

Stock code: 2401

# 2024 Annual Report

Sunplus Technology Co., Ltd.

Annual Report website: <http://mops.twse.com.tw>

Date of publication: April 15th, 2025

## **PLEASE READ FOLLOWING NOTICE BEFORE USING THIS REPORT**

Readers are advised that the original version of the report is in Chinese. If there is any conflict between these financial statements and the Chinese version or any difference in the interpretation of the two versions, the Chinese-language report shall prevail.

Except as required by law, we undertake no obligation to update any forward-looking statement, whether as a result of new information, future events, or otherwise.

The materials and information provided on this report have been issued by Sunplus and are posted solely for informational purposes and is not an offer to buy or sell or a solicitation of an offer to buy or sell any securities issued by us or otherwise.

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# Sunplus Technology Co., Ltd.

## 2024 Annual Report

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# 1. LETTER TO SHAREHOLDERS

## BUSINESS REPORT

### 2024 Business Results

Sunplus consolidated net operating revenue totaled NT\$6,434 million and the gross profit were NT\$3,115 million in 2024. While R&D expense totaled NT\$2,153 million and the G&A expenses were NT\$526 million, marketing expense were NT\$328 million, The operating profit for 2024 was NT\$107 million. Including total non-operating net income NT\$686 million, The profit before tax reached NT\$792 million. Excluding the income tax expense NT\$196 million, The company's net profit after tax for 2024 was NT\$596 million. The Net profit attributable to owner of the Company were NT\$259 million which the Earnings Per Share after tax for 2024 was NT\$0.44.

The consolidated net sales in 2024 increase 16.23% compared to the same period last year. Gross profit margin is approximately 48%, Increase from 46% in the previous year. The operating profit of NT\$107 million in 2024 represents an improvement from the operating loss of NT\$247 million in 2023, the profit increased by 143.08%.

Non-operating revenue increase from 161 million in 2023 to 686 million in 2024, mainly because increase in equity method company profits in 2024 compared to 2023 was NT\$449 million due to disposal.

The IFRS Consolidated Statement exposes other comprehensive gains and losses in 2024, Including the difference between the conversion of financial statements of foreign operating institutions, unrealized gains and losses on equity instrument investments measured at fair value through other comprehensive income, determine the number of reassessments of the welfare plan, the shareholding of related enterprises recognized by equity method, the total other comprehensive income after tax for 2024 is a net loss of NT\$97 million. The total comprehensive income for 2024 is NT\$499 million, the total comprehensive income attributable to the owners of the company is NT\$149 million.

### Product Research and Development and the Company's Business Plan

Sunplus technology focuses on the development of automotive chips and intelligent surround audio chips. Automotive chips include Intelligent Cockpit, Advanced Driver Assistance Systems, In-car sound effects, while intelligent surround audio chips encompass products such as Soundbar, Gaming Soundbar, Party Speaker, and Speakerphone. In addition to the aforementioned categories and chip products for entertainment systems, it also introduces the smart computing chip Plus1 suitable for AIoT applications.

In addition to being used in automobiles, In-Vehicle Infotainment (IVI) systems are also being promoted by Sunplus for use in two-wheeler instrument clusters, expanding the market and value of its automotive product line. In the SoundBar product line, besides incorporating Bluetooth wireless transmission, Sunplus is also actively promoting PC/Gaming Soundbar. The sales growth of these new products will be the main driver of revenue and profit growth for Sunplus.

The intelligent computing chip, Plus1, significantly reduces the development threshold for Edge Computing applications. The chip, developed on a 12-nanometer process and equipped with AI capabilities, will be the optimal solution for small-scale, diverse AIoT startup applications. Sunplus has also received subsidies from the Ministry of Economic Affairs, which will be used to develop the next-generation 12nm AI chip with enhanced functionality.

The main product lines of Generalplus include: Consumer IC, Multimedia IC, and MCU. In the field of consumer ICs, a new 4-bit reduced instruction set CPU voice synthesis control IC was launched, providing customers with a cost-optimized voice synthesis solution. The 16-bit voice microcontroller signal processing IC continues to be optimized to offer customers a high cost-performance voice/music synthesis solution. In multimedia products, development of the next-generation 40nm, 32-bit high cost-performance multimedia SoC prototype was completed. The chip integrates an ARM9 CPU, image signal processing, AI accelerator, and high-speed audio/video interfaces. In algorithm development, deep learning algorithms were successfully developed for facial aging, dual-person pose estimation, driver status detection, blind-spot detection, and rear collision warning. In MCU products, next-generation 8-bit and 32-bit high cost-performance Flash MCUs were developed, suitable for applications such as BLDC motor control and wireless charging. In product applications, the company successfully obtained one of the world's first certifications for the latest Qi 2.0 wireless charging standard from the Wireless Power Consortium (WPC).

83% of Sunplus Innovation Technology sales in 2024 come from PC-related cameras, and the other 17% of sales come from USB external cameras, driving pulls, high-speed cameras, and IoT-related. In the current market with uncertain visibility, we will continue to enhance the efficiency of our technical research and product development while persistently deepening our presence in the AI machine vision field.

Subsidiaries in China include Shanghai Sunplus, Shanghai Beyond Technology, Shanghai Joyhom Technology, Sunplus Prof-tek Technology (Shenzhen), Sunmedia, CQPlus1 (Chongqing), Sunplus-EHUE. Mainly to support the Company's mainland customers in the Company's engineering services and business promotion.

#### **External Competition, Regulations, and Macroeconomic Environment Impact**

Looking back at 2024, the global economy gradually recovered, but market demand remained volatile due to the U.S.-China trade tensions and geopolitical uncertainties. In response to these challenges, Sunplus not only returned to profitability by offering more cost-effective products and actively reducing inventory, but also continued to invest in technology and product development. The company accelerated the pace of innovation to develop new products and applications, aiming to stay competitive and strengthen its market position.

Looking ahead to 2025, The tariff policy of the new U.S. administration, and the potential recovery of the Chinese economy make economic development full of variables and challenges. The bottleneck to industry growth is no longer found solely in foundry or packaging and testing outsourcing, but rather in the demand generated by economic growth. The Company will pay close attention to changes in the international economic environment, and actively develop new products, and comply with market demand.

#### **Future Company Development Strategy**

Sunplus Technology and all subsidiary entities within the group will continue to deepen their core competencies in various fields, develop new products, and actively invest in advanced technologies to enhance product value and create new products and markets. We will adjust and optimize product lines and investments, observe market trends, actively expand markets, improve performance both within and beyond our core business, and accumulate new growth momentum. Repay the long-term support of shareholders.

All the best,  
Chairman & CEO,



2. CORPORATE GOVERNANCE

2.1 Information on Directors, President, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branch Offices Organization Chart

2.1.1 Directors

April 15th, 2024/Unit: shares

Title	Nationality or Registry	Name	Gender Age	Date Elected	Initial Date Elected	Term of Office	Share holding When Elected		Current Shareholding		Spouse & Minor Shareholding		Educational Background	Positions Currently held in Other Companies (Note 2)
							Amount	%	Amount	%	Amount	%		
Chairman & CEO	R.O.C.	Chou-Chye Huang	Male 61-70	2024.06.12	1990.07.09	3 years	92,737,817	15.67	92,737,817	15.67	1,370,993	0.23	M.S., Electrical Engineering, National Tsing Hua University, Taiwan	Note 1
Director	R.O.C.	TAIWAN LAF' E CO., LTD	-	2024.06.12	2024.06.12	3 years	10,000	0.00	10,000	0.00	0	0.00	-	None
	R.O.C.	Wen-Hsiung Jan	Male 51-60	2024.06.12	2009.05.11	3 years	0	0.00	0	0.00	0	0.00	MBA, International Business, National Taiwan University, Taiwan	Director: iCatch , Ability Enterprise, Hiyes International Co., Ltd., OLEADER, Fine Ace Asset Management Co. Ltd., SCIWIN Laboratories Co., Ltd., TSS2 Holdings Ltd., AEMC JAPAN Corporation. Independent Director: Biostar, Nien Hsing Textile, Elitegroup, Champion Microelectronic Corp. Chairman: AEMC
Director	R.O.C.	Chih-Chieh Tsai	Male 51-60	2024.06.12	2024.06.12	3 years	0	0.00	0	0.00	0	0.00	Master's Degree in Business Administration, National Taipei University	Chairman: Jie Deng Co., Ltd., Oneness Green Technology Co.,Ltd. Supervisor: Taifu International Network Co., Ltd. Independent Director: Silergy Corp., Success Prime Corporation, Nishoku Technology Inc.
Independent Director	R.O.C.	Tse-Jen Huang	Male 61-70	2024.06.12	2015.06.12	3 years	0	0.00	0	0.00	0	0.00	EMBA, National Taiwan University of Science and Technology	CPA and Head of Shengxin CO., CPAs Independent Director &Audit Committee Member and Compensation Committee Member: GenMont Biotech Incorporation Director: Playsee Inc.
Independent Director	R.O.C.	Rui-Qi Chen	Male 41-50	2024.06.12	2021.07.20	3 years	0	0.00	0	0.00	0	0.00	Master of Science (Technology and Digital Learning Program), Jiaotong University	Lawyer: WTW-Taipei Commercial Law Firm Independent Director: iCatch Inc. Chairman: Huachuang Financial Consultants (Ltd.) Director: Ginwin Technology Co., Ltd.
Independent Director	R.O.C.	Cong-Ling Guo	Male 61-70	2024.06.12	2021.07.20	3 years	0	0.00	0	0.00	0	0.00	MS in Computer Engineering from Penn State University	None
Independent Director	R.O.C.	Shu-Jun Huang	Female 51-60	2024.06.12	2024.06.12	3 years	0	0.00	0	0.00	0	0.00	Executive MBA, Graduate Institute of Business Administration, College of Management, National Taiwan University	Chairman: Choice Delights Incorporated. Independent Director &Audit Committee Member and Compensation Committee Member: Sensortek Technology Ltd., Qisda Technology Ltd., Zero One Tech. Director: AURAS Technology Co.,Ltd.

Note1:

**Chairman:** Generalplus, Venturplus Group Inc., Venturplus Mauritius Inc., Venturplus Cayman Inc., Shanghai Sunplus, Sunplus Venture Capital, Lin Shih Investment, Weiyang Investment, Sunplus Management Consulting, Generalplus International (SAMOA)Inc., Sunplus Innovation Technology, Generalplus (MAURITIUS) Inc., Generalplus (Shenzhen), Sunplus Prof-tek, Sunmedia, Beijing Sunplus-Ehue Technology, Award Glory Ltd., Sunny Fancy Ltd., Giant Rock Inc., Chongqing CQPlusl Technology, GlintMed, Worldplus Technology(Shen Zhen), Shanghai Beyond Technology Co., Ltd., Shanghai Joyhorn Technology Co., Ltd., AttoSense Co., Ltd.

**Chairman & President:** Sunplus mMedia, Jumplux

**President:** Worldplus Holdings L.L.C

**Director:** Sinocon Industrial standards Foundation, iCatch, Zhu Ming Foundation

**Honorary Director :** NCTU Alumni Association

Note 2: The chairman of the company and the general manager or equivalent (the top manager) are the same person, are relatives of each other, such as spouse or one parent, should explain the reasons, rationality, necessity and corresponding measures (such as increasing the

number of independent directors and should (More than half of the directors have not served as employees or managers, etc.):

The chairman of the company also serves as the chief executive officer. To improve business efficiency and decision-making execution, the company has the following specific measures.

1. Among the seven members of the board of directors, except for the chairman, the other six directors do not concurrently serve as employees or managers.
2. Independent directors can fully discuss and make recommendations for the board of directors in each functional committee to implement corporate governance.
3. In 2021, the re-election of directors added an independent director.



## 2.1.2 Information of directors

### I. Disclosure of Professional Qualifications of Directors and Independence of Independent Directors

April 15th, 2025

Condition Name	Professional qualifications and experience	Independence situation	Number of independent directors of other public companies
<b>Chou-Chye Huang</b>	He is currently the Chairman and Chief Executive Officer of the Company. With more than five years of work experience required by the company's business, with professional leadership, operation management and strategic planning capabilities, to lead the company's sustainable operation and become a leader in the industry. None of the conditions in Article 30 of the Company Law.	(1) A director, supervisor or employee of another company who is not a director, supervisor or employee of another company controlled by the same person with more than half of the company's directors or shares with voting rights. (2) There is no relationship between spouses or relatives within the second degree of kinship with other directors. (3) Article 27 of the Company Law does not stipulate that the government, legal person or its representative shall be elected.	None
Representative of TAIWAN LAF' E CO., LTD: <b>Wen-Hsiung Jan</b>	He is currently the chairman of ECSC Inc. Technology (stock) Company. With more than five years of work experience required for corporate business, possess the ability of market strategy and business promotion and rich experience in operation and management. None of the conditions in Article 30 of the Company Law.	(1) A director, supervisor or employee of another company who is not a director, supervisor or employee of another company controlled by the same person with more than half of the company's directors or shares with voting rights. (2) There is no relationship between spouses or relatives within the second degree of kinship with other directors.	4
<b>Chih-Chieh Tsai</b>	Currently the Chairman of Jie Deng Co., Ltd., with more than five years of experience relevant to the company's business operations. Demonstrates industry expertise and a strong understanding of international market dynamics. Does not fall under any of the disqualifying conditions set forth in Article 30 of the Company Act.	(1) A director, supervisor or employee of another company who is not a director, supervisor or employee of another company controlled by the same person with more than half of the company's directors or shares with voting rights. (2) There is no relationship between spouses or relatives within the second degree of kinship with other directors. (3) Article 27 of the Company Law does not stipulate that the government, legal person or its representative shall be elected.	3

Condition Name	Professional qualifications and experience	Independence situation	Number of independent directors of other public companies
<b>Tse-Jen Huang</b>	He is currently a certified public accountant and director of Shengxin United Certified Public Accountants, with more than five years of work experience required for corporate business, specializing in corporate financial accounting, which can improve the quality of corporate governance management of the board of directors and the supervision function of the audit committee.	The following independence conditions are met: (1) Non-employees of the company or its affiliates. (2) Non-directors and supervisors of the company or its affiliates. (3) Non-person shareholders who are not themselves and their spouses, minor children, or other natural person shareholders who hold more than 1% of the company's total issued shares or hold the top ten shares in the name of others. (4) Spouses, relatives within the second degree of kinship, or lineal relatives within the third degree of kinship, who are not the managers listed in (1) or the persons listed in (2) and (3). (5) Directors of corporate shareholders who do not directly hold 5% or more of the total issued shares of the company, who hold the top five shares, or who designate a representative to serve as a director or supervisor of the company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act, Supervisor or employee. (6) Directors, supervisors or employees of other companies whose shares are not held by the same person as directors or whose majority of shares with voting rights are controlled by the same person. (7) Directors (directors), supervisors (supervisors) or employees of other companies or institutions that are not the same person or spouse as the chairman, general manager or equivalent of the company. (8) Non-directors (directors), supervisors (supervisors), managers or shareholders holding more than 5% of the shares of specific companies or institutions that have financial or business dealings with the company. (9) Non-professionals, sole proprietors, partnerships, companies or institutions that provide auditing services for companies or affiliated companies or who have received remunerations in the last two years with an accumulated amount of less than NT\$500,000 in business, legal, financial, accounting and other related services Business owners, partners, directors (council),	1
<b>Rui-Qi Chen</b>	He is currently a lawyer at WTW-Taipei Commercial Law Firm. With more than five years of work experience required for corporate business, can provide risk management, legal strategy, compliance and management decision-making advice.		1
<b>Cong-Ling Guo</b>	He once served as the vice president of nVidia, with more than five years of work experience required by the company's business, has professional experience in the field and management practice expertise, and can provide professional advice on company strategic planning and product development.		None
<b>Shu-Jun Huang</b>	She is currently serves as the Chairman of CHOICE DELIGHTS INCORPORATED., with more than five years of work experience required by the company's business, has professional experience in the field and management practice expertise, and can provide professional advice on company strategic planning and product development.		3

Condition Name	Professional qualifications and experience	Independence situation	Number of independent directors of other public companies
		<p>supervisors (supervisors), managers and their spouses. However, this does not apply to the members of the Compensation Committee, Public Takeover Review Committee, or Special Committee on Mergers and Acquisitions who perform their functions in accordance with the Securities and Exchange Act or the Mergers and Acquisitions Act.</p> <p>(10) There is no relationship between spouses or relatives within the second degree of kinship with other directors.</p> <p>(11) There is no one of the conditions in Article 30 of the Company Law.</p> <p>(12) Article 27 of the Company Law does not stipulate that the government, legal person or its representative shall be elected.</p>	

## II. Diversity and independence of the board of directors:

### A. Diversity of the Board of Directors: Among the seven current board members of the Company:

(1) General board members: composed of members with a master's degree from the Institute of Electrical Engineering of Tsinghua University, a master's degree from the Institute of International Business Studies of National Taiwan University, and Master's Degree in Business Administration, National Taipei University.

(2) Independent director members: Composed of members with professional backgrounds and expertise, including an Executive MBA in Finance from the Graduate Institute of Finance at National Taiwan University of Science and Technology, a degree in Law from National Taiwan University, a Master's in Computer Engineering from Penn State University, and an Executive MBA from the Graduate Institute of Business at the College of Management, National Taiwan University.

(3) The company pays attention to the industrial experience and professional ability of the directors:

1. The target ratio of directors with industry experience is 50%: The company has 5 directors with industry experience: Chou-ChyeHuang, Wen-Hsiung Jan, Chih-Chieh Tsai, Cong-Ling Guo, and Shu-Jun Huang, accounting for 71.43%.

2. At least 1 professional director of finance, accounting and taxation: the company has director of finance, accounting and taxation, including director Tse-Jen Huang, with 100% seats.

3. At least 1 seat longer than legal affairs director: The company has legal affairs director Chen Rui-Qi, with 100% seats.

(4) The term of office of one independent director of the company is more than nine years, the term of office of two independent director is three years, and the term of one independent directors is less than one year.

(5) Three directors are between 61 and 70 years old, and four directors aged between 41 and 60 years old.

(6) The diversity orientation, complementarity and implementation of the directors of the Company have included the standards set out in Article 20 of the Company's "Code of Corporate Governance"; Including but not limited to basic conditions and values, professional knowledge and skills, etc., to ensure that members of the board of directors should generally have the knowledge, skills and qualities necessary to perform their duties.

(7) Explanation and Measures for Not Meeting One-Third Gender Representation on the Board of Directors:

Explanation:

Although the Company values gender equality in the composition of its Board of Directors, due to the characteristics of the industry, it is challenging to identify qualified female candidates in a short period of time. Among the seven directors, only one is female; therefore, the proportion of female directors does not reach one-third.

Measures:

The Company will continue to seek talent recommendations through various channels, such as from the industry and academic institutions, in order to enhance corporate governance effectiveness and implement the policy of board diversity.

B. Independence of the Board of Directors:

(1) 14.29% of the Company's directors are employees, and 57.14% are independent directors.

(2) None of the directors of the company has any of the conditions specified in Items 3 and 4 of Article 26-3 of the Securities and Exchange Act, and there is no relationship between the directors of spouses or relatives within the second degree of kinship.

### 2.1.3 Major Shareholders of Sunplus' Shareholders as Legal Entities

TAIWAN LAF' E CO., LTD's Top 10 Shareholders

April 15th, 2025

Shareholder	Holding
Wen-Hsiung Jan	18.42%
Mei-Ling Chen	21.05%
Yan-An Jan	15.79%
Yan-Kai Jan	15.79%
Yan-Chia Jan	15.79%
Yan-Ning Jan	12.63%
Wen-Ho Jan	0.53%

2.1.4 Management Team

April 15th, 2025/Unit: shares

Title	Country of Citizenship	Name	Gender	Effective Date	Current Shareholding		Spouse's & Minor's Shareholding		Use the Name of Others to Hold Shares		Educational Background	Positions Currently held in Other Companies (Note 5)	With Spouse or Two Parents Relationship Manager			Remarks
					Amount	Ownership	Amount	%	Amount	%			Job Title	Name	Relationship	
Chairman & CEO	Republic of China	Chou-Chye Huang	male	1990.07.09	92,737,817	15.67%	1,370,993	0.23%	-	-	M.S., Electrical Engineering, National Tsing Hua University, Taiwan	<b>Note:1</b>	-	-	-	<b>Note:7</b>
Vice President	Republic of China	Jason Lin	male	2013.11.01	146,111	0.02%	8,637	0.00%	-	-	Master, Industrial Engineering, National Chiao-Tung University, Taiwan	<b>Note:2</b>	-	-	-	-
Vice President	Republic of China	Adam Wang	male	2021.04.01	10,000	0.00%	-	-	-	-	Master's Degree from the Institute of Control Engineering, National Chiao Tung University	<b>None</b>	-	-	-	-
Assistant VP	Republic of China	Alex Chang	male	2013.07.01	0	0.00%	-	-	-	-	Master, Industrial Engineering, National Chiao-Tung University, Taiwan	<b>Note:3</b>	-	-	-	-
Assistant VP	Republic of China	John Wu	male	2023.08.11	5,000	0.00%	-	-	-	-	Master of Biomedical Engineering, National Cheng Kung University	<b>Note:4</b>				-
Director of Finance & Accounting Division	Republic of China	Shu-Chen Cheng	female	2013.03.01	36,067	0.01%	-	-	-	-	Bachelor, Accounting, Tunghai University, Taiwan	<b>Note:5</b>	-	-	-	-
Head of Corporate Governance	Republic of China	Phoebe Chen	female	2021.04.01	19,177	0.00%	-	-	-	-	Master of Accounting, National Chengchi University	<b>Note:6</b>	-	-	-	-

Note 1:  
**Chairman:** Generalplus, Venturplus Group Inc., Venturplus Mauritius Inc., Venturplus Cayman Inc., Shanghai Sunplus, Sunplus Venture Capital, Lin Shih Investment, Weiyong Investment, Sunplus Management Consulting, Generalplus International (SAMOA)Inc., Sunplus Innovation Technology, Generalplus (MAURITIUS) Inc., Generalplus (Shenzhen), Sunplus Prof-tek, Sunmedia, Beijing Sunplus-Ehue Tech Co., Ltd., Award Glory Ltd., Sunny Fancy Ltd., Giant Rock Inc., Chongqing CQPlus1 Technology, GlintMed, Worldplus Technology (Shen Zhen), Shanghai Beyond Technology Co., Ltd., Shanghai Joyhorn Technology Co., Ltd., AttoSense Co., Ltd.

**Chairman & President:** Sunplus mMedia, Jumplux

**President:** Worldplus Holdings L.L.C

**Director:** Sinocon Industrial standards Foundation, iCatch, Zhu Ming Foundation

**Honorary Director :** NCTU Alumni Association

Note 2 :  
**Director:** AutoSys , AutoSys Co.,Ltd.

Note 3 :  
**AVP:** Jumplux, Shanghai Sunplus, Chongqing CQPlus1 Technology.

Note 4 :  
**Director:** eNeural Technologies, Inc., AkiraNET Company

Note 5 :  
**Supervisor:** Jumplux, Sunplus mMedia, GlintMed Innovation  
**Director & President:** Shanghai Sunplus  
**President:** Shanghai Sunplus, Shanghai Beyond Technology Co., Ltd., Shanghai Joyhorn Technology Co., Ltd.

Note 6:  
**Head of Corporate Governance:** Generalplus, Sunplus Innovation Technology  
**Director:** Sunplus mMedia, Jumplux, Shanghai Sunplus  
**Supervisor:** Shanghai Beyond Technology Co., Ltd., Shanghai Joyhorn Technology Co., Ltd.

Note 7:  
When the general manager or equivalent (the top manager) and the chairman are the same person, are relatives such as spouse or one parent, they should disclose the reasons, rationality, necessity and corresponding measures (such as increasing the number of independent directors More than half of the directors have not served as employees or managers, etc.) related information:  
The chairman of the company also serves as the chief executive officer. To improve operational efficiency and decision-making execution, the company currently has the following specific measures:  
1. Among the seven members of the board of directors, except for the chairman, the other six directors do not concurrently serve as employees or managers.  
2. Independent directors can fully discuss and make recommendations for the board of directors in each functional committee to implement corporate governance.  
3. In 2021, the re-election of directors added an independent director.

2.2 Remuneration to Directors, Presidents, and Vice Presidents  
2.2.1 The remuneration of the Executive Director, General Manager, and Deputy General Manager, and the remuneration of the Director

Remuneration to Directors (Disclosure of names in accordance with aggregated salary bands)																						Units: NT\$, shares	
Title	Name (Note 1)	Remuneration to Directors								(A)+(B)+(C)+(D) % of Net Income (Note 10)		Remuneration to Directors who hold a Concurrent Post in the Company								(A)+(B)+(C)+(D) +(E)+(F)+(G) % of Net Income (Note 10)		Receive remuneration from non-subsidiary reinvestment business or parent company (Note 11)	
		Salary (A) (Note 2)		Pension (B)		Bonus from Profit Distribution (C) (Note 3)		Allowance (D) (Note 4)				Salary, Bonus, etc. (E) (Note 5)		Pension (F)		Employee Bonus from Profit Distribution (G) (Note 6)							
		Sunplus	Consolidated Subsidiaries (Note 7)	Sunplus	Consolidated Subsidiaries (Note 7)	Sunplus	Consolidated Subsidiaries (Note 7)	Sunplus	Consolidated Subsidiaries (Note 7)	Sunplus	Consolidated Subsidiaries (Note 7)	Sunplus	Consolidated Subsidiaries (Note 7)	Sunplus	Consolidated Subsidiaries (Note 7)	Cash Bonus	Stock Bonus	Cash Bonus	Stock Bonus	Sunplus	Consolidated Subsidiaries		
Chairman	Chou-Chye Huang	0	0	0	0	0	0	170,000	170,000	170,000/ 0.07	170,000/ 0.07	6,005,574	6,005,574	91,992	91,992	0	0	0	0	6,267,566/ 2.42	6,267,566/ 2.42	254,839	
Director	TAIWAN LAF' E (Note 12)	0	0	0	0	0	0	66,333	66,333	66,333 /0.03	66,333 /0.03	0	0	0	0	0	0	0	0	66,333/ 0.03	66,333/ 0.03	None	
	Wen-Hsiung Jan (Note 13) Representative of Legal Entity	0	0	0	0	0	0	25,000	25,000	25,000 /0.01	25,000 /0.01	0	0	0	0	0	0	0	0	25,000/ 0.01	25,000/ 0.01	351,613	
Director	Wen-Hsiung Jan (Note 13)	0	0	0	0	0	0	73,667	73,667	73,667 /0.03	73,667 /0.03	0	0	0	0	0	0	0	0	73,667 /0.03	73,667 /0.03		
Director	Global View (Note 14)	0	0	0	0	0	0	53,667	53,667	53,667/ 0.02	53,667/ 0.02	0	0	0	0	0	0	0	0	53,667/ 0.02	53,667/ 0.02	None	
	Wen-Ren Su (Note 14) Representative of Legal Entity	0	0	0	0	0	0	15,000	15,000	15,000/ 0.01	15,000/ 0.01	0	0	0	0	0	0	0	0	15,000/ 0.01	15,000/ 0.01	653,210	
Director	Chih-Chieh Tsai (Note 12)	0	0	0	0	0	0	96,333	96,333	96,333/ 0.04	96,333/ 0.04	0	0	0	0	0	0	0	0	96,333/ 0.04	96,333/ 0.04	1,420,400	
Independent Director	Che-Ho Wei (Note 14)	0	0	0	0	0	0	196,000	196,000	196,000/ 0.08	196,000/ 0.08	0	0	0	0	0	0	0	0	196,000/ 0.08	196,000/ 0.08	None	
Independent Director	Tse-Jen Huang	0	0	0	0	0	0	443,000	443,000	443,000/ 0.17	443,000/ 0.17	0	0	0	0	0	0	0	0	443,000/ 0.17	443,000/ 0.17	None	
Independent Director	Rui-qi Chen	0	0	0	0	0	0	443,000	443,000	443,000/ 0.17	443,000/ 0.17	0	0	0	0	0	0	0	0	443,000/ 0.17	443,000/ 0.17	None	
Independent Director	Cong-ling Guo	0	0	0	0	0	0	443,000	443,000	443,000/ 0.17	443,000/ 0.17	0	0	0	0	0	0	0	0	443,000/ 0.17	443,000/ 0.17	None	
Independent Director	Shu-Jun Huang (Note 12)	0	0	0	0	0	0	244,000	244,000	244,000/ 0.09	244,000/ 0.09	0	0	0	0	0	0	0	0	244,000/ 0.09	244,000/ 0.09	None	
1. Please state the policy, system, standards and structure of independent directors' remuneration payment, and describe the relevance to the amount of remuneration according to the responsibilities, risks, time invested, etc. According to one of Article 18 of the company's articles of association, "when the directors of the company perform the duties of the company, the company may pay remuneration regardless of the company's business profits and losses. The remuneration is authorized by the																							

board of directors to negotiate with the industry's usual level. Remuneration is distributed in accordance with the provisions of Article 29 of this Constitution. "

To measure the company's current operating scale and to consider the company's current operating conditions, the company's policies and regulations for the payment of independent directors' remuneration have a positive relationship with operating performance and future risks assumed. The payment of the sole director's remuneration shall be reported to the board of directors for resolution after the approval of the remuneration committee.

2. In addition to the disclosures in the above table, the directors of the company in the most recent year have received remuneration for providing services to all companies in the financial report (such as serving as consultants for non-employees): none.

Remuneration to Directors	Remuneration Band			
	Names of Directors			
	The total amount of the first four remuneration (A)+(B)+(C)+(D)		The total amount of the first seven remuneration (A)+(B)+(C)+(D)+(E)+(F)+(G)	
	Sunplus (Note 8)	Consolidated Subsidiaries (Note 9) H	Sunplus (Note 8)	All companies in the financial report (I) (Note 9)
Under NT\$1,000,000	Chou-Chye Huang, TAIWAN LAF' E (Note 12), Representative of TAIWAN LAF' E Wen-Hsiung Jan (Note 13), Wen-Hsiung Jan (Note 13), Global View (Note 14), Wen-Ren Su (Note 14), Chih-Chieh Tsai (Note 12), Che-Ho Wei (Note 14), Tse-Jen Huang, Rui-Qi Chen, , Cong-Ling Guo, Shu-Jun Huang (Note 12)	Chou-Chye Huang, TAIWAN LAF' E (Note 12), Representative of TAIWAN LAF' E Wen-Hsiung Jan (Note 13), Wen-Hsiung Jan (Note 13), Global View (Note 14), Wen-Ren Su (Note 14), Chih-Chieh Tsai (Note 12), Che-Ho Wei (Note 14), Tse-Jen Huang, Rui-Qi Chen, , Cong-Ling Guo, Shu-Jun Huang (Note 12)	TAIWAN LAF' E (Note 12), Representative of TAIWAN LAF' E Wen-Hsiung Jan (Note 13), Wen-Hsiung Jan (Note 13), Global View (Note 14), Wen-Ren Su (Note 14), Chih-Chieh Tsai (Note 12), Che-Ho Wei (Note 14), Tse-Jen Huang, Rui-Qi Chen, , Cong-Ling Guo, Shu-Jun Huang (Note 12)	TAIWAN LAF' E (Note 12), Representative of TAIWAN LAF' E Wen-Hsiung Jan (Note 13), Wen-Hsiung Jan (Note 13), Global View (Note 14), Wen-Ren Su (Note 14), Chih-Chieh Tsai (Note 12), Che-Ho Wei (Note 14), Tse-Jen Huang, Rui-Qi Chen, , Cong-Ling Guo, Shu-Jun Huang (Note 12)
NT\$1,000,000~NT\$2,000,000 (Not included)				
NT\$2,000,000~NT\$3,500,000 (Not included)				
NT\$3,500,000~NT\$5,000,000 (Not included)				
NT\$5,000,000~NT\$10,000,000 (Not included)			Chou-Chye Huang	Chou-Chye Huang
NT\$10,000,000~NT\$15,000,000 (Not included)				
NT\$15,000,000~NT\$30,000,000 (Not included)				
NT\$30,000,000~NT\$50,000,000 (Not included)				
NT\$50,000,000~NT\$100,000,000 (Not included)				
More than 100,000,000				
Total	12	12	12	12

Note 1: The names of directors should be listed separately (legal shareholders should separately list the names and representatives of legal shareholders), and the general directors and independent directors should be listed separately, and the amount of each payment should be disclosed in a summary manner.

If the director also serves as the general manager or deputy general manager, this table and the following table (3-1), or the following tables (3-2-1) and (3-2-2).

Note 2: It indicates the remuneration to directors (including salary, allowance, pension, bonus, rewards, and etc.) in the most recent fiscal year.

Note 3: It indicates the remuneration to directors from profit distribution in the most recent fiscal year according to the proposal submitted by BOD to shareholders’ meeting for approval.

Note 4: It indicates the expenses generated from directors’ business (including transportation fees, social activity fees, allowances, dormitories, company cars, and etc.) in the most recent fiscal year. If the Company provides a house, car/other transportation, or other allowances to directors, the relevant payments, calculated at actual cost or fair value, shall be disclosed. The remuneration paid to the company drivers shall be disclosed but not included in the remuneration to directors.

Note 5: It indicates the salaries, allowances, pensions, severance pay, bonuses, rewards, transportation fees, social activity fees, dormitories, cars, and etc., to directors who hold concurrently posts in the Company (including presidents, vice presidents, managers, or other employees). If the Company provides a house, car/other transportation, or other allowances to directors, the relevant payments, calculated at actual cost or fair value, shall be disclosed. The remuneration paid to the company drivers shall be disclosed but not included in the remuneration to directors.

And the salary fee recognized by IFRS 2 "Share Fundamental Contribution", including obtaining employee stock vouchers, restrictions on employee rights of new shares and participation in cash replenishment of shares and so on, should also be included in the remuneration.

The company's Chairman Huang and the chief executive officer are equipped with official car, and are provided with drivers to pay the relevant remuneration of NT\$624,000.

Note 6: It indicates the employee bonuses (including cash and stock) paid to directors who hold concurrently posts in the Company (including presidents, vice presidents, managers, or other employees). The amount of employee bonus according to the proposal of profit distribution submitted by BOD to shareholders’ meeting for approval in the most recent fiscal year shall be disclosed. If there is no such proposal yet, the stock bonus may be calculated according to the stock bonus last year, and annex1-3 shall be filled in.

Note 7: The total amount remuneration paid to the Company’s directors by all the companies in the consolidated financial statements (including Sunplus) shall be disclosed.

Note 8: The company pays each director the total amount of remuneration, and the name of the director is disclosed in the attributable grade

Note 9: The total amount of remuneration paid to each director of the company by all companies (including the company) in the consolidated report should be disclosed, and the name of the director should be disclosed in the attribution level

Note 10: Net profit after tax refers to net profit after tax in the most recent individual or respective financial report.

Note 11: a. This column should clearly list the amount of remuneration received by the company's directors from reinvested businesses other than subsidiaries or the parent company (if not, please fill in "none").

b. If the directors of the company receive remuneration from a subsidiary's reinvestment business or parent company, the remuneration received by the company's directors from a subsidiary's reinvestment business or parent company shall be included in column I of the remuneration scale and The field name is changed to "Parent company and all reinvestment businesses".

c. Remuneration refers to the remuneration, remuneration (including remuneration of employees, directors and supervisors) and business execution fees received by the directors of the company as directors, supervisors or managers of non-subsiary investment companies or parent companies.

Note 12: Appointed on June 12, 2024.

Note 13: Changed from individual director to representative of a corporate director on June 12, 2024.

Note 14: Dismissed on June 12, 2024.

※The remuneration disclosed here shall not be applied for taxation purpose because those are calculated on a different basis.



Remuneration to Management Team

Remuneration to Presidents and Vice Presidents(Individual Disclosure of Names in Accordance with Grade Ranges)

Unit: NT\$, shares

Title	Name (Note 1)	Salary (A) (Note 2)		Pension (B)		Reward, Allowance, etc. (C) (Note 3)		Bonus from Profit Distribution (D) (Note 4)				(A)+(B)+(C) +(D) % on Net Income (Note 8)		Receive remuneration from non-subsidiary reinvestment business or parent company (Note 9)
		Sunplus	Consolidated Subsidiaries (Note 5)	Sunplus	Consolidated Subsidiaries (Note 5)	Sunplus	Consolidated Subsidiaries (Note 5)	Sunplus		Consolidated Subsidiaries (Note 5)		Sunplus	Consolidated Subsidiaries (Note 5)	
								Cash Bonus	Stock Bonus	Cash Bonus	Stock Bonus			
CEO	Chou-Chye Huang	4,565,600	4,565,600	91,992	91,992	1,439,974	1,439,974	0	0	0	0	6,097,566/ 2.35	6,097,566/ 2.35	254,839
VP	Jason Lin	2,726,400	2,726,400	163,248	163,248	394,000	394,000	0	0	0	0	3,283,648/ 1.27	3,283,648/ 1.27	None
VP	Adam Wang	2,476,400	2,476,400	108,000	108,000	352,000	352,000	0	0	0	0	2,936,400/ 1.13	2,936,400/ 1.13	None

\* Regardless of title, where the job is equivalent to the general manager, deputy general manager (such as: president, chief executive, director ... etc.), should be exposed.

Remuneration Band

Remuneration to Management	Names of Presidents and Vice Presidents	
	Sunplus (Note 6)	All companies in the financial report (Note 7)
Under NT\$1,000,000		
NT\$1,000,000~NT\$2,000,000		
NT\$2,000,000~NT\$3,500,000	Jason Lin, Adam Wang	Jason Lin, Adam Wang
NT\$3,500,000~NT\$5,000,000		
NT\$5,000,000~NT\$10,000,000	Chou-Chye Huang	Chou-Chye Huang
NT\$10,000,000~NT\$15,000,000		
NT\$15,000,000~NT\$30,000,000		
NT\$30,000,000~NT\$50,000,000		
NT\$50,000,000~NT\$100,000,000		
More than NT\$100,000,000		
Total	3	3

Note 1: Names of presidents and vice presidents shall be disclosed separately, and the remuneration shall be disclosed in total amount. If the director concurrently serves as the general manager or deputy general manager, this table and the above table (1-1), or (1-2-1) and (1-2-2).

Note 2: It indicates the remuneration to presidents and vice presidents, including salary, allowance, pension, and severance pay) in the most recent fiscal year.

Note 3: It indicates the bonuses, rewards, transportation fees, social activity fees, dormitories, cars, and etc., to presidents and vice presidents. If the Company provides a house, car/other transportation, or other allowances to presidents and vice presidents, the relevant payments, calculated at actual cost or fair value, shall be disclosed. The remuneration paid to the company drivers shall be disclosed but not included in the remuneration to directors. And the salary fee recognized by IFRS 2 "Share Fundamental Contribution", including obtaining employee stock vouchers, restrictions on employee rights of new shares and participation in cash replenishment of shares and so on, should also be included in the remuneration.

Chairman Huang and concurrently the CEO of the company is equipped with an official car and a driver to pay the relevant remuneration of NT\$624,000.

Note 4: It is to fill in the amount of employee compensation (including stocks and cash) approved by the board of directors for the distribution of the general manager and deputy general manager in the most recent year. And should also fill in table 1-3.

Note 5: The total amount remuneration paid to the Company’s presidents and vice presidents by all the companies in the consolidated financial statements (including Sunplus) shall be disclosed.

Note 6: It indicates the numbers of presidents and vice presidents classified by the amount of their remuneration paid by Sunplus. If the Company is willing to disclose the names of presidents and vice presidents in each classification, the title of column shall be changed to “Names of Presidents and Vice Presidents”.

Note 7: It indicates the numbers of presidents and vice presidents classified by the amount of their remuneration paid by all the companies in the consolidated financial statements (including Sunplus). If the Company is willing to disclose the names of presidents and vice presidents in each classification, the title of column shall be changed to “Names of Presidents and Vice Presidents”.

Note 8: Net profit after tax refers to net profit after tax in the most recent individual or respective financial report.

Note 9: a. This column should clearly list the amount of remuneration received by the general manager and deputy general manager of the company from the investment company outside the subsidiary or the parent company (if not, please fill in "none").

b. If the general manager and deputy general manager of the company receive relevant remuneration from a subsidiary's out-of-investment business or parent company, the remuneration received by the general manager and deputy general manager of the company's out-of-subsi-dary investment business or parent company shall be incorporated into Remuneration level from column E of the table and change the name of the column to "Parent company and all reinvested businesses".

c. Remuneration refers to the remuneration, remuneration (including employees, directors and supervisors) and business execution received by the general manager and deputy general manager of the company as directors, supervisors or managers of non-subsi-dary companies or parent companies Fees and related remuneration.

※The remuneration disclosed here shall not be applied for taxation purpose because those are calculated on a different basis.

2.2.2 The remuneration of the top five highest-paid executives in listed and OTC companies (Note 1)  
(Individual Disclosure of Names and Compensation Method) (Note: 1)

Title	Name (Note 1)	Salary (A) (Note 2)		Pension (B)		Bonuses and special allowances, etc. (C) (Note 3)		Employee remuneration amount (D) (Note 4)				(A)+(B)+(C)+(D) %of Net Income (Note 6)		Receive remuneration from non-subsidiary reinvestment business or parent company (Note 7)
		Sunplus	Consolidated Subsidiaries (Note 5)	Sunplus	Consolidated Subsidiaries (Note 5)	Sunplus	Consolidated Subsidiaries (Note 5)	Sunplus		Consolidated Subsidiaries (Note 5)		Sunplus	Consolidated Subsidiaries (Note 5)	
								Cash Bonus	Stock Bonus	Cash Bonus	Stock Bonus			
CEO	Chou-Chye Huang	4,565,600	4,565,600	91,992	91,992	1,439,974	1,439,974	0	0	0	0	6,097,566/ 2.35	6,097,566/ 2.35	254,839
VP	Jason Lin	2,726,400	2,726,400	163,248	163,248	394,000	394,000	0	0	0	0	3,283,648/ 1.27	3,283,648/ 1.27	None
VP	Adam Wang	2,476,400	2,476,400	108,000	108,000	352,000	352,000	0	0	0	0	2,936,400/ 1.13	2,936,400/ 1.13	None
Assistant VP	John Wu	2,281,400	2,281,400	156,288	156,288	460,000	460,000	0	0	0	0	2,897,688/ 1.12	2,897,688/ 1.12	None
Assistant VP	Alex Chang	2,354,000	2,354,000	108,000	108,000	396,000	396,000	0	0	0	0	2,858,000 /1.10	2,858,000 /1.10	None

Note 1: The term "top five highest remuneration executives" refer to company managers, and the identification standards for relevant managers are based on the former Ministry of Finance Securities and Futures Management Commission Taiwan Finance Certificate No. 0920001301 on March 27, 1992. The letter order stipulates the scope of application of "managers". As for the calculation and recognition principle of "the top five with the highest remuneration", it is based on the total amount of salary, retirement pension, bonus and special expenses received by the company managers from all companies in the consolidated financial report, as well as the amount of employee remuneration (i.e. A +B+C+D (the total of the four items), and then the top five with the highest remuneration will be selected. If a director concurrently serves as a former supervisor, he should fill in this form and the above form (1-1).

Note 2: The salaries, job allowances, and severance payments of the top five highest-paid executives for the most recent fiscal year should be reported.

Note 3: The various bonuses, incentive payments, travel allowances, special allowances, various subsidies, dormitories, assigned vehicles, and other in-kind benefits and remuneration amounts of the top five highest-paid executives for the most recent fiscal year should be reported. If housing, cars, other transportation, or personal expenses are provided, the nature and cost of the assets, the actual or fair market rental value, fuel expenses, and other payments should be disclosed. Additionally, if a driver is assigned, please note the related compensation paid by the company to the driver, although this should not be included in the remuneration total. Furthermore, the salary expenses recognized under IFRS 2 "Share-based Payment," including employee stock options, restricted stocks, and shares purchased through cash capital increase, should also be included in the remuneration. The company’s Chairman Huang, who also concurrently serves as the CEO, is provided with a company car and a driver, with related compensation amounting to 624,000 TWD.

Note 4: The amount of employee remuneration (including stock and cash) allocated to the top five highest-paid executives for the most recent fiscal year, as approved by the Board of Directors, should be reported. If it is not possible to estimate this amount, the proposed allocation for this year should be calculated based on the proportion of last year's actual allocation. Additionally, Form 1-3 should also be completed.

Note 5: The total remuneration paid to the company's top five highest-paid executives by all entities within the consolidated report (including the company itself) should be disclosed.

Note 6: Net profit after tax refers to the net profit after tax for the most recent fiscal year as reported in the individual or separate financial statements.

Note 7: a. This column should clearly state the amount of remuneration received by the top five highest-paid executives of the company from affiliated companies other than subsidiaries or the parent company (if none, please state "N/A").

b. Remuneration refers to the compensation, remuneration (including employee, director, and supervisor remuneration), and related expenses received by the top five highest-paid executives of the company in their capacity as directors, supervisors, or managers of affiliated companies other than subsidiaries or the parent company.

※The remuneration disclosed here shall not be applied for taxation purpose because those are calculated on a different basis.

**Employee Bonus Granted to Management Team**

April 15th, 2025

Title	Name	Shares Bonus	Cash Bonus	Sum up	% on Net Income
Chairman & CEO	Chou-Chye Huang	-	-	-	-
Vice President	Jason Lin				
Vice President	Adam Wang				
Assistant VP	Alex Chang				
Assistant VP	John Wu				
Director of Finance & Accounting Division	Shu-Chen Cheng				
Head of Corporate Governance	Phoebe Chen				

**2.2.3 Analysis for remuneration paid by all the companies in the consolidated financial statements (including Sunplus) to directors, presidents and vice presidents as % net income in the most recent two years. Also, the relevant policy, standards and procedures, and the relation between remuneration and performance shall be stated.**

1. Analysis of the ratio of the remuneration paid by Sunplus and all companies in the financial statements to the company's directors, president and vice president in the net profit (loss) after tax in the last two years:

Unit: NT\$K

Remuneration	2023		2024	
	Amount	% of Net income(Loss)	Amount	% of Net income (Loss)
Director	11,956	-2.42%	14,587	5.63%
President and Vice president				

2. Remuneration policies, standards and combinations, procedures for determining remuneration, and their relevance to business performance and future risks:

The company pays directors' remuneration in accordance with the company's articles of association and taking into account the usual standards of the industry. The remuneration policy of the management team is based on the salary level of the job equivalent to the same industry market, plus the achievement rate of the company's operation and individual performance in each field of responsibility, and give reasonable remuneration.

According to the articles of association of the company, if the company makes a profit in the current year, it shall allocate no less than 1% for employee compensation and no more than 1.5% for director compensation. However, when the company still has accumulated losses (including adjustments to the amount of undistributed surplus), it shall reserve the amount of compensation in advance.

All directors of the company receive a fixed remuneration, and each time they attend the meeting, they also receive the carriage fee. In addition, the proportion of directors' remuneration distribution is weighted based on the results of evaluation projects such as the mastery of the company's goals and tasks, the degree of participation in the company's operations, internal relationship management and communication, and the director's professional and continuous education, and the weighted results are assigned. The salary and remuneration of the company's managers not only refer to the usual level of payment in the industry, but also consider the evaluation items of professional seniority, work performance, goal achievement, and major contributions. Important evaluation items of work performance include: the practice of the company's core values, financial and operational indicators Management (such as product revenue, gross profit, delivery and R&D schedule), implementation of corporate social responsibility, and other special contributions, or major events, etc., after comprehensive considerations, and reasonable remuneration.

## 2.3 Corporate Governance Implementation

### 2.3.1 BOD Meeting Status

In 2024, the 12th Board of Directors held 4 meetings. The 13th Board of Directors held 6 meetings, with a total of 10 meetings(A). The attendance of directors is as follows:

Title	Name (Note 1)	Attendance in Person (B)	By Proxy	Attendance Rate B/A (%) (Note 2)	Remarks
Chairman	Chou-Chye Huang	10	0	100	Re-elected on June 12, 2024.
Director	TAIWAN LAF' E Representative: Wen-Hsiung Jan	5	1	83	Newly elected on June 12, 2024.
Director	Wen-Hsiung Jan	4	0	100	Stepped down upon re-election on June 12, 2024.
Director	Representative of Legal Entity , Global View Wen-Ren Su	3	1	75	Stepped down upon re-election on June 12, 2024.
Director	Chih-Chieh Tsai	6	0	100	Newly elected on June 12, 2024.
Independent Director	Che-Ho Wei	4	0	100	Stepped down upon re-election on June 12, 2024.
Independent Director	Tse-Jen Huang	10	0	100	Re-elected on June 12
Independent Director	Rui-Qi Chen	10	0	100	Re-elected on June 12
Independent Director	Cong-Ling Guo	10	0	100	Re-elected on June 12
Independent Director	Shu-Jun Huang	6	0	100	Newly elected on June 12, 2024.

- If the operation of the board of directors falls under any of the following circumstances, the date of the board of directors, the period, the content of the proposals, the opinions of all independent directors and the company's handling of the opinions of the independent directors shall be stated:
  - Matters listed in Article 14-3 of the Securities and Exchange Act—The company has established an audit committee, and Article 14-3 does not apply. For the explanation of the matters listed in Article 14-5 of the Securities Exchange Act, please refer to the Operations of the Audit Committee (pages 19 to 21 of this annual report).
  - Except for the previously mentioned matters, other matters resolved by the board of directors with objections or reservations from independent directors and with records or written statements - none.
- The implementation of the director's recusal of the proposal of interest shall state the name of the director, the content of the proposal, the reason for the recusal of interest, and the circumstances of participation in voting:
  - On January 25, 2024, the Board of Directors discussed the “Proposal for the Distribution of 2023 Year-End Bonuses for Managers.”  
During the voting on this proposal, attending executives were requested to recuse themselves in accordance with applicable laws. Chairman and CEO Mr. Huang did not participate in the year-end bonus distribution and was therefore not required to recuse himself.  
The proposal was approved as presented after the Chairperson confirmed that there were no objections from any of the attending directors.
  - On May 2, 2024, the Board of Directors discussed the “Proposal for Reviewing the Qualifications of Director (Including Independent Director) Candidates”:
    - As some of the current directors had a personal interest in this matter, individual voting was conducted. Directors under review were required by law to recuse themselves from discussion and voting.
    - Regarding the review of the qualifications of director candidate Mr. Chou-Chieh Huang and Global View Co., Ltd., Chairman Mr. Chou-Chieh Huang recused himself from discussion and voting due to a conflict of interest. Per the Chairman's instruction, Independent Director Mr. Tse-Jen Huang acted as the proxy chair for this item.
    - Excluding those who were legally required to recuse themselves from discussion and voting, the proposal was approved as presented after the Chairperson or the acting Chairperson confirmed that there were no objections from the remaining attending directors.

- (3) On May 2, 2024, the Board of Directors discussed the “Proposal to Release Newly Elected Directors (Including Independent Directors) and Their Representatives from Non-Competition Restrictions”:
- As some of the current directors had a personal interest in this matter, individual voting was conducted. Directors under review were required by law to recuse themselves from discussion and voting.
  - Regarding the release of director candidate Mr. Chou-Chieh Huang and Global View Co., Ltd. from non-competition restrictions, Chairman Mr. Chou-Chieh Huang recused himself from discussion and voting due to a conflict of interest. Per the Chairman's instruction, Independent Director Mr. Tse-Jen Huang acted as the proxy chair for this item.
  - Excluding those directors who were legally required to recuse themselves from discussion and voting, the proposal was approved as presented after the Chairperson or the acting Chairperson confirmed that there were no objections from the remaining attending directors.
- (4) On July 12, 2024, the Board of Directors discussed the “Proposal for the Appointment of Members to the Company’s Sixth ‘Compensation Committee’”:
- As the compensation for the committee members was not determined in this proposal, there was no need for recusal due to a conflict of interest. The proposal was approved as presented after the Chairperson confirmed unanimous consent from all attending directors.
- (5) On August 13, 2024, the Board of Directors discussed the “Proposal for the Disposition of the Company’s Long-Term Investments”:
- As Chairman Mr. Chou-Chieh Huang and Director Mr. Chih-Chieh Tsai had a personal interest in this matter, they recused themselves from discussion and voting in accordance with the law. Per the Chairman's instruction, Independent Director Mr. Tse-Jen Huang acted as the proxy chair for this item. After the acting Chair confirmed no objections from the remaining attending directors, the proposal was approved as presented.
- (6) On August 13, 2024, the Board of Directors discussed the “Proposal for the Company-wide Salary Adjustment and Manager Salary Performance for the 2024 Fiscal Year”:
- During the voting on this proposal, attending executives were requested to recuse themselves in accordance with applicable laws. Chairman and CEO Mr. Chou-Chieh Huang did not participate in the salary adjustment and was therefore not required to recuse himself. The proposal was approved as presented after the Chairperson confirmed unanimous consent from all attending directors.
- (7) On August 13, 2024, the Board of Directors discussed the “Proposal for the Remuneration of the Company’s Directors and Functional Committees”:
- As instructed by the Chairperson, Independent Director Mr. Tse-Jen Huang acted as the proxy chair. Excluding general directors who were required to recuse themselves from discussion and voting due to a conflict of interest, the proxy chair confirmed that there were no objections from the attending independent directors regarding the remuneration for general directors, and the proposal was approved as presented.
  - Excluding independent directors who were required to recuse themselves from discussion and voting, the Chairperson confirmed that there were no objections from the attending general directors regarding the remuneration for independent directors, and the proposal was approved as presented.
3. Listed companies are required to disclose information about the self-assessment (or peer assessment) of the board of directors, including the evaluation cycle and period, scope, method, and content of the assessment, and to fill in the implementation status of the board evaluation.
- Our company revised the 'Board Performance Evaluation Method' at the board meeting held on January 19, 2022. The results of the board and functional committee performance evaluations for the year 2024 were reported at the board meeting held on March 12, 2025. Implementation status of the board evaluation:

Evaluation cycle	During evaluation	Assessment scope	Evaluation method	Evaluation content
Conducted annually	2024/01/01 ~ 2024/12/31	Board of Directors	Board Self-Assessment	Board Performance Evaluation: 1. Involvement in company operations. 2. Enhancing the quality of board decision-making. 3. Composition and structure of the board. 4. Selection and ongoing education of directors. 5. Internal control.
Conducted annually	2024/01/01 ~ 2024/12/31	Individual Directors	Self-Assessment of Board Members	Individual Director Performance Evaluation: 1. Understanding of company goals and objectives. 2. Awareness of director responsibilities. 3. Involvement in company operations. 4. Management of internal relationships and

				communication. 5. Director's professionalism and ongoing education. 6. Internal controls.
Conducted annually	2024/01/01 ~ 2024/12/31	Audit Committee	Self-Assessment of Board Members	Audit Committee Performance Evaluation: 1. Involvement in company operation. 2. Awareness of committee responsibilities. 3. Enhancement of committee decision-making quality. 4. Composition of the committee and member selection. 5. Internal controls.
Conducted annually	2024/01/01 ~ 2024/12/31	Compensation Committee	Self-Assessment of Board Members	Compensation Committee Performance Evaluation: 1. Involvement in company operations. 2. Awareness of committee responsibilities. 3. Enhancement of committee decision-making quality. 4. Composition of the committee and member selection. 5. Internal controls.

4. The objectives of strengthening the functions of the board of directors in the current year and the most recent year (for example, the establishment of an audit committee, the enhancement of information transparency, etc.) and the assessment of implementation status

The company has set up functional committees such as auditing and remuneration to review relevant proposals in accordance with its powers and submit them to the board of directors for resolution to improve its supervisory functions and strengthen management functions. Board members continue to participate in refresher courses related to corporate governance topics, enrich new knowledge and enhance communication to continuously enhance board functions.

Note 1: The name of a legal entity shareholder and its representative shall be disclosed.

Note 2: (a) If a director or supervisor being relieved of office before year end, it shall be notified as a remark. The actual rate of attendance shall be calculated according to the meetings held when he/she is at the post.

(b) If there is a re-election before year-end, the new directors and supervisors along with the original ones shall be disclosed, and the date of directors and supervisors being elected shall be stated. The actual rate of attendance shall be calculated according to the meetings held when they are at posts.

### 2.3.2 Audit Committee

In 2024, the 3rd Audit Committee held 4 times. The 4th Audit Committee held 4 meetings, out of a total of 8 meetings(A). The attendance of the Audit Committee is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate B/A (%) (Note)	Remarks
Independent director	<b>Tse-Jen Huang</b>	8	0	100	Re-elected on June 12, 2024.
Independent director	<b>Che-Ho Wei</b>	4	0	100	Stepped down upon re-election on June 12, 2024."
Independent director	<b>Rui-Qi Chen</b>	8	0	100	Re-elected on June 12, 2024.
Independent director	<b>Cong-Ling Guo</b>	8	0	100	Re-elected on June 12, 2024.
Independent director	<b>Shu-Jun Huang</b>	4	0	100	Newly elected on June 12, 2024.

Other matters to be recorded:

1. If the operation of the audit committee falls under any of the following circumstances, the meeting date of the audit committee, the period, the content of the proposals, the independent directors' objections, reservations or major recommendations, the results of the audit committee's resolutions, and the company's response to the audit committee

shall be stated. Handling of comments.

(1) The matters listed in Article 14-5 of the Securities and Exchange Act.

(2) Except for the previously mentioned matters, other matters that have not been approved by the Audit Committee but have been approved by more than two-thirds of all directors.

The Audit Committee	The contents of the motion and follow-up	The matters listed in Article 14.5 of the Securities Exchange Act (Note 1・2)	unapproved by the Audit Committee, and more than two-thirds of all directors agreed to the matter
The 21st Meeting of the 3rd Audit Committee – March 13, 2024	1. Proposal for the Discussion of the 2023 Internal Control Self-Assessment Report and the Statement on the Internal Control System.	v	None
	2. Proposal for the Discussion of the 2023 Q4 Budget Execution Report and the 2023 Financial Statements.	v	None
	3. Proposal for the Discussion of the 2023 Consolidated Financial Statements.	v	None
	Results of the resolution of the Audit Committee: All members of the Audit Committee agreed to pass.		
	The company's handling of the opinions of the audit committee: all directors present agreed to approve it.		
"The 22nd Meeting of the 3rd Audit Committee – May 2, 2024	1. Proposal for the Release of Non-Competition Restrictions on the Company's Newly Elected Directors (Including Independent Directors) and Their Representatives.	v	None
	Results of the resolution of the Audit Committee: All members of the Audit Committee agreed to pass.		
	The company's handling of the opinions of the audit committee: all directors present agreed to approve it.		
The 23rd Meeting of the 3rd Audit Committee – May 13, 2024	1. Proposal for the Discussion of the 2024 Q1 Budget Execution Report and the Consolidated Financial Statements.	v	None
	Results of the resolution of the Audit Committee: All members of the Audit Committee agreed to pass.		
	The company's handling of the opinions of the audit committee: all directors present agreed to approve it.		
The 1st Meeting of the 4th Audit Committee – August 13, 2024	1. Proposal for the Discussion of the 2024 Q2 Budget Execution Report and the Consolidated Financial Statements.	v	None
	Results of the resolution of the Audit Committee: All members of the Audit Committee agreed to pass.		
	The company's handling of the opinions of the audit committee: all directors present agreed to approve it.		
The 3rd Meeting of the 4th Audit Committee – November 11, 2024	1. Proposal for the Discussion of the 2024 Q3 Budget Execution Report and the Consolidated Financial Statements.	v	None
	Results of the resolution of the Audit Committee: All members of the Audit Committee agreed to pass.		
	The company's handling of the opinions of the audit committee: all directors present agreed to approve it.		
The 4th Meeting of the 4th Audit Committee – December 25, 2024	1. Proposal for the Discussion of the Formulation and Revision of the Company's Management Regulations.	v	None
	2. Proposal for the Discussion of the	v	None



	Appointment of the Auditor and Independence Assessment for the 2025 Fiscal Year.			
	Results of the resolution of the Audit Committee: All members of the Audit Committee agreed to pass.			
	The company's handling of the opinions of the audit committee: all directors present agreed to approve it.			

2. 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 proposal, the reason for the recusal of interest, and the circumstances of participating in voting: none.

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

1. The company's internal audit supervisor on March 13, 2024, May 13, 2024, August 13, 2024 and November 11, 2024, the independent directors reported the implementation of the internal audit plan and the implementation of the follow-up report, and fully communicated the implementation and effectiveness of the audit business.

2. On March 13, 2024, May 13, 2024, August 13, 2024 and November 11, 2024, the communication meeting will be held on the review or review results of the consolidated financial report for the fourth quarter of 2023 and the first to third quarters of 2024. The independent directors of the company may request the certified accountants to report and communicate with the independent directors at any time regarding the audit results of the financial statements (including the consolidated financial statements) and other relevant legal requirements.

Note 1 : If an independent director resigns before the end of the year, the resignation date should be indicated in the remarks column. The actual attendance rate (%) is calculated based on the number of audit committee meetings and the actual number of attendances during his tenure.

Note 2 : Before the end of the year, if an independent director is reelected, the new and old independent directors should be filled in, and the remarks column indicates that the independent director is old, new or re-elected and the date of re-election. The actual attendance rate (%) is calculated based on the number of audit committee meetings during his tenure and his actual number of attendance.

#### **Work focus of the audit committee:**

The main functions of the audit committee of the company are to assist the board of directors in supervising the company's implementation of relevant accounting, auditing, financial reporting procedures and financial control. The matters reviewed by the Audit Committee of the Company in 2024 mainly include:

1. Appropriate expression of the company's financial statements.
2. Appointment and independence assessment of certified accountants.
3. Effective implementation of the company's internal control.
4. The company complies with relevant laws and regulations

#### **Review financial reports**

The board of directors prepared the company's 2024 business report, financial statements and Proposal for Loss Compensation, among which the financial statements were checked by Deloitte Certified Public Accountants, and a check report was issued. The above-mentioned business report, financial statement and surplus distribution proposal have been checked by the Audit Committee and found that there is no discrepancy.

#### **Assess the effectiveness of the internal control system**

The audit committee evaluated the effectiveness of the company's internal control policies and procedures, and believed that the company's risk management and control system was effective, and the company had adopted the necessary control mechanisms to supervise it.

#### **Appoint a chartered accountant**

In order to ensure the independence of the certified public accountant firm, the audit committee of the company formulated an independence evaluation form in accordance with Article 47 of the Accountant Law and No. 10 of the Public Accountant's Professional Ethics Bulletin to assess whether the certified public accountant is a mutual related person and has mutual ownership with the company. Items such as business or financial interests. On December 25, 2024, the 4th Audit Committee of the 4rd Session and the 6th Session of the 13th Board of Directors passed the resolutions to pass the independent assessment of Accountants Ye Donghui and Accountants Zhang Yayun of Deloitte.

### 2.3.3 Corporate Governance Implementation as Required by Taiwan Financial Supervisory Commission

Item	Implementation Status (Note 1)			Difference to “Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies”
	Y	N	Summary	
1. Formulation of its own corporate governance principles	V		Sunplus and its subsidiaries Generalplus & Sunplus Innovation for the establishment of a good corporate governance system, participate in the "Code of Practice for Corporate Governance of Listed OTC", Code of Corporate Governance Practices, and disclosed on the public information observatory and company website. The rest of the subsidiaries has not formulated the related principles, however all of our rules and procedures are based on laws and regulations stipulated by authorities in charge.	No major Difference
2. Shareholding Structure and Shareholders' Rights	V		(1) The company and its subsidiaries, Generalplus Technology and Sunplus Innovation Technology, in addition to appointing professional stock agencies to handle related businesses, have set up a complete spokesperson system to properly handle shareholder suggestions and dispute-related matters. Subsidiaries that have not been issued publicly have stock-related specialists to properly handle shareholder suggestions, doubts and disputes.	No major Difference
1) The way handling shareholders' suggestions or disputes				
2) The Company's possession of major shareholders list and the list of ultimate owners of these major shareholders	V		(2) The Company and its subsidiaries Generalplus, and Sunplus Innovation use stock agency to grasp and understand the structure of major shareholders, and regularly declare the directors and managers of equity changes, to master the ultimate controlling shareholder of the major shareholders and major shareholders. Other subsidiaries shares regularly view the register of members at the end of each month, to master the ultimate controlling shareholder of the major shareholders and major shareholders.	No major Difference
3) Risk management mechanism and fire wall between the Company and its affiliates	V		(3) 1. The company and Generalplus Technology have established "Investment Monitoring and Management Measures" to implement supervision of subsidiaries. 2. The company and Sunplus Innovation have established "Measures for Dealing with Related Persons" and "Measures for Dealing with Certain Companies and Group Enterprises", and Generalplus Technology has set up "Measures for Dealing with Group Enterprises and Related Persons".	No major Difference
4) Disclosure agreement to prohibit that those insiders may not take advantage of undisclosed information of which they have learned to engage in insider trading.	V		3. The remaining subsidiaries also have various management measures, which have clear regulations on transactions with related companies to achieve risk control and firewall mechanisms. (4) 1. The company, Generalplus Technology, and Sunplus Innovation Technology have formulated the "Management Procedures for Disclosure of Internal Material Information and Prevention of Insider Transactions" and "Operation Procedures for Integrity Management and Behavior Guidelines". The company and its subsidiaries have informed the company. Insiders strictly follow, prohibiting company insiders from using undisclosed information on the market to buy and sell securities. 2. In December 2022, the board of directors of our company, Generalplus Technology, and in April 2023, the board of directors of Sunplus Innovation Technology approved the revision of the "Management Procedures for Disclosure of Internal Material Information and Prevention of Insider Transactions", which clearly stipulates that directors shall not report to the company 30 days before the announcement of the annual financial report. Trading of company stocks during the closed period of 15 days before the quarterly financial report announcement.	No major Difference
3. Composition and Responsibilities of the BOD	V		(1)	No major Difference
1) Whether the board of directors has formulated a diversity policy, specific management objectives and implementation.			A. Article 20 of the Company's Code of Practice on Corporate Governance (the ability of the board of directors as a whole) has clearly defined the composition of the board of directors. In addition to being a director of a company manager, it is not appropriate to exceed one-third of the board of directors. Operational, operational and development needs to develop an appropriate diversification approach. The nomination and selection of the board of directors of the Company follows the requirements of the Articles of Association and adopts the nomination system for candidates. In addition to assessing the eligibility of each candidate's academic experience, it also complies with the "Director's Election Method" and the "Code of Corporate Governance" to ensure the directors. Diversity and independence of members.	No major Difference
2) In addition to setting up the remuneration committee and audit committee according to law, whether the company has voluntarily set up various other functional committees.	V		B. The directors of the company have industrial experience, business, accounting, legal and other professional backgrounds. For specific management objectives and implementation, please refer to pages 5 to 7 of this annual report.	No major Difference
3) Whether the company has formulated the board performance evaluation method and its evaluation method, and conducts performance evaluation annually and regularly, and reports the results of the performance evaluation to the board of directors, and applies it to individual directors' salary and nomination renewal.	V		C. Generalplus Technology and Sunplus Innovation Company have established the "Code of Practice for Corporate Governance". The composition of the board of directors pays attention to diversity and generally possesses the professional knowledge, skills and qualities necessary to perform their duties. D. Sunplus Innovation Company has achieved its goal : a. Independent directors account for 42.85% of the seats, which is better than the statutory ratio. b. The number of directors who concurrently serve as company managers shall not exceed one-third of the chairman. c. The term of office of the independent directors did not exceed three terms. d. In addition to the above, we also focus on gender equality in the composition of the board of directors. The target ratio of female directors is 10%. Currently, there is 1 female on the board of directors, and the ratio has reached 14%. In the future, we will continue to work hard to increase the proportion of female directors. The directors of each subsidiary also have different expertise in various fields, and the policy of diversification of board members has been implemented.	No major Difference
4) Regular evaluation of external auditors' independency			(2) The company, Generalplus Technology and Sunplus Innovation Technology have established salary and remuneration committees and audit committees in accordance with the law, which are composed of all independent directors. The company, Generalplus Technology and Sunplus Innovation Technology also have a dedicated unit to promote corporate integrity management, and regularly report implementation status and	

Item	Implementation Status (Note 1)			Difference to “Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies”
	Y	N	Summary	
			<p>results to the directors. In the future, other functional committees will be set up according to the legal environment, company operation and management needs assessment. Other subsidiaries currently have no salary and compensation committee, audit committee and other functional committees. In the future, they will be established according to the actual needs of the company.</p> <p>(3) 1. The company, Generalplus Technology and Sunplus Innovation Technology have successively formulated the "Board Performance Evaluation Method" in 2020 and 2021. The board of directors, individual directors and functional committees are regularly self-evaluated every year, and the results of performance evaluations are used as a reference for selecting or nominating directors; and the results of individual directors’ performance evaluations are used as a reference for determining their individual remuneration.</p> <p>2. The remaining subsidiaries have not formulated the "Board Performance Evaluation Method", but they review the functions of the board from time to time. In the future, the feasibility of formulating the board performance evaluation method will be evaluated based on the legal environment, company operating conditions and management needs.</p> <p>(4)The company, Generalplus Technology and Sunplus Innovative Technology evaluate the independence and suitability of the certified accountants of their companies every year. In addition to requiring the certified accountants to provide "Detached Independence Statement" and "Audit Quality Indicators (AQIs)", they also follow Note 2 Standards and 13 AQI indicators are evaluated. Refer to the AQI index information to confirm that the audit experience and training hours of accountants and firms are better than the average level of the industry. The company's assessment results for the most recent year have been discussed and approved by the Audit Committee on December 25, 2024, and submitted to the board of directors on December 25, 2024 for approval of the independence and suitability assessment of accountants. At the end of the year, when the capital of each subsidiary reaches a certain amount or more, the independence of certified accountants will be evaluated, and the appointment of certified accountants will be decided by the board of directors.</p>	
4. Whether the listed OTC company is equipped with qualified and appropriate number of corporate governance personnel, and designated corporate governance directors, responsible for corporate governance related matters (including but not limited to providing directors and supervisors with the necessary information to perform business, assisting directors and supervisors to comply with laws and (According to the law, handle matters related to the meetings of the board of directors and shareholders' meetings, produce the minutes of the board of directors and shareholders' meetings, etc.)?)	V		<p>1. The company's board of directors passed a resolution on March 29, 2021 to appoint the manager of the chairman's office as the director of corporate governance. The director of corporate governance of Generalplus Technology and Sunplus Innovation Technology, and passed the resolution of the board of directors of Generalplus Technology and Sunplus Innovation Technology in February 2023. The head of corporate governance of the company has not concurrently served as the head of corporate governance and director of the subsidiary, but has not concurrently held positions in the company or other companies.</p> <p>2. The main responsibilities of the company’s corporate governance officer include handling matters related to the board of directors and shareholders meeting in accordance with the law, and assisting the company in complying with the relevant laws and regulations of the board of directors and shareholders meeting, providing directors with the information needed to perform their business, and the latest legal development related to operating the company To assist directors in complying with the law.</p> <p>3. Key points of the company's business execution in 2024:</p> <p>(1) Consolidate the meeting agenda for the board of directors and committees, specify the convening matters and send a convening notice to the directors or members seven days before the meeting, and provide sufficient meeting materials so that the participants can accurately understand the relevant information about the proposals; When the director or committee member himself or the legal person represented by him has an interest, he also reminds him to avoid interest.</p> <p>(2) Responsible for the minutes of the board of directors and shareholders' meetings on the day of the board of directors and shareholders' meetings, and publish important information or announcements of important resolutions after the meeting to ensure the legality and accuracy of the disclosed information to ensure the equivalence of investor transaction information.</p> <p>(3) Handle the change registration of the company's various operations.</p> <p>(4) Evaluate the purchase of "Directors' and Managers' Liability Insurance" with a suitable amount of insurance, complete the insurance matters, and report the contents of the insurance to the board of directors.</p> <p>(5) Provide directors with relevant training information from time to time, reminding them to study and complete relevant declarations in accordance with the stipulated hours of the "Main Points for Implementation of Training for Directors and Supervisors of Listed OTC Companies".</p> <p>(6) From time to time, provide board members with information on new issued or revised laws and regulations related to directors’ business execution, corporate governance or business operations.</p> <p>(7) Review the compliance status of the corporate governance evaluation indicators one by one every year, and propose improvement plans and corresponding measures for indicators that have not scored.</p> <p>(8) Provide operating information such as company business or finance according to directors' needs, and maintain smooth communication and exchanges between directors and business executives.</p> <p>(9) Report to the Board of Directors the results of the review on whether the independent directors meet the qualification requirements under relevant laws and regulations at the time of nomination, appointment, and during their term of office.</p> <p>4. Please note 3 for details of the training situation of the company's corporate governance supervisor.</p>	No major Difference
5. Communication channel with Stakeholders (Including but not limited to shareholders, employees, customers and	V		<p>1. The company and its subsidiaries maintain good relationships with banks, suppliers, and other interested parties of the company, uphold the principle of good faith, provide adequate business information, and properly safeguard their legitimate rights and interests.</p>	No major Difference

Item	Implementation Status (Note 1)			Difference to “Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies”
	Y	N	Summary	
suppliers), and set up a special area for stakeholders on the company website, and properly respond to important corporate social responsibility issues that stakeholders are concerned about.			2. The company’s stakeholders are concerned about topics, communication methods, and implementation status. Note 4 in detail. 3. The company, Generalplus Technology and Sunplus Innovation Technology have set up a special area for stakeholders on the company website, set up different corresponding windows for different stakeholders, and set up a complete system and response mechanism to ensure that stakeholders are concerned Appropriate response to the issue. The company has reported to the board of directors on the situation of communication with various stakeholders in 2024 on December 25, 2024. 4. The remaining subsidiaries also provide detailed contact information on the company's website. If necessary, interested parties can contact them by telephone, letter, fax, and e-mail at any time.	
6. Engaging professional shareholder services agent to handle shareholders meeting matters	V		Sunplus, Generalplus, Sunplus Innovation Technology : China Trust Commercial Bank Corporate Trust Operation and service Department Other subsidiaries have dedicated personnel in charge of shareholding affairs to properly handle various matters related to shareholders' meetings.	No major Difference
7. Information Disclosure 1) Establishment of corporate website to disclose information regarding the Company’s financials, business, and corporate governance status 2) Other information disclosure channels (ex. English website, appointing responsible people to handle information collection and disclosure, appointing spokesman, webcasting investors conference) 3) Whether the company announces and declares the annual financial report within two months after the end of the fiscal year, and announces and declares the first, second, and third quarter financial reports and the monthly operating situation within the prescribed period.	V  V	  V	(1) Sunplus, Generalplus Technology and Sunplus Innovation Technology have set up Chinese websites to set up special areas to disclose financial business and corporate governance information. Sunplus and Generalplus Technology have set up English websites that provide the same information. (2) Sunplus, Generalplus, and Sunplus Innovation Technology have established website, and have assigned spokesperson, acting spokesperson and designated specialists to disclose and collect the company’s information. Sunplus and Generalplus Technology have set up English websites that provide the same information. Other subsidiaries are responsible for the collection and disclosure of company information, there is currently no speaker yet. (3) Generalplus Technology announced and filed its annual financial report within two months after the end of the fiscal year. Although Sunplus and Sunplus Innovation Technology did not announce and file the annual financial report within two months after the end of the fiscal year, it still announced and filed the annual financial report before the deadline prescribed by laws and regulations. Financial reports and financial reports for the first, second and third quarters and operating conditions in each month.	No major Difference  No major Difference  No major Difference
8. Other important information to facilitate better understanding of the Company’s corporate governance (such as human rights, employee rights, employee wellness, community participation, social contribution, community service, investor relations, supplier relations, shareholders’ rights, customer relations, the implementation of risk management policies and risk evaluation measures, the implementation of consumers/customers protection policies, and purchasing insurance for directors and supervisors. ):	V		(1) Employee rights: Sunplus and its subsidiaries have made and followed the internal management procedures regarding employee rights under the regulations of the Labor Standards Act and Gender Equality in Employment Act. (2) Employee wellness: Sunplus and its subsidiaries have made and followed the internal management procedures regarding employee wellness. (3) Investor relations: Sunplus and its subsidiaries have set a investor relations professionals to communicate with investors and disclose the operations and financials. (4) Supplier relations: Sunplus and its subsidiaries have good relationship with suppliers and manage the supply chains efficiently. (5) Stakeholders: Sunplus and its subsidiaries respect all stakeholders and have established the channels to communicate with stakeholders. (6) Directors and supervisors' training: The company and its subsidiaries encourage directors and supervisors to participate in continuing education courses. The company also publishes directors' continuing education status at the public information observatory. (7) Implementation of risk management policies and risk evaluation measures: Internal rules and procedures are based on laws and regulations stipulated by authorities in charge (8) Customer: Sunplus and its subsidiaries provide best service to Customers based on internal rules and procedures (9) Sunplus, Generalplus and Sunplus Innovation Technology have taken liability insurance for directors and supervisors with respect to liabilities resulting from exercising their duties in Sunplus and subsidiaries.	No major Difference
9. Please review the results of the corporate governance evaluation issued by the Corporate Governance Center of the Taiwan Stock Exchange Co., Ltd. in recent years, and to give priority to matters and measures that have not yet been improved: The company's improvement in 2024 is as follows : (1) Indicator 2.06: The Company appointed an additional female director following the re-election of the Board at the 2024 Annual General Shareholders’ Meeting. (2) Indicator 4.07: In 2024, the Company has uploaded the English version of its Sustainability Report to the Market Observation Post System (MOPS) and the Company's official website. (3) Indicator 4.19: In 2024, the Company purchased Renewable Energy Certificates (RECs) bundled with green electricity from Taipower at a rate of NT\$4.95 per kilowatt-hour, totaling 10,000 kWh per year, equivalent to an annual expenditure of NT\$49,500. This initiative is expected to reduce carbon emissions by 4,940 kg CO <sub>2</sub> e annually, demonstrating the Company’s commitment to environmental sustainability and corporate responsibility."				

Note 1: Whether or not "yes" or "no" is checked, it should be stated in the summary description field.

Note 2: The evaluation criteria for the independence of the Company's accountants are as follows:

Accountant Independence Assessment Criteria

Evaluation items	Evaluation result	Whether it is independent
1. Whether the accountant has a direct or significant indirect financial interest relationship with the Company	No	Yes
2. Whether the accountant has a financing or guaranteeing action with the Company or the directors of the Company	No	Yes
3. Whether the accountant has a close business relationship or potential employment relationship with the Company	No	Yes
4. Whether the accountants and their members of the audit team are currently directors or managers in the current or the last two years or have a significant impact on the audit work	No	Yes
5. Whether the accountant has provided non-audit services to the Company that may directly affect the audit	No	Yes
6. Whether the accountant has any stock or other securities issued by the Company	No	Yes
7. Apart from performing business permitted by laws and regulations, do accountants represent the Company in legal cases or other disputes with third parties	No	Yes
8. Whether the accountant has a kinship with the directors, managers or persons who have a significant impact on the audit	No	Yes

AQIs 5 dimensions and 13 indicators

Dimension 1: Professionalism	Assessment Focus
1-1 Review experience	Whether the senior inspectors have sufficient audit experience to perform the inspection work.
1-2 Training Hours	Whether accountants and senior auditors receive sufficient education and training every year to continuously acquire professional knowledge and skills.
1-3 turnover rate	Whether the firm maintains enough senior human resources.
1-4 Professional Support	Whether the firm has enough professionals (such as evaluators) to support the verification team.
Dimension 2: Quality Control	Assessment Focus
2-1 Accountant load	Whether the accountant's workload is too heavy.
2-2 Check input	Check whether the input of team members is appropriate at each stage.
2-3 Case EQCR	Whether the EQCR accountant devotes enough time to the review of audit cases.
2-4 Quality Control Support Ability	Whether the firm has sufficient quality control manpower to support the inspection team.
Dimension 3: Independence	Assessment Focus
3-1 Public fees for non-audit services	The Influence of the Proportion of Public Fees for Non-audit Services on Independence.
3-2 Customer Familiarity	The influence of the cumulative number of years of auditing cases in the firm's annual financial report on the independence.
Dimension 4: Monitor	Assessment Focus
4-1 Missing external inspection and punishment	Whether the firm's quality control and audit cases are implemented in accordance with relevant laws and standards.
4-2 The competent authority issued a letter to improve	Whether the firm's quality control and audit cases are implemented in accordance with relevant laws and standards.
Dimension 5: Innovation Capability	Assessment Focus
5-1 Innovation Capability	The accounting firm's commitment to improving audit quality, including the accounting firm's innovation capability and planning.

Note 3: Corporate Governance Executive Training Situation:

Name/Title	Date	Organizer	Course Title	Time
PhoebeChen Chairman's Office Manager/ Head of Corporate Governance	2024.08.15	ROC Corporate Management and Sustainable Development Association	Latest Developments and Impacts of Controlled Foreign Corporation (CFC) Regulations	3 hours
	2024.09.20	Republic of China Securities and Futures Market Development Foundation	Insider Trading Prevention Advocacy Meeting for the Fiscal Year 2024	3 hours
	2024.10.25	ROC Corporate Management and Sustainable Development Association	Workplace Labor Disputes, Resolution Mechanisms, and Case Studies	3 hours
	2024.11.27	ROC Corporate Management and Sustainable Development Association	Analysis of Practical Disputes in Board of Directors	3 hours
	2024.12.04	Securities and Futures Institute (SFI)	Sustainability Development Committee and Sustainability Officer Forum	3 hours

Note4: Stakeholders of the company are concerned about issues, communication methods and impl:

boundary	Stakeholder	Concerns	Communication route	Communication frequen	Contact window	2024 implementation status
Internal	Staff	Salary, Welfare, Education and Training, Occupational Health and Safety, Quality System, HSF Management	Staff communication meeting	Once every six months	Spokesperson Joseph Chuang, Director HR@sunplus.com	Hold 2 meetings and announce colleagues' questions and replies
			Employee welfare committee	Irregular	Spokesperson Joseph Chuang, Director HR@sunplus.com	Related to the Welfare Committee Forum in the internal life communication channel
			Labor Retirement Reserves Supervision Committee	Once per quarter	Spokesperson Joseph Chuang, Director HR@sunplus.com	4 meetings are held, and meeting minutes are available for inquiry
			Internal promotion	Irregular	Spokesperson Joseph Chuang, Director HR@sunplus.com	E-mail, posters, announcements, etc. irregular publicity
			Employee performance interview	2 times a year	Spokesperson Joseph Chuang, Director HR@sunplus.com	Conduct an employee performance interview in the middle of the year and at the end of the year, prepare a performance and future development analysis table for reference, and the achievement rate is over 90%
			Labor-management meeting	Once per quarter	Spokesperson Joseph Chuang, Director HR@sunplus.com	4 meetings are held, and meeting minutes are available for inquiry
			Occupational Safety and Health Committee	Once per quarter	Environmental Safety Shamir Chang shamir.chang@ sunplus.com	4 meetings are held, and meeting minutes are available for inquiry
	Board	Sustainable Development	Sustainable Development Implementation Report	Once per year	Spokesperson Joseph Chuang, Director shamir.chang@ sunplus.com	On May 13, 2024, the board of directors will report on the implementation status in 2023.
			Greenhouse gas inventory and verification schedule planning report	Once per quarter	Spokesperson Joseph Chuang, Director shamir.chang@ sunplus.com	Progress of the Greenhouse Gas Inventory and Verification Schedule Execution Report at the Board of Directors Meetings in January, May, August, and November.
		Communication with stakeholders	Report on the Communication between the Company and Stakeholders	At least once per year	Spokesperson Joseph Chuang, Director shamir.chang@ sunplus.com	Report to the Board of Directors on December 25, 2024.
external	client	Customer appeal	Customer complaints	Cases based on customer complaints	Quality and Reliability Engineering Department Aleck Lin QA@sunplus.com	In 2024, there were a total of 54 customer complaint cases. Among them, 20 cases were attributed to Sunplus's responsibility. All cases were successfully resolved.
		Customer satisfaction	customer satisfaction survey	2 times a year	Quality Systems Department Cindy Chang QA@sunplus.com	In the two surveys at the beginning of the year and the middle of the year, the customer satisfaction o quality was 9.91 / 9.15 points (out of 10 points), and HSF customers' satisfaction was 9.66/9.53 points. All relevant issues were closed.
		Product quality and hazardous substance requirements	mail	Irregular	Quality Systems Department Lucy Sun QA@sunplus.com	Quality and hazardous substance requirements, a total of 50 external document specifications, all of which are properly processed
	Agent	Bad quarters inventory	Bad quarters inventory	Quarterly	Quality Systems Department Cindy Chang QA@sunplus.com	2024 Q1~Q4 All Complete
	Outsourcing factory	Green product requirements	GPM system	Update of reporting period, new product release, new specification requirements	Quality Systems Department Lucy Sun QA@sunplus.com	219 report updates in 2024
		Supplier management approach	Quality/environmental assessment of existing outsourcing factories	Held once a year for each factory	Supplier Quality and Engineering Management Department Tiffany Ho QA@sunplus.com	Carry out assessment on the quality/environmental safety and health of existing outsourcing factories, counting 10 factory times
	Tenant	Relevant environmental protection and safety regulations	Meeting, E-mail, Line notification	Irregular	Environmental Safety Shamir Chang shamir.chang@ sunplus.com	On-site environmental, health, and safety measures are communicated through irregular phone calls and email exchanges.
	Government agencies	Statute compliance	Official document round trip, meeting, E-mail	Irregular	Spokesperson Joseph Chuang, Director shamir.chang@ sunplus.com	1. Participate in seminars and symposia held by competent authorities 2. Cooperate with the competent authority in supervision and inspection 3. Set up a contact window to maintain good interaction with the competent authorities
	Shareholders and investors	Operational performance, Risk Management, Corporate Governance, Shareholder participation	Annual report	Once a year	Spokesperson Joseph Chuang, Director IR@sunplus.com	1. On May 24, 2024, the 2023 annual report will be uploaded on the Public Information Observatory 2. Quarterly upload of financial reports in 2024
			Financial report	Once per quarter	Spokesperson Joseph Chuang, Director IR@sunplus.com	
			Legal person briefing meeting	twice a year	Spokesperson Joseph Chuang, Director IR@sunplus.com	Invited to attend two investor briefings on August 19, 2024, and December 4, 2024.
			Shareholder regular meeting	Once a year	Spokesperson Joseph Chuang, Director IR@sunplus.com	A regular meeting of shareholders will be held on June 12, 2024.
			The official website sets up a special area for corporate social responsibility and stakeholders	at any time	Spokesperson Joseph Chuang, Director IR@sunplus.com	A special area for corporate social responsibility and stakeholders has been set up on the official website.
			Set up a contact window for stock affairs and investor relations for two-way communication	at any time	Spokesperson Joseph Chuang, Director IR@sunplus.com	The services and investor relations contact window provides external communication channels.

2.3.4 Disclosure of Operations of the Company’s Compensation Committee:  
1. Qualifications and Independence Analysis

Condition		Professional qualifications and experience (Note 2)	Independence situation (Note 3)	Number of members of the salary and remuneration committee of other public offering companies
Status(Note 1)	Name			
Independent Director (Convener)	Tse-Jen Huang	Please refer to the relevant content of Schedule 1 Director Information (1) on pages 5 to 8		1
Independent Director	Rui-Qi Chen			0
Independent Director	Cong-Ling Guo			0
Independent Director	Shu-Jun Huang			3

2025/04/15

Note 1: Please provide specific details in the table regarding the work tenure, professional qualifications, experience, and independence status of each member of the Compensation Committee. If the member is an independent director, please annotate to refer to the relevant content on pages 5 to 7 of Annex 1 Director and Supervisor Information (1). Indicate whether they are an independent director or other (please add a note if they are the convener).

Note 2: Professional qualifications and experience: describe the professional qualifications and experience of individual compensation committee members.

Note 3: Condition of independence: state that the members of the Compensation and Remuneration Committee meet the conditions of independence, including but not limited to whether I, my spouse, or relatives within the second degree of kinship serve as directors, supervisors or employees of the company or its affiliated companies; I , spouse, relatives within the second degree of relatives (or in the name of others) hold the number and proportion of the company's shares; whether it is a company that has a specific relationship with the company (refer to the listing of stocks or the establishment and exercise of powers of the company's compensation committee at the business office of a securities firm) The director, supervisor or employee of Article 6, Paragraph 1, Subparagraphs 5 to 8); the amount of remuneration received for providing business, legal, financial, accounting and other services to the company or its affiliates in the last two years.

Note 4: For disclosure methods, please refer to the Best Practice Reference Examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange

2. Operation

1. BOD appointed 4 independent director to be members of compensation committee.
2. The term of office of the current committee members: From July 12, 2024 to June 11, 2027, the 5th Salary and Remuneration Committee of 2024 held 1 meetings, the 6th Compensation Committee held 1 meeting, making a total of 2 meetings(A), membership qualifications and attendance The situation is as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate(B/A) (%) (Note)	Remarks
Convener	Tse-Jen Huang	2	0	100	Re-elected on 2024.06.12
Member	Che-Ho Wei	1	0	100	Stepped down upon re-election on June 12, 2024.
Member	Rui-Qi Chen	2	0	100	Re-elected on 2024.06.12
Member	Cong-Ling Guo	2	0	100	Re-elected on 2024.06.12
Member	Shu-Jun Huang	1	0	100	Newly appointed upon re-election on June 12, 2024.

Other information required to be disclosed:

1. If the board of directors does not adopt or amend the recommendations of the compensation and remuneration committee, it shall state the date of the board of directors, the period, the content of the proposal, the result of the resolution of the board of directors, and the company's handling of the opinions of the compensation and compensation committee (for example, the compensation and compensation approved by the board of directors is superior to the compensation and compensation committee) The recommendations of the Compensation and Compensation Committee shall be stated and the reasons for the differences shall be stated): The Board of Directors has adopted and has not amended the recommendations of the Compensation and Compensation Committee.
2. For matters resolved by the Compensation and Remuneration Committee, if members have objections or reservations and have a record or written statement, the date of the Compensation and Remuneration Committee, the period, the content of the proposal, the opinions of all members and the handling of the opinions of the members shall be stated: Remuneration Committee All members unanimously agreed to the resolutions of the Remuneration Committee without any objection or reservation.

Note:

- (a) If the member being relieved of office before year end, it shall be notified as a remark. The actual rate of attendance shall be calculated according to the meetings held when he/she is at the post.
- (b) If there is a re-appointment before year-end, the new member along with the original ones shall be disclosed, and the date of member being appointed shall be stated. The actual rate of attendance shall be calculated according to the meetings held when he/she is at the post.

3. Review salary and remuneration regularly The function of the company’s salary and remuneration committee is to evaluate the company’s directors and managers’ salary and remuneration policies and systems with a professional and objective status. It meets at least two times a year and may hold meetings at any time as needed to make recommendations to the board of directors. For their decision-making reference

- (1). The powers of the company's salary and remuneration committee
- (A) Review this regulation regularly and propose amendments.
- (B) Formulate and regularly review the policies, systems, standards and structures of the performance and remuneration of the company's directors and managers.
- (C) Regularly evaluate the performance of the company's directors and managers, and determine the content and amount of their remuneration.
- (2). When the Salary and Compensation Committee performs its functions and powers, it shall be based on the following standards Ensure that the company's salary and remuneration arrangements comply with relevant laws and regulations and are sufficient to attract outstanding talents.

- (1) Ensure that the company's salary and remuneration arrangements comply with relevant laws and regulations and are sufficient to attract outstanding talents.
- (2) The performance evaluation and salary remuneration of directors and managers should refer to the normal level of payment in the industry, and consider the time invested by the individual, the responsibilities he undertakes, the achievement of the profit center goal, the performance of other positions, and the company has given the same in recent years. Salary and remuneration for position holders, as well as the rationality of the relationship between individual performance and the company's operating performance and future risks as assessed by the achievement of the company's short-term and long-term business objectives and the company's financial status.
- (3) Guide directors and managers to engage in behavior that exceeds the company's risk appetite in pursuit of remuneration.
- (4) The proportion of short-term performance bonuses for directors and senior managers and the payment time of part of the variable salary remuneration shall be determined in consideration of industry characteristics and the nature of the company's business.
- (5) The members of this committee shall not participate in the discussion and voting on the decision of their personal salary and remuneration.

4. The content of the proposals and resolutions of the Salary and Compensation Committee in 2024, and the company's handling of the opinions of the Salary Committee:

Compensation Committee	Proposal content and follow-up processing	Resolution result	Company's Compensation Committee Handling of opinions
The tenth time of the fifth session, 2024.01.25	1. Proposal for the Distribution of Year-End Bonuses to Managers for the Year 2023 2. Proposal for the 2024 Company-wide Compensation and Managerial Remuneration Policy	1. Agreed by all members 2. Agreed by all members	All the directors present at the board of directors agreed to pass
The first time of the sixth session, 2024.08.13	1. Proposal for the Amendment of the Company's "Director and Manager Compensation Management Guidelines" 2. Proposal for Company-wide Salary Adjustments and Managerial Salary Adjustment Performance for the Year 2024 3. Proposal for the Compensation of the Company's Board of Directors and Functional Committees	1.Agreed by all members 2. Agreed by all members 3. a. Regarding the compensation for general directors, it was approved as proposed after the Chairman consulted all attending committee members with no objections. b. Regarding the compensation for independent directors, it was approved as proposed after the Chairman consulted the remaining attending committee members, with the exception of those who recused themselves due to conflicts of interest, and no objections were raised. c. Regarding the compensation for independent director Huang Zeren, the Chairman instructed Committee Member	All the directors present at the board of directors agreed to pass



Compensation Committee	Proposal content and follow-up processing	Resolution result	Company's Compensation Committee Handling of opinions
		Chen Ruiqi to act as the Chairman. With the exception of Director Huang Zeren, who recused himself from the discussion and voting due to legal requirements, the acting Chairman consulted the remaining attending committee members, and there were no objections to the proposal, which was approved as submitted.	

**2.3.5 The implementation of sustainable development initiatives and the differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, along with the reasons for these differences**

Item	Implementation Status (Note 1)						Deviations from “Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies” and reasons																																																																																												
	Y	N	Summary (Note 2)																																																																																																
1. Has the company established a governance structure to promote sustainable development, and set up a dedicated (part-time) unit to promote sustainable development, which is authorized by the board of directors to handle senior management, and supervised by the board of directors?	V		<p>1. In order to improve the management of sustainable development, the company organizes an interdepartmental organization for sustainable development, and sets up three working groups (see attached table) for economy, environment and society; the administrative management department is responsible for sustainable development policies, systems or The board of directors also authorizes the director of the department to deal with the proposal and implementation of relevant management guidelines and specific promotion plans, and regularly report the situation to the board of directors. The last time the company reported to the board of directors the promotion of sustainable development was May 13, 2024. The board of directors reviews sustainable development management measures, urges the company to practice sustainable development, and reviews its implementation effectiveness and continuous improvement at any time to ensure the implementation of sustainable development policies.</p> <table><tr><th colspan="2" rowspan="2">Corresponding department</th><th rowspan="2">Chairman</th><th rowspan="2">Finance and accounting</th><th colspan="2">Administration</th><th rowspan="2">EHS</th><th rowspan="2">QS</th><th rowspan="2">QC</th><th rowspan="2">PM/RD</th><th rowspan="2">Sales</th></tr><tr><th>Human resources</th><th>Administration</th></tr><tr><td colspan="2">Team</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td colspan="2">Economy</td><td>V</td><td>V</td><td></td><td>V</td><td></td><td>V</td><td>V</td><td>V</td><td>V</td></tr><tr><td colspan="2">Environment</td><td></td><td></td><td></td><td>V</td><td>V</td><td>V</td><td>V</td><td>V</td><td></td></tr><tr><td rowspan="4">Society</td><td>Labor Condition and Dignified Labor</td><td></td><td></td><td>V</td><td>V</td><td>V</td><td></td><td></td><td></td><td></td></tr><tr><td>Human rights</td><td>V</td><td></td><td>V</td><td>V</td><td>V</td><td>V</td><td></td><td></td><td></td></tr><tr><td>Society</td><td>V</td><td>V</td><td>V</td><td>V</td><td>V</td><td></td><td>V</td><td>V</td><td>V</td></tr><tr><td>Product responsibilities</td><td></td><td></td><td></td><td></td><td></td><td>V</td><td>V</td><td>V</td><td>V</td></tr></table> <p>2. Generalplus Technology has established a sustainable promotion committee and a sustainable promotion cross-departmental working group. Sunplus Innovation Technology has established a Sustainability Promotion Task Force. Although other subsidiaries have not set up full-time (part-time) units to promote sustainable development, they have spared no effort in environmental protection and related social responsibility activities.</p>						Corresponding department		Chairman	Finance and accounting	Administration		EHS	QS	QC	PM/RD	Sales	Human resources	Administration	Team											Economy		V	V		V		V	V	V	V	Environment					V	V	V	V	V		Society	Labor Condition and Dignified Labor			V	V	V					Human rights	V		V	V	V	V				Society	V	V	V	V	V		V	V	V	Product responsibilities						V	V	V	V	No major Difference			
Corresponding department		Chairman	Finance and accounting	Administration		EHS	QS	QC					PM/RD	Sales																																																																																					
				Human resources	Administration																																																																																														
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Economy		V	V		V		V	V	V	V																																																																																									
Environment					V	V	V	V	V																																																																																										
Society	Labor Condition and Dignified Labor			V	V	V																																																																																													
	Human rights	V		V	V	V	V																																																																																												
	Society	V	V	V	V	V		V	V	V																																																																																									
	Product responsibilities						V	V	V	V																																																																																									
2. Does the company conduct risk assessments on environmental, social and corporate governance issues related to the company's operations in accordance with the principle of materiality, and formulate relevant risk management policies or strategies? (Note 2)	V		<p>The company and its subsidiaries operate through sustainable development cross-departmental organizations and various management systems, using the company as the boundary of risk assessment, through internal meetings of sustainable development cross-departmental organizations and risk assessment meetings of various management systems, according to the principle of materiality, Risk assessments are carried out on environmental, social and corporate governance issues related to operations. The company's latest risk assessment completed the annual risk assessment on September 20, 2024.</p> <p>Based on the assessed risks, formulate relevant risk management policies or strategies as follows:</p> <table><tr><th>Major Issue</th><th>Risk Assessment Projects</th><th>Risk Management Policies or Strategies</th></tr><tr><td>Environment</td><td>Environmental protection, Energy saving, and Carbon reduction</td><td>The company is committed to environmental protection and energy saving. Located in the upper reaches of the semiconductor industry, the company exerts its excellent R&amp;D technology and continues to promote high-level semiconductor process technology to save chip energy consumption, thereby driving the use of power energy in downstream consumer electronics terminal products. Through the implementation of environmental management (EMS) and the institutionalized PDCA management cycle, the impact on the environment is</td></tr></table>						Major Issue	Risk Assessment Projects	Risk Management Policies or Strategies	Environment	Environmental protection, Energy saving, and Carbon reduction	The company is committed to environmental protection and energy saving. Located in the upper reaches of the semiconductor industry, the company exerts its excellent R&D technology and continues to promote high-level semiconductor process technology to save chip energy consumption, thereby driving the use of power energy in downstream consumer electronics terminal products. Through the implementation of environmental management (EMS) and the institutionalized PDCA management cycle, the impact on the environment is	No major Difference																																																																																				
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					effectively reduced; at the same time, plans and programs for implementation are formulated every year, and the progress of various goals is tracked and reviewed regularly to ensure the goals achieved.	
				Task Force on Climate-related Financial Disclosures (TCFD)	Based on the four major aspects of governance, strategy, risk management, indicators and goals, the company has evaluated the guiding principles and specific practices of planning.	
			Society	1. Occupational safety and health	1. The Company has obtained ISO 45001:2018 certification for its Occupational Health and Safety Management System, and regularly holds fire drills and occupational safety and health education and training every year to cultivate employees' emergency response and self-safety management capabilities.	
				2. Product Security	2. All products of the company comply with various product and service laws and regulations regulated by the government, and comply with EU RoHS/REACH regulations on hazardous substances. And through strict quality system management, we provide customers with stable product quality. At the same time, in order to ensure customer service quality and improve customer satisfaction, we set up customer service hotlines and communication websites, and actively conduct customer service satisfaction surveys every year to strengthen the relationship with customers. The cooperative relationship with customers has become the cornerstone of the sustainable development of the enterprise through the mutual benefit and co-prosperity relationship with customers.	
			Corporate Governance	Socioeconomic and Legal Compliance	Through the establishment of a governance organization and the implementation of an internal control mechanism, it is ensured that all personnel and operations of the company truly comply with relevant laws and regulations.	
3. Environmental issues						

(1) Whether the company establishes an appropriate environmental management system according to its industrial characteristics.	V		<p>1. The company has dedicated environmental protection personnel to manage the legal environmental protection management work; the company's standards superior to the management system are implemented by the environmental management system chief auditor to implement system operation and management; it has passed the environmental management system ISO14001:2015 certification, and the certificate is valid. The period ends on February 9, 2026.</p> <p>2. Subsidiaries are exempted from setting up special environmental protection personnel in accordance with the law, but there are still special personnel to promote relevant environmental management work.</p>	No major Difference
(2) Whether the company is committed to improving the utilization efficiency of various resources and using recycled materials with low impact on environmental load.	V		<p>1. The company and its subsidiaries have promoted paperless operations and the use of energy-saving lamps and water-saving appliances, while implementing the policy of turning off lights and saving water.</p> <p>2. The company optimizes the operating system of the factory facilities and actively promotes various waste reduction activities to increase the operating efficiency of the factory system and reduce the impact on the environment; with the goal of saving energy by 1% year by year, the company's 2024 annual electricity consumption is 6,943 kilowatt-hours. Due to an increase in tenants within the plant, overall electricity consumption at the facility rose. As a result, compared to 6.983 million kWh in 2023, energy savings reached only 0.5%, which fell short of the target. The Company will continue implementing relevant energy-saving measures in hopes of reducing electricity consumption.</p> <p>3. The company and its subsidiaries abide by relevant environmental laws and regulations, actively respond to the recycling and classification of resources, and promote the use of various recycled materials and packaging materials to reduce the impact on the environment.</p>	No major Difference
(3) Whether the company assesses the potential risks and opportunities of climate change to the company now and in the future, And take relevant responsive measures.	V		The IC design industry is located in the upstream of the semiconductor industry. The company and its subsidiaries have no relevant manufacturing procedures. If there is a real risk caused by climate change, it should only increase the cost due to the increase in electricity and water used for air conditioning and office lighting. However, the optimization of the operating system of factory facilities reduces energy consumption and the impact on the environment; the company and its subsidiaries continue to promote advanced semiconductor process technology and practice Moore's Law in order to use excellent R&D technology to save chip energy consumption , and then drive the power energy usage of downstream consumer electronics terminal products. In terms of product design, provide more energy-saving solutions to increase product adoption.	No major Difference
(4) Does the company count greenhouse gas emissions, water consumption and total weight of waste in the past two years, and formulate policies for greenhouse gas reduction, water and other waste management.	V		<p>1. In accordance with the ISO14064 standard, the company takes the year of 2011 as the base year for the inventory, and conducts the greenhouse gas emission inventory every year. In preparation for third-party verification in 2026, the Company has engaged a consulting firm to assist with the inventory process. The base year will be adjusted to 2025 accordingly. The inspection boundary is the company's own factory area. Our company has set a target to reduce indirect greenhouse gas emissions by 2% annually. The greenhouse gas emissions for the year 2024 were 3,203.059 tons of CO2e, a decrease of 181.471 tons of CO2e (5.36%) compared to 3,384.530 tons of CO2e in 2023, meeting the target.</p> <p>2. In the 2024 greenhouse gas emissions of 3,203.059 tons of CO2e, 75.7731 tons of CO2e (approximately 2.37%) are from direct emissions and removals under Scope 1, which include emissions from sources such as company vehicle fuel consumption, generator fuel use, and refrigerant leakage. The remaining emissions fall under <b>Scope 2</b> and <b>Scope 3</b>, which are indirect emissions.</p> <p>3. "In 2024, due to the biennial cleaning of the water storage tanks within the plant, the water consumption for the Company's own facility was 28.67 thousand tons, a slight increase of 1.45% compared to 28.26 thousand tons in 2023.</p> <p>4. The company produced 101.04 tons of general industrial waste in 2024, with a monthly average of 8.42 tons, including general waste from business activities (D-1801), waste plastic mixture (D-0299), waste fiber mixture (D-0899) Three categories, and D-1801 category accounted for 80.96%; another IC defective product (hazardous industrial waste listed in the Environmental Protection Act) was 0.32 tons, and the output was very small; the total weight statistics, evaluation and difference analysis of industrial waste, It is in line with the content of "risk control, disaster prevention" and "energy saving, waste reduction, and sustainable environment" in the environmental safety and health management policy formulated by the company.</p> <p>5. In order to fulfill the commitment of environmental protection, the subsidiary has set the reduction of the company's overall carbon emissions as the company's long-term improvement goal, Generalplus Technology and Sunplus Innovative Technology and has carry out self-inspection, expecting to reduce greenhouse gas emissions year by year, and is committed to energy conservation, recycling Waste, compliance with environmental regulations, and commitment to pollution prevention and continuous improvement.</p>	No major Difference
4. Social issues				
(1) Has the company formulated relevant management policies and procedures in accordance with relevant regulations and international human rights conventions?	V		<p>The company and its subsidiaries abide by labor-related laws and regulations, and formulate relevant work rules to protect the rights and interests of employees preferentially, and provide information to enable employees to understand their rights and interests. The various management policies and procedures are summarized as follows:</p> <p>1. Human Rights Policy: In order to fulfill corporate social responsibility and protect the basic human rights of all colleagues, customers and</p>	No major Difference

		<p>stakeholders, the company and Generalplus Technology and Sunplus Innovative Technology strive to comply with and abide by the relevant provisions of various international human rights conventions, and follow the "United Nations Universal Declaration of Human Rights" and "United Nations Guiding Principles on Business and Human Rights" , "United Nations Global Covenant" and "United Nations International Labor Organization" and other international human rights conventions and labor standards related labor laws, respect internationally recognized basic human rights, including freedom of association, care for vulnerable groups, prohibition of child labor, elimination of forced labor in various situations, and elimination Discrimination in employment and employment, protection of the legitimate rights and interests of employees, and formulation of relevant management policies and procedures in accordance with the law.</p> <p>2. Human rights risk mitigation measures: In order to mitigate human rights risks, the company and Generalplus Technology and Sunplus Innovative Technology are committed to the improvement of various working environments and working conditions.</p> <p>3. Relevant education and training: The company and Generalplus Technology arrange relevant laws and regulations publicity courses during working hours, and increase the efficiency of course absorption through the recording and design of e-learning online courses, so as to enhance employees' understanding of relevant laws and information. Please refer to Note 4 for detailed human rights concerns and corresponding practices.</p>	
(2) Whether the company has formulated and implemented reasonable employee welfare measures (including salary, vacation and other benefits), and appropriately reflected the operating performance or results in employee compensation?	V	<p>The company is committed to creating an equal and inclusive working environment, including gender and age diversity; at the same time, it also provides all colleagues with opportunities for promotion with consistent standards and implements the concept of equal rights and justice. The ratio of male employees to female employees is about 66:34, and among supervisors, female supervisors account for 28%.</p> <p>The company and its subsidiaries provide a leave system that is superior to the law, such as special vacation days that are superior to the law, 10 days of paid sick leave each year, and 19 days of national holidays and anniversaries.</p> <p>And in accordance with the Organizational Guidelines for Employee Welfare Committees promulgated by the Ministry of Labor, the company invites various departments to appoint members to form an employee welfare committee to coordinate the company's welfare committee funds and promote various welfare measures. The allocation ratio has always been 0.15% of revenue (the legal maximum ratio), allowing the Welfare Committee to plan more diverse and interesting welfare projects.</p> <p>According to the company's articles of association, if the company has a profit in the year, it should allocate no less than 1% as employee compensation and no more than 1.5%. Remuneration for directors. However, when the company still has accumulated losses (including adjusting the amount of undistributed surplus), it should reserve the amount to make up in advance.</p> <p>The annual overall reward and remuneration issued by the company and its subsidiaries will be determined based on the achievement of the company's overall operating goals, the annual profit status, and the individual performance and investment of employees. Before July every year, the company will measure the overall salary level of its peers in the market, employees' individual performance, future development and other related principles, and appropriately adjust salaries for colleagues.</p> <p>Annual employee remuneration must be approved by the board of directors and reported at the shareholders' meeting, and disclosed in the company's annual report.</p>	No major Difference
(3) Whether the company provides a safe and healthy working environment for employees, and regularly implement safety and health education for employees.	V	<p>The company and its subsidiaries provide facilities and environments that are superior to occupational safety and health laws and regulations. Set up special organizations and personnel in accordance with the law to implement matters related to environmental safety and health management. And provide employees with a favorable environment for career development, offering various educational training and development programs.</p> <p>The relevant machinery and equipment in the company's workplaces are subject to regular automatic inspections according to the legal cycle, and labor operating environment monitoring is implemented every six months (every April and October) to ensure the safety of employees, the environment and equipment, and provide regular health inspections that are better than the laws and regulations. In 2024, no occupational accident occurred, and the number of cases, the number of employees and the ratio to the total number of employees were all zero. The company has passed the International Occupational Health and Safety Management System (ISO45001:2018) and the Ministry of Labor Occupational Safety Administration Health Workplace Certification; The Occupational Safety and Health Management System certification was reissued after the audit in December 2024, with the certificate validity extended until February 24, 2028.</p> <p>Our company conducts disaster safety drills every six months to assist colleagues in familiarizing themselves with various drill procedures and environments, aiming to minimize injuries in the event of a disaster. These drills were conducted on April 24th and September 4th in 2024, the evacuation drill for the entire plant was conducted on November 15. Regarding fire prevention and disaster safety equipment, our company ensures proper maintenance. Monthly and irregular inspections are carried out by the facilities personnel, and annual fire equipment maintenance and reporting are completed by the end of November, certified by fire equipment professionals. There were no fire accidents in 2024, and both the number of fire incidents and casualties were zero.</p>	No major Difference
(4) Whether the company has established an effective career development training program for employees.	V	<p>The Human Resources Department of the company and its subsidiaries has formulated a complete training plan for the career development of colleagues, so that colleagues can perform duties in the existing positions, and at the same time learn the skills</p>	No major Difference

			necessary for promotion. And has constructed a complete education and training development system, including general education, management, specific, professional, self-inspiration training (Self Development, SD) and other vocational courses. In line with the company's operating goals and employee future development plans, to train professional and management talents needed by future organizations, the company has formulated "employee education and training management procedures", so that the promotion of various businesses and employee training can be followed. The object covers all employees of the company, including contracting and dispatching manpower, regardless of gender and other factors. In line with the company's development goals every year, through the education and training needs survey, through questionnaires, interviews or consensus meetings, etc., formulate an annual education and training plan, and announce it to all employees. In addition to providing appropriate training courses according to different professional abilities, colleagues can also propose training goals and submit internal and external course requirements independently. In addition to physical courses, we have also developed an e-learning platform within the training management system. to break through the limitations of time and space and provide opportunities for re-learning through digital teaching materials and course videos.	
(5) Whether the company complies with relevant regulations and international standards on customer health and safety, customer privacy, marketing and labeling of products and services, and formulates relevant consumer protection policies and appeal procedures.	V		The company and its subsidiaries maintain effective communication channels with customers, ensuring compliance with local regulations and international standards in product and service marketing and labeling. The company and Generalplus Technology have established Customer Service Management Procedures and Customer Complaint Handling Procedures, aiming to systematically and efficiently address customer issues and enhance service quality. Additionally, our company, Generalplus Technology and Sunplus Innovative Technology have dedicated sections on our official websites for stakeholders, allowing customers to raise concerns or inquiries. These inquiries are handled promptly by designated personnel, ensuring proper resolution of any issues raised.	No major Difference
(6) Whether the company has formulated supplier management policies, requiring suppliers to follow relevant regulations on environmental protection, occupational safety and health or labor human rights, and their implementation.	V		The company and its subsidiaries have long been aware of the environmental and social responsibility of the supply chain, and the requirements for suppliers are not limited to performance and quality. Colleagues in relevant departments conduct regular audits and liaise with suppliers to ensure that suppliers' environmental protection, occupational safety and health or labor rights and other issues comply with relevant norms and maintain due standards. If the supplier does not meet the requirements, it needs to improve and meet the standard within the specified time. If improvement is not possible, we will find other suppliers who can meet the expectations of the company and each subsidiary's ethical and environmental standards. In 2024, the company made 10 assessments on environmental protection, occupational safety and health or labor rights of suppliers and outsourced factories, and both suppliers and outsourced factories were able to meet the standards.	No major Difference
5. Does the company make reference to internationally-used report preparation standards or guidelines to prepare corporate social responsibility reports and other reports that disclose the company's non-financial information? Whether the pre-report report obtained the confidence or assurance opinion of the third-party verification unit.	V		The company compiled the 2023 Sustainability Report based on the GRI Universal Standards 2021 ( GRI Universal Standards 2021 ) released by GRI in October 2021. The report includes a GRI Standards cross-reference table for indexing the content of each chapter. It discloses non-financial operational performance to stakeholders, covering corporate governance, green processes and environmentally friendly management measures, updates on employee occupational safety equipment, employee education and training, welfare policies, and achievements in corporate social responsibility, demonstrating the vision and mission of sustainable business operation. The Sustainability Report is published on the official website and the Taiwan Stock Exchange Market Observation Post, providing shareholders and stakeholders with convenient and rapid access to transparent non-financial performance information. Our company's Sustainability Report has not yet obtained assurance or guarantee opinions from third-party verification units. Generalplus Technology has compiled its 2023 Sustainability Report in accordance with the guidelines issued by the Global Reporting Initiative (GRI) and has obtained assurance opinions from third-party verification units. Other subsidiary companies have not prepared sustainability reports, they spare no effort in environmental protection and related social responsibility activities in their senior management policies.	No major Difference  Past corporate social responsibility reports and 2021 sustainability report
6. If a company has its own sustainable development code in accordance with the "Code of Practice for Sustainable Development of Listed OTC Companies", please describe the differences between its operation and the established code: The company, its subsidiaries Generalplus Technology and Sunplus Innovation Technology have formulated the "Sustainable Development Code of Practice" and "Sustainable Information Management Operating Procedure" and "The Operating Procedure of Sustainable Information Management", and there are internal rules for relevant issues such as sustainable operation, environmental protection, employee rights, social welfare and related information disclosure. Of each subsidiary has not yet formulated a corporate social responsibility policy, but relevant issues such as sustainable operation, environmental protection, employee rights, social welfare and related information disclosure are all regulated by internal systems. In order to fulfill corporate social responsibilities, the company and its subsidiaries will occasionally contribute to environmental protection, social contribution, social services, social welfare, consumer rights, human rights, safety and health and other social responsibility activities.				
7. Other important information to facilitate better understanding of the Company's corporate social responsibility practices (1) Sunplus and the subsidiaries for the professional IC design company, IC research and development and design based, department of non-polluting industries, there is no environmental pollution situation. (2) Sunplus and its subsidiaries are actively involved in relevant activities related to social welfare from time to time. (3) Based on the concept of professional services, the Company and its subsidiaries have formulated the relevant guidelines for the implementation of the relevant customers, in order to seek the fastest solution to customer questions. (4) The company and its subsidiaries manage the company's employees in accordance with the "Labor Standards Law" and relevant labor laws and regulations and other labor-related laws and regulations, and special personnel handle the employees' work matters to protect their basic rights and interests. (5) The company and its subsidiaries handle safety and health work in accordance with relevant laws and regulations on occupational safety and health to protect the health and safety of workers. (6) The company has passed ISO14001 environmental management system, ISO45001 international occupational safety and health management system to implement environmental, workplace and worker health and safety care.				

Note 1: If the operation is checked "Yes", please explain the important policies, strategies, measures and implementations adopted; if the operation is checked "No", please explain the reasons and explain the plan for the future adoption of relevant policies, strategies and measures painting.

Note 2: The company has prepared corporate social responsibility report, the abstract statement can be used to indicate the way in which the corporate social responsibility report is reviewed and the index page is replaced.

Note 3: The principle of materiality refers to those who have a significant influence on the company's investors and other stakeholders in relation to environmental, social and corporate governance issues.

Note 4: In order to abide by the spirit of the international human rights conventions, and formulate and implement various human rights protection policies based on the content, Sunplus Technology implements the human rights protection policies based on the content of the [International Covenant on Civil and Political Rights] and the [International Covenant on Economic, Social and Cultural Rights]. , The company pays special attention to the following human rights issues, and the implementation practices are organized as follows:

Human rights concerns	Sunplus's corresponding human rights practices
Ensure equal job opportunities	1. No discrimination based on personal gender, race, socioeconomic status, age, marriage, family status, language, religion, party, nationality, appearance, facial features, pregnancy, physical and mental disabilities, etc. 2. Ensure that the employment policy is non-discriminatory, and implement the fairness of employment, salary system, employee training, evaluation and promotion opportunities.
Child labor is strictly prohibited	1. The company prohibits the employment of children and teenagers under the age of 18, so that children under 15 years of age, child labor over 15 years of age and under 16, and teenagers over 16 years of age and under 18 years of age can fully protect their right to school . 2. The company actively participates in public welfare and donations to relevant social welfare organizations, such as cooperation with family support centers and donations of public welfare funds, so that education rights and resource opportunities are more popular and equal
Freedom of assembly and association of employees	Provide diversified club activities and encourage employees to actively participate
Complaint channels and mechanisms	Provide effective complaint channels and handling mechanisms to avoid discrimination and harassment in the work environment
Establish a healthy and safe workplace environment	To provide employees with a healthy and safe workplace environment, the company continues to improve the working environment to reduce the risk of occupational disasters and protect the health of employees.
Provide employees with physical and mental health Work environment balanced with work	1. Provide diversified activities (such as sports courses, art lectures, and employee travel, etc.) to enrich the work-life balance of colleagues. 2. Establish good health care measures (medical room, visually impaired massage, health check, etc.) to protect the health of employees.
Meet the basic salary	Provide wages that are superior to the law.

Climate-related information of listed companies

Implementation status of climate-related information

Item	Implementation status
1. Describe the supervision and governance by the board of directors and management regarding climate-related risks and opportunities.	<ul style="list-style-type: none"><li>• The company's cross-departmental sustainability team, under the purview of the 'Environmental Functional Committee,' is responsible for coordinating/assessing climate change risks and opportunities across the entire company (including goals and action plans), and disclosing them in the annual sustainability report, the company will regularly report the identification and management of climate change-related risks and opportunities to the board of directors, who will oversee the management process. The most recent report to the Board of Directors was presented on May 13, 2024.</li><li>• Generalplus Technology management identifies climate-related risks and opportunities, develops response strategies, and regularly reports to the board of directors for monitoring.</li><li>• Sunplus Innovative Technology has established a Sustainability Promotion Task Force, with the Executive Vice President as the convener. The Environmental Subcommittee within this task force handles climate-related issues and will provide regular reports to the board of directors on climate issues.</li></ul>
2. Describe how the identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, medium-term, long-term).	<ul style="list-style-type: none"><li>• Define short-term (1-3 years), medium-term (3-5 years), and long-term (5-10 years) climate-related risks and opportunities according to the internal target management schedule, and assess the potential impact of climate risk factors on the company's strategic, operational, and financial planning.</li><li>• The company has implemented the ISO 14064-1:2018 Greenhouse Gas Inventory standard for voluntary self-assessment and will continue to promote carbon reduction initiatives in the future, aiming to achieve carbon neutrality by 2050.</li><li>• The main financial impact of climate risks and opportunities for the company and Generalplus Technology is the increase in financial costs due to increased electricity consumption for air conditioning. The short-term, medium-term, and long-term financial impacts are all minimal.</li><li>• The main financial impacts of Sunplus Innovative Technology climate risks and opportunities are increased raw material costs and possible disaster losses caused by extreme climate, as well as delayed delivery due to transportation obstructions. However, the company has formulated response measures to reduce losses.</li></ul>
3. Describe the financial impact of extreme weather events and transition actions.	<ul style="list-style-type: none"><li>• Taiwan will start imposing carbon fees in 2025, targeting major emitters with annual carbon emissions of 25,000 tons. However, there is a possibility of a continuous upward trend in the tax rate, possibly by 10% annually. Sunplus will continue to monitor policy developments.</li><li>• According to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) (AR6 Statistical Downscaling Version), extreme heat may lead to temporary power shortages. However, our company has comprehensive uninterrupted power supply systems, emergency generators, and data backup measures in place to mitigate operational risks.</li><li>• The company, Generalplus Technology, and Sunplus Innovative Technology are primarily engaged in IC design and do not engage in IC manufacturing activities. Therefore, the risk of production line shutdown due to prolonged drought is not considered a significant risk factor.</li></ul>

4. Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.	The cross-departmental sustainability team, "Environmental Functional Committee," conducts internal communication or meetings based on the TCFD framework. It integrates with the company's existing ISO 14001 risk assessment operations to identify important issues, incorporating climate change issues into the risk management framework, and formulating control strategies and action plans accordingly. Generalplus Technology regularly analyzes and evaluates various climate risk factors, formulates relevant response measures and improvement plans, and collects the latest relevant risk information for review and management to avoid impacts on business operations. Sunplus Innovative Technology identifies and evaluates climate change risks and response measures according to the TCFD framework to identify potential crises and opportunities. The ESG environmental working group considers issues such as policy, regulations, market, technology, reputation, and physical risks, taking into account internal and external environmental changes. It identifies the transformational risks, physical risks, and opportunities posed by climate change to the company and formulates relevant responses.
5. When using scenario analysis to assess resilience to climate change risks, it is essential to elucidate the context, parameters, assumptions, analysis factors, and primary financial impacts.	<ul style="list-style-type: none"> <li>• Simulate the scenario of limiting global warming to 1.5°C, as developed by the Nationally Determined Contributions (NDCs) and the International Energy Agency (IEA) 2-Degree Scenario (2DS), using 2011 as the baseline year, to estimate Sunplus Technology's carbon reduction ratio. In response to verification practices, the plan is to adopt 2025 as the new base year.</li> <li>• Implement energy-saving management for sectors with significant greenhouse gas emissions to achieve the greenhouse gas reduction targets outlined in the NDCs by 2050.</li> <li>• Achieving the energy-saving targets could result in reduced operating costs for equipment.</li> <li>• Generalplus Technology and Sunplus Innovative Technology currently have no plans in this regard.</li> </ul>
6. If there is a transformation plan to manage climate-related risks, describe the contents of the plan, as well as the indicators and goals used to identify and manage physical risks and transformation risks.	<ul style="list-style-type: none"> <li>• Sunplus Technology uses indicators such as electricity consumption and greenhouse gas emissions to assess climate-related risks.</li> <li>• Since 2012, the goal has been to reduce total electricity consumption by 1% annually.</li> <li>• The target is to reduce indirect greenhouse gas emissions by 2% annually.</li> <li>• Generalplus Technology and Sunplus Innovative Technology currently have no plans in this regard.</li> <li>• Sunplus Innovative Technology physical risk and transformation risk items, response strategies and objectives :               <ol style="list-style-type: none"> <li>(1) Taiwan's carbon fee collection mechanism: Continue ISO 14064-1 greenhouse gas voluntary inventory, control carbon emissions and accelerate the formulation of greenhouse gas emission reduction plans.</li> <li>(2) Strengthen emission reporting obligations: Actively track relevant government regulatory information and promptly adjust greenhouse gas management practices to meet compliance requirements.</li> <li>(3) Rising raw material costs: Establish partnerships with multiple suppliers while closely monitoring market and industry changes to ensure stable supply and prices.</li> </ol> </li> </ul>
7. If internal carbon pricing is used as a planning tool, the basis for price determination should be explained.	The company, along Generalplus Technology and Sunplus Innovative Technology, currently do not have plans for internal carbon pricing.
8. If climate-related goals are set, it should be explained which activities are covered, the scope of greenhouse gas emissions, the planning schedule, and annual progress towards achievement. If carbon offsetting or Renewable Energy Certificates (RECs) are used to achieve these goals, the source and quantity of offset carbon credits or the number of RECs should be explained.	<ul style="list-style-type: none"> <li>• Sunplus Technology assesses climate-related risks using indicators such as electricity consumption and greenhouse gas emissions.</li> <li>• Since 2012, the goal has been to reduce total electricity consumption by 1% annually, and this goal has been achieved from 2011 (baseline year) to 2023.</li> <li>• The target is to reduce indirect greenhouse gas emissions by 2% annually. The target for indirect greenhouse gas emissions in 2024 was set at 67.63 metric tons of CO<sub>2</sub> equivalent, "In 2024, with the assistance of consultants, a review and actual calculation showed a reduction of 468.273 tons of CO<sub>2</sub>e, successfully meeting the target.</li> <li>• Through energy-saving measures, carbon offsetting is currently not used, in 2024, 10 bundled Renewable Energy Certificates (RECs) were obtained.</li> <li>• Generalplus Technology and Sunplus Innovative Technology currently have no plans in this regard.</li> </ul>
9. Greenhouse gas inventory and verification status, along with reduction targets, strategies, and specific action plans (to be filled in sections 1-1 and 1-2).	<ul style="list-style-type: none"> <li>• Sunplus Technology has been conducting voluntary greenhouse gas inventories since 2012. However, verification by an accredited institution has not yet been carried out on the inventory results. As a company with a capital of over 5 billion NT dollars but less than 10 billion NT dollars, we will complete the verification of greenhouse gas inventories for the parent company by the end of 2027 according to the regulations of the competent authority. Under the guidance of a consulting firm since November 2024.</li> <li>• The greenhouse gas inventory and verification status for the past two years are as described in section 1-1.</li> <li>• Reduction targets, strategies, and specific action plans are detailed in section 1-2.</li> </ul>

1-1 Recent two-year greenhouse gas inventory and verification status  
1-1-1 Greenhouse Gas Inventory Information  
Provide the emissions (in metric tons of CO<sub>2</sub>e), intensity (in metric tons of CO<sub>2</sub>e per million dollars), and scope of data coverage for greenhouse gases over the past two years.



<b>Company Basic Information</b> <input type="checkbox"/> Company with Capital of Over 10 Billion NT Dollars, Steel Industry, Cement Industry <input checked="" type="checkbox"/> Company with Capital of Over 5 Billion NT Dollars but Less Than 10 Billion NT Dollars <input type="checkbox"/> Company with Capital of Less Than 5 Billion NT Dollars	<b>According to the Sustainable Development Roadmap for Listed Companies, disclosure should include at least</b> <input checked="" type="checkbox"/> Parent Company Individual Inventory <input type="checkbox"/> Parent Company Individual Assurance	<input type="checkbox"/> Consolidated Financial Report Subsidiary Inventory <input type="checkbox"/> Assurance for Consolidated Financial Report Subsidiaries
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Scope One	Total Emissions (Metric tons CO2e)		Intensity (Metric tons CO2e per million dollars) (Note 2)		Assurance Institution	Explanation of Assurance Situation
Annual	2023	2024	2023	2024	None	No assurance required yet
Parent Company	2.7660	75.7731	0.0024	0.0464		
Subsidiary (Generalplus Technology)	48.5500	48.5500	0.0230	0.02057		
Subsidiary (Sunplus Innovative Technology)	10.0871	9.5610	0.0061	0.00526		
...(Note1)						
Aggregate	61.4031	133.8841	0.0126	0.0230		
Scope Two	Total Emissions (Metric tons CO2e)	Total Emissions (Metric tons CO2e)	Intensity (Metric tons CO2e per million dollars) (Note 2)	Intensity (Metric tons CO2e per million dollars) (Note 2)	Assurance Institution	Explanation of Assurance Situation
Parent Company	3,381.76	2,913.4871	3.0523	1.7835	None	No assurance required yet
Subsidiary (Generalplus Technology)	649.5400	635.6300	0.3082	0.2694		
Subsidiary (Sunplus Innovative Technology)	197.2175	217.7770	0.1195	0.1198		
...(Note1)						
Aggregate	4,228.5175	3,766.8941	0.8801	0.6482		
Scope One	61.4031	133.8841	0.0126	0.0230		
Scope Two	4,228.5175	3766.8941	0.8801	0.6482		
Aggregate	4,289.921	3900.778	0.8926	0.6712		

Note 1: Direct emissions (Scope 1, emissions directly from sources owned or controlled by the company), energy indirect emissions (Scope 2, emissions from purchased electricity, heat, or steam), and other indirect emissions (Scope 3, emissions from activities not owned or controlled by the company, such as upstream or downstream emissions).

Note 2: Data coverage for direct emissions and energy indirect emissions should be conducted according to the schedule specified in Article 10 of this standard. Disclosure of other indirect emissions information is voluntary.

Note 3: Greenhouse Gas Inventory Standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 published by the International Organization for Standardization (ISO).

Note 4: Intensity of greenhouse gas emissions can be calculated per unit of product/service or revenue. However, data calculated based on revenue (in million NT dollars) should be disclosed at minimum.

1-1-2 Greenhouse Gas Assurance Information

The assurance status explanation for the most recent two years as of the date of the annual report publication, including the scope of assurance, assurance provider, assurance standards, and assurance opinions. According to the Taiwan Stock Exchange's "Sustainable Development Roadmap for Listed Companies," the Company is required to complete the inventory by 2025 and assurance by 2027; subsidiary companies in the consolidated financial statements are required to complete the inventory by 2026 and assurance by 2028. Currently, there is no need for assurance. However, in accordance with the Q&A requirements of the "Sustainable Development Roadmap for Listed Companies", the consolidated financial statements of the listed subsidiaries (Generalplus and Sunplus Innovation Technology) were completed according to the schedule of the parent company. Since 2012, the Company has conducted voluntary inventories and disclosed the results on the Company's website, annual reports, and ESG reports, currently receiving guidance from a consulting firm and preparing for the verification process.

Note 1: In accordance with the regulations stipulated in Article 10, Paragraph 2 of this guideline, if the Company fails to obtain a complete greenhouse gas assurance opinion by the publication date of the annual report, it should be noted that "Complete assurance information will be disclosed in the sustainability report." If the Company has not compiled a sustainability report, it should be noted that "Complete assurance information will be disclosed on the Market Observation Post System," and complete assurance information should be disclosed in the following year's annual report.

Note 2: Assurance providers should comply with the relevant regulations on assurance providers for sustainability reports formulated by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

Note 3: The disclosure content can refer to the best practice examples on the Corporate Governance Center website of the Taiwan Stock Exchange.

1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

As The company operates in the IC design industry, over 99.9% of greenhouse gas emissions are categorized as indirect emissions. Therefore, our target is to reduce indirect greenhouse gas emissions by 2% annually. Since emissions mainly stem from purchased electricity for air conditioning and office lighting needs, we have implemented facility monitoring systems to enhance the efficiency of air conditioning equipment operation. Additionally, we have promoted energy-saving concepts and practices among employees to reduce unnecessary waste. In 2024, greenhouse gas emissions were 3,203.059 tons of CO<sub>2</sub>e, a decrease of 181.471 tons CO<sub>2</sub>e (5.36%) compared to 3,384.530 tons CO<sub>2</sub>e in 2023, successfully meeting the target. Relevant energy-saving measures will continue to be implemented with the goal of further reducing electricity consumption.

Regarding Lingtong, which falls under Phase 3 (capital below NT\$50 billion), greenhouse gas reduction targets, strategies, and specific action plans will be disclosed annually starting from 2027. According to "Sustainable Development Roadmap for Listed Companies" will be exposed in advance in 2026.

2.3.6 The situation and reasons for the performance of integrity management and the differences with the code of integrity management of listed OTC companies

The situation and reasons for the performance of integrity management and the differences with the code of integrity management of listed OTC companies				
Item	Implementation Status (Note 1)			Deviations from “Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies” and reasons
	Y	N	Summary	
1. Build Ethical corporate management principles				
(1) Has the company formulated the integrity management policy approved by the board of directors, and stated in the regulations and external documents the policies and practices of integrity management, and the board and senior management's commitment to actively implement the management policy.	V		The Company, Generalplus Technology and Sunplus Innovation Technology have formulated the "Integrity Management Operating Procedures and Behavior Guidelines" approved by the board of directors as a clear policy and practice for operating integrity, as well as the active implementation of operating policies by the board of directors and management. Commitment, and disclosed on the company website. The remaining subsidiaries uphold the business philosophy of "Integrity", "Creativity", "Quality", and "Service", formulate various internal management systems and measures within the company, and implement and implement irregular reviews.	No major Difference
(2) Whether the company has established an assessment mechanism for the risk of dishonesty, regularly analyzes and evaluates business activities with a high risk of dishonesty in the business scope, and formulates a plan to prevent dishonesty, and at least covers the "good faith management of listed companies "Code" Article 7, Paragraph 2, Prevention Measures.	V		The Company, Generalplus Technology and Sunplus Innovative Technology have established the "Code of Ethical Conduct for Employees", "Code of Ethical Conduct for Directors and Managers" and "Ethical Business Procedures and Behavior Guidelines", which expressly prohibit the provision or acceptance of non-compliance. Legitimate interests. The company and Sunplus Technology have a "reporting system", and Lingtong Technology has a "handling method for reporting cases of illegal and unethical or dishonest conduct", encouraging the reporting of any illegal or violation of the code of ethical conduct or conduct of integrity management . In addition, the company still requires colleagues in the management, production center, business and information units with high job sensitivity to sign the "Integrity Commitment"; when signing the annual distributor contract with the customer, they also sign the "Integrity Behavior Declaration"; According to the annual transaction amount, the relevant suppliers sign the "Declaration of Integrity Behavior". The remaining subsidiaries have clearly stipulated the reporting and punishment system for employees’ integrity behaviors in the “Work Rules”, and effective implementation through internal control systems to reduce the risk of dishonest behaviors and to achieve preventive effects.	No major Difference
(3) Does the company clearly specify the operating procedures, behavior guidelines, disciplinary punishment and grievance system in the plan to prevent dishonesty, and implement it, and regularly review and revise the pre-disclosure plan.	V		The Company, Generalplus Technology and Sunplus Innovative Technology have respectively set up a "whistleblowing system", "employee ethical code of conduct", "director and manager's code of ethical behavior", "handling methods for reporting illegal and unethical or dishonest conduct" and "Integrity Management Operation Procedures and Conduct Guidelines", clearly stipulate the relevant operation procedures and behavior guidelines for preventing dishonest behaviors. For colleagues to inquire at any time, we will also provide relevant promotion for new employees through education courses. For any suspected violations of business ethics and confirmed cases, the violators will be subject to severe disciplinary measures including termination of employment or business relationships, and appropriate legal action will be taken in due course. Subsidiary's "Work Rules" set out to prohibit dishonesty, punishment and appeal system for violations of regulations.	No major Difference
2. Implement integrity management				
(1) Whether the company evaluates the integrity records of the counterparties, and specifies the terms of integrity behavior in the contract signed with the counterparties.	V		The "Integrity Operation Procedures and Behavior Guide" of the company, Generalplus Technology, and the "Integrity Operation Guidelines" of Sunplus Innovative Technology clearly stipulate that when signing a contract, it should fully understand the other party's integrity management status and incorporate the company's integrity management policy into the contract terms. In addition, when the company signed an annual distributor contract with customers since 2017, it also signed a "Certificate of Integrity"; the relevant suppliers, who defined the annual transaction amount, also signed a "Certificate of Integrity". The remaining subsidiaries carefully evaluate the legality of the counterparties through customer credit evaluation and supplier management operations to avoid dishonest business activities.	No major Difference
(2) Does the company set up a special unit under the board of directors to promote corporate integrity management, and regularly (at least once a year) report to the board of directors on its integrity management policies and plans to prevent dishonest behaviors and supervision and implementation.	V		In order to improve the management of integrity management, the company and Gnerealplus Technology have designated the Chairman's Office as the dedicated unit for promoting corporate integrity management. The board of directors of Sunplus Innovation Technology has authorized the Finance and Accounting Department to be responsible for promoting integrity management policies, and is responsible for formulating and promoting integrity management policies and preventive plans. The specialized unit reports the implementation situation to the board of directors on a regular basis in December every year. The company's latest report to the board of directors was on December 25, 2024. The remaining subsidiaries actively promote the corporate integrity management concept from top to bottom. In the future, they will set up promotion units based on the actual situation of the company and report to the board of directors regularly.  The Company's 2024 Integrity Management Policy and Dishonest Behavior Prevention Plan and Supervision Implementation: 1. Promote the integrity policy The company has set up a special area for the promotion of integrity policy to promote the integrity management policy to employees, and implement the core values and business philosophy based on integrity. New recruit training promotes the company's integrity policy and conducts quizzes to ensure that newcomers understand the company's	No major Difference

			<p>integrity policy. The new employees hired in 2024 have completed this assessment.</p> <p>2. "Integrity Behavior Statement" stipulates the terms of integrity management</p> <p>(1) The company "Declaration of Integrity", which includes the prevention of conflicts of interest, the avoidance of profit or improper transfer of benefits, the fulfillment of confidentiality obligations, the prohibition of bribery and bribery, infringement of company confidentiality, goodwill, business conduct, etc.</p> <p>(2) The company requests suppliers and customers with higher risks of dishonest behavior within its business scope to sign the "Integrity Behavior Statement." In 2024, new signings of the "Integrity Behavior Statement" were completed.</p> <p>3. Signing of the Integrity Commitment Letter</p> <p>The company requests colleagues from the management, production center, sales, and information units with higher sensitivity in their positions to sign the "Integrity Commitment Letter." Its contents include conflict of interest prevention, avoidance of profiting or improper benefits, fulfillment of confidentiality responsibilities, and prevention of insider trading. It encourages reporting of any illegal or unethical behavior. In 2024, new signings of the Integrity Commitment Letter were completed.</p> <p>4. Establishing a convenient reporting channel</p> <p>The company has established a "whistleblowing system," which outlines the procedures for reporting and ensures confidentiality. It encourages both internal and external parties to report any illegal or unethical behavior that violates the code of conduct or integrity management guidelines. As of the end of 2024, no whistleblower reports have been received.</p>	
(3) Does the company formulate a policy to prevent conflicts of interest, provide appropriate reporting channels, and implement them.	V		<p>The company and Generalplus Technology have established the "Integrity Operation Procedures and Behavior Guide", while Sunplus Innovative Technology has established both the "Integrity Operation Procedures and Behavior Guide" and the "Code of Integrity Management". The communication channels between the employees of Sunplus and its subsidiaries and the management are smooth. If any problems are found, they can be reported to the management. In addition, the departments in charge of integrity management related affairs handle related affairs in accordance with their duties and laws, prevent conflicts of interest and provide appropriate statements about the operation of channels.</p>	No major Difference
(4) Whether the company has established an effective accounting system and internal control system for the implementation of integrity management, and the internal audit unit formulates the relevant audit plan based on the assessment results of the risk of dishonesty, and checks the compliance with the plan to prevent dishonesty, Or entrust an accountant to perform the audit.	V		<p>The company, Generalplus Technology and Sunplus Innovation Technology have established an effective accounting system and internal control system to implement honest management. Internal auditors regularly check the implementation of the internal control system, and through self-inspection of the implementation of the system to ensure internal control The effectiveness of the system is used as the basis for issuing the internal control system statement and submitted to the board of directors for approval.</p> <p>The parent company has prepared and implemented an annual audit plan for its subsidiaries based on risk analysis.</p>	No major Difference
(5) Does the company regularly organize internal and external education and training on integrity management.	V		<p>The company and Generalplus Technology have established the "Integrity Operation Procedures and Behavior Guide", while Sunplus Innovative Technology has established both the "Integrity Operation Procedures and Behavior Guide" and the "Code of Integrity Management". Which builds integrity management into the corporate culture, and promotes it in various meetings from time to time. It also publicizes the integrity management operating procedures and behavior guidelines to the company's employees in internal announcements, and implements the company's core values and business philosophy based on integrity.</p> <p>In 2024, the company conducted integrity policy orientation courses and tests for new employees, totaling approximately 26 hours for 59 participants.</p> <p>Generalplus Technology has set up a special area on the internal website to publicize the integrity management procedures and behavior guidelines to the company's employees, and implement the company's core values and business philosophy based on integrity.</p> <p>Sunplus Innovation Technology has set up the integrity management policy on the homepage of the company website to convey the core values and business philosophy based on integrity to employees, and specially promote it for new employees.</p> <p>The remaining subsidiaries implement opportunity education in their daily business, and will hold education and training according to the actual situation of the company in the future.</p>	No major Difference
3. Operation of the company's whistleblowing system				
(1) Whether the company has set a specific reporting and reward system, and established a convenient reporting channel, and assigned appropriate personnel for the acceptance of the reported object.	V		<p>The company and Sunplus Innovation Technology have a "whistleblowing system", Generalplus Technology has "handling methods for reporting cases of illegal and unethical or dishonesty", and the remaining subsidiaries have "employee complaint methods". The company and its subsidiaries Appropriate persons in charge will be assigned to deal with them, as a convenient reporting channel for employees to report.</p>	No major Difference
(2) Has the company established the standard operating procedures for the investigation of the complaint, follow-up measures to be taken after the investigation is completed, and the relevant confidentiality mechanism?	V		<p>The company and its subsidiaries all have relevant methods for reporting and appealing, which specify the procedures for reporting, the follow-up measures to be taken after the investigation is completed, and the relevant confidentiality principles</p>	No major Difference
(3) Whether the company has taken measures to protect the whistleblowers from improper disposal due to the whistleblowing.	V		<p>The procedures for the protection of whistleblowers are clearly stipulated in the relevant reporting and appeal measures of the company and its subsidiaries.</p>	No major Difference
4. Strengthen information disclosure				
Whether the company disclosed the content of its integrity management code and promoted its effectiveness on its website and public information observatory?	V		<p>Sunplus, Generalplus Technology and Sunplus Innovation Technology have placed relevant regulations on integrity management on the company's internal website for colleagues to inquire at any time. The company's external websites and public information observatories place annual reports and corporate social responsibility reports, which also fully disclose relevant policy requirements and information on honest operation.</p>	No major Difference

5. If a company has its own integrity management code in accordance with the "Code of Integrity Management of Listed OTC Companies", please describe the differences between its operation and the established code: The company and Generalplus Technology have established the "Integrity Operation Procedures and Behavior Guide", while Sunplus Innovative Technology has established both the "Integrity Operation Procedures and Behavior Guide" and the "Code of Integrity Management", and operate in accordance with the operating procedures and behavior guidelines. The company, its subsidiaries, manufacturers and organizations all adhere to the principle of good faith management.
6. Other important information that helps to understand the company's integrity management and operation situation: (such as the company reviewing and revising its integrity management code and other situations) Sunplus and its subsidiaries take honesty as the foundation, and strive for the integrity of all employees and are responsible to investors, customers and the society. The company has a mailbox for complaints and reports. If employees find any violation of the principle of good faith or harm to the reputation of the company, they can complain or report through the Internet. In addition, the company and its subsidiaries and the relevant manufacturers and partners are mostly long-term cooperation, and clearly set a contract, set up relevant full-time personnel to participate, and maintain a long-term stable cooperative relationship.

Note 1: Whether the operation is checked "Yes" or "No", it should be stated in the summary description field.

**2.3.7 Other important information that enhances understanding of the company's governance operations:**

None

## 2.3.8 Internal Control System Execution Status and Information

### a) Statement of Internal Control System

#### Sunplus Technology Co., Ltd. Statement of Internal Control System

Date: **March 12th, 2025**

Based on the findings of a self-assessment, Sunplus states the following with regard to our internal control system during **January 1st – December 31st, 2024**:

1. The company knows that it is the responsibility of the board of directors and managers of the company to establish, implement and maintain an internal control system, and the company has already established such a system. Its purpose is to achieve the goals of operation effectiveness and efficiency (including profit, performance, and asset safety protection, etc.), report reliability, timeliness, transparency, and compliance with relevant norms and compliance with relevant laws and regulations, and provide reasonable ensure.

2. 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 objectives; moreover, due to changes in the environment and circumstances, the effectiveness of the internal control system Subject to change. However, the company's internal control system has a self-monitoring mechanism. Once a defect is identified, the company will take corrective action.

3. The company judges whether the design and implementation of the internal control system are effective based on the items for judging the effectiveness of the internal control system stipulated in the "Guidelines for the Establishment of Internal Control Systems for Publicly Issued Companies" (hereinafter referred to as "the Guidelines"). The internal control system judgment items adopted in the "Processing Criteria" are based on the process of management control, and the internal control system is divided into five components: (1)Control environment, (2)Risk assessment, (3)Control operations, (4)Information and communication, and (5)Supervise operations. Each constituent element in turn includes several items. For the aforementioned items, please refer to the provisions of the "Handling Guidelines".

4. The company has adopted the above-mentioned internal control system to judge projects and evaluate the effectiveness of the design and implementation of the internal control system.

5. Based on the evaluation results in the preceding paragraph, the company believes that the company's internal control system (including the supervision and management of subsidiaries) on December 31, 2024 included the understanding of the effectiveness of operations and the degree of achievement of efficiency goals, and the reporting system. Reliable, timely, transparent and in compliance with relevant norms and relevant laws and regulations, the design and implementation of relevant internal control systems are effective, which can reasonably ensure the achievement of the above goals.

6. This statement will become the main content of the company's annual report and prospectus, and will be made public. If there are falsehoods, concealment, or other illegal matters in the above-mentioned disclosed content, it will involve legal liabilities under Articles 20, 32, 171, and 174 of the Securities and Exchange Law.

7. This statement was approved by the company's board of directors on March 12, 2025. Among the seven directors present, there was no objection, and they all agreed with the content of this statement, and hereby declare.

Sunplus Technology Co., Ltd.



Chou-Chye Huang  
Chairman& CEO

- b) For those who have commissioned an accountant to conduct a special review of the internal control system, the accountant's review report should be disclosed:  
Not applicable

### 2.3.9 Important resolutions of the shareholders meeting and the board of directors for the year of 2024 and up to the printing date of the annual report

2024 The implementation of the resolution of the shareholders' meeting			
Date	Decision Maker	Resolution matters and implementation	
2024.06.12	Shareholders' General Meeting	1. Accept the company's 2023 annual business report and financial statement. Implementation status: The relevant forms have been submitted to the competent authority for reference and announcement in accordance with the Company Law and other relevant laws and regulations. 2. Approval of the Proposal for Covering the Company's 2023 Losses Implementation Status: No dividends were distributed for the year. 3. Re-election of the Company's 13th Board of Directors (including Independent Directors) Election Result: The re-election was approved and registered by the Hsinchu Science Park Bureau, National Science and Technology Council, on June 24, 2024, and has been announced on the company's website. 4. Approval of the Proposal to Lift the Non-Compete Restrictions on Newly Elected Directors (including Independent Directors) and Their Representatives Implementation Status: Effective upon resolution by the Shareholders' Meeting.	
2024 and as of the date of publication of the annual report of the board of directors important matters			
Date	Decision Maker	Case	Result
2024.03.13	Board Meeting	1. Discussion on the 2023 Financial Statements 2. Discussion on the 2023 Business Report 3. Discussion on the Proposal for Covering the 2023 Losses 4. Re-election of the 13th Board of Directors (including Independent Directors) 5. Discussion on the Proposal to Lift Non-Compete Restrictions for Managers 6. Discussion on the Proposal to Lift Non-Compete Restrictions for Newly Elected Directors (including Independent Directors) and Their Representatives 7. Discussion on the 2024 Annual Shareholders' Meeting and the Acceptance of Shareholder Proposals	The proposal was passed after the chairman consulted all the directors present without objection.
2024.05.02	Board Meeting	1. Review of the qualifications of candidates for directors (including independent directors) 2. Discussion on lifting the non-competition restriction for the company's new directors (including independent directors) and their representatives.	The proposal was passed after the chairman consulted all the directors present without objection.

2024.05.13	Board Meeting	1. Discussion on the 2024 Q1 Business Operation Report and Consolidated Financial Statements	The proposal was passed after the chairman consulted all the directors present without objection.
2024.06.12	Board Meeting	1. Election of the Chairman.	Mr. Wen-Hsiung Chan, a director, nominated Mr. Chou-Chye Huang as the Chairman of the Company, and all attending directors unanimously agreed to appoint Mr. Huang as the Company's Chairman.
2024.07.12	Board Meeting	1. Discussion on the Appointment of Members to the Company's 6th Compensation Committee	The proposal was passed after the chairman consulted all the directors present without objection.
2024.08.13	Board Meeting	1. Discussion on the 2024 Q2 Business Operation Report and Consolidated Financial Statements	The proposal was passed after the chairman consulted all the directors present without objection.
2024.10.25	Board Meeting	1. Discussion on the Acquisition of Long-term Investments	The proposal was passed after the chairman consulted all the directors present without objection.
2024.11.11	Board Meeting	1. Discussion on the 2024 Q3 Business Operation Report and Consolidated Financial Statements	The proposal was passed after the chairman consulted all the directors present without objection.
2024.12.25	Board Meeting	1. Discussion on the Appointment of the Accountant and Independence Assessment for 2025	The proposal was passed after the chairman consulted all the directors present without objection.
2025.03.12	Board Meeting	1. Discussion on the 2024 Financial Statements 2. Discussion on the 2024 Business Report 3. Discussion on the Proposal for Covering the Company's 2024 Losses 4. Discussion on Lifting the Non-Compete Restrictions for Directors and Their Representatives 5. Discussion on the 2025 Annual Shareholders' Meeting and the Acceptance of Shareholder Proposals	The proposal was passed after the chairman consulted all the directors present without objection.

**2.3.10 For the fiscal year 2024 and as of the date of report publication the directors have different opinions and record or written statements by the board of directors through important resolutions, its main content:**

None

## 2.4 Information on visa accounting expenses

Unit: NT\$K

Audit Firm	Name of Auditor	Accountant audit period	Audit public expenses	Non-audit public fees	Total
Deloitte & Touche	Tung-Hui Yeh	2024.1.1 ~ 2024.12.31	5,100	1,130	6,230
	Ya-Yun Chang	2024.1.1 ~ 2024.12.31			

Non-audit public expenses are expenses related to tax visas, tax application cases, transfer pricing reports, and non-supervisor salary declaration verification.

- (1) If the accounting firm is changed and the audit fee paid in the year of change is lower than the audit fee of the year before the change, the amount of the audit fee before and after the change and the reasons shall be disclosed: no such case.
- (2) If the public audit fee is reduced by more than 10% compared with the previous year, the amount, proportion and reason for the reduction of the public audit fee shall be disclosed: None.

## 2.5 Replacement of Auditors: None

## 2.6 Chairman, Presidents, and Managers in Charge of Finance and Accounting Who Held a Position in Sunplus' Independent Audit Firm or Its Affiliates during the Recent Year: Not applicable.

## 2.7 Net Change in Shareholding and Net Changes in Shares Pledged by Directors, Management, and Shareholders with 10% Shareholding or More

### 2.7.1 Changes in equity of directors, managers and major shareholders

Unit: Shares

Title	Name	2024		Ended of April 15th, 2025	
		Shareholding Increased (decreased)	Shares Pledged (Released)	Shareholding Increased (decreased)	Shares Pledged (Released)
Chairman& CEO	Chou-Chye Huang	0	0	0	0
Director	Global View Co., Ltd. (Note 1)	0	0	0	0
Director	TAIWAN LAF' E Co., Ltd. (Note 2)	0	0	0	0
Director	Wen-Hsiung Jan				
Director	Chih-Chieh Tsai (Note 2)				
Independent Director	Che-Ho Wei (Note 1)	0	0	0	0
Independent Director	Tse-Jen Huang	0	0	0	0
Independent Director	Rui-Qi Chen	0	0	0	0
Independent Director	Cong-Ling Guo	0	0	0	0
Independent Director	Shu-Jun Huang (Note 2)				
VP	Jason Lin	0	0	0	0
VP	Adam Wang	0	0	0	0
AVP	Alex Chang	0	0	0	0
AVP	John Wu	0	0	0	0
Director of Finance & Accounting Division	Shu-Chen Cheng				
Head of Corporate Governance	Phoebe Chen	0	0	0	0

Note 1: Dismissed on June 12, 2024.

Note 2: Assumed office on June 12, 2024.

### 2.7.2 Stock Trade

Name (Note 1)	Transfer Reason	Transaction Date	Name of Counter Party	Nature of Relationship	Amount of Shares	Transaction Price
-	-	-	-	-	-	-

### 2.7.3 Shares Pledge with Related Parties

Ended of April 15th, 2025 ; Unit: Shares

Name	Reason of	Date of	Name of	Nature of	Amount	Percentage	Percentage	Transaction
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(Note 1)	Pledge (Note 2)	Change	Counter Party	Relationship	of Shares	of Shareholding	of Shares Pledge	Price
-	-	-	-	-	-	-	-	-

Note 1: Including Directors, managers and shareholders holding more than 10%

Note 2: Reasons for shares pledged or released

## 2.8 Top 10 Shareholders & Related Parties

April 15, 2025; Unit: shares / %

Name	Current Shareholding		Shareholding under Spouse & Minor		Shareholding under Others' Name		Relationship with related-parties	
	Amount of Shares	Holding %	Amount of Shares	Holding %	Amount of Shares	Holding %	Name	Relationship
Chou-Chye Huang	92,737,817	15.67%	1,370,993	0.23%	-	-	-	-
De-Zhong Liu	12,197,523	2.06%	1,141,943	0.19%	-	-	-	-
Global View Co., Ltd. Representative : Chou Fa	0,038,049 -	1.70% -	- -	- -	- -	- -	- -	- -
Wen-Qin Lee	6,792,000	1.15%	1,089,000	0.18%	-	-	-	-
Polunin Emerging Markets Small Cap Fund, LLC	6,344,825	1.07%	-	-	-	-	-	-
Chase Managed Advanced Starlight Advanced Aggregate International Stock Index	5,845,752	0.99%	-	-	-	-	-	-
JPMorgan Chase Bank Taipei Branch is entrusted with the custody of the Van Gard Emerging Markets Stock Index Fund Investment Account of the Manager of the Van Gard Group	5,429,000	0.92%	-	-	-	-	-	-
J.P. Morgan Bank, N.A., Taipei Branch, as Custodian for the Investment Account of J.P. Morgan Securities Ltd.	4,990,712	0.84%	-	-	-	-	-	-
Chih-Hao Gong	4,339,964	0.73%	537,361	0.09%	-	-	-	-
Standard Chartered Custodian iShares Emerging Markets ETF	3,822,000	0.89%	-	-	-	-	-	-

## 2.9 Long-term Investment Ownership

December 31st, 2024/Unit: thousand shares, %

Long-term Investments (Note)	Sunplus Investment		Shareholding of Director, Supervisor, Management or Subsidiary		Synthetic Shareholding	
	Amount of Shares	Holding %	Amount of Shares	Holding%	Amount of Shares	Holding %
Generalplus Technology	37,117	34	14,892	14	52,009	48
Sunplus Innovation Technology	29,113	50	3,996	7	33,109	57
iCatch Technology Inc.	12,429	13	130	-	12,559	13
Sunplus mMedia Inc.	22,441	90	2,559	10	25,000	100
Jumplux Technology	13,200	55	10,800	45	24,000	100

Note: Except companies listed above, all other Equity Method Long-term Investments are held by the parent company. No comprehensive shareholding situation.

### 3. FUNDRAISING STATUS

#### 3.1 Capitalization

##### 3.1.1 Source of Equity

April 15th, 2025

Month/Year	Price (NT\$)	Authorized capital		Issued capital		Remark		
		Shares (thousand shares)	Amount (NT\$K)	Shares (thousand shares)	Amount (NT\$K)	Funding (NT\$K)	Funding Except Cash	Note
08/1990	10	2,300	23,000	620	6,200	Cash Offering 6,200	None	Not IPO yet
08/1990	10	2,300	23,000	1,150	11,500	Cash Offering 5,300	None	Not IPO yet
03/1992	10	2,300	23,000	2,300	23,000	Cash Offering 11,500	None	Not IPO yet
12/1993	10	6,000	60,000	6,000	60,000	Cash Offering 20,900 Capitalization of Profits 16,100	None	Not IPO yet
09/1994	10	19,800	198,000	19,800	198,000	Cash Offering 60,000 Capitalization of Profits 78,000	None	Not IPO yet
06/1995	10	39,600	396,000	39,600	396,000	Capitalization of Profits 198,000	None	06/28/1995 SFC No. 37335
06/1996	10	64,360	643,600	64,360	643,600	Capitalization of Profits 247,600	None	06/26/1996 SFC No. 40155
06/1997	10	105,500	1,055,000	105,500	1,055,000	Capitalization of Profits 411,400	None	06/10/1997 SFC No.46641
06/1998	10	184,000	1,840,000	184,000	1,840,000	Capitalization of Profits 785,000	None	06/08/1998 SFC No.49408
06/1999	10	269,120	2,691,200	269,120	2,691,200	Capitalization of Profits 851,200	None	06/23/1999 SFC No.57760
06/2000	10	600,000	6,000,000	370,000	3,700,000	Capitalization of Profits 1,008,800	None	06/03/2000 SFC No.48003
09/2000	10	600,000	6,000,000	390,000	3,900,000	Cash Offering for GDR 200,000	None	09/18/2000 SFC No 72620
06/2001	10	700,000	7,000,000	534,000	5,340,000	Capitalization of Profits 1,440,000	None	06/27/2001 SFC No 140791
12/2001	10	700,000	7,000,000	544,742	5,447,424	Merger from Grandtech 10,742	None	12/12/2001 SFC No 173137
06/2002	10	1,000,000	10,000,000	694,950	6,949,500	Capitalization of Profits	None	05/30/2002 SFC No.129546

Month/Year	Price (NT\$)	Authorized capital		Issued capital		Remark		
		Shares (thousand shares)	Amount (NT\$K)	Shares (thousand shares)	Amount (NT\$K)	Funding (NT\$K)	Funding Except Cash	Note
						957,334 And Capital Surplus 544,742		
07/2003	10	1,000,000	10,000,000	777,504	7,775,040	Capitalization of Profits 130,590 And Capital Surplus 694,950	None	05/22/2003 SFC No.0920122560
06/2004	10	1,000,000	10,000,000	875,254	8,752,544	Capitalization of Profits 355,500 And Capital Surplus 622,004	None	06/15/2004 SFC No.0930126644
07/2005	10	1,050,000	10,500,000	945,570	9,455,700	Capitalization of Profits 487,576 And Capital Surplus 175,051 Employee Stock Option 40,529	None	07/11/2005 FSC No. 0940127940 TSE No.09400288741
11/2005	10	1,050,000	10,500,000	948,147	9,481,472	Employee Stock Option 25,772	None	TSE No.09400340711
03/2006	10	1,050,000	10,500,000	948,730	9,487,297	Employee Stock Option 5,825	None	TSE No.09500052761
06/2006	10	1,050,000	10,500,000	949,784	9,497,844	Employee Stock Option 10,547	None	TSE No.09500116511
06/2006	10	1,200,000	12,000,000	1,021,358	10,213,578	Capitalization of Profits 508,844 And Capital Surplus 189,230 Employee Stock Option 17,660	None	FSC No.0950126238
11/2006	10	1,200,000	12,000,000	1,022,777	10,227,773	Employee Stock Option 14,195	None	TSE No.0950030505
01/2007	10	1,200,000	12,000,000	512,212	5,122,119	Capital Reduction 5,114,358 Employee Stock Option 8,703	None	FSC No.0950159014
03/2007	10	1,200,000	12,000,000	512,954	5,129,537	Employee Stock Option 7,418	None	TSE No.0960005441
09/2007	10	1,200,000	12,000,000	554,240	5,542,399	Capitalization	None	FSC

Month/Year	Price (NT\$)	Authorized capital		Issued capital		Remark		
		Shares (thousand shares)	Amount (NT\$K)	Shares (thousand shares)	Amount (NT\$K)	Funding (NT\$K)	Funding Except Cash	Note
						of Profits 288,622 And Capital Surplus 102,415 Employee Stock Option 21,825		No.0960038299
11/2007	10	1,200,000	12,000,000	556,051	5,560,514	Employee Stock Option 18,115	None	TSE No.0960037136
03/2008	10	1,200,000	12,000,000	556,750	5,567,504	Employee Stock Option 6,990	None	TSE No.09700075761
05/2008	10	1,200,000	12,000,000	556,893	5,568,931	Employee Stock Option 1,427	None	TSE No.09700142371
09/2008	10	1,200,000	12,000,000	598,203	5,982,028	Capitalization of Profits 301,637 And Capital Surplus 111,092 Employee Stock Option 368	None	FSC No.0970036239
02/2009	10	1,200,000	12,000,000	596,910	5,969,099	Treasury Stock write-off 12,929	None	TSE No.0980003591
03/2014	10	1,200,000	12,000,000	591,995	5,919,949	Treasury Stock write-off 4,915	None	TSE No.10300058351

April 15th, 2025/Unit: shares

Type	Authorized Capital				Remark
	Issued Shares	Treasury Stock Shares	Un-issued Shares	Total	
Common Share	591,994,919	0	608,005,081	1,200,000,000	N/A

## SHELF REGISTRATION

Type	Shares Expected to Issue		Issued Shares		Objective and Expected Benefit of Issued Shares	Expected time of Un-issued Shares	Remark
	Total Shares	Amount	Amount	Price			
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

### 3.1.2 Major Shareholders

April 15th, 2025

Name	Shareholding	Shares Owned	Holding %
Chou-Chye Huang		92,737,817	15.67%
De-Zhong Liu		12,497,523	2.06%
Global View Co., Ltd.		10,038,049	1.70%
Wen-Qin Lee		7,148,825	1.15%
Polunin Emerging Markets Small Cap Fund, LLC		6,800,000	1.07%
Chase Managed Advanced Starlight Advanced Aggregate International Stock Index		5,884,000	0.99%
JPMorgan Chase Bank Taipei Branch is entrusted with the custody of the Van Gard Emerging Markets Stock Index Fund Investment Account of the Manager of the Van Gard Group		5,845,752	0.92%
J.P. Morgan Bank, N.A., Taipei Branch, as Custodian for J.P. Morgan Securities Ltd. Investment Account		5,247,00	0.84%
Chih-Hao Gong		4,699,926	0.73%
Standard Chartered Custodian iShares Emerging Markets ETF		4,590,531	0.65%

### 3.1.3 Dividend Policy

#### a) Dividend policy in the “Article of Incorporation”

If the company has a surplus after the annual final accounts, in addition to paying profit-seeking enterprise income tax and making up for losses in previous years, 10% of the statutory surplus reserve shall be allocated first, but this is not the case when the statutory surplus reserve has reached the total capital. Next, the special surplus reserve shall be appropriated or reversed in accordance with the laws or regulations of the competent authority. The remaining surplus, together with the accumulated undistributed surplus in the previous period, shall be shareholder dividends. The board of directors shall prepare a distribution proposal and submit it to the shareholders' meeting for resolution. However, the ratio of surplus distribution and the ratio of cash dividends to shareholders may be adjusted by resolution of the shareholders' meeting depending on the actual profit and capital status of the year. The total shareholder dividends for the annual surplus distribution shall not be less than 10% of the newly added distributable surplus for the year, but may not be distributed if it is less than 1% of the paid-in capital. The aforementioned cash dividends shall not be less than 10% of the total dividends payable to shareholders.

#### b) Dividends for 2024

The Company's after-tax net income for 2024 was fully used to offset accumulated losses; therefore, no dividends will be distributed for the year.

#### c) The proposed distribution of cash dividends from the capital reserve at this shareholder meeting is as follows: Not applicable.

#### d) Expected Variation: None

### 3.1.4 The impact of the stock dividends proposed at this shareholders' meeting on the company's operating performance and earnings per share

The company has not prepared and announced the financial forecast for 2025, so there is no need to disclose this information.

### 3.1.5 Profits Distributed as Employee Rewards and Directors and Supervisors'

## Compensation

- a) **The percentage or range of remuneration for employees, directors, and supervisors as stipulated in the company's articles of association.**

If the company makes profits in the year, no less than 1% should be appropriated as employee remuneration and no more than 1.5%. Remuneration for directors. However, if the company still has accumulated losses (including adjustments to the amount of undistributed surplus), it shall reserve the compensation amount in advance.

The employee remuneration mentioned in the preceding paragraph may be paid in stock or in cash, and the recipients may include the employees of the affiliated company who meet the requirements set by the board of directors. The remuneration of the directors referred to in the preceding paragraph shall be paid in cash only.

The first two items shall be implemented by a resolution of the board of directors and shall be reported to the shareholders' meeting

- b) **The accounting treatment for any differences between the estimated and actual amounts of accruals for employee, director, and supervisor remuneration for the current period, including the basis of estimation, calculation basis for stock-based employee compensation in terms of shares, and the actual distribution amount.**

The company estimates employee and director remuneration based on a percentage stipulated in the articles of association, accruing them at a certain ratio and recognizing them as current expenses. Any differences between the actual distribution amount and the estimated amount are treated as accounting estimate adjustments and are adjusted in the year in which the adjustment is resolved at the shareholders' meeting.

- c) **The proposed distribution of employee compensation and director compensation for 2024 approved by the board of directors**

The Company's after-tax net income for 2024 was fully used to offset accumulated losses; hence, no employee or director remuneration was distributed.

- d) **The previous year's surplus was used to distribute employee dividends and remuneration for directors and supervisors**

Approval by shareholder' meeting on June 13, 2024:

	Amount(NTD)
Cash rewards to Employee	\$0
Cash bonus to Directors	0
Total	\$0

There is no difference between the above distribution and the resolution of the Board of Directors of the Company don March 13, 2024.

### 3.1.6 Buyback of Common Shares

None

### 3.2 The handling of corporate bonds shall include outstanding corporate bonds and corporate bonds in process, and disclose relevant matters and their impact on shareholders' rights and interests with reference to the provisions of Article 248 of the Company Law : None.

### 3.3 The handling of special shares shall include the special shares in circulation and in process, and disclose the relevant issuance conditions, impact on shareholders' rights and interests, and matters stipulated in Article 157 of the Company Law: None.

### 3.4 Issuance of GDR: None

### 3.5 Employee Stock Options Plan

#### 3.5.1 As of the printing date of the annual report, the status of outstanding employee stock

options that have not yet matured should be disclosed, along with their impact on shareholder equity: None

**3.5.2** As of the printing date of the annual report, the names, acquisition details, and subscription status of the top ten executives who have obtained employee stock options should be disclosed: None

### **3.6 Restricted Employees Stock**

**3.6.1** For IPOs with limited employee rights that have not fully met the vested conditions, the status of the IPOs as of the publication date of the annual report and the impact on shareholders' rights and interests should be disclosed: None.

**3.6.2** Names of the managers who have acquired new shares with restricted employee rights and the top ten employees with the number of shares acquired up to the date of publication of the annual report: None

### **3.7 Handling of issuing new shares for mergers or acquisitions of other companies' shares**

**3.7.1** The issuance of new shares for mergers or acquisitions of other companies' shares completed during the most recent fiscal year and up to the printing date of the annual report: None

**3.7.2** The issuance of new shares for mergers or acquisitions of other companies' shares, which have been approved by the Board of Directors during the most recent fiscal year and up to the printing date of the annual report: None

### **3.8 Fund utilization plan and implementation: not applicable**



## 4. BUSINESS HIGHLIGHT

### 4.1 Business Activities

#### 4.1.1 Business Scope

##### a) Major Business

CC01080 Manufacturing of electronic component

I501010 Product Designing

F401010 International Trading

I301010 Software Design Services

I301020 Data Processing Services

R&D, Manufacturing, Testing, Selling of

(1) ICs

(2) modules

(3) Application software

(4) IPs

(5) Trading and Agency Business of ICs

#### Product Segments and Sales Amount

Unit: NT\$K ; %

Product Categories	2024	
	Amount	Percentage %
IC income	6,057,979	94.15
Other	376,107	5.85
Total	6,434,086	100.00

#### Plan to develop new products (services)

Company	Plans to develop new products
Sunplus Technology	(1) Automotive Infotainment System Chips (2) Automotive Smart Cockpit System Chips (3) Automotive Driver Assistance System Chips (4) Automotive Cockpit Acoustic System Chips (5) Automotive Instrument Cluster System Chips (6) Immersive High-Resolution Audio Chips (7) Bluetooth Audio Integrated Chip (8) Edge AI Audio Chip (9) Multifunction Wireless Audio Modules (10) Visual AI System Chip (11) Edge Computing Generative AI System Chip (12) Multimodal Large Model Edge AI System Chip
Generalplus Technology	(1) Consumer Product Line A. Next-Generation 4-bit CPU Voice Synthesis Control OTP Chip (A) Built-in SPU (Speech Processing Unit) to handle audio synthesis tasks (B) Optimized peripherals to create a more cost-effective chip B. Next-Generation 16-bit $\mu$ nSP CPU Voice Synthesis Control Flash Chip (A) Integrated microphone amplifier circuit and high-resolution digital audio amplifier circuit (B) Built-in next-generation SPU (Speech Processing Unit) to handle audio synthesis tasks (C) Built-in Flash memory for rapid code updates C. Next-Generation 8-bit 6502 CPU LCD Display Controller Chip (A) Supports up to 2000 LCD dots, with expandability through daisy-chaining (B) Built-in OTP memory for rapid code updates (C) Supports external SPI Flash and can execute code

Company	Plans to develop new products
	<p>directly from the SPI Flash</p> <p>(2) Multimedia Product Line</p> <p>A. Next-Generation 40nm Multimedia Application SoC</p> <p>(A) Built-in Sunplus' self-developed third-generation deep learning accelerator, which improves user experience without increasing computing power. Supports various algorithms such as face/person/gesture recognition, green screen-free portrait background removal and blurring, age transformation, cartoonization, gaze detection, human pose estimation, dual-person background removal, dual-person makeup, multi-object recognition, and 3D object recognition, further enhancing end-customer experience.</p> <p>(B) Next-generation ISP: enhanced denoise engine, strengthened WDR contrast, and multi-mode adjustment support for AWB/AE.</p> <p>(C) Integrated frame buffer compression IP to improve DDR bandwidth efficiency.</p> <p>(D) Next-generation DDR PHY with data rates increased to 1066 Mbps.</p> <p>(E) Next-generation DMA2D engine acceleration for HMI applications.</p> <p>B. Continuous development of Deep Learning algorithms, including subject centering, dual-person pose recognition, fisheye lens dewarping, dual fisheye 360-degree IQ + dewarping + stitching, driver monitoring system (DMS) for driver attention detection, and other algorithms, to enhance the added value of existing products such as dashcams, gaming consoles, and kids' cameras.</p> <p>(3) MCU Product Line</p> <p>A. Next-Generation 32-bit Motor Control MCU</p> <p>(A) Optimized high-speed operational amplifier and analog-to-digital converter, capable of driving high-speed electric scooter brushless DC motors.</p> <p>(B) Optimized peripheral circuits to provide customers with a higher cost-performance ratio compared to the previous generation.</p> <p>B. Next-Generation 8-bit Remote Control MCU</p> <p>C. Next-Generation Integrated High-Voltage Wireless Charging Controller.</p>
Sunplus Innovation Technology	<p>(1) Compliant with Windows Hello Human Presence laptop embedded 5M AI camera control chip</p> <p>(2) Compliant with Windows Hello Human Presence laptop embedded 4K2K AI camera control chip</p> <p>(3) USB2.0 4K2K HDR/WDR image processing chip</p> <p>(4) 16M Ultra-High Resolution USB 3.0 AI Camera Controller Chip</p> <p>(5) Intelligent image detection function image processing chip with multi-detection</p> <p>(6) Ultra-Low Power IoT Imaging System</p>
Jumplux Technology	<p>(1) Front-mounted car specification USB3.2 TYPE C Media HUB IC</p> <p>(2) Front-mounted car specification USB2.0 Dual-Role HUB IC</p>

## 4.1.2 Industry Overview

### Industry Status and Exhibition

#### Global economic conditions

In its *World Economic Outlook* report released in January 2025, the International Monetary Fund (IMF) projected global economic growth rates of 3.3% for both 2025 and 2026, which is below the historical average of 3.7% recorded between 2000 and 2019. This forecast remains largely unchanged from the projection made in October 2024, primarily because an upward revision for the United States offset downward revisions for other major economies. Global inflation is expected to decline to 4.2% in 2025 and 3.5% in 2026. Inflation in advanced economies is projected to return to target levels earlier than in emerging markets and developing economies.

- **Impact of Slower Growth:**

Global economic growth falling below the historical average may indicate a slowdown in overall demand growth, including demand for consumer electronics. This could indirectly affect the semiconductor industry, particularly companies that rely heavily on the consumer electronics market.

- **Impact of the U.S. Economy:**

The upward revision of the U.S. economic outlook may have a positive effect on the semiconductor industry, as the U.S. is a major consumer market for semiconductor products. However, downward revisions in other major economies may offset some of these positive effects.

- **Impact of Inflation:**

A decline in inflation rates helps ease cost pressures on businesses and may stimulate consumer demand. This is a positive sign for the semiconductor industry. However, the varying pace of inflation reduction across countries could lead to regional differences in market performance.

- **Overall Impact on the Semiconductor Industry:**

Overall, the global economic situation in 2025 presents a mixed picture for the semiconductor industry. Slower growth may put pressure on demand, but the resilience of the U.S. economy and the gradual decline in inflation could offer some support.

#### Opportunities for the Semiconductor Industry in 2025:

- **Continued Growth in Demand for AI and High-Performance Computing (HPC):**

The rapid development of fields such as artificial intelligence, machine learning, and cloud computing will continue to drive strong demand for high-performance semiconductors. This will provide new growth momentum for the semiconductor industry.

- **Expansion of the Automotive Semiconductor Market:**

With the growing adoption of smart vehicles and electric vehicles, the automotive semiconductor market is expected to expand steadily. This will offer more development opportunities for semiconductor companies.

- **Emerging Technology Applications:**

The advancement of emerging technologies such as quantum computing and biotechnology will open up new application areas and market opportunities for the semiconductor industry.

#### Challenges the Semiconductor Industry Continues to Face in 2025:

- **Geopolitical Tensions:**

Ongoing geopolitical events such as the U.S.-China tech rivalry and the Russia-Ukraine war continue to pose risks of supply chain disruptions and trade restrictions, adding uncertainty to the semiconductor industry.

- **Risk of Global Economic Recession:**

Slowing global economic growth and persistent inflationary pressures may weaken demand for consumer electronics, which could, in turn, negatively impact the semiconductor market.

- **Shortage of Skilled Talent:**

The semiconductor industry requires a large pool of specialized talent. However, the pace of talent development may not keep up with the industry's rapid growth, leading to a talent shortage that could hinder innovation and expansion.

#### Further analysis of the impact on the automotive semiconductor and automotive electronics industries:

- **Automotive Market Demand:**

Slower global economic growth may dampen automobile sales, which would directly affect demand for automotive semiconductors.

- **Electric Vehicle (EV) Market:**

Although the overall automotive market may face headwinds, the electric vehicle sector is expected to continue its growth trajectory. This will sustain demand for automotive semiconductors, particularly in areas such as battery management systems and power semiconductors.

- **Smart Vehicle Technologies:**

The advancement of smart vehicle technologies—such as smart cockpits and Advanced Driver Assistance Systems (ADAS)—will continue to drive demand for high-performance automotive semiconductors.

Sunplus will continue to invest in R&D to develop products that meet market demands, particularly in the field of automotive ICs. Leveraging its long-standing expertise in in-vehicle audio-visual entertainment systems and cockpit control systems, Sunplus is integrating AI hardware and software to deliver a better user experience for end consumers.

The company is also strengthening its collaboration with players across the automotive industry, including car manufacturers, Tier 1 suppliers, and system integrators. By gaining deeper insights into the needs of the automotive sector, Sunplus aims to provide more tailored products and services.

In the field of AI and intelligent products, in recent years, the demand for computing power has increased significantly alongside the rapid advancement of AI technologies driven by major global companies. The current AI boom has evolved from visual neural networks a few years ago to today's generative AI, capable of creating dialogue and images. With a growing number of startups developing new software and algorithms, the demand for computing platforms continues to rise. However, there is still a high degree of uncertainty regarding technical specifications, and requirements for cost and energy efficiency are constantly shifting.

Building on its foundation in AI and SoC design, Sunplus focuses on AI applications at the edge device level—particularly in sensing and understanding the physical world. From sensor inputs to AI computing units, from perceptual processing to AI model deployment, Sunplus integrates front-end and back-end processes as well as hardware and software to create a complete AI ecosystem.

Taiwan holds a unique position in the AI chip industry, with a comprehensive semiconductor supply chain that spans from wafer manufacturing and memory integration to advanced packaging. Additionally, under government support, many startups are entering the market, contributing hardware IP and software solutions needed for AI development. This enables the formation of a robust and complete AI supply ecosystem.

Overall, this is an emerging and unmissable opportunity. At the same time, the rapid evolution of cutting-edge technologies means that many products have not yet reached full maturity. The constantly changing nature of end-user products is a key issue that requires ongoing attention—ensuring that the final output of development aligns with real-time market needs.

### **Upstream, Midstream, and Downstream Industry Linkages**

Our company is responsible for specification definition, IC design and system design, wafer probing, and after-sales services. Tasks such as mask fabrication, wafer manufacturing, wafer dicing, IC packaging, and final testing are outsourced to specialized contract manufacturers. Taiwan's semiconductor manufacturing supply chain is highly complete, with upstream and downstream manufacturers located in or around the Hsinchu Science Park, creating a semiconductor cluster effect that effectively enhances manufacturing and production efficiency.

#### **a) Market Trend and Competition**

Company	Main Product	Product development trends and competitive situation
Sunplus	IC products are applied in automotive smart cockpit systems, advanced driver-assistance systems (ADAS), and various home audio systems, including soundbars and DVD players. They are also used in visual AI chips, Edge Computing Generative AI System-on-Chip (SoC) and for licensing high-speed interface IP, high-performance data converter IP, and	Sunplus' flagship product is a single-chip Display Audio SoC supporting smartphone connectivity features such as Apple CarPlay and Google Android Auto. The company has expanded into smart cockpit systems, with multiple customers beginning mass production of smart cockpit products in 2024. In 2025, Sunplus will continue to invest system and IC development resources in this area. Between 2023 and 2024, resources were also allocated to automotive instrument cluster systems (for both four-wheel and

Company	Main Product	Product development trends and competitive situation
	analog IP.	<p>two-wheel vehicles), achieving strong shipment performance in 2024, with continued growth expected in 2025. Leveraging excellent acoustic algorithms combined with Dolby Atmos and DTS Virtual:X technologies, Sunplus developed the first-generation 3D immersive high-definition audio SoC (Immersive HD Audio SoC). By 2024, this product's high cost-performance ratio enabled mass production adoption by most globally renowned audio-visual brands. Additionally, integrating the latest Bluetooth transmission technology has delivered a wireless surround sound experience, receiving widespread market acclaim. In 2025, Sunplus plans to launch the second-generation 3D immersive high-definition audio SoC, incorporating AI-based edge audio processing to achieve highly integrated functionality, aiming to bring new applications to the market and drive new growth for the company. Sunplus also provides IP licenses for high-speed interfaces, data converters, and analog components. Moreover, the company's developed vision AI chip is a system-on-chip featuring an image input interface and a complete Linux and AI development environment. It utilizes vision-based artificial intelligence technology to perform complex image processing and analysis, supporting the development of various AI algorithms. This chip combines high computing performance with low power consumption and compact size, making it suitable for diverse applications such as intelligent surveillance and autonomous mobile robots. It represents a highly valuable technological innovation.</p>
Generalplus	<p>A. Educational learning platform  B. Smart interactive toy market  C. Wireless charging market  D. Imaging product market  E. Brushless Motor Market</p>	<p>A. Education and Learning Platforms  Our company has established a solid foundation in the education and learning market, consistently leading peers in both hardware and software technologies. From early 8-bit and 16-bit platforms to the current mainstream and specialized 32-bit platforms, we offer a more complete and integrated solution with superior performance compared to domestic competitors. Our 16/32-bit platforms, leading the industry, combine CPU flexibility with powerful DSP (Digital Signal Processor) computing capabilities. These platforms fully support the high-quality audio and interactive multimedia features essential for education and learning. Additionally, our solutions are highly integrated SoC designs, featuring unique hardware acceleration units not available from competitors. This enables customers to develop and manufacture products more quickly while achieving high-speed computation through specialized hardware acceleration, thereby enhancing product value to meet rapidly changing market demands.</p> <p>Regarding hardware acceleration, we adopt a differentiated approach by providing numerous specialized functions that software alone cannot achieve, including GPU (Graphics Processing Unit), APU (Accelerated Processing Unit), SPU (Sound Processing Unit), OpenVG (a standard API designed for hardware-accelerated 2D/3D vector graphics), and DLA (Deep Learning Accelerator). We not only offer</p>

Company	Main Product	Product development trends and competitive situation
		<p>competitive hardware platforms but also deliver complete development tools and libraries to customers, facilitating rapid and efficient development. This allows customers to easily create essential educational content complemented by interactive and inspiring special features that promote effective learning. This comprehensive offering is one of the key reasons our products remain highly competitive.</p> <p><b>B. Smart Interactive Toy Market</b>  In the interactive toy sector, our company has consistently led the market towards more interactive smart toys, covering platforms from 8-bit and 16-bit to 32-bit. We launched interactive dolls combining voice and image recognition, which won Time Magazine's Best Toy Invention Award and represented one of the earliest applications of AI technology in toys. With AI technology increasingly applied across consumer products in recent years, our early investment in AI has allowed us to accumulate substantial hardware and software IP (Intellectual Property). For the smart toy market, we have begun collaborating with customers to create next-generation products that integrate AI technology concepts, expected to lead market trends and create entirely new interactive toys.</p> <p>Compared with competitors, our unique smart interactive technology and complete total solutions have earned strong customer loyalty. Known for technological leadership and rapid responsiveness, along with long-term customer relationships, clients are eager to partner with us to co-create more valuable products for the future.</p> <p><b>C. Wireless Charging Market</b>  Our company has over ten years of development experience in wireless charging and is a leading domestic manufacturer for mass production in this field. Besides being one of the first to obtain WPC Qi certification, we lead the country in production volume. Our accumulated experience ensures our products enjoy broad customer recognition for compatibility and efficiency. In product development, we continuously release more highly integrated transmitter chips and actively launch new products aligned with the latest WPC specifications. In the second half of 2023, WPC introduced the new Qi 2.0 specification, standardizing the previously Apple-driven magnetic attachment feature. We were among the first globally to pass WPC Qi 2.0 product certification by the end of 2023, maintaining a leading position in wireless charging. Additionally, we have increased several design projects in the automotive OEM market in recent years. Looking ahead, wireless charging is expected to become a standard feature in more vehicle models, and this growth is foreseeable.</p> <p><b>D. Imaging Products Market</b>  Beyond strengthening our market share in the existing</p>

Company	Main Product	Product development trends and competitive situation
		<p>dashcam market with higher integration, greater stability, and cost-performance advantages, we are also expanding into other consumer imaging fields based on our image processing expertise. These include children's cameras, outdoor multifunction cameras, live streaming gimbals, and personalized care products. We continue to introduce new applications and products to the market. Moving forward, we aim to enhance product value, consolidate market share, and diversify applications by developing multi-camera systems and intelligent driver assistance (DMS) systems.</p> <p>E. Brushless Motor Market Our company has over a decade of experience in brushless motor technology and has accumulated related expertise. We provide corresponding solutions for control methods ranging from square wave with Hall sensors to sine wave sensorless control. In recent years, responding to market trends toward miniaturization, we have successively launched integrated ICs combining driver functions. Application areas have expanded from high market share electric bicycles and scooters to small household appliances like fans, vacuum cleaners, and hair dryers, as well as industrial fans and handheld power tools. To cope with fierce competition in the Chinese market, we continuously develop new competitive products to maintain overall profitability.</p>
Sunplus Innovation Technology	<p>1. Image processing control chip, main application:  (1) Laptop Embedded Camera (NB Camera)  (2) USB external webcam (USB Webcam)  (3) Document Scanner  (4) Medical endoscopic camera  (5) Pull the camera back from the driving recorder  (6) Internet of things agricultural surveillance camera</p> <p>2. Micro-control chip, the main application:  (1) HID microcontroller chip  (2) low power consumption IOT imaging system</p>	<p>Development trend:  A. Image processing control chip  With the popularization of network cameras, users have higher and higher requirements for the image quality of network cameras. The company's R &amp; D and marketing strategy is to focus on products with HD, FHD, 5 million and 4K2K resolution specifications, and introduce artificial Intelligent edge computing capability, aiming to provide high-quality high-end imaging application products and solutions as the market goal.</p> <p>With the proliferation of the Windows 11 operating system, the video image quality of network cameras has become a critical design factor. Major brand customers require products to pass image quality certification and obtain corresponding labels to showcase product standards. In terms of related image quality testing and certification, our company has developed a complete measurement environment and verification technology, with extensive tuning experience, to provide customers with relevant image adjustment technical support and services.</p> <p>Additionally, the built-in Windows Hello biometric recognition system in Microsoft operating systems requires the addition of an infrared (IR) camera module for facial recognition. Our company proposes an image control chip compatible with RGB IR sensors, successfully obtaining Microsoft's Windows Hello facial recognition camera certification. Looking ahead, our company will continue to optimize image</p>

Company	Main Product	Product development trends and competitive situation
		<p>processing controller chips and incorporate AI computing processors to meet market demands for the security and reliability of biometric recognition systems.</p> <p><b>B. Microcontroller chip</b> Microcontrollers (MCUs) integrate microprocessor units (MPUs), memory components, standalone input/output circuits, and peripheral communication interface circuits. They are capable of independently completing control tasks within embedded systems. Our company's MCU products are primarily applied in Human Interface Devices (HID). Additionally, with the increasing popularity and applicability of low-power IoT imaging devices, our company has developed low-power image microprocessor chips specifically designed to provide extremely power-efficient and excellent image processing capabilities. Looking ahead, our company will continue to optimize the capabilities of microprocessor chips, incorporating edge computing AI computing modules to meet the demand for intelligence in IoT devices.</p> <p>Competition situation:</p> <p><b>A. Image processing control chip</b> Due to the large amount of global semiconductor sales, it is difficult to distinguish the terminal product categories. According to the Trend Force report, the global notebook computer shipments in 2023 will be about 174,000 units. At present, the leading manufacturer of image processing chip IC design for NB Camera is my country. Realtek and the company, Realtek's product line primarily encompasses HD, FHD, and 5M/4K chips. Our company specializes in image processing chips for HD, FHD, and 5M/4K applications.</p> <p><b>B. Microcontroller Chips</b> IOT Image processing MCU is a diverse market, and there is no dominant competitive leader.</p>
Jumplux Technology	Factory-installed regulations USB2.0 MediaHub IC Factory-installed regulations USB2.0 OTG HUB IC	<p><b>Automotive Peripheral Chip Product Line:</b> We continue to deepen our engagement with OEM automotive customers and expand our presence among emerging new energy vehicle manufacturers. Our main competitors in this segment include Microchip, STMicroelectronics, Texas Instruments (TI), EPSON, and NXP.</p>

### 4.1.3 Technology and Development

#### a) R&D expenditure

Unit: NT\$, %

Item \ Year	2024
Expense	2,153,360
Percentage to Revenue	34%

#### b) R&D Accomplishment



Company	Accomplishment	Applications
Sunplus	(1) H.264 decoder (2) MPEG2/MPEG4 decoder (3) Servo Control (4) HDMI DVD Chip Product (5) JPEG decoder (6) Video encoder (7) CarPlay / Android Autod single chip and system platform (8) ADAS system platform 9) Various immersive surround sound field algorithms (10) The latest Bluetooth audio wireless transmission technology (11) Various Artificial Intelligence Speech Processing Technologies (12) Vision AI Processing (13) Generative AI Accelerator Chip	(1) Automotive Infotainment System Chip (2) Automotive Smart Cockpit System Chip (3) Automotive Advanced Driver Assistance System (ADAS) Chip (4) Automotive Cabin Acoustic System Chip (5) Automotive Instrument Cluster Platform (6) Immersive High-Resolution Audio Chip (7) Integrated Bluetooth Audio Transmission Chip (8) AI edge audio chip (9) Multi-function Wireless Audio Module (10) Vision AI System-on-Chip (SoC) (11) Edge Computing Generative AI System-on-Chip (SoC) (12) Multimodal Large Model Edge AI System-on-Chip (SoC)
Generalplus	(1) Successfully developed a new generation 4-bit RISC voice synthesis control IC (2) Successfully developed a new generation 40nm 32-bit high-end multimedia experimental chip with a built-in AI accelerator (3) Successfully developed a new generation of high-end 8-bit and 32-bit motor control MCUs	(1) Integrated with OTP, providing a cost-effective OTP solution. Successfully developed a new generation 16-bit $\mu$ nSP CPU voice synthesis control IC, integrating CPU, cache memory, SPU (Speech Processing Unit), RAM, I/O, timer, high-resolution digital audio amplifier driver circuit, and SPI interface. It can be paired with various sizes of SPI Flash to offer a high-performance Flash solution. (2) The IC features a built-in ARM9 CPU, 3D GPU, next-generation deep learning engine, image and speech processing units, and high-speed multimedia interfaces, with all development results meeting expectations. In multimedia algorithm development, the company has successfully developed deep learning algorithms for face aging, dual-person pose estimation, driver status detection, side blind spot detection, and rear collision warning. These innovations support customers in developing human-machine interface platforms and a wide range of AI multimedia applications. (3) Integrated with high-bandwidth (BW = 10 MHz) operational amplifier (OPA) and high-speed (1Msps) ADC IP, the solution is suitable for applications such as brushless DC motor control and wireless charging, providing a high cost-performance MCU offering. Additionally, in wireless charging applications, the company successfully passed the Wireless Power Consortium (WPC)'s latest Qi 2.0 certification as part of the first global batch.
Sunplus Innovation Technology	(1) USB2.0 camera controller with AI for NB/PC (2) USB2.0 camera controller with HDR for NB/PC (3) USB3.0 camera controller with AI for video conference/industrial camera	(1) Complete the development of a low-power, NB/PC camera controller with AI functions, which can fully meet the strict requirements of Microsoft's new generation of HPD (Human Presence Detection) for low power consumption (2) Using advanced algorithms to complete the development of hardware HDR (High Dynamic Range) technology that does not require built-in DRAM, it can still retain the details of the bright and dark parts of the photo in an environment with a greater difference between light and dark

		(3) Using advanced image processing algorithms, with a USB3.0 high-transfer rate controller, complete the development of control chips for video conferencing and industrial cameras
Jumplux	(1)USB Display IC (2)Automotive Mediahub IC (3)Automotive OTG HUB IC	(1) Factory-installed car standard USB3.2 TYPE C MediaHUB IC (2) Factory-installed car standard USB2.0 Dual-Role HUB IC

#### 4.1.4 Business Plan

##### Short-term business plan:

Sunplus Technology offers a range of automotive chip products and system platforms, including Display Audio (DA) SoCs with smartphone connectivity features, cost-effective smart cockpit SoCs, digital instrument cluster SoCs, and automotive audio DSPs. According to the latest forecast by S&P Global Mobility, global new car sales are projected to reach 89.6 million units in 2025, representing a 1.6% increase compared to 88.2 million units in 2024. This forecast reflects a cautious recovery in the global automotive market. For 2025, Sunplus will continue to prioritize resource allocation for its automotive product lines in export markets such as China, North America, and Southeast Asia, aiming to expand market share. The company also sees continued momentum in the transition of two-wheeler digital instrument clusters from analog to digital systems and will increase investment in this area in 2025.

In the development of smart audio products and platforms, Sunplus has made significant strides with its immersive 3D surround high-resolution audio chips. These solutions are being adopted by leading global home appliance and professional audio brands, steadily increasing market penetration. In 2024, Sunplus launched an integrated audio SoC compliant with the latest Bluetooth transmission standards, laying the foundation for a new application ecosystem for wireless home audio and driving substantial growth in Sunplus's audio product line. Looking ahead to 2025, the company plans to launch a high-integration AI edge computing audio SoC that includes intelligent sound output and voice input processing capabilities, delivering the best possible user experience. Furthermore, several innovative audio platforms showcased at the latest CES (Consumer Electronics Show) have sparked customer interest in Sunplus's new products, applications, and ecosystems, with many requesting early-stage development collaborations to meet next-generation audio innovation demands.

In the field of intelligent AI products, Sunplus launched a 12nm AI SoC in 2023 targeting applications such as robotic vacuum cleaners, lawn mowers, and stereo vision camera modules. The largest market for AI-enabled robotic vacuums is China, while the lawn mower market is focused on the U.S. Both segments are being advanced through strategic partnerships with system integrators. The stereo vision module addresses the product gap left by the discontinuation of Intel RealSense.

With the explosive growth of generative AI and robotics technologies in 2024, market demand is rapidly emerging. From the cloud to the edge, the ability to perceive, explore, and understand the physical world is a major development opportunity for machine vision integrated with AI. Sunplus will focus on system development and applications that integrate vision and voice processing with recognition-based AI and generative AI.

Generalplus Technology specializes in consumer electronics chips, with a product line encompassing liquid crystal control, voice/music, multimedia, and microcontroller chips. The company holds a leading position in product development within this market. Key application products include electronic computers/gaming consoles, voice-activated interactive toys, digital audio players, various household appliances, and a wide range of consumer electronic products.

In the consumer product line, stable growth and profitability are anticipated, while in the multimedia product line, the focus is on AI smart robots, wearable devices, OID (Object Identification) products, dashcams, aerial recorders, and sports DV (Digital Video) cameras. Continued growth is expected in product development and market expansion.

In the MCU (Microcontroller Unit) product line, there will be a stronger emphasis on planning, developing new product lines, and establishing relationships with new customers. More resources will be invested to accelerate the expansion of the product line.

Sunplus Innovation Technology focuses on the development of computer peripheral application chips, including PC/NB human-machine interface device chips, webcam chips, optical sensors,

remote control ICs, and more. In 2024, the majority of sales revenue came from camera control chip solutions related to PC/NB and consumer image processing solutions. The company continues to deepen its expertise in image processing technology while also investing in the field of computer vision to add more value to its image product solutions. With this strategy, Lingyang Innovative Technology expects to maintain steady growth in the future.

Jumplux Technology continues to focus on the in-vehicle peripheral chip market for original equipment (OE) applications. In 2024, the company's top ten customers accounted for over 80% of total revenue. Its customer base includes leading Tier 1 manufacturers in mainland China, with products widely adopted in OE in-vehicle systems. End customers using Jingxiang Technology's solutions include globally renowned joint venture brands, leading Chinese independent automakers, major Japanese car manufacturers, and several emerging new energy vehicle (NEV) startups.

Looking ahead to 2025, with the mass production ramp-up of the automotive-grade SPD10X series hub products and the launch of the new SPD10XX Dual-Role HUB product line, the company is expected to further expand its market share and penetration in the NEV sector. This will provide strong momentum for Jingxiang Technology's continued revenue growth.

#### **Long-term development:**

Sunplus Technology includes all of the Group's consolidated entities, will continue to deepen its core competitiveness in all areas, strive to expand the market to increase market share, develop high value-added products to improve gross margin, observe the boom and market trends, adjust and optimize the product line Reinvestment to improve the performance of industry and industry investment, at the same time, it actively invests in the development of advanced technologies and products, expands the scale of operations, enriches the operating team and enhances the company's visibility and image, in the hope of creating more profit for all shareholders.

## **4.2 Market Status**

### **4.2.1 Market Analysis**

#### **a) Market Analysis by Region**

Unit: NT\$K, %

Area	2024	
	Amount (NT\$K)	Percentage (%)
Asia	3,709,387	57.65
Taiwan	2,667,457	41.46
Others	57,242	0.89
Total	6,434,086	100.00

#### **b) Market Share**

According to estimates from the Industrial Technology Research Institute's Industrial Economics and Knowledge Center (IEK), Taiwan's IC design industry is projected to reach a production value of NT\$1.4071 trillion in 2025, representing a year-over-year growth rate of 9.9% compared to NT\$1.28 trillion in 2024. This indicates that while the industry is expected to continue its growth in 2025, the growth rate may moderate compared to 2024.

Our company achieved a consolidated revenue of NT\$6.43 billion in 2024, accounting for approximately 0.50% market share.

#### **c) Demand and Growth**

According to estimates from the Industrial Technology Research Institute's Industrial Economics and Knowledge Center (IEK), Taiwan's IC industry is projected to reach a production value of NT\$6 trillion in 2025, representing a year-over-year growth rate of 13.2% compared to NT\$5.3001 trillion in 2024. This indicates significant growth in 2025, primarily driven by strong demand for applications such as AI and high-performance computing..

Company	Product Application Market	Demands and Growth Factors
Sunplus	Car infotainment & ADAS	In 2025, global production and sales of light passenger vehicles are projected to grow only slightly by 1.7% compared to 2024. Nevertheless, Sunplus is expected to continue increasing its market share in the original equipment (OE) segment, particularly in China's export market and Southeast Asia. Orders from leading aftermarket brands remain stable, and shipments of instrument cluster products are expected to grow. Chip production and supply conditions are normal, though automotive-grade products typically involve longer production cycles.
	Smart Audio Products	Looking ahead to 2025, despite uncertainties such as increased U.S. tariffs, major consumer electronics brands have largely taken early steps to diversify their production locations, reducing potential risks from trade tensions. At the same time, with inventory digestion from previous years nearing completion and Sunplus launching new AI-powered smart audio products at the right time, the growth momentum seen in 2024 is expected to rebound once again.
	Smart AI products	In 2024, Sunplus launched its first-generation AI chip, entering the market with a high-performance solution to meet the growing demand for vision-based AI applications. Looking ahead to 2025, demand for various AI applications is expected to intensify. Sunplus plans to adopt an open-source approach, enabling users to develop and customize the chip for a wide range of AI use cases.
Generalplus	Education and learning toys	Electronic education toys because of its excellent interaction and sound and light effects, can help children to learn from the shape, name, number to text and so on, through fun games and interactive processes, due to the prevalence of smart phones and tablet PCs, for school age children and adolescents, in the electronic trend, manufacturers have also begun to launch such as Tablet PC learning platform, children in the subtle, but also because the learning effect is better than traditional books development of fast learning, so the market continues to grow rapidly.
	Intelligent interactive toys	The field of smart interactive toys is the company's key development direction and is the IC design company with the highest market share. In addition, in high-end products, 16 / 32-bit SoC control chips are also used in countless products every year, such as karaoke, electronic pianos, children's cameras, TV interactive entertainment platforms and wearable devices. In addition, intelligent photorealistic pets and robots are currently the hottest topics. Under the trend of aging, more products have been designed to be used by older ethnic groups.
	Wireless charging	All major smartphone brands worldwide have officially adopted wireless charging, indicating that the market continues to follow this trend. There are now over 500 million devices globally equipped with built-in wireless charging capabilities, and it is expected that the shipments of transmitters and receivers will continue to increase over the next decade. Particularly after the introduction of the new Qi 2.0 standard, which addresses the previous issues of misalignment and inefficiency commonly encountered in wireless charging, the widespread adoption of the technology is expected to be greatly facilitated. Moreover, the growth in the automotive market is also a focal point for the future development of wireless charging. Currently, there are over 200 models of vehicles equipped with wireless charging, including traditional manufacturers such as Mercedes-Benz, BMW, Lexus, Toyota, Honda, as well as all new energy vehicle models. Our company sees significant potential in the future market for wireless charging and has already taken the lead among peers in completing the technological layout and obtaining the latest Qi certification. The shipment volume of related products continues to rise steadily.
	Image product market	Our company has been operating in the field of imaging-related products for many years, with a solid technological foundation. In

Company	Product Application Market	Demands and Growth Factors
		<p>recent years, the market for dash cams has gradually matured, but Generalplus has consistently maintained a certain market share and continues to introduce updated products. For example, we launched electronic rearview mirrors with voice control to enhance competitiveness. Additionally, in the market, we have ventured into new products such as smart door locks, hunting cameras, toy camera and personal health care products, among others.</p> <p>We will continue to cultivate the market by focusing on differentiated and higher-end product development in the future.</p>
	Brushless DC Motor Market	<p>Under the trend of energy saving and carbon reduction in the brushless DC motor market, the rapid development of the overall market is beyond doubt! The company has been working in this field for many years, especially in the field of electric bicycles in mainland China, which has a market share of more than 30%. The application products also extend from electric bicycles, scooters, all the way to home appliances, machine tools, industrial control motors and other related applications. With the continuous increase of DC brushless motor products in the market, the company estimates that this product line can maintain an average annual growth rate of more than 10% in the next five years.</p>
<b>Sunplus Innovation</b>	Image signal processing chip/Microcontroller chip	<p>Starting from the second half of 2022, there was a slowdown in demand for various remote working devices, leading to the clearance of inventory becoming the primary task for businesses. However, with the growing trend of AI (Artificial Intelligence) and IoT (Internet of Things) applications penetrating various fields, even amidst the regional turmoil and economic downturn globally in 2023&amp;2024, the growth of new technology applications and the accompanying demand will drive an economic turnaround. The semiconductor component market demand is expected to continue to grow significantly.</p> <p>Our company will continue to develop differentiated, high-quality, and high-value-added image processing chips to provide customers with products of superior quality and stability. This is to maintain our company's market competitiveness.</p>
<b>Jumplux</b>	Factory-installed peripheral market	<p>The automotive industry is moving towards electrification and intelligence, becoming the next trillion-dollar market following the 3C sector. According to the latest research, the global automotive electronics market size is expected to exceed \$380 billion by 2025, with ADAS and connected car technologies serving as the main growth drivers. Jingxiang Technology will also launch a USB 3.2 Gen2 Type-C Hub solution to meet the high-speed transmission demands of smart cockpits, while continuing to invest in the development of other automotive peripheral chips. Moving forward, the company will continue to expand its presence in the automotive electronics market, deepen collaboration with automakers, and drive innovation in smart vehicle technologies.</p>

**d) Advantages and disadvantages of competitive advantages and development prospects**

**(1) Competition Analysis**

**(a) Accumulation and impartation of the experience of the R&D team**

The company since its inception in 1990 that is positioned as IC design company, management team has established a complete product development, technology management, marketing and other systems, and passed on to the backward employees, so that technology without fault, customers less complain, the staff personal growth achievements. In addition, Sunplus and actively establish a patent layout, so that the core IP research and development can create more value.

**(b) Focus on high-level consumer IC market, enlarge the distance from competitors**

Since the IC market is extremely competitive and stagnation is an ever-present trap, we keep on bringing in a large number of R&D resources to develop new high-level consumer products and widening the distance between us and other competitors. Meanwhile, Sunplus' numerous product lines give us a tremendous advantage over our competitors. We are the kind of customer that prized by most wafer foundries because our wafer demand does not fluctuate when a few products are eliminated. Due to our steady stream orders to our wafer suppliers, we enjoy more consistent wafer supply during peak seasons over our competitors. This also allows us to keep our wafer costs at a competitive rate.

(c) Strategic cooperation with upper stream and down- stream factories

In recent years, Sunplus has increased cooperation between our upper stream and down-stream factories. We believe that this new strategic and more dynamic cooperation relationship will bring positive contributions to our production and marketing in the long term.

(d) Maintain long-term and stable cooperative relationship with customers

Consumer electronic products rely on IC to raise their added-on value; consequently the manufacturers and brand-names choose their IC suppliers with extreme caution by evaluating their product specification, features, delivery term, yield rate, and sales service. IC design houses have to work in coordination with customers to build up long-term relationship and facilitate the cooperation.

(2) Advantages

- (a) Sunplus offers high value-added products to enable customer to win the market.
- (b) The growing demand for SoC complicates IC product development and raises the entry barrier, which benefits IC design companies with rich resources like Sunplus.
- (c) Sunplus has strong IC design capability to meet customers' requirements for time to market and costs reduction.
- (d) Sunplus has built up long-term relationship with wafer foundries due to our steady demand for wafers, and therefore we can get stable supply and lower prices from wafer foundries.
- (e) Having achieved mass production success in both automotive OEM and aftermarket markets, our company has established a solid foothold in the supply chain, making it relatively easier for other newcomers to enter the automotive supply chain.
- (f) As the world's first to introduce Dolby Atmos integrated chips, we have commenced mass production with major international household electronics and professional audio brand manufacturers. With a high level of integration platform maturity and comprehensive professional development tools, our customers have high confidence in solution development.
- (g) We have established close partnerships with AI collaborators in both the Chinese and American markets, implementing tailored strategies for deep cultivation in respective regions.

(3) Disadvantages

- (a) The competitors are mainly international and big IC design companies.
- (b) Revenue and growth are slowing down due to poor PC demands.
- (c) SoC design and integration of features and functions, which developing products costs are a lot more than before, has become the trend of IC design.
- (d) Consumer application demands link to world economics.
- (e) There is high entry-barrier to get into automotive market.
- (f) Risks associated with trade tensions and geopolitical factors between China and the United States.
- (g) Rapid advancements in AI technology lead to rapidly changing demands, and semiconductor industry development cycles of over a year may not keep pace with market demand fluctuations.

(4) Business Strategy

- (a) Developing new and high value-added products.
- (b) Process migration to make per wafer productivity higher and drive cost down.
- (c) Expanding strategic partnership with clients to create win-win situation.
- (d) Collaboration with partners to broaden IP licensing sources.
- (e) We not only rely on a single market but seek opportunities in multiple markets, including different regions, application areas, and automotive manufacturers, to mitigate the risks associated with market uncertainties.

## 4.2.2 The significant applications and manufacturing processes of our main products:

### a) Important Applications:

Automotive Cockpit Systems:

Automotive infotainment and driver assistance system chips integrate video encoding and decoding technologies, smartphone connectivity, and rich multimedia features. They provide various intelligent driving assistance functions to ensure a safer and more comfortable journey for both drivers and passengers.

Two-Wheeler and Four-Wheeler Digital Instrument Systems:

Digital instrument control system chips combine smartphone connectivity with built-in hardware for functional safety and information security, enhancing the driving experience for users.

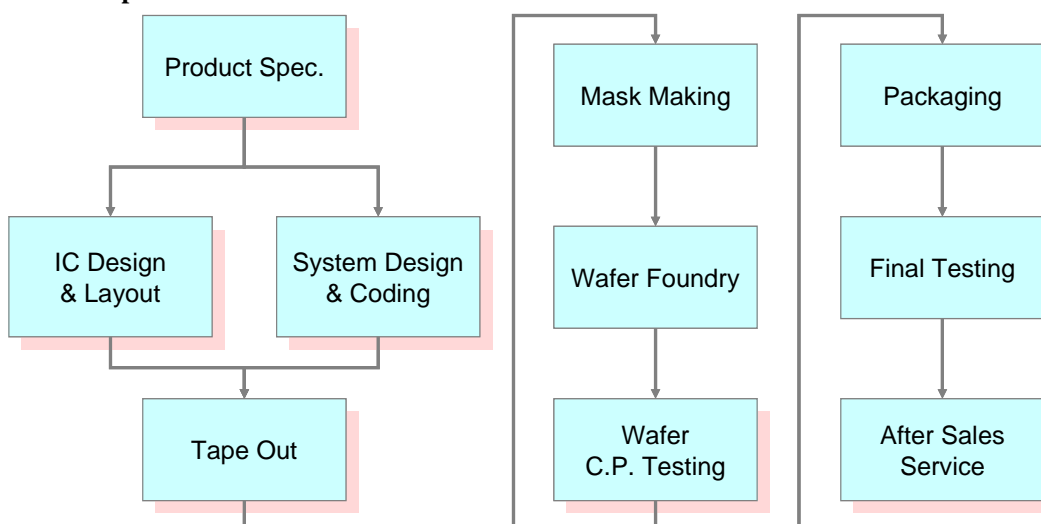
Smart Audio Products:

Immersive high-resolution audio chips utilize high-performance DSP computing technology embedded within the chip, combined with innovative 3D immersive acoustic algorithms and the latest AI audio processing. This allows users to effortlessly enjoy home theater-quality sound. Additionally, composite wireless audio functions are developed to deliver multi-channel surround sound and special effects, achieving the best listening experience with Sound Plus Technology.

Smart AI Products:

Vision sensing combined with AI recognition is applied to machine vision detection for smart cameras and autonomous robots. Smart cameras can be used for eldercare monitoring, baby care, and pet companionship. Autonomous robots include robotic vacuum cleaners, lawn mowers, and even unmanned aerial vehicles (UAVs). In addition to hardware computing power requirements, AI model training and data collection for various scenarios are crucial elements in the AI product development process.

### b) IC Development Flow



In the product development flow, Sunplus focuses on IC design, system design, wafer testing and sales services but out-sources most aspects of the manufacturing including mask making, wafer fabrication, packaging, and final testing.

## 4.2.3 Major Suppliers

The major materials are wafers, at present the main suppliers for domestic and foreign wafer foundry manufacturers, whose wafer supplements are sufficient and stable.

Main raw material name	Major suppliers	Supply status
Wafer	A, B, C	Quality and supply stability, long-term cooperation, the supply situation is good.

## 4.2.4 Major Customers and Suppliers in the Recent Two Years

### a) Major Customers

Unit: NT\$K

2022				2023			
Customer	Sales Amount	% of Total Sales	Relation with Sunplus	Customer	Sales Amount	% of Total Sales	Relation with Sunplus
A	904,618	16.34	No	A	887,005	13.79	No
B	636,299	11.50	No	B	792,803	12.32	No
C	443,508	8.01	No	C	534,741	8.31	No
Others	3,550,996	64.15		other	4,219,537	65.58	
Net sales	5,535,421	100.00		net sales	6,434,086	100.00	

### b) Major Supplier

Unit: NT\$K

2023				2024			
Supplier	Purchasing Value	% of Total Purchasing	Relation with Sunplus	Supplier	Purchasing Value	% of Total Purchasing	Relation with Sunplus
A	566,481	46.95	No	A	910,088	42.18	No
C	203,915	16.90	No	C	316,153	14.65	No
D	86,137	7.14	No	B	201,366	9.33	No
Others	350,150	29.01		other	729,967	33.84	
Net purchase	1,206,683	100.00		Net sales	2,157,574	100.00	

## 4.3 Personnel Structure

Year		2023	2024	As of April 15, 2025.
Workforce Structure by Job Function	R&D	786	762	758
	Production	66	61	61
	Administration	232	225	222
	Total	1,084	1,048	1,041
Average Age		37.1	39.71	37.92
Average Years Served		9.18	10.43	10.09
Workforce Structure by Education Degree	Ph.D.	1%	1%	1%
	Master	39%	42%	42%
	Bachelor	50%	48%	48%
	Other Higher Education	7%	7%	7%
	High School	3%	2%	2%
	Total	100%	100%	100%



## **4.4 Environmental Protection & Expenditures**

### **4.4.1 Environmental Protection**

The company is a professional IC design manufacturer of high-tech integrated circuits. It is engaged in the research and development of semiconductors in the Hsinchu Science Industrial Park. All products are entrusted to well-known domestic and foreign integrated circuit manufacturers to manufacture wafers, without any environmental protection regulations. Hazardous pollution sources and related matters that do not violate environmental protection regulations. Most of the company's operations are office operations, and there are no facilities and equipment that generate harmful pollution sources, and no expenditure on environmental protection operations; products are entrusted to wafer foundries, packaging, and testing foundries that have the best combination of quality, cost, and production efficiency. Reduce the consumption of defective products and effectively reduce environmental protection expenses directly and indirectly. If there are defective products, they are currently cleaned by qualified manufacturers for free, and there is no cleaning cost. Based on the concept of realizing environmental protection and showing care and responsibility for the society, the company has established an environmental protection system and promised and announced that it has passed ISO 14001:2015 certification; in addition, in order to reduce the impact of electronic waste on the ecological environment, Sunplus Technology provides customers with products that do not contain hazardous substances and are satisfactory. At present, all Sunplus products comply with regulations and customer requirements, and have passed IECQ QC080000 certification.

To mitigate the impact of the greenhouse effect on the climate, Sunplus Technology currently conducts self-assessments in accordance with the ISO 14064:2018 standard. The original baseline year for greenhouse gas (GHG) inventory was set as 2011 (ROC Year 100), and the company performs GHG emissions inventories annually, with the results disclosed in its Sustainability Report (ESG Report). These inventories have not yet undergone external verification. In preparation for third-party verification in 2026, the company has engaged a consulting firm to assist with the inventory process and will adopt 2025 (ROC Year 114) as the new baseline year.

According to the results of the company's self-assessments, the annual greenhouse gas (GHG) emissions over the past three years (2022–2024) were 3,634.229, 3,384.53, and 3,203.059 metric tons of CO<sub>2</sub> equivalent, respectively.

In 2024, total GHG emissions amounted to 3,203.059 metric tons of CO<sub>2</sub> equivalent. Of this, Scope 1 emissions—direct GHG emissions and removals—accounted for 75.7731 metric tons of CO<sub>2</sub> equivalent, approximately 2.37% of the total. These direct emissions were primarily from sources such as fuel consumption by company vehicles, generator fuel usage, and refrigerant leakage.

The remaining emissions fell under Scope 2 and Scope 3, which include indirect emissions from purchased electricity and other upstream/downstream activities.

Sunplus belongs to the IC design industry. More than 97% of the greenhouse gas emissions are indirect emissions. The emission sources mainly come from the water and electricity needed for air conditioning and office lighting. The factory monitoring system has been used to make the operation of air conditioning equipment more efficient, and at the same time, publicize energy-saving concepts and actions to colleagues, aiming to reduce unnecessary waste by more than 2% per year.

At present, the existing monitoring system is used to control energy-saving measures. In addition, it also actively strengthens employees' environmental protection awareness, promotes waste reduction, recycling, energy saving and water saving, and saves energy and resource consumption, in order to reduce the impact on the environment.

Due to the biennial cleaning of the on-site water storage tanks, water consumption at the company-owned facility was 28.67 thousand tons, a slight increase of 1.45% compared to 28.26 thousand tons in 2023 (Year 112).

Regarding waste, the company generated 101.04 tons of general industrial waste, with a monthly average of 8.42 tons. This includes three types: general business activity waste (D-1801), mixed plastic waste (D-0299), and mixed fiber waste (D-0899), with D-1801 accounting for 80.96%. The general industrial waste is collected and transported by licensed disposal contractors to the Hsinchu City Environmental Protection Bureau's resource recycling and incineration facility for treatment. The annual transportation cost is approximately NT\$100,000.

Additionally, defective IC products classified as listed hazardous industrial waste under environmental regulations amount to only 0.32 tons, a very small volume. These are currently collected free of charge by qualified contractors, with no disposal fees incurred.

The company's total industrial waste weight statistics, assessments, and variance analyses comply with its environmental, safety, and health management policies, specifically regarding "risk control and disaster prevention" and "energy saving, waste reduction, and environmental sustainability."

#### 4.4.2 Workplace

As a leading company in IC design, caring and taking care of the company's workers is the company's primary responsibility. We provide facilities and environment that are superior to occupational safety and health laws and regulations, and set up dedicated organizations and personnel in accordance with the law to implement environmental safety and health management related matters.

The relevant mechanical equipment in the company's workplace implements regular automatic inspections according to the statutory cycle, and the monitoring of the labor operation environment is implemented every six months (April and October each year) to ensure the safety of employees, the environment and equipment, and provide regular health checks that are superior to legal regulations. No occupational accident occurred in 2024. The number, number of employees and the ratio of occupational accidents to the total number of employees are all zero.

The company implements health checks for general employees and senior executives that exceed the requirements of laws and regulations every year to ensure that every employee can grasp their own health status. There is also a medical room, where professional physicians are stationed every two months to provide health consultation services for employees and arrange health promotion activities from time to time. More importantly, we provide a friendly breastfeeding room for working women, equipped with refrigerators and electric breastfeeding equipment, and passed the Hsinchu County Workplace Friendly Nursing Room certification in 2015, allowing every mother in need They can work with peace of mind; in 2020, they will pass the health workplace certification of the Ministry of Labor and Safety Administration to protect the physical and mental health of every employee.

Sunplus Technology has passed the ISO 14001:2004 environmental management system certification since September 2004, and passed the ISO 14001:2015 new version certification in November 2016; since April 2018, it has promoted the occupational safety and health management system construction operation, The company obtained the Occupational Health and Safety Management System (ISO 45001) certification in January 2019. The certification was renewed following the recertification audit in December 2024, extending the validity of the certificate until February 24, 2028.

Management system	International standard code and version	Valid from	Valid until
Environmental Management System	ISO14001:2015	2023/02/10	2026/02/09
Occupational safety and health management system	ISO45001:2018	2022/02/25	2028/02/24

#### 4.5 Employees

##### 4.5.1 Employee Welfare

We strive to provide a clean and supportive environment for our employees. We established an Employee Welfare Committee to operate welfare activities including emergency aid, educational grants, book purchase subsidies, social club activities and overseas trips. We also comply with the Labor Standards Law to conduct labor insurance and retirement system programs, and participation with the National Health Insurance plan according to the National Health Insurance Act. Moreover, we also handle group insurance and insurance for employees' family to ensure security for our employees.

##### 4.5.2 Training and Development

In accordance with company development and individual training needs, the company integrates internal and external training resources to plan diversified training programs. The company also encourages employees to engage in self-learning. The key training focuses of the company are as follows:

Management Skills Training, Professional Skills Training, General Skills Training, Specific Skills, Self-Development Training.

### **4.5.3 Pension Plan**

Sunplus has a pension plan for all regular employees, which provides benefits according to the Labor Standard Law. The Company makes monthly contributions, equal to 2% of salaries, to the pension fund, which is administered by a pension fund monitoring committee. The contributions are deposited in the committee's name in the Central Trust of China. If the estimated balance of the special account is insufficient to cover the benefits for employees who are expected to meet retirement conditions within the next fiscal year, the shortfall will be allocated in a lump sum before the end of March of the following year. The special account is managed by the Labor Pension Fund Supervisory Committee of the Ministry of Labor, and our company has no authority to influence investment management strategies. Since July 1, 2005, employees who choose Labor Pension Act Implementation Rules of the Labor Pension, the Company makes monthly contributions, equal to 6% of salaries to the personal pension fund of Bureau of Labor Insurance.

### **4.5.4 Other Affairs**

Sunplus have smooth commutation channels with employees. Employees could address their opinions to management team directly. All operations are based on the Labor Standard Law. Sunplus' labor relations are outstanding. We are proud to say that there has not been a single loss resulting from a labor dispute since the establishment of the company.

### **4.5.5 Loss from Controversy between Labor and Management**

None

## **4.6 Information security management**

### **4.6.1 Describe the information security risk management framework, the information security policy, the specific management plan and the resources invested in the information security management, etc.**

#### **Information Security Risk Management Framework**

The company has set up a dedicated information security supervisor and dedicated information security personnel, who are responsible for promoting, coordinating, supervising and reviewing information security management matters.

The Information Division is responsible for the research, establishment and evaluation of information security policies, plans and technical specifications.

The business unit is responsible for the discussion, use management and protection of the security requirements of the information system and data.

The maintenance of secrets and the management of auditing and use of Information Communication shall be handled by the Internal Audit Office together with the relevant units.

Monthly information department executive meeting reports information operations and execution results to the CEO.

The audit office conducts internal audits every year, and if deficiencies are found, the inspected units will be required to improve measures and track the improvement results.

Every year, accountants will conduct information operation inspections, and if any deficiencies are found, they will ask for improvement measures and track the improvement results.

#### **Information Security Policy**

In order to enhance the safety and stable operation of information communication operations, the company provides reliable information communication services to ensure the confidentiality, integrity and availability of information assets, so as to comply with relevant laws, regulations, requirements of competent authorities and customer contract specifications, so that prevent from internal and external deliberate or accidental threats, and to smoothly promote the company's various businesses, the company's information security policy is specially formulated as the company's highest guideline for information security management. There are mainly the following strategies:

1. Establish security-related procedures for information and communication operations to ensure the confidentiality, integrity and availability of information assets and the continuous operation of the company's business. And comply with relevant laws and regulations and operational requirements.
2. Establish the company's information security organization and define the division of labor and responsibility, so as to facilitate the implementation of information security operations.
3. Establish a reporting and response mechanism for information security incidents to ensure proper response, control and handling of information security incidents.
4. Regularly publicize information security policies and related regulations, and implement information security education and training for employees.

5. Regularly perform information security audit operations to ensure the implementation of information security management.

**Specific management plan for information security**

1. "Information Communication Security Policy" and "Information Communication Security Operation Procedures" comply with the "Guidelines for Information Security Management and Control of Listed OTC Companies".

2. Clearly define the roles, responsibilities and division of labor of the information security organization. The Director of Information Security is the responsible person in charge of information security and assigns dedicated personnel in charge of information security.

3. Join the information security information sharing organization. Establish internal and external reporting windows and contact information for information security incidents and SOPs for emergency response.

4. Conduct information security publicity to employees occasionally to enhance employees' awareness of information security, a total of 4 times in 2024 years. The group's internal information management and security meetings are held every week, with a total of 48 meetings in 2024 years.

5. The audit office and accountants will conduct information operation inspections every year and take improvement measures.

**Invested Resources for management plan of information security**

1. Human resources:

The Director of Information is the person in charge of information security and has assigned appropriate personnel to serve as the person in charge of information security. Colleagues in the information department manage the information system and are responsible for information security management. There are 15 people related to the company's information security management and maintenance.

2. System resources:

A multi-level network security defense in depth has been established, including networks, gateways, servers, systems, application software, terminals, peripheral equipment, etc. The relevant resources invested are as follows: High-availability infrastructure: All important information and communication infrastructures are designed and constructed without a single point of system failure.

New-generation Intrusion Prevention System (IPS): Combined with cloud data to update defense strategies, block network attacks and avoid becoming a springboard.

New-generation firewall: Establish physical or logical partitions and security policies according to the characteristics of the work, and the R&D center independently controls them.

Data transmission control and records: Data transmitted from the company or downloaded to peripheral devices are controlled and recorded.

Regular vulnerability scanning: entrust a third-party information security company to conduct external vulnerability detection and repair and improve weaknesses or respond to them.

Regular updates and repairs: System updates, program and security vulnerability repairs to prevent viruses, malware and hackers from exploiting.

Complete system backup: The company's internal systems, application services and data are fully protected and backed up.

Regular post-disaster recovery drills: Regularly schedule post-disaster recovery drills and review improvement deficiencies and recovery time.

System authority control: authority application and change are controlled and recorded, and the password is updated every six months. Permissions are reviewed every six months.

Network communication: Communications between companies within the group use dedicated lines or public networks with VPN encryption.

Mobile device security: Remote connection company services such as personal business trips or home offices require two-factor authentication and encrypted channels.

Endpoint device anti-virus and anti-hacking: centralized management of terminal devices, virus code update, and behavior monitoring.

Email Security: Spam and malware filtering.

Assets and system management: client software and hardware asset transaction management, illegal software audit.

**4.6.2 List the losses, possible impacts and countermeasures of major information security incidents in the most recent year and up to the date of publication of the annual report. If it cannot be reasonably estimated, the facts that cannot be reasonably estimated shall be stated: None**

## 4.7 Important Contracts

Contract	Counter Party	Term	Content	Restriction
Lease of Land	Hsinchu Science Park Administration	1995/8/01-2041/12/31	Lease of Land	Self-use
Lease of office	Hsinchu Science Park Administration	2024/01/01~2028.12.31	Lease of office	-
Licensing	ARM Limited	2007.12.27 ~ Indefinitely	ARM7 TDMI-Score	Only license Generalplus
Licensing	ARM Limited	2010.06.01 ~ Indefinitely	CORETEX-A8 Score	Only license Generalplus
Licensing	ARM Limited	2008.03.09 ~ Indefinitely	ARM926EJ-Score	Only license Generalplus
Licensing	ARM Limited	2016.03.09~ Indefinitely	ARM CORTEX –M0	Only license Generalplus

## 5. FINANCIAL ANALYSIS

### 5.1 Financial Status

#### 5.1.1 Financial Analysis Comparison 2023 vs. 2024

The main reason and impact of significant changes in assets, liabilities, and equity in the last two years. If the impact is significant, the future response plan should be explained.

Unit: NT\$K

Item \ Year	2023	2024	Increase (Decrease)	
			Amount	YoY %
Current Assets	7,495,714	8,442,952	947,238	13
Property, Plant & Equipment	1,811,640	1,790,783	(20,857)	(1)
Intangible Assets	199,006	231,150	32,144	16
Other Assets	4,449,671	3,870,840	(578,831)	(13)
Total Assets	13,956,031	14,335,725	379,694	3
Current Liabilities	1,714,734	1,847,477	132,743	8
Non-Current Liabilities	1,442,016	1,458,126	16,110	1
Total Liabilities	3,156,750	3,305,603	148,853	5
Equity Attributed to Shareholder of the parent	8,485,219	8,609,181	123,962	1
Capital Stock	5,919,949	5,919,949	-	-
Capital Surplus	1,160,931	1,148,828	(12,103)	(1)
Retained Earnings	1,591,899	1,875,220	283,321	18
Equity : Others	(124,159)	(271,415)	(147,256)	119
Treasury Stock	(63,401)	(63,401)	-	-
Minor interest	2,314,062	2,420,941	106,879	5
Total Shareholder's Equities	10,799,281	11,030,122	230,841	2
Analysis of increase and decrease changes:				
The decrease in other equity mainly resulted from a reduction in unrealized gains on financial assets measured at fair value through other comprehensive income during the year.				

## 5.2 Financial Performance

### 5.2.1 Financial Analysis Comparison 2023 vs. 2024

The main reasons for major changes in operating income, operating profit and pre-tax net profit in the last two years.

Unit: NT\$K

Item \ Year	2023	2024	Increase (decrease)	
			Amount	YoY %
Net Sales	5,535,421	6,434,086	898,665	16
Gross Profit	2,524,245	3,114,921	590,676	23
Income (Loss) From Operating	(247,354)	106,548	353,902	(143)
Non-Operating Income (Expense)	161,184	685,836	524,652	325
Income (Loss) Before Tax	(86,170)	792,384	878,554	(1,020)
Income (Loss) From Operations of Continued Segments	(221,273)	596,208	817,481	(369)
Net Revenue (Loss) for the period	(221,273)	596,208	817,481	(369)
Other Comprehensive Income (Loss) for the period	87,665	(97,312)	(184,977)	(211)
Total Comprehensive Profit (Loss) for the period	(133,608)	498,896	632,504	(473)

Analysis of increase and decrease changes:

1. The increase in gross operating profit was mainly due to higher revenue this year.
2. The increase in operating income was primarily caused by the revenue growth during the year.
3. The increase in non-operating income and expenses was mainly attributed to higher gains from the disposal of equity-method investees this year.
4. The increase in pre-tax net profit and net profit for the period was mainly due to the growth in operating income and non-operating income this year.
5. The decrease in other comprehensive income for the period was primarily caused by a reduction in unrealized gains on equity instrument investments measured at fair value through other comprehensive income.
6. The increase in total comprehensive income for the period was mainly due to the rise in net profit this year.

### 5.2.2 Expected sales volume and its basis, possible impact on the company's future financial business and corresponding plans:

The company's business units make decisions based on sales forecasts of existing products, new product development progress, customer production demand forecasts, and business development strategies. The Company mainly uses long-term funding sources to finance capital expenditures, and there should be no significant impact of insufficient funds in the short term. Moreover, our company has a solid cooperative relationship with wafer foundries, packaging and testing manufacturers, so there should be no worries about the supply of products required for sales.

### 5.3 Cash Flow

#### 5.3.1 Analysis of cash flow changes in the most recent year, improvement plan for insufficient liquidity, and analysis of cash flow in the coming year

##### Cash Flow Analysis Comparison 2023 vs. 2024

Item \ Year	2023	2024	YoY %
Cash flow ratio(%)	64.12	41.76	(35)
Cash flow adequacy ratio(%)	59.79	61.91	4
Cash flow reinvestment ratio(%)	2.01	3.56	77
1. The increase in the cash flow admissible ratio was mainly due to the increase in net cash flow from operating activities this year.			

#### 5.3.2 Cash Flow Analysis for the Coming Year

Unit: NT\$K

Cash Balance, beginning of the year (1)	Net Cash Flow from Operating Activities (2)	Estimated net cash inflow (outflow) from investment and financing activities throughout the year (3)	Net Cash Balance (1)+(2)+(3)	Remedial Measure if cash not enough	
				Investment Plan	Finance Plan
\$4,919,087	758,631	(1,003,860)	4,673,858	-	-
1. Analysis of Cash Flow: (1) Operating Activities: Cash flow in for the expected operating profit in 2025. (2) Investing Activities: Cash flow in for the estimated purchase of fixed assets, IP technology licensing costs and R&D software. (3) Financing Activities: Mainly due to expected repayment of bank loans and distribution of dividends, etc. 2. Remedies and Liquidity Analysis of Inadequate Cash: None.					



## **5.4 Major Capital Expenditure**

### **5.4.1 Major Capital Expenditure and Sources: None.**

### **5.4.2 Benefits from the Capital Expenditure: None.**

## **5.5 Long-Term Investment**

The company's investments in affiliates are primarily focused on strategic needs for long-term development. In 2024, the company recognized an equity-method investment loss of NT\$26,213 thousand. Moving forward, the company will continue to prudently evaluate its investment plans under the same principles.

## **5.6 Risk Management**

### **5.6.1 The Impact of Interest Rate, Exchange Rate changes and Inflation on the company's profits and losses and future response measures:**

1. Interest Rate: In view of the rapid changes in the overall economic conditions at home and abroad in recent years, and the governments of various countries adjusting the economic situation through interest rate policies, the interest rates have fluctuated. Usually, the financial unit collects relevant information on the trend of interest rate changes, and evaluates the feasible plan of interest rate hedging measures and its benefit evaluation, and regularly reports to the board of directors to reduce the impact of interest rate fluctuations on the company's profit and loss; in addition, the cash position on the account is excluded. In addition to continuing to use high-security time deposits as the main capital allocation, the decline in interest rates will have an adverse impact on the company's profits. We will seek short-term investments with higher returns and good safety to increase the overall investment return on funds.
2. Exchange Rate: The company's foreign currency assets are mainly US dollar fixed deposits and US dollar-denominated accounts receivable. Foreign currency liabilities are mainly US dollar-denominated accounts payable. Transaction pricing is also mostly based on US dollars. The appreciation of the New Taiwan dollar against the US dollar has a negative impact on revenue and Gross profit has been adversely affected. Currently, in addition to the natural hedging effect of assets and liabilities offsetting each other, measures such as increasing short-term U.S. dollar borrowings and reducing net U.S. dollar positions are being used to reduce the impact of exchange rate fluctuations on the company's profits and losses.
3. Inflation: International crude oil prices and various raw material prices fluctuate greatly, and under the adjustment of exchange rate and interest rate policies of central banks of various countries, the overall economic environment presents inflation or deflation. When consumption in the international market shrinks, it will relatively affect the shipments of high unit price consumer electronics products, which will have an adverse impact on the company's profits. However, the company still strives to develop high-growth emerging country markets to reduce the number of developed country markets. Growth is slowing down; and when the international market is in an inflationary trend, rising prices will easily lead to an increase in procurement costs, which will have a relatively negative impact on profits. However, the company will continue to introduce new products and cost reduction solutions to maintain profit levels, in order to reduce the impact of inflation on the company's profit and loss.

### **5.6.2 Internal Policies and Procedure Exist with Respect to High Risk/High Leveraged Investment, Lending/Endorsements and Guarantees for Other Parties, Financial Derivatives Transaction**

1. There is no high risk/high leveraged investment.
2. The company has made and followed "Sub-procedure of Extension of Monetary Loans to Others", The loans are made with risk evaluation which follows the procedures. After the loan is granted, the Company follows and traces financial status, business and credit status of the borrower and guarantor frequently, and asks equal collaterals or takes proper actions to secure.
3. The company has made and followed "Procedure of Endorsement and Guarantees", and the

- Endorsement and Guarantees will only be made under well evaluation before granted.
4. The company has made and followed “Procedure of Engaging in Derivatives Trading “. The financial transactions of a derivatives nature that Sunplus enters into are strictly for hedging purposes and not for any trading or speculative purposes and under well evaluation.

### 5.6.3 R&D Plan and Execution

Sunplus will keep investing in research and development, therefore, the consolidated R&D costs will account for 25% ~ 26% of consolidated revenues.

Company	Plans to develop new products
Sunplus Technology	(1) Automotive Infotainment System Chips (2) Automotive Smart Cockpit System Chips (3) Automotive Driver Assistance System Chips (4) Automotive Cockpit Acoustic System Chips (5) Automotive Instrument Cluster System Chips (6) Immersive High-Resolution Audio Chips (7) Bluetooth Audio Integrated Chip (8) Edge AI Audio Chip (9) Multifunction Wireless Audio Modules (10) Visual AI System Chip (11) Edge Computing Generative AI System Chip (12) Multimodal Large Model Edge AI System Chip
Generalplus Technology	(1) Consumer Product Line A. Next-Generation 4-bit CPU Voice Synthesis Control OTP Chip (A) Built-in SPU (Speech Processing Unit) to handle audio synthesis tasks (B) Optimized peripherals to create a more cost-effective chip B. Next-Generation 16-bit $\mu$ nSP CPU Voice Synthesis Control Flash Chip (A) Integrated microphone amplifier circuit and high-resolution digital audio amplifier circuit (B) Built-in next-generation SPU (Speech Processing Unit) to handle audio synthesis tasks (C) Built-in Flash memory for rapid code updates C. Next-Generation 8-bit 6502 CPU LCD Display Controller Chip (A) Supports up to 2000 LCD dots, with expandability through daisy-chaining (B) Built-in OTP memory for rapid code updates (C) Supports external SPI Flash and can execute code directly from the SPI Flash (2) Multimedia Product Line A. Next-Generation 40nm Multimedia Application SoC (A) Built-in Sunplus' self-developed third-generation deep learning accelerator, which improves user experience without increasing computing power. Supports various algorithms such as face/person/gesture recognition, green screen-free portrait background removal and blurring, age transformation, cartoonization, gaze detection, human pose estimation, dual-person background removal, dual-person makeup, multi-object recognition, and 3D object recognition, further enhancing end-customer experience. (B) Next-generation ISP: enhanced denoise engine, strengthened WDR contrast, and multi-mode adjustment support for AWB/AE. (C) Integrated frame buffer compression IP to improve DDR bandwidth efficiency. (D) Next-generation DDR PHY with data rates increased to

Company	Plans to develop new products
	<p>1066 Mbps.</p> <p>(E) Next-generation DMA2D engine acceleration for HMI applications.</p> <p>B. Continuous development of Deep Learning algorithms, including subject centering, dual-person pose recognition, fisheye lens dewarping, dual fisheye 360-degree IQ + dewarping + stitching, driver monitoring system (DMS) for driver attention detection, and other algorithms, to enhance the added value of existing products such as dashcams, gaming consoles, and kids' cameras.</p> <p>(3) MCU Product Line</p> <p>A. Next-Generation 32-bit Motor Control MCU</p> <p>(A) Optimized high-speed operational amplifier and analog-to-digital converter, capable of driving high-speed electric scooter brushless DC motors.</p> <p>(B) Optimized peripheral circuits to provide customers with a higher cost-performance ratio compared to the previous generation.</p> <p>B. Next-Generation 8-bit Remote Control MCU</p> <p>C. Next-Generation Integrated High-Voltage Wireless Charging Controller.</p>
Sunplus Innovation Technology	<p>1. Supports the next-generation embedded USB (eUSB) specification, featuring higher AI computing power and lower power consumption requirements; compliant with Windows Hello Human Presence standards for embedded 4K2K AI camera controller chips in laptops.</p> <p>2. USB 2.0 5MP HDR/WDR image processing chip with high AI computing power and low power consumption.</p> <p>3. Image processing chip with intelligent image detection capabilities, supporting a variety of detection functions.</p>
Jumplux Technology	<p>(1) Front-mounted car specification USB3.2 TYPE C Media HUB IC</p> <p>(2) Front-mounted car specification USB2.0 Dual-Role HUB IC</p>

#### **5.6.4 The impact of major policy and legal changes domestically and internationally on the company's financial business and countermeasures:**

The company's daily operations are handled in accordance with relevant domestic and foreign laws and regulations, and it is always necessary to pay attention to the development of domestic and foreign policies and changes in laws and regulations, so as to fully grasp and respond to changes in the market environment. Changes in domestic and foreign policies and laws in recent years have not significantly affected the company's financial business.

#### **5.6.5 The impact of technological changes (including information security risks) and industrial changes on the company's financial business and countermeasures:**

The continuous development of semiconductor technology towards more precise manufacturing processes can certainly reduce the unit cost of IC chips, but it has greatly increased product research and development expenses. On the one hand, the company actively develops consumer multimedia products with high added value and in the mainstream market; on the other hand, it also develops niche automotive products with long product life cycles. One is to make full use of the advantages of advanced process technology that can reduce costs, and to share R&D costs with a large number of features in the mainstream market; the other is to share R&D costs with a longer product life cycle. In order to maintain the normal operation of the company's business and information services, and avoid internal and external deliberate or accidental threats, relevant operations and risks are reviewed

on a rolling basis every year.

Assessing the destruction, leakage, and loss of operations, services, and data caused by hacker attacks is still the biggest risk affecting the confidentiality and availability of company information assets.

In response to risks, the company continues to invest in updating the multi-layer defense structure and facilities, strengthen supervision, backup and restore drills to minimize risk losses.

### Information Security Risks and Countermeasures

If there is a major risk, it will be reported to the executive meeting or directly reported to the management center supervisor or CEO.

Information Security Risks	Evaluation of Impact	Countermeasures	Performance
PC account password	Account hijacking, password cracking or disclosure. Identity fraud or data theft. Planting backdoors or malware.	System passwords are mandatory to be changed every six months and complex passwords are adopted. While logging externally, the company must pass MOTP authentication.	Reduce the risk of password leakage. Logging in from outside the company requires two-factor authentication.
Data breach	Data leakage caused by peripheral equipment or network file transfer.	If the information is sent out from the company, an application is required, and the data is sent out or copied to leave a record. Special equipment can only be used after application for approval.	Regularly generate reports for review by supervisors to reduce the risk of data leakage.
Computer anti-virus, anti-hacking and anti-ransomware	Get loss from malware abounds and encryption for ransom.	Update virus code, PC behavior control, email screening, add information notification IoC, network behavior control, data backup.	Multiple layers of defense. Propagate the three Don'ts and three Dos for preventing ransom occasionally. Reduce the risk of malware attacks.
System Update Bug Fixes	Avoid exploitation on bugs	Regular system updates; Vulnerability scan patching; Intelligence bug fixes.	Cooperate with manufacturers and information reports, update and adjust at any time.
Personal Information Permission	Too many permissions or expired	Review feedback and agreed by supervisors every six months.	The authority review has been processed by electronic process, and the report is sent to the supervisor for review.
Data Securities	Data destroyed by accident or malicious attack	System data backup, post-disaster recovery drill.	daily backup; regular recovery drill.
Internet security	Prevent network-side attacks	Employ multi-layered defense. The network and gateway side use the new generation IPS and FireWall. Use cloud technology to prevent next-generation attacks.	Use the cloud information security database to prevent zero-day attacks, and adopt physical and logical partitions according to work characteristics.
Email security	Avoid phishing emails, block malware, avoid man-in-the-middle attacks. Ransomware and other social engineering attacks emerge in endlessly, with various types and methods.	Spam, malware (ransomware) mail screening and filtering, feature comparison, black and white list control. DNS, mail verification.	The information department continues to reduce the risks of poisoning, forgery, and fraud technically. At the same time, we continue to publicize the three Don'ts and three Dos to prevent ransom Occasionally.

### 5.6.6 Corporate Identify and Image Change

The company takes corporate image seriously. Being people-oriented and having integrity are our top priorities when running our business. We disclose our operation and financial statements to public periodically and transparently in order to save the rights of our shareholders.

### 5.6.7 Mergers & Acquisitions

None

### 5.6.8 Expansion of Facilities

None

### 5.6.9 Suppliers & Customers

The Company separately purchases raw materials from several different suppliers, encapsulation and testing of the foundry is also adopted scattered strategy, to ensure that the output is no problem. The Company's largest sales customers in 2024 and 2023 accounted for 14% and 16% of the total net revenue for the year, no sales focus on the risk of a single customer.

### 5.6.10 Major Shareholding Change

None

### 5.6.11 Ownership Change

None

### 5.6.12 Litigation Proceedings

None

### 5.6.13 Other Risks

The principle of the importance of corporate social responsibility, conduct risk assessment of important issues, and formulate relevant risk management policies or strategies based on the assessed risks:

Major Issue	Risk Assessment Projects	Risk Management Policies or Strategies
Environment	Environmental protection, Energy saving, and Carbon reduction	The company is committed to environmental protection and energy saving. Located in the upper reaches of the semiconductor industry, the company exerts its excellent R&D technology and continues to promote high-level semiconductor process technology to save chip energy consumption, thereby driving the use of power energy in downstream consumer electronics terminal products. Through the implementation of environmental management (EMS) and the institutionalized PDCA management cycle, the impact on the environment is effectively reduced; at the same time, plans and programs for implementation are formulated every year, and the progress of various goals is tracked and reviewed regularly to ensure the goals achieved.
	Task Force on Climate-related Financial Disclosures (TCFD)	Based on the four major aspects of governance, strategy, risk management, indicators and goals, the company has evaluated the guiding principles and specific practices of planning.
Society	1. Occupational safety and health	1. T Our company has obtained the ISO 45001:2018 certification for Occupational Health and Safety Management Systems., and regularly holds fire drills and occupational safety

Major Issue	Risk Assessment Projects	Risk Management Policies or Strategies
		and health education and training every year to cultivate employees' emergency response and self-safety management capabilities.
	2. Product Security	2. All products of the company comply with various product and service laws and regulations regulated by the government, and comply with EU RoHS/REACH regulations on hazardous substances. And through strict quality system management, we provide customers with stable product quality. At the same time, in order to ensure customer service quality and improve customer satisfaction, we set up customer service hotlines and communication websites, and actively conduct customer service satisfaction surveys every year to strengthen the relationship with customers. The cooperative relationship with customers has become the cornerstone of the sustainable development of the enterprise through the mutual benefit and co-prosperity relationship with customers.
Corporate Governance	Socioeconomic and Legal Compliance	Through the establishment of a governance organization and the implementation of an internal control mechanism, it is ensured that all personnel and operations of the company truly comply with relevant laws and regulations.

### Task Force on Climate-related Financial Disclosures (TCFD)

#### Governance(Disclosure organization's climate-related risks and opportunities)

Principles	Practices
Board oversight of climate-related risks and opportunities	The sustainable development cross-departmental team regularly reports the identification and management of climate change-related risks and opportunities every year to the board of directors, and the board of directors supervises the management process.
Executive level is assessing and managing climate-related risks and opportunities.	The "Environmental Function Committee" under the Sustainable Development Interdepartmental Team is responsible for coordinating/assessing the risks and opportunities of climate change throughout the company (including goals and promotion plans), and disclosing them in the annual sustainability report.

**Strategy(Immediate and potential climate-related risks and opportunities, impacting organizational business, strategy and financial planning)**

Principles	Practices
Short, medium and long-term climate-related risks and opportunities.	<ul style="list-style-type: none"> <li>• Define short-term (1-3 years), medium-term (3-5 years) and long-term (5-10 years) climate-related risks and opportunities according to the existing internal target management schedule, and assess the impact of climate risk factors on the company's Potential implications for strategic, operational and financial planning.</li> <li>• Introduced the ISO14064-1:2018 greenhouse gas inventory standard self-inspection, and will continue to promote carbon reduction programs and other practices in the future, hoping to achieve the goal of carbon neutrality by 2050.</li> </ul>
Climate risks and opportunities that have a significant impact on the organization's business, strategy and financial planning.	<p>Through the climate-related risk identification process, major risks and opportunities were identified as follows:</p> <p>Two major risks:</p> <ul style="list-style-type: none"> <li>• Emerging regulations require enhanced disclosure of carbon emissions: According to the "Sustainable Development Roadmap for Listed Overseas Companies" issued by the Financial Supervisory Commission in March 2022, Sunplus is a listed overseas company with a capital of NT\$ 5 billion to 10 billion, which should be completed in 2025. The investigation was completed in 2026. Sunplus expects to complete the internal verification in the second quarter of 2025 and the external verification in the second quarter of 2027.</li> <li>• Carbon pricing mechanism: Taiwan will start imposing a carbon fee in 2025. Although it is mainly targeted at large emitters with an annual carbon emission of 25,000 tons, it is not ruled out that it will continue to increase at an annual rate of 10% in the future. Sunplus will continue to follow policy developments.</li> </ul> <p>One opportunities:</p> <ul style="list-style-type: none"> <li>• Develop low-carbon products and service markets: We will be committed to research and development of low-energy, high-efficiency key components, provide the best solutions, and fulfill our responsibilities for environmental protection, energy conservation and carbon reduction.</li> </ul>
The potential impact of different scenarios on the organization's business, strategy and financial planning.	<ul style="list-style-type: none"> <li>• Sunplus conducts simulations based on the Nationally Determined Contributions (NDCs) and the 1.5°C Scenario (2DS) developed by the International Energy Agency (IEA), taking 2011 as the base year to estimate the carbon reduction ratio of Sunplus Technology.</li> <li>• In order to achieve the NDCs greenhouse gas reduction target in 2050, conduct energy-saving management for Scope 2, which accounts for a large proportion of greenhouse gas output.</li> <li>• According to data from the "Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP)" (AR6 statistical downscaled version), extreme high temperatures may cause temporary power shortages, but the company has a complete uninterruptible power supply system and emergency generator system and Data backup measures will prevent operational risks.</li> <li>• The company's main business is IC design and is not involved in IC production activities. The risk of production line shutdown due to prolonged drought has not been included in major risk considerations.</li> </ul>

## Risk Management(Climate-related risk management procedure from recognition, evaluation, and management)

Principles	Practices
Procedure for recognition, evaluation, and management	The "Environmental Function Committee" under the Interdepartmental Sustainable Development Group follows the framework disclosed by TCFD to identify climate-related risks, mainly through the following four steps: (1) Identification of risk issues (2) Determination of major risks issues (3) Identify significant opportunity issues (4) Develop mitigation or adaptation options.
Organizational procedure for managing climate-related risks	<ul style="list-style-type: none"> <li>• In accordance with ISO 14001, manage with the PDCA management cycle to ensure the consistency between the company's environmental protection goals and implementation strategies, and review the adjustment and mitigation actions at the management review meeting every year to ensure that the goals are achieved.</li> <li>• Cooperate with the existing ISO 9001 supplier sustainability management mechanism, ISO 14001 environmental management system and ISO45001 occupational safety and health management system, conduct supplier screening through ESG orientation, and conduct annual on-site or written audits for important suppliers.</li> </ul>
Integrate management procedure into overall risk management	The "Environmental Function Committee", an interdepartmental group for sustainable development, conducts internal communication or meeting discussions in accordance with the TCFD framework, and combines the company's existing ISO 14001 risk assessment operations to identify important issues, incorporate climate change issues into risk management, and formulate control measures based on this strategy and action plan.

## Metrics and Goals

Principles	Practices
Disclose the indicators used by the organization to assess climate-related risks and opportunities in the process of strategy and risk control.	The relevant risk indicators used by Sunplus Technology to assess the climate include electricity consumption and greenhouse gas emissions.
Disclose Scope 1, Scope 2 and Scope 3 (if applicable) greenhouse gas emissions and related risks	Since 2012, self-inspection of greenhouse gas scope 1 and 2 has been carried out every year in accordance with the ISO 14064-1 standard. Scope 3 is not applicable and has not been disclosed. The inventory items are mainly the use of purchased electricity. The results of the verification over the years are disclosed in the sustainability report "Environmental Information Output Quantitative Statistics" chapter.
Describe the organization's goals and level of achievement for managing climate-related risks and opportunities	<ul style="list-style-type: none"> <li>• Starting from 2012, the target is to reduce the total electricity consumption by 1% every year, and the target will be reached from 2011 (base year) to 2023.</li> <li>• Set indirect greenhouse gas emissions as a target to reduce by 2% per year; The target for indirect greenhouse gas emissions in 2024 was set at 67.63 tons of CO<sub>2</sub>e. After consulting guidance and actual verification in 2024, emissions were reduced by 468.273 tons of CO<sub>2</sub>e, successfully achieving the target.</li> </ul>

## 5.7 Other Remarks

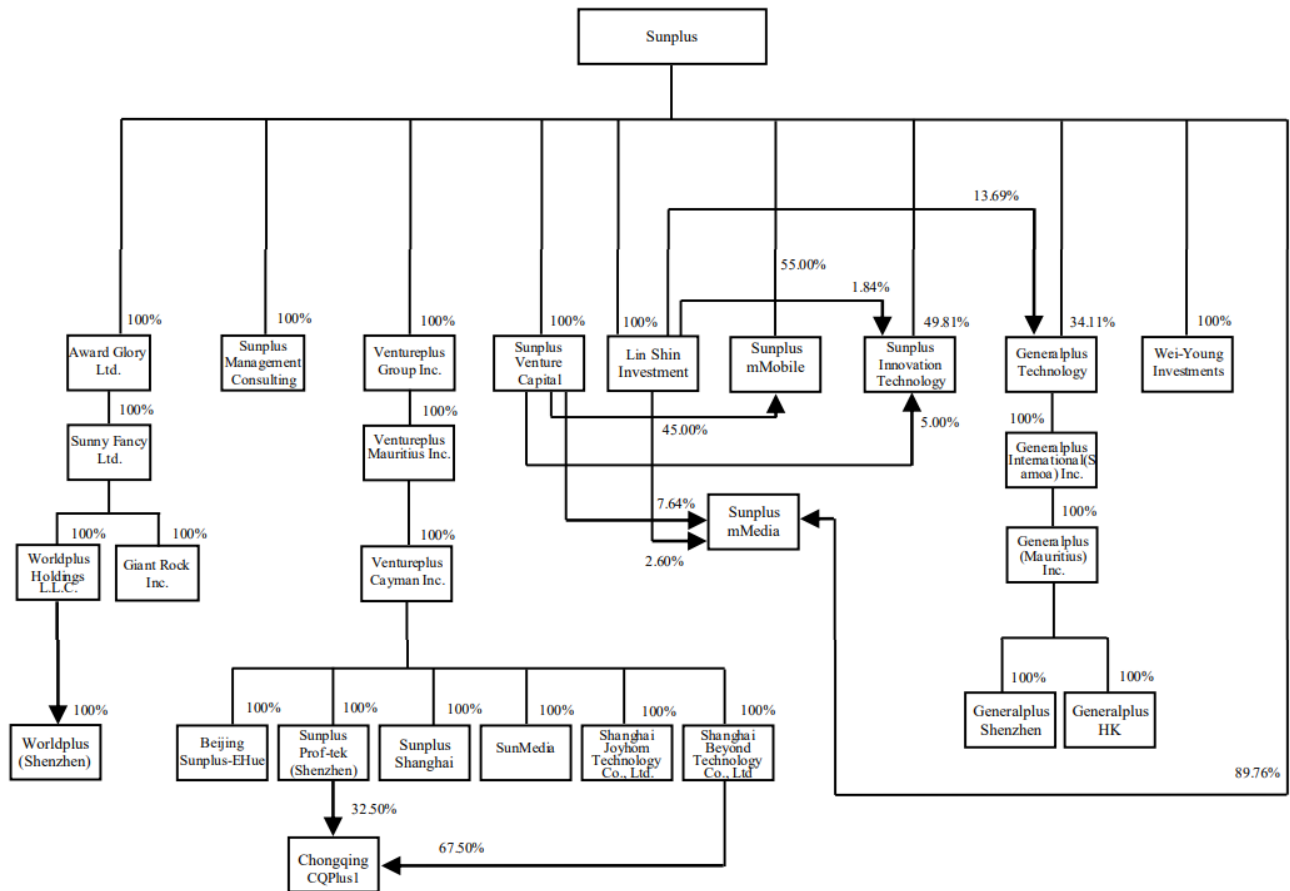
None



## 6. PECIAL NOTES

### 6.1 Affiliates for Recent Year

#### 6.1.1 Affiliated Chart



#### 6.1.2 Affiliated Companies

December 31, 2024

Unit: NT\$K (Unless specified)

Company	Date of Incorporation	Place of Registration	Paid-in Capital	Business Activities
Lin Shih Investment Co., Ltd.	July 2, 1998	Hsinchu, Taiwan	700,000	Investment
Sunplus Venture Capital Co., Ltd.	November 20, 1999	Hsinchu, Taiwan	1,237,488	Investment
Ventureplus Group Inc.	July 27, 2001	21 Regent Street, Belize City, Belize	2,526,650	Investment
Ventureplus Mauritius Inc.	August 2, 2001	Level 3, Alexander House, 35 Cybercity, Ebene, Mauritius	2,526,656	Investment
Ventureplus Cayman Inc.	September 14, 2001	P.O. Box 31119 Grand Pavilion, Hibiscus Way, 802 West Bay Road, Grand Cayman, KY1-1205 Cayman Islands	2,526,661	Investment
Shanghai Sunplus Technology Co., Ltd.	December 7, 2001	Shanghai, China	US\$2,000,000 (Note 1)	Software development, customer technical services, and leasing services.
Sunplus Management Consulting	October 2, 2003	Hsinchu, Taiwan	5,000	Consulting
Weiyang Investment	February 13,	Hsinchu, Taiwan	124,000	Investment

Company	Date of Incorporation	Place of Registration	Paid-in Capital	Business Activities
	2004			
Generalplus	March 30, 2004	Hsinchu, Taiwan	1,088,158	IC Design
Generalplus International (Samoa) Inc.	November 12, 2004	Offshore Chambers, P.O. Box 217, Apia, Samoa	US\$19,090,000 (Note 1)	Investment
Generalplus (Mauritius) Inc.	November 25, 2004	Level 3,Alexander House,35 Cybercity,Ebene Mauritius	US\$19,090,000 (Note 1)	Investment
Generalplus Technology (Shenzhen) Co.,Ltd.	March 24, 2004	Guangdong, China	US\$18,700,000 (Note 1)	IC product application development, sales, after-sales service, and market research.
Sunplus Innovation	December 14, 2006	Hsinchu, Taiwan	584,436	IC Design
Sunplus Mmedia inc	April 18, 2007	Hsinchu, Taiwan	250,000	IC Design
Generalplus(Hong Kong)	March 21, 2007	Hong Kong	US\$390,000 (Note 1)	Marketing
Sunplus Prof-tek Technology (Shenzhen) Co., Ltd.	October 22, 2007	Shenzhen, China	US\$32,250,000 (Note 1)	Software development, customer technical support, leasing operations, property management, and business management.
Sunmedia Technology Co., Ltd.	January 8, 2008	Chengdu, China	US\$20,000,000 (Note 1)	Software development, customer technical services, leasing operations, and property management.
Beijing Sunplus-Ehue Tech Co., Ltd.	December 11, 2013	Beijing	RMB27,000,000 (Note 2)	Software development, customer technical services and rental business
Jumplux Technology Inc,	October 27, 2014	Hsinchu, Taiwan	240,000	Design & Trading
Award Glory Ltd.	January 04, 2016	21Regent Street, Belize City,Belize.	325,997	Investment
Sunny Fancy Ltd.	October 29, 2014	Office1, 1st Floor, DEKK Complex, Plaisance, Mahe, Seychelles.	325,997	Investment
Giant Rock Inc.	July 3, 2014	The Mason Complex, Suites 19 & 20, The Valley, Anguilla.	188,171	Investment
Worldplus Holdings L.L.C.	September 7, 1999	3500 South Dupont Highway,Dover,Delaware 19901,U.S.A.	US\$3,600,000 (Note 1)	Investment Business
Worldplus Technology (Shenzhen)Co.,Ltd.	January 18, 2000	C804, Building 2, Shenzhen Software	RMB19,039,000 (Note 2)	Software development,

Company	Date of Incorporation	Place of Registration	Paid-in Capital	Business Activities
		Industry Base, No. 87, 89, 91, Gaoxin South 10th Road, Binhai Community, Yuehai Street, Nanshan District, Shenzhen		rental business and property management
Chongqing CQPlus1 Technology Co., Ltd.	July 26, 2019	Chongqing, China	RMB40,000,000 (Note 2)	Software development and integrated circuit design
Shanghai Beyond Technology Co., Ltd.,	January 16, 2024	Room 1306, 3rd Floor, Building 2, No. 1077 Zuchongzhi Road, China (Shanghai) Pilot Free Trade Zone, Shanghai	US\$14,200,000 (Note 1)	Software development and customer technical services
Shanghai Joyhorn Technology Co., Ltd.,	January 16, 2024	Room 1302, 3rd Floor, Building 2, No. 1077 Zuchongzhi Road, China (Shanghai) Pilot Free Trade Zone, Shanghai	US\$1,000 (Note 1)	Software development and business management

Note 1: The ratio of US dollars to Taiwan dollars at the end of 2024 was 1:32.785

Note 2: The ratio of RMB to Taiwan dollar at the end of 2024 was 1:4.478

### 6.1.3 Business Scope of Affiliated Companies

Company	Business Activities	Business Relationship
Lin Shih Investment Co., Ltd.	Investment	N/A
Sunplus Venture Capital Co., Ltd.	Investment	N/A
Ventureplus Group Inc.	Investment	N/A
Ventureplus Mauritius Inc.	Investment	N/A
Ventureplus Cayman Inc.	Investment	N/A
Shanghai Sunplus Technology Co., Ltd.	Software development, customer technical services, and property management.	China branch
Sunplus Management Consulting Inc.	Management Consulting	N/A
WeiYing Investment Co., Ltd.	Investment	N/A
Generalplus Technology Inc.	IC Design	Strategic Subsidiary
Generalplus International (Samoa) Inc.	Investment	N/A
Generalplus (Mauritius) Inc.	Investment	N/A
Generalplus Technology (Shenzhen) Co.,Ltd.	IC product application development, sales, after-sales service and market research	N/A
Sunplus Innovation Technology Inc.	IC Design	Strategic Subsidiary
Sunplus mMedia Inc.	IC Design	Strategic Subsidiary
Generalplus Technology (HK) Inc.	Sales Service	N/A
Sunplus Prof-tek Technology (Shenzhen) Co., Ltd.	Software development, customer technical services, leasing operations, property management, and business management.	China branch
Sunmedia Technology Co., Ltd.	Software development, customer technical services, leasing operations, and property management.	China branch
Beijing Sunplus-Ehue Tech Co., Ltd.	Software development, customer technical services, and leasing operations.	China branch
Jumplux Technology Inc.	IC Design	Strategic Subsidiary
Award Glory Ltd.	Investment	N/A

Sunny Fancy Ltd.	Investment	N/A
Giant Rock Inc.	Investment	N/A
Worldplus Holdings L.L.C.	Investment	N/A
Worldplus Technology (Shen Zhen)Co.,Ltd.	Software development, rental business and property management	China branch
Chongqing CQPlus1 Technology Co., Ltd.	Software development and integrated circuit design	China branch
Shanghai Beyond Technology Co., Ltd.,	Software development and customer technical services	China branch
Shanghai Joyhorn Technology Co., Ltd.,	Software development and business management	China branch

#### 6.1.4 Directors, Supervisors, and Presidents of Affiliated Companies

December 31, 2024

Company	Title	Name	Shareholding	
			Amount	Ownership(%)
Lin Shih Investment Co., Ltd.	Chairman	Sunplus Technology	70,000,000	100%
		Chou-Chye Huang (repr.)	-	-
Sunplus Venture Capital Co., Ltd.	Chairman	Sunplus Technology	123,748,800	100%
		Chou-Chye Huang (repr.)	-	-
Ventureplus Group Inc.	Chairman	Sunplus Technology	RMB37,900,000	100%
		Chou-Chye Huang (repr.)	AND US74,605,000 (Note 1)	(Note 1) - -
Ventureplus Mauritius Inc.	Chairman	Ventureplus Group Inc.	RMB37,900,000	100%
		Chou-Chye Huang (repr.)	AND US74,605,000 (Note 1)	(Note 1) - -
Ventureplus Cayman Inc.	Chairman	Ventureplus Mauritius Inc.	RMB37,900,000	100%
		Chou-Chye Huang (repr.)	AND US74,605,000 (Note 1)	(Note 1) - -
Shanghai Sunplus Technology Co., Ltd.	Chairman Director & President Director Supervisor	Ventureplus Cayman Inc.	US\$17,655,000 (Note 1)	100% (Note 1)
		Chou-Chye Huang (repr.)	-	-
		Shu-Chen Cheng	-	-
		Phoebe Chen	-	-
		Shu-Lan Wang	-	-
Sunplus Management Consulting Inc.	Chairman	Sunplus Technology	500,000	100%
		Chou-Chye Huang (repr.)	-	-
WeiYang Investment Co., Ltd.	Chairman	Sunplus Technology	12,400,000	100%
		Chou-Chye Huang (repr.)	-	-
Generalplus Technology Inc.	Chairman Director Director & President Director Independent Director Independent Director Independent Director	Sunplus Technology	37,324,304	34.30%
		Chou-Chye Huang (repr.)	-	-
		Shan,Wei-Heng (repr.)	18,305	0.02%
		Chia, I-Hsing	-	-
		Shi-Hao Liu	-	-
		Chia-Ming Chai	-	-
		Nai-Shin Lai	-	-
		Jing-Min Chen	-	-
Generalplus International (Samoa) Inc.	Chairman	Generalplus Technology Inc.	US\$19,090,000 (Note 1)	100% (Note 1)
		Chou-Chye Huang (repr.)	-	-

Company	Title	Name	Shareholding	
			Amount	Ownership(%)
Generalplus (Mauritius) Inc.		Generalplus International (Samoa) Inc.	US\$19,090,000 (Note 1)	100% (Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
Generalplus Technology (Shenzhen) Co.,Ltd.		Generalplus (Mauritius) Inc.	US\$18,700,000 (Note 1)	100% (Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
	Director & President	Chia, I-Hsing(repr.)	-	-
	Director	Liu,Chien-I(repr.)	-	-
Sunplus Innovatipn Technology Inc.	Chairman	Sunplus Technology	29,265,751	50.08%
	Director	Chou-Chye Huang (repr.)	-	-
	Director & President	Chiu, Chi-Ying(repr.)	527,880	0.90%
	Director	Kung, Chih-Hao	2,480,473	4.24%
	Independent Director	Huang, Hung-Wen	-	-
	Independent Director	Chen,Chao-Ting	-	-
	Independent Director	Wang, Ting Hung	-	-
	Independent Director	Hsieh, Chia-Ying	-	-
Sunplus mMedia Inc.	Director & President	Sunplus Technology	22,440,723	89.76%
	Director	Chou-Chye Huang (repr.)	-	-
	Director	Phoebe Chen (repr.)	-	-
	Director	Shu-Lan Wang(repr.)	-	-
	Supervisor	Lin Shih Investment Co., Ltd.	650,185	2.60%
Generalplus Technology (Hong Kong) Co.,Ltd		Generalplus (Mauritius) Inc.	US\$390,000 (Note 1)	100% ((Note 1)
	Director & President	Repr. & President: Chia,I-Hsing	-	-
Sunplus Prof-tek Technology (Shenzhen) Co., Ltd.		Ventureplus Cayman Inc.	US\$32,250,000 (Note 1)	100% ((Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
	President	Chang, Cheng-Tsai	-	-
	Supervisor	Shu-Lan Wang	-	-
Sunmedia Technology Co., Ltd.		Ventureplus Cayman Inc.	US\$20,000,000 (Note 1)	100% (Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
	President	Chang, Cheng-Tsai	-	-
	Supervisor	Shu-Lan Wang	-	-
Beijing Sunplus-Ehue Tech Co., Ltd.		Ventureplus Cayman Inc.	RMB27,000,000 (Note 1)	100% (Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
	Director & President	Chang, Cheng-Tsai (repr.)	-	-
	Director	Shu-Lan Wang(repr.)	-	-
	Supervisor	Chiu, Chi-Ying(repr.)	-	-
Jumplux Technology Co., Ltd.	Chairman & President	Sunplus Technology	13,200,000	55.00%
	Director	Chou-Chye Huang (repr.)	-	-
	Director	Shu-Lan Wang(repr.)	-	-
	Director	Phoebe Chen (repr.)	-	-
	Supervisor	Sunplus Venture	10,800,000	45.00%
Award Glory Ltd.		Sunplus Technology	US\$7,072,000 AND RMB25,166,000 (Note 1)	100% (Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
Sunny Fancy Ltd.		Award Glory Ltd.	US\$7,072,000 AND RMB25,166,000 (Note 1)	100% (Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
Giant Rock Inc.		Sunny Fancy Ltd.	US\$2,700,000	100%

Company	Title	Name	Shareholding	
			Amount	Ownership(%)
			AND RMB25,166,000 (Note 1)	(Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
Worldplus Holdings L.L.C.		Sunny Fancy Ltd.	US\$3,600,000 (Note 1)	100% (Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
Worldplus Technology (Shen Zhen)Co.,Ltd.		Worldplus Holdings L.L.C.	RMB\$19,039,000	100%
	Chairman	Chou-Chye Huang (repr.)	-	-
	President	Chang, Cheng-Tsai	-	-
Chongqing CQPlus1 Technology Co., Ltd.	Chairman	Chou-Chye Huang	-	-
	Director & President	Chang, Cheng-Tsai	-	-
	Director	Kao, Min-Fu	-	-
	Supervisor	Shu-Lan Wang	-	-
Shanghai Beyond Technology Co., Ltd.,		Ventureplus Cayman Inc.	US\$14,200,000 (Note 1)	100% (Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
	Supervisor	Phoebe Chen (repr.)	-	-
Shanghai Joyhorn Technology Co., Ltd.,		Ventureplus Cayman Inc.	US\$1,000,000 (Note 1)	100% (Note 1)
	Chairman	Chou-Chye Huang (repr.)	-	-
	Supervisor	Phoebe Chen (repr.)	-	-

Note 1: The invested company is not a joint stock company, so fill in the capital contribution amount and capital contribution ratio.

### 6.1.5 Information on the same shareholders of those who are presumed to have controlling and subordinate relationships: None

### 6.1.6 Operational Statement of Affiliated Companies

December 31, 2024 ; Unit: NT\$K, except EPS (NT\$)

Company	Capital	Assets	Liabilities	Net Worth	Net Sales	Operation Income	Net Income (After Tax)	EPS
Lin Shih Investment Co., Ltd.	700,000	1,026,124	11,338	1,014,786	140,244	137,611	145,092	2.07
Sunplus Venture Capital Co., Ltd.	1,237,488	1,625,628	12,191	1,613,437	303,776	298,936	294,907	2.38
Ventureplus Group Inc.	2,526,650	1,789,580	0	1,789,580	0	(47,204)	(47,204)	N/A
Ventureplus Mauritius Inc.	2,526,656	1,789,577	0	1,789,577	0	(47,206)	(47,204)	N/A
Ventureplus Cayman Inc.	2,526,661	1,822,194	32,641	1,789,553	0	(50,462)	(47,206)	N/A
Shanghai Sunplus Technology Co., Ltd.	65,570	233,655	114,122	119,533	174,502	115,564	29,173	N/A
Sunplus Management Consulting Inc.	5,000	2,860	0	2,860	0	(200)	(166)	(0.33)
WeiYing Investment Co., Ltd.	124,000	122,321	218	122,103	5,623	5,420	5,928	0.48
Generalplus Technology Inc.	1,088,158	2,908,550	664,753	2,243,797	2,359,785	225,991	246,887	2.27
Generalplus International (Samoa) Inc.	625,866	566,585	0	566,585	13,881	13,881	13,881	N/A
Generalplus (Mauritius)	625,866	576,559	0	576,559	13,881	13,881	13,881	N/A

Company	Capital	Assets	Liabilities	Net Worth	Net Sales	Operation Income	Net Income (After Tax)	EPS
Inc.								
Generalplus Technology (Shenzhen) Co.,Ltd.	613,080	610,002	45,051	564,951	289,427	3,488	12,965	N/A
Sunplus Innovation Technology Inc.	584,436	3,084,271	486,246	2,598,025	1,817,927	519,827	482,067	8.25
Sunplus mMedia Inc.	250,000	4,972	70	4,902	54	(82)	(54)	(0.002)
Generalplus Technology (Hong Kong) Co.,Ltd	12,786	13,997	2,409	11,588	12,573	870	916	N/A
Sunplus Prof-tek Technology (Shenzhen) Co., Ltd.	1,057,316	820,268	34,623	785,645	185,819	(11,691)	1,694	N/A
Sunmedia Technology Co., Ltd.	655,700	701,060	463,426	237,634	297,722	41,603	36,174	N/A
Beijing Sunplus-Ehue Tech Co., Ltd.	120,906	55,686	2,162	53,524	3,455	(8,152)	(1,408)	N/A
Jumplux Technology Co., Ltd.	240,000	87,196	18,746	68,450	119,334	7,391	10,723	0.45
Award Glory Ltd.	325,997	251,051	0	251,051	0	(65,894)	(65,894)	N/A
Sunny Fancy Ltd.	325,997	251,051	0	251,051	0	(65,909)	(65,894)	N/A
Giant Rock Inc.	188,171	164,720	0	164,720	0	(56,718)	(56,647)	N/A
Worldplus Holdings L.L.C.	110,538	86,156	0	86,156	0	(9,227)	(9,227)	N/A
Worldplus Technology (Shen Zhen)Co.,Ltd.	85,257	49,627	7,885	41,742	50,283	(9,455)	(7,793)	N/A
Chongqing CQPlus1 Technology Co., Ltd	179,120	226,881	36,350	190,531	110,129	(15,506)	(12,598)	N/A
Shanghai Beyond Technology Co., Ltd.,	465,547	519,457	1,057	518,400	0	(8,848)	(6,882)	N/A
Shanghai Joyhorn Technology Co., Ltd.,	32,785	38,431	1,719	36,712	9,387	(540)	(5)	N/A

Note: The financial information of the above-mentioned affiliated companies' operation overview is prepared using the International Financial Reporting Standards.

### **6.1.7 Consolidated Financial Statement of Sunplus Affiliates**

#### **DECLARATION OF CONSOLIDATION OF FINANCIAL STATEMENTS OF AFFILIATES**

The Company required to be included in the consolidated financial statements of affiliates in accordance with the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises” for the year ended December 31, 2024 are all the same as the companies required to be included in the consolidated financial statements of parent and subsidiary companies as provided in International Financial Reporting Standard No. 10 “Consolidated Financial Statements”. Relevant information that should be disclosed in the consolidated financial statements of affiliates has all been disclosed in the consolidated financial statements of parent and subsidiary companies. Hence, we do not prepare a separate set of consolidated financial statements of affiliates.

Very truly yours,

Sunplus Technology Company Limited

By

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CHOU-CHYE HUANG  
Chairman

March 12, 2025



- 6.2 In the most recent year and as of the date of publication of the annual report, the situation of private placement securities: None. In the most recent year and as of the date of publication of the annual report, the situation of private placement securities: None.**
- 6.3 Other necessary supplementary explanations: None.**
- 6.4 In the most recent year and as of the date of publication of the annual report, if there are any events that have a significant impact on shareholders' equity or securities prices as stipulated in Paragraph 2 of Article 36 of the Securities and Exchange Act: None.**

Sunplus Technology Co., Ltd.

Chairman: Chou-Chye Huang

Published on April 15, 2025