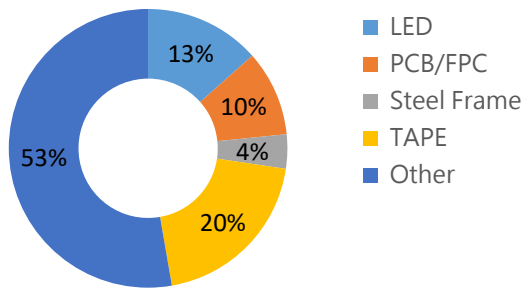
Supplier Type (by Annual Purchase Amount)



Key Suppliers
(by quantity)



Non-critical suppliers
(by quantity)



Supplier Type	Local		Non-local		Total Amount (NTD in thousands)
	Purchase Amount	Proportion of same type	Procurement Amount	Proportion of Total Purchases	
Raw Materials	541,300	76%	170,323	24%	711,623

Note: The procurement amounts disclosed in the above table are for the Shian Yih Electronic consolidated group. The distinction between "local" and "non-local" is determined based on the operational locations of the entities within the group.

2-2 Stakeholders and Material Topics

Identification and Communication with Stakeholders (GRI 2-29)

The Company's operations and services interact with stakeholders, and stakeholders' level of concern and actions toward the Company may influence the Company's development strategies or goal setting. Therefore, Shian Yih Electronic places great importance on and actively implements communication with stakeholders. The Company identifies its significant stakeholders based on the five principles of the AA1000 Stakeholder Engagement Standard (SES): influence, responsibility, interdependence, concern, and diversity of perspectives, and references the identification results of peers. The Company further selects the significant stakeholders of Shian Yih Electronic and ultimately identifies five major categories of stakeholders, namely shareholders/investors, suppliers/ contractors, employees, customers, and government agencies.

The Company has established different communication methods for various stakeholders based on their nature, issues of concern, and the purpose of communication. The Company reports the results of communication with each stakeholder group to the Board of Directors on an annual basis.

Stakeholders	Significance to the Company	Issues of Concern	Communication Channels	Communication frequency	Communication Outcomes and Responses
Shareholders/ Investors	While actively pursuing growth, the company also prioritizes shareholder interests, providing transparent information on corporate management strategies and financial policies to investors to achieve the goal of enhancing investor value.	1. Product Innovation 2. Environmental Policy and Management Systems 3. Raw Material Sourcing (Green Procurement) 4. Operational Performance 5. Risk and Crisis Management	Shareholders' Meeting	Once a year	1. Publish financial reports four times in accordance with regulations 2. Hold one regular shareholders' meeting 3. Hold one corporate briefing session 4. Publish major announcements 15 times on the Public Information Observation Station
			Investor Briefing	Once a year	
			Spokesperson hotline and email address	As needed	
Suppliers/Con tractors	Suppliers are important partners in supporting our sustainable operations. We hope to build	1. Talent Attraction and Retention 2. Compensation and Benefits	Supplier Evaluation/Assessment	Once a year	1. Conduct supplier evaluation/assessment annually 2. Regularly exchange and share

Stakeholders	Significance to the Company	Issues of Concern	Communication Channels	Communication frequency	Communication Outcomes and Responses
	mutual trust and close cooperation with all our supplier partners to achieve mutual prosperity.	3. Operational Performance 4. Product Responsibility and Innovation 5. Risk and Crisis Management 6. Research and Development, Technology Innovation, and Management 7. Supply Chain Management	Supplier Roadmap	As needed	information on supplier product roadmaps and business philosophies 3. Maintain real-time communication with suppliers via quality meetings, delivery schedule discussions, phone calls, and emails
			Timely meetings, phone calls, and emails	Immediate	
Employees	Our company is people-oriented and must provide competitive compensation and comprehensive benefits to ensure a safe working environment, attract outstanding talent, and foster respect and care, enabling them to grow and thrive alongside the company.	1. Product innovation 2. Greenhouse gas emissions 3. Occupational Safety and Health 4. Talent Attraction and Retention 5. Compensation and Benefits 6. Product Quality and Recall Management	Internal Announcements	Irregular	1. Company Internal Announcements / 31 in 2024 2. Labor-Management Meetings / Held 4 times in 2024 3. Cross-departmental Communication/Held weekly
			Labor-Management Meetings	Once per quarter	
			Employee Suggestion Box	Immediate	
			Employee counseling	Immediate	
			Training program	Once a month	
			Labor Health Checkups	Once a year	
Customers	Customers are essential partners in the growth of our company's performance. Providing satisfactory, reliable, and safe products and services is our commitment. Through continuous innovation, we strive to enhance corporate competitiveness together.	1. Environmental Policy and Management System 2. Green Manufacturing Processes and Product Management 3. Occupational Safety and Health 4. Compensation and Benefits 5. Product Quality and Recall Management 6. Risk and Crisis Management 7. Information Security Management 8. Supply Chain Management	Email	Immediate	1. Email/video/phone communication (daily) 2. Engineering meetings/business meetings (twice weekly) 3. Domestic business visits 8 times per week / Overseas business visits 3 times per year 4. Achieve an excellent rating (Class A) on the customer/supplier scorecard. 5. Collect product/market information, provide customer service to meet customer/market needs, and enhance the company's product and service competitiveness. 6. Distribute customer satisfaction survey forms, collect all responses by the end of December, and complete the customer satisfaction survey analysis by
			Telephone, video conferencing, and online community communication	Real-time/Weekly	
			Business visits	Weekly/Annual	
			Customer Annual Supplier Scorecard	Monthly	
			Customer Satisfaction Survey	Semi-annual	
			Customer Annual Audit Evaluation	As needed	
			Official website information disclosure and maintenance	As needed	

Stakeholders	Significance to the Company	Issues of Concern	Communication Channels	Communication frequency	Communication Outcomes and Responses
			Quick and secure delivery service	As needed	early January of the following year. The customer satisfaction survey score for 2024 must be 100 points (out of 100).
Government agencies	Actively comply with government policies and regulations, maintain open lines of communication, promote positive development for the company and industry, and collaborate to achieve sustainable development.	1. Product Innovation 2. Environmental Policy and Management Systems 3. Green Processes and Product Management 4. Greenhouse Gas Emissions 5. Occupational Safety and Health 6. Human Resources Development	Documentation and Communication	Irregular	1. Average of 3 government documents per month 2. Average number of regulatory awareness sessions: 1 per quarter 3. Published major announcements on the Public Information Observation Station 15 times
			Based on reports from government agencies	Irregular	
			Review by the competent authority	Irregular	
			Regulatory promotion meetings	Irregular	
			Workshops	As needed	

2-3 Material topic identification process (GRI 2-14, 3-1)

Shian Yih Electronic uses a questionnaire survey method to distribute survey forms to all relevant stakeholders (including shareholders/investors, suppliers/ contractors, employees, customers, and government agencies) to distribute questionnaires to relevant internal and external stakeholders. In 2024, 13 internal questionnaires were returned, and 33 external stakeholder questionnaires were returned, for a total of 46 valid questionnaires.

Based on the results of the questionnaire survey, the Company, in accordance with the opinions of the Sustainable Development Promotion Team, stakeholders, and internal and external experts, classified the 18 ESG issues into environmental, social, and economic/governance categories. Significant thresholds (Note) were set based on the opinions of the Sustainable Development Promotion Team, stakeholders, and internal and external experts. After drawing a material topic matrix diagram, six material topics were identified. The results were submitted to the convener of the Sustainable Development Promotion Group (General Manager) and discussed by the group. It was assessed that "supply chain management" is a key operational management aspect prioritized by Shian Yih Electronic, so this issue was selected as a material topic for the current year. A total of seven material topics for the 2024 fiscal year were decided by the Sustainable Development Promotion Group and submitted to the Board of Directors for reporting.

The Sustainability Task Force determined the priority of the seven major themes based on the intensity of their impact on economic, environmental, and social aspects, the likelihood of their occurrence, and the scope of their impact within the value chain. In accordance with the reporting requirements for each theme, the task force outlined response strategies, short-, medium-, and long-term goals, performance metrics, and management policies, and aligned them with the GRI Standards' specific themes.

Note: The materiality threshold is met when the average score for both the likelihood of occurrence and the severity of impact (out of a maximum of 5 points each) is greater than 3.5, and the sum of the two scores exceeds 7.

1. Issue Identification →

Stakeholders
Five stakeholder groups were defined based on the AA1000 principles of "dependence, responsibility, concern, influence, and diversity of perspectives."



Sustainability Issues
Issue sources: GRI, TCFD, SASB, SDGs, industry benchmarks, and currently relevant international issues. A materiality assessment was conducted for the 18 themes.

2. Impact Assessment →

Collected 33 valid external questionnaires from 5 stakeholder groups and 13 valid internal questionnaires from 13 internal units, totaling 46 valid questionnaires.



Significant issues were categorized based on environmental, social, and economic/governance dimensions. The 18 themes were then grouped and consolidated into 13 focus issues based on impact type. A significance threshold (Note) was set to identify six significant issues. After discussion by the Sustainability Task Force, "Supply Chain Management" was selected as the major theme for the year, and a major theme matrix diagram was

3. Materiality Confirmation →

The Sustainable Development Promotion Team determines the priority of major themes based on the intensity of impacts on economic, environmental, and social aspects, the likelihood of occurrence, and the scope of impacts within the value chain, as related to operational activities associated with the seven major themes.



Seven material issues were confirmed, and the results were submitted to the convener of the Sustainability Promotion Task Force for approval and reported to the Board of Directors.

4. Ongoing Monitoring

Based on the reporting requirements for each topic, describe the strategies for addressing material topics, establish short-, medium-, and long-term goals, performance targets, and management policies, and disclose information in accordance with the specific topics of the GRI Standards.



Regularly review their effectiveness and make adjustments,
Conduct an annual assessment of material themes and their impacts.

2-4 List of Major Themes (GRI 3-2)

Rank	Key Issue Name
1	Environmental Policy and Management Systems
2	Research and Development Technology and Innovation Management
3	Greenhouse Gas Emissions
4	Occupational Safety and Health
5	Product Quality Management
6	Operational Performance
7	Supply Chain Management

The 13 key issues for the Company in 2024 are listed in the table below:

Item	Issue Name	Item	Issue Name
1	Product Innovation, Design, and Lifecycle Management	8	Compensation and Benefits
2	Environmental Policy and Management Systems★	9	Product Quality Management★
3	Raw Material Sourcing (Green Procurement)	10	Operational Performance★
4	Research and Development Technology and Innovation Management★	11	Risk and Crisis Management
5	Greenhouse Gas Emissions★	12	Information Security Management
6	Occupational Safety and Health★	13.	Supply Chain Management★
7.	Talent Attraction, Retention, and Development		

Note: Items marked with ★ are major themes for this year.

Response to Key Topics (GRI 3-3)

★ : Indicates potential impacts that have not yet occurred but may occur in the current year;★ : Indicates impacts that have actually occurred in the current year.

Topic	Impact on Stakeholders	Supply Chain Impact Aspects				Impact Type	Promoting Policies and Management Strategies	Negative Impact Prevention Measures or Remedial Procedures (GRI 2-25)	Status as of 2024	Short-term (1–2 years), Medium-term (3–5 years), Long-term (over 5 years) Objectives	Provide stakeholders with information on actions taken and communicate the outcomes of such actions
		Upstream	Our Company	Downstream	Community/Society						
Environmental Policy and Management System	Customers Shareholders/Investors Government		★Negative, ★ Positive	★Positive	★Negative	Negative: No company environmental policy or management system processes have been established, making it impossible to control the company's environmental actions and mitigate negative impacts on the environment. This may affect the company's ability to collaborate with business partners and risk being left behind by the sustainability trend. Positive: Establishing company environmental policies and management system processes to control environmental activities and reduce negative impacts on the environment, ensuring the company is not left behind by the sustainability trend.	1. Raw materials will continue to be researched and developed to replace them with low-pollution materials, and production waste will be recycled and reused. 2. Continuously improve energy efficiency, including paperless operations to save electricity, reduce household waste, and promote recycling, to minimize environmental impact.	Establish internal environmental management policies covering energy usage, air pollution emissions, wastewater discharge, and waste disposal, and implement regular monitoring and improvement systems.	1. An internal management audit system will be established to ensure that all departments comply with relevant laws and regulations when conducting business operations, such as the Water Pollution Prevention Act, the Environmental Basic Act, the Waste Disposal Act, the Air Pollution Control Act, or other environmental-related laws. The audit department will conduct regular audits, and any deficiencies will be addressed through follow-up improvement plans. 2. Reduce waste weight by at least 1% by 2024 3. Zero violations of environmental regulations by 2024	Short-term objectives: 0 violations of environmental regulations. Mid-term target: Maintain 0 violations of environmental regulations. Long-term goal: 1. Obtain certification under the ISO 5001 Energy Management System standard; 2. Maintain zero violations of environmental regulations.	2-1 Environmental Policy and Management System
Research and Development Technology and Innovation Management	Customers Government		★Negative, ★ Positive	★Positive	★Positive	Negative: Failing to consider technological advancements and focusing solely on research and development of innovative manufacturing technologies will leave the company unable to keep pace with the rapidly changing times, ultimately leading to its elimination from the market. Positive: By considering technological advancements and focusing on R&D and innovation in manufacturing technology, the company can develop products that meet the demands of the times and create new market	1. Conduct market research and technical assessments to ensure that technological innovations align with market demands, and perform risk assessments to minimize investment losses. 2. Set phased R&D objectives and advance technology development gradually to avoid large-scale investments at one time.	1. Establish a project management mechanism to regularly review R&D progress and market feedback, ensuring optimal resource allocation and avoiding excessive investment in technologies with uncertain returns. 2. Conduct market and cost assessments to ensure that new technologies have practical application value, enhancing market acceptance and feasibility.	1. A project plan has been established, along with a project schedule control mechanism to ensure regular reporting and review, thereby improving R&D execution efficiency and transparency. 2. By participating in various exhibitions, continuously track new product and technology development trends, dynamically adjust R&D directions, and actively establish collaborations with related industries to expand technology applications and market opportunities.	Short-term objectives: 1. Initiate development of two product models for front-light microstructure and process development. 2. Develop one MiniLED module product. Mid-term objectives: 1. Complete development and implementation, with plans to launch five or more pre-light models. 2. Develop and complete 1 MiniLED module product. Long-term objectives:	2-2 Research and Development, Technology Innovation, and Management

Topic	Impact on Stakeholders	Supply Chain Impact Aspects				Impact Type	Promoting Policies and Management Strategies	Negative Impact Prevention Measures or Remedial Procedures (GRI 2-25)	Status as of 2024	Short-term (1–2 years), Medium-term (3–5 years), Long-term (over 5 years) Objectives	Provide stakeholders with information on actions taken and outcomes of such actions
		Upstream	Our Company	Downstream	Community/Society						
						opportunities in the face of rapid and constant changes in the industry.			3. Establish a pre-optical module development project focused on sustainable development issues to research and develop new product technologies that reduce energy consumption and carbon emissions.	Stabilize production and continuously optimize, with a target of 10 or more models by the time production begins.	
Greenhouse gas emissions	Employees Government		★Negative		★Negative	Negative: Failure to establish and implement carbon reduction strategies and measures through greenhouse gas emissions inventory and calculation; or even if greenhouse gas inventory and calculation have been conducted, no carbon reduction targets have been set or carbon reduction strategies implemented, resulting in an inability to reduce environmental impact. Positive: Through greenhouse gas emissions inventory and calculation, carbon reduction targets have been established and implemented to carry out carbon reduction strategies and reduce environmental impact.	1. Energy-efficient equipment and processes, including upgrading ice machines and motors to variable-frequency drives and improving processes to achieve high energy efficiency. 2. Utilize automated equipment to reduce labor consumption. 3. Replace all office and factory lighting with LED energy-saving lamps, and install smart switches for hallway and perimeter lighting. 4. Gradually replace company vehicles with hybrid or fully electric vehicles. 5. Implement document digitization to reduce the use of photocopiers.	1. Establish a company greenhouse gas inventory procedure and implement regular audits. 2. Establish a carbon audit team to regularly monitor the company's greenhouse gas emissions, report in accordance with regulations, and set carbon reduction targets with target management.	1. Establish a carbon audit team to conduct cross-checks to ensure that all departments comply with relevant laws, regulations, and company policies, such as energy policies and product manufacturing processes, as the foundation for implementing greenhouse gas emissions management. 2. By 2024, reduce greenhouse gas emissions by 13% compared to the previous year for the first and second scopes of Shian Yih Electronic Co., Ltd. 3. The company conducts annual greenhouse gas inventories in accordance with ISO 14064-1 to ensure the implementation of greenhouse gas emissions management.	Short-term objectives: Complete greenhouse gas inventory for consolidated operational sites (Scopes 1 and 2) and establish a baseline year. Mid-term objectives: 1. Establish a carbon reduction target for the merged company, aiming to reduce emissions by 3% compared to the baseline year. 2. Complete greenhouse gas verification (Scopes 1 and 2) for individual and consolidated operational sites. Long-term goals: 1. Reduce the carbon emissions of the merged company by 5% compared to the baseline year. 2. Complete greenhouse gas inventory for consolidated operational sites (Scope 3)	2-3 Greenhouse Gas Emissions
Occupational Safety and Health	Customers Employees Government		★Negative	★Responsible	★Negative	Negative: Failure to prioritize company safety and health management programs has led to frequent incidents of incapacitating injuries or an increase in their severity, posing risks to employee health and the work environment.	1. Establish annual target plans. 2. Comply with local laws and regulations. 3. Conduct operational risk assessments. 4. Implement improvement	1. Conduct a quarterly review and briefing on workplace safety incidents that occurred in the previous month. 2. Quarterly reports on the previous quarter's occupational safety incidents will be submitted to all	1. No employees contracted occupational diseases in 2024. 2. No major workplace accidents or work-related fatalities will occur in 2024. 3. No safety incidents occurred within or outside the Taiwan factory premises in	Short-term objectives: 1. Zero major workplace safety incidents. 2. Reduce the disability injury rate to 0.08% or below 3. Conduct on-site hazard identification and risk	4-4 Occupational Safety and Health

Topic	Impact on Stakeholders	Supply Chain Impact Aspects				Impact Type	Promoting Policies and Management Strategies	Negative Impact Prevention Measures or Remedial Procedures (GRI 2-25)	Status as of 2024	Short-term (1–2 years), Medium-term (3–5 years), Long-term (over 5 years) Objectives	Provide stakeholders with information on actions taken and communicate the outcomes of such actions
		Upstream	Our Company	Downstream	Community/Society						
	ment					Positive: Emphasis on company safety and health management programs, reducing the frequency of incapacitating injuries or decreasing their severity, and providing employees with a healthy work environment.	plans to address non-compliance issues. 5. Plan emergency response measures and conduct disaster drills. 6. Conduct health checkups and provide employee care. 7. Create a friendly workplace environment and promote health-enhancing activities.	management levels. 3. In accordance with occupational health and safety management requirements, the company develops 16 occupational safety and health plans annually and conducts PDCA effectiveness evaluations to ensure their continued applicability, appropriateness, and effectiveness.	2024. 4. A total of 113 employees received health services in 2024, with 40 participants in various health promotion activities. 5. Conducted occupational safety and health training for 21 employees. 6. The Comprehensive Injury Index (FSI) for 2024 is 0, with an industry average of 0.16*.	assessment twice a year. 4. Provide annual health check-up subsidies for all employees. 5. Ensure that general workplace safety training is provided for at least 4 hours annually. Mid-term objectives: 1. Zero major workplace safety incidents 2. Reduce the disability injury rate to 0.05% or below 3. Conduct on-site hazard identification and risk assessment procedures twice a year. 4. Provide annual health check-up subsidies for all employees. Long-term objectives: 1. "No major workplace safety incidents" 2. "Disability injury rate" reduced to 0% 3. Conduct on-site hazard identification and risk assessment procedures four times annually 4. Annual health check-up subsidies for all employees.	
Product Quality Management	Customer Employees		☆Negative, ☆Positive	☆Negative, ☆Positive		Negative: Failing to design products that align with contemporary trends and consumer needs, or failing to maintain product quality while innovating, thereby unable to assume the company's product responsibility, leading to	1. Shian Yih Electronic has established a quality management policy, and all employees must implement quality management measures. 2. The company is committed to improving customer	1. Implement the company's quality policy to minimize the likelihood of providing substandard services. 2. Establish a customer complaint mechanism and process, with a dedicated department responsible for	1. In 2024, a total of 77 complaints were received, all of which were addressed immediately upon receipt. 2. In 2024, there were 0 product quality issues that required product recalls, resulting in 0 yuan in losses.	Short-term objectives: 1. Reduce quality-related complaints to ≤ 10 cases. 2. Conduct customer satisfaction surveys twice a year, with an average satisfaction rate of 80%	1-3 Product Quality Management

Topic	Impact on Stakeholders	Supply Chain Impact Aspects				Impact Type	Promoting Policies and Management Strategies	Negative Impact Prevention Measures or Remedial Procedures (GRI 2-25)	Status as of 2024	Short-term (1–2 years), Medium-term (3–5 years), Long-term (over 5 years) Objectives	Provide stakeholders with information on actions taken and communicate the outcomes of such actions
		Upstream	Our Company	Downstream	Community/Society						
						customer loss, and even facing litigation risks. Positive: Products designed to align with contemporary trends and consumer needs, while maintaining product quality during innovation, and assuming product responsibility to enhance customer recognition.	satisfaction by distributing customer satisfaction surveys annually to sales clients to understand their evaluations of the company's products and identify areas for improvement. 3. We have established and maintain an open customer complaint mechanism. Upon receiving complaints regarding product quality, we promptly address the issues and resolve them efficiently.	promptly addressing customer issues to minimize operational losses.		3. Improve complaint resolution time, with an average resolution time of 5 days 4. Product yield rate of 98%. Mid-term objectives: 1. Quality-related complaints: $\leq$ 8 cases 2. Conduct customer satisfaction surveys twice a year, with an average satisfaction rate of 90% 3. Maintain customer complaint resolution speed, with an average resolution time of 5 days 4. Improve product yield rate to 99%. Long-term objectives: 1. Quality-related complaints: $\leq$ 5 cases 2. Conduct customer satisfaction surveys twice a year, with an average satisfaction rate of 100% 3. Improve customer complaint resolution speed, with an average resolution time of 4 days 4. Maintain product yield rate at 99%.	

Topic	Impact on Stakeholders	Supply Chain Impact Aspects				Impact Type	Promoting Policies and Management Strategies	Negative Impact Prevention Measures or Remedial Procedures (GRI 2-25)	Status as of 2024	Short-term (1–2 years), Medium-term (3–5 years), Long-term (over 5 years) Objectives	Provide stakeholders with information on actions taken and outcomes of such actions
		Upstream	Our Company	Downstream	Community/Society						
Operational Performance	Shareholders/Investors Suppliers/Contractors		☆Negative, Positive	☆Negative, Positive	☆Negative, Positive	Negative: The company has not prioritized operational performance, which will directly impact profitability, growth potential, and competitiveness, thereby reducing investors' willingness to invest in the company. Positive: The company prioritizes operational performance, actively enhancing profitability, growth potential, and competitiveness, thereby increasing investors' willingness to invest in the company.	1. Accelerate the adoption of automated production processes to reduce reliance on manual labor in production lines. 2. Expand overseas markets and provide customers with comprehensive and diverse sales solutions through strategic alliances. 3. Enhance market quotation competitiveness, implement lean management internally to reduce costs, and strive toward the goal of low-cost, high-quality production. 4. Offer customers technical development options and pursue opportunities for joint module development with customers.	1. The Board of Directors shall convene at least once every quarter to review operational performance and monitor budget achievement. 2. The Company holds an annual budget meeting to establish the operational strategies and objectives for the following year and prepare the budget for approval by the Board of Directors. 3. Disclose operational performance information on the Public Information Observation Station to ensure timely and transparent information disclosure.	1. Net profit for the current period of 2024 is NT\$82,582 thousand. 2. Net operating revenue for 2024 was NT\$1,581,569 thousand. 3. EPS for 2024 is NT\$1.35. 4. Cash dividends of NT\$1.7 per share were distributed in 2024 (dividends attributable to the 2023 fiscal year). 5. The Company regularly convenes board meetings to establish the Company's operational strategies and objectives, and regularly monitors the progress of improvements from each meeting. A total of 6 meetings were held in 2024.	Short-term objectives: Improve production efficiency and cost control Mid-term objectives: Promote the development, application, and mass production of front-light modules, Mini LED Local Dimming, high-color-gamut backlight modules, and LCM, thereby expanding the market and achieving operational performance. Long-term objectives: Diversify business operations and achieve automation and smart manufacturing	1-2 Operational Performance
Supply Chain Management	Customers Suppliers/Contractors	☆Negative, ☆Positive	☆Negative, ☆Positive			Negative: The company has not carefully monitored the status of suppliers or selected suppliers aligned with the company's sustainability and social responsibility objectives, which may result in the loss of a critical product supply chain and the inability to produce. Positive: The company carefully monitors suppliers' conditions and selects suppliers aligned with the company's sustainability and social responsibility goals, establishing a reliable supply chain for its products and strengthening the production chain.	1. Strengthen the implementation of sustainable development in the supply chain to ensure that suppliers comply with social responsibility standards such as energy conservation, environmental protection, labor safety, and human rights during the provision of products and services. 2. Establish a "Regular Evaluation of the Procurement Supplier Management Regulations" to evaluate raw material suppliers. Annually, suppliers with transactions exceeding three times will be subject to written evaluations based on the "Supplier Evaluation Form." 3. Select annual key raw	Suppliers registered as qualified are proactively coordinated by the procurement department to convene relevant personnel to address issues where the supplier has not met the company's established raw material quality targets (i.e., unstable quality) over the past three months. In addition to addressing the deficiencies identified in the previous evaluation, the procurement department coordinates with the supplier's primary responsible personnel to discuss critical issues, propose improvement methods, and require implementation of improvements. After the re-evaluation, the procurement	1. In 2024, a total of 32 raw material and packaging material suppliers were evaluated, with all results meeting the standards, accounting for 68% of all suppliers, with a 100% pass rate. 2. In 2024, one supplier underwent an on-site audit, with the evaluation result being qualified. 3. The response closure rate for supplier audit deficiency improvement reports reached 100%.	Short-term objectives: 1. Local supplier procurement ratio reaches 60% 2. Conduct evaluations of raw material suppliers based on the "Supplier Evaluation Form," with a 100% evaluation rate. Mid-term objectives: 1. Conduct on-site audits of suppliers, with the number of audited suppliers reaching 2% of the annual key suppliers. 2. 100% response rate for supplier audit deficiency improvement reports. 3. Maintain a local procurement ratio of no less than 60%, with a	3-1 Supplier Risk and Management

Topic	Impact on Stakeholders	Supply Chain Impact Aspects				Impact Type	Promoting Policies and Management Strategies	Negative Impact Prevention Measures or Remedial Procedures (GRI 2-25)	Status as of 2024	Short-term (1–2 years), Medium-term (3–5 years), Long-term (over 5 years) Objectives	Provide stakeholders with information on actions taken and communicate the outcomes of such actions
		Upstream	Our Company	Downstream	Community/Society						
						material suppliers and conduct on-site evaluations at supplier facilities in accordance with the "Annual Raw Material Supplier Audit Plan." 4. Conduct written evaluations of raw material suppliers and require them to obtain ISO 9001 certification.	department will complete the "Supplier Review Form," integrate the issues identified by all departments, and record them in the "Supplier Review Report Form." This report will be submitted to the responsible supervisor for approval, after which the "Supplier Review Report Form" will be sent to the supplier with a deadline for improvement. The effectiveness of the improvement measures will be verified within three months until the case is closed. If the improvement results are unsatisfactory, the responsible supervisor will approve the cancellation of the supplier's eligibility to participate in new development projects. Depending on the situation, orders may be reduced until the transfer is completed. The procurement department will then fill out the "Supplier Information Addition/Modification Application Form" to apply for "No Transactions," which will be submitted to the responsible supervisor for approval to cancel the supplier's eligibility for future supplies (except in special circumstances).		supplier evaluation rate of 100%. Long-term objectives: 1. Conduct on-site audits of suppliers, with the number of audited suppliers reaching 4% of the annual key suppliers. 2. Implement a guidance and improvement program for suppliers with audit deficiencies or evaluation results that do not meet the company's standards. 3. Maintain a local procurement ratio of no less than 60% and a supplier evaluation rate of 100%.		

03

Corporate Governan

3-1 Corporate Governance Structure

Board of Directors and Committee Composition (GRI 2-9, 2-11, 2-12, 2-13, 2-16)

The Board of Directors of Shian Yih Electronic is the highest governing body of the Company, directly involved in supervising and managing the Company's performance and risk management in economic, environmental, and social issues, and making final decisions. When making decisions on important matters, the Board of Directors considers economic, environmental, and social issues and their impacts, risks, and opportunities, as well as the opinions of stakeholders. For details on stakeholder engagement, please refer to the "Stakeholders and Key Issues" section of this report.

The Company has established an Audit Committee and a Compensation Committee to assist the Board of Directors in its supervisory duties. These committees report to the Board of Directors at least quarterly on their activities, proposals, and related resolutions. In terms of sustainable strategy management, the Board of Directors also serves as the highest decision-making and supervisory body for managing the impacts of economic, environmental, and social issues.

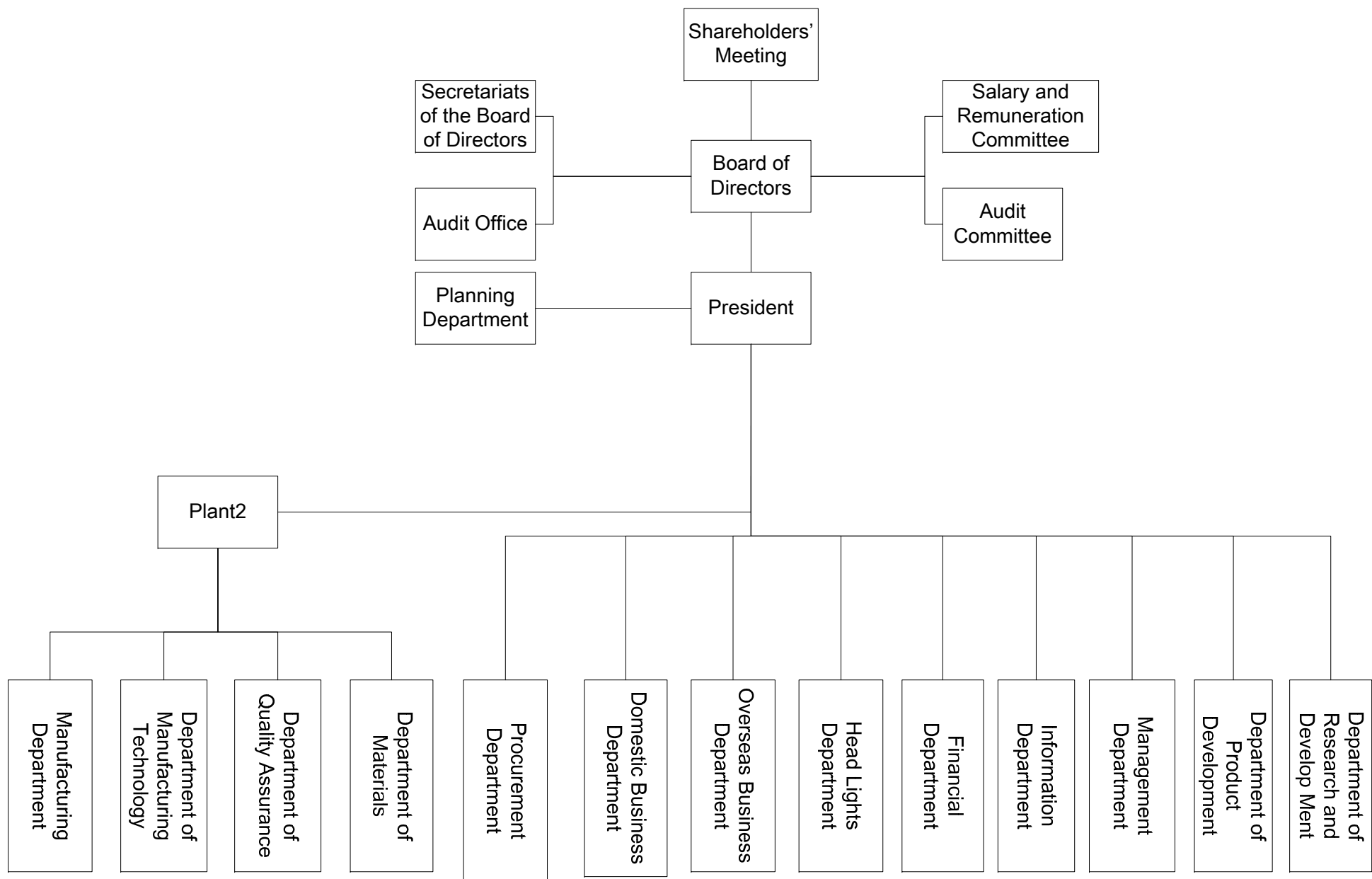
The Company's framework for promoting sustainable development is led by the General Manager as the overall coordinator. The Finance Department serves as the dedicated unit for sustainable development, with relevant functional departments responsible for implementation, review, and continuous improvement. These efforts are included in the agenda of the policy management meetings for discussion, regular review, and operational management. The Board of Directors oversees and provides guidance on environmental, social, and corporate governance issues related to sustainable development.

Although the Company has not established a functional committee-level sustainability committee, the General Manager serves as the convener of the Environmental Sustainability, Corporate Governance, and Social Engagement Task Force to promote sustainability policies. The task force holds at least one meeting per year to review the effectiveness of the Company's policies and specific implementation plans. The Company has also begun assessing the establishment of a functional committee for sustainability.

In addition to regular meetings of each committee and reports to the Board of Directors, the Company's management also regularly provides the Board of Directors with important reports and information (as described below) and communicates promptly on any critical or significant events.

- Finance Department: Monthly financial information and quarterly financial reports
- Internal Audit Department: Monthly internal audit reports and quarterly internal audit reports

During the reporting period, the nature and total number of key significant events are referenced in the material information disclosed by the Company on the Public Information Observation Station. In 2024, the Company reported eight key significant events to the Board of Directors and disclosed them on the Public Information Observation Station, including matters related to financial reports, dividend distribution, shareholders' meetings, and announcements on behalf of subsidiaries.



The Board of Directors of Shian Yih Electronic is currently in its 16th term, with Mr. Wang Weisi serving as Chairman. He is not a member of the management team and does not hold any executive positions to ensure the independence of corporate operations. The 16th Board of Directors of Shian Yih Electronic consists of 9 members, including 3 non-executive directors, 3 executive directors, and 3 independent directors, accounting for 33% of the total board members, with a term of three years. The Audit Committee has 3 members, all of whom are independent directors, while the Compensation Committee has 3 members, all of whom are independent directors.

2024 Board of Directors Members and Roles							
Title	Name	Gender	Age	Main Educational Background	Current Concurrent Positions Held at This Company and Other Companies	Board Attendance Rate in 2024	Remarks
Chairman	Wang, Wei-Sih	Male	71–80	1. Dropped out from Department of International Business, Ling Tung University 2. EMBA, National Chung Hsing University 3. Chairman of Powertip Technology Corporation 4. Vice Chairman of Shian Yih Electronic Industry Co., Ltd.	Chairman of Shian Yih Electronic Industry Co., Ltd. and Sheng Yih Investment Co., Ltd.	100%	Re-elected on June 16, 2022
Vice Chairman	Cheng Yu Investment Co., Ltd. Representative :Teng, Chia-Wen	Male	41–50	1. Department of Information and Computer Engineering, Chung Yuan Christian University 2. Master’s degree, Institute of Computer Science and Engineering, National Chiao Tung University 3. MBA, National Taiwan University 4. Assistant Manager, Planning Department, Shian Yih Electronic Industry Co., Ltd. 5. Software R&D Engineer, BenQ-SIEMES 6. Software R&D Engineer, Marvell	Vice Chairman of Shian Yih Electronic Industry Co., Ltd., Director of Success Electronic Co., Ltd., SHIAN YIH (SAMOA), FAIR SOME (SAMOA), WISE, Dongguan Fair Lumi Optronics Co., Ltd., and Shian Yih (Dongguan) Electronic Industry Co., Ltd., Chairman of Chian Yih Optotech Co., Ltd.	100%	Re-elected on June 16, 2022

2024 Board of Directors Members and Roles							
Title	Name	Gender	Age	Main Educational Background	Current Concurrent Positions Held at This Company and Other Companies	Board Attendance Rate in 2024	Remarks
				7. Production line management, Merry Electronics Co., Ltd. 8. Chairman of Shian Yih Electronic Industry Co., Ltd.			
Director	Yao, Pai-Chou	Male	61–70	1. Department of Electronics, Zen Del High School 2. Vice President of Shian Yih Electronic Industry Co., Ltd. 3. Supervisor of Shian Yih Electronic Industry Co., Ltd.	Director and President of Shian Yih Electronic Industry Co., Ltd., Director of FAIR SOME (SAMOA), WISE, Dongguan Fair Lumi Optronics Co., Ltd., and Shian Yih (Dongguan) Electronic Industry Co., Ltd.	100%	Appointed on June 16, 2022
Director	Corporate power investment limited Representative :Wang, Hui-Min	Male	41-50	1.Argyle Secondary High School 2.Capilano College Applied Information Tech. Certificate 3. University of Hertfordshire Bachelor of Arts, Business Administration 4. President of Shian Yih Electronic Industry Co., Ltd.	Director and Vice President of Shian Yih Electronic Industry Co., Ltd., Supervisor of Huei Kai Investment Co., Ltd, Director of Sky Glory Developments Limited, SHIAN YIH (SAMOA), FAIR SOME (SAMOA), WISE, Dongguan Fair Lumi Optronics Co., Ltd, and Shian Yih (Dongguan) Electronic Industry Co., Ltd.	100%	Re-elected on June 16, 2022

2024 Board of Directors Members and Roles							
Title	Name	Gender	Age	Main Educational Background	Current Concurrent Positions Held at This Company and Other Companies	Board Attendance Rate in 2024	Remarks
Director	Chang, Yu-Chang	Male	51–60	1. Cingshuei Senior High School 2. Hungkuang University 3. EMBA, Tunghai University 4. Process Technician, Okaya Electric Industries Co., Ltd. 5. Deputy Section Chief of Manufacturing Process, Huga Optotech Inc. 6. Manager, Department of Quality Assurance of Shian Yih Electronic Industry Co., Ltd.	Director of Shian Yih Electronic Industry Co., Ltd., Manager of Manufacturing Department of Shian Yih Electronic Industry Co., Ltd., Supervisor of Dongguan Fair Lumi Optronics Co., Ltd., and Supervisor of Shian Yih (Dongguan) Electronic Industry Co., Ltd.	100%	Re-elected on June 16, 2022
Director	Wang, Jih-Chun	Male	71–80	1. Bachelor's degree, Department of Economics, Tunghai University 2. Tax agent, Local Tax Bureau, Taichung City Government 3. 23rd Chairman of Rotary Club of Taichung North-West 4. Executive Director of National Federation of CPA Associations of the R.O.C. 5. Vice Chairman of Taichung CPA Association 6. Director of Taichung Office of Crowe Taiwan	Director and President of Shian Yih Electronic Industry Co., Ltd., Independent Director of Full Wang International Development Co., Ltd.,	100%	Re-elected on June 16, 2022

2024 Board of Directors Members and Roles							
Title	Name	Gender	Age	Main Educational Background	Current Concurrent Positions Held at This Company and Other Companies	Board Attendance Rate in 2024	Remarks
Independent Director	Chang, Chia-Hsing	Male	51–60	1. Department of Public Finance, National Chengchi University 2. EMBA, National Chiao Tung University 3. Clerk of credit extension/credit investigation, Taichung regional center, CTBC Bank 4. Assistant Manager, Underwriting Department, Grand Cathay Securities Corporation 5. Manager, Taichung Office, MasterLink Securities 6. Senior Commissioner, Chairman's Office, Darwin. Precisions Co., Ltd. 7. Executive Director/Assistant Manager of Management Department/Chief Financial Officer of Global Material Science Taiwan Co. Ltd. 8. Supervisor, ACULA Technology Corp. 9. Instructor of Industrial Technology Graduate Program, Feng Chia University 10. Instructor of Corporate Leader Program, Asia University, Taiwan	Chairman of Tong Hsin Chi Yuan Management Consulting Co., Ltd., Chairman of Dingcheng Investment Co., Ltd., Independent Director of Axman Enterprise Co., Ltd. Independent Director of Yu Chen System Technology Co., Ltd. 、 Independent Director of Shian Yih Electronic Industry Co., Ltd	100%	Re-elected on June 16, 2022 and concurrently serves as a member of the Audit Committee

2024 Board of Directors Members and Roles							
Title	Name	Gender	Age	Main Educational Background	Current Concurrent Positions Held at This Company and Other Companies	Board Attendance Rate in 2024	Remarks
Independent Director	Lin, Yu-Sheng	Male	51–60	1. Bachelor's degree, Department of Economics, National Chengchi University 2. Master of Business, St. Louis University 3. LL.M., National Chengchi University 4. Master of Business, National Taiwan University 5. Chairman of Taishin Investment Development Co., Ltd., 6 Vice President of Taishin Leasing and Financing Co., Ltd., 7 Securities Analyst of Taishin Securities Investment Consulting Co., Ltd.	Supervisor of He Sheng Energy Co., Ltd., Director of IIH Biomedical Venture Fund I Co., Ltd., Director of Tetanti Agribiotech Inc. Director of Xin Yao Biotech Investment Co., Ltd , Director of Jing Ying Investment Co., Ltd., Director of Guoyu Internationality Performing arts Co., Ltd. President of Taishin Venture Capital Investment Co., Ltd. and Independent Director of Shian Yih Electronic Industry Co., Ltd.	100%	June 16, 2022 Newly appointed and concurrently appointed as a member of the Audit Committee
Independent Director	Huang, Lan-Ying	Female	51–60	1. Bachelor's degree, Department of Economics, Fu Jen Catholic University 2. MBA, Cleveland State University 3. DBA (majored in international enterprise), Nova Southeastern University 4. Chair of Department of Business Administration, National Changhua University of Education 5. Financial Commissioner of Fila Hong Kong	Professor, Department of Business Administration, National Changhua University of Education, Independent Director of Niching Industrial Corporation and Axman Enterprise Co., Ltd. Independent Director of SDI Corporation, Independent Director of Shian Yih Electronic Industry Co., Ltd	100%	Appointed on June 16, 2022 Also serves as a member of the Audit Committee

Board Diversity (GRI 2-10, 2-15, 2-17, 2-18, 2-19)

The election of directors at Shian Yih Electronic follows the candidate nomination system under Article 192-1 of the Company Law, with a term of office of three years. The independence of independent director candidates must also comply with the provisions of the "Regulations on the Establishment and Duties of Independent Directors of Publicly Traded Companies." In accordance with relevant laws and regulations, shareholders holding 1% or more of the Company's issued shares may submit a list of candidates to the Company, allowing shareholders to participate in the nomination process for director candidates. All director candidates will be elected by shareholders through a vote at the annual general meeting.

The specific management objectives, achievement of objectives, and implementation of the Company's board of directors' diversity policy are detailed in the "Board of Directors' Diversity and Independence" section on page 11 of the annual report, and have been disclosed on the Company's website.

The composition of the Company's board of directors is diverse, encompassing various skills and professional backgrounds such as manufacturing, finance and accounting, education, marketing, operational management, and leadership decision-making, among others. The board also considers diversity in terms of gender, age, nationality, and culture, including one female director, to ensure board diversity. For detailed information on the main experiences and other important positions held by board members, please refer to the "Board of Directors" section of the Company's 2024 Annual Report.

In accordance with Article 206 of the Company Law, the Company has explicitly stipulated in Article 15 of the "Board of Directors Meeting Rules" that directors shall disclose the material content of any conflicts of interest they have with matters discussed at the board meeting that may benefit themselves or the legal entities they represent. If there is a risk of harm to the Company's interests, they may state their opinions and respond to inquiries, but shall not participate in discussions or voting, and shall recuse themselves during discussions and voting, and shall not act as proxies for other directors to exercise their voting rights. Details regarding the members of the Board of Directors and their conflicts of interest (including the date of the Board meeting, directors required to recuse themselves, the content of the agenda items, the reasons for the conflicts of interest, and the circumstances of their participation in the voting) are set forth in the Company's 2024 Annual Report to Shareholders.

In addition to emphasizing the diversity of the board of directors, to enhance the professional knowledge and skills of directors, Shian Yih Electronic arranges professional courses annually for directors on various topics such as corporate governance, economics, environment, and society, based on industry characteristics, company development strategies, and the educational and professional backgrounds of directors. Details regarding board of directors' continuing education (including participating directors, dates of participation, course information, organizing entities, and hours) are available in the Company's 2024 Annual Shareholders' Meeting Report.

Title	Name	Training Date	Host unit	Name of the Course	Training hours
Chairman	Wang, Wei-Sih	2024/05/09	Taiwan Investor Relations Institute	Unlocking Corporate Performance: Cost Analysis and Green Supply Chain	3 hours
		2024/11/07	Taiwan Corporate Governance Association	International Trends and Experiences in Corporate Integrity Management and Executive Accountability Systems	3 hours
		2024/11/21	Taiwan Project Management Association	Board of Directors VS Management Team	3 hours
Director	Teng, Chia-Wen	2024/05/09	Taiwan Investor Relations Institute	Unlocking Corporate Performance: Cost Analysis and Green Supply Chain	3 hours
		2024/11/07	Taiwan Corporate Governance Association	International Trends and Experiences in Corporate Integrity Management and Executive Accountability Systems	3 hours
		2024/11/19	Securities and Futures Institute	Sustainability Development Committee and Chief Sustainability Officer Symposium	3 hours
Director	Wang, Hui-Min	2024/05/09	Taiwan Investor Relations Institute	Unlocking Corporate Performance: Cost Analysis and Green Supply Chain	3 hours
		2024/11/07	Taiwan Corporate Governance Association	International Trends and Experiences in Corporate Integrity Management and Executive Accountability Systems	3 hours
		2024/11/22	Taiwan Corporate Governance Association	An Introduction to Carbon Management and Energy Management from the Perspective of Sustainability in Listed Companies	3 hours
Director	Yao, Pai-Chou	2024/05/09	Taiwan Investor Relations Institute	Unlocking Corporate Performance: Cost Analysis and Green Supply Chain	3 hours
		2024/10/04	Taiwan Stock Exchange	Net-Zero Carbon Emissions Advocacy Conference	3 hours
		2024/11/07	Taiwan Corporate Governance Association	International Trends and Experiences in Corporate Integrity Management and Executive Accountability Systems	3 hours
Director	Chang, Yu-Chang	2024/05/09	Taiwan Investor Relations Institute	Unlocking Corporate Performance: Cost Analysis and Green Supply Chain	3 hours
		2024/11/07	Taiwan Corporate Governance Association	International Trends and Experiences in Corporate Integrity Management and Executive Accountability Systems	3 hours

Title	Name	Training Date	Host unit	Name of the Course	Training hours
		2024/12/03	Accounting Research and Development Foundation	Sustainability Policy and Corporate Governance	3 hours
Director	Wang, Jih-Chun	2024/05/09	Taiwan Investor Relations Institute	Unlocking Corporate Performance: Cost Analysis and Green Supply Chain	3 hours
		2024/11/07	Taiwan Corporate Governance Association	International Trends and Experiences in Corporate Integrity Management and Executive Accountability Systems	3 hours
Independent Director	Chang, Chia-Hsing	2024/05/09	Taiwan Investor Relations Institute	Unlocking Corporate Performance: Cost Analysis and Green Supply Chain	3 hours
		2024/11/07	Taiwan Corporate Governance Association	International Trends and Experiences in Corporate Integrity Management and Executive Accountability Systems	3 hours
Independent Director	Lin, Yu-Sheng	2024/05/09	Taiwan Investor Relations Institute	Unlocking Corporate Performance: Cost Analysis and Green Supply Chain	3 hours
		2024/11/07	Taiwan Corporate Governance Association	International Trends and Experiences in Corporate Integrity Management and Executive Accountability Systems	3 hours
Independent Director	Huang, Lan-Ying	2024/05/09	Taiwan Investor Relations Institute	Unlocking Corporate Performance: Cost Analysis and Green Supply Chain	3 hours
		2024/11/07	Taiwan Corporate Governance Association	International Trends and Experiences in Corporate Integrity Management and Executive Accountability Systems	3 hours

To implement corporate governance and enhance the functions of the Board of Directors, clearly define performance objectives, and improve operational efficiency, the Company adopted the "Board of Directors Performance Evaluation Regulations" on December 26, 2019. In accordance with the "Board Performance Evaluation Guidelines," the board performance evaluation is conducted annually, with the evaluation for the current year completed by the end of the fiscal year. The results of the board evaluation must be submitted to the Compensation Committee and the board of directors for review by the end of the first quarter of the following year. The assessment results serve as a reference for determining individual directors' compensation. All performance evaluations and compensation rationality are reviewed by the Compensation Committee and the Board of Directors. For detailed information on the performance assessment results, please refer to the Company's 2024 Annual Report.

The Company pays remuneration to directors and supervisors in advance. The policies, standards, composition, and procedures for determining remuneration are based on the provisions of the Company's Articles of Association, submitted to the Board of Directors for approval, and then submitted to the shareholders' meeting for approval. Remuneration is distributed according to the number of directors and supervisors. The remuneration paid to the General Manager and Deputy General Manager is determined by referring to the general industry standards, taking into account individual performance evaluation results, the time invested, the responsibilities undertaken, the achievement of personal goals, and considering the achievement of the Company's short-term and long-term business objectives, the Company's financial condition, future risks in the industry, and development trends. The remuneration system is reviewed in a timely manner based on actual operating conditions and relevant laws and regulations to ensure reasonable compensation and achieve a balance between the Company's sustainable development and risk management. The remuneration of the Company's directors and senior management has not yet been linked to targets and performance related to economic, environmental, and social impacts. For details on the disclosure of remuneration for directors, independent directors, and managers, please refer to the Company's 2024 Annual Report.

Implementation of Integrity in Business Operations (GRI 2-23, 2-24, 2-25, 2-26, 2-27)

Shian Yih Electronic strictly adheres to responsible business conduct. To foster a culture of integrity and honesty, and to meet the expectations of investors and other stakeholders, the Board of Directors has approved and promulgated regulations related to integrity and ethics. These regulations detail the company's policies, standards, procedures, guidelines, and relevant complaint mechanisms, requiring employees and business partners to comply with these regulations when conducting business operations to prevent unethical behavior. with the aim of fostering a culture of integrity and accountability within the company, and demonstrating our commitment to the highest ethical standards in all business activities.

For more details on the relevant regulations, please visit the company's website at <https://www.shianyih.com.tw/regulations/>



Additionally, Shian Yih Electronic complies with the Company Law, Securities Exchange Act, Commercial Accounting Act, Political Donations Act, the Anti-Corruption Act, regulations related to listing on the stock exchange, and other laws and regulations governing commercial activities. This serves as the foundation for implementing honest business operations. The company also continuously monitors changes in domestic and international laws and regulations to assess their potential risks and impacts on the company. Based on the results of such assessments, the company reviews its internal regulations to ensure they are appropriate and adequate.

The Company's integrity-based business operations-related regulations are as follows:

Regulation Name	Description of the Regulation
Integrity in Business Operations Procedures and Guidelines	1. Prior to establishing business relationships with others, the Company will first assess the legality, integrity policies, and history of any dishonest conduct of agents, suppliers, customers, or other business partners to ensure that their business operations are fair, transparent, and do not involve the solicitation, provision, or acceptance of bribes. 2. Upon the onboarding of new employees, the company will inform them of relevant regulations, and any violations will result in disciplinary action by the company, with severe cases leading to termination of the contract. 3. The Management Department is responsible for promoting the company's integrity in business operations, maintaining the company's principles of honest business conduct, and reporting to the Board of Directors on an irregular basis. 4. The directors of this company uphold a high standard of self-discipline. When discussing matters listed on the board agenda that may conflict with their own interests or those of the legal entities they represent, and such conflicts may harm the company's interests, they may state their opinions and respond to questions but shall not participate in the discussion. During voting, they shall recuse themselves and shall not act as proxies for other directors to exercise their voting rights. 5. When Company personnel discover any conflicts of interest between themselves or the legal entities they represent and the Company while performing their duties, they shall immediately report the relevant circumstances to their immediate supervisor and the Company's designated department. The immediate supervisor shall provide appropriate guidance. 6. The Company has established an internal control system. To ensure the design and implementation of such system remain effective, audit personnel shall conduct annual reviews and revisions to establish sound corporate governance and risk management mechanisms. 7. The Company regularly conducts internal and external education and promotion activities on integrity in business operations. The "Integrity in Business Operations Procedures and Guidelines" are posted on the Company's internal website and made available on the Company's website and the Public Information Observation Station for investors and other external parties to review. 8. In accordance with the Code of Integrity, all employees of Shian Yih Electronic have signed a Code of Integrity Commitment Letter to enforce the promotion of integrity among employees. The company has established internal and external reporting systems to receive reports of any illegal or unethical conduct, which are investigated by an independent specialized unit. The identity of the whistleblower and the content of the report are strictly confidential. Reporting channels for improper conduct: 請 E-mail 至 shianyih8020@gmail.com or the reporting hotline 04-23590111#8020 Ms. You.
Code of Ethical Conduct	These guidelines establish the ethical conduct expected of directors, managers (including the General Manager and equivalent positions, Deputy General Managers and equivalent positions, Assistant Managers and equivalent positions, heads of the finance department, heads of the accounting department, and any other individuals authorized to manage company affairs or sign on behalf of the company) while performing their duties, and aim to enhance stakeholders' understanding of the company's ethical standards.

Implementation of Integrity Management

1. The Company conducts annual education and promotion activities on the "Prevention of Insider Trading Management Measures" and relevant laws and regulations for current internal personnel and relevant employees; and provides newly appointed internal personnel and relevant new employees with a promotional briefing compiled by the Company upon their appointment, which includes relevant laws and regulations and matters requiring attention, to facilitate compliance by newly appointed internal personnel.
2. Starting from the third quarter of 2022, prior to the announcement of quarterly operational results, the Company will conduct educational sessions for insiders and managers and employees in specific positions regarding the provisions of Article 157-1 of the Securities Exchange Act. The content includes reminders about the quiet period, the scope and application of the prohibition on insider trading, the scope and disclosure methods for information that may significantly affect stock prices, penalties, and relevant legal provisions. It requires insiders (including but not limited to the board of directors) not to trade the Company's stocks during the closed periods of 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of each quarterly financial report, to effectively prevent insider trading.
3. The Company will periodically notify directors and insiders via email or notice letters of the Taiwan Stock Exchange's "Common Patterns of Violations of the Securities Exchange Act Regarding the Reporting of Changes in Shareholdings by Insiders." The Company will also remind insiders that if they derive benefits from engaging in short-term trading, the Company shall exercise its right of allocation and request that insiders transfer such benefits to the Company.
4. Starting from May 2023, the Company will conduct online education and promotion for employees upon their employment. Additionally, prior to each employee training session, a briefing will be conducted on "Insider Trading and Related Laws and Regulations for Insiders."

Shian Yih Electronic has an Audit Department directly subordinate to the Board of Directors, responsible for assisting the Board of Directors and managers in inspecting and reviewing deficiencies in internal control systems, evaluating the effectiveness and efficiency of operations, and providing timely improvement suggestions. The Audit Department also reports quarterly to the Board of Directors and the Audit Committee on matters related to professional ethics, compliance with laws and regulations, and whistleblowing incidents.



Shian Yih's cultural philosophy is integrity and honesty. All employees adhere to this principle and commit to ensuring that no bribery, corruption, or any form of misconduct occurs in all business operations. The Company has established internal control procedures, including the "Integrity Operations Procedures and Conduct Guidelines," which clearly outline the reporting procedures and handling processes for any improper conduct. If clients, suppliers, or other stakeholders discover that any employee or representative of the Company engages in dishonest behavior or may violate regulations, Shian Yih will immediately file a case, establish a case file, and handle it as a special project. The reporting system is as follows:

1.Reporting Channels

Both internal and external personnel may submit reports via email forms. Internal personnel may also directly contact the Audit Department to file a report and initiate an investigation.

2.Reporting Reward Measures

To encourage internal and external personnel to report unethical behavior, the Company will award bonuses based on the severity of the reported incidents.

3.Handling Procedures and Dedicated Department

Reports of unethical conduct are handled by the Audit Department, which will notify the reporter within five business days that the report has been received and initiate an investigation. Reports involving general employees will be submitted to the department manager, while those involving directors or senior executives will be submitted to the independent director.

The Audit Department and the relevant department head or personnel will promptly investigate the matter. If necessary, legal assistance will be provided by the Legal Department. Depending on the nature and complexity of the reported matter, the investigation is expected to be completed within three months, and the results will be communicated to the whistleblower.

If it is confirmed that the reported individual has violated relevant laws, regulations, or the Company's integrity policies and procedures, the reported individual will be immediately required to cease the relevant conduct, and appropriate measures will be taken (such as suspension of duties, suspension of all work until the investigation is concluded, etc.). If necessary, legal proceedings will be initiated to seek compensation for damages, thereby safeguarding the Company's reputation and interests.

4. Protection Mechanisms

The Company, in accordance with its commitment to protecting whistleblowers, will implement confidentiality measures to protect the identity of whistleblowers and the content of their reports. Except as required by law, the Company will not disclose the identity of whistleblowers to any person inside or outside the Company without the prior consent of the whistleblower. All personnel involved in the handling of reports will sign a "Confidentiality Agreement" to protect whistleblowers or employees who refuse to participate in unethical behavior.

The Company does not tolerate any retaliatory actions. It is strictly prohibited for company managers or internal personnel to take retaliatory actions against individuals who report or participate in investigations of unethical conduct. Any such actions will result in disciplinary action, and in serious cases, dismissal. With the consent of the whistleblower, the Company will further protect the identity of whistleblowers whose identities have been disclosed, conduct regular follow-ups, and address any reasonable suspicions of retaliatory actions.

Whistleblowing Channel: Please send an email to: shianyh8020@gmail.com or contact the reporting hotline at: +886-4-23590111 ext. 8020 (Ms. Yu).

In 2024, the Company did not commit any major violations of commercial and tax-related laws and regulations, the Water Pollution Control Act, the Air Pollution Control Act, the Waste Disposal Act, the Labor Act, or occupational safety and health laws and regulations. There were no non-major violations, and no fines were paid for violations of laws and regulations that occurred during the reporting period.

Major violations refer to cases where the penalty amount reaches NT\$1 million or more, or cases that cause significant damage to the company's reputation.

3-2 Operational Performance (GRI 201-1)

Group consolidated revenue and earnings per share for 2022–2024			
	2022	2023	2024
Operating Revenue	2,240,839	2,083,903	1,581,569
Gross profit	377,143	387,344	185,524
Operating profit	105,717	127,909	-42,056
Net profit before tax	241,457	186,281	103,314
Net profit after tax	184,344	145,755	82,582
Earnings per share	3.02	2.43	1.35

Unit: Thousand NTD

Note 1: The data in the above table is sourced from the consolidated financial statements of Shian Yih Electronic Group for each fiscal year, as audited and certified by certified public accountants.

Consolidated Group Profitability

Item		2022	2023	2024
Financial Structure	Debt-to-Asset Ratio	31.71	27.85%	22.51%
	Ratio of long-term funds to real estate, plant, and equipment	646	782	974
Debt-to-equity ratio	Current ratio	287	386%	484%
	Quick ratio	225	319%	426%
	Interest coverage ratio	3526	3,666	3198%
Profitability	Return on Assets (%)	7	6	3
	Return on Equity (%)	10	8	4
	Pre-tax net profit to paid-in capital ratio (%)	39	30	17
	Net profit margin (%)	8	7	5
	Earnings per share (USD)	3.02	2.43	1.35

Note 1: Debt-to-Asset Ratio = Total Liabilities / Total Assets.

Note 2: Ratio of long-term funds to real estate, plant, and equipment = (Total equity + Non-current liabilities) / Net real estate, plant, and equipment.

Note 3: Current ratio = Current assets / Current liabilities.

Note 4: Quick ratio = (Current assets – Inventory – Prepaid expenses) / Current liabilities.

Note 5: Interest coverage ratio = Net income before income tax and interest expense / Current period interest expense.

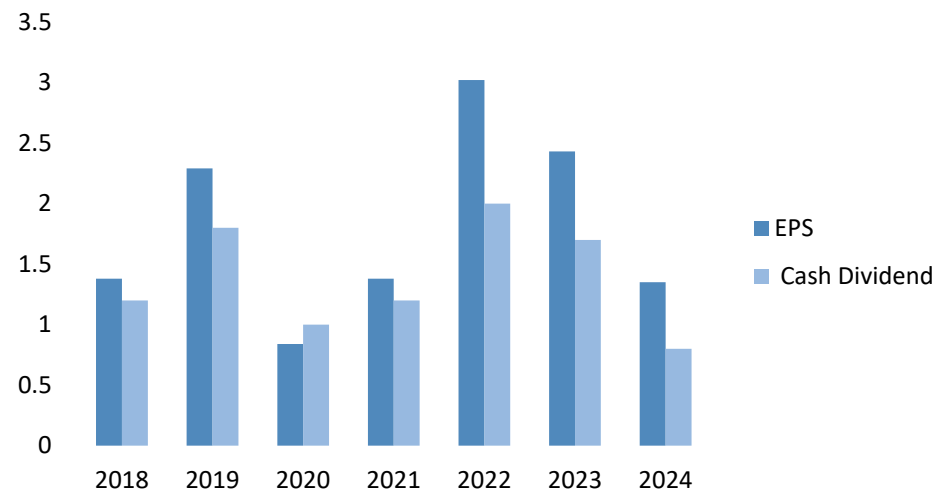
Note 6: Return on Assets = [Net income after taxes + interest expenses × (1 - tax rate)] / Average total assets.

Note 7: Return on Equity = Net Profit After Tax / Average Total Equity.

Note 8: Net Profit Margin = Net Profit or Loss / Net Sales.

Note 9: Earnings per share = (Net income attributable to the parent company's shareholders - Preferred stock dividends) / Weighted average number of shares outstanding.

Earnings per share and cash dividends (Unit: NTD)



The direct economic value generated and distributed by the Company is detailed in the table below:

Unit: Thousand NTD			
Project	2022	2023	2024
Direct Economic Value Generated (A) Note 1	2,360,524	2,220,687	1,759,020
Direct Economic Value Allocated (B)	2,134,776	2,035,278	1,702,428
Operating costs	1,863,696	1,696,559	1,396,045
Employee wages and benefits	159,982	151,909	126,888
Payments to shareholders (Notes 2 and 4)	80,457	127,574	107,333
Payment of government payments (Note 3)	30,623	58,911	72,123
Community investment	18	325	40
Retained Economic Value (A-B)	225,748	185,409	56,592

Note 1: Includes consolidated operating revenue, interest income, dividend income, rental income, other income, other gains, and investment income for each fiscal year.

Note 2: Includes cash dividends distributed and interest expenses for each fiscal year.

Note 3: Includes value-added tax, corporate income tax, land value tax, property tax, fuel tax, license tax, stamp tax, and other taxes for each fiscal year.

Note 4: Details of dividend distributions for the past three years are available in the minutes of the Company's shareholders' meetings.

3-3 Product Quality Management (GRI 416-2, 417-2, 418-1)

Shian Yih Electronic believes that a comprehensive quality management policy can provide excellent service to customers, maintain customer relationships, and attract more business opportunities for the company. Establishing a comprehensive quality management system and mechanisms enables timely feedback on product quality issues, allowing the company to address issues promptly and minimize operational losses.

Therefore, the Company has established a product quality management policy, and the implementation results for the 2024 fiscal year are as follows:

1. Maintain an open customer complaint mechanism at all times. If any customer complaints regarding product quality are received, they will be addressed promptly with immediate attention and resolution.
2. Annually distribute customer satisfaction surveys to sales clients to understand their evaluations of the company's products and identify areas for improvement.
3. In 2024, there were 0 product quality-related recall incidents, resulting in 0 dollars in losses.
4. No violations of health and safety regulations related to products and services occurred in 2024.

All products manufactured by Shian Yih Electronic are made with materials that comply with the RoHS Directive on the restriction of the use of hazardous substances in electrical and electronic equipment. We maintain SDS documentation and submit it to our clients in a timely manner.

The company understands the importance of product and service information and labeling, as well as its corporate social responsibility. Therefore, we display the RoHS logo on the outer packaging of our products.

For automotive applications, all material substances are disclosed in the IMDS.

In 2024, there were no incidents of non-compliance with regulations related to product and service information and labeling, nor were there any violations of voluntary standards.

Shian Yih Electronic also places great importance on the security and privacy of all stakeholders, including internal employees, external partners (customers, suppliers, consultants, etc.), shareholders, and operational information assets. The company has implemented a comprehensive information security management system, with the "Information Security Policy and Management Regulations" serving as the basis for information security management. This ensures that personal data is collected in accordance with the Personal Data Protection Act of Taiwan and other relevant laws and regulations, as well as the requirements of the competent authorities. Additionally, the company has established "Personal Data Protection Management Regulations" and "Information Security Incident Reporting and Response Procedures" as guidelines for personal data protection work, which are implemented across all of the Company's global locations. Through cross-departmental and cross-functional information security organizations, the Company promotes information security-related work. At the same time, the Company continues to introduce information technology management tools and strengthen information security management mechanisms to ensure the effective operation of information security management and privacy protection mechanisms.

For many years, our company has placed great importance on customer privacy and intellectual property rights. In addition to signing confidentiality agreements with customers to protect their confidential information, we have established internal policies such as the "Personal Data Protection Management Regulations" and the "Intellectual Property Rights Management Manual" to ensure that business operations are conducted in a manner that prevents data breaches, thereby safeguarding the company's intellectual property rights, confidential information, and the personal data of customers and employees. Shian Yih adheres to a customer-centric business philosophy, aiming to establish stable partnerships and create value for society. Therefore, all customer privacy protection measures are managed through computerized systems with database access permissions. Employees must complete an access request form and obtain approval from the relevant department before accessing the database, ensuring the highest level of security.

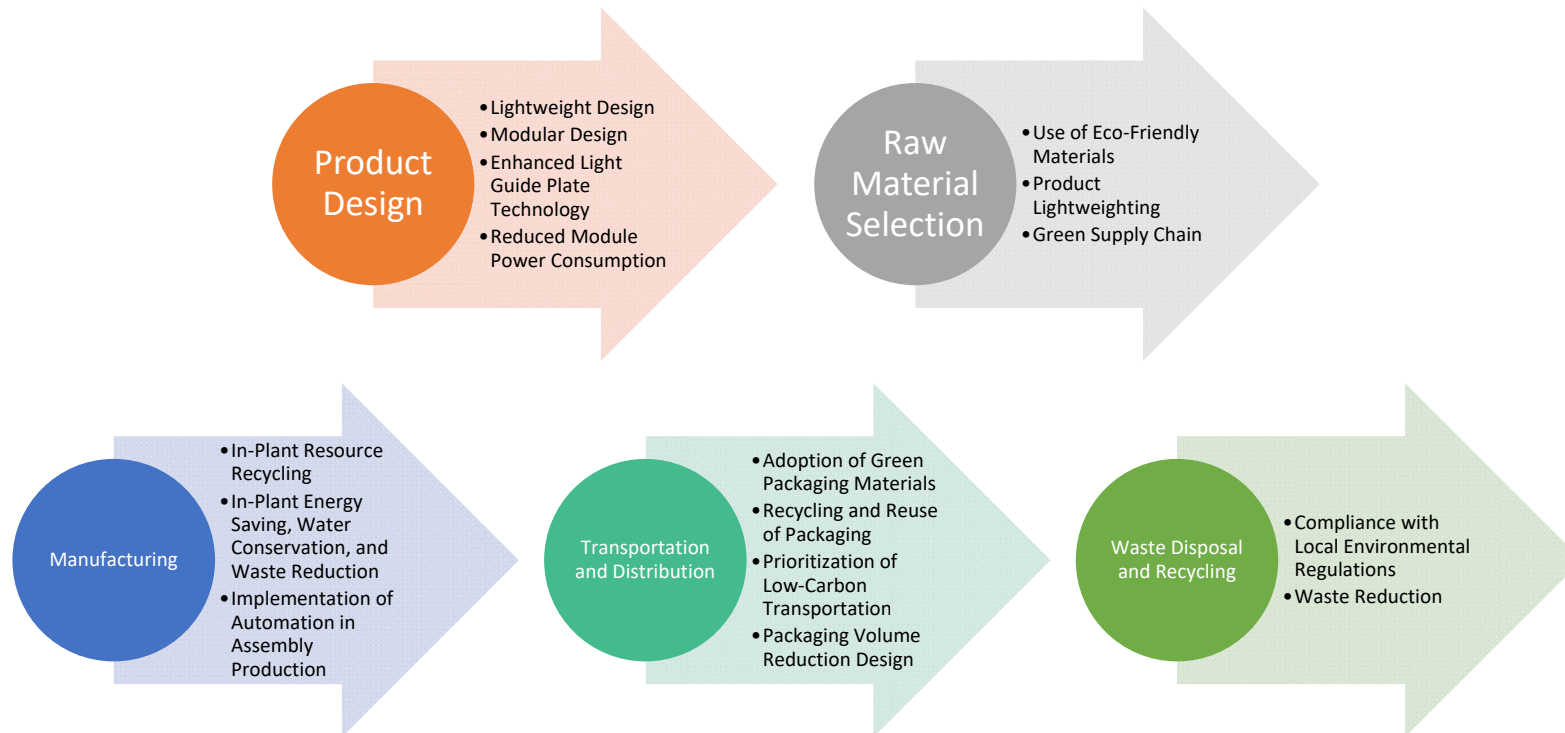
In 2024, Shian Yih Electronic received no complaints related to violations of customer privacy or loss of customer data.



3-4 Product Lifecycle Management

Shian Yih Electronic places great emphasis on core values such as technological innovation, environmental policies and management, and product quality, with sustainable operations as a prerequisite. We manage the product lifecycle of our products accordingly. From product design, raw material selection, production manufacturing, transportation and distribution, to the final stage of product lifecycle ending with waste recycling, we strive to control the potential environmental impact of our operations throughout the entire lifecycle. We will also review the overall management process annually to determine if adjustments are needed to promptly reduce the environmental and social impact of our production and operations.

Shian Yih Electronic Product Life Cycle Process



04

**Environmental Policy &
R&D Innovation**

4-1Environmental Policy and Management System

Energy Management (302-1, 302-3)

Shian Yih Electronic conducts greenhouse gas inventories in accordance with ISO 14064-1:2018. The primary energy sources used within the organization include diesel, gasoline, electricity, and natural gas. The total energy consumption for 2024 was 7,570.03 GJ, with an energy intensity of 8.83 (GJ/revenue).

Energy Types (Note 1)	Unit	Inventory Items	2022	2023	2024
Diesel (Note 4)	Liters	Forklift trucks and generators	240	-	-
Gasoline (Note 5)	Liters	Official vehicle	10,473	7,256	15,729
Electricity (Note 6)	Degrees	Purchased	3,445,780	2,377,340	1,960,200
Total energy consumption (Note 2)	GJ	-	12,755.03	8,795.23	7,570.03
Individual revenue	Million	-	1,209	1,188	857
Energy intensity (Note 3)	GJ/million yuan	-	10.55	7.40	8.83

Note 1: The data scope covers the operational facilities of the parent company of Shian Yih Electronic (Plant 1: No. 22, Industrial Road 24, Nantun District, Taichung City; Plant 2: No. 8-1, Industrial Road 12, Xitun District, Taichung City), with the time period from January 1, 2024, to December 31, 2024.

N ote 2: The heat value conversion factor is calculated based on the values announced by the Bureau of Energy in the "2023 Energy Statistics Handbook: Unit Heat Values of Energy Products"

N ote 3: Energy intensity is calculated as total energy consumption divided by individual revenue.

Note 4: Diesel consumption is 0 for both 2023 and 2024, as forklifts were converted to electric forklifts starting in 2023, and diesel generators were not activated and did not consume diesel due to the absence of widespread prolonged power outages in 2023 and 2024.

Note 5: Gasoline consumption was lower in 2023 due to the replacement of two old government vehicles, resulting in reduced usage.

Note 6: The annual decrease in electricity consumption is due to efforts to control air conditioning electricity usage in the factory.

Waste Management (GRI 306-3, 306-4)

Shian Yih Electronic actively reduces the use of raw materials and other resources from the source to minimize waste generation and reduce environmental impact. We comply with environmental regulations set by the competent authorities for waste disposal, primarily through outsourced transportation. We have signed contracts with qualified waste collection and treatment companies that meet relevant legal requirements, and use vehicle GPS tracking systems to monitor transportation routes and the final disposal locations of waste. This ensures that contracted vendors properly handle all types of waste in accordance with the law. Audit points include verifying the final destination of products, communicating with vendors to address issues encountered during the handling process, and collaborating to resolve issues to improve waste disposal efficiency and avoid additional environmental burdens and pollution risks. In 2024, the total waste generated was 53.223 metric tons, including 7.373 metric tons of process waste, 36 metric tons of domestic waste, and 9.85 metric tons of recyclable waste.

Unit: metric tons

Waste over the past three years (Note 1)				
Item		2022	2023	2024
Domestic waste (Note 4)		36	36	36
Business Waste	General industrial waste	4.285	7.735	7.373
	Hazardous industrial waste	0	0	0
Recyclable waste (Note 2)		10.16	13.75	9.85
Total waste disposal volume		50.445	57.485	53.223
Waste density (metric tons per person) (Note 3)		0.48 (105 people)	0.48 (120 people)	0.47 (113 people)

Note 1: Data scope covers the operational sites of Shian Yih Electronic Co., Ltd. (Plant 1: No. 22, Industrial Road 24, Nantun District, Taichung City; Plant 2: No. 8-1, Industrial Road 12, Xitun District, Taichung City).

Note 2: Recyclable waste: Recyclable general industrial waste, such as used cardboard boxes, etc.

Note 3: Waste density= Total waste volume / Number of employees as of December 31 of the current year.

Note 4: Domestic waste is estimated based on invoices issued by an environmental services company for waste collection.

In 2024, recyclable waste accounted for 19% of total waste. Non-recyclable waste accounted for 81% of total waste. In the future, we will continue to optimize our waste management processes to reduce the generation of non-recyclable waste and achieve higher environmental goals.

Water Resource Management (GRI 303-3)

Shian Yih Electronic regards water as a shared resource and places great importance on the water resources and environment of the regions where our production facilities are located. Therefore, we have set targets for reducing water consumption per unit of production and are continuously lowering the unit water consumption in production. We also collaborate with our customers to reduce water usage. When planning water resource usage, we consider government policies, company development, industrial changes, and the water resource needs of surrounding residents. We manage, schedule, and allocate water resources in a reasonable and effective manner to minimize resource consumption.

Shian Yih Electronic' various factories have implemented measures such as using water-saving faucets and toilets, as well as promoting water conservation initiatives, to reduce per capita water consumption. All factory and office facilities are located in developed industrial zones or parks within urban areas, utilizing municipal water supply systems, with no extraction of groundwater or well water.

Water usage over the past three years (303-3)				
Item	Unit	2022	2023	2024
Water withdrawal volume	million liters	5.119	4.708	4.794
Individual revenue	million	1,209	1,188	857
Water withdrawal intensity (Note 4)	million liters per million yuan	0.0042	0.0040	0.0056

Note 1: Data scope covers the operational sites of the parent company of Shian Yih Electronic (Plant 1: No. 22, Industrial Road 24, Nantun District, Taichung City; Plant 2: No. 8-1, Industrial Road 12, Xitun District, Taichung City).

Note 2: No water is sourced from areas with water resource pressure, and both water intake and discharge are freshwater.

Note 3: All water resources are sourced from third parties.

Note 4: Water withdrawal intensity = water withdrawal volume / individual revenue.

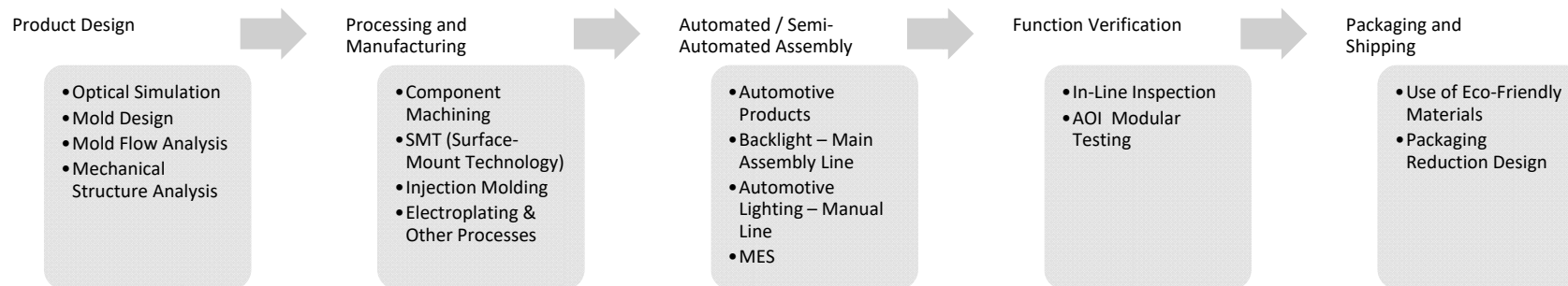
4-2 Research and Development, Technology Innovation, and Management

R&D Technology Innovation Management

Shian Yih Electronic's R&D team is dedicated to technological innovation and product application expansion. Through R&D management mechanisms and resource investment, they enhance product competitiveness and ensure market adaptability. To stay abreast of the latest technological developments and market trends, the team regularly participates in technical seminars, exhibitions, and technical collaboration meetings, strengthening their forward-looking R&D capabilities and promoting the application of customized designs and efficient process technologies.

Based on the technical development roadmap, the team continuously invests in research on optical design, material applications, and process technologies, focusing on the development of high-performance, low-power, lightweight, and uniform LED backlight modules and automotive headlight modules. Through vertical integration advantages in mold design, manufacturing, and plastic injection molding, the team establishes a product ID traceability system to ensure production quality traceability. Additionally, through automated assembly, SMT production lines, and precision dispensing technology, combined with in-line inspection and AOI modular testing, we ensure the high-quality conversion of R&D results into stable production. Through rigorous testing under extreme temperature, humidity, and impact conditions, we validate the reliability and durability of our products.

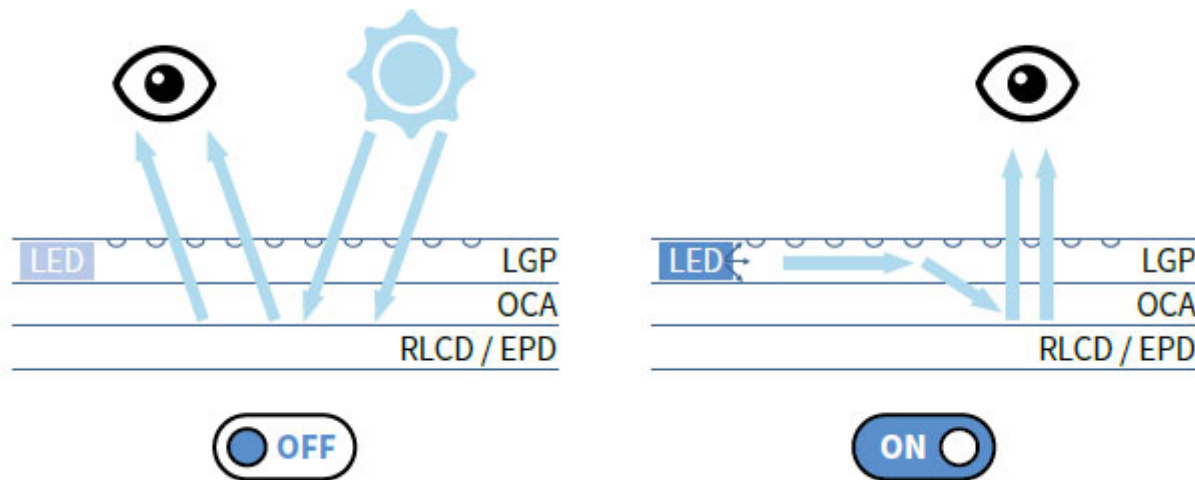
Shian Yih Electronic has obtained international certifications such as ISO9001 and IATF16949, actively promoting smart manufacturing and low-carbon transformation. The company integrates R&D achievements with environmental sustainability goals and continuously optimizes its R&D management system to enhance technological innovation efficiency, ensure stable supply, and strengthen market competitiveness.



In the backlighting field, Shian Yih Electronic offers a comprehensive range of services, including flat/curved light guides and Mini LED technology, applied to automotive, industrial control, wearable devices, and various electronic products. The company is actively developing Local Dimming and front-lighting technology to align with market trends.

Local Dimming Technology: By controlling light in zones, this technology effectively reduces power consumption while significantly improving display contrast and color gamut performance, delivering more delicate and realistic images.

Front-light modules: By integrating reflective LCDs, these modules achieve high transparency and high-definition display. Since front-light modules combine front-light sources with ambient light to provide brightness, they offer advantages such as energy savings, carbon reduction, and efficient resource utilization, further driving green innovation and sustainable development.



R&D Resource Allocation

Shian Yih Electronic continues to drive technological innovation by allocating R&D resources based on customer and market needs. The 2024 total R&D budget allocation is as follows:

Project R&D expenses: 85% (including optical design, process technology testing, and new technology development)

Patent expenses: 13%

Other expenses: 2%

Through precise resource allocation, we ensure that our R&D strategy effectively supports the company's operational development.

Patent Management and Protection Measures

Shian Yih Electronic actively conducts patent based on technical and product requirements, having accumulated 29 patent applications worldwide to date. To ensure efficient resource utilization, R&D personnel are assisted by the intellectual property department during the initial stages of patent proposals for patent searches and analysis, thereby enhancing R&D efficiency.

- Responsible Department: The intellectual property department is responsible for patent applications and maintenance.
- Training Programs: Regularly conducts relevant courses, such as trade secrets, intellectual property rights, and patent types.
- Reward System: Based on the "Inventor's Creative Contribution Record" and the "R&D Reward Application Guidelines," R&D achievements can be submitted to the IP department for review and receive corresponding rewards.

Through a comprehensive patent management system and incentive mechanisms, we ensure that technological innovation outcomes receive maximum protection and application, thereby further enhancing the company's competitiveness.

4-3 Greenhouse Gas Emissions

Greenhouse Gas Emissions Management (GRI 305-1, 305-2, 305-3, 305-4)

Shian Yih Electronic conducted a greenhouse gas inventory in 2024 in accordance with ISO 14064-1:2018 and established a carbon inventory team to conduct annual greenhouse gas inventories and data maintenance. The greenhouse gas emission information for the 2024 fiscal year is summarized in the table below:

Scope	Category	Equipment Type (Emission Source)
Scope 1: Direct Greenhouse Gas Emission Sources	Fixed combustion sources: Refers to fuel combustion in fixed equipment, such as generators.	Diesel emergency generators (CO ₂ , CH ₄ , N ₂ O) Natural gas (CO ₂ , CH ₄ , N ₂ O) Liquefied petroleum gas (CO ₂ , CH ₄ , N ₂ O)
	Mobile combustion sources: Refers to fuel combustion in transportation and traffic, such as government vehicles and diesel forklifts.	Diesel/gasoline-powered government vehicles (CO ₂ , CH ₄ , N ₂ O) Diesel forklifts (CO ₂ , CH ₄ , N ₂ O)
	Process emission sources: Emissions from physical or chemical processes, such as acetylene.	Acetylene (CO ₂)
	Diffuse emission sources: emissions that are intentional or unintentional, such as leaks from equipment joints or seals SF ₆ ; carbon dioxide and HFCs emitted from fire suppression systems; HFCs emitted from air conditioning, refrigeration, and household freezing equipment; and CH ₄ emitted from septic tanks and wastewater treatment systems.	Fire extinguishers (CO ₂) Air conditioners, chillers, dryers, water coolers, and refrigerators (HFCs) Septic tanks (CH ₄)
Category Two: Indirect greenhouse gas emissions from energy use	Greenhouse gases generated from purchased electricity	Purchased electricity (CO ₂)
Category Three Other indirect greenhouse gas emissions	Greenhouse gas emissions occurring outside the facility boundary, such as waste disposal, employee commuting to and from the workplace, and business travel	Waste disposal - gasoline and diesel (CO ₂ , CH ₄ , N ₂ O)
		Employee commuting to and from the workplace and business travel - gasoline/diesel (CO ₂ , CH ₄ , N ₂ O)

Greenhouse gas emissions over the past three years				
Type	Unit	2022	2023	2024
Category 1	Metric tons of CO ₂ equivalent	24.986	16.448	56.645
Category 2	Metric tons of CO ₂ equivalent	1,729.780	1,195.233	968.339
Total emissions for Categories I and II	Metric tons of CO ₂ equivalent	1,754.766	1,211.681	1,024.984
Category 3	Metric tons of CO ₂ e	22.746	30.919	49.533
Individual revenue	million	1,209	1,188	857
Greenhouse gas emission intensity (Total emissions from Scope 1 and 2 / Individual revenue)	Metric tons of CO ₂ e/million yuan	1.4514	1.0199	1.196

Note 1: The greenhouse gases included in the inventory are: carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).

Note 2: The scope of the inventory covers the operational sites of the parent company of Shian Yih Electronic (Plant 1: No. 22, Industrial Road 24, Nantun District, Taichung City; Plant 2: No. 8-1, Industrial Road 12, Xitun District, Taichung City).

Note 3: The standards used are based on ISO 14064-1:2018, and the operational control method is adopted. Scope 1 corresponds to Category 1 in ISO 14064-1:2018; Scope 2 corresponds to Category 2; Scope 3 corresponds to Categories 3 to 6, but Shian Yih Electronic currently only conducts inventories up to Category 3.

Note 4: Emission factors are sourced from the Ministry of the Environment's Greenhouse Gas Emission Factor Management Table 6.0.4.

Note 5: The above data are self-reported by the company and have not been verified by a third party.

Greenhouse Gas Emission Reduction

1. Greenhouse Gas Reduction Targets:

The company aims to reduce emissions by at least 1% annually compared to the previous year.

2. Key Energy-Saving Measures

- (1) Implement energy-efficient equipment and processes, including upgrading chillers and motors to variable frequency drives and optimizing production processes to achieve higher energy efficiency.
- (2) Utilize automated equipment to reduce labor consumption.
- (3) Replace all office and factory lighting with LED energy-saving lamps, and install smart switches for hallway and perimeter lighting.
- (4) Gradually replace company vehicles with hybrid or fully electric vehicles.
- (5) Implement document digitization to reduce the use of photocopiers.

05

**Supply Chain
Management**

5-1 Supply Chain Risk and Management

The company is committed to establishing a robust and flexible supply chain management mechanism to ensure the stability and sustainable development of the supply chain. We will reduce supply chain risks and strengthen management through the following measures:

1. Supply Chain Risk Assessment Mechanism

- **Supplier Evaluation Form:** We conduct an annual supplier evaluation form covering financial stability, operational capability, environmental performance, and other relevant areas.
- **Tiered Management System:** Based on the supplier evaluation form, suppliers are categorized into risk tiers A, B, C, and D. High-risk (D-tier) suppliers are subject to enhanced management and regular progress tracking; medium-risk (C-tier) suppliers receive enhanced management, guidance, and improvement targets; low-risk (B-tier) suppliers are subject to enhanced management; and low-risk suppliers are maintained for long-term collaboration and recognized for their performance.

2. Raw Material Supplier Diversification Strategy

To mitigate the risk of supply disruptions caused by reliance on a single supplier, the Company has established differentiated diversification management strategies for different types of raw materials (mechanical and electronic):

2.1 Mechanical Components

- **Certification and Operational Selection Mechanism:**
When customers do not specify suppliers, institutional raw materials (such as plastic parts, metal structural components, etc.) are selected based on the supplier's product certifications (e.g., ISO 9001, ISO 14001) and operational stability, prioritizing partners with stable supply capabilities and cost-effectiveness.
- **Multi-supplier configuration:**
To avoid reliance on a single supplier, at least two primary suppliers are designated for institutional raw materials, with one to two backup suppliers established to ensure supply chain stability.

2.2 Electronic raw materials

- **Alternative Material Mechanism:** For electronic materials without specified brands or models, identify alternative materials that meet technical specifications and complete internal reviews and customer confirmation.
- **Supplier Tiering:** Suppliers are categorized based on technical capabilities, delivery times, and costs to ensure at least one alternative supplier is available.

3. Supplier Management Policies and Procedures

The Company establishes a comprehensive and rigorous management mechanism in accordance with its internal supplier management regulations to ensure supply chain stability and compliance with quality standards. Key measures include:

3.1 Evaluation Mechanism

- **On-site Evaluation:** Conduct on-site audits for new suppliers and high-risk suppliers to assess their production capabilities and environmental management.
- **Written Evaluation:** Regularly request suppliers to submit relevant documents such as certification certificates, production processes, and quality systems for written review, and score them based on the results.

3.2 Quality Requirements Policy

- **Standard Setting:** Establish quality standards based on product types, including material specifications, inspection items, and delivery timeliness requirements.
- **Continuous Monitoring:** Implement a regular quality inspection mechanism, issue corrective action notices to suppliers that fail to meet standards, and set improvement deadlines to ensure quality compliance.

3.3 Regular and Daily Evaluation Mechanism

- **Annual Evaluation:** Conduct a comprehensive performance assessment of suppliers annually, covering quality, cost, and delivery capability, with results serving as a key basis for future collaboration decisions.
- **Daily Evaluation:** Monitor suppliers' on-time delivery rates, material 合格 rates, and response times to issues in real-time during daily operations to ensure operational stability.
- **Performance Improvement Plans:** For suppliers with poor performance in evaluations, develop improvement plans and assign dedicated teams to track progress.

3.4 Development and Communication

- **Supplier Development:** Regularly organize training sessions and communication meetings to share the latest industry trends and technical requirements, helping suppliers enhance their competitiveness.
- **Sustainable Partnerships:** Establish long-term partnerships with high-performing suppliers to jointly advance sustainable development goals.

Through the aforementioned multi-tiered **management measures**, the Company continuously optimizes its supply chain structure, reduces operational risks, and ensures the supply chain's efficiency and resilience to support the Company's sustainable development goals.

5-2 Local Procurement (GRI 204-1)

In 2024, Shian Yih Electronic Industry Co., Ltd. had a total of 51 suppliers with transactions that were evaluated, including 9 foreign suppliers and 42 domestic suppliers. To avoid supply shortages or other external factors causing material shortages, the company actively cultivates second or third suppliers. When selecting new suppliers, priority is given to those that have obtained ISO-related certifications. Additionally, the company cultivates long-term partners through close operational collaboration to pursue sustainable business operations and mutual growth. Except for raw materials and equipment not produced domestically, the company primarily sources materials from local domestic suppliers to maintain high flexibility and rapid supply. This approach also aims to promote domestic economic development, increase employment opportunities, reduce costs for the company, conserve energy, and contribute to environmental protection through customer-end recycling and reuse.

The company actively collaborates with supplier partners to assist them in building technical capabilities, jointly pursuing sustainable business operations and growth. We continue to implement local procurement to promote the local economy and reduce transportation energy consumption. This also helps mitigate supply risks. In 2024, approximately 82% of the company's raw material procurement expenditures will come from local sources.

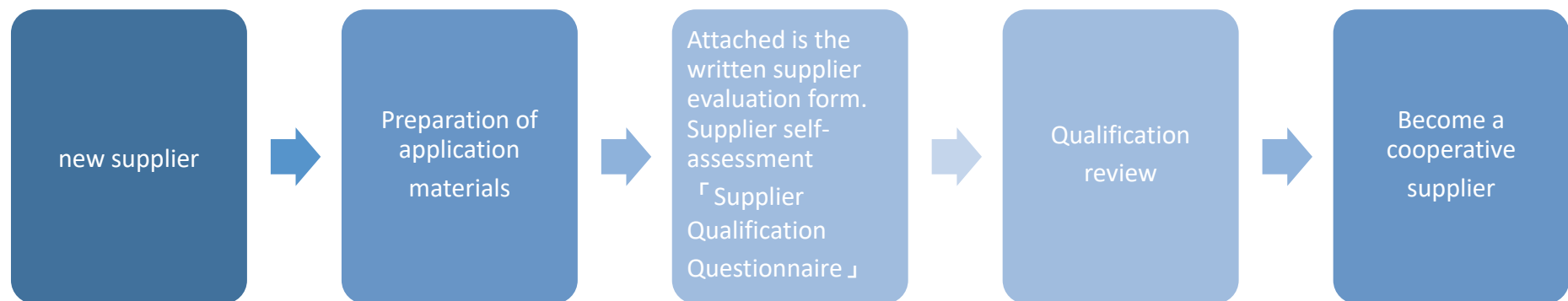
5-3 Responsible Supplier Commitment (GRI 308-1)

Shian Yih Electronic implements sustainable supply chain management through three key processes. These include requiring new suppliers to complete a supplier qualification survey self-assessment form, which evaluates aspects such as product quality, training implementation, warehouse management, delivery performance, and monitoring of environmentally hazardous substances, to ensure supply chain stability and sustainable development.

Implementation of the Three Major Processes for Sustainable Supply Chain Management



Process for Adding New Key Suppliers and General Raw Material Suppliers



2024 New Supplier Audit Status:

Review Items	Applicable Entities	Number of Suppliers Audited in 2024	2024 Completion Rate
Supplier Qualification Survey Form	All new suppliers (Taiwan)	3	3 suppliers signed back, sign-back rate 100%.

Note 1: The signing rate is calculated as the number of new suppliers who signed back divided by the total number of new suppliers .

2024 Supplier Audit Status:

Audit Items	Applicable Entities	Number of suppliers to be reviewed in 2024	2024 Completion Rate
Supplier Qualification Survey Form	All raw material suppliers meeting the review standards (Taiwan)	32	32 suppliers have signed back, with a sign-back rate of 100%

Note 1: The return rate is calculated as the number of suppliers who returned the form divided by the number of suppliers whose raw materials require review.

Note 2: Review criteria:

- A. Achieved the company's supplier incoming material quality targets (i.e., quality stability) in the past three months
- B. Average payment amount over the past three months is below NT\$1 million
- C. Suppliers with fewer than 30 incoming material batches are not subject to evaluation (excluding automotive products)
- D. Suppliers with an annual transaction amount of less than NT\$500,000 are not subject to evaluation (excluding automotive products)

06

Employee Care

6-1 Human Rights Policy and Management

Shian Yih Electronic supports and adheres to the fundamental principles of human rights, including the United Nations Universal Declaration of Human Rights, the International Covenant on Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, as well as the laws and regulations of all regions where we operate. Our human rights policy, approved by the General Manager, is established to ensure that all current employees (including contractual and temporary employees) receive fair and dignified treatment. We also expect our suppliers and contractors to comply with these principles.

Shian Yih Human Rights Commitment (GRI 2-23)

1. Providing a Safe and Healthy Work Environment

The Company continuously promotes activities to prevent occupational accidents and pollution, ensuring a safe working environment for employees. In addition to providing a safe and healthy working environment in accordance with applicable laws and regulations, the Company has contracted professional physicians and nurses from nearby hospitals to conduct regular safety, health, and fire safety training, and implements necessary preventive measures to prevent occupational accidents and reduce hazards in the workplace.

2. Equal Employment Opportunities and Prohibition of Discrimination and Unfair Treatment in the Workplace

Our company integrates human rights policies into our internal control procedures. In matters related to labor rights, including hiring, compensation and benefits, training opportunities, promotions, termination, or retirement, we do not discriminate against employees or job applicants based on race, class, language, ideology, religion, political affiliation, place of origin, place of birth, gender, sexual orientation, age, marital status, pregnancy, appearance, physical features, disabilities, zodiac sign, blood type, or any other factors.

3. Prohibition of Child Labor

The Company, including its overseas subsidiaries, explicitly prohibits the employment of child labor in its recruitment processes. As of December 31, 2024, the total number of employees in the Group was 957 (113 in Taiwan and 844 in mainland China), with no instances of child labor.

4. Prohibition of Forced Labor

The Company does not force or coerce any unwilling individuals to perform labor. The regulations regarding daily and weekly normal working hours, overtime, leave, special leave, and other types of leave for employees are in compliance with legal requirements. When employees request overtime through the attendance system, a reminder function is activated. Overtime pay or compensatory leave is provided after overtime work, and a dedicated staff member conducts monthly inspections and controls of working hours in the factory.

5. Maintaining a Healthy Work-Life Balance Environment

The company provides funding for venues to encourage employees to participate in health activities. Employees frequently organize their own activities such as badminton teams and jogging. Additionally, the company organizes year-end parties, family days, and departmental dinners to enhance employees' physical and mental well-being and strengthen team cohesion and family bonds.

6. Policy and Legal Compliance Promotion

Upon joining the company, new employees receive relevant legal compliance training and job-specific education, covering topics such as sexual harassment prevention, workplace discrimination, gender equality laws, work rules, and safeguarding humane treatment.

Through regular promotions and announcements, employees are made aware of their responsibilities to assist in ensuring a workplace free from illegal violations during the performance of their duties. Complaint hotlines are also disclosed to foster a friendly work environment.

7. Occupational Safety Training Series

Content includes: occupational safety and health training, fire safety training, emergency response drills, and first aid training.

8. Integrity and Ethics Promotion

Regular promotions focus on daily behavior and moral standards to foster a healthy and positive workplace culture.

The Company continues to prioritize human rights protection and implement relevant training to enhance awareness of human rights protection and reduce the likelihood of related risks.

Our human rights policy is also published on our company website at: <https://www.shianyh.com.tw/人權管理>



Human Rights Themes and Management Approaches (GRI 2-24)

In 2024, Shian Yih Electronic will focus on the human rights themes identified through internal discussions of the Sustainable Development Promotion Committee, and will outline the Company's management approaches and objectives for each human rights theme as follows.

Human Rights Themes	Company-Related Explanations	Company Objectives	Company Policies, Action Plans, or Measures (including mitigation and remedial measures)	Monitoring or implementation effectiveness of company policies and objectives
Reasonable working hours and wages	The company hires employees based on their professional skills and experience, and they are protected by the Labor Standards Act. The company does not discriminate against employees based on gender, marital status, or childbirth when it comes to employment, wages, performance evaluations, or promotion opportunities.	Align organizational goals, individual goals, and talent development to avoid bias and unequal pay for equal work.	1. Establish performance evaluation systems to assess individual work performance and provide training based on employees' capabilities. 2. Conduct recruitment processes in accordance with the Employment Services Act and the Labor Standards Act, effectively utilizing the diversity of personnel and multi-skilled worker training to enhance flexibility in job rotation and work scheduling.	1. This year, 79.65% of all employees achieved performance evaluations in January and July. 2. Professional knowledge and technical training hours reached 283.3 hours this year.
Forced Labor	Comply with the provisions of the Labor Standards Act and the Labor Dispute Act to protect human rights, and there are no violations such as overtime work, forced labor, employment of	We are committed to creating a friendly work environment free from forced labor.	1. We have introduced an annual performance review interview mechanism, established labor-management meeting representatives, and provided employees with a complaint channel to strive for a friendly work environment. 2. During the employee recruitment process, we conduct open selection and	1. Revise workplace regulations on illegal acts and sexual harassment prevention in accordance with legal requirements, and announce relevant policies and guidelines. 2. Based on production and sales meetings, we will prepare human resources in advance. 3. Strictly control weekly overtime hours to ensure they do not exceed 46 hours.

Human Rights Themes	Company-Related Explanations	Company Objectives	Company Policies, Action Plans, or Measures (including mitigation and remedial measures)	Monitoring or implementation effectiveness of company policies and objectives
	child labor, or failure to implement gender equality in the workplace.		verify identity documents and actual age to ensure compliance with legal requirements.	4. This year, the company received 0 reports of overtime work and 0 reports of forced labor.
Privacy Protection	Inadequate protection of personal data can have negative impacts on business operations, including the leakage of confidential information, customer loss, and legal risks.	No personal data has been improperly disclosed or used.	The company has established the "Personal Data Security Management Regulations," regularly conducts training for employees, properly records customer-related information, and safeguards employee personal data.	1. Monthly inspections are conducted to review the settings of passwords related to personal data, requiring employees to regularly change their passwords to maintain confidentiality. At the same time, unused identification codes and accounts are checked and deactivated. If there are signs that a user's password may have been compromised, the password is immediately changed. 2. In 2024, the company did not receive any complaints related to privacy violations.
Minimum Wage	The government sets the minimum wage based on factors such as inflation and living expenses to protect workers and employees.	Compensation complies with legal requirements, including minimum wage, overtime pay, and statutory benefits. Deductions from wages are not used as disciplinary measures.	1. Meal allowances are not included in the calculation of the minimum wage. 2. The minimum wage does not include overtime pay or other miscellaneous expenses such as travel expenses.	1. Extend working hours in accordance with the law and ensure that overtime pay is higher than the regular hourly wage rate. 2. Provide detailed salary information. 3. By 2024, all employees' wages will exceed the minimum wage of 27,470 yuan.

Human Rights Themes	Company-Related Explanations	Company Objectives	Company Policies, Action Plans, or Measures (including mitigation and remedial measures)	Monitoring or implementation effectiveness of company policies and objectives
Occupational Safety and Health	An unsafe work environment may result in employee injuries, causing significant losses to both employees and the company. Shian Yih is committed to providing a safe and healthy work environment that complies with all applicable laws and regulations, ensuring that all employees and non-employees working under the company's control can work in a healthy and safe environment.	The company prioritizes workplace safety as its top mission, establishing a work environment that meets legal requirements for safety and health, fostering a strong safety and health culture, and setting a target of zero industrial accidents.	1. The workplace primarily consists of automated or semi-automated equipment and manual operations. All personnel have received comprehensive training, and all equipment is equipped with proper safety guards. 2. Annual occupational safety and health training sessions are conducted, along with general safety and health education programs.	1. In addition to regular training for personnel, the company also conducts regular/irregular assessments of personnel's awareness of workplace safety. 2. All equipment at our company is subject to regular/irregular testing of protective measures and maintenance by designated personnel. 3. No workplace safety incidents occurred in 2024. 4. The participation rate for occupational safety and health training in 2024 was 18.6%, with a total of 21 participants. 5. 100% of new employees participated in general safety and health training in 2024.
A friendly work environment	Continuously improving the work environment to comply with regulations and prevent workplace bullying, sexual harassment, discrimination, and other illegal infringements.	A happy workplace where employees work in a friendly and safe environment.	1. We promote compliance with laws and regulations, establish open and accessible channels for suggestions and complaints, and have set up a dedicated hotline and email address for handling sexual harassment complaints. We also conduct regular training sessions to enhance employees' awareness and understanding of gender-related issues. 2. Providing employees and job applicants with a workplace free from	1. In 2024, human rights policy training reached 0 people; 0 hours. Plans are in place to conduct human rights policy training for all employees in 2025. 2. Hired 3 individuals with disabilities; 2 indigenous individuals; and 4 new residents. 3. In 2024, the company received 0 reports of illegal infringement and 0 cases of discrimination.

Human Rights Themes	Company-Related Explanations	Company Objectives	Company Policies, Action Plans, or Measures (including mitigation and remedial measures)	Monitoring or implementation effectiveness of company policies and objectives
			sexual harassment. 3. In accordance with laws and regulations, we have established lactation rooms, employee welfare committees, and labor-management meeting representatives to plan and implement various employee welfare measures. Through a comprehensive welfare system, we strive to create a harmonious work environment between employers and employees.	
Product Safety and Consumer Protection	Consider consumer safety and client regulations to provide stable and safe products without reducing or negating responsibilities applicable under laws and regulations.	Consumers use products within reasonable limits without causing harm to consumers.	1. All products have passed ISO, IATF, legal regulations, or relevant customer requirements. 2. No major safety concerns leading to customer complaints or returns.	1. Annual audits are conducted regularly, with a 100% pass rate. 2. No customer complaints received this year due to product safety concerns.
Physical labor work	Employees in positions involving repetitive work are provided with annual health check-ups and reasonable work rotation schedules.	All employees are provided with a safe working environment, with no work-related injuries or occupational diseases occurring.	1. The company provides annual general health examinations for employees to assess their physical condition during work and adjust assignments as needed. 2. Employees working in high-risk positions, such as electrical engineering or maintenance, receive regular occupational safety and health training to emphasize the importance of safety.	1. The coverage rate for general labor health check-ups in 2024 was 99%. 2. The participation rate for occupational safety and health training in 2024 reached 18.6%. Starting in 2025, the company plans to enhance participation rates through measures such as online meetings, weekly briefings, and inviting external experts to conduct training sessions at the company. 3. There were 0 cases of occupational

Human Rights Themes	Company-Related Explanations	Company Objectives	Company Policies, Action Plans, or Measures (including mitigation and remedial measures)	Monitoring or implementation effectiveness of company policies and objectives
				diseases caused by repetitive work in 2024.
Machine Safety	Prioritize the use of machinery and equipment with TS certification in the workplace. Customized equipment and processing machinery must be assessed and fitted with safety protection devices.	Committed to reducing the likelihood of employee injuries during work processes.	Conduct hazard identification activities in the workplace in accordance with the annual occupational safety and health plan.	1. A total of 4 workplace hazard identification and assessment reports were completed for the 2024 fiscal year. 2. The assessment identified 0 work environments with high-risk hazards. 3. There were 0 reported occupational accidents in 2024.

6-2 Employee Distribution Data

Workforce Structure (GRI 2-7, 2-8, 202-2)

As of the end of 2024, the total number of employees at Shian Yih Electronic was 113, with 113 regular employees, accounting for 100% of the total workforce, and 0 non-regular employees, accounting for 0% of the total workforce. Shian Yih Electronic prioritizes hiring local employees at its business locations, with a local employment ratio of 100%. The company strictly complies with all relevant labor laws and regulations issued by government authorities, has never employed child labor, and, if hiring foreign nationals, does so in accordance with local laws and regulations.

As of the end of 2024, the total number of employees at the company was 113 (49 male and 64 female). In terms of employee composition, there were 20 direct employees and 93 indirect employees, with indirect employees including 49 managerial staff (15 entry-level managers, 24 mid-level managers, and 10 senior managers). There are 19 female managers, accounting for 38.77% of all managers. All senior managers are local nationals, with a 100% local hiring rate for senior management positions, totaling 10 individuals.

Shian Yih Electronic places a strong emphasis on diversity and workplace inclusion. Employee recruitment, compensation, and benefits are not differentiated based on gender, age, nationality, race, religion, or job position. The ratio of male to female employees at the company is approximately 4:6.

Category	Group	Male		Female		Nationality		Group Subtotal	
		Number	Percentage of the group	Number	Percentage of the group	Number	Percentage of the group	Number	Percentage of the group
Labor contract	Permanent employees (or referred to as non-regular contract workers)	49	43.4	64	56.6	113	100	113	100
	Temporary employees (or fixed-term contract workers)	-	0	0	0	-	-	0	0
Employment Type	Full-time (or full-time employee)	49	43.4	64	56.6	113	100	113	100%
	Part-time (or part-time workers)	-	0	0	0	-	-	0	0

Note 1: Data source: Number of employees as of December 31, 2024.

Note 2: There were no significant fluctuations in the number of employees during the reporting period or when comparing the reporting period to the previous period.

Note 3: In terms of work location distribution, 100% of employees are based at the main operational headquarters in Taiwan.

Additionally, in addition to 113 employees, there were 4 non-employee workers in 2024, whose job responsibilities included security personnel (primarily responsible for access control and patrols during non-working hours at the company). The data source is the actual number of personnel stationed at the company as of December 31, 2024, with no data estimates or assumptions. During the reporting period and when comparing the reporting period to the previous period, there were no significant fluctuations in the number of non-employee workers.

The Company adheres to a merit-based hiring policy, with all recruitment and hiring conducted through transparent and open channels. The primary channels for talent selection include public recruitment and employment service centers. Other channels, such as recommendations from professional institutions and employee referrals, also provide the Company with high-quality human resources.

Shian Yih strictly adheres to company policies and relevant government regulations, integrating social responsibility principles such as employment equality, respect for human rights, employee diversity, prohibition of child labor, and prohibition of forced labor into its recruitment processes, thereby providing equal employment opportunities. Shian Yih also explicitly states in its human rights policy that employees are not subject to discrimination in language, attitude, or behavior based on race, class, language, ideology, religion, political affiliation, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, physical or mental disabilities, or previous union membership. We strive to treat every employee fairly.

As of 2024, the Company has not received any complaints regarding gender or racial discrimination, violations of human rights in labor practices, or violations of indigenous peoples' rights. There have been no incidents of forced labor, child labor, restrictions on freedom of association, discrimination, excessive overtime, or other violations.

Governance and Employee Diversity (GRI 405-1)

Governance Units

The Company has categorized its governance units and employee distribution for the year 2024 based on diversity indicators such as gender, type, and age as follows:



	Category	Group	Number	%
Governance Unit	Gender	Male	8	89
		Female	1	11
	Age	Under 30	0	0
		30–50	2	22
		>50 years old	7	78
	Total number		9	100

Note 1: Based on the members of the Board of Directors as of December 31, 2024.

Note 2: <30 excludes 30 years old; 30–50 includes 30 years old and 50 years old; >50 excludes 50 years old.

2024 Employee Distribution		Management		Non-management		Direct Staff		Total	
		Number	%	Number	%	Number	%	Number	%
Male	Under 30	0	0	1	1	2	2%	3	3
	30-50	17	14	13	12	3	2	33	28
	>50 years old	13	12	0	0	0	0	13	12%
	Subtotal	30	26	14	13	5	4%	49	43
Female	<30 years old	0	0	1	1	1	1%	2	2
	30-50	1	11	25	21	12	11%	49	43
	Over 50	7	6	4	4	2	2%	13	12
	Subtotal	19	17	30	26	15	14%	64	57
Total		49	43	44	39%	20	18	113	100

Note 1: Based on the number of employees on the payroll as of December 31, 2024, the ratio of employees in each category = the number of employees in that category in 2024 / the total number of employees at the end of the year.

Note 2: <30 excludes 30 years old; 30-50 includes 30 years old and 50 years old; >50 excludes 50 years old.

Note 3: Management positions include Deputy Group Leaders/Group Leaders/Deputy Section Chiefs and above. Non-management positions include administrative staff at the Administrative Officer level and above, as well as technical staff. Direct personnel include production line operators and production line equipment technicians.

Talent Recruitment and Mobility (GRI 401-1, 408-1, 409-1)

Shian Yih Electronic's recruitment policy is both diverse and inclusive, and we do not discriminate based on gender, age, race, nationality, religion, political affiliation, or sexual orientation. We comply with local government regulations to protect and respect human rights and do not employ child labor or engage in forced labor. In response to organizational operational needs, Shian Yih Electronic recruited 10 new employees in 2024, resulting in a total new hire rate of 8.85%; 25 employees left the company, resulting in a total turnover rate of 22.12%, a decrease of 11.47% compared to the previous year's total turnover rate of 33.59%.

New Hires/Resignations		2024							
		New Hires				Departures			
		Male		Female		Male		Female	
		Number	%	Number of people	%	Number	%	Number	%
Taiwan	<30	3	2.66	2	1.77%	4	3.54%	7	6.19
	30-50	5	4.42%	0	0.00%	5	4.43%	9	7.96%
	>50	0	0.00	0	0.00	0	0.00	0	0.00
Total		8	7.08	2	1.77	9	7.97%	16	14.15
		2023							
Taiwan	<30	5	3.91	13	10.16%	5	3.91%	7	5.47
	30-50	2	1.56%	25	19.53%	3	2.34%	26	20.31%
	>50	1	0.78%	0	0.00%	2	1.56	0	0.00
Total		8	6.25%	38	29.69%	10	7.81%	33	25.78

Note 1: The above data is based on the number of employees on the payroll as of December 31 of the current year, as recorded in the human resources system, with no assumptions made regarding the data.

Note 2: New hires do not include employees who left mid-year and do not include transfers within the group.

Note 3: The number of employees who left includes those who voluntarily resigned, were terminated, retired, or whose contracts expired.

Note 4: The new hire rate for male (female) employees in a specific age group = the number of new male (female) employees in that age group during the year / the total number of employees at the end of the year.

Note 5: The turnover rate for male (female) employees in the specified age group is calculated as the number of male (female) employees who left the company during the year divided by the total number of employees at the end of the year.

6-3 Compensation and Benefits

Employee Compensation and Benefits Policy (GRI 2-20, 202-1, 401-2)

Shian Yih Electronic determines employee salaries based on educational background and relevant work experience. The overall compensation for all employees is not differentiated based on gender, age, race, nationality, religion, political affiliation, or sexual orientation. The company reviews local base salary levels annually to ensure that employee compensation remains competitive in the market. As of 2024, the Company has not signed a collective agreement. However, the Company holds regular quarterly labor-management meetings, with both labor and management representatives each accounting for 50%, to ensure employees' rights to negotiate.

The Company offers competitive salaries and compensation packages, which include base salary, allowances, employee cash bonuses, and employee benefits, based on job responsibilities, education and experience, and performance. The distribution of employee benefits and director compensation for the previous year is reported at the annual



shareholders' meeting. The 2024 compensation proposal was approved at the shareholders' meeting held on May 26, 2025. The current compensation policy takes into account corporate governance and commercial competition. Relevant compensation regulations and systems are submitted to the Compensation Committee for review and approved by the Board of Directors before being implemented in accordance with the regulations.



Additionally, Shian Yih Electronic places great importance on employee welfare and has established an Employee Welfare Committee composed of employees. The committee holds regular meetings to discuss the allocation and projects of employee welfare funds, providing diverse welfare measures such as travel subsidies, maternity allowances, contracted kindergartens, annual health check-ups, and group medical insurance. The company also offers opportunities for outstanding talent to participate in overseas training and visits. All welfare expenditures are made in accordance with legal requirements.

Welfare Programs		Measures
Bonuses		Performance bonuses and various target achievement bonuses/participation in profit-sharing/year-end bonuses.
Welfare Subsidies		Regular employee health check-up subsidies/group accident insurance/regular employee social gatherings/wedding and funeral assistance/accommodation for employees from other counties/cities/discounts from contracted vendors/badminton club.
Retirement System		In accordance with the provisions of the Labor Standards Act, the company has established relevant regulations for employee retirement. New employees and existing employees who opt for the new retirement pension scheme will contribute 6% of their monthly wages to the individual retirement account at the Labor Insurance Bureau.
Employee Welfare Committee		Annual travel allowance of 6,000 NTD per person per year / Year-end banquet and raffle / Mid-Autumn Festival gift / Birthday gift / Family Day activities.
Lifelong Learning		Employee training programs/internal newsletters/information on external courses and seminars/subsidies for further education.
Employee Insurance		The company provides various insurance benefits in accordance with the law, including pension contributions, group insurance, and overseas travel accident insurance for business trips, to ensure the safety and well-being of employees during work and daily life. Group insurance coverage includes: accidental death insurance, accidental disability insurance, accidental injury insurance, accidental medical insurance, and accidental injury hospitalization medical insurance.



Shian Yih's salaries are determined based on local salary survey standards and organizational hierarchical structures, establishing employee compensation standards. There are no differences based on gender, age, marital status, political affiliation, race, etc. The company adheres to the principle of equal pay for equal work, ensuring that the basic salary ratio for male and female employees in the same position and grade is 1:1. The salary ratios for various categories of employees at Shian Yih Electronic in 2024, along with their comparison to the minimum wage in the Republic of China, are listed below:

Employee Category	Ratio to Domestic Basic Wage	
	Male	Female
Managerial	2.7	2.36
General Staff	1.39	1.34

Note 1: The basic salary for domestic employees is calculated based on the minimum wage of NT\$27,470 announced by the Ministry of Labor, effective January 1, 2024.

Note 2: Compensation includes performance bonuses, position allowances, Mid-Autumn Festival bonuses, year-end bonuses, and employee benefits.

As salary is confidential company information, the ratio of the highest annual total compensation of an individual to the median total compensation of other employees is not disclosed. The following table provides salary information for full-time non-managerial employees for the 2024 fiscal year:

Salary Information for Full-Time Employees Not Holding Management Positions

Unit: New Taiwan Dollars (NTD)

	2023	2024	Change	Change Rate
Annual Average Number of Employees	110	105	-5	-4.55%
Annual average compensation (in thousands of New Taiwan Dollars)	783	680	-103	-13.15%
Annual median compensation (in thousands of New Taiwan Dollars)	662	564	-98	-14.80

Note 1: The information in the above table has been reviewed by KPMG and is consistent with the information disclosed on the Public Information Observation Station.

Note 2: "Number of employees" is calculated using the annual average method.

Note 3: The statistical information in the above table includes salary information for employees of Shian Yih Electronic Industry Co., Ltd.

Note 4: Change = 2024 figure – 2023 figure; Change rate = (2024 figure – 2023 figure) / 2023 figure.

Note 5: The decrease in the average and median salaries in 2024 is primarily due to a reduction in the Company's profits in 2024, resulting in a decrease in various bonuses and employee compensation allocations.

Career Development and Training (GRI 404-1)

The Company is committed to nurturing talent through diverse training methods, including in-person training, online courses, on-the-job training, and external training programs, to provide comprehensive and diverse learning programs and training resources.

Additionally, to encourage employees to pursue further education and enhance their skills and knowledge in work-related fields, the Company provides funding for employees to pursue degrees in relevant fields. In 2024, through a systematic development mechanism, the Company cultivated future management talent and promoted the development of mid-to-senior management reserves, enabling employees to leverage their strengths for continuous growth. The proportion of management positions filled by internal promotions has increased annually. In 2024, a total of 10 internal employees were promoted.

In 2024, the total annual training hours amounted to 1,200.40 hours, with an average of 10.62 hours per employee. The total training costs exceeded NT\$110,000, with an average annual training cost per employee of approximately NT\$980.

Training Hours		
Average Training Hours		2024
Gender	Male (hours)	9.20
	Female (hours)	9.49
Job Level	Manager and above (hours)	11.47
	General Staff (hours)	10.50
Number of employees as of December 31		113
Total training hours (hours)		1,200.40
Average training hours (hours)		10.6

Note 1: Average training hours per employee (=) and total training hours by category (÷) are based on the number of employees at the end of the year.

Note 2: Total hours are calculated based on the Company's internal system, with hours and costs consolidated after recording attendance certificates in the internal system. The statistical scope covers all employees from January 1, 2024, to December 31, 2024.

Performance Evaluation (GRI 404-3)

Shian Yih Electronic conducts performance evaluations twice a year in accordance with the "Performance Management Regulations." This performance evaluation system emphasizes fairness and equality, and all employees, regardless of gender or job category, are required to participate. Performance results are used for goal setting, empowerment and delegation of authority, communication and coaching, linking performance to rewards, and career development.

Shian Yih has always adhered to the principles of fairness, impartiality, and transparency in conducting performance evaluations for all employees. There is no discrimination based on nationality or gender. Formal performance evaluations apply to regular employees who have been employed for three months or more.

As of December 31, 2024, the company had a total of 113 employees, with 90 regular employees participating in the regular performance evaluation. The percentage of employees participating in the regular evaluation was 79.65% of the total workforce.

	Male		Female		Total	Percentage
	Number of employees who underwent evaluation	Proportion of those who underwent evaluation	Number of employees who underwent evaluation	Percentage of employees who underwent evaluation		
Management positions	16	14.16	12	10.62%	28	24.78%
Non-management	15 (Note 4)	13.27%	36 (Note 4)	31.86%	51	45.13
Direct personnel	0	-	11	9.74%	11	9.74%
Total	31	27.43%	59	52.22%	90	79.65%

Note 1: Percentage of employees subject to evaluation= Number of employees subject to evaluation in each category÷ Total number of employees as of December 31, 2024.

Note 2: The number of employees who underwent performance evaluations is based on the performance evaluation records in accordance with the Company's Performance Evaluation Management Regulations. The scope of the statistics includes all employees who were employed as of December 31, 2024.

Note 3: Management includes all managerial positions at the junior, middle, and senior levels; non-management includes indirect professional, administrative, and business personnel; direct personnel includes production line operators and equipment technicians.

Note 4: The number of non-management personnel who underwent evaluation exceeds the total number of non-management personnel in the 4-2-1 breakdown. This is because some of the evaluated personnel left the company during the year, and six non-management personnel were transferred to direct personnel on December 1, 2024, but were still evaluated as non-management personnel during the evaluation process.

To ensure employee rights, the Company establishes all systems in strict compliance with applicable laws and regulations:

First, we have established a performance management and evaluation system that integrates individual development with organizational goals, promotes two-way communication, and facilitates employee development planning. We conduct performance evaluations for all employees (including indirect employees, direct employees, and new hires) through a fair and reasonable evaluation process. The evaluation results serve as the basis for decisions regarding promotions, salary adjustments, employee compensation distribution, and employee development training needs. If an employee is unable to perform their duties, the company will provide a coaching plan or assist in transferring them to a suitable department or affiliated company. If the employee is still unable to meet the requirements of the company, the company will provide an appropriate notice period* and severance pay in accordance with relevant laws and regulations, and issue the necessary documentation to assist the employee in applying for unemployment benefits or vocational training subsidies, ensuring that the employee's employment rights are not affected.

Performance evaluations are conducted twice a year for all employees. Evaluated employees will self-assess their achievement of objectives and describe their job performance behaviors. Evaluations will be conducted by supervisors at each level, with the following key evaluation criteria:

- Work performance
- Learning progress
- Essential competencies

Poor performance

Performance Improvement Plan – Proactive Support and Care to Ensure Employees Are in the Right Roles

For employees with annual performance below expectations (evaluated as "C") or consistently poor performance (as evidenced by supervisors and assessed by the HR department), a Performance Improvement Notice will be issued. Through guidance from supervisors and the HR department, employees will be assisted in identifying issues, receive timely feedback, and be encouraged to adopt a positive and proactive attitude toward implementing improvement measures, thereby supporting their ongoing improvement and development.

Whenever an employee needs to implement an improvement plan due to poor performance, the HR department takes a supportive and caring approach. First, the HR department proactively contacts the department manager to understand the employee's current work performance, requests the department manager to provide relevant evidence of performance shortcomings, and has the department manager explain the areas where the employee is underperforming. Based on this, a one-month improvement plan is drafted, and a performance review is conducted with the employee. After thorough communication between both parties and an objective review by the HR department, the "Performance Improvement Plan" is initiated. During the implementation period, the department manager and HR department will regularly monitor the employee's performance to assist them in meeting the improvement goals. Finally, before the end of the improvement period, the department manager will assess whether the employee has met the improvement goals based on the results achieved during the improvement period. In 2024, no employees participated in the performance improvement plan, and all employees are competent in their respective departments.

Employee Rights Protection (GRI 402-1)

Significant operational changes that may affect employee rights and related measures will be communicated to employees through the labor union or labor-management communication meetings prior to implementation, and affected employees will be notified in advance in accordance with applicable laws and regulations. Additionally, the Company provides supporting measures such as assisting employees in transferring to other internal departments or helping them apply for government subsidies under relevant programs. For example, in Taiwan, the Company complies with the Labor Standards Act by providing advance notice of 10 to 30 days based on the employee's years of service.

If an employee is unable to perform their duties, the Company will provide a counseling plan or assist in transferring the employee to a suitable department or affiliated company. If the employment relationship between the Company and the employee cannot be maintained, the Company will provide an appropriate notice period and severance pay in accordance with relevant laws and regulations, and issue the necessary documents to assist the employee in applying for unemployment benefits or vocational training subsidies, ensuring that the employee's employment rights are not affected. We place great importance on the reasons behind employee resignations. Therefore, for each case, a resignation interview will be conducted by a supervisor or human resources personnel to compile the reasons and implement necessary improvements to provide a more conducive workplace environment and systems, thereby enhancing employee stability.

The Company adheres to the statutory notice procedures. The notice period for terminating an employment contract is as follows:

1. For employees who have worked for three months or more but less than one year, notice must be given ten days in advance.
2. For employees who have worked continuously for one year but less than three years, notice must be given at least 20 days in advance.
3. For employees who have worked for three years or more, notice must be given at least 30 days in advance.

In the event of a job reassignment, the immediate supervisor will first negotiate with the employee several weeks in advance. If the employee agrees to the reassignment, the change will be announced.

6-4 Occupational Safety and Health

Occupational Safety Management (GRI 403-1, 403-4, GRI 403-8)

Shian Yih Electronic is committed to providing a safe, healthy, and environmentally responsible workplace that complies with local regulations to ensure that all employees and non-employees working under the company's control can work in a healthy and safe environment. Shian Yih upholds the principles of continuous improvement and sustainable development. Although the company's workforce does not meet the threshold for establishing an occupational safety and health management system as required by the "Occupational Safety and Health Management Regulations," we have established relevant management procedures and guidelines in accordance with Taiwanese regulations and occupational safety and health guidelines. Although our Taiwanese facilities have not applied for TOSHMS certification, we adopt the standards of this certification system to meet the minimum legal requirements and strive to provide a better working environment for our employees.

Shian Yih Electronic complies with the "Occupational Safety and Health Management Regulations" to establish an occupational safety and health organization and has formed an Occupational Safety and Health Committee (hereinafter referred to as the "OSH Committee"). The committee holds meetings every three months in accordance with legal requirements. Among the committee members, labor representatives account for more than one-third of the total members, and they are elected through an open process to ensure that the statutory quota of front-line employees is met as labor representatives for occupational safety and health.

The OHS Committee consists of seven members, with the General Manager serving as chairperson. The members include on-site supervisors, occupational safety and health personnel, first aid personnel, and two labor representatives. For the company's various safety and health policies, the OHS Committee convenes quarterly meetings chaired by the General Manager. Decisions or follow-up items are communicated to all employees through the company's internal network and bulletin boards.

The workers covered by the company's occupational safety and health management system are listed below:

Scope of the Management System	Employees	Contractors/Non-Employees
Total Number	113	0
Number of people covered by the management system	113	0
Proportion covered by the management system	100	0
Number of internal auditors	113	0
Proportion of internal audits	100	0
Number of people audited externally	0	0
Proportion of cases with external examination	0	0

Note 1: The total number of employees refers to the number of employees as of December 31, 2024.

Note 2: There were no contractors working at the company's premises during the 2024 fiscal year.

Note 3: The statistical scope covers the key operational sites of Shian Yih Electronic Industry Co., Ltd. (headquarters and Plant 2).

Note 4: Contracted operations primarily involve non-risk-related activities, such as equipment maintenance.

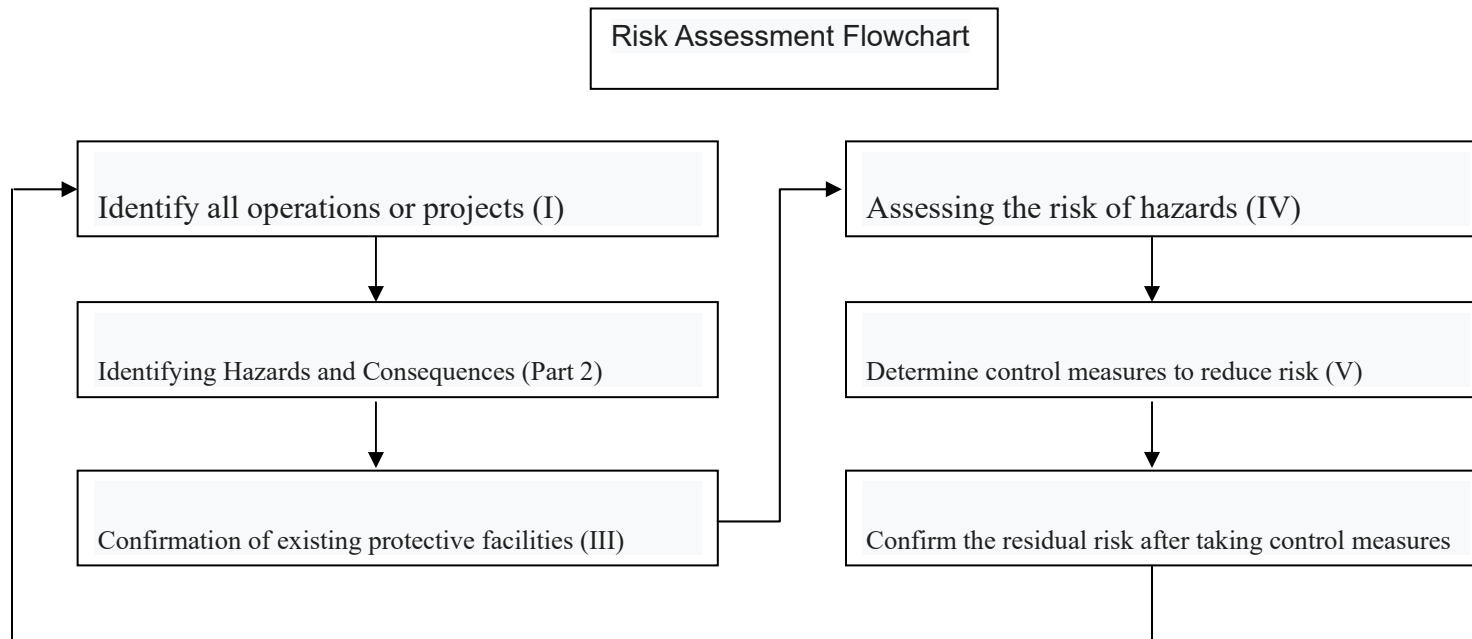
Risk Assessment and Accident Investigation (GRI 403-2)

Shian Yih Electronic complies with Article 5, Paragraph 2 of the Occupational Safety and Health Act and Article 31, Paragraph 1 of the Implementation Rules of the Occupational Safety and Health Act, and has established and implemented management plans for the identification, assessment, and control of workplace or operational hazards, assessment, and control of workplace or work-related hazards to prevent occupational injuries during operations. This includes the formulation of a workplace risk identification procedure, which is implemented and reviewed by employees holding a Level 2 Occupational Safety and Health Certificate.

Shian Yih Electronic places great importance on the safety and health of its employees' working environment. The scope of hazard identification and risk assessment includes all occupational safety and health hazards that may affect the workplace, both inside and outside the facility, including routine and non-routine activities, all personnel entering the facility (including employees, contractors, agents, visitors, and contract personnel), and subcontractors working in the workplace. The General Manager reviews and oversees the approval of hazard identification and risk assessment procedures, and after confirmation, department heads implement the detailed risk identification work. Taking the Taichung plant as an example, risk assessments are conducted annually or as needed by occupational safety personnel in collaboration with on-site supervisors based on the "Workplace Risk Identification Guidelines," and the results are recorded in the "Risk Assessment Management Form," which serves as the basis for policy formulation and hazard management.

The company regularly holds management review meetings with the occupational safety and health management unit and department heads to discuss, revise, and approve newly identified risks from multiple perspectives; revise content requiring modification for already identified risks; and revise risk grading standards and control measures as needed. If changes occur in plant equipment, operational procedures, occupational accidents occur, or corrective measures are required for non-conformities, hazard identification and risk assessment procedures will be conducted again.

Through the above risk assessment process, relevant risks are identified and strictly controlled, with a focus on high-risk factors, aiming to achieve the company's vision and goal of zero occupational accidents in the workplace.



Shian Yih Electronic has established an occupational accident reporting procedure. In the event of an accident, the injured party or a colleague may directly notify the department supervisor. The company shall not use this as a basis for disciplining the worker. The department supervisor will assist in handling subsequent medical treatment or false alarms. Furthermore, in the event of an accident, if an employee believes that they are in a situation where there is an imminent danger of injury, they are legally entitled to an emergency evacuation right. In such cases, they may cease work and retreat to a safe location without endangering the safety of other employees, and immediately report the incident to their immediate supervisor. The company shall not use this as a basis for disciplinary action against the employee.

Occupational Safety and Health Training (GRI 403-5, 403-7)

Safety is the fundamental foundation of manufacturing production and quality yield. Shian Yih Electronic complies with domestic occupational safety and health regulations and conducts annual occupational safety and health training courses for employees. Adhering to the principle of continuous improvement, we aim to achieve accident prevention, enhance employees' awareness of safety and health, and establish a healthy and safe workplace through full participation and mutual assistance.

In accordance with legal requirements, our company regularly conducts relevant safety and health education and training programs, including fire safety training. The content includes self-defense firefighting team training (every six months), environmental protection education training, and safety and health education training to enhance employees' safety and health awareness and prevent and reduce occupational accidents. The 2024 occupational safety and health-related training program includes:

2024 Annual		
Training Course Name	Number of Participants	Total Hours (Hours)
Fire Self-Defense Team Drill	7	61
Occupational Safety and Health Education and Training	2	31.5

Note 1: The statistical method is based on the Company's internal management system or other written records, and the scope of the statistics covers all employees from January 1, 2024, to December 31, 2024.

In addition to requiring our employees to undergo annual occupational safety and health training courses, our contractors also play a crucial role in promoting occupational safety and health awareness within the factory premises. Contractor personnel may pose potential risks to factory operations, and any negligence could result in injuries to personnel, damage to equipment, or loss of property. To ensure a healthy and safe working environment, protect the personal safety and health of contractors, their employees, and our company staff, the Company evaluates suppliers based on their occupational safety and health management systems, the number of workplace safety incidents, whether they have a well-established workplace safety organization and inspection plan, and whether they have a comprehensive construction safety control plan and emergency response plan. The Company has also established "Contractor Operation Management Procedures" to ensure that all contracted projects comply with relevant regulations and to control risks that may cause losses to the factory premises.

To ensure the safety, health, and maintenance of facilities for contractors and employees, all contractors entering the premises must comply with the occupational safety and health regulations established by our company. Relevant departments must convene pre-construction safety meetings with contractors. For contractors whose work or workplaces are subject to control, the company must require them to sign a safety compliance agreement before the start of the project, conduct hazard notifications, and ensure that contractors complete occupational safety and health training before performing any work activities within the facility. Daily meetings and hazard notifications must be conducted before the start of each work activity. In 2024, the Company had no construction projects, therefore no contractors were working at the Company's workplaces.



Occupational Injuries & Occupational Diseases (GRI 403-9, 403-10)

Shian Yih Electronic is committed to reducing the occurrence of occupational accidents. In the event of an occupational safety incident, occupational safety personnel and relevant parties from the involved department will conduct an accident investigation, analyze the causes, and propose improvement measures to prevent recurrence, while continuously improving and revising procedures. Additionally, Shian Yih Electronic is committed to preventing occupational diseases. In addition to conducting regular general health examinations for employees, the company conducts annual hazard identification in the workplace to reduce musculoskeletal disorders caused by repetitive work and physical or chemical hazards resulting from special environmental factors.

In 2024, no work-related injuries, occupational diseases, major occupational accidents, or work-related deaths occurred among employees and workers at Shian Yih Electronic' Taichung plant. From 2022 to 2024, the Disabling Frequency Rate (F.R.), Disabling Severity Rate (S.R.), and Frequency Severity Indicator (FSI) were all 0, and there were no major violations of occupational safety and health regulations for three consecutive years. The relevant statistics on disabling injuries and occupational diseases are as follows:

2024 Occupational Injury Quantity and Ratio	
Number of fatalities caused by occupational injuries	-
Occupational injury-related death rate	-
Number of Serious Occupational Injuries	-
Ratio of serious occupational injuries	-
Number of recordable occupational injuries	-
Recordable occupational injury rate	-
Working hours	238,656
Coefficient used in calculating the ratio	200,000
Main types of occupational injuries	Fractures, contusions, lacerations, etc.

Note 1: Working hours = Number of employees as of December 31, 2024 × 8 hours × 22 days × 12 months.

Note 2: When calculating the number and rate of serious occupational injuries, exclude fatalities and include only injuries resulting from commuting accidents caused by transportation arranged by the organization.

Note 3: The statistical scope includes the main operational sites of Shian Yih Electronic Industry Co., Ltd. (headquarters and Plant 2).

The following is an explanation of occupational injuries that may occur in Shian Yih Electronic' operational activities, as well as related mitigation and compensation measures:

Occupational hazards causing occupational injuries	Severity of injury	Actions taken to reduce hazards
Physical hazards (e.g., exposure to noise, mechanical entrapment hazards, cuts, lacerations, abrasions)	High	Increase machine safety devices, ensure proper use of protective equipment, establish relevant operating procedures and SOPs, place warning signs, provide employee training, and enhance awareness campaigns (videos, warning signs)
Chemical hazards (e.g., chemical substances causing skin irritation)	Low	Establish relevant operating procedures and SOPs, provide employee training, and ensure proper use of protective equipment
Biological (e.g., severe acute respiratory syndrome coronavirus 2 (COVID-19))	Low	Epidemic prevention campaigns, provide protective masks, and conduct regular environmental disinfection

Number and rate of occupational diseases in 2024	
Number of deaths caused by occupational diseases	-
Occupational disease-related death rate	-
Number of Severe Occupational Diseases	-
Ratio of severe occupational diseases	-
Number of recordable occupational diseases	-
Recordable occupational disease rate	-
Working hours	238,656
Coefficient used to calculate the ratio	200,000
Main types of occupational diseases	Musculoskeletal disorders, etc.

Note 1: Working hours = Number of employees as of December 31, 2024 × 8 hours × 22 days × 12 months.

Note 2: When calculating the number and rate of recordable occupational diseases, this includes but is not limited to the number of deaths caused by occupational diseases.

Note 3: The statistical scope includes the main operational sites of Shian Yih Electronic Industry Co., Ltd. (headquarters and Plant 2).

Shian Yih Electronic has identified the potential occupational hazards present in the company and the relevant mitigation and compensation measures as follows:

Occupational hazards causing occupational diseases	Severity of injury	Actions taken to reduce hazards
Human factors: such as lifting heavy objects leading to musculoskeletal disorders, and office work causing occupational carpal tunnel syndrome	Moderate	Limit operating time, update workstations, establish relevant operating procedures and SOPs, provide employee training, provide auxiliary tools, and ensure adequate rest periods
Chemical hazards: Long-term exposure to organic solvents in the workplace	Low	Establish relevant operating procedures and SOPs, provide employee training, ensure proper use of protective equipment, reinforce signage regarding protective equipment use, and implement engineering controls such as local exhaust ventilation or general exhaust ventilation
Physical hazards: Prolonged visual inspection of products leading to vision deterioration or cataracts and other eye diseases	Moderate	Provide adequate environmental lighting in accordance with regulations, ensure sufficient rest periods, provide annual health check-ups, and supply eye care products such as artificial tears in the work area to alleviate eye strain
Physical hazards: Diseases caused by prolonged exposure to ionizing radiation	Low	Wear radiation badges and submit them for testing every six months to confirm radiation dose levels. Personnel whose radiation dose exceeds or is about to exceed the specified limit must not perform the same duties for six months.
Social and psychological hazards (e.g., night shifts, prolonged working hours, high-pressure work environments, etc.)	High	Employ sufficient staff, provide psychological counseling, and conduct annual health examinations

APPENDIX

I .GRI Standards Index

II. Procedures for the Preparation and Submission of Perpetual Sustainability Reports by OTC

Appendix 1: GRI Standards Index Table

Usage Statement	Shian Yih has published its 2024 Sustainability Report in accordance with GRI Standards, with data covering the period from January 1, 2024, to December 31, 2024.
Version Used	GRI1: Foundation 2021
Applicable GRI Industry Standards	None

General Disclosure Topics

GRI Standards	Disclosure Item	Corresponding Section	Description	Page
GRI 2 General Disclosure 2021				
Organization and Reporting Practices				
2-1	Organizational Details	1-3 Company Profile – About Shian Yih		5
2-1	Entities Included in the Organizational Sustainability Report	1-1 About This Report		2
2-1	Reporting Period, Frequency, and Contact Person	1-1 About this report		2
2-1	Information Recompilation	-	This report is the Company's first sustainability report and is not subject to information restatement.	
2-1	External Assurance / Confirmation	1-1 Regarding this report		2
Activities and Workers				
2-6	Activities, Value Chain, and Other Business Relationships	2-1 Company Profile - Operational and Industry Value Chain Overview		9
2-7	Employees	6-2 Human Resources Structure		68
2-8	Non-Employee Workers	6-2 Human Resources Structure		68
Governance				
2-9	Governance Structure and Composition	3-1 Board of Directors and		25

GRI Standards	Disclosure Item	Corresponding Section	Description	Page
		Committee Composition		
2-10	Nomination and Selection of the Highest Governance Body	3-1 Board Diversity		25
2-11	Chair of the Highest Governance Body	3-1 Composition of the Board of Directors and Committees		25
2-12	Role of the highest governance body in supervising impact management	3-1 Composition of the Board of Directors and Committees		25
2-13	Responsible Person for Impact Management	3-1 Composition of the Board of Directors and Committees		25
2-14	Role of the Highest Governance Body in Sustainability Reporting	2-3 Stakeholders and Material Topics - Material Topic Identification Process		15
2-15	Conflicts of Interest	3-1 Board Diversity		32
2-16	Communication of Key Significant Events	3-1 Composition of the Board of Directors and Committees		25
2-17	Collective Knowledge of the Highest Governance Body	3-1 Board Diversity		25
2-18	Performance Evaluation of the Highest Governance Body	3-1 Board Diversity		25
2-19	Compensation Policy	3-1 Board Diversity		25
2-20	Compensation Determination Process	6-3 Employee Compensation and Benefits Policy		73
2-21	Annual Total Compensation Ratio	-	As salary information is considered confidential and internal, it cannot be disclosed externally. Therefore, disclosure is omitted in accordance with confidentiality regulations.	
Strategy, Policy, and Practice				
2-22	Sustainability Strategy Statement	1-2 General Manager's Message		4

GRI Standards	Disclosure Item	Corresponding Section	Description	Page
2-23	Policy Commitments	3-1 Commitment to Integrity in Business Operations; 6-1 Commitment to Human Rights		25 61
2-24	Incorporate into policy commitments	3-1 Implementing honest business practices; 6-1 Human rights themes and management plans;		25 61
2-25	Procedures for Remediating Adverse Impacts	2-4 Stakeholders and material topics - Responding to material topics		17
2-26	Mechanisms for Seeking Advice and Raising Concerns	3-1 Implementation of Integrity in Business Operations		25
2-27	Compliance with Laws and Regulations	3-1 Implementation of Integrity in Business Operations		25
2-28	Membership in Professional Associations	-	The Company is not a member of any public associations or non-profit organizations that play an important role.	
Stakeholder Consultation				
2-29	Stakeholder Consultation Policy	2-2 Stakeholders and Key Issues - Identification and Communication with Stakeholders		12
2-30	Collective Bargaining Agreements	-	As employees have not requested negotiations for a collective agreement with the Company, no collective agreement has been signed to date. However, the Company has established a Labor-Management Committee, composed of equal numbers of labor and management	

GRI Standards	Disclosure Item	Corresponding Section	Description	Page
			representatives, which holds meetings at least once every quarter to establish a harmonious communication channel between labor and management.	
GRI3 Material Topics 2021				
Disclosure of Key Topics				
3-1	Process for determining material topics	2-3 Stakeholders and Material Topics - Material topic identification process		15
3-2	List of Significant Topics	2-4 List of Significant Topics		17

Material Topics

GRI Standards	Disclosure Items	Relevant Sections	Page	Reason for Omission
Material Topic: Environmental Policy and Management Systems				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	2-2 Stakeholders and Key Issues - Identification and Communication with Stakeholders. 2-3 Stakeholders and Material Topics - Material topic identification process. 2-4 List of Significant Topics	12 15 17	
GRI 302 Energy 2016	302-1 Energy consumption within the organization	4-1 Energy Management	47	
	302-3 Energy intensity	4-1 Energy Management	47	
GRI 303 Water and Effluent 2018	303-3 Water withdrawal	4-1 Water Resource Management	49	
GRI 306 Waste 2016	306-3 Types and Quantities of Waste Generated	4-1 Waste Management	48	
	306-4 Waste recovery methods, types, and quantities (separated by on-site and off-site)	4-1 Waste Management	48	
Key Theme: Research and Development, Technology Innovation, and Management				
GRI 3: Key Themes 2021	3-3 Management of Key Themes	2-2 Stakeholders and Key Issues - Identification and Communication with Stakeholders. 2-3 Stakeholders and Material Topics - Material topic identification process. 2-4 List of Significant Topics	12 15 17	
Key Theme: Greenhouse Gas Emissions				
GRI 3: Material Topics 2021	3-3 Material Topic Management	2-2 Stakeholders and Key Issues - Identification and Communication with Stakeholders. 2-3 Stakeholders and Material Topics - Material topic identification process. 2-4 List of Significant Topics	12 15 17	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) Greenhouse Gas Emissions	4-3 Greenhouse Gas Emissions Management	53	
	305-2 Indirect (Scope 2) Greenhouse Gas Emissions	4-3 Greenhouse gas emissions management	53	

GRI Standards	Disclosure Items	Relevant Sections	Page	Reason for Omission
	305-3 Other Indirect (Scope 3) Greenhouse Gas Emissions	4-3 Greenhouse Gas Emissions Management	53	
	305-4 Greenhouse Gas Emission Intensity	4-3 Greenhouse Gas Emissions Management	53	
Key Topic: Occupational Safety and Health				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	2-2 Stakeholders and Key Issues - Identification and Communication with Stakeholders. 2-3 Stakeholders and Material Topics - Material topic identification process. 2-4 List of Significant Topics	12 15 17	
GRI 403 Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	6-4 Occupational Safety Management	80	
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	6-4 Risk Assessment and Accident Investigation	81	
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	6-4 Occupational Safety Management	80	
	403-5 Training for Workers on Occupational Safety and Health	6-4 Occupational Safety and Health Education and Training	83	
	403-7 Prevention and Mitigation of Occupational Safety and Health Impacts Directly Related to Business Operations	6-4 Occupational Safety and Health Education and Training	83	
	403-8 Workers covered by the occupational safety and health management system	6-4 Occupational Safety Management	80	
	403-9 Occupational Injuries	6-4 Occupational Injuries & Occupational Diseases	84	
	403-10 Occupational Diseases	6-4 Occupational Injuries & Occupational Diseases	84	
Major Theme: Product Quality Management				
GRI 3: Major Topics 2021	3-3 Management of Material Topics	2-2 Stakeholders and Key Issues - Identification and Communication with Stakeholders. 2-3 Stakeholders and Material Topics - Material topic identification process. 2-4 List of Significant Topics	12 15 17	

GRI Standards	Disclosure Items	Relevant Sections	Page	Reason for Omission
GRI 416 Customer Health and Safety 2016	416-2 Incidents of non-compliance with health and safety regulations related to products and services	3-3 Product Quality Management	43	
GRI 417 Marketing and labeling 2016	417-2 Incidents of non-compliance with regulations regarding information and labeling for products and services	3-3 Product Quality Management	43	
GRI 418 Customer privacy 2016	418-1 Complaints regarding confirmed breaches of customer privacy or loss of customer data	3-3 Product Quality Management	43	
Key topic: Operational performance				
GRI 3: Material Topics 2021	3-3 Management of Significant Issues	2-2 Stakeholders and Key Issues - Identification and Communication with Stakeholders. 2-3 Stakeholders and Material Topics - Material topic identification process. 2-4 List of Significant Topics	12 15 17	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed by the organization	3-2 Operational Performance	40	
Material topic: Supply chain management				
GRI 3: Material Topics 2021	3-3 Management of material topics	2-2 Stakeholders and Key Issues - Identification and Communication with Stakeholders. 2-3 Stakeholders and Material Topics - Material topic identification process. 2-4 List of Significant Topics	12 15 17	
GRI 204 Procurement Practices 2016	204-1 Percentage of procurement expenditure from local suppliers	5-2 Local Procurement	58	
GRI 308 Supplier Environmental Assessment 2016	308-1 Use of environmental standards to screen new suppliers	5-3 Responsible supplier commitments	58	

Specific topic criteria disclosure items

GRI Standards	Disclosure Items	Chapter in the Report	Page	Omission Explanation
GRI 202 Market Position 2016	202-2 Proportion of local residents employed in senior management	6-2 Workforce Composition	68	
GRI 401 Labor/Management Relations 2016	401-1 Newly hired and separated employees	6-2 Talent recruitment and mobility	72	
	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	6-3 Employee Compensation and Benefits Policy	73	
GRI 402 Labor/Management Relations 2016	402-1 Minimum notice period for operational changes	6-3 Protection of Employee Rights	79	
GRI 404: Training and Education 2016	404-1 Average number of training hours per employee per year	6-3 Career Development and Training	76	
	404-3 Percentage of employees receiving regular performance and career development reviews	6-3 Performance evaluation	77	
GRI 405 Employee Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and workforce	6-2 Diversity of governance bodies and employees	70	

Appendix II Guidelines for the Preparation and Submission of Sustainability Reports by Listed Companies Appendix 2 Climate-Related Information for Listed Companies

Item	Implementation Status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Company established a Sustainability Promotion Task Force in December 2023, with the General Manager serving as convener. The Task Force is divided into three subgroups: the Environmental Subgroup, the Governance Subgroup, and the Social Subgroup. The Environmental Subgroup is led by the Management Department, responsible for greenhouse gas inventory and tracking climate-related issues, and incorporating progress and timeline planning into the Board of Directors' report items.
2. Describe how the identified climate risks and opportunities impact the Company's business, strategy, and finances (short-term, medium-term, and long-term).	The climate risks and opportunities identified by the Company in 2024 and their impacts are detailed in Note 1. Short-term goal: Conduct annual greenhouse gas inventories and track emissions reduction progress. Mid-term objectives: Collaborate with supply chain partners to effectively reduce product carbon footprints, meet customer requirements, and align with low-carbon trends. Long-term objectives: Align with the national government's 2050 net-zero target to achieve a low-carbon operational vision and enhance industry competitiveness.
3. Describe the impact of extreme weather events and transition actions on financial performance.	Frequent extreme weather events disrupt suppliers' normal production or delivery, leading to operational disruptions at factories and reduced company revenue. Transition actions: Mitigate supply chain disruptions by seeking local suppliers and increasing the number of second and third-tier suppliers. disruptions in the supply chain, which may increase company costs. However, in the long term, this may reduce losses caused by supply chain disruptions. reducing losses from supply chain disruptions.
4. Describe how the identification, assessment, and management of climate risks are integrated into the overall risk management	The Company will adopt the TCFD framework to identify climate-related risks and opportunities, and relevant department heads will consider the

Item	Implementation Status
framework.	Company's current operational status and available resources to develop risk management strategies. relevant department heads will consider the company's current operational status and available resources to develop specific, feasible, and effective climate change risk management strategies for significant risks and develop specific, feasible, and effective climate change risk management strategies. Climate risk management policies into the Company's overall operational risk management framework for assessment and monitoring.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and major financial impacts should be disclosed.	The Company has not yet adopted scenario analysis for climate change.
6. If there are transition plans to address climate-related risks, describe the content of such plans, as well as the indicators and targets used to identify and manage physical risks and transition risks.	The Company currently has no transition plans.
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be explained.	The Company has not yet adopted internal carbon pricing.
8. If climate-related targets have been set, please describe the activities covered, the scope of greenhouse gas emissions, the planning timeline, and annual progress toward achieving these targets. If carbon offsets or renewable energy certificates (RECs) are used to achieve these targets, please specify the sources and quantities of the carbon offsets or the number of renewable energy certificates (RECs) used.	The Company has not yet set climate-related targets.
9. Greenhouse gas inventory and verification status.	Please refer to Table 1 for details.

Note 1: 2024 Climate-Related Risk and Opportunity Identification Table

Risk/ Opportunity Type	Issue	Impact Description	Impact Timeline	Financial Impact	Strategic Response
Transition Risk	Technology	Costs associated with the transition to low-carbon technologies	Short	Increased operating costs	Promote smart manufacturing and low-carbon transformation to enhance technological innovation efficiency.
Physical Risks	Typhoons, floods, and other extreme weather events	- Business operations may be disrupted, affecting related supply chains and company operations - Financial risks may result in asset value depreciation due to climate-related risks.	Medium to long term	Rising operational costs	- Improve production processes to reduce carbon emissions. - Higher insurance premiums may be required to cover climate-related risks.
Opportunities	Resource efficiency Energy sources	- Reducing water usage and consumption - Use of new technologies	Medium to long	Reducing operational costs and greenhouse gas emissions risks, thereby lowering sensitivity to fluctuations in carbon trading prices	- Monitor water usage and improve water efficiency. - Promote smart manufacturing and low-carbon transformation, integrate R&D outcomes with environmental sustainability goals, and continuously optimize the R&D management system to ensure stable supply and strengthen market competitiveness.

*Definition of impact timeline: short-term is 1–3 years; medium to long-term is 3–5 years.

Table 1: Greenhouse Gas Inventory and Verification Status

1-1 Greenhouse Gas Inventory and Verification Status for the Past Two Fiscal Years

1-1-1 Greenhouse Gas Inventory Information: The scope of the inventory includes only our company; the inventory covers direct emissions (Scope 1) and indirect emissions (Scopes 2 and 3), with total greenhouse gas emissions equivalent to 1,075.63 metric tons of CO₂e.

1-1-2 Greenhouse Gas Assurance Information: None.

2024 Shian Yih Full-Factory Greenhouse Gas Emissions by Category Statistics Table							
	Category 1				Category 2	Category 3	Total Emissions Equivalent
	Fixed emissions	Process emissions	Mobile emissions	Fugitive emissions	Indirect emissions from input energy	Transportation indirect emissions	
Emissions CO ₂ /ton	56.645				968.339	49.533	1,074.517
	0	0	14.897	41.748			
Gas type percentage (%)	5.27				90.12	4.61	100

2023 Shian Yih Full-Factory Greenhouse Gas Emissions by Category Statistics Table								
	Category 1				Category 2	Category 3	Total Emission Equivalent	
	Fixed emissions	Process emissions	Mobile emissions	Fugitive emissions	Indirect emissions from input energy	Transportation indirect emissions		
Emissions CO ₂ /metric ton	16.448				1,195.233	30.919	1,242.600	
	0	0	16.42	0.028				
Gas type percentage (%)	2.46				96.19	1.35	100	

Note 1: The greenhouse gases included in the inventory are carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).

Note 2: The scope of the inventory includes the operational facilities of the parent company of Shian Yih Electronic (Plant 1: No. 22, Industrial Road 24, Nantun District, Taichung City; Plant 2: No. 8-1, Industrial Road 12, Xitun District, Taichung City).

Note 3: The standards used are based on ISO 14064-1:2018 and employ the operational control approach. Scope 1 corresponds to Category 1 in ISO 14064-1:2018; Scope 2 corresponds to Category 2; Scope 3 corresponds to Categories 3 to 6, although Shian Yih Electronic has currently only conducted an inventory up to Category 3.

Note 4: Emission factors are sourced from the Ministry of the Environment's Greenhouse Gas Emission Factor Management Table 6.0.4.

Note 5: The above data are self-reported by the company and have not been verified by a third party.

1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans: Under development.