

(8) Is the CPA a relative or family member of the Company's directors, managers, or persons wielding significant influence over the audit case?	No	Yes
(9) Is there a partner CPA who has resigned within the past year and used to be the Company's director, manager, or a person wielding significant influence over the audit work?	No	Yes
(10) Did the CPA accept gifts or giveaways of significant value from the Company's director or manager?	No	Yes
(11) Does the CPA provide the Company with audit service for seven years or more in a row?	No	Yes

(V) Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation Items	The State of Operation			Deviation from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons:
	Yes	No	Summary description	
I. Has the Company established a governance structure to promote sustainable development, and designated a full-time (part-time) unit to promote sustainable development, which is to be handled by the senior management with the authorization of the Board of Directors, and the actual supervision of the Board of Directors?	V		The Company's Board of Directors designated the General Manager Office to be a full-time (part-time) unit, which shall take charge of developing sustainable development policy and system or relevant management approaches, setting feasible goals and implementing the same, and tracking implementation achievements and reporting the same to the Board of Directors.	No significant difference
II. Does the company conduct risk assessments on environmental, social, and corporate governance issues related to the Company's operations in accordance with the principle of materiality, and formulate relevant risk management policies or strategies?	V		(I) Environmental protection Being an electronic components distributor, the Company is mainly engaged in trading and R&D of electronic components, and is not involved in any manufacturing activities. Due to the nature of the industry it is in, the Company did not pollute the environment in any way. Nonetheless, being aware of a corporate citizen, the Company profoundly understands the importance of environmental sustainability. Therefore, the Company introduces an environmental management system to minimize the	No significant difference

Evaluation Items	The State of Operation			Deviation from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons:
	Yes	No	Summary description	
			<p>risk of environmental violations; what’s more, it has been promoting its carbon reduction and energy conservation program, through which it enhances employees’ environmental awareness and improves the efficiency in resource consumption.</p> <p>(II) Product liability The Company demands that suppliers obtain necessary environmental certificates (e.g., emissions monitoring), permits, and registration documents and regularly maintain and update the same. The Company also demands that suppliers identify and manage the chemical substances and other substances that, if released to the environment, will cause hazards, and thereby ensure substances can be safely processed, transported, stored, used, recycled, reused, and disposed of. The Company also abides by the Restriction of Hazardous Substances (RoHS) and the Registration, Evaluation, Authorization, Restriction of Chemicals (REACH) promulgated by the European Union. Aside from that, the Company also demand that suppliers disclose a statement on their website asserting compliance with the said regulations, or provide a certificate issued by Taiwan Testing and Certification Center or SGS, in order to ensure the regulatory compliance of the electronic components sold by the Company to downstream manufacturers.</p> <p>(III) Labor relations</p>	

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	Yes	No	Summary description	
			<p>Human resources are allocated based on each department’s annual plans. Through diverse recruitment channels, HOWTEH pursues talents who satisfy its core values.</p> <p>The Company values talent retention. By having an interview with terminated employees, the Company gathers the causes of their termination and related information, analyzes the data to formulate remedial plans, and then gives feedback to department chiefs so that they can carry out remedial measures, e.g., personnel management, adjustment of job design, and improvement in recruitment offers.</p> <p>(IV) Anti-corruption By putting in place anti-fraud measures, e.g., the “Ethical Corporate Management Best Practice Principles,” “Codes of Ethical Conduct,” “Procedures for Ethical Management and Guidelines for Conduct,” “Internal Control System,” “Authorization System,” and division of function, coupled with the implementation of internal audit, internal control self-evaluation, and provision of a channel for reporting unethical conduct, the Company implements its anti-corruption measures.</p> <p>(V) Customer privacy The Company keeps trade secrets strictly confidential. No person of the Company may disclose to any other party any trade secrets, trademarks, copyrights, and other intellectual</p>	

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	Yes	No	Summary description	
			<p>properties of the clients or suppliers of which they have learned, nor may they inquire about or collect any trade secrets, trademarks, copyrights, and other intellectual properties of clients and suppliers unrelated to their individual duties. The Company further entered into a non-disclosure agreement (NDA) with clients and original brands. The Company has also launched 5 concrete measures to protect trade secrets.</p> <p>(VI) Compliance with socioeconomic laws and regulations The Company abides by the Fair Trade Act, Foreign Trade Act, Regulations Governing Export and Import of Strategic High-tech Commodities, the USA’s Export Administration Regulations, Regulations Governing Trade between the Taiwan Area and the Mainland Area, and other international standards. All products comply with international safety standards and import and export laws. The Company verifies the compliance of its operations and abides by its ethical code; it also publicizes laws and regulations internally.</p>	
<p>III. Environmental Issues</p> <p>(I) Has the Company set up an appropriate environmental management system based on the characteristics of its industry?</p>	V		<p>(I) Since the Company is an agent, ISO14001 and related environmental management systems do not apply to the industry to which the Company belongs. Despite so, the Company still strives to create proper systems for the management of operating activities</p>	No significant difference

Evaluation Items	The State of Operation			Deviation from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons:
	Yes	No	Summary description	
<p>(II) Is the Company committed to improving the efficiency of resource utilization and using recycled materials with a low impact on the environment?</p> <p>(III) Does the Company evaluate the potential risks and opportunities of climate change to the Company now and in the future, and take corresponding measures to respond to climate related issues?</p> <p>(IV) Does the Company make statistics on greenhouse gas emissions, water consumption and the total weight of waste for the past two years, and formulate policies for energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction or other waste management?</p>	<p>V</p> <p>V</p> <p>V</p>		<p>and office environment. In terms of operating activities, the Company urges its suppliers to value compliance of their production environment and products with RoHS directives, and monitors their compliance. In terms of the internal environment, the Company purchases energy-efficient electric appliances and lighting fixtures, reduces the use of disposable products, and sets the switch of lights on automatically during noon break and the start and end of business hours to reduce unnecessary waste.</p> <p>(II) The Company launches a green campaign and continues to promote the reuse of paper; practices in this regard include waste paper recycling, the use of both sides of paper, and the use of office accessories and equipment made of eco-friendly materials and bearing an energy efficiency mark.</p> <p>(III) The Company continues to promote energy conservation measures, greening work, and tree planting work.</p> <p>(IV) The Company made statistics and formulate a carbon reduction and energy conservation policy, the Company puts in place its principles for energy efficient conduct in offices during daily operations. The Company actively promotes environmental awareness and encourages employees to practice green conduct in day-to-day life, e.g., use of</p>	

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	Yes	No	Summary description	
			e-statements to reduce consumption of paper and transportation resources and turning off lights when leaving. The Company increasingly digitalizes its approval process and cancels the original paperwork approval process, thereby slashing paper consumption. The Company aims to create a sustainable environment, actively implement eco-friendly operational approaches, and reduce energy consumption.	
IV. Social Issues (I) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations as well as the International Bill of Human Rights?	V		(I) The Company recognizes and supports principles set forth in the various international human rights conventions, e.g., “Universal Declaration of Human Rights,” “United Nations Guiding Principles on Business and Human Rights,” “The United Nations Global Compact,” and “ILO Convention.” In addition, the Company has drafted its policy that values human rights at the workplace, provides a safe and healthy workplace, and respects employees’ rights to free association; the policy is applicable to the Company, subsidiaries over which the Company has substantive control, and suppliers. By putting in place proper management approaches and procedures, the Company eliminates any conduct that infringes or violates human rights; it also regularly reviews safety and health risks facing employees, and carries out remedial plans based on the identification results. The Company will also pay close attention to	No significant difference

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	Yes	No	Summary description	
(II) Has the Company formulated and implemented reasonable employee welfare measures (including remuneration, vacation, and other benefits, etc.), and appropriately reflected operating performance or results in employee remuneration?	V		<p>the development of the human rights policy of domestic and foreign enterprises and the changes in the business environment, so as to gain a reference for reviewing and refining this policy.</p> <p>(II) The Company provides employees with multiple benefits measures that are beyond the legal requirements. For instance, the Company’s leave system is better than what is required by the “Labor Standards Act;” employees start enjoying annual leave in proportion to their service days, starting from their first day at the Company, and are offered fully-paid sick leave and injury leave according to their service years. In addition, employees are offered bonuses for the three major Chinese festivals, group comprehensive insurance, subsidies for continuing education, congratulation money for marriage, childbirth subsidies, and funeral subsidies. Furthermore, to take care of employees’ health, the Company offers them free health checkup that surpasses the mandatorily required one in terms of both frequency and number of checkup items. The Company’s remuneration system is formulated by taking into consideration industry characteristics, overall remuneration planning, market competitiveness, the Company’s operating performance, risk management, and industry peers’ payment standards. This precludes the possibility in which managers and salespersons engage in business</p>	

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	Yes	No	Summary description	
(III) Operating performance or results are also appropriately reflected in the compensation of employees (annual salary adjustment and promotion based on performance appraisal).	V		<p>conduct that exceeds the Company’s risk appetite in order to pursue remuneration. The Company also regularly reviews the remuneration system and performance in order to implement a reasonable remuneration policy.</p> <p>(III) The Company’s workplace complies with regulatory requirements and has been inspected and approved by the competent authority. A fire safety evacuation drill and labor safety awareness sessions are regularly held. The Company also compiles an emergency response manual, by which it carries out drills and simulations from time to time, to reduce the possibility of the occurrence of work-related accidents. The Company regularly organizes health checkups for employees, and identifies key checkup items, hoping to help employees spot an illness early and thereby implement the concept of illness prevention. The Company also arranges for physicians to provide health consultations after health checkups, continues to launch health promotion events, and irregularly provides employees with health-promoting information, so as to take care of their physical and mental health. In 2024, no fire incidents occurred at our company, internal regular fire prevention promotion, disaster response, fire safety training are conducted to enhance colleagues' awareness of safety and security and set up fire prevention teams to respond to fire incidents.</p>	

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	Yes	No	Summary description	
(IV) Has the Company established an effective career development training program for employees?	V		(IV) The Company formulates annual training plans against the Company’s annual business strategy every year. To align the growth of employees’ careers with the development of the Company, the Company provides a variety of training to hone their professional competency during different career stages, e.g., employee orientation training, professional training, and management capability training. To facilitate employees’ career development toward the managerial position, the Company also launches a program to cultivate reserve managerial officers at different stages, so as to enrich the core competencies of the management. In addition, to encourage employees to pursue further education, the Company provides subsidies for language courses, computer courses, professional license courses, and continuing education courses, so as to enable employees to improve professional skills and thereby bring benefits for both themselves and the organization’s competitiveness.	
(V) Does the Company comply with relevant laws and regulations and international standards regarding customer health and safety, customer privacy, marketing and labeling of products and services, and establish relevant customer rights protection policies and complaint procedures?	V		(V) All components and equipment the Company sells as an agent comply with legal requirements. In addition, the Company demands that suppliers present a Statement of Non-use of Hazardous Substance, Statement of RoHS Directives, etc., so as to provide customers the products suitable for use in future manufacturing processes. The Company also sets up a Stakeholders Zone on its internal website, where	

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(VI) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	V		<p>dedicated employees will respond and a complaint filing mailbox is available, aiming to provide consumers with more comprehensive services.</p> <p>(VI) The Company and subsidiaries add relevant regulations to the contracts entered into with major suppliers. When performing a supplier assessment, the Company will comprehensively assess each indicator (e.g., corporate governance, financial indicators, and records of social responsibility rating). The Company and its subsidiaries further demand that partner suppliers fulfill corporate social responsibilities, and persuade them to adopt consistent principles for respect of human rights, prohibition of discrimination, prohibition of child labor, occupational safety and health, environmental protection, purchase of products bearing an environmental mark, business ethics, and ethical corporate management, aiming to strike a balance between economic development, society, and ecology and achieve environmental sustainability. Suppliers are also regularly inspected for financial conduct and manufacturing environment at their premises; only those well performing will become our long-term partners.</p>	

Evaluation Items	The State of Operation			Deviation from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons:
	Yes	No	Summary description	
V. Does the Company make reference to international reporting standards or guidelines to prepare sustainable development or other reports that disclose non-financial information about the Company? Does the company obtain third party assurance or certification for the reports above?		V	The Company’s Board of Directors meeting dated March 27, 2015 approved the Company’s “Corporate Social Responsibility Best Practice Principles” and the Company’s Board of Directors meeting dated March 22, 2023 approved the Company’s “Sustainable Development Best Practice Principles”, which have been implemented accordingly. The Company will prepare a corporate social responsibility report of 2024 that disclosed non-financial information, and there was no such thing as third party certification.	No significant difference
VI. If the Company has adopted its own sustainable development best practice principles based on the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,” please describe any deviation from the principles in the Company’s operations: The Company’s Board of Directors meeting dated March 27, 2015 approved the Company’s “Corporate Social Responsibility Best Practice Principles,” and the Company’s Board of Directors meeting dated March 22, 2023 approved the Company’s “Sustainable Development Best Practice Principles” both were implemented accordingly. Therefore, the operation did not significantly deviate from the principles.				
VII. Other important information to facilitate better understanding of the company’s promotion of sustainable development: The Company spares no efforts in improving environmental protection, occupational safety, and health promotion. All employees also strive to reduce the energy consumption of office equipment, replace obsolete equipment, and reduce resource consumption. The Company will continue to pay attention to the development of each issue and trend, so as to gain a reference for striding towards corporate sustainable goals.				