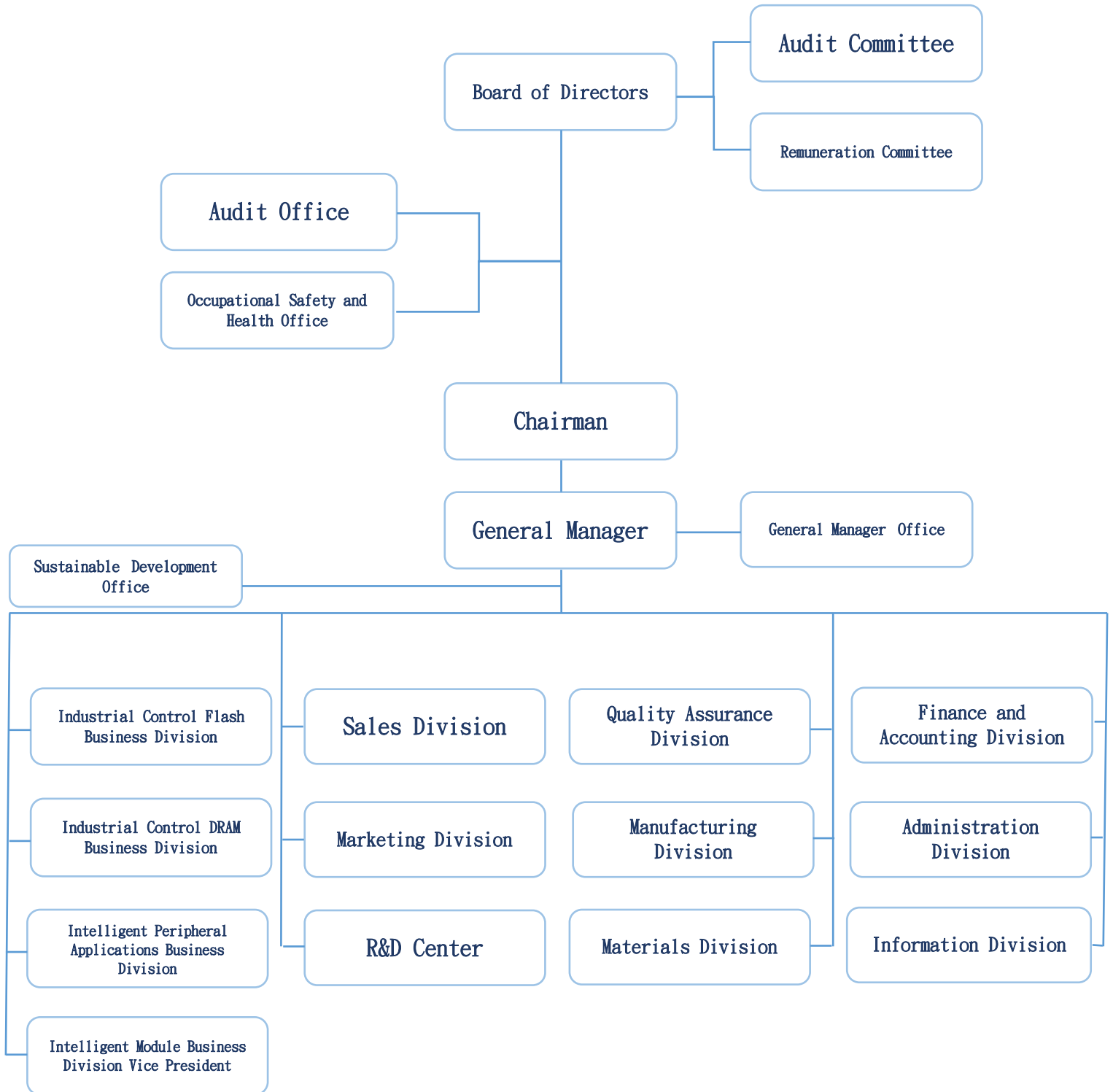




Organizational structure of the Company

I. Org chart



II. Businesses of each major department:

Unit	Responsibility
Audit Office	<ul style="list-style-type: none"> A. The establishment, amendment, and execution of the internal audit enforcement rules of the Company and the subsidiaries. B. The formulation, execution, and follow-up of annual audit or project audit plans. C. The formulation, follow-up, inspection, composition, and reporting of the internal control system and self-inspection operation plan of the Company and the subsidiaries. D. The follow-up, inspection, and suggested improvements for nonconformities.
Occupational Safety and Health Office	<ul style="list-style-type: none"> A. Draft up an occupational disaster prevention plan and instruct the relevant departments to have it executed. B. Plan and supervise each department to conduct safety and health audits and management. C. Plan and supervise the checking points and inspection of the safety and health facilities. D. Plan and implement the operating environment monitoring plan, monitor the results, and take corrective actions. E. Plan and supervise the relevant personnel in performing inspections, regular inspections, key inspections, and hazard communication. F. Plan and implement occupational safety and health education and training. G. Plan labor health checkups and implement health management. H. Plan and supervise the investigation, processing, and statistical analysis of occupational disasters, such as labor diseases, injuries, disability, and death. I. Implement safety and health performance management and assessment; also, provide occupational safety and health consulting services. J. Provide information and advice on occupational safety and health management.
Sustainable Development Office	<ul style="list-style-type: none"> A. Identify sustainable issues and formulate response action plans. B. Integrate and implement cross-departmental sustainability issues. C. Track the practice of sustainable issues from all aspects and create a continuous improvement plan. D. Greenhouse gas inventory integration and report production. E. Sustainability report production. F. Identification and communication of organizational stakeholders. G. Application for Sustainable Enterprise Evaluation.
Industrial Control Flash Business Division Industrial Control DRAM Business Division Intelligent Peripheral Applications Business Division Intelligent Module Business Division Vice President	<ul style="list-style-type: none"> A. Collection of market information and analysis of market competition. B. The formulation and execution of new product development plans, and the product life cycle management. C. Professional education and training of the Company's internal technology and products. D. Price policy development.
Sales Division	<ul style="list-style-type: none"> A. Investigate and collect business information from market peers, market size and supply/demand situation. B. Analysis of relevant product marketing and sales forecasts, preparation and execution of business plans and budgets. C. Development, investigation, and contact of relevant customers. D. Channel policy development. E. Organize, compile and collect customer information. F. Survey and communicate with customers about their product needs.
Quality Assurance Division	<ul style="list-style-type: none"> A. Product compatibility test and verification. B. Substantiate the management systems (QMS/EMS/HSPM/OHSAS/...), achieve the Company's quality/HSF/environmental goals, quality/HSF/environmental policies, and satisfy customers' requirements. C. Promote various quality/HSF/environmental improvement work to prevent quality/HSF/environmental nonconformities and customer complaints from occurring. D. Convene quality/HSF/environmental meetings regularly to track relevant situations and performance of countermeasures. E. Perform sampling inspection on raw materials, substances, and finished products to prevent nonconforming materials from flowing into the factory and shipping. F. Process customer's complaints about nonconforming quality jointly. G. Repair and maintenance plans for equipment and instrument, calibration plans for test instruments, and the execution of the plans.

Unit	Responsibility
Marketing Division	<ul style="list-style-type: none"> A. Plan for new product launch and draft up marketing strategies. B. Execute product packaging design, and execute marketing and advertising plan. C. Arrange product exhibition operation. D. Maintenance of marketing content on the Company website.
R&D Center	<ul style="list-style-type: none"> A. Planning, analysis, and evaluation of new product launches, as well as the development and evaluation of product renewal plans. B. Collect, organize, and analyze information on product plans of competing companies. C. Analysis, judgment and correction of market acceptability. D. Research, analysis and development of domestic and international technical data and related product content information. E. Collect and organize information and reports on HSF/environmental requirements of materials/products. F. Confirm feasibility of commercialization and production. G. Research and analysis reports on customer issues. H. Failure product analysis and customer product analysis report response. I. Handling customer complaints. J. Respond to customer and business technical questions. K. Provide customer with technical service reports.
Manufacturing Division	<ul style="list-style-type: none"> A. Plant planning, design and process development. B. Evaluation, planning and analysis of peripheral equipment for production equipment. C. Technical guidance and data collection from manufacturers of production equipment. D. Production planning execution and production data compilation, analysis and reporting. E. Inventory management of materials, work-in-progress, semi-finished products, and finished products, accounting entries, preparation of inventory reports, and their analysis. F. Relevant procedures and transportation handling of semi-finished products and finished products. G. Perform sampling inspection on raw materials, substances, and finished products to prevent nonconforming materials from flowing into the factory and shipping. H. Quality management of suppliers and outsourcing quality.
Materials Division	<ul style="list-style-type: none"> A. Outsource vendor development, evaluation and management of third-party vendors and supervision of delivery. B. Preparation, execution and control of annual procurement plan. C. Ensure that supplies from material suppliers or outsource vendors meet our HSF (Green) management standards. D. The execution of the requisition and purchase and the review of the payment process. E. Handling of defective products and slow moving products.
Information Division	<ul style="list-style-type: none"> A. Responsible for information operation planning, promotion, and management and maintenance of computer software, hardware and network. B. Information security mechanism planning and implementation. C. Major information technology introduction and professional technical services.
Administration Division	<ul style="list-style-type: none"> A. Plan and formulate various operating measures. B. Document receiving and sending management. C. The preparation and implementation of the general affairs plan and the preparation and execution of the general affairs budget. D. Construction contracting, procurement of common service equipment and payment requests. E. Asset management. F. Examination and processing of personnel selection, appointment, arrival, attendance, appraisal, reward and punishment, promotion, welfare, resignation, retirement and other matters. G. Preparation and execution of salary and other personnel expense budgets. H. Announcement of personnel arrangements and compiling of personnel related records. I. Employee insurance matters and the explanation of questions regarding labor and health insurance. J. Legal advisor window and contract management.

Unit	Responsibility
Finance and Accounting Division	<ul style="list-style-type: none"> A. Preparation and implementation of accounting system, preparation of financial statements and financial budgets. B. Planning, analysis, and scheduling of mid-term and short-term financial capital operations; C. Contact and process the deposit, fund appropriation, fund withdrawal, loan, and other related procedures of financial institutions, and handle cash, bills, and other cashier business. D. Review and approve related receipt and payment documents and the collection and payment operations. E. Prepare and report various accounting and final statements. F. Prepare general vouchers and compile related supporting documents. G. Business tax, income tax, and other tax return filing. H. Plan and implement cost accounting system. I. Review of subsidiaries' accounting statements and preparation of consolidated statements. J. Stock affairs related operation.