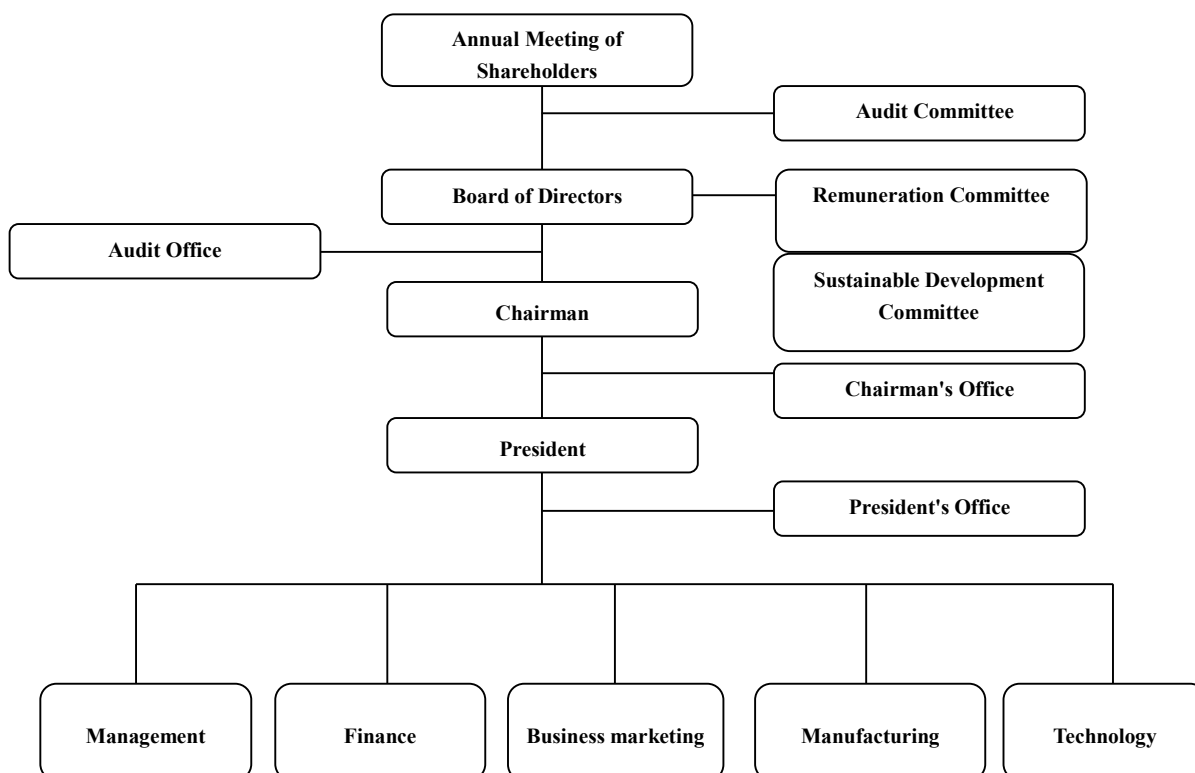




(I) Organizational structure of the Group



(II) Operations of the main departments

Department	Division	Job Description
Audit Office	-	<ul style="list-style-type: none"> ☞ Development of audit system and implementation of audit procedures ☞ Supervising and reviewing the self-inspection and risk assessment activities of departments and subsidiaries ☞ Review the petty cash allocation for Taiwan ☞ Archiving of Contract Documents ☞ Review of ERP system programs ☞ Supervising matters relating to internal audits of subsidiaries
Chairman's Office	-	<ul style="list-style-type: none"> ☞ Assisting the Chairman in supervising/controlling the profit and loss and operational management of the Company and each of its investments
President's Office	-	<ul style="list-style-type: none"> ☞ Assisting the President in all operational and management matters ☞ Supervising the operation of functional organizations
Management Features (Department)	Management Division	<ul style="list-style-type: none"> ☞ Education and training for employees ☞ Documentation of personnel information, assessment, attendance and payroll matters ☞ Recruitment and human resource planning ☞ Labor and health insurance matters, employees' benefits, labor relations ☞ Management of general affairs ☞ Environmental protection and workplace safety management ☞ Execution and tracking of purchases for general supplies ☞ Management of waste ☞ Scrap disposal ☞ Maintenance and management of factories ☞ Supervising human resources and organizational matters of subsidiaries
	Information Centre	<ul style="list-style-type: none"> ☞ Management of computerized information system planning and design ☞ Management of computer network planning and maintenance ☞ Procurement of computer hardware and software, IT supplies and property management ☞ Information security and protection ☞ Supervising the management of computers and information systems of subsidiaries
Financial Features (Department)	Finance Division	<ul style="list-style-type: none"> ☞ Financial operations: Funds management and cashier matters ☞ Accounting operations: General accounting, budgeting, analysis of financial gains and losses, and tax reporting

Department	Division	Job Description
		<ul style="list-style-type: none"> ☞ Calculation and analysis of information on the costs of factories ☞ Analysis of financial gains and losses ☞ Supervising the financial matters, the guarantee of endorsement, and loans of funds of subsidiaries.
Business Features (Department)	Business Administration Division	<ul style="list-style-type: none"> ☞ Establishment, implementation and revision of business administration related management practices ☞ Preparation of operating budgets and control of expenses ☞ Supervising the business administration of subsidiaries
	Marketing Division	<ul style="list-style-type: none"> ☞ Analysis of data compilation on market conditions ☞ Compilation and analysis of industry conditions ☞ Development of product strategy, pricing strategy and marketing strategy ☞ Company profile information and catalog planning ☞ Assessment of the market feasibility of new product development ☞ Assist in the pre-development of target clients ☞ Planning of the Company's website ☞ Marketing planning, exhibition and advertising
	Business Division	<ul style="list-style-type: none"> ☞ Development of new markets and customers and review and signing of customer contracts ☞ Review of sales targets, strategies and recommendations ☞ Customer service and increase in customer satisfaction ☞ Provide technical support to customers on product applications ☞ Assist in debt collection and credit limit control ☞ Supervising the sale of subsidiaries ☞ Application of new products: <ul style="list-style-type: none"> - Market development of new products and businesses - Developing/maintaining new and existing customers and markets to achieve established business objectives - Preparation and implementation of marketing plans - Planning for new business and other investment opportunities - Supervising the procurement of new products to ensure delivery, quality and price - Planning/promoting internal training courses for new products to enhance business quality ☞ Customer visits and after-sales service

Department	Division	Job Description
	Application Engineering Division	<ul style="list-style-type: none"> ☞ Project Customer (Technical) service ☞ Assessment of new materials and product planning (design) ☞ Technical services and products introduction ☞ Preparation / compilation of product technical briefings and staff training ☞ Analysis of new design trends for customers ☞ Customer visits and after-sales service
Manufacturing Features (Department)	Material Division	<ul style="list-style-type: none"> ☞ Management of the production process and preparation of materials for production ☞ Control of stock of production materials and in-process products ☞ Preparation and tracking of orders, scheduling of delivery dates and tracking control ☞ Search and qualification review of new materials and qualified suppliers ☞ Procurement management of raw materials ☞ Management of finished goods, in-process warehouses and packaging/dispatch ☞ Outsourcing/Shipment management of finished goods and in-process goods
	Production Technology Division	<ul style="list-style-type: none"> ☞ Development of new product processes ☞ Development of new equipment ☞ Production operations of manufacturing in Taiwan ☞ Procurement and inspection of parts and equipment ☞ Design planning and management of electrical power systems ☞ Asset management of machinery and equipment ☞ Maintenance and management of electrical and mechanical equipment ☞ Supervising the procurement of machinery and spare parts and inventory management of subsidiaries
	Production Division	<ul style="list-style-type: none"> ☞ Production ☞ Verification of product quality and analysis of process irregularities for improvement ☞ Control and improvement of production costs ☞ Review of production progress and resolution ☞ Installation and testing, repair, inspection and maintenance of production equipment for the entire factory ☞ Self-inspection for in-process quality control

Department	Division	Job Description
		<ul style="list-style-type: none"> ✎ Quantitative implementation of equipment rationalization ✎ Collection, provision and recommendation regarding production data ✎ Improvements in the rationalization of production operations for employees ✎ Supervising the production and manufacturing of stocks of subsidiaries
<p style="text-align: center;">Technical Features (Department)</p>	<p style="text-align: center;">Research and Development Division</p>	<ul style="list-style-type: none"> ✎ Product design, research and development business ✎ Material development, testing and recognition ✎ Customer acknowledgment and sample management ✎ Production procedure design, improvement and development ✎ Supervising the research and development of subsidiaries
	<p style="text-align: center;">Quality Assurance Division</p>	<ul style="list-style-type: none"> ✎ Establishment and maintenance of quality management and quality assurance systems ✎ Establishment and implementation of quality assurance plans and targets, and tracking ✎ Receiving and inspection services ✎ Handling and tracking of customer complaints, and improving ✎ Sampling of semi-finished products and making corrections ✎ Management of Quality Certificates and Quality Contracts ✎ Management and review of suppliers ✎ Supervision of measuring calibration systems of measuring equipment ✎ Auditing, tracking and improvement of quality control systems ✎ Control of documents and data ✎ Quality management of outsourced goods ✎ Reliability management ✎ Assessment of international environmental laws and regulations and establishment of internal system management ✎ Inspection of incoming finished goods and processing of returned goods ✎ Scanning of finished goods and documentation of shipping inspection logs ✎ Product inspection and processing ✎ Supervising the quality management of subsidiaries