

Qualifications and Independence Status of Directors

Name	Qualifications and Experience	Independence Status	Number of number Other Public Companies Where the Individual Concurrently Serves as an independent director
Pan, Yuan-Chung	Department of Electronics, Feng Chia University. He serves as the director, chairman, and general manager of the company and its subsidiaries. He has served in the PRIMAX Group for more than 35 years. He has also served as General Manager of Business Department of PRIMAX Group for many years. He has professional and rich industry knowledge and can effectively integrate group resources. Give full play to the advantages of the group's commander-in-chief and implement the PRIMAX Group's original intention of "Collaboration as the core and sustainability as the vision". In 2024, he served as the convener of the Company's second Sustainability and Risk Management Committee, leading the Company to achieve a top 5% ranking among listed companies in the 11th Corporate Governance Evaluation. In 2025, the Company was honored with three major sustainability awards from Common Wealth Magazine, including the "Corporate Citizenship Award," the "Talent Sustainability Award," and the "Family-Friendly Workplace Award," demonstrating the Primax Group's strong execution across the three pillars of Environmental, Social, and Governance (ESG). Possessing leadership decision-making, operational management, risk management, and information technology-related capabilities. There are no matters specified in Article 30 of the Companies Act.	Non-independent director	None
Pan, Yung-Tai	Department of Mechanical Engineering, Chung Yuan Christian University. He serves as a senior executive and director of the Company and its subsidiaries, bringing over 37 years of experience in industry, R&D, management, and core business operations. He personally leads the Company's R&D team, integrates the Group's research and development resources, and drives deep technological advancement. As a member of the Company's Sustainability and Risk Management Committee, he guides the Company in advancing sustainability through practical actions, continuously introducing innovative green designs and low-carbon processes, demonstrating PRIMAX's firm commitment to climate action. There are no matters specified in Article 30 of the Companies Act.		None
Duh, Jia-Bin	MBA, Kellogg School of Management at Northwestern University USA, Master's in Hong Kong University of Science and Technology. He has served as the chairman, general manager, and chief strategy officer of the company. He has also served as the chairman of Foxcent Technology Co., Ltd., Chairman of Mobinnova Co., Ltd., and CEO of Cisco Systems, Inc., He has more than 30 years of relevant work experience in industry, R&D, marketing, and management. And has rich experience. Industry knowledge. He has the abilities in respects of decision-making, management, risk management, information technology, and financial accounting. There are no matters specified in Article 30 of the Companies Act.		None
Green Land Investment Limited Representative: Lee, Ji-Ren	Doctor of Business Administration, University of Illinois, Urbana-Champaign; Associate Dean. He has served as Vice Dean engaging in Teaching and Resource Development, He has served as Vice Dean engaging in Teaching and Resource Development, Vice Dean of the School of Management, and Executive Director of the EMBA program at National Taiwan University. He is now a professor emeritus at the University of Taiwan. He is specialized in strategic management and planning of enterprises. He won the National Golden Book Award in 2014 and 2015 and has helped enterprises establish medium- and long-term growth strategies, develop organizational capabilities and leadership talents, and promote the transformation of enterprises. He has served as Manager of the Marketing Service Department of Boehringer Ingelheim Taiwan Ltd., Chairman of		1

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	Cheng Zhi Education Foundation, representative and Director of AXR Entrepreneurship and Business Consulting Co., Ltd., Chairman of B Current Impact Investment Fund3, Director of Social Enterprise Insights Co., Ltd., Independent Director of Delta Electronics Inc., Director of Commonwealth Education Media and Publishing Co., Ltd., Legal representative and director of Longchen Paper & Packaging Co., Ltd., Director of Commonwealth Education Media and Publishing Co., Ltd., Director of Commonwealth Magazine Co., Ltd., Independent Director of Airoha Technology Corp., and Director of Advantech Co., Ltd. There are no matters specified in Article 30 of the Companies Act.		
Wu, Chun-Pang	MBA, University of Missouri, U.S.A He has over 35 years of relevant working experience in marketing, finance, management, and banking, the individual has long been deeply engaged in the financial industry and has accumulated extensive practical expertise in corporate governance and risk management. They also serve as a member of the Company's Sustainability Development and Risk Management Committee, and during their tenure as an independent director, have continued to pursue further education in sustainability-related topics, including carbon management, climate change, and corporate governance, thereby enhancing their multidisciplinary professional knowledge. He has a Bachelor of Law degree from National Taiwan University with legal expertise and relevant skills in leadership, decision making, business management, risk Management, and financial accounting, and can enhance the supervision function of the Board of Directors and functional committees. He was the General Manager of Deutsche Bank Taipei, Vice Chairman of Citibank, Head of Fidelity Investments Taiwan, Head and Managing Director of Bankers Trust New York Corporation, Vice General Manager of Chase Bank, and Representative of Institutional Director of Far Eastern International Bank. There are no matters specified in Article 30 of the Companies Act.	The five independent directors listed herein, during the two years before their appointment and throughout their tenure, all meet the qualification requirements set forth by the Financial Supervisory Commission's "Regulations Governing Appointment of	None
Wang, Jia-Chyi	Master of Management Master of Management J.L. Kellogg School of Management at Northwestern University(USA) She has more than 30 years of experience in finance, risk management, financial accounting, and corporate management, the individual possesses extensive practical expertise in financial operations and risk management. They also serve as a member of the Company's Sustainability Development and Risk Management Committee, and during their tenure as an independent director, have continued to pursue further education in sustainability-related topics, including energy policy, labor and human rights, ESG compliance, and corporate governance, thereby broadening their multidisciplinary knowledge. She demonstrate strong capabilities in leadership and decision-making, business management, risk control, information technology, and financial accounting. These competencies enhance the effectiveness of the Board of Directors and strengthen the supervisory functions of its various committees. She served as a mentor of the direct investment department of Ping An Trust of China, a global senior partner of Egon Zehnder International and general manager of its consumer electronics industry department, an associate of the corporate development department of Primax Electronics Ltd., a consultant of McKinsey (Hong Kong/Shanghai), a project manager of P&G Taiwan, managing director of Zenith Consulting Company Limited, and an operating partner of CITIC Capital Holdings Limited. There are no matters specified in Article 30 of the Companies Act.	Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act. Furthermore, these independent directors have been granted the right to fully participate in decision-making and express their opinions in accordance	None

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Ma, Hui-Fan	MBA, Department of International Business, National Taiwan University. She has more than 30 years of work experience in Information Technology, She has more than 30 years of work experience in information technology, risk, and management, and good command of decision-making, management, risk management, and information technology. She can contribute to the quality of the board of directors and the supervision of its committees. She was Human Resources Director of NCR Corporation Greater China area, Human Resources Director of PE Bio Systems Asia Pacific area, Vice General Manager of the Human Resources Department at PRIMAX, Senior Vice President of Human Resources at Trend Micro Inc., Manager of Human Resources for TSMC, and Vice President of Human Resources at TSMC. There are no matters specified in Article 30 of the Companies Act.	with Article 14-3 of the Securities and Exchange Act, thereby executing their relevant duties independently.	None
Huang, Shiou-Chuan	Bachelor of Electrical Engineering at Tatung University. He has served as the vice president and vice chairman of many multinational companies such as HP Taiwan Information Technology Ltd., Hon Hai Precision Industry Co., Ltd., and Innolux. Corporation He participated in many company growth plans and was committed to electronics-related industries. He is currently the chairman of VIZIONFOCUS INC. He has rich corporate governance, marketing, industry knowledge, leadership and decision-making capabilities, and operation and management experience. He can contribute to the quality of the board of directors and the supervision of its committees. There are no matters specified in Article 30 of the Companies Act.		None
Lai, Fei-Pei	Ph.D. degree in computer science University of Illinois at Urbana-Champaign. He is a professor at the Department of Computer Science & Information Engineering and Department of Electrical Engineering, NTU. He has the experience required for corporate business. He has served as the chairman of the Institute of Information & Computing Machinery, and the Chairman of the Taiwan Information Technology Development Education Foundation. Independent director of HannStar Display Corporation. He can contribute to the quality of the board of directors and the supervision of its committees. There are no circumstances under Article 30 of the Company Law.		1

2025_Primax_Board of Directors' independence

Qualifi cation	Meet one of the following professional qualifications, with at least five years of work experience			Independence Status (Note) Number												Number of other public companies where the individual concurrently serves as an independent director
name	Currently serving as an instructor or higher post in a private or public college or university in the field of business, law, finance, accounting, or the business sector of the company	Currently serving as a judge, prosecutor, lawyer, accountant, or other professional practice or technician that must undergo national examinations and specialized license	Work experience necessary for business administration, legalaffairs, finance, accounting, or business sector of the company	1	2	3	4	5	6	7	8	9	10	11	12	
Pan, Yung-Chung	•	•	✓	•	•	•	•	✓	✓	✓	✓	✓	•	✓	✓	0
Pan, Yung-Tai	•	•	✓	•	•	•	•	✓	✓	✓	✓	✓	•	✓	✓	0
Duh, Jia-Bin	•	•	✓	•	•	✓	•	✓	✓	✓	✓	✓	✓	✓	✓	0
Lee, Ji-Ren	✓	•	•	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1
Wu, Chun-Pang	•	•	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0
Wang, Jia-Chyi	•	•	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0
Ma, Hui-Fan	•	•	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0
Huang, Shiou-Chuan	•	•	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0
Lai, Fei-Pei	✓	•	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0

Note: For any director or supervisor who fulfills the relevant condition(s) for two fiscal years before being elected to the office or during the term of office, please provide the [ü] sign in the field next to the corresponding conditions.

- (1) Is not an employee of the Company or its affiliates
- (2) Is not a director or supervisor of the Company or its affiliates (the same does not apply, however, in cases where the person is an independent director in accordance with of the Company who serves concurrently as an independent director of its parent company, subsidiary, or subsidiary of the same parent company the laws of Taiwan or with the laws of the country of the parent company, subsidiary or subsidiary of the same parent company).
- (3) Does not directly or indirectly own more than 1% of the Company's outstanding shares, nor is one of the top ten non-institutional shareholders of the Company.
- (4) Is not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship of managers specified in the column (1) or any person specified in the column(2) and (3).
- (5) Is not a director, supervisor, or employee of a legal entity that directly owns more than 5% of the Company's issued shares or are the top five owners of the Company's issued shares, nor a director, supervisor or employee of a legal entity which designates a representative to serve as a director or supervisor of the Company in accordance with Article 27, paragraph 1 or 2 of the Company Act (the same does not apply, however, in cases where the person is an independent director of the Company who serves concurrently as an independent director of its parent company, subsidiary, or subsidiary of the same parent company in accordance with the laws of Taiwan or with the laws of the country of the parent company, subsidiary or subsidiary of the same parent company).
- (6) Is not a director, supervisor, or employee of other company, and more than half of directors or voting shares of other company are controlled by the same (the same does not apply, however, in cases where the person is an independent director of the Company who serves concurrently as a person Independent director of its parent company, subsidiary, or subsidiary of the same parent company in accordance with the laws of Taiwan or with the laws of the country of the parent company, subsidiary, or subsidiary of the same parent company).
- (7) Is not a director, supervisor, or employee of other company, and Chairman, President or Manager with equivalent position of other company are the same person or spouse (the same does not apply, however, in cases where the person is an independent director of the Company who serves concurrently as an Independent director of its parent company, subsidiary, or subsidiary of the same parent company in accordance with the laws of Taiwan or with the laws of the country of the parent company, subsidiary, or subsidiary of the same parent company).
- (8) Is not a director, supervisor, or manager of a company which has a business relationship with the Company, nor a shareholder who owns more than 5% of such a company (the same does not apply, however, in cases where a company owns more than 20% but less than 50% of the Company's issued shares and the person is an independent director of the Company who serves concurrently as an independent director of its parent company, subsidiary, or subsidiary of the same parent company in accordance with the laws of Taiwan or with the laws of the country of the parent company, subsidiary, or subsidiary of the same parent company).
- (9) Is not an owner, partner, director, supervisor, manager, or spouse of any sole proprietor business, partnership, company, or institution which has provided the Company and its affiliates with auditing or services of finance, business consult, and legal affairs for which the accumulated remuneration in the past two years does not exceed NTD 500,000, provided that this restriction does not apply to any member of the compensation committee, public tender offer review committee, or special committee on mergers and acquisitions exercises powers according to related regulations such as the "Securities and Exchange Act" or the "Business Mergers And Acquisitions Act."
- (10) Is not a spouse or relative within the second degree of kinship of any of the directors.
- (11) Is not under any condition pursuant to Article 30 of the Company Act.
- (12) Is not a legal entity owner or its representative pursuant to Article 27 of the Company Act.