

Management Team

March 22,2024

Title	Nationality/ Place of Incorporation	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
President	ROC	Chung-Ming Wu	Male	09/01/2012	58,379	0.08%	0	0	0	0	Xin-Pu Industrial College. Director and General manager, GSK VIETNAM CO., LTD. '	<ul style="list-style-type: none"> ●Director and General manager, FINE BLANKING & TOOL CO., LTD. ●Director and General manager, GSK VIETNAM CO., LTD. ' ●Chairman, Suzhou Fine Blanking & Tool Co., Ltd. ●Executive Director, SUPERIORITY ENTERPRISE CORP ●Executive Director, Propitious International Inc. 	None	None	None
Vice President	ROC	Chin-Tsu Hsieh	Male	11/12/2013	7,000	0.01%	0	0	0	0	Department of Mechanical Engineering, aichung Municipal Dongshih Industrial High School. General Manager of GSK (China)	<ul style="list-style-type: none"> ●Director, SUPERIORITY ENTERPRISE CORP ●Director, Suzhou Fine Blanking & Tool Co., Ltd. 	None	None	None
Assistant Manager of the President's Office and Acting Spokesperson/ Cybersecurity Officer	ROC	Chun Chieh Lin (Note 2)	Male	04/01/2014	0	0	0	0	0	0	Department of Management and Information, National Open University. Senior Specialist and Deputy Manager of the R&D Department, and Deputy Manager of the Sales Department of the Company	None	None	None	None
Manager of the Sales Department	ROC	Neng-Tang Chou	Male	10/03/2012	4,573	0.01%	0	0%	0	0	Department of Industrial Engineering, Shu-Teh Junior College of Technology and Commerce. Chief of the Quality Assurance Section and Deputy Manager of the Quality Assurance Department of the Company	None	None	None	None

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					Shares	%	Shares	%	Shares	%			Title	Name	Relation
Manager of the Quality Assurance Department	ROC	Ming-Hsing Lin	Male	06/01/2019	17,844	0.02%	0	0	0	0	Department of Mechanical Engineering, Chienkuo Industrial Junior College. Chief of the Engineering Section, Manager of the Quality Assurance Department, and Manager of the Technology Department of the Company	None	None	None	None
Manager of the Technology R & D Department	ROC	Jung-Feng Wu	Male	03/26/2009	6,264	0.01%	3,631	0.005%	0	0	Department of Engineering Management, United College of Technology and Commerce. Head of the Production Management Section and Manager of the Production Management Department of the Company	None	None	None	None
Manager of the Manufacturing Department	ROC	Chia-Che Chang	Male	10/03/2012	0	0	0	0	0	0	Department of Mechanical Engineering, Feng Chia University. Head of the Manufacturing Section and Senior Specialist of the President's Office of the Company	None	None	None	None
Manager of the Administration Department and Spokesperson	ROC	Mei-Niang Liu	Female	03.28.2008	3,081	0.0041%	0	0	0	0	Master of International Business Management, Da-Yeh University. Senior Specialist of the President's Office and Chief of the Administration Office of the Company	●Supervisors, GSK VIETNAM CO., LTD. ●Director, SUPERIORITY ENTERPRISE CORP	None	None	None
Chief Internal Auditor	ROC	Pei-Jung Wu	Female	05.04.2021	0	0	0	0	0	0	Department of Finance and Banking, Shih Chien University. Chief Internal Auditor of Tait Marketing & Distribution Co., Ltd. and CUB Elecparts Inc.	None	None	None	None
Corporate Governance Officer	ROC	Ya-Ling Huang (Note 2)	Female	03.06.2023	0	0	0	0	0	0	Department of Business Administration, National Open College of Continuing Education Affiliated to Taichung University of Science and Technology, The chief of finance and accounting department, and the head of finance and accounting section in our company.	None	None	None	None

Note : (1).Financial and accounting affairs are handled by separate and independent sub-divisions under the Administration Department.

(See the organization chart for details)

(2).On March 6, 2023, the Board of Directors approved the appointment of the new Corporate Governance Officer, Ya-Ling Huang, and the new Cybersecurity Officer, to the Assistant Manager in the President's Office, Jun-Jie Lin.

(3).President or manager of the highest equivalent grade being the same person as or a spouse or first-degree relative of the Chairman: **None**.

The salary paid to Remuneration of the President and Vice Presidents in the most recent year

Remuneration of the President and Vice Presidents

Unit: NT\$ thousands

Title	Name	Salary(A)		Pension contribution (B)(Note1)		Bonuses and Allowances (C)		Employee Compensation (D)				Ratio of total compensation (A+B+C+D) to net		Remuneration from ventures other than subsidiaries or from the parent company (Note)
								The company		Companies in the consolidated		The company	Companies in the consolidated financial	
		The company	Companies in the	The company	Companies in the	Cash	Stock	Cash	Stock					
President	Chung-Ming Wu	1, 529	1, 529	0	0	1, 272	1, 272	1, 052	0	1, 052	0	2. 1238%	2. 1238%	None
Vice President	Chin-Tsu Hsieh	1, 141	1, 141	70	70	752	752	631	0	631	0	1. 4298%	1. 4298%	None

Note : (1) Represents pension contribution required by laws.

Range of Remuneration

Range of Remuneration	Name of President and Vice Presidents	
	The company	Companies in the consolidated financial statements (E)
Less than NT\$ 1,000,000	None	None
NT\$1,000,000 ~ NT\$1,999,999	None	None
NT\$2,000,000 ~ NT\$3,499,999	Chin-Tsu Hsieh	Chin-Tsu Hsieh
NT\$3,500,000 ~ NT\$4,999,999	Chung-Ming Wu	Chung-Ming Wu
NT\$5,000,000 ~ NT\$9,999,999	None	None
NT\$10,000,000 ~ NT\$14,999,999	None	None
NT\$15,000,000 ~ NT\$29,999,999	None	None
NT\$30,000,000 ~ NT\$49,999,999	None	None
NT\$50,000,000 ~ NT\$99,999,999	None	None
Greater than or equal to NT\$100,000,000	None	None
Total	2	2

Names of managers who received employee remuneration

Unit: NT\$ thousands

	Title	Name	Employee Compensation - in Stock (Fair Market Value)	Employee Compensation - in Cash	Total	Ratio of Total Amount to Net Income (%)
Company officer	President	Chung-Ming Wu	0	1,052	1,052	0.5799%
	Vice President	Chin-Tsu Hsieh	0	631	631	0.3478%
	Deputy Manager of the President's Office and Acting Spokesperson	Chun Chieh Lin	0	1,937	1,937	1.0677%
	Manager of the Quality Assurance Department	Ming-Hsing Lin				
	Manager of the Sales Department	Neng-Tang Chou				
	Manager of the Manufacturing Department	Chia-Che Chang				
	Manager of the Technology R&D Department	Jung-Feng Wu				
	Manager of the Administration Department and Spokesperson	Mei-Niang Liu				
	Chief Internal Auditor	Peu-Jung Wu				
	Corporate Governance Officer	Ya-Ling Huang				

- Note:
- (1) According to the Articles of Incorporation, employee remuneration is only paid in cash and not in shares; for this reason, the amount of employee remuneration paid in shares shown in the above chart is 0.
 - (2) Financial and accounting affairs are handled by separate and independent sub-divisions under the Administration Department.