Stock Code: 6423

Yield Microelectronics Corporation

Financial Statements for the Years Ended December 31, 2024, and 2023 and Independent Auditors' Report

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INDEPENDENT AUDITORS' REPORT

To the Board of Directors and Shareholders:

Yield Microelectronics Corporation

Opinion

We have audited the financial statements of Yield Microelectronics Corporation, which comprise the Balance Sheets as of December 31, 2024 and December 31, 2023, the Statement of Comprehensive Income from January 1 to December 31, 2024 and from January 1 to December 31, 2023, Statement of Change in Equity, Statement of Cash Flows, and Notes to Financial Statement (including a summary of significant accounting policies).

In our opinion, the accompanying financial statements are properly drawn up in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers and International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), International Financial Reporting Interpretations Committee (IFRIC), and Standing Interpretations Committee (SIC) (hereinafter referred to as IFRSs) recognized and announced effectiveness by Financial Supervisory Commission (hereinafter referred to as FSC) so as to give a true and fair view of the financial position of Yield Microelectronics Corporation as of December 2024 and 2023 and of the financial performance, changes in equity and cash flows of Yield Microelectronics Corporation from January 1 to December 31, 2024 and 2023.

Basis for Opinion

We were commissioned to conduct our audit in accordance with Regulations Governing Auditing and Attestation of Financial Statements by Certified Public Accountants and Generally Accepted Auditing Standards. Our responsibilities under those standards are further described in the 'Accountant's responsibilities for the audit of the financial statements' section of our report. We are independent of Yield Microelectronics Corporation in accordance with the Accounting and Corporate Regulatory Authority Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities, and we have fulfilled our other ethical responsibilities in

accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matter

The key audit matter is which that, in our professional judgment, is most significant to our review of the financial statements of Yield Microelectronics Corporation for 2024. Such matter has been considered in the process of examining the financial statements taken as a whole and forming an opinion thereon, and we do not express an opinion on the matter individually.

The following is the description of the key audit matter in the financial statements of Yield Microelectronics Corporation for 2024:

Recognition of Revenue from Sales

The main sources of operating revenue for the Company are technical service income and royalty income, which amounted to NT\$50,724 thousand and NT\$173,982 thousand respectively for the fiscal year 2024. For related accounting policies and information on revenue recognition, please refer to Notes 4 and 15 of the financial statements. We have identified a risk of revenue recognition authenticity in customers with growth in technical service income for the Company this fiscal year. Therefore, this issue has been listed as a key audit matter for this fiscal year. The following audit procedures were performed in response to the aforementioned risk for those customers:

- 1. Understand the main internal control design of the Yield Microelectronics Corporation's revenue process and perform related control tests.
- 2. Sample and examine documents pertaining to business income and receipt transactions to confirm the actual realization of sales and to detect any discrepancies between the entities involved in sales and those involved in receipts.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management's responsibility is to prepare the financial statements present fairly, in all material respects, according to Regulations Governing the Preparation of Financial Reports by Securities Issuers as well as maintain necessary internal control related to the preparation of the financial statements in order to ensure there is no major untrue expression on the financial statements due to fraud or error.

In preparing the financial statements, management is responsible for assessing the ability of Yield Microelectronics Corporation to continue as going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless

management either intends to liquidate Yield Microelectronics Corporation or to cease operations, or has no realistic alternative, but to do so.

The responsibilities of the governing body (including the audit committee) include overseeing the financial reporting process of Yield Microelectronics Corporation.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken in the basis of these financial statements.

As part of an audit in accordance with GAAS, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- 1. Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for audit opinions. Because fraud may be related to conspiracy, forgery, deliberate omission, false statement or breach of internal control, the risk of a material misstatement caused by fraud which is not identified is higher than the risk of a material misstatement caused by any error.
- 2. Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the internal control effectiveness of Yield Microelectronics Corporation.
- 3. Assess the appropriateness of management's use of accounting policies and the reasonability of the accounting estimate and relevant disclosure.
- 4. Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of Yield Microelectronics Corporation to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause Yield Microelectronics Corporation to cease to continue as a going concern.

5. Evaluate the overall presentation, structure and content of the financial statements

(including the relevant notes), and whether the financial statements represent the

underlying transactions and events in a manner that achieves fair presentation.

We communicate with the governing body regarding, among other matters, the planned

scope and timing of the audit and significant audit findings (including any significant deficiency

in internal controls that we identify during our audit).

We have determined the key audit matter for the audit of the financial statements of Yield

Microelectronics Corporation for the year ended December 31, 2024 from the communications

we have had with the governing body. We identified such matter in our auditor's report, except

for those matters that are not permitted by law to be disclosed publicly or, in the rarest of

circumstances, we decided not to communicate those matters in our auditor's report because we

reasonably could expect the negative effect of such communication to outweigh the public

interest.

The engagement partners on the audit resulting in this independent auditors' report are

Hsin-Tung Lin and Cheng-Chih Lin.

Deloitte & Touche

Taipei, Taiwan

Republic of China

February 25, 2025

Notice to Readers

The accompanying financial statements are intended only to present the financial position, financial performance and cash flows in accordance with accounting principles and practices generally accepted in the Republic of China and not those of any other jurisdictions. The standards, procedures and practices to audit such financial

statements are those generally applied in the Republic of China.

For the convenience of readers, the independent auditors' report and the accompanying financial statements have been translated into English from the original Chinese version prepared and used in the Republic of China. The English version have not audited by Deloitte & Touche. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language

independent auditors' report and financial statements shall prevail.

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Balance Sheets

For the Years Ended December 31, 2024, and December 31, 2023

(In Thousands of New Taiwan Dollars)

		Dec. 31, 2	024	Dec. 31, 2	2023			Dec. 31, 2	2024	Dec. 31, 2	2023
Code	Assets	Amount	%	Amount	%	Code	Liabilities and Equity	Amount	%	Amount	%
	Current assets						Current liabilities				
1100	Cash and cash equivalents (Notes 4, 6					2206	Remuneration payable to employees and				
	•						directors (Note 16)	\$ 8,650	1	\$ 6,229	2
	and 21)	\$ 502,947	78	\$ 294,821	81	2230	Current tax liabilities (Notes 4 and 17)	417	-	785	-
1170	Accounts receivable (Notes 4, 7 and 21)	17,063	3	16,486	5	2280	Lease liabilities - current (Notes 4, 9				
1200	Other receivables (Notes 4, 7 and 21)	7,745	1	4,395	1		and 21)	11,140	2	209	-
1470	Advance payment and other current					2300	Other current liabilities (Notes 12 and 21)	43,854		37,313	10
	assets (Note 11)	3,551	1	2,373	<u> </u>	21XX	Total current liabilities	64,061	<u>7</u> 10	44,536	<u>10</u> <u>12</u>
11XX	Total current assets	531,306	83	318,075	<u>1</u> <u>88</u>						
							Non-current liabilities				
	Non-current assets					2580	Lease liabilities – non-current	14,422	2	-	-
1600	Property, plant and equipment (Notes 4					2670	Other non-current liabilities (Notes 12				
	and 8)	39,231	6	8,082	2		and 21)	12,516	2	4,790	2
1755	Right-of-use assets (Notes 4 and 9)	25,270	4	207	-	25XX	Total non-current liabilities	26,938	4	4,790	$\frac{2}{2}$
1780	Other intangible assets (Notes 4 and 10)	43,164	7	30,248	8						
1920	Refundable deposits (Notes 4 and 21)	3,084	-	4,555	1	2XXX	Total liabilities	90,999	<u>14</u>	49,326	<u>14</u>
1975	Net defined benefit assets (Notes 4 and										
	13)	1,459	<u> </u>	1,413	<u> </u>						
15XX	Total non-current assets	112,208	<u>17</u>	44,505	<u>12</u>		Equity (Note 14 and 19)				
						3110	Capital stock	294,260	46	268,100	74
						3200	Capital surplus	212,168	33	-	-
						3310	Legal reserve	13,898	2	10,697	3
						3350	Undistributed retained earnings	32,189	5	34,457	9
							-				
						3XXX	Total equity	552,515	<u>86</u>	313,254	86
								_		_	
1XXX	Total assets	<u>\$ 643,514</u>	<u>100</u>	<u>\$ 362,580</u>	<u>100</u>		Total liabilities and equity	<u>\$ 643,514</u>	<u>100</u>	<u>\$ 362,580</u>	<u>100</u>

Statements of Comprehensive Income

For the Years Ended December 31, 2024, and December 31, 2023

(In Thousands of New Taiwan Dollars, Except Earnings (Losses) Per Share)

		2024	2024		
Code		Amount	%	Amount	%
4000	Revenue (Notes 4 and 15)	\$ 224,706	100	\$ 187,384	100
5000	Operating cost (Note 16)	1,182	1	1,568	1
5900	Gross profit	223,524	99	<u>185,816</u>	99
6100 6200 6300 6000	Operating expenses (Note 16) Marketing General and administrative R&D Total operating expenses	17,230 39,983 135,611 192,824	8 18 <u>60</u> 86	12,056 30,576 108,127 150,759	7 16
6900	Income from operations	30,700	13	35,057	<u>18</u>
7100 7010 7020 7050 7000	Non-operating income/expense (Notes 4 and 16) Interest income Other income Other gains and losses Finance costs Total non-operating income and expenses	4,757 172 (347) (682) 3,900	2 - - - 2	3,190 1 70 (51) 3,210	2 - - - - 2
7900	Net income before tax	34,600	15	38,267	20
7950	Tax expense (Notes 4 and 17)	6,824	3	6,250	3
8200	Net income	27,776	12	32,017	17
8310 8311	Other comprehensive income Items that will not be reclassified subsequently to profit or loss Remeasurements of				
	defined benefit plan (Notes 4 and 13)	(33)	-	(3)	-
8500	Total comprehensive income	<u>\$ 27,743</u>	<u>12</u>	\$ 32,014	<u> 17</u>
9750 9850	Earnings per share (Note 18) Basic earnings per share Diluted earnings per share	\$ 0.98 \$ 0.97		\$ 1.19 \$ 1.19	

Statement of Changes in Equity

For the Years Ended December 31, 2024, and December 31, 2023

(In Thousands of New Taiwan Dollars, unless otherwise specified)

		Capital Stock - C	ommon Stock		Retained	earnings	
Code		Number of shares (thousand shares)	Amount	Additional paid-in capital	Legal reserve	Unappropriated earnings	Total equity
A1	Balance, Jan. 1, 2023	26,810	\$ 268,100	\$ -	\$ 3,241	\$ 76,924	\$ 348,265
B1 B5	2022 distribution of earnings Legal reserve The company's cash dividends for shareholders - NT\$2.5 per share	-	-	-	7,456	(7,456) (67,025)	(67,025)
D1	Net income, 2023	-	-	-	-	32,017	32,017
D3	Other comprehensive income (loss), net of income tax, 2023	_	_	_	-	(3)	(3)
D5	Total comprehensive income, 2023	_	_	_	-	32,014	32,014
Z 1	Balance, Dec. 31, 2023	26,810	268,100	-	10,697	34,457	313,254
B1 B5	2023 distribution of earnings Legal reserve The company's cash dividends for shareholders - NT\$1 per share	-	-	- -	3,201	(3,201) (26,810)	(26,810)
D1	Net income, 2024	-	-	-	-	27,776	27,776
D3	Other comprehensive income (loss), net of income tax, 2024	_	-	_	_	(33)	(33)
D5	Total comprehensive income, 2024	_		_		27,743	27,743
E1	Cash capital increase	2,616	26,160	205,861	-	-	232,021
N1	Share-based payments	_	_	6,307	-	_	6,307
Z 1	Balance, Dec. 31, 2024	29,426	<u>\$ 294,260</u>	<u>\$ 212,168</u>	<u>\$ 13,898</u>	<u>\$ 32,189</u>	<u>\$ 552,515</u>

Statements of Cash Flows

For the Years Ended December 31, 2024, and December 31, 2023

(In Thousands of New Taiwan Dollars)

Code			2024		2023
	Cash flow from operating activities				
A10000	Income before tax	\$	34,600	\$	38,267
A20010	Adjustments for:				
A20100	Depreciation expense		18,372		12,421
A20200	Amortization expense		21,337		16,953
A20900	Finance costs		682		51
A21200	Interest income	(4,757)	(3,190)
A21900	Cost of employee stock options		6,307		_
A22500	Loss (gain) on disposal of property,				
	plan and equipment		207		-
A24100	Foreign exchange loss (gain)	(2,341)		2,623
A30000	Net changes in operating assets and liabilities				
A31150	Accounts receivable	(77)		7,480
A31180	Other receivables		59	(4,337)
A31240	Prepayments and other current assets	(1,178)	(1,128)
A32180	Compensation payable to				
	employees and directors		2,421	(9,270)
A32230	Other current liabilities		2,110		2,036
A32240	Net defined benefit assets	(<u>79</u>)	(<u>48</u>)
A33000	Net cash generated from operations		77,663		61,858
A33100	Interest received		4,757		3,190
A33300	Interest paid	(682)	(51)
A33500	Income tax paid	(10,601)	(7,276)
AAAA	Net cash inflow from operating				
	activities		71,137		57,721
	Cash flows from investing activities				
B02700	Purchase of property, plant and				
	equipment	(40,275)	(1,912)
B03700	Increase in refundable deposits		<u>-</u>	(37)
B03800	Decrease in refundable deposits		1,471		-
B04500	Acquisition of intangible assets	(22,026)	(22,567)
BBBB	Net cash used in investing activities	(60,830)	(24,516)
	Cash flows from financing activities				
C04020	Repayment of lease principal	(8,340)	(5,530)
C04500	Cash dividends paid	(26,810)	(67,025)
C04600	Issuance of new shares		232,021	·	<u> </u>
CCCC	Cash flows from (used in) financing				
	activities		196,871	(72,555)

Code		2024	2023
DDDD	Effect of exchange rate changes on cash and cash equivalents	\$ 948	(\$ 751)
EEEE	Net increase (decrease) in cash and cash equivalents	208,126	(40,101)
E00100	Cash and cash equivalents, beginning of year	294,821	334,922
E00200	Cash and cash equivalents, end of year	\$ 502,947	\$ 294,821

Notes to Financial Statements

For the Years Ended December 31, 2024, and December 31, 2023 (Unless otherwise specified, the basic unit for any amount shall be in thousands of New Taiwan Dollars.)

1. General

Yield Microelectronics Corporation (hereinafter referred to as "the Company") was established on September 4, 2001, with approval from the Ministry of Economic Affairs. The Company primarily engages in the design, research and development, manufacturing, wholesale and retail, international trade, and intellectual property rights of electronic products.

The Company's shares have been listed and traded on the Taiwan Stock Exchange's Innovation Board since May 15, 2024.

This financial report is presented in New Taiwan Dollars, which is the functional currency of the Company.

2. The Authorization of Financial Statements

This financial report was approved by the Board of Directors on February 25, 2025.

3. Application of New and Revised International Financial Reporting Standards

(1) Initial application of the International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), International Financial Reporting Interpretations Committee (IFRIC), and Standing Interpretations Committee (SIC) (hereinafter referred to as "IFRSs") approved and issued by the Financial Supervisory Commission (hereinafter referred to as "FSC") to be effective.

The application of the revised IFRSs approved and issued by the FSC will not result in significant changes to the Company's accounting policies.

(2) FSC-approved IFRSs applicable in 2025

New, Revised or Amended Standards and
Interpretations

Amendment to IAS 21 "Lack of Exchangeability"

Interpretations

IASB (Note 1)

Jan. 1, 2025 (Note 1)

Note 1: Applicable for annual reporting periods beginning on or after January 1, 2025. Upon initial application of the amendment, prior periods shall not be restated. Instead, the impact shall be recognized in retained earnings or in

the cumulative translation adjustment under equity (as applicable) and the affected assets and liabilities as of the date of initial application.

(3) New IFRSs in issue but not yet endorsed and issued into effect by the FSC

New, Revised or Amended Standards and	Effective Date Issued by
Interpretations	IASB (Note 1)
Annual Improvements to IFRS Accounting	Jan. 1, 2026
Standards – Volume 11	
Amendments to IFRS 9 and IFRS 7 "Amendments to	Jan. 1, 2026
the Classification and Measurement of Financial	
Instruments"	
Amendments to IFRS 9 and IFRS 7 "Contracts	Jan. 1, 2026
Referencing Nature-dependent Electricity"	
Amendments to IFRS 10 and IAS 28 - "Sale or	To be determined
Contribution of Assets between an Investor and its	
Associate or Joint Venture"	
IFRS 17 "Insurance Contracts"	Jan. 1, 2023
Amendments to IFRS 17	Jan. 1, 2023
Amendments to IFRS 17 - "Initial Application of	Jan. 1, 2023
IFRS 17 and IFRS 9 "Comparative Information"	
IFRS 18 "Presentation and Disclosure in Financial	Jan. 1, 2027
Statements"	
IFRS 19 "Subsidiaries Without Public	Jan. 1, 2027
Accountability: Disclosures"	

Note 1: Unless otherwise stated, the above new/amended/revised standards or interpretations are effective for annual reporting periods beginning after the respective dates.

As of the date of approval for the issuance of these financial statements, the Company is still assessing the potential impacts of the other amendments to standards and interpretations on its financial position and financial performance. The related effects will be disclosed once the assessment is complete.

4. Summary of Significant Accounting Policies

(1) Statement of Compliance

This financial report is prepared in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers and the IFRSs approved and issued by the FSC.

(2) Basis of Preparation

Except for financial instruments measured at fair value and net defined benefit assets measured as the present value of defined benefit obligations less the fair value of plan assets, this financial report is prepared on a historical cost basis.

Fair value measurements are categorized into Level 1 to Level 3 based on the observability and significance of the inputs used.

- 1. Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities:
- 2. Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e., as prices) or indirectly (i.e., derived from prices); and
- 3. Level 3 inputs are unobservable inputs for the asset or liability.
- (3) Classification of Current and Non-current Assets and Liabilities

Current assets include:

- 1. assets held mainly for transaction purposes;
- 2. assets to be realized within 12 months of the asset balance sheet; and
- 3. Cash and cash equivalents (but not including cash used to exchange or clear liability within 12 months of the asset balance sheet).

Current liabilities include:

- 1. liabilities held mainly for transaction purposes;
- 2. liabilities due for payment within 12 months after the balance sheet date; and
- 3. Liabilities for which the Consolidated Company does not have a substantive right, as of the balance sheet date, to defer settlement for at least 12 months after the balance sheet date.

Assets or liabilities not classified within the above definitions will be classified as non-current assets and liabilities.

(4) Foreign Currencies

When preparing financial statements, transactions in currencies other than the functional currency of the Company (foreign currencies) are recorded at the exchange rate on the date of the transaction.

Monetary items denominated in foreign currencies are translated at the closing rate at each balance sheet date. Exchange differences arising from the settlement of monetary items or the translation of monetary items are recognized in profit or loss in the period in which they occur.

Non-monetary items denominated in foreign currencies that are measured at historical cost are translated at the exchange rates ruling at the dates of transactions and are not retranslated.

(5) Property, Plant and Equipment

Property, plant, and equipment are recognized by cost, and then measured by cost less accumulated depreciation and accumulated impairment.

Property, plant and equipment are depreciated separately over their useful lives on a straight-line basis for each significant component. The Company reviews the estimated useful lives, residual values and depreciation methods at least at the end of each year and defers the effect of changes in applicable accounting estimates.

The difference between the net disposal proceeds and the carrying amount of the asset is recognized in profit or loss when property, plant, and equipment are derecognized.

(6) Intangible Assets

1. Separately Acquired

Intangible assets with finite useful lives are initially measured at cost and subsequently measured at cost less accumulated amortization and accumulated impairment losses. Amortization is recognized on a straight-line basis over their useful lives. The Company reviews the estimated useful lives, residual values, and amortization method at least at each financial year-end, deferring the effects of changes in accounting estimates.

2. Internally Generated - Research and Development Expenditure

Research expenditures are recognized as expenses when incurred.

3. Derecognition

When an intangible asset is derecognized, the difference between the net disposal proceeds and the carrying amount of the asset is recognized in the profit or loss for the year.

(7) Impairment of Property, Plant and Equipment, Right-of-use Assets and Intangible Assets

At each balance sheet date, the Company assesses whether there is any indication that property, plant and equipment, right-of-use assets and intangible assets may be impaired. If there is any indication of impairment, the recoverable amount of the asset is estimated, and if the recoverable amount of an individual asset cannot be estimated, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

The recoverable amount is the higher fair value less selling cost and use value. If the recoverable amount of an individual asset or cash generating unit is less than its carrying amount, the carrying amount of the asset or cash generating unit shall be

reduced to its recoverable amount, with the impairment loss recognized in profit or loss.

When impairment losses are reversed in subsequent periods, the carrying amount of the asset or cash-generating unit is increased to the revised recoverable amount, but the increased carrying amount does not exceed the carrying amount that would have been determined if no impairment loss had been recognized in prior years (net of amortization or depreciation). The reversal of impairment loss is recognized in profit or loss.

(8) Financial Instruments

Financial assets and financial liabilities are recognized on the balance sheet when the Company becomes a party to the contractual provisions of the instrument.

On initial recognition, financial assets and financial liabilities that are not measured at fair value through profit or loss are measured at fair value plus transaction costs that are directly attributable to the acquisition or issuance of the financial assets or financial liabilities. Transaction costs directly attributable to the acquisition or issue of financial assets or financial liabilities measured at fair value through profit or loss are recognized immediately in profit or loss.

1. Financial assets

The transaction practice of the financial assets adopts accounting recognition and de-recognition on the transaction day.

(1) Measurement Types

The financial assets held by the Company are categorized into financial assets measured at fair value through profit or loss and financial assets measured at amortized cost.

A. Financial Assets at Fair Value through Profit or Loss

Financial assets at fair value through profit or loss include those mandatorily measured at fair value through profit or loss and those designated at fair value through profit or loss. Financial assets mandatorily measured at fair value through profit or loss include investments in equity instruments not designated at fair value through other comprehensive income.

Financial assets at fair value through profit or loss are measured at fair value, and any gains or losses arising from remeasurement (including any dividends or interest generated by these financial assets) are recognized in profit or loss.

B. Financial assets at amortized cost

The Company's investments in financial assets are classified as financial assets measured at amortized cost if both of the following conditions are met:

- a. they are held within an operating model whose objective is to hold the financial assets to collect the contractual cash flows; and
- b. the contractual terms give rise to cash flows at a specific date, which are solely payments of principal and interest on the principal amount outstanding.

Financial assets measured at amortized cost (including cash and cash equivalents, accounts receivable, other receivables, and refundable deposits measured at amortized cost) are measured at the amortized cost using the effective interest method, net of any impairment losses, after initial recognition. Any foreign exchange gains or losses are recognized in profit or loss.

Interest income is calculated by multiplying the total carrying amount of the financial asset by the effective interest rate.

Cash equivalents include deposits with high liquidity, readily convertible to known amounts of cash, and subject to insignificant risk of changes in value, all within three months from the acquisition date, used to meet short-term cash commitments.

Demand deposits that are subject to restrictions on use under contractual arrangements with third parties are also classified as cash, unless such restrictions alter the nature of the deposits so that they no longer meet the definition of cash. If the restriction on the use of the demand deposit extends beyond 12 months from the balance sheet date, the related amount is classified as a non-current asset.

(2) Impairment of Financial Assets

The Company assesses the impairment of financial assets measured at amortized cost (including accounts receivable) for expected credit losses at each balance sheet date. Accounts receivable are impaired for expected credit losses over their lifetime.

Expected credit losses are measured as the weighted average of credit losses with the probability of default as the weighting factor. Lifetime expected credit losses represent the expected credit losses that result from all possible default events over the expected life of a financial instrument.

Impairment losses on all financial assets are recognized through a contra account to reduce the carrying amount.

(3) Derecognition of Financial Assets

The Company derecognizes financial assets only when the contractual rights to the cash flows from the financial assets have lapsed or when the financial assets have been transferred and substantially all the risks and rewards of ownership of the assets have been transferred to other enterprises.

When financial assets are derecognized in their entirety at amortized cost, the difference between the carrying amount and the consideration received is recognized in profit or loss.

2. Equity Instruments

The equity instruments issued by the Company are recognized at the amount of proceeds received, net of direct issuing costs.

The repurchase of the Company's own equity instruments is recognized and deducted under equity. Purchases, sales, issuances, or cancellations of the Company's own equity instruments are not recognized in profit or loss.

3. Financial Liabilities

(1) Subsequent Measurement

All financial liabilities of the Company are measured at amortized cost using the effective interest method.

(2) Derecognition of Financial Liabilities

Any difference between the carrying amount of a financial liability at the time of derecognition and the consideration paid (including any non-cash assets transferred or liabilities assumed) is recognized in profit or loss.

(9) Income Recognition

The Company allocates the transaction price to each performance obligation after the performance obligation is identified in the customer contract and recognizes revenue when each performance obligation is satisfied.

Contracts with a period of transferring goods or services and receiving consideration within one year do not adjust the transaction price for any significant financing component.

1. Income from Technical Services

Revenue is recognized when the Company fulfills its performance obligations as per the agreement for the provision of technical services.

2. Income from Royalties

Income from intellectual property that can continue to operate without renewal or technical support is recognized as royalty income. Royalties are determined based on production volume, sales amount, or other measurement bases when the customer uses the intellectual property in foundry production, and income is recognized according to the terms of the agreement.

(10) Lease

The Company assesses whether a contract is (or contains) a lease at the contract inception date.

The Company as Lessee

Right-of-use assets and lease liabilities are recognized at the inception date of the lease, except for leases of low-value subject assets to which a recognition exemption applies and short-term leases where lease payments are recognized as an expense on a straight-line basis over the lease term.

Right-of-use assets are initially measured at cost (including the initial measurement of lease liabilities, lease payments made before the lease commencement date less any lease incentives received, initial direct costs, and estimated costs for dismantling and restoring the asset), and subsequently measured at cost less accumulated depreciation and accumulated impairment losses, adjusted for re-measurement of lease liabilities. Right-of-use assets are presented separately on the balance sheet.

Depreciation of right-of-use assets is recognized on a straight-line basis from the lease commencement date to the earlier of the end of the useful life or the lease term. Lease liabilities are initially measured at the present value of lease payments (including fixed payments). If the lease's implicit interest rate is readily determinable, it is used to discount lease payments. Alternatively, if the implicit interest rate is not readily determinable, the lessee's incremental borrowing rate is applied.

Subsequently, lease liabilities are measured at amortized cost using the effective interest method, and interest expense is recognized over the lease term. If lease modifications lead to changes in future lease payments, the Company re-measures the lease liability and makes a corresponding adjustment to the right-of-use asset. However, if the carrying amount of the right-of-use asset diminishes to zero, any remaining re-measurement amount is recognized in profit or loss. Lease liabilities are presented separately on the balance sheet.

(11) Employee Benefits

1. Short-term employee benefits

The liability related to short-term employee benefits is measured as the non-discounted amount expected to be paid in exchange for employee services.

2. Post-employment benefits

Defined benefit pension plans are recognized as expenses over the period of service of the employees.

The defined benefit cost of the defined benefit pension plan, including service costs, net interest, and remeasurements, is calculated using the projected unit credit method. Service costs and the net interest on net defined benefit assets are recognized as employee benefit expense when incurred. Remeasurements, which include actuarial gains and losses and the return on plan assets excluding interest, are recognized in other comprehensive income at the time they occur and are included in retained earnings, with no subsequent reclassification to profit or loss.

Net defined benefit liabilities (assets) represent the shortfall (excess) of the defined benefit pension plan. Net defined benefit assets must not exceed the present value of any refunds from the plan or reductions in future contributions to the plan.

(12) Income Tax

Income tax expense is the sum of current income taxes and deferred income taxes.

1. Current Income Tax

Income tax on undistributed retained earnings, calculated according to the Income Tax Act of the Republic of China, is recognized in the year the shareholders' meeting resolves it.

Adjustments to income tax payable for prior years are included in the income tax of the current year.

2. Deferred Income Tax

Deferred income tax is calculated based on the temporary differences between the carrying amount of assets and liabilities on the books and the basis for the calculation of taxable income.

Deferred income tax payable are generally recognized for all taxable temporary differences, while deferred income tax assets are recognized when it is probable that there will be taxable income available to offset the temporary differences and loss carryforwards.

The carrying amount of Deferred income tax assets is reviewed at each balance sheet date and reduced for those where it is no longer probable that there will be sufficient taxable income to allow all or part of the assets to be recovered. Deferred income tax assets not previously recognized as such are also reviewed at each balance sheet date and the carrying amount is increased for those where it is probable that taxable income will be available to recover all or part of the assets.

Deferred income tax assets and liabilities are measured by the tax rate of the expected liabilities settlement or assets realization in the current period, according to the tax rate and the tax law which have been legalized or substantively legalized on the balance sheet date. The measurement of deferred tax liabilities and assets reflects the tax consequences of the way in which the Company is expected to recover or pay off the carrying amount of its assets and liabilities on the balance sheet date.

3. Current and Deferred Income Taxes

Current and deferred income taxes are recognized in profit or loss, except for the current and deferred income taxes related to items recognized in other comprehensive income or directly in equity, which are recognized in other comprehensive income or directly in equity respectively.

5. <u>Critical Accounting Judgments and Key Sources of Estimation and Uncertainty</u>

When adopting accounting policies, management must make judgments, estimates, and assumptions about information that is not readily available from other sources, based on historical experience and other relevant factors. Actual results may differ from these estimates.

Management will continuously review these estimates and underlying assumptions. If adjustments to the estimates only affect the current year, they are recognized in the current year; if adjustments to accounting estimates affect both the current year and future years, they are recognized in both the current year and future years.

The accounting policies, estimates, and underlying assumptions adopted by the Company have been evaluated by management and are not subject to significant judgments, estimation uncertainty, or assumptions.

6. <u>Cash and cash equivalents</u>

	Dec. 31, 2024	Dec. 31, 2023
Cash on hand	\$ 51	\$ 33
Demand deposits	78,696	54,388
Cash equivalents		
Time deposits with the		
original maturity dates of		
less than 3 months	424,200	240,400
	<u>\$502,947</u>	<u>\$294,821</u>

The interest rates for bank deposits as of the balance sheet date range as follows:

		Dec. 31, 2024	Dec. 31, 2023
	Bank deposits	0%~1.62%	0%~1.45%
7.	Accounts Receivable		
		Dec. 31, 2024	Dec. 31, 2023
	Accounts receivable measured at amortized cost		
	Total carrying amount	\$ 17,063	\$ 16,486
	Less: allowance for loss	<u>\$ 17,063</u>	<u>\$ 16,486</u>
	Other receivables	ф. 7.74 5	Φ. 4.205
	Tax refunds receivable	<u>\$ 7,745</u>	<u>\$ 4,395</u>

The Company has an average credit period of 30 to 60 days for service income and does not charge interest on accounts receivable. To mitigate credit risk, the Company

has established credit and accounts receivable management policies to ensure that appropriate actions are taken for the recovery of overdue receivables. Furthermore, on the balance sheet date, the Company reviews the recoverable amount of each receivable to ensure that an appropriate allowance for impairment losses has been made for irrecoverable amounts. Accordingly, the Company's management believes that the Company's credit risk has been significantly reduced.

The Company recognizes an allowance for impairment losses on accounts receivable based on the expected credit losses over the lifetime of the receivables. The lifetime expected credit losses are calculated using a provision matrix that considers the customer's past default history, current financial condition, the economic conditions of the industry, and also takes into account the industry outlook. Since the Company's historical experience of credit losses shows that the loss patterns across different customer groups are not significantly different, the provision matrix does not further differentiate between customer groups and is based solely on the days past due for determining the expected credit loss rates.

If there is evidence that the counterparty is in severe financial difficulty and the Company cannot reasonably expect to recover the amount, the Company writes off the related receivable directly, but continues with the collection efforts, and amounts recovered subsequently are recognized in profit or loss.

The Company measures the allowance for impairment losses on accounts receivable as follows:

Dec. 31, 2024

	Not past due	1-30 days past due	31-60 days past due	61-90 days past due	Over 90 days past due	Total
Total carrying amount Allowance for loss (lifetime expected credit losses)	\$ 14,823	\$ 1,912	\$ -	\$ -	\$ 328	\$ 17,063
Amortized cost	\$ 14,823	\$ 1,912	\$ -	\$ -	\$ 328	\$ 17,063
Dec. 31, 2023						
	Not past due	1-30 days past due	31-60 days past due	61-90 days past due	Over 90 days past due	Total
Total carrying amount Allowance for loss (lifetime expected	\$ 12,789	\$ 1,855	\$ -	\$ 1,842	\$ -	\$ 16,486
credit losses) Amortized cost	\$ 12,789	\$ 1,855	<u>-</u> \$ -	\$ 1,842	<u>-</u>	<u>\$ 16,486</u>

8. Property, Plant and Equipment

For self-use

	Equipment for R&D	Leasehold improvement	Office equipment	Total
Cost Balance on Jan. 1, 2024 Addition Disposal Balance on Dec. 31, 2024	$\begin{array}{c} \$ & 51,725 \\ & 16,303 \\ (\underline{ 170}) \\ \$ & 67,858 \end{array}$	740 $19,784$ (740) $19,784$	\$ 8,702 5,011 (<u>1,113</u>) <u>\$ 12,600</u>	\$ 61,167 41,098 (\(\frac{2,023}{\\$100,242}\)
Accumulated depreciation Balance on Jan. 1, 2024 Depreciation expense Disposal Balance on Dec. 31, 2024	\$ 47,419 3,385 (<u>170</u>) \$ 50,634	\$ 482 4,448 (<u>533</u>) <u>\$ 4,397</u>	\$ 5,184 1,909 (<u>1,113</u>) \$ 5,980	\$ 53,085 9,742 (<u>1,816</u>) <u>\$ 61,011</u>
Dec. 31, 2024-net Cost Balance on Jan. 1, 2023 Addition Disposal Balance on Dec. 31, 2023	$\begin{array}{r} \$ & 17,224 \\ \$ & 51,749 \\ & 38 \\ (\underline{62}) \\ \$ & 51,725 \end{array}$	\$ 15,387 \$ 740 - - \$ 740	\$ 6,620 \$ 8,362 498 (<u>158</u>) \$ 8,702	\$ 39,231 \$ 60,851 536 (<u>220</u>) \$ 61,167
Accumulated depreciation Balance on Jan. 1, 2023 Depreciation expense Disposal Balance on Dec. 31, 2023	$ \begin{array}{r} $	\$ 275 207 - \$ 482	\$ 4,007 1,335 (<u>158</u>) \$ 5,184	\$ 46,733 6,572 (<u>220</u>) <u>\$ 53,085</u>
Dec. 31, 2023-net	<u>\$ 4,306</u>	<u>\$ 258</u>	<u>\$ 3,518</u>	<u>\$ 8,082</u>

Depreciation expense is provided on a straight-line basis over the following useful lives:

Equipment for R&D	5 years
Leasehold improvement	3 years
Office equipment	5 years

9. <u>Lease Agreements</u>

(1) Right-of-use assets

	Dec. 31, 2024	Dec. 31, 2023
Right-of-use assets Carrying amount		
Buildings	<u>\$ 25,270</u>	<u>\$ 207</u>
	2024	2023
Right-of-use assets added Depreciation expense of	\$ 33,693	<u>\$ 4,385</u>
right-of-use assets	<u>\$ 8,630</u>	<u>\$ 5,849</u>

(2) Lease liabilities

	Dec. 31, 2024	Dec. 31, 2023
Lease liabilities Carrying		
amount		
Current	\$ 11,140	<u>\$ 209</u>
Non-current	\$ 14,422	<u>\$</u>

The discount rate range for the ;ease liabilities is as follows:

	Dec. 31, 2024	Dec. 31, 2023
Buildings	3.12%	2.99%

(3) Significant leasing activities and terms

The Company leases buildings for office and parking space use, with lease terms of 1 to 2 years. At the end of the lease term, the Company has no option to purchase the leased buildings and has agreed not to sublease or transfer any part of the leased property without the lessor's consent.

(4) Other leasing information

	2024	2023		
Short-term lease expenses	<u>\$ 1,776</u>	<u>\$ 279</u>		
Total amount of cash outflow				
from lease	<u>\$ 10,798</u>	<u>\$ 5,860</u>		

All lease commitments starting after the balance sheet date are as follows:

	Dec. 31, 2024	Dec. 31, 2023
Lease commitment	\$ -	\$ 26,161

10. Other Intangible Assets

		omputer oftware	Pa	atents		Total
Cost	-	-				
Balance on Jan. 1, 2024	\$	72,924	\$	2,857	\$	75,781
Addition		34,253		-		34,253
Disposal	(28,205)			(28,205)
Balance on Dec. 31, 2024	\$	78,972	\$	2,857	\$	81,829
Accumulated amortization						
Balance on Jan. 1, 2024	\$	42,819	\$	2,714	\$	45,533
Amortization expense		21,194		143		21,337
Disposal	(28,205)			(28,205)
Balance on Dec. 31, 2024	\$	35,808	<u>\$</u>	2,857	\$	38,665
Dec. 31, 2024-net	<u>\$</u>	43,164	\$	<u> </u>	<u>\$</u>	43,164

Cost						
Balance on Jan. 1, 2023	\$	65,134	\$	2,857	\$	67,991
Addition		15,221		-		15,221
Disposal	(7,431)			(7,431)
Balance on Dec. 31, 2023	\$	72,924	\$	2,857	\$	75,781
Accumulated amortization						
Balance on Jan. 1, 2023	\$	33,869	\$	2,142	\$	36,011
Amortization expense		16,381		572		16,953
Disposal	(7,431)			(7,431)
Balance on Dec. 31, 2023	\$	42,819	<u>\$</u>	2,714	<u>\$</u>	45,533
Dec. 31, 2023-net	<u>\$</u>	30,105	<u>\$</u>	143	<u>\$</u>	30,248

Amortization expense is provided on a straight-line basis over the following useful lives:

Computer software	3 years
Patents	5 years

Amortization expenses classified by function:

Current

payable

Software fees payable

Salary and bonuses payable

Unused annual leave bonuses

	Administrative expense	\$ 135	\$ 140
	R&D expense	21,202	<u> 16,813</u>
	•	\$ 21,337	\$ 16,953
11.	Other assets		
		Dec. 31, 2024	Dec. 31, 2023
	<u>Current</u>		
	Offset against business tax		
	payable	\$ 2,555	\$ 34
	Prepaid testing material expenses	376	215
	Prepayment for software	320	547
	Prepayment for insurance		
	premium	223	199
	Prepayment for technical services	-	970
	Others	<u>77</u>	408
		<u>\$ 3,551</u>	<u>\$ 2,373</u>
12.	Other liabilities		

Dec. 31, 2024

13,360

6,666

\$ 16,385

Dec. 31, 2023

\$ 12,777

11,509

5,758

	Dec. 31, 2024	Dec. 31, 2023
Technical service fees payable	\$ 1,636	\$ 1,073
Insurance premiums payable	1,413	1,262
Labor costs payable	1,181	2,747
Equipment costs payable	990	167
Others	2,223	<u>2,020</u>
	<u>\$ 43,854</u>	<u>\$ 37,313</u>
Non-current		
Software fees payable	<u>\$ 12,516</u>	<u>\$ 4,790</u>

13. <u>Post-Employment Benefit Plans</u>

(1) Defined Contribution Plans

The retirement benefit scheme applicable to the Company under the "Labor Pension Act" is a government-managed defined contribution retirement plan. Contributions to the retirement fund are made by allocating 6% of each employee's monthly salary to individual accounts managed by the Bureau of Labor Insurance.

(2) Defined Benefit Plans

The retirement benefit scheme conducted by the Company under the "Labor Standards Act" is a government-managed defined benefit retirement plan. The payment of retirement benefits is based on the employee's years of service and the average wage in the six months preceding the approved retirement date. The Company contributes 2% of the total monthly salary of its employees to the retirement reserve, which is deposited into a special account at the Bank of Taiwan in the name of the Supervisory Committee of Business Entities' Labor Retirement Reserve. Before the end of each year, if it is estimated that the balance in the special account is insufficient to cover the workers who are expected to meet the retirement criteria within the next year, the difference will be contributed in a lump sum before the end of March of the following year. This special account is managed by the Bureau of Labor Funds, MOL, and the Company has no right to influence the investment management strategy.

The amounts related to defined benefit plans recognized in the balance sheet are as follows:

	Dec. 31, 2024	Dec. 31, 2023
Present value of defined benefit		
obligations	\$ 1,468	\$ 1,189
Fair value of plan assets	$(\underline{2,927})$	(<u>2,602</u>)
Net defined benefit assets	(<u>\$ 1,459</u>)	(<u>\$ 1,413</u>)

The changes in net defined benefit assets are as follows:

	define obli	nt value of ed benefit gations		ue of plan		ned benefit es (assets)
Jan. 1, 2024	\$	1,189	(\$	<u>2,602</u>)	(<u>\$</u>	<u>1,413</u>)
Interest expense (income)	-	16	(34)	(
Recognized in profit or loss		<u>16</u>	(34)	(<u>18</u>)
Remeasurements Return on plan assets (except the part included in net						
interest) Actuarial loss - Changes in financial		-	(230)	(230)
assumptions Actuarial loss - experience adjustments		232		-		232
Recognized in other		31	-	_	-	31
comprehensive income Contribution made by the		263	(230)	-	33
employer			(<u>61</u>)	(<u>61</u>)
Payment of benefits		<u> </u>				
Dec. 31, 2024	<u>\$</u>	1,468	(<u>\$</u>	2,927)	(<u>\$</u>	1,459)
Jan. 1, 2023	\$	1,150	(\$		(\$	1,368)
Interest expense (income)		<u>16</u>	((<u>20</u>)
Recognized in profit or loss Remeasurements		<u>16</u>	(<u>36</u>)	(20)
Return on plan assets (except the part included in net						
interest) Actuarial loss - Changes in financial		-	(20)	(20)
assumptions Actuarial loss - experience		8		-		8
adjustments Recognized in other		<u>15</u>		<u>-</u>		<u>15</u>
comprehensive income		23	(20)		3
Contribution made by the		<u> </u>				
employer		<u>-</u>	(<u>28</u>)	(<u>28</u>)
Payment of benefits Dec. 31, 2023	\$	1,189	(\$	2,602)	(\$	1,413)

The Company is exposed to the following risks due to the retirement benefit scheme under the "Labor Standards Act":

- 1. Investment Risk: The Bureau of Labor Funds operates and outsources the management of the labor retirement fund, investing in domestic and foreign equity securities, debt securities, and bank deposits among others. However, the allocated amount of the plan assets is expected to earn a return not less than the interest rate of a two-year fixed deposit at local banks.
- 2. Interest Rate Risk: A decline in the interest rates of government bonds increases the present value of the defined benefit obligations, although the returns on debt investments of plan assets may also increase, partially offsetting the impact on net defined benefit liabilities.
- 3. Salary Risk: The present value of the defined benefit obligations is calculated considering the future salaries of plan members. Therefore, an increase in the salaries of plan members will increase the present value of the defined benefit obligations.

The present value of the defined benefit obligations of the Company is calculated by qualified actuaries, and the significant assumptions as of the measurement date are as follows:

	Dec. 31, 2024	Dec. 31, 2023
Discount rate	1.60%	1.30%
Increase rate of salary	6.00%	3.50%
expectation		

If significant actuarial assumptions undergo reasonably possible changes, with all other assumptions remaining constant, the amounts by which the present value of the defined benefit obligations would increase (decrease) are as follows:

	Dec. 31, 2024	Dec. 31, 2023
Discount rate		
Increased by 0.25%	(<u>\$ 30</u>)	(<u>\$ 21</u>)
Decreased by 0.25%	<u>\$ 31</u>	<u>\$ 21</u>
Increase rate of salary		
expectation		
Increased by 0.25%	<u>\$ 29</u>	<u>\$ 20</u>
Decreased by 0.25%	(<u>\$ 28</u>)	(<u>\$ 20</u>)

Given that actuarial assumptions may be interrelated, it's unlikely that only one assumption would change at a time. Therefore, the sensitivity analysis above might

not fully reflect the actual variations in the present value of the defined benefit obligations.

Dec. 31, 2024	Dec. 31, 2023
<u>\$ 44</u>	<u>\$ -</u>
8 years	8 years
	<u>\$ 44</u>

14. Equity

(1) Capital Stock

	Dec. 31, 2024	Dec. 31, 2023
Number of shares (1,000		
shares)	<u>30,000</u>	<u>30,000</u>
Authorized share capital	<u>\$300,000</u>	\$300,000
Number of issued and fully		
paid shares (1,000 shares)	<u>29,426</u>	<u>26,810</u>
Share capital of issued shares	<u>\$294,260</u>	<u>\$268,100</u>

On February 27, 2024, the Company's Board of Directors resolved to conduct a cash capital increase by issuing 2,616 thousand new shares prior to its initial public offering, with a par value of NT\$10 per share and an issue price of NT\$75 per share. Following the capital increase, the paid-in capital amounted to NT\$294,260 thousand. The aforementioned cash capital increase was approved and declared effective by the Taiwan Stock Exchange on March 26, 2024. Pursuant to the Board's authorization, the Chairman set May 13, 2024, as the record date for the capital increase. The registration of the capital amendment was completed on May 27, 2024.

(2) Capital surplus

	Dec. 31, 2024	Dec. 31, 2023
May be used to offset losses,		
distribute cash dividends, or		
be capitalized		
Share premium	<u>\$212,168</u>	<u>\$</u>

This type of capital surplus may be used to offset accumulated losses. In the absence of losses, it may be used for the distribution of cash dividends or for capitalization, provided that the annual capitalization is subject to a prescribed ratio of the paid-in capital.

(3) Retained Earnings and Dividend Policy

The Company, following the amendment to its articles of incorporation approved at the shareholders' meeting on June 6, 2023, adheres to the revised earnings distribution policy. If there are net profits after tax for the period, prior losses must be covered first (including the amount of adjusted undistributed retained earnings), followed by a mandatory allocation of 10% to the legal reserve; however, this is not required if the legal reserve has already reached the total capital amount of the Company. Subsequently, special reserves are allocated or reversed according to laws or regulations. The remaining profits, along with the beginning undistributed retained earnings (including the amount of adjusted undistributed retained earnings), are proposed by the board of directors for shareholders' dividend distribution. If the Company decides to distribute dividends and bonuses or to allocate or partially distribute the legal reserve and capital reserve in cash, such decisions are authorized by a two-thirds majority of directors present at the board meeting, with more than half in agreement, and subsequently reported to the shareholders' meeting.

According to the Company's previous earnings distribution policy, after covering prior losses and allocating 10% to the legal reserve (not required if the legal reserve meets the total capital amount), special reserves are allocated or reversed as required. The remaining profits, along with the beginning undistributed retained earnings, are proposed for shareholder dividends by the board.

The employee and director compensation distribution policy outlined in the Company's articles of incorporation can be found in Note 16(7) on "Compensation to Employees and Directors".

The board is authorized to propose distributions ranging from 0% to 100% of available profits, taking into account factors such as the prevailing and prospective investment landscape, funding requirements, domestic and international competition, and capital budgeting, all while striking a balance between shareholder interests and long-term financial planning. Furthermore, the cash dividend percentage should not fall below 10% of the total cash and stock dividends distributed for the year.

The legal reserve must be allocated until it reaches the total paid-in capital amount. It can be used to cover losses. If there are no losses, the part of the legal reserve exceeding 25% of the total paid-in capital can be allocated to increase capital or distributed in cash.

The Company held its annual shareholders' meetings on June 6, 2023, during which the profit distribution plans and dividends per share for 2022 was ratified as outlined below:

	2022
Legal reserve	<u>\$ 7,456</u>
Cash dividends	<u>\$ 67,025</u>
Cash dividend per share (NT\$)	\$ 2.50

The earnings distribution for the year ended December 31, 2023, is as follows:

	2023
Legal reserve	\$ 3,201
Cash dividends	<u>\$ 26,810</u>
Cash dividend per share (NT\$)	\$ 1.00

The aforementioned cash dividends were approved by the Board of Directors on February 27, 2024, and the remaining items of the earnings distribution were approved by the shareholders' meeting on May 21, 2024.

On February 25, 2025, the Board of Directors resolved the earnings distribution proposal for the year 2024 as follows:

	2024
Legal reserve	<u>\$ 2,774</u>
Cash dividends	<u>\$ 29,132</u>
Cash dividend per share (NT\$)	\$ 0.99

In addition, on February 25, 2025, the Board of Directors resolved to capitalize NT\$5,885 thousand from capital surplus.

The above cash dividends were approved by the Board of Directors, while the remaining items are pending approval at the shareholders' meeting scheduled for May 13, 2025.

15. Operating revenue

	2024	2023
Revenue from customer contracts		
Income from technical		
services	\$ 50,724	\$ 48,082
Income from royalties	173,982	139,302
•	<u>\$224,706</u>	<u>\$187,384</u>

(1) Description of Customer Contracts

1. Income from Technical Services

Income from technical services is recognized for providing customers with silicon intellectual property (IP) design services for integrated circuits upon the delivery of services or silicon IP to the customers.

2. Income from Royalties

Income from royalties arises from licensing standardized silicon IP for integrated circuits to customers. Royalties are collected based on the contract terms after the customer commences mass production using the licensed silicon IP.

(2) Contract balances

	Dec. 31, 2024	Dec. 31, 2023	Jan. 1, 2023
Accounts receivable (Note			
7)	<u>\$ 17,063</u>	<u>\$ 16,486</u>	<u>\$ 24,304</u>

(3) Breakdown of customer contract revenue

Main Markets	2024	2023
Mainland China (including		
Hong Kong)	\$ 98,635	\$ 78,560
Taiwan	49,048	47,715
Korea	39,011	19,788
Singapore	30,131	34,180
USA	4,171	3,745
Others	<u>3,710</u>	3,396
	<u>\$224,706</u>	<u>\$187,384</u>

16. Net income from continuing operations

(1) Income from interests

	2024	2023
Bank deposits	\$ 4,707	\$ 3,126
Others	50_	64
	<u>\$ 4,757</u>	<u>\$ 3,190</u>

(2) Other income

	2024	2023
Others	\$ 172	<u> </u>

(3) Other profits and losses

	2024	2023
Loss on disposal of property,	(\$ 207)	\$ -

	plant and equipment Net foreign currency exchange gain (loss)	(<u>140</u>) (<u>\$ 347</u>)	* 70 * 70
(4)	Finance costs		
	Interest on Lease liabilities	<u>2024</u> <u>\$ 682</u>	<u>2023</u> <u>\$ 51</u>
(5)	Depreciation and Amortization		
		2024	2023
	Depreciation expense classified by function Operating expenses	<u>\$ 18,372</u>	<u>\$ 12,421</u>
	Amortization expense classified by function Operating expenses	<u>\$ 21,337</u>	<u>\$ 16,953</u>

Amortization expense of intangible assets is allocated to the respective line items in the financial statements, as detailed in Note 10.

(6) Employee benefits expenses

	2024	2023
Short-term employee benefits	\$110,307	\$ 96,345
Benefits after retirement		
Defined contribution plan	4,164	3,737
Defined benefit plan (Note		
13)	(<u>18</u>)	(20)
	114,453	100,062
Share-based payments (Note		
19)		
Equity settlement	6,307	_
Total of employee benefit		
expenses	<u>\$120,760</u>	<u>\$100,062</u>
Classified by function		
Operating cost	\$ 372	\$ 1,153
Operating expenses	120,388	98,909
	\$120,760	\$100,062
		

(7) Compensation to Employees and Directors

The Company allocates employee and director compensation in accordance with its articles of incorporation, ranging from 5% to 15% of the pre-tax profits (before distributing employee and director compensation) and up to 5% for director compensation. The resolutions for employee and director compensation for 2024 and

2023 were made by the board of directors on February 25, 2025, and February 27, 2024, respectively, as follows:

Estimated Proportion

	2024	2023
Compensation to employees	15%	10.5%
Compensation to directors	5%	3.5%
Amount		
	2024	2023
Compensation to employees	\$ 6,488	\$ 4,672
Compensation to directors	2,162	1,557

If the amounts change after the date the financial statements are authorized for issue, they will be treated as changes in accounting estimates and adjusted in the subsequent year.

The actual amounts distributed for employee and director compensation in 2023 and 2022 were consistent with the amounts recognized in the financial statements for those years.

For information on the resolutions of employee and director compensation by the Company's board, please refer to the Market Observation Post System of the Taiwan Stock Exchange.

(8) Foreign currency exchange gains (losses)

	2024	2023
Total foreign exchange gains	\$ 3,103	\$ 2,488
Total foreign exchange losses	$(\underline{3,243})$	$(\underline{2,418})$
Net foreign currency exchange		
gain (loss)	(\$ 140)	<u>\$ 70</u>

17. <u>Income Tax</u>

(1) Income tax expense recognized in profit or loss

The major components of income tax expense (benefit) are as follows:

	2024	2023
Income tax		
Currently Generated	<u>\$ 6,824</u>	\$ 6,250
Income tax expense recognized		
in profit or loss	<u>\$ 6,824</u>	<u>\$ 6,250</u>

The reconciliation of accounting income to current income tax expense is as follows:

	2024	2023
Net income before income		
taxes	<u>\$ 34,600</u>	<u>\$ 38,267</u>
Income tax expense (benefit) at		
statutory tax rate on net		
income before income tax	\$ 6,920	\$ 7,653
Generation and reversal of		
temporary differences	(261)	(370)
Tax deduction for income from		
foreign sources	(4,193)	(6,211)
Use of unrecognized loss		
deductions/deductible		
temporary differences	(2,466)	(1,072)
Income tax in foreign countries	6,824	6,250
Income tax expense recognized		
in profit or loss	<u>\$ 6,824</u>	<u>\$ 6,250</u>

(2) Deductible temporary differences and unused loss carryforwards not recognized as deferred tax assets in the balance sheet

	Dec. 31, 2024	Dec. 31, 2023
Loss deduction Maturing in 2024 Maturing in 2025	\$ - 13,079 \$ 13,079	\$ 13,410 <u>13,079</u> <u>\$ 26,489</u>
Deductible temporary differences	<u>\$ 25,248</u>	<u>\$ 26,553</u>

(3) Income tax assessments

The Company's income tax filings up to 2022 have been approved by the tax authorities.

18. <u>Earnings Per Share</u>

Unit: NT\$ per share

	2024	2023
Basic earnings per share	\$ 0.98	<u>\$ 1.19</u>
Diluted earnings per share	<u>\$ 0.97</u>	<u>\$ 1.19</u>

The net profit for the current year and the weighted average number of ordinary shares used in the earnings per share calculation are as follows:

Net income in the fiscal year

Net income Net income for the calculation of	2024 \$ 27,776	2023 \$ 32,017
basic and diluted earnings per share	<u>\$ 27,776</u>	<u>\$ 32,017</u>
Number of shares	1	Unit: Thousands of shares
	2024	2023
Weighted-average number of common shares used in calculating basic earnings per		
share Effects of dilutive potential common shares:	28,475	26,810
Employee compensation Weighted-average number of common shares used in calculating diluted earnings per	73	55
share	<u>28,548</u>	<u>26,865</u>

If the Company opts to distribute employee compensation in the form of stocks or cash, the diluted earnings per share are calculated assuming the employee compensation is issued in stocks and included in the weighted average number of shares outstanding for the dilution effect when such potential ordinary shares have a diluting effect. This consideration of the dilution effect of such potential ordinary shares continues until the number of shares to be issued for employee compensation is determined in the following year.

19. Share-based payment arrangements

Cash capital increase reserved for employee subscription

On February 27, 2024, the Company's Board of Directors resolved to conduct a cash capital increase and, in accordance with the Company Act, reserved 10% of the newly issued shares for employee subscription, totaling 262 thousand shares. The grant date was May 6, 2024.

Relevant information on employee stock subscription rights is as follows:

	2024			
		Weighted Average Exercise Price		
Employee Stock Option	Units (thousands)	(NTD)		
Outstanding at beginning of year		\$ -		
Granted during the year	262	75		
Exercised during the year	(172)	75		
Forfeited during the year	(<u>90</u>)	75		
Outstanding at year-end	<u>-</u> _			
Exercisable at year-end	_			

The fair value of the employee stock option granted by the Company was measured using the Black-Scholes valuation model. The parameters used in the model are as follows:

	May 6, 2024
Share price on grant date	
(NTD/share)	\$ 111.66
Exercise price (NTD/share)	75
Fair value of subscription rights	
(NTD/share)	36.67
Expected volatility	27.341%
Risk-free interest rate	1.225%
Expected life	4 days

The compensation cost recognized in 2024 was NT\$6,307 thousand.

20. <u>Capital Risk Management</u>

The company conducts capital management to ensure that, under the premise of continuing operations, the debt and equity amounts are optimized to maximize shareholder equity. The overall strategy of the Company has not changed.

The Company's capital structure consists of equity, including capital stock, capital surplus, and retained earnings.

The Company is not subject to any external capital requirements.

The Company's senior management regularly reviews the capital structure, including the cost and associated risks of various forms of capital. Based on the recommendations of senior management, the Company aims to balance its overall capital structure through dividend payments, issuing new shares, repurchasing shares, and issuing new debt or repaying existing debt.

21. Financial Instruments

(1) Fair value of financial instruments that are not at fair value

The Company's management believes that the carrying amounts of financial assets and liabilities not measured at fair value approximate their fair values.

(2) Categories of financial instruments

	Dec. 31, 2024	Dec. 31, 2023
Financial assets At amortized cost (Note 1)	\$530,839	\$320,257
Financial liability At amortized cost (Note 2)	36,344	24,836

Note 1: The balance includes financial assets measured at amortized cost such as cash and cash equivalents, accounts receivable, other receivables, and refundable deposits.

Note 2: The balance consists of other liabilities, excluding financial liabilities measured at amortized cost such as salaries and bonuses payable, and unpaid leave bonuses.

(3) Financial Risk Management Objectives and Policies

The Company's primary financial instruments include equity investments and accounts receivable. The financial management department of the Company provides services to business units, coordinating access to domestic and international financial markets, and managing the Company's financial risks related to its operations through internal risk reports that analyze exposures by level and breadth of risk. These risks include market risk (including exchange rate risk and interest rate risk), credit risk, and liquidity risk.

1. Market Risk

The Company's operating activities expose it to the primary financial risks of changes in foreign exchange rates (see below (1)) and interest rates (see below (2)).

There has been no change in the company's exposure to market risks related to financial instruments and the ways in which it manages and measures such exposures.

(1) Exchange Rate Risk

The Company engages in transactions denominated in foreign currencies, thus exposing it to exchange rate fluctuations.

The Company's monetary assets and liabilities denominated in non-functional currencies as of the balance sheet date are detailed in Note 23.

Sensitivity Analysis

The company is mainly affected by fluctuations in the US dollar exchange rate.

The following table illustrates the sensitivity analysis when the New Taiwan Dollar (functional currency) appreciates or depreciates by 1% against the relevant foreign currencies. The 1% sensitivity rate is used internally by the Company to report exchange rate risks to senior management and represents management's assessment of the reasonably possible range of changes in foreign exchange rates. The sensitivity analysis only includes foreign currency monetary items outstanding and adjusts their year-end conversion by a 1% change in exchange rates. Positive figures in the table indicate an increase in pre-tax profit when the New Taiwan Dollar depreciates by 1% relative to the relevant currencies; a 1% appreciation of the New Taiwan Dollar against these currencies would have the opposite effect on pre-tax profit by the same amount.

	USD I	USD Impact		
	2024	2023		
Gain and loss	\$ 15	<u>\$ 215</u>		

The Company's sensitivity to exchange rate changes decreased this year, primarily due to a decrease in net assets denominated in USD.

(2) Interest Rate Risk

The carrying amounts of the Company's financial assets and financial liabilities with exposure to interest rates at the end of the reporting period were as follows:

	Dec. 31, 2024	Dec. 31, 2023
Fair value interest rate		
risk		
Financial assets	\$424,200	\$135,400
Financial liability	25,562	209
Cash flow rate risk		
Financial assets	78,696	159,388

Sensitivity Analysis

The following sensitivity analysis is determined based on the interest rate exposure of non-derivative financial instruments at the balance sheet date. For floating-rate assets, the analysis assumes that the amount of assets outstanding at the balance sheet date was outstanding for the entire reporting period.

If the annual interest rate increased by 1%, with all other variables held constant, the Company's pre-tax profit for 2024 and 2023 would increase by NT\$787 thousand and NT\$1,594 thousand, respectively.

The sensitivity of the Company to interest rates decreased this year, primarily due to a decrease in floating-rate financial assets.

2. Credit Risk

Credit risk refers to the risk of financial loss to the Company if a counterparty to a financial instrument fails to meet its contractual obligations. As of the balance sheet date, the maximum exposure to credit risk resulting from the non-performance of its counterparts is primarily from the carrying amounts of financial assets recognized on the balance sheet.

The Company's accounts receivable are diversified across numerous clients, industries, and geographical regions. The Company continually assesses the financial condition of its clients with accounts receivable.

The Company's credit risk is mainly concentrated in its top five clients. As of December 31, 2024, and 2023, the percentage of total accounts receivable from these clients was 60% and 52%, respectively.

3. Liquidity Risk

The Company manages and mitigates the impact of fluctuations in cash flow by maintaining sufficient levels of cash and cash equivalents to support its operations.

The maturity analysis of non-derivative financial liabilities is prepared based on the contractual repayment dates and the undiscounted cash flows of the financial liabilities.

Dec. 31, 2024

	Request pay-as-you- go or Less than 1 month	1-3 months	3 months to 1 year	More than 1 year	Total
Non-derivative financial liability					
No interest-bearing liabilities	\$ 5,374	\$ 2,946	\$ 15,508	\$ 12,516	\$ 36,344
Lease liabilities	979 \$ 6,353	1,958 \$ 4,904	\$,811 \$ 24,319	14,686 \$ 27,202	26,434 \$ 62,778
Dec. 31, 2023					
	Request pay-as-you- go or				
	Less than 1		3 months to	More than 1	
	month	1-3 months	1 year	year	Total
Non-derivative financial liability					
No interest-bearing liabilities	\$ 4,444	\$ 5,180	\$ 10,422	\$ 4,790	\$ 24,836
Lease liabilities	70	140			210
	\$ 4,514	\$ 5,320	\$ 10,422	\$ 4,790	\$ 25,046

22. Related Party Transactions

Compensation to executive management

	2024	2023
Short-term employee benefits	\$ 13,950	\$ 13,194
Share-based payments	<u>990</u>	
	<u>\$ 14,940</u>	<u>\$ 13,194</u>

Compensation for directors and other key management personnel is determined by the compensation committee based on individual performance and market trends.

23. <u>Information on Foreign Currency Assets with Significant Effects</u>

The information below is expressed in a foreign currency other than the company's functional currency, and the disclosed exchange rate refers to the exchange rate at which the foreign currency is converted into the functional currency. Significant foreign currency assets are as follows:

Unit: In thousands of different foreign currencies

	Dec. 31, 2024		Dec. 31, 2023	
	Foreign	Exchange Rate	Foreign	Exchange Rate
	currency		currency	<u> </u>
Foreign currency				
assets				
Monetary items				
USD	<u>\$ 932</u>	32.785	<u>\$ 1,271</u>	30.705
Foreign currency				
liabilities				
Monetary items				
USD	<u>\$ 887</u>	32.785	<u>\$ 572</u>	30.705

Significant realized and unrealized foreign exchange gains and losses are as follows:

	2024		2023	
Foreign		Net Exchange		Net Exchange
Currency	Exchange Rate	Loss	Exchange Rate	Profit
USD	32.112 (USD:TWD)	(\$ 140)	31.155 (USD:TWD)	\$ 70

24. <u>Additional Disclosures</u>

Other than the items listed below, the Company has no other significant transactions, re-investments, or investment information in Mainland China that need to be disclosed.

Marketable securities held:

Held	Marketable	Marketable Relationship At the End of Period							
Company Name	Securities Type	Securities Name	Relationship with the Company	Financial Statement Account	Shares (thousand)	Carrying Value	Percentage of Ownership (%)	Net Value of Equity/Market Price/Book Value	Note
The Company	Stock		of the company is a director of	Financial assets mandatorily measured at the fair value through profit or loss - non-current	2,350	\$ -	13	\$ -	Note

Note: As of the end of December 2024, the listed securities did not provide any guarantees, collateral for loans, or other restrictions as per agreements

Information on Major Shareholders:

Name of Major Charahalder	Shares	
Name of Major Shareholder	Shares Held	Shareholding Ratio
CHEN, YUNG-HUA	1,752,685	5.95%

25. Operating Segments Information

The operating decision-makers of the Company allocate resources and assess the performance of segments based on different regulatory environments. All operating segments that meet the definition have similar economic characteristics; therefore, the Company is reported as a single operating segment. Furthermore, the segment information provided for review by the operating decision-makers is measured on the same basis as the financial statements. Hence, the segment revenue and operating results that should be reported for 2024 and 2023 can be referred to in the Statements of Comprehensive Income for 2024 and 2023; the segment assets that should be reported as of December 31, 2024, and 2023, can be referred to in the Balance Sheets as of December 31, 2024, and 2023.

(1) Revenue from Major Products and Services: Refer to Note 15.

(2) Geographical Information:

Revenue from continuing operations from external customers and non-current assets, divided by the operating location and by the location of the assets, are presented as follows:

	Revenue from external customers				Non-current assets				
	2024		2023		Dec. 3	31, 2024	Dec. 31, 2023		
Mainland (including					\$	-	\$	_	
Hong Kong)	\$	98,635	\$	78,560					
Taiwan		49,048		47,715	1	107,665		38,537	
Korea		39,011		19,788		-	-		
Singapore		30,131		34,180		-		-	
USA		4,171		3,745		-		-	
Others		3,710		3,396		<u>-</u> _		<u> </u>	
	\$	224,706	\$	187,384	\$ 1	107,665	\$	38,537	

Non-current assets do not include financial instruments, refundable deposits and net defined benefit assets.

(3) Major Customer Information

Revenue from a single customer that accounts for more than 10% of the Company's total revenue is as follows:

	2024		2023			
Name	Amount	%	Amount	%		
Customer A	\$ 39,984	18	\$ 18,929	10		
Customer B	38,213	17	19,788	11		
Customer C	28,810	13	33,194	18		
Customer D	24,459	11	25,285	13		

§STATEMENTS OF MAJOR ACCOUNTING ITEMS§

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Benefits, Depreciation and Amortization Expenses	
by Function	

Statement of Cash and Cash Equivalents

Dec. 31, 2024

Table 1

Item	Description	Amount
Bank deposits		
Demand		\$ 61,034
deposits		
Foreign	US\$475 thousand and CNY\$465	17,662
currency	thousand (exchange rates: US\$1 =	
deposits	NT\$32.785 and CNY1 =	
	NT\$4.478)	
Time deposits	Interest rates ranging from 1.23% to	424,200
	1.62%, maturing progressively by	
	the end of March 2025	
Cash on hand		51
		<u>\$502,947</u>

Yield Microelectronics Corporation Statement of Accounts Receivables

Dec. 31, 2024

Table 2

(In Thousands of New Taiwan Dollars)

Customer Names	Amount
A Company	9,152
B Company	2,295
C Company	1,028
D Company	875
Others (Note 1)	3,713
Total	<u>\$ 17,063</u>

Note 1: Each account balance does not exceed 5% of the total balance of this account.

Note 2: There are no overdue amounts for more than one year.

Statement of Changes in the Cost and Accumulated Depreciation of Right-of-use Assets For the Years Ended December 31, 2024

Table 3

	Buildings and
Item	Premises
Cost	
Balance as of Jan. 1, 2024	\$ 24,498
Addition	33,693
Derecognition	$(\underline{24,498})$
Balance, Dec. 31, 2024	_ 33,693
Accumulated Depreciation	
Balance as of Jan. 1, 2024	24,291
Depreciation	8,630
Derecognition	$(\underline{24,498})$
Balance, Dec. 31, 2024	8,423
Net Value as of Dec. 31, 2024	<u>\$ 25,270</u>

Statement of Lease Obligations

Dec. 31, 2024

Table 4

Name	Lease Term	Discount Rate	Amount
Buildings	Apr 2024~Mar 2027	3.12%	\$ 25,562
Less: Current lease liabilities			(11,140)
Non-current lease liabilities			<u>\$ 14,422</u>

Yield Microelectronics Corporation Statement of Operating Expenses

For the Years Ended December 31, 2024

Table 5

(In Thousands of New Taiwan Dollars)

Items	Sales Expenses	Management Expenses	Research and Development Expenses
Salary expenses	\$ 8,628	\$ 23,383	\$ 74,176
Depreciation expenses	3,113	5,326	9,933
Amortization expenses	-	135	21,202
Technical service fees	-	-	9,507
Travel expenses	924	146	143
Advertising expenses	1,452	21	71
Labor fees	5	3,214	163
Others (Note)	3,108	7,758	20,416
	<u>\$ 17,230</u>	\$ 39,983	<u>\$ 135,611</u>

Note: None of the amounts for each item exceed 5% of the respective account balances.

Summary Statement of Current Period Employee Benefits, Depreciation and Amortization Expenses by Function For the Years Ended December 31, 2024, and December 31, 2023

Table 6

	2024				2023					
	Operating Costs		Operating Expenses	Total	Operating Costs		Operating Expenses		Total	
Employee benefits expense										
Salary expenses	\$	372	\$ 102,141	\$ 102,513	\$	1,153	\$	83,136	\$	84,289
Employee insurance										
expenses		-	7,445	7,445		-		7,055		7,055
Pension costs		-	4,146	4,146		-		3,717		3,717
Directors'										
compensation		-	4,046	4,046		-		2,749		2,749
Other employee										
benefits expenses			2,610	2,610				2,252		2,252
Total	<u>\$</u>	372	<u>\$ 120,388</u>	<u>\$ 120,760</u>	\$	1,153	\$	98,909	\$	100,062
Depreciation expense	<u>\$</u>	<u>=</u>	<u>\$ 18,372</u>	<u>\$ 18,372</u>	<u>\$</u>	<u>-</u>	<u>\$</u>	12,421	<u>\$</u>	12,421
Amortization expense	\$	<u> </u>	<u>\$ 21,337</u>	<u>\$ 21,337</u>	\$	<u> </u>	\$	16,953	\$	16,953

- Note 1: The average number of employees at the end of each month in 2024 and 2023 was 77 and 72, respectively, including 8 and 7 directors not concurrently serving as employees.
- Note 2: Companies listed on a stock exchange or traded over-the-counter are required to additionally disclose the following information:
 - (1) Average employee welfare expenses in 2024: NT\$1,692 thousand (= [Total 2024 employee welfare expenses Total compensation to directors] ÷ [Total number of employees in 2024 Number of directors not concurrently serving as employees])
 - Average employee welfare expenses in 2023: NT\$1,497 thousand (= [Total 2023 employee welfare expenses Total compensation to directors] ÷ [Total number of employees in 2023 Number of directors not concurrently serving as employees])
 - (2) Average employee salary expenses in 2024: NT\$1,486 thousand (= Total 2024 salary expenses ÷ [Total number of employees in 2024 Number of directors not concurrently serving as employees])

 Average employee salary expenses in 2023: NT\$1,297 thousand (= Total 2023 salary expenses ÷ [Total number of employees in 2023 Number of directors not concurrently serving as employees])
 - (3) Change in average employee salary expenses: 15% (= [2024 average employee salary expenses 2023 average employee salary expenses] ÷ 2023 average employee salary expenses)
- Note 3: The Company no longer has supervisors and has replaced the supervisory duties with an audit committee according to legal regulations.
- Note 4: The Company's Compensation Policy (including directors, managers, and employees):
 - (1) Directors: According to Article 20 of the Company's articles of incorporation, if the Company is profitable for the year (profit being defined as pre-tax profit before the distribution of compensation to employee and directors), allocations should be made as follows: up to 5% for compensation to directors and 5% to 15% for compensation to employees. However, if the Company still has accumulated losses (including the amount of

- adjusted undistributed retained earnings), it should first reserve an amount for covering those losses. The above allocation ratios are to be decided by the board of directors and reported to the shareholders' meeting. Additionally, the Company's "Rules for Performance Evaluation of Board of Directors" serves as a reference for determining compensation to directors.
- (2) General Manager: The compensation level for the Company's managers must be competitive within the industry to attract external talents and retain internal ones. Individual compensation levels for managers vary based on responsibilities and performance to encourage them to fulfill their duties and achieve results. Managers are accountable for operational performance, and incentives should reflect both the Company's short-term and long-term performance.
- (3) Employees: The overall compensation for the Company's employees is based on principles that consider internal fairness and external competitiveness. As stipulated in the Company's articles of incorporation, the Company should allocate between 5% to 15% of the Company's annual pre-tax profit before deductions for compensation to employees and directors as compensation to employees.; individual employee compensation is based on job responsibilities and professional skills, with bonuses and employee benefits awarded based on individual work performance and contributions.