

### 3.3 Corporate Governance Operational Status:

#### 3.3.1 Board Meeting

The Company's Board of Directors convened four board meetings in 2023, with attendance status listed as follows:

Title	Name	Number of Times of Actual Attendance (B)	Number of Times of Proxy Attendance	Actual Attendance Rate (B/A) (Note1)	Note
Chairperson	Chiang-Chuang Wang	4	0	100.00%	-
Director	Ching-Hsiu Hu	4	0	100.00%	-
Director	Tsao-Kuei Hsu	4	0	100.00%	-
Director	Yun Jieh Investment Co., Ltd. Legal Representative: Cheng-Ding Wang	4	0	100.00%	-
Director	Yun An Investment Co., Ltd. Legal Representative: Jeng-Ming Wang	4	0	100.00%	-
Director	Chuan-Sheng Investment Co., Ltd. Legal Representative: Chao-Wei Hu	4	0	100.00%	-
Independent Director	Hsing-Cheng Tai	4	0	100.00%	-
Independent Director	Yeong-Cheng Wu	3	1	75.00%	-
Independent Director	Wei-Ping Tang	4	0	100.00%	-

Note1: Actual Attendance Rate (%) is calculated by the number of times of board meetings during his/her term and the actual number of times of attendance.

Other Items to be Recorded:

1. For any of the following situations for board meeting operations, specify the date, term, proposal content, opinions of all independent directors and the Company's dealing with the opinions:

(1) Items listed in the Article 14-3 of Securities and Exchange Act: The Company sets up the Audit Committee which is in accordance with related items listed in Article 14-5 of the Act.

(2) Besides the aforementioned item, other resolved items that the independent directors have objections or reservations: None; there were no resolved items of board meeting that are objected or have reservations by independent directors.

2. Execution status of directors for avoidance of interest conflict of proposals:

Declaration status of directors for avoidance of interest conflict or proposals.				
Title	Name	Proposal Content	Reason to Avoid Interest Conflict	Status of Voting Participation
Director	Chiang-Chuang Wang	The 8 <sup>th</sup> meeting of the 11 <sup>th</sup> round Board of Directors on May 9, 2023- Proposal for the donation to Tripod Care for Education Foundation.	Director of Tripod Care for Education Foundation	Not participate when discussing and voting.
Director	Chiang-Chuang Wang	The 8 <sup>th</sup> meeting of the 11 <sup>th</sup> round Board of Directors on May 9, 2023-The Company' s issuance of compensation for directors and managers/employees for 2022.	Director and manager of the Company	
	Ching-Hsiu Hu		Director and manager of the Company	
	Cheng-Ding Wang		Director and employee of the Company	
	Tsao-Kuei Hsu		Director	
	Jeng-Ming Wang		Director and employee of the Company	
	Chao-Wei Hu		Director and employee of the Company	
Independent Director	Hong-Cheng Wu		Independent director compensation	
	Yeong-Cheng Wu			
	Hsing-Cheng Tai			

3. Execution status description for performance evaluation of board meeting and functional committees:

Evaluation Cycle	Evaluation Term	Evaluation Range	Evaluation Method	Evaluation Content
Internal performance evaluation: Once per year	January 1 to December 31, 2023	Board of directors performance evaluation	Board member internal self-performance evaluation	1. Participation degree of corporate business 2. Improve board meeting decisional quality 3. Board member composition and structure 4. Director election and continued training 5. Internal control 6. Others

			Board of directors performance evaluation	Board member self-evaluation	1. Control of corporate goals and tasks 2. Recognition of director's duties 3. Participation degree of corporate business 4. Internal relationship maintenance and communication 5. Director's professional and continued training 6. Internal control
			Functional committee performance evaluation (Audit Committee, Compensation Committee)	Functional committee internal self-performance evaluation	1. Participation degree of corporate business 2. Recognition of committee duties 3. Improve committee decisional quality 4. Committee composition and member election 5. Internal control 6. Others
	External performance evaluation: Once every three year	January 1 to December 31, 2023	Board of directors, board member, functional committee	By an external independent professional institution or a panel of external experts and scholars	Based on eight key elements were identified to assess the Board's effectiveness: board structure and processes, board composition, legal entity and group structure, roles and responsibilities, behavior and culture, director training and development, oversight of risk management and oversight of reporting disclosure and performance.
<p>(1) The Company's board meeting amended Rules of Performance Evaluation for Board of Directors and Functional Committees on Nov. 8, 2021, ruling at least one internal evaluation to be performed each year, at least one external evaluation to be performed every three year. The Company already finished 2023 internal and external performance evaluation, the result of internal evaluation was Advanced, and the directors didn't provide any suggestion. The result of external evaluation was advanced which was reviewed by an independent professional institution based on Structure, People, Process and Information. The independent professional institution provides suggestions such as enhancing the diversity of board's composition and providing training courses for directors according to the Training Route Map for Directors published by the Corporate Governance Center in order to upgrade the training courses for directors...etc., which has reported to the Board of Directors on Feb. 29, 2024. Based on the result, the Company will enhance its governance practices in the future.</p> <p>(2) The results of performance evaluation for board directors and functional committees will be served as references for continued strengthening of competency of directors and functional committees.</p> <p>(3) The rules of performance evaluation for board directors and functional committees as well as evaluation results are disclosed at company website for investors to refer to.</p> <p>4. Goals of strengthening competency of board meeting of the year and most recent year (e.g. Set up Audit Committee, increase information transparency, etc.) and evaluation of execution status:</p> <p>(1) In order to strengthen the competency of board and promote corporate social responsibility, establishment of sustainable operation plans and supervision of corporate governance progress. The Company has established the Sustainable Development Committee, Ethical Corporate Management Working Group and Risk Management Working Group, and reports the execute results to the Board of Directors once per year periodically. Meanwhile, in order to increase the information transparency, the annual proposals and the execution results have been disclosed on the Company's website for Investors' reference.</p> <p>(2) The Company promotes the risk management mechanism by amending the Risk Management Best Practice Principles which is the guiding principle of risk management and has approved by the Board of Directors on Nov. 10, 2022. The Risk issue identification includes Strategy Risk, Operating Risk, Financial Risk, Information Security Risk, Compliance Risk, Ethical Risk and Other Emerging Risks. The Company holds risk management meeting with the competent authorities regularly and reports the process status and execution results to the audit committee and board of directors once per year. The execution status has disclosure on the website for investors' reference.</p> <p>(3) In order to promote the supervisory mechanism of ethical management, the Company has established the Ethical Corporate Management Working Group under the Sustainable Development Committee, which was approved by the Board of Directors on Aug. 9, 2021. In addition, the internal audit office reviews the implementation status according to each department's duties to ensure ethical management in accordance with laws and regulations, and report the Board of Directors once per year periodically. The execution status has disclosure on the website for investors' reference.</p> <p>(4) The Company's board amended the Rules of Performance Evaluation for Board of Directors and Functional Committees on Nov. 8, 2021, ruling at least one external evaluation to be performed by an external independent professional institution or a panel of external experts and scholars every three year. The Company already finished 2023 external performance evaluation. The Rules of Performance Evaluation for Board of Directors and Functional Committees and the evaluation result have been disclosed on the Company's website for investors' reference.</p>					

### 3.3.2 Audit Committee Operational Information:

A. Committee aims to assist board of directors in monitoring the following items:

- (1) Fair presentation of the Company's financial reports.
- (2) Independence and performance of CPA election (dismissal).
- (3) Effective implementation of internal control of the Company.
- (4) Compliance of the Company for related laws and regulations.
- (5) Control of the existing or potential risks of the Company.

B. Committee's annual duties and job items are as follows:

- (1) Compile or amend internal control system.
- (2) Audit of internal control system effectiveness.
- (3) Compile or amend procedures for major financial and business behaviors such as asset possession or disposal, derivatives trading, loans, endorsement or guarantee.
- (4) Major trading of assets or derivatives.
- (5) Major loans, endorsement or guarantee.
- (6) Raising, issuance or private placement of marketable securities with shareholders' rights.
- (7) CPA assignment, dismissal or remuneration.
- (8) Assignment and dismissal of financial, accounting or internal auditing officer
- (9) Signature or seal of chairperson, manager and accounting officer for annual financial reports.
- (10) Business report and earning distribution proposal.

C. Four meetings were convened by Audit Committee for the most recent year, the attendance status of independent directors is as follows:

Title	Name	Number of Times of Actual Attendance (B)	Number of Times of Proxy Attendance	Actual Attendance Rate (B/A)	Note
Independent Director	Hsing-Cheng Tai	4	0	100.00%	Convener
Independent Director	Yeong-Cheng Wu	3	1	75.00%	-
Independent Director	Wei-Ping Tang	4	0	100.00%	-

Other Items to be Recorded:

1. Specify the date, term, proposal content of the audit committee meeting, dissenting opinions by independent directors, qualified opinion or the content of important suggestion, Audit Committee resolution and dealing of the Company of the opinions should the Audit Committee operations involve the following items:

(1) Items listed in Article 14-5 of Securities and Exchange Act:

Audit Committee Meeting Date/Term	Proposal Content	Independent Director Opinion	Company's Dealing of Independent Director Opinion
Feb. 23, 2023 The 7 <sup>th</sup> meeting of 2 <sup>nd</sup> audit committee (7 <sup>th</sup> meeting of the 11 <sup>th</sup> Board of Directors)	<ol style="list-style-type: none"> <li>1. Proposal of internal audit report.</li> <li>2. 2022 business and annual financial reports.</li> <li>3. Company and affiliate loan status.</li> <li>4. Company's derivatives trading status.</li> <li>5. Follow Regulations Governing Establishment of Internal Control Systems by Public Companies and offer to board meeting to approve the "2022 Statement of Internal Control".</li> <li>6. To approve the amendments to the Rules of Procedures for Board of Directors Meetings.</li> <li>7. To approve the amendments to the Rules of Procedures for Shareholders' Meetings.</li> <li>8. To approve the amendments to the Corporate Governance Best Practice Principles.</li> </ol>	All agreed and approved.	All attending directors agreed and approved.
May 09, 2023 8 <sup>th</sup> meeting of 2 <sup>nd</sup> audit committee (8 <sup>th</sup> meeting of the 11 <sup>th</sup> Board of Directors)	<ol style="list-style-type: none"> <li>1. Proposal of internal audit report.</li> <li>2. Proposal of Directors and officers liability Insurance (D&amp;O) status report.</li> <li>3. To approve the consolidated financial statement for the first quarter of 2023.</li> <li>4. Proposal of the Company's 2022 earnings distribution.</li> <li>5. Company and affiliate loan status.</li> <li>6. Company's derivatives trading status.</li> <li>7. Acquisition of assets- proposal of investment in the application of artificial intelligence in traffic control system.</li> <li>8. To approve the amendments to the Articles of Association.</li> <li>9. To approve the Non-Assurance Services for CPAs' Pre-approval Policy.</li> <li>10. Proposal to evaluate independence and suitability of CPAs according to the Corporate Governance Regulations.</li> </ol>		

Aug. 8, 2023 9 <sup>th</sup> meeting of 2 <sup>nd</sup> audit committee (9 <sup>th</sup> meeting of the 11 <sup>th</sup> Board of Directors)	<ol style="list-style-type: none"> <li>1. Proposal of internal audit report.</li> <li>2. To approve the consolidated financial statement for the second quarter of 2023.</li> <li>3. Company and affiliate loan status.</li> <li>4. Company's derivatives trading status.</li> <li>5. To approve the Rules Governing Financial and Business Matters between the Company and its subsidiaries.</li> <li>6. To approve the amendments to the Company's Regulations Governing Internal Control Systems and Internal Audit.</li> </ol>		
Nov. 9, 2023 10 <sup>th</sup> meeting of 2 <sup>nd</sup> audit committee (10 <sup>th</sup> meeting of the 11 <sup>th</sup> Board of Directors)	<ol style="list-style-type: none"> <li>1. Proposal of internal audit report.</li> <li>2. Proposal of Risk Management Committee report.</li> <li>3. To approve the consolidated financial statement for the third quarter of 2023.</li> <li>4. Company and affiliate loan status.</li> <li>5. Company's derivatives trading status.</li> <li>6. Acquisition of assets-proposal of the capital increase of subsidiaries in Bienhoa, Vietnam.</li> <li>7. Acquisition of assets-proposal of the establishment of subsidiaries in Chauduc, Vietnam.</li> <li>8. Acquisition of assets-proposal of the Land Sublease Agreement in Chauduc Industrial Park, Vietnam.</li> <li>9. Acquisition of assets- proposal of ratification of the investment in the Tripod Nano Technology business.</li> <li>10. Proposal of 2024 annual audit plan.</li> </ol>		

(2) Besides the above items, other resolved items not passed by Audit Committee while agreed by other two thirds of directors:  
None, there were no objections or reservations from independent directors this year.

2. Execution status of independent director on interest conflict proposal avoidance should specify independent director's name, proposal content, avoidance reason and status of participating in voting: None, each independent director expressed his/her opinion during the meetings.

3. Communication status of independent director and internal audit officer as well as CPA (must include major item, method and result of corporate financial and business status communications)

(1) Method of Communication

1. Independent director and internal audit officer  
Internal audit officer should report at least once per quarter on internal audit execution status and internal control operational status; for major abnormal financial and business situations, report to independent directors at any time.

2. Independent director and CPA  
Independent directors and CPAs should convene meetings at least once per year; CPAs should offer report for financial and business operational status and internal audit status of the Company and affiliates while launching full communications for major adjustments and regulation amendment influence status; for major abnormal financial and business situations, report to independent directors at any time.

(2) Communication Item and Result

1. Communication status of independent director and internal audit officer

Date	Excerpts of Communication Status	Result of Communication
Feb. 23, 2023	Internal audit operation checking plan and actual execution status for November, 2022 to January, 2023.	No suggestion, approval granted
May 09, 2023	Internal audit operation checking plan and actual execution status for February to April, 2023.	No suggestion, approval granted
Aug. 08, 2023	Internal audit operation checking plan and actual execution status for May to July, 2023.	No suggestion, approval granted
Nov. 09, 2023	Internal audit operation checking plan and actual execution status for August to October, 2023.	No suggestion, approval granted

2. Communication status of independent director and CPA

Date	Attendee	Excerpts of Communication Status	Result of Communication
Nov. 09, 2023	<p>Independent directors: Yeong-Cheng Wu, Hsing-Cheng Tai, Wei-Ping Tang</p> <p>The CPAs: Hai-Yueh Huang, Sheng Tai Liang</p>	<ol style="list-style-type: none"> <li>1. Discussion on annual financial reports including range and methods in 2023.</li> <li>2. Discussion on significant risks which were identified · annual auditing procedures · key checking items in 2023.</li> <li>3. The discussion between CPAs and participants regarding the questions they might have.</li> <li>4. An Introduction of key points of the General Sustainability-related Disclosures published by IFRS.</li> <li>5. The amendments regarding the annual report for shareholder's meeting, the information to be published in public and the regulations of corporate governance.</li> </ol>	No suggestion

3.3.3 Information of operational status of supervisor participating in board meeting:  
The Company formed Audit Committee on June 21, 2018 to execute supervisor competency ruled by related regulations

### 3.3.4 Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies

Evaluation Item	Operational Status		Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
	Y	N	
1. Does the Company compile and disclose its Corporate Governance Best Practice Principles according to "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies"?	V		None
2. Corporate share structure and shareholders' rights			None
(1) Does the Company compile internal operational procedures to deal with shareholders' opinions, questions, disputes and lawsuit matters while implement according to procedures?	V		(1) The Company already set up spokesperson system according to regulations to deal with related matters.
(2) Does the company control major shareholders of actual controlling companies and final controller list of major shareholders?	V		(2) The Company has access to the list of major shareholders of actual controlling companies, ensuring the stability of ownership.
(3) Does the Company establish and execute risk control and firewall mechanism with affiliates?	V		(3) Affiliates operate independently while the Company has regulations on financial and business operational regulations regarding group affiliates and specific companies; interactions with affiliates also comply with related regulations.
(4) Does the company compile internal regulations to prohibit insiders to trade marketable securities by using undisclosed market information?	V		(4) The Company has regulations for insider trading prevention.
3. Composition and Duties of Board of Directors			None
(1) Does the board of directors set up the diversity policy、specified manage goals and execution status?	V		(1) The Company follows rules of "Corporate Governance Best Practice Principles" to gradually realize diversity policy for board meeting member composition with various gender, professional background and work field. The Composition of board members features various professional background and work field, including but not restricting to gender, age, nationality, culture, professional background (such as legal, accounting, industry, financial marketing or technology), professional skill and industry experience; this round of board members consists of nine seats, including 3 independent directors and one female director; the members' professional background and work field cover industry, legal, financial, accounting, investment management and business management; the professional background and work field of other members also cover industry, financial, accounting, investment management and business management while having contribution to public welfare, offering a diverse business management method. Related professional filed description is listed in Note 1. The Company's directors also serving as employees account for 56% of overall members, while the percentage for independent director is also 33%, while that for female members is 11%. For duration of independent director tenure: 1 member has served this position for five years and under, 2 members have served for over five years. For gender equality, we shall keep at least one female director for the next election of board meeting to reach the goal of maintaining the percentage of female member.
(2) Besides setting up Compensation and Audit Committees to comply with regulations, does the Company voluntarily implement other functional committees?	V		(2) The Company already set up Compensation Committee as required while implementing Audit Committee. We also set up Sustainable Development Committee to compile sustainable policies to monitor sustainable-related operations.



Evaluation Item	Operational Status		Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies	
	Y	N		
(3) Does the company compile Rules for Performance Evaluation of Board of Directors and its evaluation method, perform annual evaluation while offering the result to board of directors and use that as reference for individual director salary remuneration and nomination for the following term?	V		(3)The Company amended the Rules for Performance Evaluation of Board of Directors and Functional Committees on Nov. 8, 2021. In 2021, the Company performed internal and external evaluation according to the evaluation procedures and indicators while the execution status and result of the evaluation were reported to the board meeting on Feb. 29, 2024 and finish announcement matters. In addition, the next directors’ election or nomination, salary and remuneration will be based on the performance evaluation in the future. Please refer to this annual report for specified evaluation methods and procedures.	None
(4) Does the company regularly evaluate the independence of CPA?	V		(4)The Company evaluates once per year the independence and suitability of CPA. The independence and suitability of Deloitte CPAs Hai-Yueh Huang and Sheng-Tai Liang is evaluated together with various items according to the provision of “The Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No.10” and “Audit Quality Indicators (AQIs)” while passed by the board meeting on May 9, 2023. The independence and suitability of CPAs are normal while Deloitte has offered its Letter of Independence. Please refer to the core assessment indicators listed in note 3.	
4. Do public companies have competent and suitable numbers of corporate governance personnel while appoint a corporate governance officer to handle corporate governance matters (including but not restricting to offering necessary information for directors and supervisors in performing duties, assisting directors and supervisors to comply with regulations, handling items relating to board meeting and shareholders’ meeting in compliance with the law, performing company registration and change registration and compiling meeting minutes for board meetings and shareholders’ meeting)?	V		The Company’s corporate governance matters are handled by the chairperson office while there is a corporate governance unit under the office. The board has approved and appointed Ms. Shih-Han Chen from the chairperson office as the corporate governance officer on May 6, 2021 to handle promotion of corporate governance and ethical management matters while negotiating execution to protect shareholders’ rights, strengthening board director competency; matters include legally handle board meeting and shareholders’ meeting, cooperate with directors to offer them information for performing duties, assisting them to comply with the law, compile meeting minutes for board meeting, shareholders’ meeting and functional committees, handle company registration, participate in and arrange investment forum, establish a diverse communication channel for investors, promote corporate social responsibility (CSR) matters, disclose material information, company website maintenance, etc. The 2023 corporate governance officer continuing education information: 6 hours course of “2023 Cathy Sustainable Finance and Climate Change Summit” by Taiwan Stock Exchange Corporation, 3 hours course of “Green Finance International Conference” by Accounting Research and Development Foundation, 9 hours course of “Sustainable Governance Training Course” by Taiwan Corporate Governance Association. Total education hours were 18.	None
5. Does the Company establish communication channels with interest parties (including but not restricting to shareholder, employee, customer, supplier, etc.) while setting up interest party area on company website, appropriately responding to interest parties for the major CSR issues of their interest?	V		The Company already set up an interest party area on its website ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> ) as well as spokesperson and deputy spokesperson system to handle important CSR matters.	None
6. Does the Company appoint a stock affair agent to handle shareholders’ meeting matters?	V		The Company appoints Capital Securities Corporation to handle shareholders’ meeting matters.	None

Evaluation Item	Operational Status		Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
	Y	N	
7. Information Disclosure			
(1) Does the Company set up a website to disclose financial, business and corporate governance information?	V		(1) The Company sets up a website to disclose financial, business and corporate governance information at <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> .
(2) Does the Company have other information disclosure methods? (such as English website, appoint personnel to handle corporate information collection and disclosure, realize spokesperson system, and upload the process of investors conference to corporate website)?	V		(2) The Company already set up spokesperson system according to regulations while the chairperson office handles corporate information collection and disclosure.
(3) Does the Company announce and report annual financial reports within two months after the close of fiscal year while announce and report earlier than required the financial reports of 1-3Q and operational status of each month?	V		(3) The Company sets up its goals to finish announcing and reporting quarterly financial reports and monthly operational status before required deadlines. Its annual financial reports also are set to be announced and reported within two months of the close of fiscal year; the 2023 financial reports were announced and reported on Feb. 29, 2024.
8. Does the Company have important information that helps to understand the status of corporate governance operations (including but not restricting to employee right, employee care, investor relations, supplier relationship, interest party right, director/supervisor education status, status of risk management policy and risk assessment standard, customer policy execution status and D&O status)?	V		<p>Employee right: Employee is the most important asset of the Company. Trident values employee welfare, health and on-job training, plans each welfare measures and HR system according to considerations of prioritizing employees and protects employee rights according to Labor Standards Act.</p> <p>Employee care: Besides providing health insurance, labor insurance and labor pension system in accordance with the laws and regulations, the Company provides group insurance which covers certain amount of life insurance, cancer medical insurance, accidental injury medical insurance, accidental insurance, hospital medical insurance and occupational hazard insurance. Other welfare measures include wedding and funeral condolences, festive cash gifts, birthday cash gifts and year-end lottery, health check, business trip insurance, birth cash gifts, children scholarship, etc.</p> <p>Investor relations: The Company sets up spokesperson and deputy spokesperson system to handle related matters.</p> <p>Supplier relationship: The Company has a close and fair relationship with suppliers.</p> <p>Rights of interest parties: Interest parties communicate with the Company for demand to maintain self-rights; they can communicate via the interest party area on the website.</p> <p>Status of director and supervisor education: The Company's directors have industry professional knowledge and experiences while irregularly participating in corporate governance courses (Note 2).</p> <p>Execution status of risk management policy and risk assessment standard: The Company already set up related management regulations as required while launching appropriate risk evaluation and control when performing business operations.</p> <p>Customer policy execution status: The Company has a close and fair relationship with customers.</p> <p>D&amp;O status: The Company purchased D&amp;O for directors to protect shareholders' rights. The insurance level for May 8, 2024 to May 8, 2025 is US\$10 million. When the term ends while a new insurance needs to be purchased, we will announce and disclose as required the amount, range and rate of the insurance after providing to be reviewed at the board meeting.</p>
9. Offer improved status, prioritized items to be improved and measures regarding the results of Corporate Governance Evaluation by the Corporate Governance Center of TWSE.			
(1) Improved status:			
A. To advance the information transparency of the shareholders' meeting.			
B. To enhance the architecture of information security risk management.			
C. To promote the ESG activities.			
(2) Status of improvements to be made:			
A. Implementation of Board Diversity.			
B. The corporate ESG information disclosure transparency.			
C. The immediacy of disclosing the information to the Company's website.			

Note 1: Execution status for realization of policy for diverse composition of board members.

Name	Diversity Core Item	Diverse Policy Execution Status							
		Gender	Operational Judgement	Accounting and Financial Analysis	Legal	Business Management	Risk Dealing	Industry Knowledge	Leadership and Decision
Chiang-Chuang Wang		Male	✓	✓		✓	✓	✓	✓
Yun Jieh Investment Co., Ltd. Legal Representative: Cheng-Ding Wang		Male	✓			✓	✓	✓	✓
Ching-Hsiu Hu		Male	✓			✓	✓	✓	✓
Tsao-Kuei Hsu		Male	✓	✓		✓	✓	✓	✓
Yun An Investment Co., Ltd. Legal Representative: Jeng-Ming Wang		Male	✓	✓		✓	✓	✓	✓
Chuan-Sheng Investment Co., Ltd. Legal Representative: Chao-Wei Hu		Male	✓			✓	✓	✓	✓
Yeong-Cheng Wu		Male	✓			✓	✓	✓	✓
Hsing-Cheng Tai		Male	✓	✓	✓	✓	✓	✓	✓
Wei-Ping Tang		Female	✓	✓	✓	✓	✓	✓	✓

Note 2: 2023 director and supervisor education status

Title	Name	Host	Date	Course Name	Hours
Director	Chiang-Chuang Wang	Taiwan Stock Exchange Corporation	July 4, 2023	2023 Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Oct. 13, 2023	2023 Promotion Forum of Insider Trading Prevention	3
Director	Cheng-Ding Wang	Taiwan Stock Exchange Corporation	July 4, 2023	2023 Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Oct. 13, 2023	2023 Promotion Forum of Insider Trading Prevention	3
Director	Ching-Hsiu Hu	Taiwan Stock Exchange Corporation	July 4, 2023	2023 Cathay Sustainable Finance and Climate Change Summit	6
Director	Tsao-Kuei Hsu	Taiwan Stock Exchange Corporation	July 4, 2023	2023 Cathay Sustainable Finance and Climate Change Summit	6
Director	Jeng-Ming Wang	Taiwan Stock Exchange Corporation	July 4, 2023	2023 Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Oct. 20, 2023	2023 Promotion Forum of Insider Trading Prevention	3
Director	Chao-Wei Hu	Taiwan Stock Exchange Corporation	July 4, 2023	2023 Cathay Sustainable Finance and Climate Change Summit	6
		Securities and Futures Institute	Oct. 20, 2023	2023 Promotion Forum of Insider Trading Prevention	3
Independent Director	Yeong-Cheng Wu	Taiwan Stock Exchange Corporation	July 4, 2023	2023 Cathay Sustainable Finance and Climate Change Summit	6
Independent Director	Hsing-Cheng Tai	Taiwan Stock Exchange Corporation	Apr. 27, 2023	Sustainable Development Action Plans for TWSE- and TPEX-Listed Companies	3
		Taiwan Stock Exchange Corporation	July 4, 2023	2023 Cathay Sustainable Finance and Climate Change Summit	6
Independent Director	Wei-Ping Tang	CPA Associations R.O.C.(Taiwan)	Jan. 9, 2023	Insider Trading Prevention and the Adaptive Strategy (Taipei)	3
		CPA Associations R.O.C.(Taiwan)	Mar. 21, 2023	Anti-money Laundering Prevention and the Practices for CPAs (Taipei)	3
		CPA Associations R.O.C.(Taiwan)	Mar. 28, 2023	Net Zero Emission X Circular Economy X Construction Engineering (Taipei)	3
		Taiwan Stock Exchange Corporation	July 4, 2023	2023 Cathay Sustainable Finance and Climate Change Summit	6

Note 3: 2023 The core assessment indicators of the independence of CPA

Assessment Indicator	Result	Is it consistent with independence?
Is there any direct or substantial financial interest between the CPAs and the Company?	No	Yes
Do the CPAs and audit team members have never held the position as director, managers, or any position in the Company materially critical to the audited case?	No	Yes
Is there any business relation between the CPAs and the Company or the director/managerial officer of the Company, which affects the status of independence?	No	Yes
Have the CPAs provide the audit service to the Company for 7 consecutive years?	No	Yes



If the Company has a Compensation Committee, it should disclose its composition, duty and operational status:

A. Compensation Committee Member Information:

Apr. 20, 2024

Type	Conditions Name	Professional Knowledge and experiences	Independent status	No. of Public Companies as Independent Director
Convener Independent director	Wei-Ping Tang	BA, Accounting, National Taiwan University Master of Accounting, National Taiwan University CPA, KSP Certified Public Accountants Limited Ms. Tang is a Certified Public Accountant with more than 5 years of financial/accounting/manufacturing experiences. No occurrence of any event set forth under the provisions of Article 30 of the Company Act.	The Company obtained the written statement from each independent director (not the executive director) in order to confirm the independent of them and their lineal relatives by blood to the Company according to the requirements of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	0
Member Independent director	Yeong-Cheng Wu	Master of Graduate Institute of Electrical Engineering, National Taiwan University/ Vice president, VIA Embedded, VIA Technologies No occurrence of any event set forth under the provisions of Article 30 of the Company Act.	The Company obtained the written statement from each independent director (not the executive director) in order to confirm the independent of them and their lineal relatives by blood to the Company according to the requirements of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1
Member Independent director	Hsing-Cheng Tai	MA, Finance, NTU/ CPA, Ernst & Young Taiwan/ Director, CPA Associations, R.O.C/ Director, Institute of Internal Auditors Mr. Tai is a Certified Public Accountant with more than 5 years of financial/accounting/manufacturing experiences. No occurrence of any event set forth under the provisions of Article 30 of the Company Act.	The Company obtained the written statement from each independent director (not the executive director) in order to confirm the independent of them and their lineal relatives by blood to the Company according to the requirements of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	1

B. Compensation Committee Operational Status Information

- (1) The Company's Compensation Committee consists of 3 members.
- (2) Term of this Committee round: Jul. 9, 2021 to Jun. 18, 2024. In the latest year, the committee convened three (A) times, the qualification and attendance of the members specified as follows:

Title	Name	Number of Time of Actual Attendance (B)	Number of Times of Proxy Attendance	Actual Attendance Rate (B/A)	Note
Convener	Wei-Ping Tang	3	0	100.00%	-
Member	Yeong-Cheng Wu	2	1	66.67%	-
Member	Hsing-Cheng Tai	3	0	100.00%	-

Other items to be recorded:

1. Duties of Compensation Committee: The Committee should dutifully fulfill the following jobs and offer suggestions to the board meeting to discuss based on due care of a good administrator.
  - (1) Regularly review the Company's salary/compensation regulations to offer amendment suggestions.
  - (2) Review the performance goals of the Company's directors and managers as well as the policy, system, standard and structure of salary and compensation.
  - (3) Evaluate the goal-reaching status of the performance of the Company's directors and managers and salary and compensation.
2. Should the board meeting does not adopt or amend the suggestions, specify the date, term, proposal content, resolution result of the board meeting and the Company's dealing with the Compensation Committee opinions (the discrepancy and reason shall be described when the Board meeting approves the proposal of compensation which is better than the suggestion from the Compensation Committee): None.
3. For the resolved items of the committee, should members have objections or reservations while recorded or have written statements, specify the date, term, proposal content, all members' opinions and dealing with the opinions: None.

Compensation Committee Date/Term	Proposal Content	Compensation Committee Opinion	Board Meeting Date/Term	Company Dealing with Compensation Committee Opinions
Feb. 23, 2023 (3 <sup>rd</sup> meeting of the 5 <sup>th</sup> Compensation Committee)	1. To review and issue of the salary and compensation operations of the Company's directors and managers. 2. Proposal for range of suitable managers offered by the Company to Compensation Committee.	All members agreed and approved.	Feb. 23, 2023 (7 <sup>th</sup> meeting of the 11 <sup>th</sup> Board of Directors)	All attending members agreed and approved.
May 9, 2023 (4 <sup>th</sup> meeting of 5 <sup>th</sup> Compensation Committee)	1. Issuance operations of the Company's 2022 director and manager compensation.		May 9, 2023 (8 <sup>th</sup> meeting of the 11 <sup>th</sup> Board of Directors)	
Aug. 8, 2023 (5 <sup>th</sup> meeting of 5 <sup>th</sup> Compensation Committee)	1. To approve the amendment of the Procedure for the Salary and Compensation of Director and Manager.		Aug. 8, 2023 (9 <sup>th</sup> meeting of the 11 <sup>th</sup> Board of Directors)	

### 3.3.5 Discrepancy and reason of Promoting Sustainable Development Execution and Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies

Promoting Item		Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies												
		Y	N	Excerpt													
1. Does the Company establish the governance structure for promoting sustainable development and set up a full (part) time promotion unit for sustainable development while the board of directors authorize high-end management level personnel to handle the related matters and the supervisory status by the board of directors?		V		<p>The Company reported to the board of directors in February 25, 2021 to set up the Sustainable Development Committee under the chairperson office; the chairperson leads the Company’s high-level management team to realize sustainable strategies and operations covering aspects of corporate ESG while inspecting implementation performance and compiling improvement plan. For related matters of promoting CSR, the Company realizes CSR via each department’s duties while reports to the Board of Directors by year-end. The members of the Board of Directors provide suggestions when it is needed and supervise the Sustainable Development Committee for the adjustment if necessary.</p> <p>The execution status in 2023 as below:</p> <table><tr><th>Item</th><th>Description</th><th>Status</th></tr><tr><td>1</td><td>To publish the Sustainability Report and Task Force on Climate-Related Financial Disclosures (TCFD) report in English.</td><td>Approved by the board on Nov. 9, 2023.</td></tr><tr><td>2</td><td>The proposal by the Ethical corporate management working group.</td><td>Approved by the board on Nov. 9, 2023.</td></tr><tr><td>3</td><td>The intellectual property plan.</td><td>Approved by the board on Nov. 9, 2023.</td></tr></table> <p>The Sustainable Development Committee reported the current year of CSR procedures and execution status to the board on Nov. 9, 2023, and asked for suggestions when it is needed, the boards shall supervise the Sustainable Development Committee for the adjustment if necessary.</p>	Item	Description	Status	1	To publish the Sustainability Report and Task Force on Climate-Related Financial Disclosures (TCFD) report in English.	Approved by the board on Nov. 9, 2023.	2	The proposal by the Ethical corporate management working group.	Approved by the board on Nov. 9, 2023.	3	The intellectual property plan.	Approved by the board on Nov. 9, 2023.	None
Item	Description	Status															
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Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies																				
	Y	N	Excerpt																					
2. Does the company evaluate the risks of environmental, social and corporate governance issues related to corporate operations according to materiality principle while compiling related risk management policy or strategy?	V		<p>The Company already set up Sustainable Development Best Practice Principles and risk management regulations while proceeding with risk control priorities and risk level evaluation regarding corporate business-related ESG issues according to the Company's materiality principle, meanwhile, through reviewing the domestic and foreign research report and integrating internal data as the reference to evaluate the materiality of ESG topics, in order to set up the risk management strategies, corresponding action plans and reduce the impact of related risks.</p> <p>The reporting boundary encompasses the Company and its subsidiaries and the time frame was from Jan. 1, 2023 to Dec. 31, 2023. For related content of risk items, please refer to the 7.6 Risk Items of "7. Financial Status and Performance Analysis and Risk Items"</p> <table><tr><th>Materiality of topics</th><th>Risk evaluation items</th><th>Description</th></tr><tr><td>Environment</td><td>Environment risks and management</td><td>1. Each site obtains the ISO 14001 Environmental management systems individually. Besides, Wuxi/Pingzhen sites obtain the ISO 14064-1 Greenhouse Gases verification. Furthermore, Wuxi/Hubei sites obtain ISO 50001 verification. These certificates will be renewed periodically. 2. To set up the climate-related risk identify procedure according to the TCFD framework. The Company identified 7 risk issues and 8 possible opportunities through cross-departmental discussions of risk and opportunity related to climate change.</td></tr><tr><td rowspan="2">Social</td><td>Occupational Safety</td><td>1. All sites obtain the IS 45001 Occupational Health and Safety Management Systems verification in 2023. 2. To perform the fire drill and occupational safety training to strengthen the employees' emergency response capability.</td></tr><tr><td>Green products</td><td>1. The Company reviews the international hazardous substance requirement that qualified the RoHS Directive by EU. Meanwhile, the Company complies with non-use of conflict minerals and conducts satisfaction questionnaire surveys periodically and reviews the result. Please refer to the Chapter 3-3 Green products from the sustainability report.</td></tr><tr><td>Corporate Governance</td><td>Regulatory compliance</td><td>1. The Company manages the internal audit annually and audits each processing procedures to make sure the 100% implementation in 2023. 2. As regards the new technology develops by the Company, to apply patents application to secure the Company rights. The intellectual property plan has reported to the board on Nov. 9, 2023.</td></tr><tr><td></td><td>To strengthen the competencies of directors</td><td>1. To arrange continuing education courses for directors and update the latest laws and regulations related information to directions from time to time in 2023. 2. To provide the directors liability insurance in order to reduce the risk while executing their duties in 2023.</td></tr><tr><td></td><td>Stakeholder engagement</td><td>1. To build several communication channels for six stakeholders, collect and manage their opinions and the results has reported to the board on Nov. 9, 2023.</td></tr></table>	Materiality of topics	Risk evaluation items	Description	Environment	Environment risks and management	1. Each site obtains the ISO 14001 Environmental management systems individually. Besides, Wuxi/Pingzhen sites obtain the ISO 14064-1 Greenhouse Gases verification. Furthermore, Wuxi/Hubei sites obtain ISO 50001 verification. These certificates will be renewed periodically. 2. To set up the climate-related risk identify procedure according to the TCFD framework. 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Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GSM Listed Companies
	Y	N	Excerpt	
3. Environmental Issue				None
(1) Does the Company establish appropriate environmental management system according to its industry characteristics?	V		(1) The Company already established environmental and occupational safety hygiene management system considering own industry while considering substantial environmental protection issues such as air pollution, water pollution, waste and water/electricity consumption during production/sales process as well as hazardous substances introduced during product manufacturing process. It also meets requirements of ISO 14001, ISO 14064-1, ISO 45001 and ISO 50001. The detailed information will be updated on the Company's website. ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> )	
(2) Does the Company strive to improve the utilization efficiency of each energy resource while using recyclable materials with less impact on the environment?	V		(2) The Company has unit and personnel dedicated to environmental management, introducing innovative energy-preservation technologies considering own industry characteristics while striving to improve utilization efficiency of various resources. For items such as air pollution, water pollution, waste and energy consumption, it uses recyclable materials having low impacts on the environment while preventing environmental pollution and controlling energy usage. Tripod uses 7R framework for assessment to achieve the goals of "maximizing resource recycling" and "minimizing waste disposal". Please refer to the detailed information on the Company's website. ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> ). The goal of 2023: to reduce the intensity of energy consumption (kWh/NTD million of revenue) by 2% in comparison with 2021. The intensity of energy consumption in 2023 was 0.0195 kWh/NTD million of revenue, down by 0.0020 kWh/NTD million of revenue (9.30%) and has reached the goal. Meanwhile, the Company purchased the carbon credits to increase the percentage of green electricity usage.	
(3) Does the Company evaluate the potential risks and opportunities of climate changes on the present and future of the enterprise while adopting countermeasures for climate-related issues?	V		(3) Since our industry can be easily affected by energy and water-consumption issues due to climate changes, for possible operational risks, we will evaluate risks and opportunities for climate and environmental issues every year while launching necessary countermeasures through the Sustainable Development Committee which the Chairperson is the convenor. To set up the climate-related risk identify procedure according to the TCFD framework. The Company has finished the latest climate change risk related evaluation and identified the following 7 risk issues in 2023: GHG emissions trading and carbon taxes, higher requirement of international environmental standards, development of water resource saving, increase in raw material costs, typhoon or flood, drought and rising temperature. The Company identified the corresponding opportunities and related strategies under the premise of the sustainable operations, to strength related items such as energy saving and carbon reduction, green product, the resilience of climate change...etc. 1. Gas emission reduction Actively promote related greenhouse gas verification, product carbon footprint verification and carbon free label as well as energy management international certificates; since 2008, use ISO 14064 standard to establish corporate greenhouse gas emission list control amid the continued capacity expansion demand of the Company, effectively reduce carbon dioxide emission. 2. Energy control: Regularly review energy consumption status, reasonably plan and evaluate equipment efficiency, proceed with energy preservation project, continue to focus on energy preservation and waste reduction, lower production costs to realize energy control 3. Water resource management: Actively adopt water preservation measures, compose standard adopt water consumption volume and launch audit control, regularly promote water preservation, avoid unnecessary waste; Company has dedicated sewage processing factory, use branched passage and distributary collection for factory effluent and domestic sewage, appropriately deal with and control, review water quality; when reaching standard, discharge water; use new recycling technology to proceed with water resource recycling and reuse, reduce sewage mud creation to improve processing efficiency, reduce pollution degree of effluent The Company has disclosed the detailed information about the risks and opportunities related to climate change on the Company's website. ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> )	

Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies																																
	Y	N	Excerpt																																	
(4) Does the Company collect statistics of the greenhouse gas emission volume, water consumption and waste weight for the past two years while composing policies of energy-preservation, carbon-reduction, greenhouse gas reduction, water reduction or other waste management?	V		<div>(4) The statistics of the greenhouse gas emission volume of latest two years Company and its subsidiary: 1. Greenhouse gas emission:<table><tr><th>Year</th><th>Scope 1 (Tonne CO2e)</th><th>Scope 2 (Tonne CO2e)</th><th>GHG Emissions Intensity (Tonne CO2e)/M NTD)</th></tr><tr><td>2022</td><td>71,270</td><td>699,936</td><td>11.72</td></tr><tr><td>2023</td><td>68,479</td><td>670,980</td><td>12.56</td></tr></table><p>In 2023, the GHG emission of scope 1 and scope 2 totaled 739,459 tonnes CO2e; the carbon intensity was 12.56 tonnes CO2e/ million NTD. The Company obtains the ISO 14064-1 Greenhouse Gas Emissions verification in Wuxi/Pingzhen site in order to measure the carbon emission volumes accurately. In addition, Pingzhen site dynamics adjusted the operation schedule according to the off-peak period and power regulation; built the energy monitor system while the chiller and the air compressors are comply with the energy efficiency standards from the Ministry of Economic Affairs in Pingzhen site in order to reach 1% decrease on the GHG emission per year as the goal. In 2023, the Company has reached the goal since carbon reduction amounted to 2,630 tonnes CO2e in comparison with 2021. In accordance with the local laws and regulations, Wuxi site implements annual energy conservation and emission reduction projects and Hubei site continually participates in the trading of carbon emission in 2023.</p>2. Water consumption:<table><tr><th>Year</th><th>Water Consumption (Tonne)</th><th>Water Consumption Intensity (Tonne)/M NTD)</th></tr><tr><td>2022</td><td>16,795,547</td><td>255</td></tr><tr><td>2023</td><td>15,493,535</td><td>263</td></tr></table><p>The Company sets up the standard water usage volume at factories while launching audit control, regularly promote preservation of water usage and increase the water reclamation rate. Wuxi site obtains the Alliance for Water Stewardship platinum certification. Pingzhen site plans to decrease 2%of water usage in comparison with 2022 as the goal. In 2023, the water consumption in Pingzhen site was 494,682 tonnes and the Company has reached the goal since the water usage reduction amounted to 233,161 tonnes in Pingzhen site.</p>3. Total weight of waste:<p>The Company’s waste management is performed strictly according to regulations, classifying and collecting produced wastes while delivering for legal and qualified companies to process according to various types; waste management mainly considers recycling and reuse; the Company actively develops efficient recycling technology to perform resource recycling and reuse while realizing “reduce volume” of wastes.</p><table><tr><th>Year</th><th>Hazardous Waste (Tonne)</th><th>Non-hazardous Waste (Tonne)</th><th>Waste Generation Intensity (Tonne)/M NTD)</th></tr><tr><td>2022</td><td>114,859</td><td>35,516</td><td>2.29</td></tr><tr><td>2023</td><td>94,044</td><td>31,427</td><td>2.13</td></tr></table><p>Wuxi site obtains the UL2799A zero-landfill in waste processing (ZWP) verification. Pingzhen site plans to reduce 2%of hazardous waste volume in comparison with 2022 as the goal. In 2023, the hazardous waste volume in Pingzhen site has decreased by 18% and the Company has reached the goal in Pingzhen site. Meanwhile, Pingzhen site promotes recycling plan through actively sorting and recycling the general industrial waste in order to reduce the volumes of non-hazardous waste.</p></div>	Year	Scope 1 (Tonne CO2e)	Scope 2 (Tonne CO2e)	GHG Emissions Intensity (Tonne CO2e)/M NTD)	2022	71,270	699,936	11.72	2023	68,479	670,980	12.56	Year	Water Consumption (Tonne)	Water Consumption Intensity (Tonne)/M NTD)	2022	16,795,547	255	2023	15,493,535	263	Year	Hazardous Waste (Tonne)	Non-hazardous Waste (Tonne)	Waste Generation Intensity (Tonne)/M NTD)	2022	114,859	35,516	2.29	2023	94,044	31,427	2.13
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Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies
	Y	N	Excerpt	
			<p>The Company continues to expand business scale due to factory expansion plans, it rules related environmental management strategies for effective control.</p> <ol style="list-style-type: none"> <li>1. Energy preservation and carbon reduction Factory energy consumption review, compile reasonable equipment efficiency evaluation standard, continue to launch energy preservation project, effectively reduce production costs via energy control.</li> <li>2. Greenhouse gas reduction Standard certificates at own factories, precisely control corporate greenhouse gas emission status, combine with operating activities to compile volume reduction strategies to respond to business impacts due to climate changes.</li> <li>3. Reduce water usage Set up unit standard water usage volume at factories while launching audit control, regularly promote preservation of water usage, improve volume of usage for reclaimed water, reuse of purge water, sewage and effluent, strengthen water resource usage, actively adopt water consumption preservation measures.</li> <li>4. Waste management policy Actively perform waste classification and collection while delivering to legal companies to process; waste processing mainly focuses on recycling and reuse; the Company actively develops effective recycling technology to perform recycling and reuse of resources while performing volume reduction of wastes, resource recovery of waste, and innocuous treatment of waste.</li> </ol>	
<p>4.. Social Issue</p> <p>(1) Does the Company follow related regulations and International Bill of Human Rights to set up related management policy and procedure?</p>	V		<p>(1) Strictly abide by various labor regulations, strive to follow stricter labor, health and safety, environment, ethics and management system standards such as SA 8000, RBA (Responsible Business Alliance), customer code of conduct, etc. while compiling regulations by observing RBA to protect employees to have internationally-recognized codes of conduct such as free choice of occupation, child labor prohibition, legal salary/welfare and humanized treatment, promise to maintain and respect employees' human right management policy and procedure.</p>	None

Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies
	Y	N	Excerpt	
(2) Does the Company set up and launch reasonable employee welfare measures (including compensation, leave and other welfare) while appropriately reflecting business performance or result on employee compensation?	V		(2) To attract and retain talents, we encourage employees to create performance and long-term contribution and offer competitive overall compensation including salary, allowance, cash reward and other reward; the overall compensation of each employee is granted according to his/her professional knowledge skill, job competency, performance and long-term involvement, combining with corporate business goals to compile salary offering structure that meets labor regulations, is competitive and fair; there is no difference in treatment to each employee regarding age, gender, race, religion, political stance, marital status or other factors; the position and salary are provided regarding professional background and work experiences; combined with attendance system to offer complete paid leaves; every half year, we launch employee performance review to offer encouragements such as reward, adjustment in salary and promotion for outstanding employees according to their performances in work to promote HR management; we encourage excellent employees with corporate operating results and personal performance to boost morale and improve efficiency for them to remain at the Company to contribute their specialty; besides employee compensation system, the Articles of Association rules the Company allots no less than 3% of profits as employee compensation to share corporate profits with them, please refer to the 2023 employee and board director compensation in section 8, paragraph 1, chapter 4 in the annual report for the distribution of 2023 compensation; to improve competitiveness, we strive to offer complete and high-quality welfare measures, caring them with heart, enrich their body, mind and spirit including: set up welfare committee and actively promote various welfare plans; including to provide employee travel subsidy, cash gifts (such as festive, birthday, wedding and maternity), condolence and consolation payment (such as employee who suffers from serious illness, incurs other major incidents or funeral subsidies), children's educational assistance plan ; set up library for various magazine and publication borrowing; set up restaurant, cafeteria and sign contract with appointed stores, supply healthy and balanced food/beverage and high-quality and inexpensive goods; irregularly hold various employee fun fair, sign contract with the daycare center near the Company to provide the child care services. In 2023, the proportion of female employees and senior executives were 18.31%. The information related to employee welfare measures will be updated on the Company's website. ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> )	

Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies
	Y	N	Excerpt	
(3) Does the Company offer a safe and healthy work environment while performing regular safety and health education for employees?	V		(3) The Company values employee safety training, all new employees participate in level-3 safety education, existing employees are educated with safety courses; according to related regulations of occupational hygiene protection, we assign qualified occupational hygiene technical service institutions to offer annual occupational hazard element inspection regarding operating locations with occupational hazard elements, items including physics and chemical ones; when sample test results exceed standard, we launch repeated sampling inspection to verify; for confirmed abnormal areas, we review the case on site while requesting production unit to launch adjustments regarding solution utilization status, ventilation and waste gas processing to provide a healthy and safe work environment; following our production characteristics, we compile various emergency processing programs and methods when emergency occurs, strengthen employees' ability to respond and escape amid emergency to ensure the Company's property and personnel are safe while minimizing losses of disasters; regularly organize fire emergency and escape drills including personnel escape principles, fire facility utilization, etc.; on-site unit regularly organizes emergency drills, performing drills regarding fire, solution pipe leakage and sprinkler pipe leakage, improving on-site immediate coping ability. There were 461 fire drills and emergency equipment demonstrations held in 2023 as well as 14 first aid trainings. In the occupational safety and health management, the Company continues to improve and promote the highest requirements and standards according to ISO 45001 Occupational Health and Safety management systems with the aim of providing employees a safe, health and comfortable work environment. All manufacturing sites obtain ISO 45001 Occupational Health and Safety management systems verification. ISO 45001 in Wuxi site will be expired on Jun. 30, 2026, ISO 45001 in Hubei site will be expired on Sep. 16, 2026, ISO 45001 in Pingzhen site will be expired on Jan. 9, 2026. In order to promote the occupational safety training, the Company provides the simulation of accidents video screenings at each site. In 2023, there were 46,744 participants. No incidents with major accident and fire emergency case have been recorded in 2023.	
(4) Does the Company establish for employees efficient career competency development training program?	V		(4) The Company constantly promotes employees' professional knowledge and skills according to educational training promoting concept and long-term development needs to cultivate problem-shooting ability and strengthen corporate business constitution; employee growth and prosperity are the foundation of corporate sustainable operations; systematically launch a series of technical, professional and management training courses for employees of various job competencies; actively cultivate internal coaches to pass on professional skills and experiences, integrate external good-quality training courses, encourage employees to continue study, educate employee how to cross a culture, economy, society and gender identity disorder work environment in order to become an efficient and creative team player with various methods as to improve the quality of employee and the whole competitiveness of the Company, offer mixed learning including online and offline courses, knowledge management, etc.; training methods include classroom teaching, seminar, group discussion, audio/video teaching and mentorship, design various trainings according to job ranks and departments for employees to gradually strengthen work abilities apart from their professional skills. For the purpose of collect internal resources effectively and train the talents for the organizational operation and development systematically. 254,448 hours of training courses were provided in 2023 to a total of 874,089 participants. In the annual performance review, managers and employees discuss and summarize the annual development plan to improve the understanding of each other and adjust plans through review and feedback periodically.	

Promoting Item	Execution Status			Discrepancy and reason of Promoting Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies						
	Y	N	Excerpt							
(5) Does the Company follow related regulations and international principles for consumer health and safety, customer privacy, marketing and label of products and services while composing related policy to protect consumers or customers rights and appeal procedures?	V		(5) The Company effectively controls quality and meet various hazardous substance regulations while protecting customer right needs by establishing quality management system and hazardous substance management system; for verification standard of certification institutes, please refer to the description of section 7; we already have “Interest Parties” section on our website to deal with related matters of processing customer right appeals while featuring customers’ complaint processing procedure to meet customers’ demand and the sustainability promise of constant improvement.							
(6) Does the Company compose supplier management policy, requesting suppliers to follow related regulations in issues such as environmental-protection, occupational safety hygiene or labor right and the implementation status?	V		(6) The Company asks suppliers to uphold related regulations of environment while offering related letter of guarantee and compiling regulations ruling that for any violations, the Company may end or dismiss the agreement; the Company lists past records of suppliers as evaluation items of management procedure for supplier qualification review. In 2023, the Company has completed the auditing 78 key suppliers in accordance with RBA (Responsible Business Alliance), results as below: <table><tr><td>2023</td><td>Non-compliant items</td><td>Improved items</td></tr><tr><td>78 key suppliers</td><td>129</td><td>129</td></tr></table>		2023	Non-compliant items	Improved items	78 key suppliers	129	129
2023	Non-compliant items	Improved items								
78 key suppliers	129	129								
5. Does the company refer to the principles or guidance of international-standard reports to compile reports for non-financial information disclosure such as sustainability report? Do the above reports obtain third-party verification or guarantee?	V		The Company refers to the principles or guidance of international-standard reports, Global Reporting Initiative and SASB standards to compile sustainability report while the report has not yet received certificate from third-party verification unit. For information regarding the Company’s CSR, refer to the sustainability report of the Company’s website.							
6. Should the Company have the Principles of Sustainable Development following “Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies”, specify the discrepancy between operations and principles: The Company sets up the Principles of Sustainable Development while gradually launching and promote actions observing this code to realize effectively Sustainable development.										
7. Other important information that helps to understand the operational status of sustainable development: (1) The Company’s system, measure and implementation status for sustainable development activities are listed on the Company’s website and its sustainability report: <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> (2) The Company’s certificates: ISO 9001, IATF16949, IECQ QC 080000, TL9000, ISO 45001, ISO 14001, ISO 14064-1, ISO 27001, ISO 50001.										

### 3.3.6 Climate-Related Information of Listed Company

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Company reported to the board of directors in February 25, 2021 to set up the Sustainable Development Committee under the chairperson office; the chairperson leads the Company's high-level management team to realize sustainable strategies and operations covering aspects of corporate ESG while inspecting implementation performance and compiling improvement plan. The Sustainable Development Committee reported the current year of CSR procedures and execution status to the board on Nov. 9, 2023, and asked for suggestions when it is needed, the boards shall supervise the Sustainable Development Committee for the adjustment if necessary.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Since the Company's industry can be easily affected by energy and water-consumption issues due to climate changes, for possible operational risks, the Company promotes the risk management mechanism. 7 risk issues have been identified: GHG emissions trading and carbon taxes, higher requirement of international environmental standards, development of water resource saving, increase in raw material costs, typhoon or flood, drought and rising temperature. Please refer to the detail of TCFD in the sustainability report from the Company's website ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> ).
3. Describe the financial impact of extreme weather events and transformative actions.	In the event of extreme weather events, such as typhoons, floods, or droughts, it will affect the labor management, increase the risk of asset damage, and reduce production or sales; rising temperatures will also affect electricity consumption and increase costs. Please refer to the detail of Identification and Assessment of Climate Change Risks and Opportunities in line with Risk Management Strategy of TCFD in the sustainability report from the Company's website ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> ).
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	The Company already set up Sustainable Development Best Practice Principles and Risk Management Best Practice Principles while proceeding with risk control priorities and risk level evaluation regarding corporate business-related ESG issues according to the Company's materiality principle, meanwhile, through reviewing the domestic and foreign research report and integrating internal data as the reference to evaluate the materiality of ESG topics, in order to set up the risk management strategies, corresponding action plans and reduce the impact of related risks. Please refer to the detail of Governance and Strategy of TCFD in the sustainability report from the Company's website ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> ).
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	The Company refers to IPCC scenario RCP 2.6 in order to fulfill the Paris Agreement and conducts analysis of climate change to operational impacts, identifies the physical risks and transition risks as well as financial impact evaluation. Please refer to the detail of Strategy of TCFD in the sustainability report from the Company's website ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> ).
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	The Company sets up the goal of GHG emissions reduction and conducts water resource and energy management. Please refer to the detail of Metrics and Targets of TCFD in the sustainability report from the Company's website ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> ).
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The internal carbon pricing comes from the average price per tonnes of CO2 emissions after engaging in the trading through the carbon trading platform.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	The Company sets up the goal of GHG emissions reduction, expects to achieve net zero emissions by 2050 ~2060. Please refer to the detail of Metrics and Targets of TCFD in the sustainability report from the Company's website ( <a href="https://www.tripod-tech.com">https://www.tripod-tech.com</a> ).
9. Greenhouse gas inventory and assurance status, reduction goals, strategies and specific action plans.	Please refer to Greenhouse gas inventory and assurance status, reduction goals, strategies and specific action plans.



### 3.3.6.1 Greenhouse Gas Inventory, Assurance Status, Reduction Goals, Strategies and Specific Action Plans

#### Greenhouse Gas Inventory and Assurance Status

Year	Scope	Scope 1	Scope 2	Scope 3	Intensity (Tonne CO2e/ M MTD)	Assurance Status		
		Total Emissions (Tonne CO2e)	Total Emissions (Tonne CO2e)	Total Emissions (Tonne CO2e)		Verification Party	Verification Criteria	Verification Statement
2022	Parent (Pingzhen site)	1,334	20,249	-	-	SGS	ISO 14064-1:2006	Reasonable assurance
	Subsidiary (Wuxi site)	48,566	505,740	25,584		BSI	ISO 14064-1:2018	Reasonable assurance
	Subsidiary (Hubei site)	21,370	173,947	-		Wuhan Energy Efficiency Evaluation Co., Ltd. of State Grid Electric Power Research Institute	Greenhouse gas emissions accounting methods and reporting guidelines for electronics manufacturing industry	In comply with the verification criteria.
	Total	771,206			11.72	-	-	-
2023	Parent (Pingzhen site)	1,020	17,933	-	-	SGS	ISO 14064-1:2018	Reasonable assurance
	Subsidiary (Wuxi site)	46,004	474,258	18,094		BSI	ISO 14064-1:2018	Reasonable assurance
	Subsidiary (Hubei site)	17,225	139,890	-		Wuhan Energy Efficiency Evaluation Co., Ltd. of State Grid Electric Power Research Institute	Greenhouse gas emissions accounting methods and reporting guidelines for electronics manufacturing industry	In comply with the verification criteria.
	Subsidiary (Bienhoa site)	4,230	38,899	-		-	-	-
	Total	739,459			12.56	-	-	-

### 3.3.6.2 Greenhouse Gas Reduction Goals, Strategies and Specific Action Plans

The baseline year and reduction goals for Greenhouse Gas
<p>Short term Goal: Reduce 4% of GHG emissions in 2025.</p> <p>Medium term Goal: Reduce 20% of GHG emissions in 2030.</p> <p>Long term Goal Achieve net zero emissions by 2050 ~2060 according to the local regulations of each sites.</p> <p>Note: Baseline year: 2021.</p>
Greenhouse Gas Strategies and Specific Action Plans
<p>Tripod established the Sustainable Development Best Practice Principles and Risk Management Best Practice Principles, refers to the transition risks as well as physical risks in business operations identified by TCFD frameworks and emerging opportunities brought by climate change, conducts operational ESG topics relevant risk assessment according to the Company's materiality principles in order to identify the risk level evaluation and priority of risk management measure. Through examining international/local research reports, managing internal data, evaluating the materiality ESG topics, implementing risk management policy and actions plans accordingly for the purpose of reducing the relevant risk impacts.</p> <p>Tripod continues to expand business scale due to factory expansion plans, it rules related environmental management strategies for effective control:</p> <ol style="list-style-type: none"> <li>1. Energy preservation and carbon reduction: Factory energy consumption review, compile reasonable equipment efficiency evaluation standard, continue to launch energy preservation project, effectively reduce production costs via energy control.</li> <li>2. Greenhouse gas reduction: Standard certificates at own factories, precisely control corporate greenhouse gas emission status, combine with operating activities to compile volume reduction strategies to respond to business impacts due to climate change.</li> <li>3. Reduce water usage: Set up unit standard water usage volume at factories while launching audit control, regularly promote preservation of water usage, improve volume of usage for reclaimed water, reuse of purge water, sewage and effluent, strengthen water resource usage, actively adopt water consumption preservation measures.</li> <li>4. Waste management policy: Actively perform waste classification and collection while delivering to legal companies to process; waste processing mainly focuses on recycling and reuse; the Company actively develops effective recycling technology to perform recycling and reuse of resources while performing volume reduction of wastes, resource recovery of waste, and innocuous treatment of waste.</li> </ol>
The execution status
The GHG emissions volumes have reduced 336,891 tonnes CO <sub>2</sub> e in comparison with 2021 and the goal has reached.

### 3.3.7 Discrepancy and reason of ethical management fulfillment and Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies

Evaluation Item	Operational Status			Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Excerpt	
<p>1. Compile ethical management and plan</p> <p>(1) Does the Company compile ethical management policy passed by the board members while disclose the policy and actions of ethical management as well as promise of board directors and high-level management team to actively realize management policy?</p> <p>(2) Does the Company establish evaluation mechanism for unethical conduct risks, regularly analyze and evaluate business activities with higher unethical conduct risk within the range of business while compose plans to prevent unethical conducts while at least covering the prevention measures of conducts listed in Section 2, Article 7 of "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?</p> <p>(3) Does the Company disclose operational procedure for preventing unethical conduct plan, guideline for conduct, punishment for violation and appeal system while realizing the implementation and regularly reviewing and amending the aforementioned plans?</p>	V		<p>(1) The Company sets up "Ethical Corporate Management Principles", "Codes of Ethical Conduct" and "Procedures for Ethical Management and Guidelines for Conduct" (Ethical Management Regulations), regulating noteworthy items for corporate personnel in performing duties; actively realizing promised items for external parties basing on the principle of trust and mutual benefit.</p> <p>(2) Besides composing Ethical Management Regulations, the Company also established Standardized Management Operations to Prevent Internal Transactions and interest conflict avoidance management guidelines, offering code of conduct for personnel performing duties, preventing matters from happening such as business activities of unethical conducts, bribery and receiving bribes and offering illegal political donations.</p> <p>(3) The Company's Ethical Management Regulations specify the various operational methods for preventing unethical conducts such as violation processing procedure, award and punishment, appeal and record sanction; the Company educates employees about the importance of ethical conducts at any time according to related regulations while immediately report and deal with violations according to related rules.</p>	None
<p>2. Realize ethical management</p> <p>(1) Does the Company evaluate ethical record of business counterpart while specify ethical conduct clauses in the agreement with them?</p> <p>(2) Does the Company have a full-time unit handling promotion of corporate ethical management while regularly (at least once per year) report to the board members about its ethical management policy, plans of prevention of unethical conduct and monitor the execution status?</p>	V		<p>(1) The Company has review system for its customers and suppliers while specifying duties and rights for both parties when entering into agreements.</p> <p>(2) To promote the monitoring mechanism of ethical management, the Company has established the Ethical Corporate Management Working Group under the Sustainable Development Committee affiliated to the Chairperson's office. This unit shall execute and follow up the Ethical Principles and Procedures. In addition, it shall report the execution status to the Board of Directors once per year periodically. The execution status has been reported to the Board on Nov. 09, 2023 as below:</p> <p>1. Training: The RBA (Responsible Business Alliance) training (including business integrity, no improper advantage, disclosure of information and fair business) provided to all employees. 90,175.5 hours of training courses were provided in 2023 to 86,057 participants.</p> <p>2. Execution status: (1) A total of 131 suppliers participated in the 2023 RBA training course and the examination pass rate was 100%. (2) All new employees have signed the Honesty and Integrity Agreement and Self-disciplinary Agreement. (3) Ethical reporting statistics: No case has been received in 2023.</p>	None

Evaluation Item	Operational Status			Discrepancy and reason between corporate governance operational status and Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
	Y	N	Excerpt	
(3) Does the Company compile anti-interest conflict policy, offer appropriate reporting channel while realizing execution?	V		(3) The Company has interest conflict avoidance management guidelines while featuring an appeal channel for related personnel to describe any potential interest conflict with the Company.	
(4) Does the Company establish efficient accounting system and internal control system for realizing ethical management while internal auditing unit composes related audit plan according to the evaluation results of unethical conduct risks to review the compliance status of plans to prevent unethical conducts or appoint CPA to execute such audit?	V		(4) The Company already has an efficient accounting system and internal control system to realize ethical management while featuring annual auditing plan. Internal auditing unit also performs various auditing operations according to auditing plans. For special matters, arrangements will be made for exceptional audits.	
(5) Does the Company regularly hold internal/external trainings for ethical management?	V		(5) The Company irregularly trains its employees and weekly trains its executives at management meetings.	
3. Operational status of corporate reporting system				None
(1) Does the Company have a concrete reporting and rewarding system while establishing a channel convenient for such reporting and appointing appropriate personnel responsible for the reported party?	V		(1) The Company has rules for reporting matters in Ethical Management Regulations while features a reporting channel for management and auditing unit to perform related rules. Any violations of ethical management rules are dealt with following related regulations.	
(2) Does the Company set up an investigation standard processing procedure for answering reported matters? Does it adopt following measures and related confidential mechanism after investigation is finished?	V		(2) The Company's Ethical Management Regulations concretely rules the investigation standard processing procedure for answering reported matters and confidential mechanism. With a reporting line and mail box for reported cases, the Company's auditing personnel will perform related investigation matters while protecting the reporting person's rights upon receiving reports or when discovery is made when performing regular audits.	
(3) Does the Company adopt measures to protect the reporting person from inappropriate dealings out of reporting?	V		(3) The Company protects the reporting person's rights and from inappropriate dealings out of reporting for reported cases.	
4. Strengthen information disclosure Does the Company disclose Ethical Corporate Management Best Practice Principles and promotion performance at its website and MOPS?	V		The Company already discloses Ethical Corporate Management Best Practice Principles and promotion performance at its website and MOPS.	None
5. If the Company has own Ethical Corporate Management Best Practice Principles following Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, specify the discrepancy between operations and set principles:  The Company already set up Ethical Corporate Management Best Practice Principles following Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies while continues to promote and educate to strengthen realization and execution of corporate management-level employees.				
6. Other important information that helps to understand the operational status of corporate ethical management (such as reviewing and amending corporate ethical management principles) (1) The Company's CSR Code of Conduct already asks a company to follow applicable laws, regulations and corresponding industry rules as the basis of ethical management. (2) The Company has anti-insider trading management operations and interest conflict avoidance guidelines to rule insiders and employees should meet ethical management principles when performing duties.				

3.3.8 If the Company has corporate governance code of conduct and related regulations, it should disclose the search method:

The Company has a website to disclose related information at

<https://www.tripod-tech.com> under the directory of investor relations/corporate governance

3.3.9 The Company should disclose other important information for more understanding of corporate governance operational status:

The Company has a website to disclose related information at

<https://www.tripod-tech.com> under the directory of investor relations/corporate governance.

### 3.3.10 Internal control system execution status:

#### A. Statement of Internal Control

##### **Tripod Technology Corporation Statement of Internal Control**

February 29, 2024

The Company states the following for its internal control of 2023 according to self-evaluation results:

1. The Company understands that establishing, implementing and maintaining internal control system are the duties of the Company's Board of Directors and managers and the Company already established the system. The purpose is to provide reasonable assurance of the accomplishments of goals including the effect and efficiency of operations (including profits, performance and protecting asset safety), reliable, timely, transparent reports and compliance with related regulations.
2. The internal control system has its natural limitations. No matter how complete the design, effective internal control system also can only offer reasonable assurance for accomplishment for abovementioned three goals; also, with the changes of environment and condition, internal control system effectiveness may change accordingly. Nevertheless, the Company's internal control system features self-monitoring mechanism. Should errors be identified, the Company will immediately launch corrections.
3. The Company determines whether design and execution of internal control system are effective by items of the effectiveness of internal control system according to the rules of "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as "The Regulations"). The determining items of the internal control system of the Regulations are the procedure of management control, dividing the system into five factors: 1. Control environment, 2. Risk evaluation, 3. Control operation, 4. Information and communication and 5. Monitoring operation. Each factor includes several items. The aforementioned items are explained in the rules of The Regulations.
4. The Company already adopts the above internal control system determining items to evaluate internal control system design and execution effectiveness.
5. Based on the previous evaluation results, the Company regards the internal control system of December 31<sup>st</sup>, 2023 (including monitoring and management of subsidiaries) including the accomplishments of goals and reports of the effect and efficiency of operations are reliable, timely, transparent and internal control system design and execution compliant with related regulation are effective and can reasonably ensure that the above goals can be reached.
6. The Statement will become the major content of the Company's annual report and prospectus while is made public. The aforementioned public content, if bearing any falsehood or hiding any illegal matters, will carry legal responsibilities ruled by provisions under Article 20, 32, 171 and 174 of Securities and Exchange Act.
7. The Statement was passed by the Board of Directors meeting in February 29, 2024, with 9 attending directors all agreeing the content of the Statement.

Tripod Technology Corporation  
Chairperson: Chiang-Chuang Wang  
President: Le-Jen Huang

B. FSC requests the Company to appoint CPA to perform internal control system exceptional auditing report: N/A.



3.3.11 If the Company and internal personnel are punished legally, or the Company punishes internal personnel for violating internal control system rules for latest year and until publication date of annual report, and the punishment results may have major impact on shareholders' rights or securities prices, such punishment content, major flaws and improvement status: None.

3.3.12 Major resolutions of shareholders' meeting and board meeting for latest year and until publication date of annual report:

May 7, 2024

Name of Meeting	Date of Meeting	Important Proposal	Resolution and Execution
Shareholders' Meeting	Jun. 20, 2023	<ol style="list-style-type: none"> <li>1. Proposal for 2022 review reports.</li> <li>2. Proposal for 2022 earning distribution.</li> <li>3. To approve the amendments to the Articles of Association.</li> <li>4. To approve the amendments to the Rules of Procedure for Shareholders Meeting.</li> </ol>	<ol style="list-style-type: none"> <li>1. Approved.</li> <li>2. Distribute cash dividend of NT\$7.45 per share to be issued in Aug. 16, 2023.</li> <li>3. Approved and announced it on the material information on Market Observation Post System and the Company's website.</li> <li>4. Approved and announced it on the material information on Market Observation Post System and the Company's website.</li> </ol>
Board Meeting	Feb. 23, 2023	<ol style="list-style-type: none"> <li>1. Employee and director compensation allotment status.</li> <li>2. 2022 business and annual financial reports.</li> <li>3. 2023 business plan.</li> <li>4. Shareholders' meeting date, location and reason for 2023.</li> <li>5. Company and affiliate loan status.</li> <li>6. Company's derivatives trading status.</li> <li>7. Plan to apply to bank for short-term credit limit in 2023.</li> <li>8. Propose to be agreed 2022 Statement of Internal Control.</li> <li>9. Proposal for managerial officers change.</li> <li>10. To approve the amendments to the Rules of Procedures for Board of Directors Meetings.</li> <li>11. To approve the amendments to the Rules of Procedure for Shareholders Meeting.</li> <li>12. To approve the amendments to the Corporate Governance Best Practice Principles.</li> </ol>	<ol style="list-style-type: none"> <li>1. Attending directors agreed and approved.</li> <li>2. Attending directors agreed and approved.</li> <li>3. Attending directors agreed and approved.</li> <li>4. Attending directors agreed and approved.</li> <li>5. Attending directors agreed and approved.</li> <li>6. Attending directors agreed and approved.</li> <li>7. Attending directors agreed and approved.</li> <li>8. Attending directors agreed and approved.</li> <li>9. Attending directors agreed and approved.</li> <li>10. Attending directors agreed and approved.</li> <li>11. Attending directors agreed and approved.</li> <li>12. Attending directors agreed and approved.</li> </ol>
Board Meeting	May 9, 2023	<ol style="list-style-type: none"> <li>1. To approve the consolidated financial statement for the first quarter of 2023.</li> <li>2. Proposal for 2022 earning distribution.</li> <li>3. Company and affiliate loan status.</li> <li>4. Company's derivatives trading status.</li> <li>5. Plan to apply to bank for short-term credit limit in 2023.</li> <li>6. Proposal for the donation to Tripod Care for Education Foundation.</li> </ol>	<ol style="list-style-type: none"> <li>1. Attending directors agreed and approved.</li> <li>2. Attending directors agreed and approved.</li> <li>3. Attending directors agreed and approved.</li> <li>4. Attending directors agreed and approved.</li> <li>5. Attending directors agreed and approved.</li> <li>6. Except the directors have a conflict of interest avoided voting, the rest attending directors agreed and approved.</li> </ol>

Name of Meeting	Date of Meeting	Important Proposal	Resolution and Execution
		7. The Company' s issuance of compensation for directors and managers/employees for 2022. 8. Acquisition of assets- proposal of investment in the application of artificial intelligence in traffic control system. 9. To approve the amendments to the Articles of Association. 10. To approve the Non-Assurance Services for CPAs' Pre-approval Policy. 11. Proposal to evaluate independence and suitability of CPA according to the Corporate Governance Regulations.	7. Except the directors have a conflict of interest avoided voting, the rest attending directors agreed and approved. 8. Attending directors agreed and approved. 9. Attending directors agreed and approved. 10. Attending directors agreed and approved. 11. Attending directors agreed and approved.
Board Meeting	Aug. 8, 2023	1. To approve the consolidated financial statement for the second quarter of 2023. 2. Company and affiliate loan status. 3. Company' s derivatives trading status. 4. Plan to apply to bank for short-term credit limit in 2023. 5. To approve the Rules Governing Financial and Business Matters between the Company and its subsidiaries. 6. To approve the amendments to the Company' s Regulations Governing Internal Control Systems and Internal Audit. 7. To approve the amendment of the Procedure for the Salary and Compensation of Director and Manager.	1. Attending directors agreed and approved. 2. Attending directors agreed and approved. 3. Attending directors agreed and approved. 4. Attending directors agreed and approved. 5. Attending directors agreed and approved. 6. Attending directors agreed and approved. 7. Attending directors agreed and approved.
Board Meeting	Nov. 9, 2023	1. To approve the consolidated financial statement for the third quarter of 2023. 2. Company and affiliate loan status. 3. Company' s derivatives trading status. 4. Plan to apply to bank for short-term credit limit in 2023. 5. Acquisition of assets-proposal of the capital increase of subsidiaries in Bienhoa, Vietnam. 6. Acquisition of assets-proposal of the establishment of subsidiaries in Chauduc, Vietnam. 7. Acquisition of assets-proposal of the land Sublease Agreement in Chauduc Industrial Park, Vietnam. 8. Acquisition of assets- proposal of ratification of the investment in the Tripod Nano Technology business. 9. Proposal of 2024 annual audit plan. 10. Proposal for managerial officers change.	1. Attending directors agreed and approved. 2. Attending directors agreed and approved. 3. Attending directors agreed and approved. 4. Attending directors agreed and approved. 5. Attending directors agreed and approved. 6. Attending directors agreed and approved. 7. Attending directors agreed and approved. 8. Attending directors agreed and approved. 9. Attending directors agreed and approved. 10. Attending directors agreed and approved.
Board Meeting	Feb. 29, 2024	1. Employee and director compensation allotment status. 2. Proposal of 2023 business and financial reports. 3. 2024 business plan. 4. Shareholders' meeting date, location and reason for 2024. 5. Company and affiliate loan status.	1. Attending directors agreed and approved. 2. Attending directors agreed and approved. 3. Attending directors agreed and approved. 4. Attending directors agreed and approved. 5. Attending directors agreed and approved.

Name of Meeting	Date of Meeting	Important Proposal	Resolution and Execution
		6. Company's derivatives trading status. 7. Plan to apply to bank for short-term credit limit in 2024. 8. Propose to be agreed 2023 Statement of Internal Control. 9. Proposal for managerial officers change. 10. Proposal to change the CPAs from the first quarter of 2024 and evaluate the independence and suitability of CPA according to the Corporate Governance Regulations.	6. Attending directors agreed and approved. 7. Attending directors agreed and approved. 8. Attending directors agreed and approved. 9. Attending directors agreed and approved. 10. Attending directors agreed and approved.
Board Meeting	May 07, 2024	1. To approve the consolidated financial statement for the first quarter of 2024. 2. Proposal of 2023 earning distribution. 3. Company and affiliate loan status. 4. Company's derivatives trading status. 5. Plan to apply to bank for short-term credit limit in 2024. 6. Proposal for the donation to Tripod Care for Education Foundation. 7. Company's 2023 employee and director compensation issuance. 8. To elect the Company's 12th term of nine directors (including three independent directors). 9. To release the newly elected directors from non-competition restrictions. 10. Acquisition of assets- proposal of ratification of the investment in the unsecured subordinated corporate bonds issued by Fubon life insurance Co., Ltd. 11. To approve the amendments to the Articles of Association. 12. To approve the updated item on the convening of the 2024 Annual Shareholders' Meeting.	1. Attending directors agreed and approved. 2. Attending directors agreed and approved. 3. Attending directors agreed and approved. 4. Attending directors agreed and approved. 5. Attending directors agreed and approved. 6. Except the directors have a conflict of interest avoided voting, the rest attending directors agreed and approved. 7. Except the directors have a conflict of interest avoided voting, the rest attending directors agreed and approved. 8. Attending directors agreed and approved. 9. Attending directors agreed and approved. 10. Attending directors agreed and approved. 11. Attending directors agreed and approved. 12. Attending directors agreed and approved.

3.3.13 Major content for director or supervisor having different opinions from major proposals passed by board meetings while having record or written statement for latest year and until publication date of annual report: None.

3.3.14 Summary for resignation and dismissal status for chairperson, president, accounting, financial, chief internal audit officer, chief corporate governance officer, and R&D officers for latest year and until publication date of annual report:

May 7, 2024

Title	Name	Appointment Date	Dismissal Date	Reason
CEO	Chiang-Chuang Wang	Sept. 30, 2015	Dec. 30, 2023	Job adjustment
Vice CEO	Ching-Hsiu Hu	Sept. 26, 2006	Dec. 30, 2023	Job adjustment