

(II) Explanations of Company's Dividend Policy, Implementation Status and Anticipated Major Changes:

1. Dividend policy stipulated in the Company's articles of incorporation

- 1) According to the amendments to the Company Act in May 2015, the distribution of dividends and bonuses is limited to shareholders, employees are not the recipients of earnings allocation. In accordance with the aforementioned act, the Board of Directors on March 28, 2016 and the regular shareholders' meeting on June 17, 2016 passed resolutions regarding the aforementioned act and amended the company's articles of incorporation accordingly.**
- 2) On June 5, 2020, the shareholders' meeting passed the resolution that the company's earning distribution or loss compensation shall be made after the end of each half fiscal year. If there is a profit in the final accounts of each half fiscal year, the company shall first pay the profit-making enterprise income tax and make up for the previous year's losses according to the law, and then allocate 10% of the legal reserve, except when the legal reserve has reached the paid-in capital. The remaining balance of the special reserve, if any, after being appropriated or reversed by law or by the competent authority, shall be added to the accumulated undistributed earnings of the previous half fiscal year, and the remaining balance shall be treated as earnings available for distribution, provided that dividends and bonuses shall be distributed to shareholders after retaining a portion of the earnings, as appropriate, in accordance with business conditions.**
- 3) In accordance with Item 5 of Article 240 of the Company Act, the Company is authorized by the Articles of Incorporation to authorize the Board of Directors to pass a special resolution to distribute all or part of the dividends and bonuses in the form of cash and report to the shareholders' meeting.**
- 4) With an array of products, it is still difficult for the company to identify its products' growth stages. As the company's profitability is quite stable and the financial structure is sound, dividends and bonuses are distributed in the form of cash dividends every year,**

with 20% to 100% of the annual distributable earnings for the year. However, in the event of a major investment plan, shareholders' dividends and bonuses may be fully allocated to capital.

2. Implementation of surplus distribution in the past two years:

Surplus distribution		Dividends (NTD)	Date of adoption by Board of Directors	Ex-dividend base date	Dividend payment date	Payment ratio
2023	First half of the year	2.5	2023.08.11	2023.09.06	2023.09.27	136.61%
	Second half of the year	2.5	2024.03.12	2024.04.17	2024.05.10	
2024	First half of the year	2.5	2024.08.12	2024.09.04	2024.09.27	232.56%
	Second half of the year	2.5	2025.03.12	2025.04.16	2025.05.09	

3. Explanations of expected major changes to the dividend policy:
Not applicable.