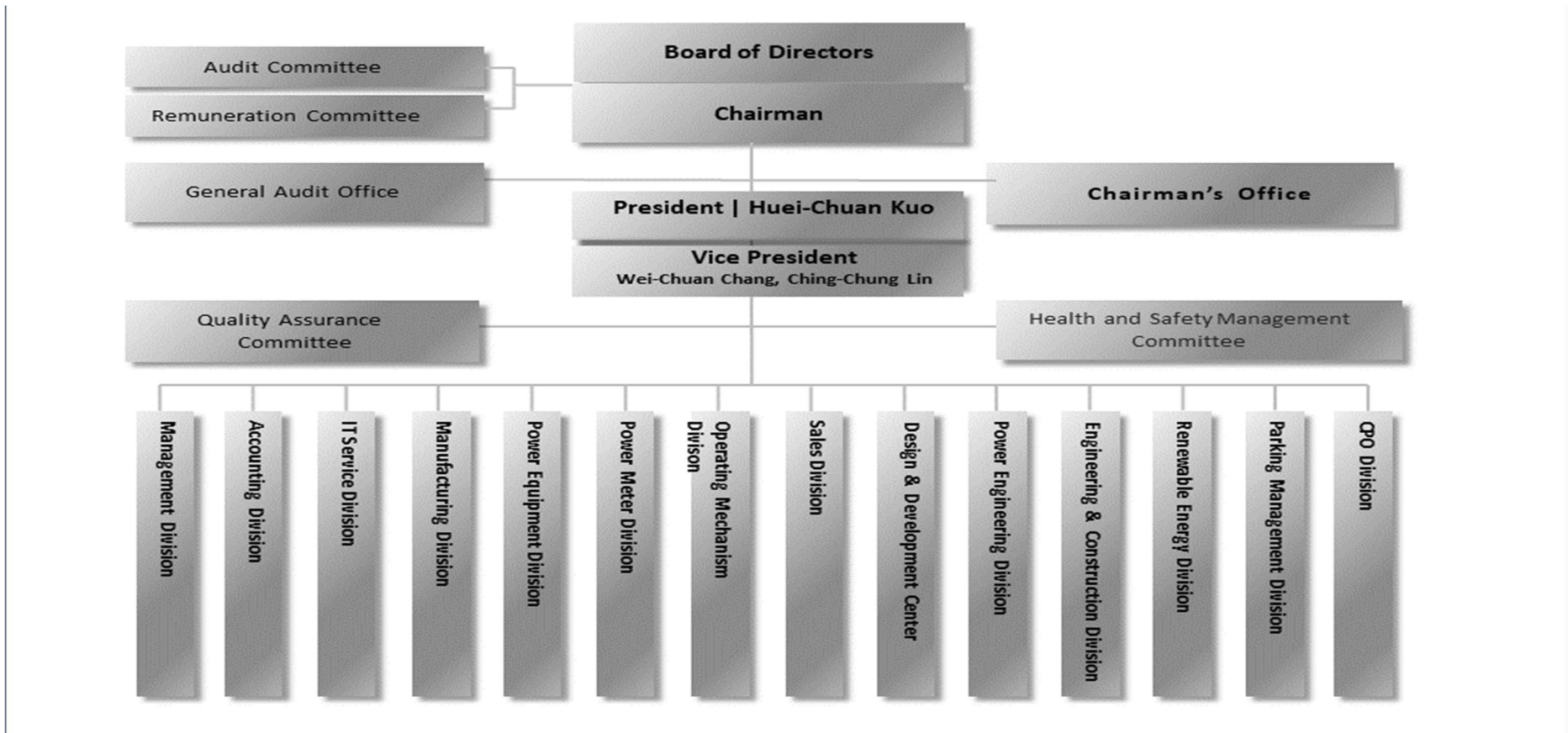


III. Corporate Governance Report

3.1 Organization

3.1.1 Company organizational structure

2024-1-10



3.1.2 Business operations of each major department

February 29, 2024

Department	Functions
Management Division	Responsible for company-wide administrative management, personnel management, labor-management coordination, visit reception, welfare, procurement, project contracting and related operations.
Accounting Division	Responsible for accounting system, budget preparation management, cost, accounting, cashier and other matters.
IT Service Division	Responsible for company-wide computerized information systems and information security.
Manufacturing Division	Responsible for sheet metal, precision machinery, can making, machine tools and other businesses and related manufacturing matters.
Power Equipment Division	Responsible for power supply business and related manufacturing and engineering matters.
Power Meter Division	Responsible for electrical engineering business and related manufacturing matters.
Operating Mechanism Division	Responsible for the manufacturing and sales of various types of hydraulic operators, pneumatic operators, spring operators, electric operators, electric spring operators and medium-voltage switchgear for gas insulated switchgear (GIS).
Sales Division	Responsible for business planning and matters related to the sales and expansion of domestic and foreign products.
Design & Development Center	Responsible for the R&D, design, manufacturing and other related matters of heavy electrical products.
Power Engineering Division	Responsible for power automation, power generation and transformation business, engineering and other related matters.
Engineering & Construction Division	Responsible for engineering business, design and construction, warranty, maintenance, air conditioning, electrical product manufacturing and other matters.
Hydrogen & Fuel Cell Division	Responsible for hydrogen energy business and product research and development and industrial business development related matters.
Parking Management Division	Responsible for parking lot engineering and management business, electric vehicle charging pile construction and operation management.
CPO Division	Responsible for charging piles, electric vehicle production, manufacturing, charging services and smart charging payment system services.

3.2 Data of directors, general managers, deputy general managers, associate managers, heads of departments and branches

3.2.1 Directors

Director information (1)

March 29, 2024

Title	Nationality / Country of Origin	Name	gender age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee		Main academic qualifications	Currently holding positions in the company and other companies	Other managers, directors or supervisors who are related to spouse or second degree of relatives			Remark
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
							Chairman	Republic of China	Sheng Yuan investment Corp. Legal representative: Yi-Fu Chiang	male 71-80 years old	2023. 5. 24	Resigned	2005. 6. 10	35,194,546 105,956			8.38% 0.03%	44,688,546 105,956	8.88% 0.02%	
Chairman	Republic of China	SUNRISE TECH. CO. LTD Legal representative: Fu-Nein Chiang	male 31-40 years old	2023. 7. 20	Until 2026, the shareholders' meeting will be re-elected	2020. 6. 22.	6,266,514 39,600	1.49% 0.01%	6,266,514 77,401	1.25% 0.02%	- 0	- 0.00%	-	-	Auckland School of Tourism Management, New Zealand Chief Operating Officer of CHEM DODOHOME Business Group	Note 2				
director	Republic of China	SUNRISE TECH. CO. LTD Legal representative: Hui-Chuan Kuo	female 51-60 years old	2023. 5. 24	Resigned		6,266,514 0	1.49% 0.00%	6,266,514 0	1.25% 0.00%	- 80,000	- 0.02%	-	-	Master of Engineering Management, National Cheng Kung University Deputy General Manager of CHEM	Note 3				Resignation: 2024. 1. 10
director	Republic of China	Sheng Yuan investment Corp. Legal representative: Hon-Ren Lin	male 41-50 years old	2023. 7. 20	Until 2026, the shareholders' meeting will be re-elected	2005. 6. 10	35,194,546 0	8.38% 0.00%	44,688,546 0	8.88% 0.00%	- 0	- 0.00%	0	0.00%	Department of Economics, University of Toronto, Canada	Note 4	none	none	none	
director	Republic of China	SUNRISE TECH. CO. LTD Legal representative: Jin-Tiao Wu	male 61-70 years old	2020. 6. 22	Retired	2020. 6. 22.	6,266,514 65,799	1.49% 0.02%	6,266,514 0	1.25% 0.00%	- 0	- 0.00%	-	-	Ph. D., Institute of Chemical and Biochemical Engineering, Maryland State University General Manager of Xinjuxing Environmental Protection Engineering (Co., Ltd.)	Note 5				Retirement: 2023. 5. 23
director	Republic of China	SUNRISE TECH. CO. LTD Legal representative: Wei-Chuan Chang	male 61-70 years old	2023. 5. 24	three years		6,266,514 287,794	1.49% 0.07%	6,266,514 311,121	1.25% 0.06%	- 1,750	- 0.00%	-	-	China Marine Engineering Department Deputy General Manager of CHEM	none				

Title	Nationality / Country of Origin	Name	gender age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee		Main academic qualifications	Currently holding positions in the company and other companies	Other managers, directors or supervisors who are related to spouse or second degree of relatives			Remark
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
director	Republic of China	SUNRISE TECH. CO. LTD Legal representative: Song-Qin Shen	male 51-60 years old	2023. 5. 24	three years		6,266,514 0	1.49% 0.00%	6,266,514 0	1.25% 0.00%	- 0	- 0.00%			National Cheng Kung University Institute of Engineering Sciences General Manager of Yichuan Technology Co., Ltd.	Note 6				
director	Republic of China	SUNRISE TECH. CO. LTD Legal representative: Ching-Chung Lin	male 51-60 years old	2024. 1. 10	Until 2026, the shareholders' meeting will be re-elected		6,266,514 221,784	1.49% 0.05%	6,266,514 221,784	1.25% 0.05%	- 10,250	- 0.00%			Department of Electrical Engineering, Taipei Polytechnic College Deputy General Manager of CHEM	Note 7				
director	Republic of China	CHC International Investment Corp. Legal representative: Ming-Xian Weng	male 71-80 years old	2023. 5. 24	three years	1997. 6. 12	2,256,730 0	0.54% 0.00%	2,256,730 0	0.45% 0.00%	- 0	- 0.00%			Department of Agriculture and Engineering, National Taiwan University	Note 8				
independent director	Republic of China	Gene-Tzn Chen	male 81-90 years old	2023. 5. 24	three years	2017. 6. 28	0	0.00%	0	0.00%	0	0.00%			Department of Law, National Taiwan University Legislator, National Assembly representative, prosecutor, lawyer, Chairman of Taiwan ICBC Securities Investment Trust (Co., Ltd.), Chairman of Taishin Securities Investment Trust (Co., Ltd.)	Note 9				
independent director	Republic of China	Sing-San Pai	male 81-90 years old	2023. 5. 24	three years	2017. 6. 28	0	0.00%	0	0.00%	0	0.00%			Doctor of Laws from Cultural University, Master of Architecture from National Cheng Kung University, Bachelor of Architecture from Chung Yuan University, Master of Administration from University of San Francisco National Policy Advisor to the Presidential Office, Chairman of the Taipei Architects Association, Chairman of the Consumer Cultural and Educational Foundation of the Republic of China, Director of the February 28 Incident Memorial Foundation, and Member of the Public Works Procurement Appeal Review Committee of the Executive Yuan	Note 10				
independent director	Republic of China	Horng-Chi Chen	male 71-80 years old	2023. 5. 24	three years	2017. 6. 28	0	0.00%	0	0.00%	0	0.00%			Kinki University J.D. Representative to the National Assembly, legislator, deputy representative of the Representative Office in Japan, president of the Asia-East Relations Association.	Note 11				

Title	Nationality / Country of Origin	Name	gender age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee		Main academic qualifications	Currently holding positions in the company and other companies	Other managers, directors or supervisors who are related to spouse or second degree of relatives			Remark
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
														associate professor of Jinri University						

Note 1. President of CHEM, chairman of Jiangsu Chung Hsin Precision, Chem-tech (Shang-hai) Corp., Chem Power, etc.; directors of CHEM USA, CHEM CORP., CHEM POWER LIMITE, etc.
Note 2. Chairman of Fin Data, Baosheng, CET, Stellar, Etrovision, Yunyi, Tian Cin Energy, Tian Chong Energy, Tian Peng Energy, Tian Fu Energy, and Sunrise Tech, etc.
Note 3. Director of Chesco, Sunrise Tech, Li-Xiang Technology, Etrovision, Global-Entech, CET, Tian Chong Energy, Tian Peng Energy, Tian Fu Energy, Xian-han, Nomura Chung-Hsin, CHEM USA, Yunyi, etc.; General President of CHEM and Director of Finance.
Note 4. Director of Yuen Lih Constructions.
Note 5. Directors of Jiangsu Chung Hsin Precision and Chem-tech (Shang-hai) Corp.
Note 6. Directors of CET, Aura Material, and Etrovision.
Note 7. Chairman of Chesco.
Note 8. Chairman of CMC and Transtouch Technology.
Note 9. Chairman of Won-Jon Management Consulting Co., Ltd., director of Taiwan Flower Biotechnology Co., Ltd., chairman of Enteng Investment Co., Ltd., and director of GRAND BIOTECHNOLOGY CO., LTD.
Note 10. The chief architect of TMA Architects & Associates, the honorary chairman of Chairman, Consumers' Foundation, and the director of Contemporary Taiwan Development Foundation.
Note 11. Independent Director, SinKang Industries Co., Ltd.

Table 1: Major shareholders of the institutional shareholders

March 29, 2024

Name of institutional shareholders	Major shareholders
CHC International Investment Corp.	CMC Magnetics Corp. Ltd. (100%)
Sheng Yuan investment Corp.	Chung Hsin Electrical Machinery Co., Ltd. (29.33%), Guang-Hsin engineering & services Co., Ltd. (70.67%)
SUNRISE TECH. CO. LTD	Chung Hsin Electrical Machinery Co., Ltd. (100%)

Table 2: If the main shareholders in Table 1 are legal persons, their main shareholders

March 29, 2024

Legal person name	Major shareholder of legal person
Chung Hsin Electrical Machinery Co., Ltd.	Sheng Yuan investment Corp. (8.88%), Guang-Hsin engineering & services Co., Ltd. (6.09%), A-Wen Lan (2.24%), Citigroup UBS European SE Investment Account (1.29%), Quark Investment Co., Ltd. (1.28%), SUNRISE TECH. CO. LTD (1.25%), Chase Advanced Star International Stock Index (1.17%), JPMorgan Chase Bank Taipei Branch is entrusted with the custody of the Vanguard Emerging Market Stock Index Fund

Legal person name	Major shareholder of legal person
	investment account of the manager of the Vanguard Group Company. (1.14%), Citigroup Custody of the investment account of the Central Bank of Norway (0.93%), Standard Chartered custody of iShares emerging market ETF (0.74%)
CMC Magnetics Corp. Ltd.	Ming-Xian Weng (7.94%), Li-Rong Yang (2.55%), Zhihe Securities Co., Ltd. (2.53%), Zhongyang Investment Co., Ltd. (1.73%), Citigroup Custody Poluning Emerging Markets Fund Company Special Account (1.53%), Morgan Bank Taipei Branch custody Vanguard Stock Index Special Account (1.22%), Chase custody Advanced Star Advanced International Stock Index (1.20%), Citigroup custody Norway Central Bank Investment Account (1.04%), Rui-rong Cai (0.95%), Ya-Shou Yang (0.86%)

Note: The data source of CMC Magnetics Corp. Ltd. is provided on: 2023.4.15.

Director information (2)

Information disclosure on professional qualifications of directors and supervisors and independence of independent directors:

March 29, 2024

Condition Name	Professional qualifications and experience	independence situation	If currently serves as independent directors of other companies
Yi-Fu Chiang 2023.7.19 Resigned as chairman	Graduated from the Department of Foreign Affairs, National Chengchi University He has successively served as Director of the Investigation Bureau and Chairman of CHEM. Current President of Chung Hsin Electric & Machinery MFG. Corp. With deep operational management, strategic planning and a precise vision of future trend industries, he will lead the company to become an industry pioneer and move towards sustainable management.	There are no circumstances under Article 30 of the Company Law.	none
Fu-Nein Chiang 2023.7.20 new chairman	Graduated from Tourism Management College, Auckland, New Zealand He has successively served as Chief Operating Officer of DODOHOME Business Group of Chung Hsin Electric & Machinery MFG. Corp. Current chairman of CHEM. Promote the company's strategic business development, implement long-term operational development direction, strengthen the business of each business group with rich marketing experience, and lead the company into a new situation.		none
Hui-Chuan Kuo 2024.1.10 Resigned as director	Graduated from National Cheng Kung University with a Master's degree in Industrial Management She has successively served as the Director of the Financial Department of Chung Hsin Electric & Machinery MFG. Corp., the Deputy President and the Vice Chairman of Chung Hsin Electric & Machinery MFG. Corp. Current General President of Chung Hsin Electric & Machinery MFG. Corp. Specializes in financial analysis, corporate finance, operation and management practical capabilities.		none
Hon-Ren Lin 2023.7.20 new director	Graduated from the Department of Economics, University of Toronto, Canada Current Managing Director of Yuen Lih Constructions Co., Ltd. Specializes in: financial analysis, corporate finance and market strategy planning.		none
Jin-Tiao Wu 2023.6.23 Retired director	Graduated from the Department of Chemical Engineering of Maryland State University with a Ph.D. He has successively served as the President of Ronghua Engineering Co., Ltd. and the general manager of Xinjuxing Environmental Protection Engineering Co., Ltd. Current President of Chem-tech (Shang-hai) Corp. Possess professional market competition judgment and innovative leadership capabilities.		none
Wei-Chuan Chang	Graduated from the Marine Engineering Department of China Marine Engineering College He has successively served as deputy general manager of the Power Equipment Division of Chung Hsin Electric & Machinery MFG. Corp. Currently, he is the deputy general manager of Chung Hsin Electric & Machinery MFG. Corp. Deeply engaged in heavy electricity, using professional leadership to cultivate a strong corporate team.		none

Condition Name	Professional qualifications and experience	independence situation	If currently serves as independent directors of other companies
Song-Qin Shen 2023.6.24 new director	Graduated from the Institute of Engineering Science, National Cheng Kung University He has successively served as the general manager of Etrovision technology Co., Ltd., a subsidiary of Chung Hsin Electric & Machinery MFG. Corp. Currently, he is the Chief Operating Officer of CHEM New Energy Business Group. Specializing in new business promotion, high-efficiency integration solutions, and leading business groups towards green energy.		none
Ching-Chung Lin 2024.1.10 new director	Graduated from the Department of Electrical Engineering of Taipei Polytechnic College He has successively served as the Director of the Power Equipment Division of Chung Hsin Electric & Machinery MFG. Corp. Currently, he is the deputy general manager and chief operating officer of the system integration business group of CHEM. Specializes in product efficiency improvement, leading business group operations and development plans.		none
Ming-Xian Weng	Graduated from the Department of Agriculture and Engineering of National Taiwan University He has successively served as the chairman of CMC Magnetics Corp. He is currently the chairman of CMC Magnetics Corp. Possess strategic planning capabilities and rich experience in industrial analysis and integration.		none
independent director Gene-Tzn Chen	Graduated from the Law Department of National Taiwan University Served as legislator (6 years), National Assembly representative (4 years), prosecutor (5 years), lawyer (45 years), Public Securities Investment Trust (Co., Ltd.) (9 years)/Taiwan ICBC Securities Investment Trust (Co., Ltd.) Company (3 years)/Chairman of Taishin Securities Investment Trust Co., Ltd. (3 years), Independent Director of Champion Building Materials Co., Ltd. (3 years). Currently, he is the chairman of Wan-Jong Management Consulting Limited and an independent director of Chung Hsin Electric & Machinery MFG. Corp. As a member of the company's audit committee and salary and remuneration committee, he can draw on his legal expertise and financial management experience to provide risk management, legal strategy/compliance and management decision-making opinions in terms of operation and management.	Be an independent director and meet the conditions for independence, including but not limited to himself, his spouse, and his second relative. Relatives within	none
independent director Sing-San Pai	Graduated with a doctorate in law from Culture University, a master's degree in architecture from National Cheng Kung University, and a master's degree in administration from the University of San Francisco. He has successively served as National Policy Advisor to the Presidential Office (8 years), Chairman of the Taipei Architects Association (3 years), Chairman of the Consumer Cultural and Educational Foundation of the Republic of China (3 years), and Director of the February 28 Incident Memorial Foundation (2 years). , Member of the Public Works Procurement Appeal Review Committee of the Executive Yuan (12 years). Currently, he is the principal architect of Sanmen United Architects Firm and an independent director of CHEM. He is a member of the Company's Audit Committee and Salary and Remuneration Committee. He is familiar with law and has extensive experience in administrative management. Drawing on its experience and vision in different industry management services in different industries, it can provide diverse opinions on operation and management in a timely manner.	10 years of age have not held any office or A director, supervisor or employee of a related company; does not hold any number of shares in the company; does not serve as	none

Condition Name	Professional qualifications and experience	independence situation	If currently serves as independent directors of other companies
independent director Horng-Chi Chen	<p>Graduated from Kinki University with a doctorate in law</p> <p>He has successively served as a representative of the National Assembly (4 years), a legislator (6 years), deputy representative of the Representative Office in Japan (3 years), president of the Association for East Asia Relations (1 year), and associate professor of Jinri University (2 years).</p> <p>Currently, he is an independent director of Xingang Industrial Co., Ltd. and Chung Hsin Electric Machinery Co., Ltd.</p> <p>He is a member of the company's audit committee and salary and remuneration committee. His international outlook and legal expertise can enhance the company's thinking on business management strategies with a more diversified perspective.</p>	<p>a director, supervisor or employee of a company that has a specific relationship with the company; has not served as a provider of information to the company or its related companies in the last 2 years Business, legal, financial, accounting and other services The amount of remuneration received. There are no circumstances under Article 30 of the Company Law.</p>	1

Board Diversity:

In order to strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors, the Company adopted the "Corporate Governance Code" at the 13th meeting of the 22nd Board of Directors on August 12, 2019, of which Article 20: The composition of the Board of Directors should consider Diversify and formulate appropriate diversification policies based on its own operations, operating types and development needs, which should include but are not limited to the following two major

Standards for:

1. Basic conditions and values: gender, age, nationality and culture, etc.
2. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industrial experience, etc.

Board members should generally possess the necessary knowledge, skills and qualities to perform their duties. In order to achieve the ideal goal of corporate governance, the overall board of directors should possess the following abilities:

1. Operational judgment ability.
2. Accounting and financial analysis skills.

3. Operation and management capabilities.
4. Crisis handling capabilities.
5. Industrial knowledge.
6. International market outlook.
7. Leadership skills.
8. Decision-making ability.

The implementation of diversity among board members is as follows:

The company's current board of directors consists of nine directors, and the professional abilities of the members comply with the relevant regulations for implementing diversity.

Director's name	Gender	Nationality	Whether you are also an employee of the company	Age			Terms as independent director			Business Manage	Operation Judge	Leadership	Crisis Deal with	Internationality Affairs	Production Business	Finance Finance	Law Affairs	Academic Public welfare
				Under 60	Under 70	Over 70	1 term	2 term	3 term									
Fu-Nein Chiang	male	Republic of China		V					V	V	V	V	V	V				
Hon-Ren Lin	male	Republic of China		V					V	V	V	V	V	V	V			
Wei-Chuan Chang	male	Republic of China	V		V				V	V	V	V	V	V				
Song-Qin Shen	male	Republic of China	V	V					V	V	V	V	V	V				
Ching-Chung Lin	male	Republic of China	V		V				V	V	V	V	V	V				
Ming-Xian Weng	male	Republic of China				V			V	V	V	V	V	V	V	V	V	
Independent Director Gene-Tzn Chen	male	Republic of China				V		V	V	V	V	V	V		V	V	V	
Independent Director Sing-San Pai	male	Republic of China				V		V	V	V	V	V				V	V	
Independent Director Horng-Chi Chen	male	Republic of China				V		V	V	V	V	V	V				V	

Specific management goals and achievement status:

Management Goal	Achieve situation
1. Pay attention to gender equality among members, and the board of directors should include at least one female director.	unaccomplished
2. No more than two directors should be spouses or relatives within the second degree of affinity.	achieve

3. Focus on operational judgment, business management and crisis management capabilities, and more than 2/3 of the board members should have the ability to perform relevant projects.	achieve
4. Continue to arrange diversified training courses for directors to improve their decision-making quality and supervision capabilities, thereby strengthening the functions of the board of directors.	achieve
5. The number of independent director seats accounts for one-third of the director seats.	achieve

Board independence:

The company's nomination of board members adopts a candidate nomination system, which complies with the company's "Articles of Association", "Director Election Methods", "Corporate Governance Code", etc. The current composition of the board of directors is 3 independent directors (33.3%), 6 non-independent directors (66.7%), 3 of whom are employees/managers (33.3%), all directors do not have spouses or relatives within the second degree, in compliance with Article 1 of the Securities and Exchange Act Article 26-3 stipulates the circumstances specified in paragraphs 3 and 4. In addition, based on the results of the annual board performance evaluation, we will consider adjusting the composition of the board of directors to ensure the independence, competency and diversity of the members.

The company's board of directors guides the company's strategies, supervises the management and is responsible to the company and shareholders. In all operations and arrangements of the corporate governance system, the board of directors exercises its powers in accordance with laws, company articles of association or shareholders' meeting resolutions. The company's board of directors emphasizes the functions of independent operation and transparency. Directors and independent directors are independent individuals and exercise their powers independently. The three independent directors also comply with relevant laws and regulations, coordinate with the powers of the audit committee, review the management and control of the company's existing or potential risks, etc., so as to effectively supervise the effective implementation of the company's internal controls, the selection (removal) and independence of certified accountants. Proper preparation of financial statements.

General manager, deputy general manager, associate managers, heads of departments and branches:

March 29, 2024

Title	Nationality	Name	Gender	Effective date	Shareholding		Spouse & Minor Shareholding		Shareholding		Educational Background & Experience Highlights	Other Position	Managers who are related to a spouse or within the second degree of kinship		
					shares	%	shares	%	shares	%			Title	Name	relation
General President	Republic of China	Hui-Chuan Kuo	female	2011.7.05	0	0.00%	80,000	0.02%	0	0.00%	Master of Engineering Management, National Cheng Kung University Deputy General Manager and Vice Chairman of CHEM	Note 1	none	none	none
Deputy General	Republic of China	Wei-Chuan	male	2006.12.28	311,121	0.06%	1,750	0.00%	0	0.00%	China Marine Engineering	-	none	none	none

Title	Nationality	Name	Gender	Effective date	Shareholding		Spouse & Minor Shareholding		Shareholding		Educational Background & Experience Highlights	Other Position	Managers who are related to a spouse or within the second degree of kinship		
					shares	%	shares	%	shares	%			Title	Name	relation
Manager and General Manager of Business Group		Chang									Department Deputy General Manager of CHEM Heavy Electrical Engineering Division				
Deputy General Manager and Chief Operating Officer of Business Group	Republic of China	Ching-Chung Lin	male	2011.8.30	221,784	0.04%	10,250	0.00%	0	0.00%	Department of Electrical Engineering, Taipei Polytechnic College Director of CHEM Heavy Electric Business Division	Note2	none	none	none
Director of Accounting Department	Republic of China	Shu-Chen Wu	female	2006.2.14	287,522	0.06%	75,000	0.02%	0	0.00%	Taipei Chamber of Commerce and Industry Deputy Director of Accounting Department of CHEM	-	none	none	none
Governance Director	Republic of China	Jing-Feng Lai	female	2020.2.14	36,415	0.01%	0	0.00%	0	0.00%	Master's degree from the Institute of State-owned Enterprises, National Cheng Kung University Director of CHEM Management Department	-	none	none	none

Note 1. Cheng-Hsin engineering & services CO., Ltd., Sunrise Technology, Li-Xiang Technology, Etrovision, Global Technology, CET, Tian Cin Energy, Tian Chong Energy, Tian Peng Energy, Tian Fu Energy, Xian-han, Nomura Chung-Hsin, CHEM USA, Yunyi, etc.; general manager and financial director of CHEM.

Note 2. Chairman of Cheng-Hsin engineering & services CO., Ltd.

3.3 Remuneration paid to directors, general manager and deputy general manager in the most recent year

Title	Name	Directors' remuneration								The proportion of the total amount of A, B, C and D to the net income after tax		Relevant Remuneration Received by Directors Who are Also Employees						The total amount of seven items A, B, C, D, E, F and G and their proportion to net income after tax		Receipt of remuneration from the subsidiary's external investment enterprise or the parent company				
		Remuneration (A)		Retirement pension (B)		Director's remuneration (C)		Business execution expenses (D)				Salaries, bonuses and special expenses, etc. (E)		Retirement pension (F)		Employee Compensation (G)								
		The company	All companies in financial reports	The company	All companies in financial reports	The company	All companies in financial reports	The company	All companies in financial reports	The company	All companies in financial reports	The company	All companies in financial reports	The company		All companies in financial reports		The company	All companies in financial reports					
director Note 6	Legal representative: Song-Qin Shen																							
Corporate Director	CHC International Corp.																							
director	Legal representative: Ming-Xian Weng																							
independent director	Gene-Tzn Chen																							
independent director	Sing-San Pai	4,080	4,080	-	-	-	-	339	339	0.28%	0.28%	-	-	-	-	-	-	-	-	4,419	4,419	0.28%	0.28%	none
independent director	Hornng-Chi Chen																							
<p>1. Please describe the policy, system, standards and structure of remuneration for independent directors, and describe the correlation with the amount of remuneration based on factors such as responsibilities, risks, time invested and other factors: The remuneration of the company's directors is determined by the Remuneration Committee Evaluate the degree of participation and contribution value to the company's operations, and authorize the board of directors to make a decision based on the evaluation of the Salary and Remuneration Committee and the usual level of payment among peers. The company may set remuneration for independent directors that is different from that of general directors.</p> <p>2. In addition to what is disclosed in the table above, the remuneration received by the company's directors for providing services (such as serving as non-employee consultants, etc.) for all companies included in the financial report in the most recent year: None.</p> <p>Note 1. Resignation: 2023.7.19 Note 2. Taking office: 2023.7.20 Note 3. Taking office: 2023.7.20 Note 4. Resignation: 2024.1.10 Note 5. Resignation: 2023.5.23 Note 6. Taking office: 2023.5.24</p>																								

Range of Remuneration

Range of Remuneration	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Less than NT\$ 1,000,000	Yi-Fu Chiang, Hon-Ren Lin, Fu-Nein Chiang, Hui-Chuan Kuo, Jin-Tiao Wu, Wei-Chuan Chang, Song-Qin Shen	Yi-Fu Chiang, Hon-Ren Lin, Fu-Nein Chiang, Hui-Chuan Kuo, Jin-Tiao Wu, Wei-Chuan Chang, Song-Qin Shen	Hon-Ren Lin	Hon-Ren Lin
NT\$1,000,000 ~ NT\$1,999,999	Gene-Tzn Chen, Sing-San Pai, Horng-Chi Chen	Gene-Tzn Chen, Sing-San Pai, Horng-Chi Chen	Song-Qin Shen, Gene-Tzn Chen, Sing-San Pai, Horng-Chi Chen	Song-Qin Shen, Gene-Tzn Chen, Sing-San Pai, Horng-Chi Chen
NT\$2,000,000 ~ NT\$3,499,999	-	-	Jin-Tiao Wu	-
NT\$3,500,000 ~ NT\$4,999,999	-	-	Fu-Nein Chiang	Fu-Nein Chiang, Jin-Tiao Wu,
NT\$5,000,000 ~ NT\$9,999,999	Sheng-Yuan Investment Corp., Chung Chia International Investment Co., LTD.	Sheng-Yuan Investment Corp., Chung Chia International Investment Co., LTD.	Sheng-Yuan Investment Corp., Chung Chia International Investment Co., LTD., Hui-Chuan Kuo, Wei-Chuan Chang	Sheng-Yuan Investment Corp., Chung Chia International Investment Co., LTD., Hui-Chuan Kuo, Wei-Chuan Chang
NT\$10,000,000 ~ NT\$14,999,999	-	-	Yi-Fu Chiang	Yi-Fu Chiang
NT\$15,000,000 ~ NT\$29,999,999	-	-	-	-
NT\$30,000,000 ~ NT\$49,999,999	Sunrise Tech. Co. Ltd	Sunrise Tech. Co. Ltd	Sunrise Tech. Co. Ltd	Sunrise Tech. Co. Ltd
NT\$50,000,000 ~ NT\$99,999,999	-	-	-	-
Greater than or equal to NT\$100,000,000	-	-	-	-
Total				

3.3.2 Remuneration of the general manager and deputy general manager

Unit: Thousands of New Taiwan Dollars December 31, 2023

Title	Name	Salary(A)		Retirement pension (B)		Bonuses and special expenses, etc. (C)		Amount of employee compensation (D)				The total amount of the four items A, B, C and D and their proportion to the net income after tax (%)		Receipt of remuneration from the subsidiary's external investment enterprise or the parent company
								The company		All companies in financial reports				
		The company	All companies in financial reports	The company	All companies in financial reports	The company	All companies in financial reports	cash	Stock	cash	Stock	The company	All companies in financial reports	
General President	Hui-Chuan Kuo	7,344	7,344	1,086	1,086	10,305	10,305	592	0	592	0	1.21%	1.21%	none
deputy	Wei-													

Title	Name	Salary(A)		Retirement pension (B)		Bonuses and special expenses, etc. (C)		Amount of employee compensation (D)				The total amount of the four items A, B, C and D and their proportion to the net income after tax (%)		Receipt of remuneration from the subsidiary's external investment enterprise or the parent company
								The company		All companies in financial reports				
		The company	All companies in financial reports	The company	All companies in financial reports	The company	All companies in financial reports	cash	Stock	cash	Stock	The company	All companies in financial reports	
general manager	Chuan Chang													
deputy general manager	Ching-Chung Lin													

Range of Remuneration

Range of Remuneration	Name of President and Vice President	
	The Company	Companies in the consolidated financial statements
Less than NT\$ 1,000,000	-	-
NT\$1,000,000 ~ NT\$1,999,999	-	-
NT\$2,000,000 ~ NT\$3,499,999	Ching-Chung Lin	Ching-Chung Lin
NT\$3,500,000 ~ NT\$4,999,999	-	-
NT\$5,000,000 ~ NT\$9,999,999	Hui-Chuan Kuo, Wei-Chuan Chang	Hui-Chuan Kuo, Wei-Chuan Chang
NT\$10,000,000 ~ NT\$14,999,999	-	-
NT\$15,000,000 ~ NT\$29,999,999	-	-
NT\$30,000,000 ~ NT\$49,999,999	-	-
NT\$50,000,000 ~ NT\$99,999,999	-	-
Greater than or equal to NT\$100,000,000	-	-
Total	3	3

3.3.3 Remuneration of the top five executives with the highest remuneration

Unit: Thousands of New Taiwan Dollars December 31, 2023

Title	Name	Salary(A)		Retirement pension (B)		Bonuses and special expenses, etc. (C)		Amount of employee compensation (D)				The total amount of the four items A, B, C and D and their proportion to the net income after tax (%)		Receipt of remuneration from the subsidiary's external investment enterprise or the parent company
								Our company		All companies in financial reports				
		The company	All companies in financial reports	The company	All companies in financial reports	The company	All companies in financial reports	cash	Stock	cash	Stock	The company	All companies in financial reports	
General President	Hui-Chuan Kuo	9,524	9,524	1,323	1,323	12,332	12,332	752	0	752	0	1.51%	1.51%	none
Deputy general manager	Wei-Chuan Chang													
Deputy general manager	Ching-Chung Lin													
Director of Accounting Division	Shu-Chen Wu													
Governance Director	Jing-Feng Lai													

3.3.4 The name of the manager who distributes employee remuneration and the distribution situation

Unit: Thousands of New Taiwan Dollars December 31, 2023

	Title	Name	Stock	Cash	Total	Ratio of Total Amount to Net Income (%)
manager	General President	Hui-Chuan Kuo	0	752	752	0.047%
	Deputy general manager	Wei-Chuan Chang				
	Deputy general manager	Ching-Chung Lin				
	Director of Accounting Division	Shu-Chen Wu				
	Governance Director	Jing-Feng Lai				

3.3.5 An analysis of the proportion of the total remuneration paid to the company's directors, general managers and deputy general managers in the last two years by the company and all companies in the consolidated statement to net income after tax, and an explanation of the policies, standards, combinations and formulation of remuneration. Remuneration procedures and correlation with operating performance.

A. Analysis of the total remuneration paid to the company's directors, general managers and deputy general managers in the last two years by the company and all companies in the consolidated statements as a proportion of the net income after tax:

Title \ Year	2022		2023	
	Our company	Consolidated statements for all companies	Our company	Consolidated statements for all companies
director	2.69%	2.69%	3.29%	3.29%
General President and Deputy General Manager	0.75%	0.75%	1.21%	1.21%

The director's remuneration in 2023 and 2022 will be allocated in the same proportion of pre-tax net profit in both years. The business execution expenses of the remaining director's remuneration in 2023 will increase by 88,000 yuan compared with 2022.

The net profit after tax in 2023 is 1,585,694,777 yuan, the proportion of directors' remuneration to net profit after tax is 3.29%, and the proportion of remuneration of directors and part-time employees to net profit after tax is 5.61%;

The net profit after tax in 2022 is 2,434,237,925 yuan, the proportion of directors' remuneration to net profit after tax is 2.69%, and the proportion of remuneration of directors and part-time employees to net profit after tax is 4.12%.

B. Policies, standards and combinations of remuneration payment, procedures for setting remuneration and correlation with operating performance:

(1) Policies, standards and combinations of remuneration payment: The payment policy for directors' remuneration is stipulated in the company's articles of association and is implemented with the approval of the shareholders' meeting.

1. Directors' emoluments of the Company:

If the company makes a profit that year, according to Article 33 of the company's articles of association, an amount of less than 3% should be allocated as directors' remuneration.

Independent directors do not participate in director remuneration distribution. Business execution fees for director remuneration are paid on a per-time basis based on the number of attendances, and carriage fees are paid monthly. The company is governed by the "Director Directors' remuneration is regularly evaluated in accordance with the "Board of Directors Performance Evaluation Method", and the relevant performance evaluation and remuneration rationality are reviewed by the Salary and Remuneration Committee and the Board of Directors.

2. The company's managers' remuneration:

If the company makes a profit that year, according to Article 33 of the company's articles of association, more than 1% should be allocated as employee remuneration. Bonuses are based on the company's annual operating performance and financial status, status, operating status and individual work performance, according to "Procedures for employee assessment" It is expressly scheduled that the assessment will be conducted in July and January every year, and the assessment will be based on the average of the two assessments. It is the basis for the payment of year-end bonuses. And review the remuneration system at any time based on actual operating conditions and relevant laws and regulations.

3. Manager performance evaluation items and proportions: organizational planning ability 15%, leadership 20%, execution 20%, innovation 10%, KPI 35%.

The combination of remuneration paid by the company is stipulated in Article 6 of the Organizational Regulations of the Salary and Remuneration Committee, including cash remuneration, stock options, dividends, retirement benefits or severance benefits, Various allowances and other measures with substantial incentives; their scope is consistent with the standards for matters that should be recorded in the annual reports of publicly listed companies regarding the remuneration of directors and managers.

(2) Procedure for setting remuneration:

1. In order to regularly evaluate the remuneration of directors and managers, the company's "Board of Directors Performance Evaluation Methods" and the "Business Performance Bonus Operations" applicable to managers and employees are handled respectively. It is based on the evaluation results implemented by the "Act" and the company's operating performance.
2. Performance self-evaluation results of the board of directors, board members and functional committee members in 2023 All significantly exceeded the standards. The company's 2023 manager performance evaluation results, the performance of all managers has reached or exceeded the predetermined target requirements.
3. The performance appraisal and reasonableness of remuneration of the company's directors and managers are regularly evaluated and reviewed by the salary and remuneration committee and the board of directors every year. In addition to referring to individual performance achievements success rate and contribution to the company, and taking into account the company's overall operating performance, future industry risks and development trends, and timely. In addition, reasonable remuneration will be given after comprehensive consideration of current corporate governance trends. To seek a balance between the company's sustainable operations and risk control. review of the remuneration system at any time based on actual operating

conditions and relevant laws. The amount of remuneration for directors and managers in 2023 will be determined by the remuneration committee. After deliberation, it will be submitted to the board of directors for decision.

(3) Correlation with operating performance and future risks:

1. The review of the payment standards and systems related to the company's remuneration policy takes the company's overall operating conditions as the main consideration, and determines the payment standards based on the performance compliance rate and contribution. To enhance the overall organizational team effectiveness of the board of directors and management departments. We also refer to industry salary standards to ensure that the company's management remuneration is competitive in the industry so as to retain outstanding management talents.
2. The performance targets of the company's managers are combined with "risk control" to ensure that possible risks within the scope of responsibility can be managed and prevented, and the results of the ratings are based on actual performance and linked to relevant human resources and relevant salary and remuneration policies. Important decisions of the company's management are made after balancing various risk factors. The performance of relevant decisions is reflected in the company's profitability, and the remuneration of the management is related to the performance of risk control.

3.4 Corporate governance operations

3.4.1 Information on the operation of the board of directors

Most recent annual board of directors meeting (A)8 times (from the 23rd to May 12: 3 times, from the 24th to November 8: 5 times.)

The attendance of directors is as follows:

job title	Name	Actual number of attendance B	Number of delegated attendances	Actual attendance rate (%) 【 B/A 】	Remark
Chairman	Sheng Yuan investment Corp. Legal representative: Yi-Fu Chiang	5	0	100	Resigned on 2023. 7. 19
Chairman	SUNRISE TECH. CO. LTD Legal representative: Fu-Nein Chiang	8	0	100	Newly appointed on 2023. 7. 20
Director	SUNRISE TECH. CO. LTD Legal representative: Hui-Chuan Kuo	8	0	100	
Director	SUNRISE TECH. CO. LTD Legal representative: Jin-Tiao Wu	1	2	33.33	Resigned on 2023. 5. 23
Director	SUNRISE TECH. CO. LTD Legal representative: Wei-Chuan Chang	7	1	87.50	
Director	SUNRISE TECH. CO. LTD Legal representative: Song-Qin Shen	5	0	100	Newly appointed on 2023. 5. 24
Director	Sheng Yuan investment Corp. Legal representative: Hon-Ren Lin	2	0	66.67	Newly appointed on 2023. 7. 20
Director	CHC International Investment Corp. Legal representative: Ming-Xian Weng	3	5	37.50	
Independent director	Gene-Tzn Chen	8	0	100	
Independent director	Sing-San Pai	8	0	100	
Independent director	Horng-Chi Chen	8	0	100	

Other matters that should be recorded:

1. a. Securities and Exchange Act Section 14 Article 3 Matters listed: The company has

established an audit committee and Article 14-3 of the Securities and Exchange Act does not apply.
 For relevant information, please refer to “Operations of the Audit Committee” in this annual report.

b. Except for the matters mentioned above, other matters resolved by the board of directors that have been opposed or reserved by independent directors and have records or written statements: None.

2. When a director implements the revocation of an interest-related proposal, the director’s name, content of the proposal, reason for recusal and participation in voting should be stated: None.

3. The goals and implementation status of strengthening the functions of the board of directors in the current year and the most recent year (such as establishing an audit committee, improving information transparency, etc.)
 Physical assessment: Please refer to “Board Diversity and Independence” in this annual report.

Board of Directors evaluation implementation status

Evaluation cycle	evaluation period	Assessment scope	Assessment method	Assessment content
Perform an annual internal assessment	January 1, 2023 to December 31, 2023	<ul style="list-style-type: none"> • overall board of directors • individual board members • functional committee 	<ul style="list-style-type: none"> • Board performance self-evaluation • Self-evaluation of board member performance • Audit committee performance self-evaluation • Salary and Compensation Committee Performance Self-evaluation 	<ul style="list-style-type: none"> • Board performance evaluation 1. Degree of participation in company operations 2. Quality of board decision-making 3. Board composition and structure 4. Selection and continuing education of directors 5. Internal Control • Performance evaluation of individual board members 1. Mastery of the company’s goals and tasks 2. Awareness of directors’ responsibilities 3. Degree of participation in the company’s operations

Evaluation cycle	evaluation period	Assessment scope	Assessment method	Assessment content
				<p>4. Internal relationship management and communication</p> <p>5. Professional and continuing education of directors</p> <p>6. Internal Control</p> <ul style="list-style-type: none"> • Audit committee performance evaluation <ol style="list-style-type: none"> 1. Degree of participation in the company' s operations 2. Understanding of the responsibilities of the audit committee 3. Improve the decision-making quality of functional committees 4. Audit Committee composition and member selection 5. Internal Control • Compensation committee performance evaluation <ol style="list-style-type: none"> 1. Degree of participation in the company' s operations 2. Understanding of the responsibilities of the remuneration committee 3. Improve the decision-making quality of functional committees 4. Composition and selection of members of the Remuneration Committee

Our company has completed the self-evaluation of the performance of the Board of Directors in 2023 will be completed, and the evaluation results will be submitted to the Board of Directors report on March 11, 2024.

The overall average score of the board of directors' performance self-evaluation is 4.89 (out of 5 points). It shows that the board of directors has the responsibility to guide and supervise the company's strategy, major business and risk management, and can establish an appropriate internal control system that meets the requirements of corporate governance.

The overall average score of individual director members' performance self-evaluation is 4.88 (out of 5 points), which shows that directors have positive evaluations of the efficiency and effectiveness of various indicators.

The overall average score for the performance evaluation of the Audit Committee and Remuneration Committee is 5 (out of 5 points) It shows that the overall operation of the functional committee is perfect, meets the requirements of corporate governance, and effectively enhances the functions of the board of directors.

3.4.2 Operation of the audit committee situation:

The Audit Committee has held 7 meetings in the recent year (A), and the attendance of independent directors is as follows:

Title	Name	Actual attendance (B)	By Proxy	actual attendance (%) (B/A)	Remark
independent director	Gene-Tzn Chen	7	0	100	
independent director	Sing-San Pai	7	0	100	
independent director	Horng-Chi Chen	7	0	100	

Focus of the year for Audit Committee:

- Review financial reports: Business reports, financial statements and profit distribution proposals prepared by the board of directors, among which the financial statements have been audited by Crowe (TW) CPAs.
The above-mentioned operating report, financial statements and profit distribution proposals have been reviewed by the Audit Committee and are considered to be consistent.
- Assess the effectiveness of the internal control system: The audit committee reviews the regular reports of the company's audit department, certified accountants and management, and
To evaluate the company's internal control system policies and procedures (including financial, operational, risk management, information security, legal compliance and other control measures)
The Audit Committee recognizes the effectiveness of the company's risk management and internal control systems and that the company has implemented necessary control mechanisms systems to monitor and correct violations.
- Appointment of certified accountants: The latest 6th session of the 3rd Audit Committee of the company on March 11, 2024 was reviewed and approved by Crowe (TW) CPAs. CPA Lin, Jin-Feng and Chang, Ya-Chuan of the firm meet the standards of independence and competency and are qualified to serve as the company's certified accountants.

Other matters that should be recorded:

1. If the operation of the audit committee falls under any of the following circumstances, the date, period, and resolutions of the audit committee meeting shall be stated. Objections, reservations or content of major proposed projects by independent directors, The results of the audit committee's resolutions and the company's handling of the audit committee's opinions.

(1) Securities and Exchange Act Section 14 Article 5 matters listed.

The Audit Committee Meeting date	Meeting Agenda
January 17, 2023	• Audit work report for the fourth quarter of 2022.

19 th meeting of the 2 nd term	<ul style="list-style-type: none"> • 2023 annual risk assessment. • Planned investment in Stellar Hydrogen Energy Technology Co., Ltd. • The comprehensive credit line between the company and the bank. • Endorsement and guarantee for each of the company's reinvested companies. • Amend the "Insider Trading Prevention Management Operating Procedures". • The company's 2023 budget proposal.
March 8, 2023 20 th meeting of the 2 nd term	<ul style="list-style-type: none"> • Review of the Company's 2022 Internal Control System Statement. • The company evaluates the independence and competency of the 2022 visa accountants. • The comprehensive credit line between the company and the bank. • Endorsement and guarantee for each of the company's reinvested companies. • Plan to adjust the company's new energy business investment structure. • The capital reduction of CHEM Corp., a subsidiary of the company. • The company's 2022 business report, individual financial report and consolidated financial report. • The company's 2022 earnings distribution plan.
May 12, 2023 21 st meeting of the 2 nd term	<ul style="list-style-type: none"> • Audit work report for the first quarter of 2023. • The Company's first quarter 2023 consolidated financial report. • The comprehensive credit line between the company and the bank. • Endorsement and guarantee case for the company's investee company. • Plans to apply to Hua Nan Bank for a mid-term loan of NT\$500 million from the Ministry of Economic Affairs for revitalization and the chairman of the company will assume the role joint and several guarantors. • Each of the company's reinvested companies applied for the "Ministry of Economic Affairs' Assistance to Small and Medium-sized Enterprises Post-Epidemic Revitalization Project" loan funds The amount is NT\$35 million, and the company appoints the responsible persons of each company to serve as joint guarantors. • Planned to increase investment in Chung - Hsin Energy Tech. Inc.
May 24, 2023 1 st meeting of the 3 rd term	<ul style="list-style-type: none"> • Plan to elect the convener of the company's third audit committee.
June 29, 2023	<ul style="list-style-type: none"> • Finding investment to establish an aluminum material precision

2 nd meeting of the 3 rd term	processing company.
August 9, 2023 3 rd meeting of the 3 rd term	<ul style="list-style-type: none"> • Audit work report for the second quarter of 2023. • The Company' s second quarter 2023 consolidated financial report. • The comprehensive credit line between the company and the bank. • Proposed a financing plan for the company' s subsidiaries. • Endorsement and guarantee for each of the company' s investee companies. • It is planned to apply for a mid-term revitalization loan of NT\$500 million from the Ministry of Economic Affairs to Hua Nan Bank, with the chairman of the company serving as the joint guarantor. (Because of the change of chairman)
November 8, 2023 4 th meeting of the 3 rd term	<ul style="list-style-type: none"> • Audit work report for the third quarter of 2023. • Report the company' s internal audit schedule for 2024. • 2024 annual risk assessment. • The Company' s third quarter 2023 consolidated financial report. • The comprehensive credit line between the company and the bank. • Endorsement and guarantee for each of the company' s reinvested companies. • It is planned to reduce the amount of financing provided by the company to its subsidiaries. • In order to comply with current accounting laws, the company plans to record "accounts receivable" as overseas investee companies, as provide funds for loans and handle relevant procedures. • Planned to increase investment in Shenghe Precision Co., Ltd. • Planned to purchase all shares of Yun-yi Energy Co., Ltd. • It is planned to build a new warehouse in Linkou factory area. • Formulate "Intellectual Property Management Measures", "Operating Procedures Related to Financial Business Between Related Parties", and "Operating Procedures for the Preparation and Verification of Sustainability Reports". • Plan to revise the "Corporate Governance Code" and "Sustainable Development Code of Practice".
Audit Committee members approved all proposals, and then the Board of Directors in accordance with the recommendations of the Audit Committee, approved all motions.	
<p>(2) Except for the matters mentioned above, other resolution matters that have not been approved by the Audit Committee but have been approved by more than two-thirds of all directors: None.</p> <p>1. The implementation of the independent director' s recusal of the interest-related proposal shall state the name of the independent director, the content of the</p>	

proposal, the reason for the revocation of the interest, and the circumstances of his participation in voting: None.

2. Communication situation between independent directors and internal audit supervisors and accountants (should include major matters, methods and results of communication on the company' s financial and business conditions, etc.)

(1) Communication situation between independent directors and internal audit manager:

Use the time of the audit committee and the board of directors with the independent directors to review the internal control deficiencies listed in the audit work report, and regularly report the internal control deficiencies and improvements in writing to each independent director.

Date	Communication Matters	Resolution
2023.1.17 The Audit Committee	Audit work report for the fourth quarter of 2022.	The independent directors have no objection to the audit report.
2023.3.8 The Audit Committee	2022 Internal Control System Statement.	After deliberation and approval by the Audit Committee, it will be submitted to the Board of Directors for resolution.
2023.5.12 The Audit Committee	Audit work report for the first quarter of 2023.	The independent directors have no objection to the audit report.
2023.8.9 The Audit Committee	Audit work report for the second quarter of 2023.	The independent directors have no objection to the audit report.
2023.11.8 The Audit Committee	1. Audit work report for the third quarter of 2023. 2. Internal audit operation schedule plan for 2024.	1. The independent directors have no objection to the report on the execution results of the audit business. 2. After review and approval by the Audit Committee, submit it to the Board of Directors for resolution.

(2) Communication situation between independent directors and accountants:

The matters discussed are as follows:

Date	Communication Matters	Resolution
2023.3.7	1. Description of Key Audit Matters (KAM) 2. Check the type of opinion 3. Significance of this issue	Independent directors communicate with visa accountants.

		4. Uncorrected false expressions 5. Significant lack of internal control 6. Other communication matters	The situation is good and the independent directors have no other suggestions.	
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3.4.3 Corporate governance operations and differences and reasons from the code of practice for corporate governance of listed companies

Evaluation Items	Operational Situation			Differences and reasons from the Code of Practice for Corporate Governance of Listed Overseas Companies
	Yes	No	Summary Description	
1. Does the company formulate and disclose a corporate governance code of practice in accordance with the corporate governance code of practice for listed companies?	✓		Our company has set 「Corporate Governance Code», and have disclosed relevant content on the company's website and public information observatory.	no significant difference
2. Company equity structure and shareholders' rights and interests				
(1) Has the company established internal operating procedures to handle shareholder suggestions, doubts, disputes and litigation matters, and implemented them in accordance with the procedures?	✓		(1) The company has spokespersons, acting spokespersons and full-time stock affairs personnel to handle issues such as shareholder suggestions or disputes.	no significant difference
(2) Does the company know the list of major shareholders who actually control the company and the ultimate controller of the major shareholders?	✓		(2) The company has full-time stock affairs personnel to master the list of major shareholders of the company.	no significant difference
(3) Has the company established, implemented and established a risk control and firewall mechanism between related enterprises?	✓		(3) Implement in accordance with relevant control regulations.	no significant difference
(4) Has the company established internal regulations to prohibit company insiders from using undisclosed information in the market to buy and sell securities?	✓		(4) The company has formulated the "Management Measures to Prevent Insider Trading" to prevent insider trading from occurring.	no significant difference

Evaluation Items	Operational Situation			Differences and reasons from the Code of Practice for Corporate Governance of Listed Overseas Companies
	Yes	No	Summary Description	
3. Composition and Responsibilities of the Board of Directors				
(1) Has the board of directors formulated a diversity policy, specific management goals and implemented them?	✓		(1) For details, please refer to the Board of Directors under Director Information (2) in this annual report. Diversification, specific management goals and achievement status.	no significant difference
(2) In addition to setting up a salary and remuneration committee and an audit committee in accordance with the law, whether the company voluntarily sets up other functional committees.		✓	(2) The company has established a salary and remuneration committee and an audit committee in accordance with the law.	no significant difference
(3) Has the company formulated a board of directors performance evaluation method and its evaluation method, conducts performance evaluations every year and regularly, and reports the results of performance evaluations to the board of directors, and uses them as a reference for the salary, remuneration, and nomination and renewal of individual directors?	✓		(3) The company has formulated performance evaluation methods for the board of directors and regularly reviews the performance evaluation of the company's board of directors.	no significant difference
(4) Does the company regularly evaluate the independence of certified accountants?	✓		(4) Regular evaluation in accordance with relevant regulations, please note 1 for details.	no significant difference
4. Whether the listed company has qualified and appropriate number of	✓		On March 8, 2023, the board of directors adjusted the head of corporate governance to	no significant difference

Evaluation Items	Operational Situation			Differences and reasons from the Code of Practice for Corporate Governance of Listed Overseas Companies
	Yes	No	Summary Description	
people corporate governance personnel, and designate a corporate governance officer, Responsible for corporate governance related matters(Including but not limited to providing directors and supervisors with the information they need to perform their business, assisting directors and supervisors in following laws, Handle matters related to board of directors and shareholders' meetings in accordance with the law, prepare minutes of board of directors and shareholders' meetings, etc.)?			a full-time position. The company has set up a full-time unit board secretary group to assist with related matters, including handling the board of directors, audit committee, remuneration committee and data required for business execution in accordance with the law, handling the board of directors and Matters related to shareholders' meetings and producing minutes; assisting directors in their appointment and continuing education; providing directors with the information they need to perform business; and assisting directors in complying with laws.	
5. Whether the company has established communication channels with stakeholders (including but not limited to shareholders, employees, customers and suppliers, etc.), set up a stakeholder area on the company website, and appropriately responded to the important corporate concerns of stakeholders Social responsibility issues?	✓		The company has spokespersons, acting spokespersons and full-time stock affairs personnel, and the company website has a stakeholder contact area with dedicated personnel to respond as a communication channel for stakeholders.	no significant difference
6. Does the company appoint a professional stock affairs agency	✓		The company appoints the agency of the Equity Agency Department of KGI Securities	no significant difference

Evaluation Items	Operational Situation			Differences and reasons from the Code of Practice for Corporate Governance of Listed Overseas Companies
	Yes	No	Summary Description	
to handle shareholders' meeting affairs?			Co., Ltd. to handle the affairs of the shareholders' meeting.	
7. Information Disclosure				
(1) The company sets up a website to disclose financial business and corporate governance information?	✓		(1) The company has set up a website to disclose financial business and corporate governance information and update it regularly.	no significant difference
(2) Does the company implement other methods of information disclosure (such as setting up an English website, designating a person responsible for collecting and disclosing company information, implementing a spokesperson system, placing the company website during corporate briefings, etc.)?	✓		(2) The company's website is WWW.CHEM.COM.TW, which is available in Traditional Chinese, Simplified Chinese and English. The relevant dedicated departments collect and disclose relevant information in accordance with regulations.	no significant difference
(3) Does the company announce and submit financial reports within two months after the end of the fiscal year, and announce and submit financial reports for the first, second, and third quarters and operating conditions for each month before the prescribed deadline?	✓		(3) The company announces and reports the annual financial report, the first, second and third quarter financial reports and the operation status of each month in accordance with the regulations.	no significant difference
8. Does the company have other important information that is helpful for understanding the company's governance operations (including but not limited to	✓		(1) The company has been established for more than 60 years, and has a complete salary, welfare and retirement system and has implemented it so that employees and their families can enjoy the care of	no significant difference

Evaluation Items	Operational Situation			Differences and reasons from the Code of Practice for Corporate Governance of Listed Overseas Companies
	Yes	No	Summary Description	
employee rights, employee care, investor relations, supplier relations, rights of interested parties, and the status of further education for directors and supervisors), the implementation of risk management policies and risk measurement standards, the implementation of customer policies, the company's purchase of liability insurance for directors and supervisors, etc.)?			<p>a lifelong employment system. The company's major information is disclosed in the company's annual report P19-37, P71-75 and P266-269 and the stock market observatory.</p> <p>(2) The company's website has a contact window for investor relations, and a dedicated person will respond at any time.</p> <p>(3) The company strictly abides by the contracts signed with customers and relevant regulations, and fulfills its commitments to customers.</p> <p>(4) The company's major operational decisions, investment projects, capital loans or endorsements and guarantees are all evaluated and analyzed by the relevant authorities and implemented by resolution of the board of directors.</p> <p>(5) Please note 2 for details of directors' training in 2023.</p> <p>(6) Regarding the further training of corporate governance managers in 2023, please note 3 for details.</p> <p>(7) Managers' training in 2023, please note 4 for details.</p> <p>(8) The company has insured directors and managers liability insurance for the company's directors and managers since</p>	<p>no significant difference</p> <p>no significant difference</p> <p>no significant difference</p> <p>no significant difference</p>

Evaluation Items	Operational Situation			Differences and reasons from the Code of Practice for Corporate Governance of Listed Overseas Companies
	Yes	No	Summary Description	
			2018 to strengthen the company's corporate governance and indirectly protect shareholders' rights.	no significant difference no significant difference no significant difference
<p>9. Please explain the improvement in the corporate governance evaluation results released by the Corporate Governance Center of the Taiwan Stock Exchange Corporation in the most recent year, and propose priority enhancement matters and measures for those that have not yet been improved:</p> <p>1. The company has formulated the "Integrity Business Code" in March 2017 to prohibit the occurrence of dishonest behaviors. The company's specific practices for implementing the integrity management policy and plans for preventing dishonest behavior have been disclosed on the company's official website.</p> <p>2. The company has formulated the "Management Procedures for Preventing Insider Trading" in August 2017, and disclosed on the company's official website that insiders are prohibited from profiting from information that is not available in the market, and the company has implemented the specific prohibition of insider trading. The situation is disclosed on the company's website.</p>				

Note 1: The company obtained the "2022 Audit Quality Index AQI" report from Crowe (TW) CPAs and used it to evaluate the independence and competency of the accountants, and submitted the results to the board of directors for review and approval. The results of the visa accountant's independence and competency assessment are as follows:

Dimension 1: Professionalism			
AQI Indicator	Content	Evaluation Result	Meets independence / competence
1-1. Audit Experience	Whether senior auditors have sufficient audit experience to perform the audit work	Yes	Yes
1-2. Training Hours	Whether accountants and senior auditors receive adequate education and training every year to continue to acquire professional knowledge and skills	Yes	Yes

Dimension 1: Professionalism			
AQI Indicator	Content	Evaluation Result	Meets independence / competence
1-3. Attrition Rate	Whether the firm maintains sufficient senior human resources	Yes	Yes
1-4. Professional Support	Whether the firm has sufficient professionals (e.g. evaluators) to support the audit team	Yes	Yes

Dimension 2: Quality Control			
AQI Indicator	Content	Evaluation Result	Meets independence / competence
2-1. Workload	Is the accountant' s workload too heavy?	No	Yes
2-2. Involvement	Check whether team members' input in each review stage is appropriate	Yes	Yes
2-3. EQCR	Whether EQCR CPA devote enough time to perform review of audit cases	Yes	Yes
2-4. Quality Supporting Capacity	Whether the firm has sufficient quality control manpower to support the audit team	Yes	Yes

Dimension 3: Independence			
AQI Indicator	Content	Evaluation Result	Meets independence / competence
3-1. Non Audit Service (NAS)	The impact of the proportion of public funds for non-audit services on independence	25.1%	Yes
3-2. Familiarity	The impact of the cumulative number of audit cases on the firm's annual financial report on independence	The total number of visa years is 22 years	Continuous observation

Dimension 4: Monitoring			
AQI Indicator	Content	Evaluation Result	Meets independence /

			competence
4-1. External Inspection Results & Enforcement and penalties	Whether the firm's quality management and audit cases are implemented in accordance with relevant laws and standards	Yes (the increase in the number of quality management deficiencies is in response to TWSQM1's recommendations on improving the accounting firm's quality management system and does not have a direct impact on its case execution and audit quality)	Yes
4-2. Number of Official Improvement Letters Issued by Authority	Whether the firm's quality management and audit cases are implemented in accordance with relevant laws and standards	Yes	Yes

Dimension 5: Innovation			
AQI Indicator	Content	Evaluation Result	Meets independence / competence
5-1. Innovative Planning or Initiatives	The accounting firm's commitment to improving audit quality, including the accounting firm's innovation capabilities and planning	Achievable	Yes

Note 2: Directors' training in 2023

Title	Name	Study Period		organization	Course Name	Training Hours
		From	To			
Corporate director representative	Fu-Nein Chiang	2023/9/4	2023/9/4	Financial regulatory commission	The 14th Taipei Corporate Governance Forum	6
Corporate director representative	Ming-Xian Weng	2023/8/10	2023/8/10	China Corporate Governance Association	ESG-related legal issues that boards should consider	3
		2023/12/11	2023/12/11	Securities and Futures Market Development Foundation	Corporate Governance 3.0 "Sustainability Report" Practical Analysis	3
Corporate director representative	Hui-Chuan Kuo	2023/9/4	2023/9/4	financial regulatory commission	The 14th Taipei Corporate Governance Forum	6
Corporate director representative	Hon-Ren Lin	2023/9/20	2023/9/20	Taiwan Financial Research and Training Institute	The 23rd Corporate Governance and Sustainable Management Seminar	6
		2023/10/31	2023/10/31	Internal Audit Association of the Republic of China	Assessment Techniques and Practice	6
Corporate director representative	Wei-Chuan Chang	2023/9/4	2023/9/4	financial regulatory commission	The 14th Taipei Corporate Governance Forum	6
Corporate director representative	Song-Qin Shen	2023/10/12	2023/10/12	Internal Audit Association of the Republic of China	Decipher financial statements and analyze corporate fraud and scams	6
		2023/10/18	2023/10/18		How internal auditors interpret operating performance and risks from IFRS financial statements	6
independent director	Gene-Tzn Chen	2023/9/1	2023/9/1	China Corporate Governance Association	Give full play to the professional functions of independent directors with Xingli thinking	3

Title	Name	Study Period		organization	Course Name	Training Hours
		From	To			
independent director	Sing-San Pai	2023/9/1	2023/9/1	China Corporate Governance Association	Give full play to the professional functions of independent directors with Xingli thinking	3
		2023/9/12	2023/9/12		Corporate growth strategies and external innovation	3
independent director	Horng-Chi Chen	2023/9/1	2023/9/1	China Corporate Governance Association	Give full play to the professional functions of independent directors with Xingli thinking	3
		2023/9/12	2023/9/12		Corporate growth strategies and external innovation	3

Note 3. Director of corporate governance' s training in 2023

Title	Name	Study Period		organization	Course Name	Training Hours
		From	To			
Corporate Governance Officer	Jing-Feng Lai	2023/8/31	2023/8/31	Accounting Research and Development Foundation	The latest policy development and internal control management practices related to "ESG Sustainability" and "Self-preparation of Financial Reports"	6
		2023/11/3	2023/11/3	Securities and Futures Market Development Foundation	Listed OTC Companies-Insight into the Derivative Financial Market and Move towards Corporate Sustainability Seminar	3
		2023/12/15	2023/12/15	Internal Audit Association of the Republic of China	Analysis of regulations and key points in auditing the board of directors and functional committees (audit, compensation)	6

Note 4. Managers' training in 2023

Title	Name	Study Period		organization	Course Name	Training Hours
		From	To			
Accounting Supervisor	Shu-Chen Wu	2023/10/16	2023/10/17	Accounting Research and Development Foundation of the Republic of China	Continuing training courses for accounting supervisors of issuers, securities companies and stock exchanges	12

3.4.4 Composition, responsibilities and operation of the remuneration committee

(1) Information on members of the Remuneration Committee

Identity (Note 1)	condition Name	Professional qualifications and experience (Note 2)	Independence situation (Note 3)	Number of members who concurrently serve as members of the salary and remuneration committees of other publicly traded companies
independent director	Gene-Tzn Chen	Please refer to Table 1 of this annual report for information on directors and supervisors (1)	Please refer to Table 1 of this annual report for information on directors and supervisors (1)	0
independent director	Sing-San Pai			0
independent director	Horng- Chi Chen			1

Note 1: Please specify in the table the relevant working experience, professional qualifications and experience and independence of each salary and remuneration committee member. If you are an independent director, you can make a note and refer to Appendix 1 Directors and Supervision on page 00. Personal information (1) related content. Please indicate whether you are an independent director or other (if you are the convener, please add a note).

Note 2: Professional qualifications and experience: Describe the professional qualifications and experience of individual salary and remuneration committee members.

Note 3: Conditions for independence: State the conditions for members of the Salary and Remuneration Committee to be independent, including but not limited to whether the individual, spouse, or relatives within the second degree serve as directors, supervisors, or employees of the company or its affiliated companies; The number and proportion of the company's shares held by myself, my spouse, and relatives within the second degree (or in the name of others); whether I hold any position in a company that has a specific relationship with the company (refer to the establishment and exercise of the salary and remuneration committee of a company whose stocks are listed or traded on a securities firm's business premises). The amount of remuneration received from providing business, legal, financial, accounting and other services to the company or its affiliated companies in the past two years.

(2) Functions of Salary and Remuneration Committee

The function of the Company's Salary and Remuneration Committee is to evaluate the Company's salary and remuneration policies and systems for directors and managers in a professional and objective position. It should meet at least twice a year and make recommendations to the Board of Directors for decision-making. reference.

The Committee shall faithfully perform the following duties and powers with the care of a good steward, and submit its recommendations to the Board of Directors for discussion:

1. Formulate and regularly review the policies, systems, standards and structures for performance evaluation and salary remuneration of the company's directors and managers.
2. Regularly evaluate and determine the remuneration of directors and managers.

When performing the functions and powers mentioned in the preceding paragraph, the following principles shall be followed:

1. The performance evaluation and salary remuneration of directors and managers should refer to the normal payment situation of peers, and consider the reasonableness of the relationship between personal performance, company operating performance and future risks.
2. Directors and managers should not be guided to engage in behavior that exceeds the company's risk appetite in pursuit of salary remuneration.
3. The proportion of dividends and the payment timing of partial variable salary remuneration for directors and senior managers based on their short-term performance should be determined by taking into account the characteristics of the industry and the nature of the company's business.

(3) Information on the operation of the Salary and Remuneration Committee

1. The company's salary and remuneration committee consists of 3 members.

2. The term of office of the fifth member: May 24, 2023 to May 23, 2026.
The Salary and Remuneration Committee met 4 times in the most recent year (A). Member qualifications and attendance are as follows:

Title	Name	Actual attendance (B)	By Proxy	Actual attendance rate (%) (B/A)	Remark
convener	Gene-Tzn Chen	4	0	100	
member	Sing-San Pai	4	0	100	
member	Horng-Chi Chen	4	0	100	

Other matters that should be recorded:

1. motions and resolution results

Date	Description of the Proposal
January 17, 2023 9 th meeting of the 4 th term	<ul style="list-style-type: none"> • Report on the results of the internal and external evaluation of the company's board of directors' performance in 2022. • Distribution of employee compensation and director compensation in 2022. • The company's estimated distribution of year-end bonuses for managers in 2022.
May 24, 2023 1 st meeting of the 5 th term	<ul style="list-style-type: none"> • It is proposed to elect the convener of the fifth salary and remuneration committee of the company.
August 9, 2023 2 nd meeting of the 5 th term	<ul style="list-style-type: none"> • The company's directors' remuneration distribution for 2022. • Chairman's remuneration case.
November 8, 2023 3 rd meeting of the 5 th term	<ul style="list-style-type: none"> • Interim bonuses for managers and employee remuneration distribution for 2022. • The company's managers' salary adjustment case for 2023.

The resolution result of the above motion was: all members present agreed to pass it.

2. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, it should state the date, period, content of the proposal, the results of the board of directors' resolutions, and the company's handling of the salary and remuneration committee's opinions (if

the salary and remuneration approved by the board of directors is superior to the recommendations of the salary and remuneration committee) , the differences and reasons should be stated): None.

3. If a member has objections or reservations about matters decided by the Salary and Remuneration Committee and there is a record or written statement, the date, period, content of the proposal, all member opinions, and the handling of the member's opinions should be stated: None.

3.4.5 Implementation of promoting sustainable development and differences and reasons from the code of practice for sustainable development of listed companies

Promote projects	Execution situation			Deviations from “the sustainable development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary description	
1. Has the company established a governance structure to promote sustainable development, and set up a full-time (part-time) unit to promote sustainable development, with the board of directors authorizing senior management to handle it, and what is the situation of board supervision?	√		<p>The company has clearly formulated a code of practice for sustainable development. The principles and policies that regulate sustainable development in the code are to implement and promote corporate governance, develop a sustainable environment, participate in promoting social welfare, and strengthen the disclosure of sustainable development information.</p> <p>The company’s sustainable development affairs are handled by the board of directors as the highest decision-making and supervision unit, and the promotion status is handled by the board of directors’ authorized senior management, who regularly reports the situation to the board of directors. The preparation and filing status of the sustainability report for 2023 was reported to the board of directors on August 9.</p> <p>Through the contents of the report, the board of directors confirms the company’s sustainable development and ESG management policies, supervises and reviews the management team’s implementation of sustainable development and achievement of goals, so as to strengthen the company’s constitution and implement the direction of sustainable management.</p>	no significant difference
3. Does the company according to base on the principle of materiality, conduct risk assessments on environmental, social and corporate governance issues related to the company’s operations, and formulate relevant risk management policies or strategies?	√		<p>The company follows the AA1000 stakeholder negotiation standards and adopts five major evaluation methods to define the degree of stakeholder relationships by considering dependence, responsibility, attention, influence, and multiple perspectives.</p> <p>The company follows the principle of materiality and focuses on the issues of concern collected through communication with various stakeholders. In addition to incorporating the level of concern of stakeholders into</p>	no significant difference

Promote projects	Execution situation			Deviations from “the sustainable development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary description	
			<p>the identification aspect, the company also simultaneously analyzes the economy, society, environment and corporate governance according to the issues through senior managers. Evaluate the impact of the issue and take necessary measures and strengthen information disclosure in a timely manner. For the boundaries of the company’s risk assessment, please refer to the sustainability report prepared by the company every year.</p> <p>Strategy and execution include; in terms of supply chain risk management, we actively pay attention to the energy use, activation, management and information security protection of the supply chain to cope with the impact of environmental changes on the supply chain; in terms of social human rights, we have completed the policy of not using conflict minerals Formulated to ensure that the Group’s overall supply chain does not cause indirect harm to human rights due to conflict minerals; in terms of environmental protection, build a green supply chain and pay attention to environmental friendliness, and encourage and promote suppliers to move toward a circular economy. Through the supply chain, the company ESG sustainable management has made the following five major commitments, hoping to integrate the group’s capabilities to jointly drive upstream, mid-stream and downstream manufacturers, and even the general public towards a better corporate governance.</p> <p>The company has formulated "Risk Management Policies and Procedures" in 2020 to facilitate risk management and execution; it also has a corporate governance officer to assist directors in complying with legal policies.</p>	

Promote projects	Execution situation			Deviations from “the sustainable development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary description	
3. Environmental issues				
(1) Has the company established an appropriate environmental management system based on its industrial characteristics?	√		The company has established a complete environmental management system based on the company’s industrial characteristics and operational needs, and has passed ISO14001 (valid period: 2023.12.3~2026.12.2) certification.	no significant difference
(2) Is the company committed to improving the utilization efficiency of various resources and using recycled materials with low impact on the environment?	√		Our company advocates the use of recycled paperclassand environmental protection labels and other related products, and continue to promote paperless enterprises and waste reduction. In addition, the company’s products prohibit the use of hazardous substances, product development complies with international laws and regulations, and is committed to minimizing its impact on the environment.	no significant difference
(3) Has the company assessed the potential risks and opportunities that climate change poses to the company now and in the future, and has it taken response measures on climate-related issues?	√		<p>The risk management list in the company’s sustainability report lists the risks of climate change as follows:</p> <ol style="list-style-type: none"> 1. Climate change will lead to an increase in the frequency of wind disasters, floods and droughts, which may have an impact on suppliers and customers, indirectly leading to a reduction or interruption of the company’s production capacity, resulting in financial and business risks. 2. With the rise of environmental awareness, carbon emissions may become a key inspection item of the company by customers, which will increase business uncertainty and risks. <p>In response to the possible impact of global warming and extreme weather caused by greenhouse gas emissions on operations, the company will establish an interdepartmental climate risk team starting in 2022 to analyze and assess climate risks in a systematic manner and formulate relevant strategies</p>	no significant difference

Promote projects	Execution situation			Deviations from “the sustainable development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary description	
			to respond. In addition, the group’s energy management goals are divided into short, medium and long-term, and by identifying potential climate change risks and opportunities, we can grasp the impact and impact of relevant factors on the company’s operations, and formulate relevant response strategies and measures in advance to prevent the consequences of climate change. risks and injuries, and regularly reports relevant analysis, suggestions, improvements and implementation results to the board of directors for the board of directors’ reference for corporate governance.	
(4) Has the company collected statistics on greenhouse gas emissions, water consumption, and total waste weight in the past two years, and formulated policies for energy conservation, carbon reduction, greenhouse gas reduction, water use reduction, or other waste management?	√		In addition to complying with domestic greenhouse gas reduction laws and regulations, the company will conduct independent greenhouse gas inventories starting in 2023 to promote greenhouse gas emission control. The annual target is to save 3% electricity, 3% water and 3% waste reduction.	no significant difference
4. Social issues (1) Does the company formulate relevant management policies and procedures in accordance with relevant laws and international human rights conventions?	√		In accordance with labor regulations, the company protects the legitimate rights and interests of its colleagues, sets aside pensions in accordance with the law, smooth communication channels between labor and management, actively understands and provides reasonable salary remuneration, in order to achieve a win-win situation for labor and management, and has also established an employee welfare committee to handle various welfare matters. .	no significant difference
(2) Does the company formulate and implement reasonable employee welfare measures (including salary, vacation and other benefits, etc.),	√		The company has established "Working Rules for Employees", "Appraisal Procedures for Employees", and "Measures for Distribution of Employee Remuneration", and has established a "Personnel Evaluation Committee	no significant difference

Promote projects	Execution situation			Deviations from “the sustainable development Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary description	
and appropriately reflect operating performance or results in employee remuneration?			Organization" to evaluate personnel reward and punishment cases fairly and objectively.	
(3) Does the company provide a safe and healthy working environment for employees and provide regular safety and health education to employees?	√		Regular health examinations are conducted for employees, and special occupational health examinations are conducted for workers with special operations. Labor safety and health education and training are often held, and a safe and healthy working environment is provided for employees.	no significant difference
(4) Has the company established an effective career capability development training plan for employees?	√		The company's management office has a complete training plan for employees' career development.	no significant difference
(5) Regarding issues such as customer health and safety, customer privacy, marketing and labeling of products and services, does the company follow relevant laws and regulations and international standards, and formulate relevant policies and complaint procedures to protect the rights and interests of consumers or customers?	√		The company's marketing and labeling of products and services comply with relevant regulations and international standards to ensure the quality of products and services. The company has also formulated measures for handling major customer complaints to standardize customer complaint procedures to protect the rights and interests of customers.	no significant difference
(6) Has the company formulated a supplier management policy that requires suppliers to comply with relevant norms on issues such as environmental protection, occupational safety and health, or labor rights, and how is their implementation?	√		The company has formulated manufacturer management operating procedures as a basis for supplier management, and regularly conducts supplier evaluations to monitor and ensure the safety and health, risk, environmental protection and labor rights conditions of suppliers.	no significant difference
5. Does the company refer to internationally accepted reporting		√	The company has prepared the 2022 sustainability report.	no significant difference

Promote projects	Execution situation			Deviations from “the sustainable development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary description	
standards or guidelines to prepare sustainability reports and other reports that disclose the company’s non-financial information? Has the previous report obtained the confidence or assurance opinion of a third-party verification unit?				
6. If a company has its own sustainable development code based on the "Code of Practice for Sustainable Development of Listed Companies", please describe the differences between its operation and the prescribed code: In order to practice sustainable development, the company has formulated the "Code of Practice for Sustainable Development" in accordance with the "Code of Practice for Sustainable Development of Listed Over-the-Counter Companies" and will continue to follow the norms and spirit of the "Code of Practice for Sustainable Development" to work closely with all colleagues of the company. Implement and execute together.				
7. Other important information that is helpful in understanding the implementation of sustainable development: The company has explained the status of corporate social responsibility operations on the company’s official website, and will disclose relevant information on the company’s website based on actual operations in the future.				

3.4.6 Implementation of honest business operations and differences and reasons from the code of honest business operations of listed companies

evaluation items	Execution situation			Deviation from “Cooperate Social Responsibility Practice Principal for TWSE/GTSM listed Companies” and reason
	YES	NO	Summary description	
1. Formulate integrity management policies and plans (1) Has the company formulated an honest management policy approved by the board of directors, and clearly stated the policies and practices for honest management in its regulations and external documents,	✓		(1) The company has a "Code of Integrity Business" and a "Code of Corporate Governance" approved by the board of directors. It has a dedicated unit responsible for the formulation and supervision of the implementation of	no significant difference

evaluation items	Execution situation			Deviation from “Cooperate Social Responsibility Practice Principal for TWSE/GTSM listed Companies” and reason
	YES	NO	Summary description	
<p>as well as the commitment of the board of directors and management to actively implement the operating policy?</p> <p>(2) Whether the company has established a risk assessment mechanism for dishonest behavior, regularly analyzes and evaluates business activities with higher risks of dishonest behavior within the business scope, and formulates plans to prevent dishonest behavior accordingly, and at least covers "What are the preventive measures for the behaviors in Paragraph 2 of Article 7 of the "Code of Integrity Management for Listed Overseas Companies"?</p> <p>(3) Does the company clearly define operating procedures, behavioral guidelines, disciplinary and complaint systems for violations in the plan to prevent dishonest behavior, implement them, and regularly review and amend the plan?</p>	<p>✓</p> <p>✓</p>		<p>integrity management policies and prevention plans, and reports to the board of directors on a regular basis. Board members and management are all in In November 2023, a statement of compliance with the integrity management policy was signed.</p> <p>(2) The company advocates corporate governance and integrity management concepts at regular and irregular meetings. The company has established a "Code of Integrity Management" to regulate business activities with a high risk of dishonest conduct within the business scope, such as preventing bribery and acceptance, and providing illegal political donations.</p> <p>(3) The company's "Integrity Business Code" and "Corporate Governance Code" have stated plans to prevent dishonest behavior. The company also has a sound complaint and disciplinary system, which can be reported through the management</p>	<p>no significant difference</p> <p>no significant difference</p>

evaluation items	Execution situation			Deviation from "Cooperate Social Responsibility Practice Principal for TWSE/GTSM listed Companies" and reason
	YES	NO	Summary description	
			office mailbox.	
2. Implementing integrity management				
(1) Does the company evaluate the integrity record of its dealing partners and clearly stipulate honest behavior clauses in the contracts it signs with its dealing parties?	✓		(1) The company has a "Code of Integrity Business" that explicitly prohibits dishonest behavior and conducts business activities in a fair and transparent manner. If dishonest behavior is involved, the contract may be terminated or terminated at any time.	no significant difference
(2) Has the company set up a dedicated unit under the board of directors to promote corporate integrity management, and regularly reports to the board of directors its integrity management policies, plans to prevent dishonest behavior, and supervision and implementation?	✓		(2) In order to improve the management of honest management of the company, the management office is responsible for the formulation and implementation of the plan. The implementation status of 2023 has been reported to the board of directors on November 8.	no significant difference
(3) Has the company formulated a policy to prevent conflicts of interest, provided appropriate channels for reporting, and implemented it?	✓		(3) The company prohibits all employees from accepting unreasonable gifts that may affect the company's product transactions, provides appropriate reporting channels, and clearly stipulates penalties for violation of regulations.	no significant difference
(4) Has the company established an effective accounting system and internal control system to	✓		(4) In order to ensure the implementation of honest operations, the company has	no significant difference

evaluation items	Execution situation			Deviation from “Cooperate Social Responsibility Practice Principal for TWSE/GTSM listed Companies” and reason
	YES	NO	Summary description	
<p>implement honest operations, and has the internal audit unit conducted an audit based on the compliance with the dishonest behavior plan, or has it entrusted an accountant to perform an audit?</p> <p>(5) Does the company regularly organize internal and external education and training on integrity management?</p>	✓		<p>established an effective accounting and internal control system. Internal auditors conduct regular inspections and prepare audit reports to submit to the board of directors.</p> <p>(5) The company regularly organizes education and training on integrity management practice or advocate, relevant implementation status in 2023:</p> <ol style="list-style-type: none"> 1. Organize internal and external education and training courses related to integrity management issues such as compliance with laws and regulations, accounting systems, and internal controls, etc., for a total of 624 people and 328 person-hours. 2. Incorporate content related to promoting ethical and honest management into the education and training of new employees. The total number of participants is 196, and each session lasts 15 minutes.. 	no significant difference
3. Operation of the company’ s whistleblowing system				

evaluation items	Execution situation			Deviation from "Cooperate Social Responsibility Practice Principal for TWSE/GTSM listed Companies" and reason
	YES	NO	Summary description	
(1) Has the company formulated a specific reporting and reward system, established a convenient reporting channel, and assigned appropriate dedicated personnel to handle the reported objects?	✓		(1) The company has a personnel evaluation committee and a grievance hotline, and has a dedicated unit responsible for handling related matters.	no significant difference
(2) Has the company established standard operating procedures for investigating reports, follow-up measures to be taken after the investigation is completed, and relevant confidentiality mechanisms?	✓		(2) The company has a personnel evaluation committee with the responsibility of keeping confidential the parties concerned.	no significant difference
(3) Has the company taken measures to protect whistleblowers from being improperly punished for reporting?	✓		(3) The company has a personnel review committee that has the responsibility to keep the parties confidential and will not be subject to improper treatment due to reports.	no significant difference
4. Strengthen information disclosure (1) Does the company disclose the content of its integrity management code and its promotion results on its website and public information observatory?	✓		(1) The company has a website to disclose relevant corporate culture, business policies and other information, and announces a code of integrity management on the public information observatory.	no significant difference
5. If the company has its own code of integrity management in accordance with the "Code of Integrity Management for Listed Overseas Companies", please describe the differences between its operation and the established code: None				
6. Other important information that helps to understand the company's honest business operations (such as the company reviewing				

evaluation items	Execution situation			Deviation from “Cooperate Social Responsibility Practice Principal for TWSE/GTSM listed Companies” and reason
	YES	NO	Summary description	
and revising its code of honest business operations, etc. situation): none				

3.4.7 Responsibilities of corporate governance supervisor

The company has implemented corporate governance. The board of directors passed a resolution on February 14, 2020, and appointed Director Jing-Feng Lai as the director of corporate governance. Later, in order to comply with corporate governance requirements, the board of directors passed a resolution on March 8, 2023 and changed the role of director of corporate governance to a full-time position. to improve corporate governance reason related matters. Its responsibilities include "handling the information required by the board of directors to perform business in accordance with the law", "handling matters related to the board of directors' meetings and shareholders' meetings in accordance with the law", "providing the information necessary for directors to perform business", "assisting directors in their appointment and continuing education", "assisting Directors comply with laws, etc.

3.4.8 How to inquire about corporate governance codes and related regulations

The "Investor Area" of the company's website has a "Corporate Governance" area for investors to inquire and download corporate governance-related regulations, important matters resolved by the board of directors, major information, etc. The website is <http://www.chem.com.tw>

3.4.9 Other important information that is sufficient to enhance the understanding of corporate governance operations

There is a special area on the company website to explain the company's governance situation and attach relevant corporate governance rules for reference by internal and external parties. In addition, the company will disclose important information to the public in a timely manner.

3.4.10 Disclosure of the implementation status of the internal control system

1. Internal Control Statement:

Chung Hsin Electric & Machinery MFG. Corp. Internal Control System Statement

Date: March 11, 2024

1. Our company in the Republic of China Based on the results of the self-assessment of the internal control system in 2023, we hereby declare as follows:
2. The Company is fully aware that establishing, implementing and maintaining an internal control system is the responsibility of the Company's Board of Directors and managers, and the Company has established such a system. Its purpose is to provide reasonable services to achieve the goals of operational effectiveness and efficiency (including profitability, performance and asset security, etc.), reporting reliability, timeliness, transparency and compliance with relevant norms and relevant laws and regulations. of assurance.
3. The internal control system has its inherent limitations. No matter how perfect the design is, an effective internal control system can only provide reasonable assurance for the achievement of the above three goals. Moreover, due to changes in the environment and circumstances, the effectiveness of the internal control system may change. change. However, the company's internal control system has a self-supervision mechanism. Once deficiencies are identified, the company will take corrective actions.
4. The Company determines whether the design and execution of the internal control system are effective based on the items for judging the effectiveness of the internal control system stipulated in the "Principles for Establishing Internal Control Systems for Publicly Issuing Companies" (hereinafter referred to as the "Principles"). The internal control system judgment items used in this "processing standard" are based on the management control process, and the internal control system is divided into five components: 1. Control environment, 2. Risk assessment and response, 3. Control operations, 4. Information and communication, and 5. Supervision of operations. Each component includes several items. Please refer to the provisions of the "Processing Guidelines" for the aforementioned items.
5. The Company has adopted the above-mentioned internal control system judgment items to evaluate the effectiveness of the design and implementation of the internal control system.
6. Based on the results of the preceding assessment, the Company believes that the Company's internal control system (including the supervision and management of subsidiaries) as of December 31, 2020, including understanding the effectiveness of operations and the extent to which efficiency goals are achieved, and reporting are reliable. The design and implementation of

relevant internal control systems that are timely, transparent, and in compliance with relevant norms and laws and regulations are effective and can reasonably ensure the achievement of the above goals.

7. This statement will become the main content of the company's annual report and prospectus and will be made public. If the above-mentioned disclosed content is found to be false, concealed or otherwise illegal, it will involve legal liability under Articles 20, 32, 171 and 174 of the Securities and Exchange Act.
8. This statement was approved by the Board of Directors of the Company on March 11, 2024. The directors present Out of 9 people, there are 0 people had objections, and all of them agreed with the contents of this statement and hereby declare it.

Chung Hsin Electric & Machinery MFG. Corp.

Chairman:

General manager:

Those who entrust an accountant to review the internal control system shall disclose the accountant's review report: None.

3.4.11 The most recent years and as of the date of publication of the annual report, the company and its internal personnel have been punished in accordance with the law or the company has punished its internal personnel for violating the provisions of the internal control system, major deficiencies and improvements: the judgment of the Yunbao Ache case has been confirmed, and all relevant personnel have resigned. There will be no impact on the company's business and finances.

3.4.12 Important resolutions of the shareholders' meeting and the board of directors in the most recent year and as of the publication date of the annual report:

meeting date	category	important resolutions	Execution of shareholders' meeting
2023.5.24	shareholders meeting	<ol style="list-style-type: none"> 1. The vote approves the company's 2022 final accounts. 2. The vote recognizes the company's 2022 earnings distribution. 3. Vote to lift directors' non-competition restrictions. 	For the 2022 earnings distribution, the company has set July 22, 2023 as the base date for dividend distribution in accordance with the resolution of the shareholders' regular meeting, and completed the distribution of cash dividends of 1,667,143,639 yuan to shareholders on August 10, 2023 (cash dividend of 3.313 yuan per share) Yuan).
2023.1.17	Board meeting	<ol style="list-style-type: none"> 1. Pass the company's greenhouse gas inventory report. 2. Approved the internal and external evaluation report of the company's 2022 board of directors' performance. 3. Through the investment in Stellar Power System Co., Ltd. 4. Passed the amendment to the "Insider Trading Prevention Management Operating Procedures". 	
2023.3.8	Board meeting	<ol style="list-style-type: none"> 1. Pass the company's assessment of the independence and competency of visa accountants in 2022. 2. Approved the date and agenda for the company's 2023 regular shareholders' meeting. 3. Passed the capital reduction case of CHEM Corp., a subsidiary of the company. 4. Approved the company's 2022 business report, individual financial report and consolidated financial report. 5. Approved the company's 2022 earnings distribution plan. 	
2023.5.12	Board meeting	<ol style="list-style-type: none"> 1. Pass the company's greenhouse gas inventory report. 2. By increasing investment in Chung-Hsin Energy Tech. Inc. 	
2023.5.24	Board meeting	<ol style="list-style-type: none"> 1. Approved the election of Chairman of the 24th Board of Directors. 2. Appointed independent director Mr. Gene-Tzn Chen, independent director Mr. Sing-San Pai, and independent director Mr. Horng-Chi Chen as members of the fifth salary and remuneration committee of the company. 	
2023.6.29	Board meeting	<ol style="list-style-type: none"> 1. The case of establishing an aluminum material precision processing company through a joint venture. 	
2023.7.20	Board meeting	<ol style="list-style-type: none"> 1. Passed the by-election of the company's chairman and the election of vice chairman. 	
2023.8.9	Board meeting	<ol style="list-style-type: none"> 1. Approval of the company's sustainability report preparation and filing status report. 2. Approved the company's 2022 directors' remuneration distribution plan. 	
2023.11.8	Board meeting	<ol style="list-style-type: none"> 1. Pass the company's greenhouse gas inventory report. 2. Pass the company's honest business operation report. 3. By increasing investment in Shenghe Precision Co., Ltd. 4. Approved the new warehouse construction project in Linkou factory. 5. Adopted the formulation of "Intellectual Property Management Measures", "Operating Procedures Related to Financial Business Between Related Parties", and "Operating 	

		Procedures for Preparation and Verification of Sustainability Reports". 6. Passed the revision of the "Corporate Governance Code" and "Sustainable Development Code of Practice".	
2024.1.18	Board meeting	1. Through the company's subsidiary "Tian Chong Energy Co., Ltd." due to business needs, it is planned to provide NT\$1.3 billion in financing to the company. 2. Approved the proposed disposal of the equity of Hueilan Energy Co., Ltd. held by the company. 3. Passed the company's mainland investment company Jiangsu Chung Hsin Precision Machinery Co., Ltd.'s surplus transfer to capital increase and cash dividend distribution case. 4. Pass the amendment to the "Articles of Association".	
2024.3.11	Board meeting	1. Pass the company's assessment of the independence and suitability of visa accountants in 2023 2. Adopted the revision of the company's "Organizational Rules of the Audit Committee" 3. Approved the revision of the company's "Operational Procedures for Preparation and Verification of Sustainability Reports" 4. Approved the company's 2023 business report, individual financial report and consolidated financial report. 5. Approved the company's 2023 earnings distribution plan. 6. Approved the revision of the company's "Board of Directors Rules of Procedure" 7. Through the planning of the listing of subsidiary Bao-Sheng Global Co., Ltd it is planned to handle the stock release and related procedures.	

3.4.13 In the most recent year and as of the date of publication of the annual report, directors or supervisors have different opinions on important resolutions passed by the board of directors and there are records or written statements. The main content is: None.

3.4.14 A summary of the resignations and dismissals of persons relevant to the financial report (including chairman of the board, general manager, accounting director, financial director, internal audit director, corporate governance director, R&D director, etc.) in the most recent year and as of the date of publication of the annual report. This is relevant to the financial report. Summary of resignations and dismissals of individuals: Chairman Yi-Fu Chiang resigned on July 19, 2023.

3.5 CPA expense information

3.5.1 CPA expense information

Unit: Thousands of New Taiwan Dollars

Accountant Firm name	CPA name		Audit expenses	Non-audit public expense					Does the accountant's audit period cover the entire fiscal year?			Remark
				System Design	System Design	Industrial and commercial registration	human Resources	other (Note 2)	Subtotal	Yes	No (Note 1)	
Crowe Horwath Associates LLP	Lin Jinfeng	Zhang Yaquan	4,970	none	none	none	127	127	V		2023	Suspension station visa and capital verifica

Title	Name	2023		As of on March 29, 2024	
		Increase (decrease) in number of shares held	Increase (decrease) in the number of pledged shares	Increase (decrease) in number of shares held	Increase (decrease) in the number of pledged shares
Corporate Director	Sheng Yuan investment Corp.	5,766,000	0	0	0
Note 7	Ching-Chung Lin				
Corporate Director	CHC International Investment Corp.	0	1,000,000	0	0
director	Legal representative: Ming-Xian Weng	0	0	0	0
independent director	Gene-Tzn Chen	0	0	0	0
independent director	Sing-San Pai	0	0	0	0
independent director	Horng-Chi Chen	0	0	0	0
General manager	Hui-Chuan Kuo	0	0	0	0
deputy general manager	Wei-Chuan Chang	0	0	0	0
deputy general manager	Ching-Chung Lin	0	0	0	0
Director of Accounting Department	Shu-Chen Wu	0	0	0	0
Corporate Governance Officer	Jing-Feng Lai	0	0	0	0

Note 1. Resignation: 2023.7.19

Note 2. Taking office: 2023.7.20

Note 3. Taking office: 2023.7.20

Note 4. Resignation: 2024.1.10

Note 5. Resignation: 2023.5.23

Note 6. Taking office: 2023.5.24

Note 7. Taking office: 2024.1.10

3.8.2 If the counterparty to the equity transfer or equity pledge is a related party:

none.

3.9 Relationships among the top ten shareholders

Name (Note 1)	Current Shareholding		Spouse' s/minor' s Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company' s Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remark
	Shares	%	Shares	%	Shares	%	Name	relation	
Sheng Yuan investment Corp. Representative : Wang Dengying	44,688,546 0	8.88% 0.00%	- -	- -	- -	- -	Guang-Hsin engineering & services Co., Ltd.	Investors who use the equity method to evaluate investments in companies	
Guang-Hsin engineering & services Co., Ltd. Representative : Wang Dengying	30,626,223 0	6.09% 0.00%	- -	- -	- -	- -	Sheng Yuan investment Corp.	Investee companies evaluated using the equity method	
A-Wen Lan	11,292,000	2.24%	-	-	-	-	-	-	
Citi custody UBS European SE investment account	6,501,602	1.29%	-	-	-	-	-	-	
Quark Investment Co., Ltd. Representative : Lin Yifan	6,450,000 0	1.28% 0.00%	- -	- -	- -	- -	- -	- -	
SUNRISE TECH. CO. LTD Representative : Fu-Nein Chiang	6,266,514 77,401	1.25% 0.02%	- -	- -	- -	- -	- -	- -	
Chase Managed Advanced Starlight Advanced Aggregate International Stock Index	5,876,593	1.17%	-	-	-	-	-	-	
JPMorgan Chase Bank Taipei Branch is entrusted with the custody of the Vanguard Emerging Market Stock Index Fund investment account of the manager of the Vanguard Group Company.	5,756,000	1.14%	-	-	-	-	-	-	
Citi custody special investment account at the Central Bank of Norway	4,676,000	0.93%	-	-	-	-	-	-	
Standard	3,721,000	0.74%	-	-	-	-	-	-	

Chartered Managed iShares Emerging Markets ETF									
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Note 1: List all the top ten shareholders. For legal person shareholders, the name of the legal person shareholder and the name of the representative should be listed separately.

Note 2: The calculation of shareholding ratio refers to the calculation of shareholding ratio in one's own name, spouse, minor children or in the name of others.

Note 3: The shareholders listed in the previous disclosure include legal persons and natural persons, and the relationship between them is disclosed in accordance with the issuer's financial reporting standards.

3.10 The number of shares held by the company, its directors, supervisors, managers and enterprises directly or indirectly controlled by the company in the same reinvested enterprise and the comprehensive shareholding ratio

December 31, 2023 Unit: Share; %

Transfer investment business	The company invests		Directors, supervisors, managers and Investments in enterprises that directly or indirectly control		comprehensive investment	
	shares	%	shares	%	shares	%
CHEM USA	1,300,000	100.00%	0	0.00%	1,300,000	100.00%
Guang-Hsin engineering & services Co., Ltd.	17,577,041	24.29%	0	0.00%	17,577,041	24.29%
SUNRISE TECH. CO. LTD	33,955,200	100.00%	0	0.00%	33,955,200	100.00%
Cheng-Hsin engineering & services CO., Ltd.	66,122,186	100.00%	0	0.00%	66,122,186	100.00%
Global-Entech Co., Ltd.	5,989,859	99.99%	0	0.00%	5,989,859	99.99%
Tone-zoom industry Co., Ltd.	708,135	67.96%	0	0.00%	708,135	67.96%
Sheng Yuan investment Corp.	16,015,936	29.33%	0	0.00%	16,015,936	29.33%
Etrovision technology Co., Ltd.	4,499,980	99.99%	0	0.00%	4,499,980	99.99%
Bao-Sheng Global Co., Ltd.	26,360,860	100.00%	0	0.00%	26,360,860	100.00%
Li-Xiang Technology Co., Ltd.	667,000	40.00%	0	0.00%	667,000	40.00%
Nomura Chung Hsin Machinery Co., Ltd.	127,400	49.00%	0	0.00%	127,400	49.00%
Chung- Hsin Energy Tech. Inc.	10,000,000	100.00%	0	0.00%	10,000,000	100.00%
Tian Cin Energy Co., Ltd.	21,013,300	86.74%	3,213,420	13.26%	24,226,720	100.00%
Tian Peng Energy Co., Ltd.	67,657,540	85.61%	11,368,980	14.39%	79,026,520	100.00%
Tian Chong Energy Co., Ltd.	99,804,600	87.07%	14,817,600	12.93%	114,622,200	100.00%
Tian Fu Energy Co., Ltd.	15,600,000	52.42%	14,160,000	47.58%	29,760,000	100.00%

Transfer investment business	The company invests		Directors, supervisors, managers and Investments in enterprises that directly or indirectly control		comprehensive investment	
	shares	%	shares	%	shares	%
Yun-yi Energy Co., Ltd.	2,200,000	100.00%	0	0.00%	2,200,000	100.00%
Aura Material Inc.	3,700,000	37.00%	0	0.00%	3,700,000	37.00%
Stellar Power System Co., Ltd.	2,200,000	100.00%	0	0.00%	2,200,000	100.00%
CHEM CORP.	54,652,648	100.00%	0	0.00%	54,652,648	100.00%
ME ENERGY SYSTEMS LIMITED	10,673,455	100.00%	0	0.00%	10,673,455	100.00%
EGME ENERGY ECOSYSTEMS (INDIA) PRIVATE LIMITED	3,590,000	71.80%	205,527	28.19%	3,795,527	99.99%

Note 1: This is an investment made by the Company using the equity method.