

3.4 Implementation of Corporate Governance

3.4.1 Board of Directors

A total of 5 meetings of the Board of Directors were held in 2023.

The attendances of director were as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Chairman	Alex Hsia	5	0	100%	Incharged on Jun. 21, 2023.
Director	Yitsang International Co., Ltd. Representative: Vincent Kao	2	0	100%	Discharged on Jun. 21, 2023. The meeting shall be attended: 2 times.
Director	Yitsang International Co., Ltd. Representative: Michael Ding	3	0	100%	Incharged on Jun. 21, 2023. The meeting shall be attended: 3 times.
Director	Yitsang International Co., Ltd. Representative: Belle Liang	5	0	100%	Incharged on Jun. 21, 2023.
Director	Sophia Chen	5	0	100%	Incharged on Jun. 21, 2023.
Independent Director	MORI SHOREI	5	0	100%	Incharged on Jun. 21, 2023.
Independent Director	KUO HSIUNG WU	2	0	100%	Discharged on Jun. 21, 2023. The meeting shall be attended: 2 times.
Independent Director	FEI LIU	3	0	100%	Incharged on Jun. 21, 2023. The meeting shall be attended: 3 times.
Independent Director	Daphne Wang	5	0	100%	Incharged on Jun. 21, 2023.

Note: The term of the Ninth Board of Directors expired on June 21, 2023 and the election for all members of the Tenth Board of Directors was held.

Other mentionable items:

1.If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the company's response should be specified:

(1) Matters referred to in Article 14-3 of the Securities and Exchange Act:

The Company has established an Audit Committee, which is not subject to the provisions of Article 14-3 of the Securities and Exchange Act but complies with Article 14-5 of the same act.

(2) Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors:

The Company's independent directors have no objections or reservations regarding the resolutions of the Board of Directors for 2023. Please refer to the audit committee's operation status in this annual report.

2.If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: Directors abstained from voting and participating in discussions about their remuneration.

Date of Board of Directors	Directors' Name	Resolutions	Reason for Recusal	Participation in Voting
2023.03.10 13 th meeting of the 9 th Board	Alex Hsia Sophia Chen Yitsang International Co., Ltd. Representative: Vincent Kao and Belle Liang	Approved to distribute the compensation of 2022 employees and directors.	Related conflict of interests	Not participating in voting and discussions.
2023.11.10 3 th meeting of	Alex Hsia Sophia Chen Yitsang International	Approved the distribution of directors' compensation in 2022.		

the 10 th Board	Co., Ltd. Representative: Michael Ding and Belle Liang			
	Alex Hsia Yitsang International Co., Ltd. Representative: Belle Liang	Amendments to the “Directors’ and Functional Members’ Remuneration Policies” and the “Managers’ Remuneration and Performance Evaluation Policies”.		
	Alex Hsia Yitsang International Co., Ltd. Representative: Belle Liang	Evaluation and review compensation of directors and managers.		
	Alex Hsia	Chairman of the Board of Directors will no longer concurrently serving as general manager of the Company.		
	Yitsang International Co., Ltd. Representative: Belle Liang	2021 New restricted employee shares register and number of employees and issuance of new shares.		
	Alex Hsia	Courtesy policy for the Founder and Chairman, Alex Hsia.		

3. TWSE/TPEX-listed companies are required to disclose the evaluation cycle and period, scope of evaluation, evaluation method, and evaluation items of the self (or peer) evaluations conducted by the Board of Directors, and to fill out “Implementation Status of Board Evaluations.”:

Evaluation Cycle	Evaluation Period	Scope of Evaluation	Evaluation Method	Evaluation Item
Once a year	January 1, 2023 to December 31, 2023	The board of directors	Self-evaluation by directors	A. Degree of participation in the operation of the company B. Quality of the board’s decision making C. Composition and structure of the board D. Election and continuing education of the directors E. Internal control
Once a year	January 1, 2023 to December 31, 2023	individual directors	Self-evaluation by board members	A. Familiarity with the goals and missions of the company B. Awareness of the duties of a director C. Degree of participation in the operation of the company D. The director's professionalism and continuing education E. Internal control
Once a year	January 1, 2023 to December 31, 2023	Individual audit committee members	Self-evaluation by audit committee members	A. Degree of participation in the operation of the company B. Awareness of the duties of the functional committee C. Quality of decisions made by the functional committee D. Makeup of the functional committee and election of its members E. Internal control
Once a year	January 1, 2023 to December 31, 2023	Individual remuneration committee members	Self-evaluation by remuneration committee members	A. Degree of participation in the operation of the company B. Awareness of the duties of the functional committee C. Quality of decisions made by the functional committee D. Makeup of the functional committee and

				election of its members E. Internal control
Once every three years.	January 1, 2022 to December 31, 2022	The board of directors	Engaged an external professional organization, the Taiwan Institute of Ethical Business, to conduct questionnaires and on-site interviews and issue a evaluation report on the effectiveness of the board of directors.	A. Professional competence B. Decision-making effectiveness C. Internal control D. Sustainable development

The company's directors conduct internal performance evaluations of the "Board of Directors", "Board Members" and "Functional Committees" each year in accordance with the "Rules for Performance Evaluation of Board of Directors", and conduct performance evaluations by self-evaluation and by engaging an external professional organization, and then compile the evaluation results by the board of directors' meeting units and report them to the board of director on March 11, 2024. The overall evaluation results for 2023 indicated the company's board of directors and functional committees operated well and were in compliance with corporate governance.

4. Measures taken to strengthen the functionality of the board:

- (1) The company has established the audit committee to assist the board of directors in performing its supervisory duties.
- (2) The company has established the remuneration committee to regularly evaluate and determine the remuneration of directors and managers, and regularly review the performance evaluation of the directors and manager officers and policies, systems, standards and structure of remuneration.
- (3) We proactively provide various types of continuing education courses and encourage our directors to attend various corporate governance courses or arrange lecturers to the Company irregularly, to strengthen the functions of board members. In 2023, a total of 7 directors completed continuing education, totaling 54 hours, with an average of 7.7 hours of continuing education per director.

3.4.2 Audit Committee:

A total of 4 meetings of the Audit Committee were held in 2023.

The attendances of independent director were as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Independent Director	MORI SHOREI	4	0	100%	Incharged on Jun. 21, 2023.
Independent Director	KUO HSIUNG WU	2	0	100%	Discharged on Jun. 21, 2023. The meeting shall be attended: 2 times.
Independent Director	FEI LIU	2	0	100%	Incharged on Jun. 21, 2023. The meeting shall be attended: 2 times.
Independent Director	Daphne Wang	4	0	100%	Incharged on Jun. 21, 2023.

Other mentionable items:

1. If any of the following circumstances occur, the dates of meetings, sessions, contents of motion, dissenting opinions, reservations or major proposals of independent directors, resolutions of the Audit Committee and the Company's response to the Audit Committee's opinion should be specified:

(1) Matters referred to in Article 14-5 of the Securities and Exchange Act.:

Date of Audit Committee	Resolutions	Dissenting Opinions, Reservations or Major Proposals of Independent Directors	Resolutions of the Audit Committee and the Company's Response to the Audit Committee's Opinion should be specified.
2023.03.10 11 th meeting of the 2 nd Audit Committee	Approved the Internal control declaration of 2022.	None	Discussed to the board of directors after review and approval.
	Approved the 2022 annual business report and financial report.	None	Discussed to the board of directors after review and approval.
	Approved the issuance of common shares, domestic or overseas convertible bonds by way of cash in private placement.	None	Discussed to the board of directors after review and approval.
	Approved to amend the company's internal control system and internal audit system.	None	Discussed to the board of directors after review and approval.
	Amendments to the "2021 issue method of new restricted employee shares" and the "2022 issue method of new restricted employee shares".	None	Discussed to the board of directors after review and approval.
	Approved the financial statement audited and attested by a certified public accountant / appointment and remuneration by a certified public accountant.	None	Discussed to the board of directors after review and approval.
2023.05.09 12 th meeting of the 2 nd Audit Committee	Stop the issuance of common shares, domestic or overseas convertible bonds by way of cash in private placement approved by 2022 shareholder's meeting.	None	Discussed to the board of directors after review and approval.
2023.08.08 1 th meeting of the 3 rd Audit Committee	Approved to amend the company's internal control system and internal audit system.	None	Discussed to the board of directors after review and approval.
2023.11.10 2 th meeting of the 3 rd Audit Committee	Issuance of new restricted employee shares to the Company's non-managers for 2021.	None	Discussed to the board of directors after review and approval.
	Proposed to loan funds to subsidiary Altek Semiconductor Corporation.	None	Discussed to the board of directors after review and approval.

- (2) Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors: None.
2. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: None.
3. Communications between the independent directors, the Company's chief internal auditor and CPAs:
- (1) Other than submitting the audit reports to the independent directors every month, the Chief internal Auditor also reports to the Audit Committee in each quarter's meeting according to the annual audit plan and actual implementation.
- (2) CPAs attends Board of directors and communicates and interacts with independent directors on issues relating to the review or check of financial reports or on issues related to finance, taxation or internal control.
- (3) The independent directors can contact with internal audit and CPAs directly, and the communication is in good condition.

A. Communications of Independent Directors with Internal Audit Supervisor and CPAs in 2023:

Date of Audit Committee	Nature	Issue	Result
2023.03.10	Audit Committee	Report and communication of internal audit business for the 4 th quarter of 2022.	No opinions
	Audit Committee	Approved to amend the company's internal control system and internal audit system.	No opinions
2023.05.09	Audit Committee	Report and communication of internal audit business for the 1 st quarter of 2023.	No opinions
2023.08.08	Audit Committee	Report and communication of internal audit business for the 2 nd quarter of 2023.	No opinions
	Audit Committee	Approved to amend the company's internal control system and internal audit system.	No opinions
2023.11.10	Audit Committee	Report and communication of internal audit business for the 3 rd quarter of 2023.	No opinions
	Audit Committee	Develop an internal audit plan for 2024	No opinions

B. Communications of Independent Directors with CPAs in 2023:

Date	Nature	Issue	Result
2023.03.10	Board of Directors Pre-meeting	The accountant explained the 2022 consolidated and individual reports and communicated with the independent directors.	No opinions
2023.05.09	Board of Directors	The accountant explained the consolidated financial reports for the 1st quarter of 2023 and communicated with the independent directors.	No opinions
2023.08.08	Board of Directors	The accountant explained the consolidated financial reports for the 2nd quarter of 2023 and communicated with the independent directors.	No opinions
2023.11.10	Board of Directors	The accountant explained the consolidated financial reports for the 3rd quarter of 2023 and communicated with the independent directors.	No opinions

3.4.3 Corporate governance implementation status and deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”

Assessment Item	Status of Operation			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary Explanation	
1.Does the company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	✓		1. The Board of Directors has established the "Corporate Governance Best Practice Principles ", which was revised and approved by the board of directors on May 10, 2019. All operations are performance in accordance with the Principles. Up to now, there is no significant difference. For the "Corporate Governance Best Practice Principles ", please refer to the Company's website\Investors\Corporate Governance.	None.
2.Shareholding Structure & Shareholders’ Rights				
(1)Does Company have Internal Operation Procedures for handling shareholders’ suggestions, concerns, disputes and litigation matters. If yes, has these procedures been implemented accordingly?	✓		(1)Altek has set up the spokesperson and deputy spokesperson to handle shareholders’ suggestions or concerns. Altek has entrusted the Stock Transfer Agent and has set up the investors area on the website to handle shareholders’ suggestions or disputes.	None.
(2)Does Company possess a list of major shareholders and beneficial owners of these major shareholders?	✓		(2)In addition analysis the shareholder status base on shareholder list after book closure stating date, Altek handle a list of major shareholders and ultimate controllers. Altek reported the changes in the data in accordance with related laws.	None.
(3)Has the Company built and executed a risk management system and “firewall” between the Company and its affiliates?	✓		(3)Altek and its affiliates perform the operations and financial affairs independently. Altek has set up the written regulations to control financial and operational information.	None.
(4)Has the Company established internal rules prohibiting insider trading on undisclosed information?	✓		(4)Altek has set up the procedures for handling material Inside Information to avoid the improper leakage of information and to establish proper information handling and disclosure mechanisms, so as to ensure the consistence and correctness of publication. The regulations are disclosed on the Company’s website.	None.
3.Composition and Responsibilities of the Board of Directors				

Assessment Item	Status of Operation			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary Explanation	
(1)Has the Company established a diversification policy, specific management goals and has it been implemented accordingly?	✓		(1)Altek has specified in the “Corporate Governance Best Practice Principles” that the composition of the board of directors should be considered diversified. The implementation of the company's board diversity policy is as follows: a.The company pays attention to the independence and diversification of board members. Among them, the independence of board members is aimed at no less than three independent directors and no less than 1/5 (inclusive) of the number of directors, and no more than 1/2 (inclusive) of the number of directors who are also employees of the Company. Currently, the Company has three independent directors, accounting for 3/7 of the board of directors, and six directors are not employees. In conclusion, the Board of Directors of the Company is independent. b.The company also pays attention to gender equality in the composition of the board of directors, and aims to have one female director on the Board of Directors. Currently, three of the seven directors of the Company are female, and accounts for 3/7 of the total number of directors; in order to introduce different cultures and expand international horizons, appointment of one Japanese and one American director to join the Board of Directors. c.The seven directors of the Company have professional knowledge in different fields, among them, the chairman of the board of directors is Alex Hsia, who has expertise in management, leadership and industry knowledge; directors MORI SHOREI, Sophia Chen, Daphne Wang and Michael Ding have expertise in management, leadership and financial accounting; director Belle Liang has expertise in financial accounting; and director FEI LIU has expertise in legal knowledge. In summary, the Company has fully implemented its goal of diversifying its board of directors.	None.
(2)Other than the Compensation Committee and the Audit Committee which are required by law, does the Company plan to set up other Board committees?		✓	(2)Altek has established the Compensation Committee and the Audit Committee. Other functional committees will be set up based on the scale of operations and business needs.	Same as explanation.
(3)Has the Company established	✓		(3) The Company has established the	None.

Assessment Item	Status of Operation			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Summary Explanation	
<p>methodology for evaluating the performance of its Board of Directors, on an annual basis?</p> <p>(4)Does the Company regularly evaluate its external auditors' independence ?</p>	✓		<p>“Rules for Performance Evaluation of Board of Directors”, the directors conduct self-evaluation of the effectiveness of the Board of Directors, the Board members and the Functional Committees every year, and they undergo an external assessment by an independent professional organization or external experts/scholars at least once every three years. The 2023 performance appraisal of the Board of Directors has been submitted to the Board of Directors on March 11, 2024. Please refer to Board of Directors for the assessment.</p> <p>(4)Altek regularly assesses the CPA’s independence each year in accordance with the principles of “Integrity, Objectivity and Independence” in the Bulletin No.10 of “The Norm of Professional Ethics for Certified Public Accountant of the Republic of China” issued by the National Federation of Certified Public Accountant Associations of the Republic of China (NFCPAAROC) to verify whether the CPA is a Company’s director, shareholder or employee and confirm whether the CPA is a non-stakeholder, and then reports the assessment results to the Board of Directors. Altek also obtains information on the Audit Quality Indicators (AQIs) provided by the accountant, including the five dimensions -professionalism, independence, quality control, supervision, and innovation ability - and the 13 indicators to assess the independence and competency of the appointed certified public accountant and report the assessment results to the Board of Directors.</p> <p>The results of the last two years were submitted on March 10, 2023 and March 11, 2024 respectively.</p>	None.
<p>4.Does the company appoint a suitable number of competent personnel and a supervisor responsible for corporate governance matters (including but not limited to providing information for directors and supervisors to perform their functions, assisting directors and supervisors with compliance, handling work related to meetings of the board of directors and the shareholders' meetings, and</p>	✓		<p>Altek appointed Finance Division as the full-time corporate governance unit to tackle corporate governance affairs, protect shareholders' rights and strengthen the functions of the Board of Directors. After the resolution of the board of directors on May 7, 2021, the board appointed Steven Chen who is the assistant vice president of the finance department as the Corporate Governance Officer. The main responsibilities are as follows:</p>	None.

Assessment Item	Status of Operation			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary Explanation	
producing minutes of board meetings and shareholders' meetings)?			<p>Provide the information and the latest regulatory developments related to the company's operations for the directors and the audit committee, assist the directors and the audit committee to comply with laws and regulations, regularly report to the board of directors about the operation of corporate governance, hold the board of directors and shareholders' meetings, prepare minutes of board of directors and shareholders' meetings, and assist directors and audit committees to take office and continue learning, etc.</p> <p>Altek's corporate governance-related affairs were handled and executed in accordance with laws. The main implementations are as follows:</p> <p>1.Assisting Directors and Independent Directors in performing their duties:</p> <p>(1)Board members are regularly informed of the latest laws and regulations related to the Company's business areas and corporate governance.</p> <p>(2)Independent Directors conduct financial business-related communications with internal audit supervisors and accountants in accordance with the Corporate Governance Best-Practice Principles.</p> <p>2.Assisting in the Board of Directors and shareholders' meeting procedures and resolutions:</p> <p>(1)Following laws and regulations and implementing internal and internal control - planning appropriate corporate system and organizational structure to promote board independence and corporate transparency.</p> <p>(2)Preparing and setting an agenda before the board meeting, and informing all the Directors 7 days prior to the meeting so that they can learn about the contents of the relevant proposals; if the content of the proposal is related to the interested parties and should be appropriately avoided, a reminder will be given and the minutes of the board meeting will be completed within 20 days after the meeting.</p> <p>(3)After the meeting, major news release of important resolutions made by the Board will be inspected,</p>	

Assessment Item	Status of Operation			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary Explanation	
			<p>ensuring that the information is legal and correct so as to protect the investor's information equality on transaction.</p> <p>(4)Revising various measures to report to the Board in accordance with the latest laws and regulations of the competent authority and the actual operational needs of the Company.</p> <p>(5)Handling the pre-registration of the date of the shareholders' meeting according to law; producing the meeting notice, annual report, meeting handbook, and proceedings in the statutory time limit; handling registration changes when the company's articles of incorporation are amended or the directors are re-elected.</p> <p>3.In 2023, the implementation priorities of corporate governance-related matters are as follows:</p> <p>(1)In 2023, a total of 5 board meetings and 4 audit committee meetings were held.</p> <p>(2)In 2023, a general meeting of shareholders were held.</p> <p>(3)The company has taken out liability insurance for directors and has reported to the board of directors on May 03, 2024.</p> <p>(4)Conducted the internal performance evaluation of the "Board of Directors" , "Board Members" and "functional Committees" and reported the evaluation results to the Board of Directors on March 11, 2024.</p>	
5.Has the Company established a means of communicating with its Stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) or created a Stakeholders Section on its Company website? Does the Company respond to stakeholders' questions on corporate responsibilities?	✓		Depending on different situations, Altek appoints the spokesperson, deputy spokesperson, or stock transfer unit to communicate with stakeholders. The stakeholders section and the contact information of the spokesperson, acting spokesperson, and related business units is disclosed on the Company's website.	None.

Assessment Item	Status of Operation			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary Explanation	
6.Has the Company appointed a professional registrar for its Shareholders’ Meetings?	✓		Altek has appointed Sinopac Securities to handle related affairs.	None.
7.Information Disclosure				
(1)Has the Company established a corporate website to disclose information regarding its financials, business and corporate governance status?	✓		(1)Altek has established a corporate website (https://www.altek.com.tw), and designates the staff to expose the latest information regarding its financials, business and corporate governance status.	None.
(2)Does the Company use other information disclosure channels (e.g. maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investor conference etc.)?	✓		(2)Altek maintains a multi-language website (Traditional Chinese, Simplified Chinese and English), designates the staff to update the collection of company information and disclosure of major company events, and appoints the spokesperson to speak to outsiders. In addition, in order to implement the spokesperson system, Altek also sets up its news contact and investor contact information on the website to provide the latest news and channels of communication. The company also puts the video files and Chinese and English presentation files of the investors conference on the Company's website for investors to inquire.	None.
(3)Does the company announce and report annual financial statements within two months after the end of each fiscal year, and announce and report Q1, Q2, and Q3 financial statements, as well as monthly operation results, before the prescribed time limit?		✓	(3)The annual and quarterly financial reports and monthly operation status of the Company are published and declared within the prescribed time limit. However, the annual financial report cannot be published in advance.	Same as explanation.
8.Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?	✓		For more information on employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ training records, and purchasing insurance for directors, please refer to other important information helpful for enhancing the understanding of the Company's corporate governance in this annual report.	None.

Assessment Item	Status of Operation			Deviations from the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary Explanation	
9.The improvement status for the result of Corporate Governance Evaluation announced by Taiwan Stock Exchange.				
Evaluation Indicators		Priorities and Measures		
Does the Company conduct regular internal performance assessments of functional committees (including at least the Audit Committee and Remuneration Committee) each year and disclose the implementation and assessment results on the Company's website or in the annual report?		The Company amended the “Rules for Performance Evaluation of Board of Directors and Functional Committees” on November 10, 2023 to include the Functional Committees in the internal performance evaluation, and has reported to the Board of Directors and disclosed the evaluation results of 2023 to the Board of Directors on March 11, 2024 and on the Company's website and annual report.		
Did the Company compile a sustainability report based on the guidelines announced by the Global Reporting Initiative (GRI) and upload it to the Market Observation Post System and the Company's website by the end of September?		The Company has set up a sustainability committee in July, 2022, and compiled the 2022 sustainability report by disclosing relevant ESG information in accordance with the GRI Standards, SASB Standards, and TCFD Guidelines, the relevant contents have been uploaded to the Market Observation Post System (MOPS) and the Company's website.		
Did a third party verify the Company's sustainability report?		The Company's 2022 Sustainability Report has been certified by the British Standards Institution (BSI) and simultaneously issued an English version, the relevant contents of which have been uploaded to the Market Observation Post System (MOPS) and the Company's website, to facilitate connecting with the world and to enhance the customers' trust.		
Did the Company upload the English version of the sustainability report on the Market Observation Post System and the Company's website?				

3.4.4 Composition, Responsibilities and Operations of the Remuneration Committee

A. Composition of the Remuneration Committee

Title	Criteria	Professional Qualifications and Experience	Independence Situation	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
	Name			
Independent Director	MORI SHOREI	He possesses five or more years of work experience required for finance, accounting and the Company's business and used to be director of Fuji Film Corp. Japan.	Complies with Article 6 of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange ", and has no direct or indirect interest in the company.	0
Independent Director	KUO HSIUNG WU (Note)	He possesses five or more years of work experience required for the Company's business and used to be vice president of TSMC.		0
Independent Director	FEI LIU (Note)	He possesses five or more years of work experience required for the Company's business and used to be lawyer of Law office of Fei liu.		0
Remuneration Committee Member	Joyce Huang (Note)	She possesses five or more years of work experience required for finance, accounting and the Company's business and used to be Executive Secretary of Novellus System Inc.Taiwan Branch (USA).		0
Remuneration Committee Member	Bojin Liu (Note)	He possesses five or more years of work experience required for the Company's business and used to be director of Glory Dental Clinic.		0

Note: KUO HSIUNG WU and Joyce Huang were discharged on Jun. 21, 2023; FEI LIU and Bojin Liu was incharged on Aug. 08, 2023.

B. Responsibilities of the Remuneration Committee

- (1) Formulate and review policies, systems, standards and structures for performance evaluation and compensation of directors and managers.
- (2) Evaluate and determine the salaries of directors and managers.

C. Operations of the Remuneration Committee

(1) There are 3 members in the Remuneration Committee.

(2) Term of the Remuneration Committee is from Aug. 08, 2023 to Jun. 20, 2026. A total of 2 meetings of the Remuneration Committee were held in 2023. The attendance record of the Remuneration Committee members was as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Convener	MORI SHOREI	2	0	100%	Incharged on Aug. 08, 2023.
Committee Member	KUO HSIUNG WU	1	0	100%	Discharged on Jun. 21, 2023. The meeting shall be attended: 1 times.
Committee Member	Joyce Huang	1	0	100%	Discharged on Jun. 21, 2023. The meeting shall be attended: 1 times.
Committee Member	FEI LIU	1	0	100%	Incharged on Aug. 08, 2023. The meeting shall be attended: 1 times.
Committee Member	Bojin Liu	1	0	100%	Incharged on Aug. 08, 2023. The meeting shall be attended: 1 times.

Other mentionable items:

1. If the Board of Directors declines to adopt or modifies a recommendation of the Remuneration Committee, it should specify the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the Company's response to the Remuneration Committee's opinion: None.
2. Resolutions of the Remuneration Committee objected to by members or subject to a qualified opinion and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.
3. Discussion from the Remuneration Committee, resolutions, and ways the Company handled opinions from committee members:

Date of Remuneration Committee	Resolution	Discussion from the Remuneration Committee, and ways the Company handled opinions from committee members
2023.03.10 6 th meeting of the 4 th Remuneration Committee	Approved to distribute the compensation of 2022 employees and directors.	Approved as proposed and reported to the Board of Directors for resolution.
2023.11.08 1 th meeting of the 5 th Remuneration Committee	Approved the distribution of directors' compensation in 2022	Approved as proposed and reported to the Board of Directors for resolution.
	Amendments to the "Directors' and Functional Members' Remuneration Policies" and the "Managers' Remuneration and Performance Evaluation Policies".	Approved as proposed and reported to the Board of Directors for resolution.
	Approved the remuneration of directors and managers.	Approved as proposed and reported to the Board of Directors for resolution.
	Chairman of the Board of Directors will no longer concurrently serving as general manager of the Company.	Approved as proposed and reported to the Board of Directors for resolution.

	Appointment of managers.	Approved as proposed and reported to the Board of Directors for resolution.
	Issuance of new restricted employee shares to the Company's managers for 2021.	Approved as proposed and reported to the Board of Directors for resolution.
	Courtesy policy for the Founder and Chairman, Alex Hsia.	Approved as proposed and reported to the Board of Directors for resolution.

3.4.5 Promoting the implementation of sustainable development and the deviations from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and reasons

Promoted Item	Implementation Status			Deviations from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary Explanation	
1.Does the company established a governance structure to promote sustainable development and set up exclusively (or concurrently) dedicated first-line managers authorized by the board to be in charge of proposing the corporate social responsibility policies and reporting to the board?	✓		<p>The “Chairman Office” is the Company’s dedicated ESG unit for promoting sustainable development. The Company established the Sustainability Development Promotion Team in July 2022 with Chairman Alex Hsia as the chair to make proposals and implements ESG policies or systems, and reports to the Board of Directors as needed. The specific promotion plans and duties include:</p> <p>1.Social care: Altek upholds the principle of giving back to the society, and our objects of care range from child and adolescent welfare, welfare for the elderly, welfare for the disabled, women’s welfare, and social assistance to community development, social work, volunteer service, and community development.</p> <p>2.Charitable donations: Established the “Altek Corporation Charitable Trust Foundation”, and has been cooperating with various public welfare organizations over the years, to plan for long-term charitable donations and charity work.</p> <p>3.Arts and culture activities: Altek participates in and sponsor various arts and cultural activities.</p> <p>4.Environmental conservation: The Company incorporates the concept of environmental.</p>	None.
2.Does the company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?		✓	Altek has established the Corporate Social Responsibility (CSR) Code of Practice and pays close attention to the development and changes of international ESG systems.	In the future, the preparation schedule will be gradually planned.

Promoted Item	Implementation Status			Deviations from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary Explanation	
3.Environmentally Sustainable Development (1)Does the company establish proper environmental management systems based on the characteristics of their industries?		✓	Altek mainly provides customers with imaging solutions, which cause no waste or pollution. All products are manufactured and sold in accordance with environmental laws and regulations. In addition to obtaining ISO certification, Altek is the green partner of its customers.	None.
(2)Does the company endeavor energy efficiency and use renewable materials which have low impact on the environment?	✓		(2) A.The Group adopts the ERP system and electronic approval system to reduce printed mails and official letters. The messages and policies are announced via E-mail to reduce paper consumption. B.The electricity consumption was 2,446.9KW (K) in 2023, a decrease of 156.5KW (K) compared to 2,603.4KW (K) in 2022. C.The Company's liquefied gas consumption was 6,600KG (K) in 2023, a decrease of 900KG(K) compared to 7,500 KG(K) in 2022.	None.
(3)Does the company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter climate change issues?	✓		(3) Altek implements energy-saving policies and green procurement voluntarily and continuously pays close attention to its impact on environmental changes and sets up strategies for environmental protection.	None.
(4)Does the company take inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implement policies on energy efficiency and carbon dioxide reduction, greenhouse gas reduction, water reduction, or waste management?	✓		(4) A.The Company's energy consumption mainly comes from purchased electricity, with no process-related electricity usage, mainly for residential purposes. The Company has no emissions from manufacturing processes (Scope 1). All its sources of greenhouse gas emissions belong to Scope 2. The Company's carbon emissions in 2023 were 1,393.6KG (K), an increase of 239.6KG (K) compared to 1,154KG (K) in 2022.; The Company continued to save energy and reduce carbon, in order to do its best to protect the environment's social responsibility. B.The Company's water	None

Promoted Item	Implementation Status			Deviations from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary Explanation	
			<p>consumption in 2023 was 24.2 tons (K), an increase of 6.2 tons (K) compared to 18 tons (K) in 2022.</p> <p>C.The Company's wastewater discharge in 2023 was 11 tons, an decrease of 2.8 tons compared to 8.2 tons in 2022.</p> <p>D.The Company's amount of waste in 2023 was 24.5 tons, an decrease of 7.5 tons compared to 32 tons in 2022.</p>	
<p>4. Social issues</p> <p>(1)Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?</p> <p>(2)Does the company have reasonable employee benefit measures (including salaries, leave, and other benefits), and do business performance or results reflect on employee salaries?</p> <p>(3)Does the Company provide employees with a safe and healthy working environment, with regular safety and health training?</p> <p>(4)Has the Company established a mechanism for regular communication with employees and use reasonable measures to notify employees of operational changes which may cause significant impact to employees?</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>(1)Altek follows the regulations of Labor Standards Act and adheres to international human rights conventions to execute related operations, attaching importance to labor and human rights and implementing human resources management policies without discrimination of gender, ethnicity, age, marital status, family status, etc., installing the employee mailbox, and providing generous employee benefits.</p> <p>(2)The employee mailbox is set up as a channel of communication (HRM@altek.com.tw) between the Company and employees.</p> <p>(3)Altek holds the employee health check, occupational safety and health seminars, and fire management training annually to improve the safety and health performance. Altek also organizes various training programs to improve employees' response to emergency and awareness of occupational safety.</p> <p>In 2023, zero occupational accidents or fires occurred to the Company's employees.</p> <p>(4)The company has long been focusing on talent cultivation, according to the organizational and professional skills needs, management and professionalism, planning and arranging relevant training programs, in order to enhance the knowledge and skills of employees, build a rich human capital, and promote talents according to the function, and improve the career development</p>	<p>None.</p> <p>None.</p> <p>None.</p> <p>None.</p>

Promoted Item	Implementation Status			Deviations from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Summary Explanation	
(5) Does the Company follow relevant laws and international standards, and formulate relevant policies and complaint procedures for the protection of consumer or customer rights and interests regarding issues such as customer health and safety, customer privacy, marketing and labelling of products and services?	✓		of employees. (5) As Altek’s customers are international manufacturers, Altek provides products and services in accordance with related international regulations and standards. The Customer Service Department has been established to provide immediate services for customers.	None.
(6) Does the company implement supplier management policies, requiring suppliers to observe relevant regulations on environmental protection, occupational health and safety, or labor and human rights? If so, describe the results.	✓		(6) Altek establishes long-term partnerships with suppliers in the supply chain. According to the Supplier Management Procedures and the Regulations Governing Management of Environmental Substances, Altek requests its partners to abide by related international laws and regulations, the requirements of the world’s top manufacturers (RoHS, and REACH annex 17), and the commitment to sustainable development, so as to facilitate environmental protection, labor rights and ethics, health and safety, risk management, and the code of ethics.	None.
5. Does the company reference internationally accepted reporting standards or guidelines, and prepare reports that disclose non-financial information of the company, such as ESG reports? Do the reports above obtain assurance from a third party verification unit?	V		The Sustainability Report has been prepared with reference to the GRI (Global Reporting Initiative) Standards, the SASB (Sustainability Accounting Standards Board) Standards, and the TCFD (Task Force on Climate-related Financial Disclosures). In addition, we have engaged a third-party assurance organization, BSI Taiwan Branch, to provide assurance on this report in accordance with the GRI Standards Core Option and the AA1000 Assurance Standard v3 Type 1 Medium Level of Assurance, the relevant contents have been uploaded to the Market Observation Post System and the Company's website.	None.
6. If the company has established its sustainable development code of practice according to the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, please describe the operational status and differences: Altek has established the Corporate Social Responsibility (CSR) Code of Practice and has disclosed the Code on the website. We will implement the sustainable development gradually to promote economic, social, and environmental balance and development.				
7. Other important information to facilitate better understanding of the company’s implementation of promoting sustainable development:				

Promoted Item	Implementation Status		Deviations from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	
<p>We have established the “Altek Corporation Charitable Trust Foundation”, upholds the philosophy of “giving back to the society” by effectively utilizing group resources on the society. The Company actively devotes itself to charity works and fulfills corporate social responsibilities. In 2023, the Company put the donations into “medical care charity” to assist social welfare institute with continuous actions. In the future, the Company will pass on the legacy and extend the philosophy of charity to protect public health, fulfill corporate social responsibility.</p> <ol style="list-style-type: none"> 1. Altek has donated to the "Taiwan Health Foundation", hoping the foundation can enhance public health by promoting correct medical knowledge, providing health information, offering medical services and assistance, promoting disease prevention, and continuous medical innovation and research. 2. Altek has donated to the "Squash Rackets Association of Chinese Taipei" to sponsor disadvantaged children in squash events, infrastructure development, and training expenses. 			

Climate-Related Information of TWSE/TPEX Listed Company

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	Please refer to the “Climate-related Financial Disclosures” section of the Company's 2023 Sustainability Report.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	
3. Describe the financial impact of extreme weather events and transformative actions.	
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	
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.	
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.	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	
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.	
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan	

3.4.6 Fulfilling the implementation of ethical corporate management and the deviations from the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies” and reasons

Assessment Item	Implementation Status			Deviations from the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies” and Reasons
	Yes	No	Summary Explanation	
<p>1.Establishment of ethical corporate management policies and programs</p> <p>(1)Does the company have a Board-approved ethical corporate management policy and stated in its regulations and external correspondence the ethical corporate management policy and practices, as well as the active commitment of the Board of Directors and management towards enforcement of such policy?</p> <p>(2)Does the company have mechanisms in place to assess the risk of unethical conduct, and perform regular analysis and assessment of business activities with higher risk of unethical conduct within the scope of business? Does the company implement programs to prevent unethical conduct based on the above and ensure the programs cover at least the matters described in Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?</p> <p>(3)Does the company provide clearly the operating procedures, code of conduct, disciplinary actions, and appeal procedures in the programs against unethical conduct? Does the company enforce the programs above effectively and perform regular reviews and amendments?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(1)The Board of Directors and management perform their duties in good faith based on integrity and honesty. The related policy or system will be established depending on business needs or laws or regulations.</p> <p>(2)Altek has established “Procedures for Ethical Management and Guidelines for Conduct” to prevent infidelity. Established the appeal method and if there is any violation, will be punished in accordance with the rule of rewards and penalties.</p> <p>(3)Altek has established the Procedures for Acquisition or Disposal of Assets and the Procedures for Lending Funds to Other Parties and Endorsement & Guarantee against activities associated with high risks of unethical conduct. The accounting and internal control systems have also been established for internal auditors to check the compliance and prevent unethical conduct.</p>	<p>None.</p> <p>None.</p> <p>None.</p>
<p>2.Fulfill operations integrity policy</p> <p>(1)Does the company evaluate business partners’ ethical records and include ethics-related clauses in business contracts?</p> <p>(2)Does the company have a unit responsible for ethical corporate management on a full-time basis under the Board of Directors which reports the ethical corporate management policy and programs against unethical conduct regularly (at least once a year) to the Board of Directors while overseeing such operations?</p>	<p>✓</p> <p>✓</p>		<p>(1)Altek performs such operations in accordance with related laws and regulations.</p> <p>(2)The “Chairman Office” is a dedicated unit to promote corporate ethical management. The Board of Directors’ Meeting on March 11, 2024 has completed the report on the implementation of ethical management for 2023, and there was no abnormal situation in the implementation status.</p>	<p>None.</p> <p>None.</p>
<p>(3)Does the company establish policies to</p>	<p>✓</p>		<p>(3)Altek’s departments perform such</p>	<p>None.</p>

Assessment Item	Implementation Status			Deviations from the “ Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies” and Reasons
	Yes	No	Summary Explanation	
<p>prevent conflicts of interest and provide appropriate communication channels, and implement it?</p> <p>(4)Does the company have effective accounting and internal control systems in place to implement ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit the systems accordingly to prevent unethical conduct, or hire outside accountants to perform the audits?</p> <p>(5)Does the company regularly hold internal and external educational trainings on operational integrity?</p>	<p>✓</p> <p>✓</p>		<p>operations based on their responsibilities and report to the head of the department or Chairman through e-mail.</p> <p>(4)Altek has established effective accounting and internal control systems that are audited by internal auditors or CPA periodically. The internal audit results will be reported to the Audit Committee and the Board of Directors.</p> <p>(5)Altek provides training programs on its operating principles from time to time, or the employees participate in relevant educational training outside the Company.</p>	<p>None.</p> <p>None.</p>
<p>3. Operation of the integrity channel</p> <p>(1)Does the company establish both a reward/punishment system and an integrity hotline? Can the accused be reached by an appropriate person for follow-up?</p> <p>(2)Does the company have in place standard operating procedures for investigating accusation cases, as well as follow-up actions and relevant post-investigation confidentiality measures?</p> <p>(3)Does the company provide proper whistleblower protection?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(1)Employees may report to the head of unit or GM directly via e-mail.</p> <p>(2)Altek has set up a reporting mailbox and holds related documents and data confidential. If employees find any violation of ethical corporate management, they may report to internal Audit Office. If the violation is verified to be true, violators will be punished in accordance with related internal polices or laws.</p> <p>(3)Altek holds the entire reporting procedures confidential to prevent a complainant from retaliation for his/her filing a complaint.</p>	<p>None.</p> <p>None.</p> <p>None.</p>
<p>4.Strengthening information disclosure</p> <p>Does the company disclose its ethical corporate management policies and the results of its implementation on the company’s website and MOPS?</p>	<p>✓</p>		<p>The rules had been disclosed on company’s website and Market Observation Post System.</p>	<p>None.</p>
<p>5.If the company has established corporate governance policies based on the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”, please describe any discrepancy between the policies and their implementation: None.</p>				
<p>6.Other important information to facilitate better understanding of the company’s corporate conduct and ethics compliance practices: As disclosed above.</p>				

3.4.7 Corporate Governance Guidelines and Regulations

Major Internal Policies	Disclosure Method
1.Article of Incorporation 2.Rules of Procedure for shareholders Meeting 3.Rules for Election of Directors 4.Rules for Procedure for Board of Directors Meetings 5.Audit Committee Charter 6.Regulations Governing the Acquisition and Disposal of Assets 7.Regulations Governing Loaning of Funds and Making of Endorsements/Guarantees 8.Procedures for Handling Material Inside Information 9.Remuneration Committee Charter 10.Corporate Governance Best Practice Principles 11.Corporate Social Responsibility Best Practice Principles 12.Rules Governing the Scope of Powers of Independent Directors 13.Self-Evaluation of the Board of Directors 14.Ethical Corporate Management Best Practice Principles 15.Ethical Corporate Management Policies and Prevention Programs	1.MOPS/Corporate Governance: https://mops.twse.com.tw/mops/web/index 2.Altek's Website/Investors: https://www.altek.com.tw/zh-tw/finance/detail/8

3.4.8 Other Important Information Regarding Corporate Governance

A. Employees' Rights and Cares:

Based on the people-oriented management, Altek fully respects and cares for employees through providing employees' benefits, training programs, and a better working environment; the pension system is implemented based on the Labor Pension Act and the Labor Standards Act to protect employees' rights. The group insurance policies for employees and their family members are also planned. The employee health check is held on a regular basis.

B. Investor Service:

The investor service department is set up and its contact information is disclosed on Altek's website. The investor relation department is responsible to handle shareholders' suggestions and respond to investors' questions.

C. Supplier Relation:

Altek maintains a good relationship with suppliers and takes measures to reduce carbon dioxide emissions. According to the Supplier Management Procedures and the Regulations Governing Management of Environmental Substances, Altek requests its partners to abide by related international laws and regulations, the requirements of the world's top manufacturers (RoHS, REACH, and GP) 、RoHS and REACH annex 17 for environmental protection and hygiene and the commitment to sustainable development, so as to facilitate environmental protection, labor rights and ethics, health and safety, risk management, and the code of ethics.

D. Communication Channels for Interested Parties:

Interested parties	Communication channels
Employee	Forum, Labor-Management Meeting, Health Check, Disaster Prevention Drill, Education & Training, Confidential Complaint
Client	Regular Meeting, Satisfaction Survey, Inspection, Online Communication Platform
Supplier	Review Meeting, Inspection, Supplier Management System, Complaint Mailbox
Investor	Shareholders Meeting, Investor Conference, Altek's Website, Market Observation Post System (MOPS)
Media	Press Conference, Press Release, Altek's Website, Market Observation Post System (MOPS)

E. Training Record of Directors and Independent Directors in 2023:

Title	Name	Date	Institute	Course	Hours
Chairman	Alex Hsia	2023.11.15	Securities and Futures Institute	2023 Insider Trading Legal Compliance Seminar	3 hours
		2023.12.12		Concepts, Practices and Tools for Group Tax Governance	3 hours
Director	Sophia Chen	2023.11.22	Securities and Futures Institute	2023 Insider Trading Legal Compliance Seminar	3 hours
Independent Director	KUO HSIUNG WU	2023.12.12	The Institute of Internal Auditors-Chinese Taiwan	Concepts, Practices and Tools for Group Tax Governance	3 hours
Director	Michael Ding	2023.07.13	Taiwan Stock Exchange Corporation; Taipei Exchange	Briefing on Sustainable Development Action Plans for TWSE and TPEX Listed Companies	3 hours
		2023.08.16	Taiwan Corporate Governance Association	Net Zero Roadmap for Construction Industry	3 hours
		2023.09.27		Challenges and Governance of Digital Trust	3 hours
Director	Belle Liang	2023.10.20	Securities and Futures Institute	2023 Insider Trading Prevention Seminar	3 hours
		2023.11.15		2023 Insider Trading Legal Compliance Seminar	3 hours
Independent Director	MORI SHOREI	2023.11.15	Securities and Futures Institute	2023 Insider Trading Legal Compliance Seminar	3 hours
		2023.12.12		Concepts, Practices and Tools for Group Tax Governance	3 hours
Independent Director	FEI LIU	2023.11.16	The Institute of Internal Auditors-Chinese Taiwan	Regulations and Analysis of Loans of Funds, Endorsement and Guarantee, and Acquisition and Disposal of Assets	6 hours
		2023.11.21		"Insider Trading" and "Misrepresentation of Financial Statements": Study and Response	6 hours
		2023.11.22	Securities and Futures Institute	2023 Insider Trading Legal Compliance Seminar	3 hours
Independent Director	Danphne Wang	2023.10.29	Accounting Research and Development Foundation of the Republic of China	Trends and Guidelines for Disclosure of Relevant ESG Information in the "Sustainable Development Action Plans for TWSE and TPEX Listed Companies"	3 hours
		2023.12.08	Securities and Futures Institute	2023 Insider Trading Legal Compliance Seminar	3 hours

F. Liability Insurance for Directors and Independent Directors:

Insured	Insurance Company	Insured Amount	Period
All directors	Chubb	US\$30 million	April 30, 2024~October 30, 2025
All directors	Fubon		

Note: The insurance coverage of directors' liability insurance has been reported to the board of directors on May 03, 2024.

G. Managers' Participation in Training Courses on Corporate Governance in 2023:

Title	Name	Date	Institute	Course	Hours
Financial Officer	Belle Liang	2023.10.20	Securities and Futures Institute	2023 Insider Trading Prevention Seminar	3 hours
		2023.11.15		2023 Insider Trading Legal Compliance Seminar	3 hours
Accounting Officer	Peggy Hsu	2023.11.02	Accounting Research and Development Foundation of the Republic of China	Trends and Guidelines for Disclosure of Relevant ESG Information in the "Sustainable Development Action Plans for TWSE and TPEX Listed Companies"	3 hours
				Establishing an ESG Sustainability Strategy to Enhance Competitive Advantage	3 hours
		2023.11.03		Controlled Foreign Corporation (CFC) Tax Laws and Practices	3 hours
				Legal responsibility and analysis of "Tax Crime".	3 hours
Corporate Governance Officer	Steven Chen	2023.07.13	Taiwan Stock Exchange Corporation; Taipei Exchange	Briefing on Sustainable Development Action Plans for TWSE and TPEX Listed Companies	3 hours
		2023.09.14	The Institute of Internal Auditors-Chinese Taiwan	Legal Defense - Facing the Investigation and Trial Procedures	6 hours
		2023.11.08	Securities and Futures Institute	Introduction to the Company Management Rights and Commercial Case Adjudication Act	3 hours

3.4.9 Internal Control Systems

A. Internal Control Declaration

Altek Corporation

Internal Control Declaration

Date: March 11, 2024

The declaration of the internal control system from January 1, 2023 to December 31, 2023 is made below based on the result of self-inspection.

1. The Company acknowledges that establishing, implementing, and maintain the internal control system is the responsibility of the Company's Board of Directors and management. The Company has established the internal control system for the purpose of properly assuring the achievements of operational efficacy and efficiency (including profits, performance, and guarantee of asset safety) and reporting that reflect reliability, timeliness, and transparency as well as compliance.
2. The internal control system has its congenital limitations; the effective internal control system, regardless how perfectly it is designed, may only provide proper assurance for the achievements of the above three goals; in addition, due to changes in the environment and the situation, the effectiveness of the internal control system may change as well. The Company's internal control system is designed with a self-monitoring mechanism. Once a flaw is identified, the Company will take corrective actions immediately.
3. The Company determines whether the design and implementation of the internal control system are effective based on the items stipulated in the Regulations Governing Establishment of Internal Control Systems by Public Companies (the Regulations). Items adopted by the Regulations are five components of the internal control system based on the control process: 1. Control environment; 2. Risk assessment; 3. Control operation; 4. Information and communication; and 5. Monitoring operation. Each component contains several items. For more information on the foregoing items, please refer to the Regulations.
4. The Company has adopted the abovementioned items that determine the effectiveness of the design and implementation of the internal control system.
5. Based on the result of evaluation mentioned above, the design and implementation of the internal control system (including supervision and management of the Company's subsidiaries) as of December 31, 2023, such as the level of achievement of operational efficacy and efficiency and reporting that reflect reliability, timeliness, and transparency as well as compliance, are considered effective and properly assure the achievement of the above goals.
6. The Declaration will constitute the major content of the Company's annual report and prospectus and be disclosed. Any falseness or concealment of the abovementioned content will involve legal responsibilities stipulated in Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. The Declaration has been approved by the Board of Directors on March 11, 2024. All attended directors agreed on the contents of the Declaration.

Altek Corporation

Chairman : Alex Hsia

General Manager : Vincent Kao

B. CPA's Audit Report on the Company's Internal Control System to be disclosed: N/A.

3.4.10 Punishments, Major Defects, and Improvements of Violation of the Company's Internal Control System: None.

3.4.11 Major Resolutions of Shareholders' Meeting and Board Meetings

A. Resolutions of 2023 general shareholders' meeting:

Item	Major Resolutions	Implementation
1	Approved the 2022 business report and financial statements.	Performed in accordance with relevant laws and regulations.
2	Approved the distribution of 2022 earnings by cash.	Completed on Oct. 20, 2023.
3	Approved the issuance of common shares, domestic or overseas convertible bonds by way of cash in private placement.	The Fund Raising has yet been executed and it will be due on June 20, 2024. The Board of directors held on May 3, 2024 has resolved to cease the Fund Raising in the remaining period.
4	To elect 7 Directors (including 3 Independent Directors)	Performed in accordance with relevant laws and regulations.
5	Proposal of Release the Prohibition on Directors from Participation in Competitive Business.	Performed in accordance with relevant laws and regulations.

B. Resolutions of 2023 board meeting:

Item	Major Resolutions	Implementation
2023.03.10 13 th meeting of the 9 th board	1.Approved the Internal control declaration of 2022.	Implemented by resolution.
	2.Approved the 2022 annual business report and financial report.	Listed in the 2023 shareholders' meeting recognize.
	3.Approved to distribute 2022 earnings.	Listed in the 2023 shareholders' meeting recognize.
	4.Approved to distribute the compensation of 2022 employees and directors.	Listed in the 2023 shareholders' meeting report.
	5.Approved the issuance of common shares, domestic or overseas convertible bonds by way of cash in private placement.	Listed in the 2023 shareholders' meeting discuss.
	6.To elect 7 Directors (including 3 Independent Directors).	Listed in the 2023 shareholders' meeting elect.
	7.Proposal of Release the Prohibition on Directors from Participation in Competitive Business.	Listed in the 2023 shareholders' meeting discuss.
	8.Approved the convening of the 2023 shareholders' meeting.	Implemented by resolution.
	9.Approved to amend the company's internal control system and internal audit system.	Implemented by resolution.
	10.Approved to amend 「2021 issue method of Restricted Stock Awards」 and 「2022 issue method of Restricted Stock Awards」	Implemented by resolution.
	11.Approved the appointment and remuneration of Certified Public Accountant	Implemented by resolution.
	12.Approved the cancellation of restricted shares issued for employees' bonus through capital reduction.	Implemented by resolution.
	13.Approved to apply for a line of credit from the financial institution.	Implemented by resolution.
	14.Approved to the business plan in 2023.	Implemented by resolution.
2023.05.09 14 th meeting of the 9 th board	1.Stop the issuance of common shares, domestic or overseas convertible bonds by way of cash in private placement approved by 2022 shareholder's meeting.	Listed in the 2023 shareholders' meeting discuss.
	2.Resolved the qualification review of candidates for directors (including independent directors) and for independent directors recommended and listed by the Board of Directors.	Listed in the 2023 shareholders' meeting elect.
	3.Resolved the qualification review of candidates for directors (including independent directors) and for independent directors recommended and listed by the Board of Directors.	Listed in the 2023 shareholders' meeting discuss.
	4.Approved to apply for a line of credit from the financial institution.	Implemented by resolution.
2023.06.21 1 th meeting of the 10 th board	1.Approved to election the chairman.	Implemented by resolution.
2023.08.08 2 th meeting of	1.Approved to amend the company's internal control system and internal audit system.	Implemented by resolution.

Item	Major Resolutions	Implementation
the 10 th board	2.Appointed the members of the 4rd term's Remuneration Committee	Implemented by resolution.
	3.Approved to amend Rules of Procedure for Board of Directors Meetings.	Implemented by resolution.
	4.Approved to apply for a line of credit from the financial institution.	Implemented by resolution.
2023.11.10 3 th meeting of the 10 th board	1.Approved to develop an internal audit plan for 2024.	Implemented by resolution.
	2.Approved the amendment to the "Rules for Performance Evaluation of Board of Directors".	Implemented by resolution.
	3.Approved to apply for a line of credit from the financial institution.	Implemented by resolution.
	4.Proposed to loan funds to subsidiary Altek Semiconductor Corporation.	Implemented by resolution.
	5.Approved the distribution of directors' compensation in 2022.	Implemented by resolution.
	6.Approved the amendments to the "Directors' and Functional Members' Remuneration Policies" and the "Managers' Remuneration and Performance Evaluation Policies"	Implemented by resolution.
	7.Approved the remuneration of directors and managers.	Implemented by resolution.
	8.Approved the Chairman of the Board of Directors no longer concurrently served as general manager of the Company.	Implemented by resolution.
	9.Approved the appointment of managers.	Implemented by resolution.
	10.Approved 2021 New restricted employee shares register and number of employees and issuance of new shares.	Implemented by resolution.
	11.Approved the courtesy policy for the Founder and Chairman, Alex Hsia.	Implemented by resolution.
2024.03.11 4 th meeting of the 10 th board	1.Approved the Internal control declaration of 2023.	Implemented by resolution.
	2.Approved the 2023 annual business report and financial report.	Listed in the 2024 shareholders' meeting recognize.
	3.Approved to distribute 2023 earnings.	Listed in the 2024 shareholders' meeting recognize.
	4.Approved to distribute the compensation of 2023 employees and directors.	Listed in the 2024 shareholders' meeting report.
	5.Approved the issuance of common shares, domestic or overseas convertible bonds by way of cash in private placement.	Listed in the 2024 shareholders' meeting discuss.
	6.Approved the issuance of Restricted Stock Awards.	Listed in the 2024 shareholders' meeting discuss.
	7.Approved the convening of the 2024 shareholders' meeting.	Implemented by resolution.
	8.Approved the appointment and remuneration of Certified Public Accountant	Implemented by resolution.
	9.Approved to apply for a line of credit from the financial institution.	Implemented by resolution.
	10.Approved to the business plan in 2024.	Implemented by resolution.
2024.05.03 5 th meeting of the 10 th board	1.Stop the issuance of common shares, domestic or overseas convertible bonds by way of cash in private placement approved by 2023 shareholder's meeting.	Listed in the 2024 shareholders' meeting discuss.
	2.Approved to apply for a line of credit from the financial institution.	Implemented by resolution.

3.4.12 Major Issues of Record or Written Statements Made by Any Director or Supervisor Dissenting to Important Resolutions Passed by the Board of Directors: None.

3.4.13 Resignation or Dismissal of the Company's Key Individuals, Including the Chairman, CEO, and Heads of Accounting, Finance, Internal Audit and R&D:

Title	Name	Date of Appointment	Date of Termination	Reason for Resignation or Dismissal
GM	Alex Hsia	1996.12.28	2023.12.28	Job relocatio