



KINSUS INTERCONNECT TECHNOLOGY CORP. 2025 Annual Report

Notice to readers

This English-version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

Printed in April, 22 2026

Taiwan Stock Exchange Market Observation Post System: <http://mops.twse.com.tw>

Annual Report is available at: <http://www.kinsus.com.tw>

The inside cover of annual report

1. **The name, title, telephone number, and e-mail address of the spokesman or acting spokesman**
 - (1) The Spokesman
Name: Mu, Xian Jue
Title: Senior Project Director of Chairman Office
Telephone number: 886-3-487-1919
E-mail: jackmu@kinsus.com.tw
 - (2) The Acting Spokesperson
Name: Liu, Su Zhen
Title: Senior Director of Finance Department
Telephone number: 886-3-487-1919
E-mail: suejaneliu@kinsus.com.tw

2. **The address and telephone number of the Company's headquarters, branch offices, and factories**

Headquarter (Shilei Factory): No.1245, Zhonghua Rd., Xinwu Dist., Taoyuan City 327, Taiwan, R.O.C.
Telephone number: 886-3-487-1919

Qinghua Factory: No.810, Zhonghua Rd., Xinwu Dist., Taoyuan City 327, Taiwan, R.O.C.
Telephone number: 886-3-487-1988

Xinfeng Factory: No.526, Sec. 2, Jianxing Rd., Xinfeng Township, Hsinchu County 304, Taiwan, R.O.C.
Telephone number: 886-3-557-1799

Youth Factory: No.580, Gaoshi Rd., Yangmei Dist., Taoyuan City 326103, Taiwan, R.O.C.
Telephone number: 886-3-487-1919

3. **The name, address, e-mail address, and telephone number of the agency handling shares transfer**

Name: Shareholder Services Department, KGI Securities
Address: 5th Fl., No. 2, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City 100, Taiwan, R.O.C.
Website: <https://www.kgieworld.com.tw>
Telephone number: 886-2-2389-2999

4. **The name of the certified public accountant who duly audited the annual financial report for the most recent fiscal year, and the name, address and telephone number of said person's accounting firm**

Names of certified public accountant: Chang, Chih-ming and Chen, Kuo Shuai
Name of accounting firm: Ernst & Young
Address: 9th Fl., No. 333, Sec. 1, Keelung Rd., Songshan Dist., Taipei City 105, Taiwan, R.O.C.
Website: <http://www.ey.com.tw>
Telephone number: 886-2-2757-8888

5. **The name of any exchanges where the Company's securities are traded offshore, and the method by which to access information on said offshore securities**

NA

6. **The address of the Company's website**

<http://www.kinsus.com.tw>

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1. A report to the shareholders

Dear Shareholders,

(1) 2025 Business Report

In 2025, the global macroeconomic environment and the technology–semiconductor industry experienced remarkable volatility and unexpected developments. From the impact on economic growth expectations caused by the United States’ imposition of reciprocal tariffs, to the massive capital inflow into AI that later raised concerns about a potential investment bubble, the technology and semiconductor sectors went through the most significant fluctuations since the dot-com bubble of 2000. Uncertainty prevailed across the entire landscape.

At the beginning of 2025, the U.S. announced the implementation of reciprocal tariffs, prompting widespread speculation about sharply rising global inflation. In addition to creating substantial pricing pressures on essential goods such as food, textiles, machine tools, and automobiles, the tariffs also triggered expectations of notable declines in non-essential consumer electronics demand, including mobile phones and computers. However, in the second and third quarters, market behavior moved in the opposite direction. During the 90-day exemption period for the reciprocal tariffs, major consumer electronics manufacturers rushed to place urgent orders and build up inventory, creating a short-lived pull-in cycle. As a result, PC market growth was pushed up to 6%, significantly surpassing initial forecasts at the beginning of the year, as reflected in Prismark’s global electronics growth report (Table 1).

	Billions USD	2023	'24/'23	2024	'25E/'24	2025E	'26F/'25E	2026F	2029F	CAAGR '24-'29
Computers	PC	226	3.5%	234	6.0%	248	1.6%	252	286	4.1%
	Server/Data storage	200	45.5%	291	37.5%	400	18.0%	472	551	13.6%
	Other computer	147	-2.8%	143	3.5%	148	1.4%	150	168	3.3%
Communication	Mobile phones	390	6.8%	416	1.6%	423	2.9%	435	535	5.1%
	Wired infracture	161	-3.4%	156	9.0%	170	6.1%	180	203	5.5%
	Wireless infrastructure	81	-9.9%	73	4.5%	77	5.2%	81	93	4.9%
Consumer	TV	87	0.7%	87	-2.6%	85	-2.1%	83	78	-2.3%
	Audio Video/Personal	143	1.0%	144	6.2%	153	3.1%	158	176	4.1%
	Other consumer	99	-1.1%	98	2.4%	100	3.6%	104	117	3.7%
Automotive		282	-4.8%	268	1.2%	272	4.3%	283	336	4.6%

	Billions USD	2023	'24/'23	2024	'25E/'24	2025E	'26F/'25E	2026F	2029F	CAAGR '24-'29
Industrial		307	1.8%	312	4.9%	328	5.5%	346	414	5.8%
Medical		138	4.7%	144	5.6%	152	5.1%	160	181	4.7%
Military /Aerospace		172	8.7%	187	8.0%	202	7.4%	217	251	6.1%
<i>Total</i>		2,431	5.0%	2,554	7.9%	2,756	5.9%	2,920	3,388	5.8%

Table 1. Global Electronics Market

Source: Prismark, November 2025

Expectations of rising inflation have also affected the growth of mobile phone products, particularly Chinese-branded smartphones. A conservative outlook is held toward U.S. smartphone brands as well. In addition to higher device prices and weakened consumer purchasing power, ongoing tensions between China and the United States are expected to further impact product sales. The global smartphone market is projected to grow by only 1.4% in 2025, lower than initial expectations but consistent with the mid-year outlook.

In 2025, the key driving force of the technology and semiconductor industry is unquestionably the advancement of artificial intelligence (AI). Capital expenditures from the top four cloud service providers (CSPs) have increased significantly compared with 2024, and the enthusiastic rise in stock prices of the seven major AI companies in the U.S. market has fueled a comprehensive arms race to invest in computing infrastructure. In the semiconductor sector, NVIDIA continues to launch new AI GPUs that provide CSPs with greater training compute capabilities. Meanwhile, some CSPs are developing their own ASIC solutions, intensifying pressure on competitors to maintain or increase their capital expenditures for fear of falling behind. Reflecting this trend, the Server/Data Center segment is forecast to grow by 37.5%, the highest among all technology product categories, as shown in Table 1.

This AI-driven growth momentum is expected to remain the dominant force over the next two years. Even if concerns regarding potential “AI inference overcapacity” arise, subsequent emerging applications will likely offset such risks. AI will continue to serve as the primary growth driver of the semiconductor industry over the next three years, although the specific content and market dynamics may shift. The key focus will lie in diversifying both product portfolios and customer bases.

Another product segment indirectly driven by AI is memory. Data centers and storage devices account for a substantial share of memory demand, to the extent that expectations for growth in consumer electronics such as smartphones and PCs in 2026 have been revised downward, with pessimistic scenarios even suggesting a possible decline. Nevertheless, memory demand growth is expected to contribute to the Company’s revenue expansion in 2025 and remain a driver of growth in 2026.

Looking ahead over the next several years, the development outlook for IC substrates remains positive. Table 1 indicates that from 2024 to 2029, the overall substrate market is projected to achieve a compound annual growth rate (CAGR) of 5.8%, with the Server/Data Center segment remaining the fastest-growing sector.

On the risk side, material shortages began to emerge in the second half of 2025, including shortages of raw materials such as glass fabric and copper foil. The continuing rise in copper and gold prices is expected to continue affecting revenue growth and compressing gross margins in 2026. Countermeasures include seeking new raw-material suppliers and implementing product price adjustments.

The Company's revenue in parent-company-only basis totaled to NT\$32,349,689 thousand in 2025, increased by 38.82% compared to NT\$23,303,299 thousand in 2024. Net income in parent-company-only basis was NT\$1,595,936 thousand in 2025, increased by 3,164.41% compared to NT\$48,889 thousand in 2024. The Company's consolidated revenue totaled to NT\$39,351,096 thousand in 2025, increased by 28.87% compared to NT\$30,534,979 thousand in 2024. The consolidated net income was NT\$2,717,328 thousand in 2025, increased by 104.15% compared to NT\$1,331,050 thousand in 2024.

(2) Summary of 2025 business plan

I. Business Policy

Since the Company's establishment, we have been upholding the principle of "Satisfying Customers and Pursuing for Excellence" as our business policy, developing leadership in technique to meet market demand, mastering new generation product demands, investing engineering resources to stay ahead, and striving for better profit to benefit our shareholders under the intense competition.

The IC packaging substrates industry is developing in several technological directions; For example, multi-chip Wafer, high-integration packages (Chiplet), SiP modules, integrated antenna modules, high-frequency and high-speed applications, thin lines, thinning... etc. The company's R&D department continues to grasp the direction of technological development and customer demands, and will create differentiation with technology and quality to maintain the highest competitiveness.

II. Expected Sales and Its Sources

According to Prismark research data, between 2024 and 2029, the compound annual growth rate (CAGR) of the IC substrate market is expected to reach 9.3%, outperforming the growth rates of other traditional printed circuit boards and HDI printed circuit boards (Refer to Table I). Among the various IC substrate categories, FCBGA is projected to experience the fastest growth, with a CAGR of up to 12.8%. When compared with the growth performance of the Company's individual product lines in 2025, the overall development trend is consistent with the above industry outlook. Looking ahead to 2026, the Company has formulated its business and revenue forecasts based on the same industry development trends.

III. Significant Production and Marketing Policy

- A. Strengthen the development of multi-chip packaging technology, and focus on process technology and match the development of high-frequency and high-speed materials to meet the needs of 5G/6G and automotive products.
- B. Expanding the capacity of ABF FC-BGA substrate to match the medium and long-term development needs of multi-layer boards, high-frequency and high-speed.
- C. Continue to participate in customers' R&D of glass core substrates and the material systems and processes required for co-package optics.

(3) Company development strategy

We will aim at application of slim substrates of ABFFC-BGA, including thick core layer and thin core layer processes and memory and the techniques and products of SiP module and Wafer module in short-term, keeping up with the elemental global semiconductor developing trend of continuously miniature line width, aperture, and thickness in medium term, and developing complicated structural technique of active/passive components and direct wafer bonding in long term. By these development strategies, we are confident that the Company will definitely sustain our competitiveness in product market as well as in the technique.

On the organizational front, we are leveraging the unique strengths of each site and integrating AI manufacturing elements. By gradually transitioning toward a profit center structure, we are laying the groundwork for a larger and more robust KINSUS Interconnect Technology Corp. .

Sincerely Yours,

KINSUS INTERCONNECT TECHNOLOGY CORP.

The Chairman	Liao, Sih-Jheng
The CEO and General manager	Chen, He-Xu

2. A Corporate Governance Report

(1) Information on the Company's directors, general manager, assistant general managers, deputy assistant general managers, and the supervisors of all the Company's divisions and branch units.

(a) Directors as of March 29, 2026

Title	Nationality /Country of Origin	Name	Gender/ Age	Date Elected	Term (Years)	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse&Minor Shareholding		Shareholding by Nominee Arrangement		Experience(Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Note (Note11)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	R.O.C	Liao, Sih-Jheng	Male 71-80	2024.5.30	3	2021.7.12	172,000	0.04%	647,631	0.12%	-	-	-	-	Bachelor degree in Industrial and Business Management / Tatung Institute of Technology	Note1				
															Honorary Doctor of Business / Tatung University					
															Chief Operating Officer of Pegatron Corp.					
															Senior Vice President of Unihan Corp.					
Director	R.O.C	Tong, Zi-Xian	Male 61-70	2024.5.30	3	2000.9.1	240,000	0.05%	805,597	0.15%	-	-	-	-	Computer and Communication Engineering / Taipei Tech	Note2	-	-	-	
															Honorary Doctor of Engineering / Taipei Tech					
															Vice President of Asustek Computer Corporation					
															Chairman/PEGATRON Corp.					
															Chairman/Kinsus Interconnect Technology Corp.					
															Chairman/Pegavision Corp.					
Director	R.O.C	Guo, Ming-Dong	Male 71-80	2024.5.30	3	2000.9.1	521,795	0.11%	581,748	0.11%	-	-	-	-	National Taipei Institute of Technology	Note3	-	-	-	
															General Manager/UNICAP ELECTRONICS					
															Chairman/Kinsus Interconnect Technology Corp.					
Director	R.O.C	Chen, He-Xu	Male 51-60	2024.5.30	3	2017.5.26	403,002	0.09%	1,134,727	0.22%	-	-	-	-	Master of Physics/National Tsing Hua University	Note4	-	-	-	
															General Manager / Kinsus Interconnect Technology Corp.					
															Manufacturing Manager/ Motorola					
Director	R.O.C	Asuspower Investment Rep: Zhang, Qian-Wei	-	2024.5.30	3	2000.9.1	55,556,221	12.23%	61,939,567	11.76%	-	-	-	-	Mechanical Engineering / National Central University	Note5	-	-	-	
															PCB Equipment Design Manager of Manz Taiwan Ltd.					
															General Manager / Kinsus Interconnect Technology Corp.					
Director	R.O.C	Zhang, Qian-Wei	Male 61-70	2024.5.30	3	2021.7.12	-	-	-	-	-	-	-	-	as above	as above	-	-	-	
Director	R.O.C	Asustek Investment Co. Ltd. Representative: Lin, Yi-Hsuan	-	2024.5.30	3	2000.9.1	58,233,091	12.81%	64,924,007	12.32%	-	-	-	-	M.B.A/Univ. of St.Thomas	Note6	-	-	-	
															Vice President of OFCO Industrial Corp.					
Director	R.O.C	Lin, Yi-Hsuan	Femal 41-50	2025.8.21	Note10	2025.8.21	-	-	-	-	-	-	-	-	as above	as above				
Independent Director	R.O.C	Lee, Ming-Yu	Male 61-70	2024.5.30	3	2021.7.12	-	-	-	-	-	-	-	-	Master of Accounting Institute/National Chengchi University	Note 7	-	-	-	
															Partner of Hongdao & Company					
															Independent Director & Member of audit committee & Member of compensation committee of Casetek Holdings Limited					

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Title	Nationality /Country of Origin	Name	Gender/ Age	Date Elected	Term (Years)	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse&Minor Shareholding		Shareholding by Nominee Arrangement		Experience(Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Note (Note11)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	R.O.C	Chen, Liang-Ji	Male 61~70	2024.5.30	3	2024.5.30	-	-	-	-	-	-	-	-	Computer Science/NCKU Doctor of Electrical Engineering & Computer Science/NCKU	Note 8	-	-	-	
															The founding director of the graduate institute of Electrical Engineering & Computer at NTU					
															Industrial Technology Investment Corporation of Industrial Technology Research Institute					
															Special appointed professor of Electrical Engineering & Computer at NTU					
															Director of Creativity and Entrepreneurship Program at NTU					
															Vice dean of Electrical Engineering and Computer Science at NTU					
															The 13th and 16th National Chair Professor appointed by the Ministry of Education					
															Chair professor at NTU					
															Director of National Applied Research Laboratories					
															Vice president for academic affairs at NTU					
															Deputy minister of the Ministry of Education					
Minister of National Science and Technology Council																				
Independent Director	R.O.C	Hochemg, Hong	Male 61-70	2024.5.30	3	2024.5.30	-	-	-	-	-	-	-	Ph.D. in Mechanical Engineering, University of California, Berkeley	Note 9					
														President, National Tsing Hua University						
														Deputy Minister, National Science Council, Executive Yuan						
														Dean, College of Engineering, National Tsing Hua University						
														Dean of Student Affairs, National Tsing Hua University						
Professor, Department of Power Mechanical Engineering, National Tsing Hua University																				

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Note 1	Chairman and Deputy Chief of Strategy	Kinsus Interconnect Technology Corp.
	Group Vice President	Pegatron Corp.
	Chairman	Pegatron Vietnam Company Limited, Pegatron Technology HAI PHONG Company Limited
	President	Pegatron Japan Inc.
	Director	AMA PRECISION INC., Asuspower Corporation, Asuspower Investment Co., Ltd., KAEDAR ELECTRONICS (KUNSHAN) CO., LTD., Piotech Holdings Ltd (Cayman), Piotech Holdings Ltd, Kinsus Holding (Samoa) Limited, Kinsus Holding (Cayman) Limited
	Executive Director	KAI-CHUAN ELECTRONICS (CHONGQING) CO., LTD.
Note 2	Chief Strategy Officer	Kinsus Interconnect Technology Corp.
	Chairman	Pegatron Corp. (also the Chief Strategy Officer), Kinsus Investment, Lumens Digital Optics Inc., Asus Investment Co. Ltd., Asuspower Investment Co., Ltd.Asustek Investment, Ri-Kuan Metal Corporation, BeautyTech Platform Corporation, FacialBeau International Corporation, Fisfisa Media Co., Ltd.
	Assistant Chairman	Fair Winds Foundation, New Frontier Foundation
	Director	Asrock Inc., Pegavision Corp., AS Fly Travel Service, Hua Wei Investment, Pega International Limited, Q Place Creative Inc., Mirror Fiction Inc., Casetek Holdings Limited(Cayman), Pegatron Holding Ltd., Unihan Holding Ltd, Magnificent Brightness Limited, Casetek Holdings Ltd., Protek Global Holdings Ltd, Digitek Global Holdings Ltd, Kinsus Corp.(USA), Pegatron Holland Holding B.V., Powtek Holdings Limited, Cotek Holdings Limited, Grand Upright Technology Limited, Aslink Precision Co., Ltd., Q Place Creative Inc., Alliance Culture Foundation, Hanguang Education Foundation, Lung Yingtai Cultural Foundation,Huang Da-fu Medical Education Promotion Foundation, Relations Across the Taiwan Straits Development Research Foundation, Fullfoods Foundation, Bulareyaung Dance Company Foundation, Cloud Gate Culture And Arts Foundation, Lovely Taiwan Foundation, Liu Kuo-sung Foundation, Cheng Hsin General Hospital.C.F. Koo Foundation, SanCode Foundation
	President	Monte Jade Science and Technology Association,Contact Lens Society of Taiwan
	Assistant President	Taiwan Climate Partnership
	Executive Supervisor	Taipei Computer Association
	Trustee	Institute for Biotechnology and Medicine Industry.
Note 3	Chairman	Pegavision Corp. (also the Chief Strategy Officer), Mayin Investment Co., Ltd.
	Assistant Chairman	FacialBeau International Corp., BeautyTech Platform Corp.
	Director	Pegatron Corp,Kinsus Corp.(USA), Kinsus Investment Co., Ltd., Lumens Digital Optics Inc.
	Trustee	Monte Jade Science and Technology Association.
	Executive Supervisor	Contact Lens Society of Taiwan

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Note 4	CEO and GM	Kinsus Interconnect Technology Corp.
	Director	Pegavision Corp.
	Vice Presidet	Taoyoung Enterprise Chamber
	Supervisor	Monte Jade Science and Technology Association.
Note 5	CTO	Kinsus Interconnect Technology Corp.
Note 6	Chairman	Hedging Venture Capital Co., Ltd., Hewei Investment Co., Ltd., Hewyu Investment Co., Ltd., and uayong Investment Co., Ltd.
Note 7	Partner	Hongdao & Company.
	Director	Kwang Tai Machinery Co.
	Executive Supervisor	Taiwan Fucoidan Development Society, Taiwan Anti-Cancer Association, Taiwan Honest Social Service Association
	Public Welfare Supervisor	Kun Shan University
Note 8	Honorary Professor	Electrical Engineering & Computer at NTU
	Director	Nuvoton Technology Corporation, Ganzin Technology, Inc., Himax Technologies, Inc.(USA)
	Independent Director	Vanguard International Semiconductor Corporation, Qisda Corporation, Everlight Electronics Co., Ltd.
Note 9	Professor	Mei Yi-chi Honorary Chair
	Independent Director	Pegatron Corp.
Note 10		The corporate representative of Director Huaxu Investment Co., Ltd. has been assumed by Ms. Lin, Yi-Hsuan effective August 21, 2025, for the remainder of the term of the original representative
Note 11		The chairman of the Company and the general manager or equivalent (the top manager) are the same person, relatives of each other, such as spouse or one parent, should explain the reasons, rationality, necessity and corresponding measures (such as increasing the number of independent directors) and should be more than half of the directors who do not serve as employees or managers, etc.) related information: Not applicable.

Major shareholders of the institutional shareholders

As of March 29, 2026

Name of the Company's institutional shareholder	Major Shareholders of the Company's institutional shareholder
Asuspower Investment Co., Ltd	Pegatron Corp. (100.00%)
Asustek Investment Co., Ltd	Pegatron Corp. (100.00%)

Major shareholders of the Company's institutional shareholders

As of June 23, 2025

Name of major institutional shareholders of the Company's institutional shareholder	Major Shareholders, if institutional, of major institutional shareholders of the Company's institutional shareholder	Shareholding ratio
Pegatron Corp.	Asustek Computer Incorporation (Representative: Tsung-Tang, Shih)	16.85
	Yuanta Taiwan Dividend Plus ETF Account	5.08
	Tong, Zi-Xian	3.57
	Fuh Hwa Taiwan Technology Dividend Highlight ETF	3.38
	Tsung-Tang, Shih	2.52
	Shih-Chang, Hsu	2.12
	New Labor Retirement Fund	1.86
	HSBC Custody Account of Morgan Stanley International Limited	1.58
	Yuanta Taiwan Dividend Plus ETF Account	1.54
	Cathay United Bank Custody Professional Alliance Company Investment Account	1.45

Professional qualifications and independence analysis of directors

(a) Disclosure of Professional Qualifications of Directors and Independence of Independent Directors

Name \ Qualification	Professional Qualification and Work Experience (Remark 1)	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Liao, Sih-Jheng	Bachelor degree in Industrial and Business Management / Tatung Institute of Technology	N/A	-
	Honorary Doctor of Business / Tatung University		
	Chief Operating Officer/PEGATRON Corp.		
	Senior Vice President/Unihan Corp.		
	Commercial and corporate business experience		
Tong, Zi-Xian	Computer and Communication Engineering / Taipei Tech	N/A	-
	Honorary Doctor of Engineering / Taipei Tech		
	Vice President of Asustek Computer Corporation		
	Chairman/PEGATRON Corp.		
	Chairman/Kinsus Interconnect Technology Corp.		
	Chairman/Pegavision Corp.		
	Commercial and corporate business experience		

Name \ Qualification	Professional Qualification and Work Experience (Remark 1)	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Guo, Ming-Dong	National Taipei Institute of Technology	N/A	-
	General Manager/UNICAP ELECTRONICS		
	Chairman/Kinsus Interconnect Technology Corp.		
	Commercial and corporate business experience		
Chen, He-Xu	Master of Physics / National Tsing Hua University	N/A	-
	General Manager / Kinsus Interconnect Technology Corp.		
	Manufacturing Manager / Motorola		
	Commercial and corporate business experience		
Zhang, Qian-Wei	Mechanical Engineering / National Central Univ.	N/A	-
	PCB Equipment Design Manager / Manz Taiwan Ltd.		
	General Manager / Kinsus Interconnect Technology Corp.		
	Commercial and corporate business experience		
Lin, Yi-Hsuan	Economics / National Taiwan Univ.	N/A	-
	MBA / National Taiwan University		
	Head of Department / Pegatron Corporation		
	Commercial and corporate business experience		

Name \ Qualification	Professional Qualification and Work Experience (Remark 1)	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Lee, Ming-Yu	Master of Accounting Institute/National Chengchi University Hongdao Certified Public Accountants Independent Director, Audit Committee Member and Remuneration Committee Member/Casetek Holdings Limited Commercial, Finance, Accounting and corporate business experience	<ul style="list-style-type: none"> ● Not the managers of the Company and related companies. ● I, my spouse, and relatives up to the second degree have not served as directors, supervisors, or employees of the company or its affiliated companies. ● I and my spouse do not hold company shares. ● Does not have a spouse or relative within the second degree of relationship with other directors. ● Not serving as a director, supervisor or employee of a company that has a specific relationship with the company. ● Has not provided business, legal, financial, accounting and other services to the company or its affiliated companies in the last 2 years. 	-
Chen, Liang-Ji	Computer Science/NCKU Doctor of Electrical Engineering & Computer Science/NCKU The founding director of the graduate institute of Electrical Engineering & Computer at NTU Industrial Technology Investment Corporation of Industrial Technology Research Institute Special appointed professor of Electrical Engineering & Computer at NTU Director of Creativity and Entrepreneurship Program at NTU Vice dean of Electrical Engineering and Computer Science at NTU The 13th and 16th National Chair Professor appointed by the Ministry of Education Chair professor at NTU Director of National Applied Research Laboratories Vice president for academic affairs at NTU Deputy minister of the Ministry of Education Minister of National Science and Technology Council Commercial, corporate business and academic research experience		

Name \ Qualification	Professional Qualification and Work Experience (Remark 1)	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Hocheng, Hong	Doctor of engineering/University of CA-Berkeley		1
	President of NTHU		
	Vice chairman of the National Science and Technology Council at Executive Yuan		
	Dean of the College of Engineering of NTHU		
	Dean of student affairs of NTHU		
	Professor of the department of Power Mechanical Engineering of NTHU		
	Academic research experience		

Remark 1: Not been a person of any conditions defined in Article 30 of the Company Law.

(b) Diversity of Board Members:

The Company's "Corporate Governance Code of Practice" has a policy of diversification of board members, including but not limited to two aspects: basic conditions and values (gender, age, nationality and culture, etc.) and professional knowledge and skills, hoping to bring the board of directors has more visions from different angles and strengthen the functions of the board of directors. Their background covers professional fields such as business management, computer communication, physics, computer science, machinery, electronic engineering, and financial accounting, and they have the knowledge, skills, and accomplishments necessary to perform their duties, including operational judgment, industrial experience, leadership decision-making, and operational judgment, etc.

The Company's board of directors attaches great importance to gender equality and aims to have at least one member of a different gender. In the future, it will continue to strive to increase the proportion of female directors. The board diversity policy is implemented as follows:

Diversified Item Name	Nationality	Gender	Employees of the company	Age				Seniority		Management	Accounting	Commerce	Crisis management	Industry knowledge	International Market Perspective	Leadership decisions	Operational judgment
				41~50	51~60	61~70	Above 70	Less than 3 years	3~9 years								
Liao, Sih-Jheng	R.O.C	male	v				v			v		v	v	v	v	v	v
Tong, Zi-Xian	R.O.C	male	v			v				v		v	v	v	v	v	v
Guo, Ming-Dong	R.O.C	male					v			v		v	v	v	v	v	v
Chen, He-Xu	R.O.C	male	v		v					v		v	v	v	v	v	v
Zhang, Qian-Wei	R.O.C	male	v			v				v		v	v	v	v	v	v
Lin, Yi-Hsuan	R.O.C	female		v						v		v	v	v	v	v	v
Lee, Ming-Yu	R.O.C	male				v				v	v	v	v	v	v	v	v
Chen, Jin-Cai	R.O.C	male				v		v		v		v	v	v	v	v	v
Hocheng, Hong	R.O.C	male				v		v		v		v	v	v	v	v	v

Remark: 1. For professional qualifications and experience of directors, please refer to page 10 to 13 for details on the professional qualifications of directors and the disclosure of information on the independence of independent directors.

Among the nine directors of the company, four directors with employee status account for 44%, three independent directors account for 33%; and one female director accounts for 11%. In addition, the term of office of one independent director is less than three years, and other one independent directors have a term of office of between three and nine years. And none of them has a spouse or a second-degree relative who serves as a director of the company, which meets the requirements of Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

(b) The general manager, assistant general managers, deputy assistant general managers and the chief of all the Company's divisions and branch units

As of March 29, 2026

Title	Nationality/ Country of Origin	Name	Gender/ Age	Date Elected	Current Shareholding		Spouse&Minor Shareholding		Shareholding by Nominee Arrangement		Experience(Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Note
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
CSO	R.O.C	Tong, Zi-Xian	Male	2014.11.01	805,597	0.15%	-	-	-	-	Computer and Communication Engineering / Taipei Tech Honorary Doctor of Engineering / Taipei Tech Vice President of Asustek Computer Corporation Chairman/PEGATRON Corp. Chairman/Kinsus Interconnect Technology Corp. Chairman/Pegavision Corp.	Page 7 /Note 2	-	-	-	
Chairman and deputy CSO	R.O.C	Liao, Sih-Jheng	Male	2022.05.01	647,631	0.12%	-	-	-	-	Bachelor degree in Industrial and Business Management / Tatung Institute of Technology Honorary Doctor of Business / Tatung University Chief Operating Officer of Pegatron Corp. Senior Vice President of Unihan Corp.	Page 7 /Note 1	-	-	-	
CEO and GM	R.O.C	Chen, He-Xu	Male	2000.09.11	1,134,727	0.22%	-	-	-	-	Master of Physics/National Tsing Hua University General Manager / Kinsus Interconnect Technology Corp. Manufacturing Manager/ Motorola	Page 8 /Note 4	-	-	-	
CTO	R.O.C	Zhang, Qian-Wei	Male	2000.09.11	155,308	0.03%	-	-	-	-	Mechanical Engineering / National Central University PCB Equipment Design Manager of Manz Taiwan Ltd. General Manager / Kinsus Interconnect Technology Corp.	N/A	-	-	-	
Senior Assistant GM and COO	R.O.C	Chiang, Kuo-Chun	Male	2025.10.01	167,595	0.03%	-	-	-	-	Chemical Engineering / Tunghai University Master of Management / National Central University Vice President / Nan Ya Printed Circuit Board Corp.	N/A	-	-	-	

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Title	Nationality/ Country of Origin	Name	Gender/ Age	Date Elected	Current Shareholding		Spouse&Minor Shareholding		Shareholding by Nominee Arrangement		Experience(Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Note
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Senior Assistant GM	R.O.C	Huang, Geng Fang	Male	2005.08.01	482,994	0.09%	-	-	-	-	Ta Hwa Univ, of Science&Technology Senior Manager/MITAC Int'l Corp.	N/A	-	-	-	
Senior Assistant GM	R.O.C	Huang, Sheng Chuan	Male	2015.02.01	97,170	0.02%	-	-	-	-	Mechanical Engineering/Univ, of Cambridge Senior Manager/UNICAP Electronics	N/A	-	-	-	
Senior Assistant GM	R.O.C	Zhuang, Da Zhong	Male	2019.09.16	117,146	0.02%	-	-	-	-	Master of Business Management/Royal Roads University Department Director/United Microelectronics Corp.	N/A	-	-	-	
Senior Assistant GM	R.O.C	Lee, An Tang	Male	2021.02.01	215,588	0.04%	60	0.00%	-	-	Institute of Chemistry/National Taiwan Normal University Assistant of Chemistry/National Taiwan Normal University Assistant GM/ Jiangxi Xingtai Technology Inc.	N/A	-	-	-	
Assistant GM	R.O.C	Lin, Zhi-Wei	Male	2001.03.01	111,473	0.02%	-	-	-	-	Material Science & Engineering/Qinghua Univ. QC Manager/AU Optronics Crop	N/A	-	-	-	
Assistant GM	R.O.C	Ma, Zhen-Guo	Male	2026.02.01	91,754	0.02%	-	-	-	-	Electrical Engineering / Yuan Ze University Senior Director / Kinsus Interconnect Technology Corp.	N/A	-	-	-	
Assistant GM	R.O.C	Ho, Chi-Yeh	Male	2026.02.01	91,641	0.02%	180	0.00%			Chemical Engineering / National Taiwan University of Science and Technology Senior Director / Kinsus Interconnect Technology Corp.	N/A				
Finance Supervisor	R.O.C	Liu, Su-Zhen	Female	2010.08.01	222,508	0.04%	-	-	-	-	M.B.A/National Central Univ. Junior Manager/EY Accounting Firm	Supervisor of Kinsus Interconnect Technology Suzhou Corp. Director of Zhuhe Investment Co., Ltd.	-	-	-	

Note: When the manager or equivalent (the top manager) and the chairman are the same person, relatives such as spouse or first relative, they should disclose the reasons, rationality, necessity and corresponding measures (such as increasing the number of independent directors more than half of the directors have not served as employees or managers.): Not applicable.

(c) Remuneration paid during 2025 to directors, the general manager, and assistant general manager

Remuneration to directors(including independent directors)

Unit: NT\$'000

Title	Name	Remuneration								Relevant Remuneration Received by Directors Who are Also Employees						Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%) (Rmk10)		Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary or Parent company (Rmk11)								
		Base Compensation (A) (Rmk.2)		Severance Pay (B)		Bonus to Directors (C) (Rmk.3)		Allowances(D) (Rmk.4)		Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Rmk10)		Salary, Bonuses, and Allowances (E) (Rmk5)		Severance Pay Profit (F)		Profit Sharing- Employee Bonus (G) (Rmk6)										
		The Company	Companies in the consolidated financial statements (Rmk7)	The Company	Companies in the consolidated financial statements (Rmk7)	The Company	Companies in the consolidated financial statements (Rmk7)	The Company	Companies in the consolidated financial statements (Rmk7)	The Company	Companies in the consolidated financial statements (Rmk7)	The Company	Companies in the consolidated financial statements (Rmk7)	The Company	Companies in the consolidated financial statements (Rmk7)	The Company	Companies in the consolidated financial statements (Rmk7)		Cash	Stock	Cash	Stock				
Chairman	Liao, Sih-Jheng																									
Director	Tong, Zi-Xian																									
Director	Gao, Ming-Dong																									
Director	Chen, He-Xu																									
Director	Asuspower Investment Rep.: Zhang, Qian-Wei	-	800	-	-	12,793	27,296	-	1,830	0.80%	1.88%	16,758	26,223	216	216	8,680	-	23,344	-	2.41%	4.99%					
Director (Note12)	Asustek Investment Rep.: Lin, Yi-Hsuan																									
	Asustek Investment Rep.: Wu, Xiang-Xiang																									
Independent Director	Lee, Ming-Yu																									
Independent Director	Chen, Liang-Ji	-	-	-	-	-	-	3,240	3,240	0.20%	0.20%	-	-	-	-	-	-	-	-	0.20%	0.20%					
Independent Director	Hocheng, Hong																									

Note:

1. Compensation to directors and employee for 2025 has been approved by a board meeting held on 2026/1/30 and will be reported in the coming shareholders' meeting on 2026/05/27.
2. The Severance pay listed above is an accrual while the actual payment is zero.

*Please state the policy, system, standards and structure of independent directors' remuneration payment and according to the responsibilities, risks, time invested and other factors, describe the relevance to the amount of remuneration:

It is reference to the normal level of the industry, and in accordance with the "Director's Remuneration Payment Method" to consider the value of participation and contribution to the company's operations, and pay independent directors' salary and remuneration.

*In addition to the above table, the directors who provided services for all companies in the financial report (such as consultants who are non-employees) received zero remuneration in the recent year.

Range of Remuneration

Range of Remuneration	Name of director			
	The total amount of the first four remunerations(A+B+C+D)		The total amount of the first seven remunerations(A+B+C+D+E+F+G)	
	The Company (Remark 8)	All companies in the financial report (Remark 9) H	The Company (Remark 8)	All companies in the financial report (Remark 9) I
Under NT\$1,000,000	Zhang, Qian-Wei Lin, Yi-Hsuan Wu, Xiang-Xiang Asustek Investment	Zhang, Qian-Wei Lin, Yi-Hsuan Wu, Xiang-Xiang Asustek Investment	Lin, Yi-Hsuan Wu, Xiang-Xiang Asustek Investment	Asustek Investment
NT\$1,000,000 ~ NT\$2,000,000	Guo, Ming-Dong Asuspower Investment Lee, Ming-Yu Chen, Liang-Ji Hocheng, Hong	Lee, Ming-Yu Chen, Liang-Ji Hocheng, Hong	Guo, Ming-Dong Asuspower Investment Lee, Ming-Yu Chen, Liang-Ji Hocheng, Hong	Lee, Ming-Yu Chen, Liang-Ji
NT\$2,000,000 ~ NT\$3,500,000	Liao, Sih-Jheng Tong, Zi-Xian Chen, He-Xu	Liao, Sih-Jheng	-	-
NT\$3,500,000 ~ NT\$5,000,000	-	Asuspower Investment	-	Wu, Xiang-Xiang Asuspower Investment
NT\$5,000,000 ~ NT\$10,000,000	-	Tong, Zi-Xian Guo, Ming-Dong Chen, He-Xu	Liao, Sih-Jheng Tong, Zi-Xian Zhang, Qian-Wei	Zhang, Qian-Wei Hocheng, Hong
NT\$10,000,000 ~ NT\$15,000,000	-	-	Chen, He-Xu	-
NT\$15,000,000 ~ NT\$30,000,000	-	-	-	Chen, He-Xu Lin, Yi-Hsuan

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Range of Remuneration	Name of director			
	The total amount of the first four remunerations(A+B+C+D)		The total amount of the first seven remunerations(A+B+C+D+E+F+G)	
	The Company (Remark 8)	All companies in the financial report (Remark 9) H	The Company (Remark 8)	All companies in the financial report (Remark 9) I
NT\$30,000,000 ~ NT\$50,000,000	-	-	-	Liao, Sih-Jheng Tong, Zi-Xian Guo, Ming-Dong
NT\$50,000,000 ~ NT\$100,000,000	-	-	-	-
Over NT\$100,000,000	-	-	-	-
Total	12(Note 13)	12(Note 13)	12(Note 13)	12(Note 13)

Remark:

1. Director should be disclosed separately (Legal person shareholders shall list the names of legal person shareholders and their representatives separately), and the payment should be displayed in a consolidation. The board directors who also act as Chairman or GM should fill in this form and the following Form (3-1) or (3-2-1) and (3-2-2).
2. Refers to the latest remuneration of the Directors which include basic base compensation, professional allowance, everance pay, various bonuses, and rewards, etc.
3. Fill in the latest amount of directors' remuneration approved by the board of directors.
4. Refers to the Director's relevant business execution expenses in the most recent year. (including carriage fees, special expenses, various allowances, dormitories, car allocation, etc.) The allowances which include housing, cars, and the other vehicles should be listed the nature and the cost of asset on actual or market value. If accompanied with drivers, the drivers' salary shall be remarked but excluded from the persons' compensation.
5. Refers to the latest directors who are also be the employees (including part-time GM, assistant GM, other managers and employees) received including salary, job bonus, severance payment, various bonuses, incentives, carriage fees, special expenses, various allowances, dormitories, car distribution and other physical provision and so on. The allowances which include housing, cars, and the other vehicles should be listed the nature and the cost of asset on actual or market value. If accompanied with drivers, the drivers' salary shall be remarked but excluded from the persons' compensation. In addition, acquiring employee stock options, employee's restricted stocks right and the right to subscribe in cash offerings shall be taken into consideration in recognizing the compensation cost based on IFRS#2, Share-based Compensation.
6. Refers to the consolidated remuneration which include stock bonus and cash bonus received by the Directors who are also be the employees (including part-time GM, assistant GM, other managers and employees) should be disposed the approved number in board meeting before shareholder meeting. If unable to forecast, take reference to the last year, and fill in the Form 1-3.
7. Disposed the consolidated payment of our company and all the other companies in this report.
8. The payment to all the Director by our company would be disclosed in the form of range of remuneration.

9. The payment to all the Director by our company and the other companies should be disclosed in the form of range of remuneration.
10. The after-tax net profit refers to the one happened in personal or individual financial statement in the latest year.
11. a. This column should dispose the remuneration to the Director from our affiliates and the other investments or parent company.
b. The remuneration to the Director from our affiliates and the other investments should be included in column and defined as other investment.
c. The remuneration received by Director from our subsidiaries and the other investments other than the Company's in the positions of the board director, supervisor, or manager which include honorarium, special disbursement, and the other allowances.
12. Lin, Yi-Husan serves as the representative of Asustek Investment Co., Ltd since August 21, 2025.
13. It includes seven natural person directors, two juristic person directors, one juristic person representatives, one dismissed juristic person directors, and one newly appointed juristic person representatioves.

*The forms here are for information disposal, not applicable for taxation if conflicts aroused with law.

Remuneration of the general manager and assistant general managers

Unit: NT\$'000

Title	Name	Base Compensation (A) (Remark 2)		Severance Pay (B)		Bonus and Special Allowance (Remark 3)		Disposition of Net Earnings (D) (Remark 4)				Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Remark 8)		Compensation Paid to Supervisors from an Invested Company Other than the Company's Subsidiary Or parent company (Remark 9)
		The Company	Companies in the consolidated financial statements (Remark 5)	The Company	Companies in the consolidated financial statements (Remark 5)	The Company	Companies in the consolidated financial statements (Remark 5)	The Company		Companies in the consolidated financial statements (Remark 5)		The Company	Companies in the consolidated financial statements (Remark 5)	
								Cash	Stock	Cash	Stock			
CSO	Tong, Zi-Xian	33,528	33,528	990	990	14,006	14,006	14,917	-	14,917	-	3.98%	3.98%	64,869
CEO and Deputy CSO	Liao, Sih-Jheng													
CEO and GM	Chen, He-Xu													
CTO	Zhang, Qian-Wei													
COO	Jiang, Kuo-Chun													
Senior Assistant GM	Huang, Geng-Fang													
Senior Assistant GM	Huang, Sheng-Chuan													
Senior Assistant GM	Zhuang, Da-Zhong													
Senior Assistant GM	Lee, An-Tang													
Assistant GM	Lin, Zhi-Wei													
Assistant GM	Ma, Zhen-Guo													
Assistant GM	He, Chi-Ye													

*It is required to be disclosed for a position equivalent to the General Manager, Assistant General Manager (example: President, CEO, Executive supervisor, etc.)

Note:

1. Compensation to directors and employee for 2025 has been approved by a board meeting held on 2026/01/30 and will be reported in shareholders' meeting on 2026/05/27.
2. The retirement pay listed above is based on an accrual only while the actual payment was zero.

Range of Remuneration

Range of Remuneration	Name of the general manager and assistant general managers	
	The Company(Remark 6)	Parent company and invested company (Remark 7)
Under NT\$1,000,000	-	-
NT\$1,000,000 ~ NT\$2,000,000	Jiang, Kuo-Chun	Jiang, Kuo-Chun
NT\$2,000,000 ~ NT\$3,500,000	Tong, Zi-Xian Liao, Sih-Jheng	-
NT\$3,500,000 ~ NT\$5,000,000	Ma, Zhen-Guo He, Chi-Ye	Ma, Zhen-Guo He, Chi-Ye
NT\$5,000,000 ~ NT\$10,000,000	Zhang, Qian-Wei Huang, Geng-Fang Huang, Sheng-Chuan Zhuang, Da-Zhong Lee, An-Tang Lin, Zhi-Wei	Zhang, Qian-Wei Huang, Geng-Fang Huang, Sheng-Chuan Zhuang, Da-Zhong Lee, An-Tang Lin, Zhi-Wei
NT\$10,000,000 ~ NT\$15,000,000	Chen, He-Xu	Chen, He-Xu
NT\$15,000,000 ~ NT\$30,000,000	-	-
NT\$30,000,000 ~ NT\$50,000,000	-	Tong, Zi-Xian Liao, Sih-Jheng
NT\$50,000,000 ~ NT\$100,000,000	-	-
Over NT\$100,000,000	-	-
Total	12	12

Remark:

1. GM, assistant GM should be disclosed separately, and the payment should be displayed in a consolidation. The board directors who also act as Chairman or GM should fill in this form and the following Form (1-1) or (1-2-1) and (1-2-2).
2. Refers to the latest pay of the GM, assistant GM which include basic base compensation, professional allowance, and severance pay.
3. Refers to the consolidated allowances of the GM, assistant GM which include honorarium, special disbursement, and the other allowances. The allowances which include housing, cars, and the other vehicles should be listed the nature and the cost of asset on actual or market value. If accompanied with drivers, the drivers' salary shall be remarked but excluded from the persons' compensation. In addition, acquiring employee stock options, employee's restricted stocks right and the right to subscribe in cash offerings shall be taken into consideration in recognizing the compensation cost based on IFRS#2, Share-based Compensation.
4. Refers to the consolidated remuneration received by the GM, assistant GM who are which include stock bonus and cash bonus should be disposed the approved number in board meeting before shareholder meeting. If unable to forecast, take reference to the last year, and fill in the Form 1-3. The after-tax net profit refers to the one happened in personal or individual financial statement in the latest year.
5. Disposed the consolidated payment of our company and all the other companies in this report.
6. The payment to all the GM, assistant GM by our company would be disclosed in the form of range of remuneration.
7. The payment to all the GM, assistant GM by our company and the other companies should be disclosed in the form of range of remuneration.
8. The after-tax net profit refers to the one happened in personal or individual financial statement in the latest year.
9. a. This column should dispose the remuneration to the GM, assistant GM from our affiliates and the other investments or parent company.
 - b. The remuneration to the GM, assistant GM from our affiliates and the other investments should be included in column and defined as other investment.
 - c. The remuneration received by GM, assistant GM from our subsidiaries and the other investments other than the Company's in the positions of the board director, supervisor, or manager which include honorarium, special disbursement, and the other allowances.

*The forms here are for information disposal, not applicable for taxation if conflicts aroused with law.

The name of each individual and the corresponding remuneration amount

Unit: NT\$'000

	Title	Name	Stock Bonus	Cash Bonus	Total	% of Net income (%)
Managers	CSO	Tong, Zi-Xian	-	14,917	14,917	0.93%
	CEO and deputy CSO	Liao, Sih-Jheng				
	CEO and GM	Chen, He-Xu				
	CTO	Zhang, Qian-Wei				
	SVP and COO	Jiang, Kuo-Chun				
	Senior Assistant GM	Huang, Geng-Fang				
	Senior Assistant GM	Huang, Sheng-Chuan				
	Senior Assistant GM	Zhuang, Da-Zhong				
	Senior Assistant GM	Lee, An-Tang				
	Assistant GM	Lin, Zhi-Wei				
	Assistant GM	Ma, Zhen-Guo				
	Assistant GM	He, Chi-Ye				
	Finance Supervisor	Liu, Su-Zhen				

Note: Compensation to directors and employee for 2025 has been approved by a board meeting held on 2026/01/30 and will be reported in the coming shareholders' meeting held on 2026/05/27.

Remark:

- Names and titles should be disclosed individually and the earning distribution may be disclosed in consolidation.
- The earnings distribution for the managers approved in board meeting which include stock bonus and cash bonus will be estimated by the numbers given last year. The after-tax net profit refers to the one happened in personal or individual financial statement in the latest year.
- Scope of application of the Manager is regulated by TWSE file No.0920001301 on March 27, 2003 and defined as : (1) President and equivalent rank (2) Vice President and equivalent rank (3) Junior President and equivalent rank (4) Financial Supervisor (5) Accounting Supervisor (6) Other signed for management services and the rights of man.
- Board directors, GM and assistant GM who receive employee bonuses (including stock dividends and cash bonus) should fill in this form and Form1-2.

- (d) Separately compare and describe total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by this company and by each other company included in the consolidated financial statements during the past 2 fiscal years to directors, supervisors, general managers, and assistant general managers, and analyze and describe remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure.
- a. The ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to directors, supervisors, presidents and vice presidents of the Company, to the net income.

Unit: NT\$'000

Year Title	2025		2024	
	Total remuneration	Total remuneration to net income (%)	Total remuneration	Total remuneration to net income (%)
Director	16,033	1.00%	3,240	6.63%
GM and Assistant GM	63,441	3.98%	35,384	72.38%

- b. According to Articles 24 of the Company's Articles of Incorporation, not lower than 10% of profit of the current year is distributable as employees' compensation and no higher than 1% of profit of the current year is distributable as remuneration to directors and supervisors. No lower than 25% of employee remuneration shall be allocated to grassroots employees. The compensation committee will make recommendations on directors' remuneration and employees' compensation, then submit to the Board of Directors for approval, and in addition, a report of such distribution is submitted to the shareholders' meeting. The company has formulated the "Director's Remuneration Payment Method". Directors and independent directors who do not hold positions within the group receive fixed remuneration regardless of the company's profit or loss. Directors who hold positions in the group shall be given reasonable remuneration, which was considered of their positions in the company, their representative positions as directors of subsidiaries, and the degree of participation and profit situation in the company's operations. The manager's remuneration is the monthly salary specified in the salary management regulations, and the year-end/quarter bonuses are issued according to the operating conditions of the current year/quarter. The bonuses and employee remuneration that are not wages are paid according to their grades, administrative or technical positions, and individuals negotiated remuneration for work performance. The aforementioned policies, standards and combinations of the remuneration of the directors and managers of the company shall be performed by the Compensation Committee, and its recommended directors and managers' remuneration shall be submitted to the board of directors for discussion.

(2) The state of the Company's implementation of corporate governance

(A) The state of operations of the board of directors

A total of 5 (A) meetings of the Board of Directors were held in 2025. The attendance of directors was as follows:

Title	Name (Remark 1)	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【B / A】 (Remark 2)	Note
Chairman	Liao, Sih-Jheng	5	0	100%	
Director	Tong, Zi-Xian	4	1	80%	
Director	Guo, Ming-Dong	4	1	80%	
Director	Chen, He-Xu	5	0	100%	
Director	Asuspower Investment Representative: Zhang, Qian-Wei	5	0	100%	
Director	Asustek Investment Representative: Lin, Yi-Hsuan/Wu, Xiang-Xiang	2/1	0/2	60%	On August 21, 2025, Lin, Yi-Hsuan was appointed as representative.
Independent director	Lee, Ming-Yu	5	0	100%	
Independent director	Chen, Liang-Ji	3	2	60%	
Independent director	Hocheng, Hong	5	0	100%	

Other mentionable items:

1. The date of board meeting, the term, the content of proposal in board meeting, the opinions of all independent directors, and the Company's response or action to the independent directors' opinions shall be specified in the meeting minutes if one of the following situations is met:

- (1) The items listed in Article #14-3 of Security Act. Please refer to pages 86 to 88 of the important resolutions of the Board of Directors.
- (2) In addition to Item #(1) above, those resolutions accompanying with independent directors' written objection or qualification.
(None)

2. If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified:

(1) Date: 2025/07/28

Contents of motion: Proposed distribution amount of executive compensation for FY2024 and the proposed annual salary adjustment for executives in FY2025 of the Company.

The directors of conflict of interest: Honorary Chairman Tong, Zi-Xian; Chairman Liao, Sih-Jheng; Director Chen, He-Xu; and Director Zhang, Qian-Wei.

Reason: According to Article 15 of "Rules of Procedure for Board of Directors Meeting", Honorary Chairman Tong, Zi-Xian, Liao, Chairman Liao, Sih-Jheng, Director Chen, He-Xu, Director Zhang, Qian-Wei are managers in the company, they may not participate in discussion or voting on that agenda.

Conclusion: 9 directors attended, and 4 persons were deducted due to conflict of interest. A total of five voting members were present, with one abstention (Director Guo, Ming-Dong appointed Director Chen, He-Xu as proxy; however, Director Chen, He-Xu was unable to act as proxy for other directors due to conflict-of-interest recusal.) The voting result was 4 people favorable. The proposal was approved.

(3) Date: 2025/12/22

Contents of motion: Suggested proposal for the number of months for disbursement of managers year-end bonuses for 2025 of the company.

The directors of conflict of interest: Honorary Chairman Tong, Zi-Xian, Chairman Liao, Sih-Jheng, Director Chen, He-Xu, Director Zhang and Qian-Wei

Reason: According to Article 15 of “Rules of Procedure for Board of Directors Meeting”, honorary chairman Tong, Zi-Xian, Chairman Liao, Sih-Jheng, Chen, He-Xu, Zhang, Qian-Wei are managers in the company, they may not participate in discussion or voting on that agenda. They have no interest in the matters of this meeting, so there is no reason to avoid it.

Conclusion: 9 directors attended, and 4 persons were deducted due to conflict of interest. The voting result was 5 people favorable. The proposal was approved.

3. TWSE and TPEX Listed companies should disclose information on the evaluation cycle and period, evaluation scope, methods, and evaluation contents of the board’s self (or peer) evaluation, and fill out the schedule for the implementation of the board’s evaluation: Refer to Note 1.

4. Measures taken to strengthen the functionality of the board:

(1) The Company has established the “Rules of Procedure for Board of Directors Meeting” for compliance, and entered the attendance of directors and the training situation at the Market Observation Post System.

(2) The audit committee consists of three independent directors and shall meet at least quarterly. The audit committee is responsible for the implementation of auditing the company's financial statements, the election and relieved of the certified public accountant, independence and performance, effective implementation of the company's internal control, the company's compliance with relevant laws and regulations and the company's existing or potential risks.

(3) The remuneration Committee consists of three independent directors and shall meet twice a year. The remuneration Committee is responsible for reviewing the procedures and proposing amendments, setting and reviewing the annual and long-term performance targets and salary remuneration policies, systems, standards and structures of the directors and managers of the Company and regularly assessing the individual salary remuneration.

Remark:

1. Director or supervisor, who is an institutional shareholder and its representative, should be revealed of the names.
2. (1) Supervisors resigning prior to the end of the year should be indicated in the notes column the date of resign. The actual attendance rate (%) is calculated based on the accumulation of attendance in Board meeting divided by the times of board meeting before his/her resigning.
(2) For any re-election of director/supervisor, the old and the new one should be revealed with remarks and the actual attendance rate (%) based on the accumulation of attendance in board meeting divided by the times of board meeting after his/her election.

Note 1:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content	Evaluation result
Execute once a year	The performance of the board of directors from January 1, 2025 to December 31, 2025 was evaluated.	Including the performance evaluation of the entire Board of Directors, individual directors, and functional committees. (Functional committees include audit committee and remuneration committee)	Evaluate the Performance by Self-evaluation in the Board of Directors, Self-evaluation by the Members of the directors, or other appropriate way.	(1)Performance evaluation of Board of Directors: including the participation of company operation, upgrading the quality of Board of Director’s decisions, the composition and structure of Board of Directors, directors selection and continuing education, and Internal Control, etc. (2)Performance evaluation of directors: including mastery of company goals and tasks, awareness of directors' responsibilities, participation in company operations, internal relationship management and communication, directors' professional and continuing education, internal control, etc. (3)Performance evaluation of functional committee: including the degree of participation in the company's operations, awareness of the responsibilities of the functional committee, improvement of the decision-making quality of the functional committee, the composition of the functional committee and the selection of members, internal control, etc.	The company has completed the performance evaluation of the board of directors in 2025, and the board of directors will report the evaluation results on January 30, 2026. The performance evaluation results of the board of directors are outstanding, the performance evaluation results of board members are excellent, and the evaluation results of functional committees (including the audit committee and remuneration committee) are excellent. Overall, the board of directors and functional committees are operating well, and most of the evaluation indicators are positive. We will continue to strengthen the operational efficiency of the board of directors and functional committees to implement corporate governance.

Remark:

1. According to the Company’s “Precedure for Board of Directors and Functional Committees Performance Evaluation “, an external professional independent organization or team of external expert scholars should be appointed at least once every three years to conduct the performance evaluation of the board of directors.
2. In 2023, the Company engaged the external professional independent organization, Diwan International Management Consulting Inc. to conduct the performance evaluation of the board of directors for 2022. The evaluation report was issued on July 31, 2023, indicating excellent performance. The external performance evaluation report for the Board of Directors and Functional Committees was presented at the board meeting on January 29, 2024.

(B) The state of operations of the Audit Committee

A total of 5 (A) Audit Committee meetings were held in the previous period. The attendance of the independent directors was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【B/A】 (Remark 1 and 2)	Note
Independent director (Convener)	Lee, Ming-Yu	5	0	100%	
Independent director	Chen, Liang-Ji	3	2	60%	
Independent director	Hocheng, Hong	5	0	100%	

Other mentionable items:

1. The date of board meeting, the term, the content of proposal in board meeting, contents of independent directors' objections, reservations or major proposals, and the Company's response or action to the independent directors' opinions shall be specified in the meeting minutes if one of the following situations is met:
 - (1) The items listed in article #14-5 of Security Act. Refer to Note 1.
 - (2) In addition to Item # (1) above, those resolutions accompanying with independent directors' written objection or qualification. (None)
2. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: NA
3. Communications between the independent directors, the Company's chief internal auditor and CPAs (e.g. the items, methods and results of audits of corporate finance or operations, etc.) The independent directors periodically meet with the internal auditors and CPAs for reviewing operational performance, financial statements, internal control, as well as internal audit plan and execution. In addition to internal auditors' reports, the independent directors also obtained auditors' review or audit reports. The communications were recorded in audit committee meeting minutes and reported the material items or resolutions to the board of directors periodically. It included:
 - (1) The CPA will report the financial report audit or review results and the implementation of internal control, and fully communicate whether there is any major adjustment entry or whether the amendment of the law affects the accounting situation.
 - (2) Regularly evaluate the independence and suitability of CPA every year.
 - (3) For other communication matters required by relevant laws and regulations, the CPA will cooperate to provide necessary information and explanations.
 - (4) The internal audit unit of the company sends the audit report to the independent directors for review every month, and discusses and revises the "internal control system" and "internal audit system" according to the practical operation.
 - (5) At least once a year, the Committee convenes a meeting to communicate separately with the CPAs and the head of internal audit. The matters reviewed include operating results, financial statements, internal control, internal audit plans and results, among other matters. In addition to the audit reports prepared by the internal audit department regarding internal control and audit matters, the CPAs also report on their review or audit of the financial reports.
 - (6) The results of such communications are recorded in the minutes of the Audit Committee meetings, and significant resolutions are explained and reported to the Board of Directors.

Remark:

1. Independent Director resigning before the end of the year should be indicated in the notes column date of release. The actual attendance rate (%) is calculated based on the accumulation of attendance in board meeting divided by the times of board meeting before his/her resigning.

2. For any re-election of independent director, the old and the new one should be revealed with remarks and the actual attendance rate (%) based on the accumulation of attendance in board meeting divided by the times of board meeting after his/her election.

Note 1:

The date of Audit Committee (session)	The content of proposal	The opinions of all independent directors	The Company's response or action to the independent directors' opinions	Resolution result
2025/02/17 (The 4th Meeting of the 5th term)	<ol style="list-style-type: none"> 2024 Business report, parent-company-only financial statements, and consolidated financial statements 2024 earnings distribution of cash dividends Proposed amendments to the Company's "Internal Control System" and "Internal Audit System." The Company's 2024 Internal Control System Statement. 	None	None	All members of the Audit Committee agreed to adopt
2025/04/28 (The 5th Meeting of the 5th Term)	<ol style="list-style-type: none"> The 1st quarter 2025 consolidated financial report Proposal for the issuance of unsecured ordinary corporate bonds. Proposal to cancel the indirect disposal of equity interests in mainland China reinvested enterprises, namely Suzhou Tongshuo Technology Co., Ltd. and Baishuo Computer (Suzhou) Co., Ltd. 	None	None	All members of the Audit Committee agreed to adopt
2025/07/28 (The 6th Meeting of the 5th Term)	<ol style="list-style-type: none"> The 2nd quarter 2025 consolidated financial report Proposed issuance of restricted employee shares for the Company for the year 2024. Proposed amendments to the Company's "Internal Control System" and "Internal Audit System." 	None	None	All members of the Audit Committee agreed to adopt
2025/10/27 (The 7th Meeting of the 5th Term)	<ol style="list-style-type: none"> The 3rd quarter 2025 consolidated financial report Issuance of New Shares for Cash Approve the 2026 internal audit plan 	None	None	All members of the Audit Committee agreed to adopt
2025/12/22 (The 8th Meeting of the 5th Term)	<ol style="list-style-type: none"> The company's 2026 annual accountant independence assessment, accountant appointment and its compensation case Proposal for the approval of the appendix to the Company's "General Policy for Pre-Approval of Non-Assurance Services" for fiscal year 2026. Proposal for the issuance of new shares with restricted employee stock rights by the Company. 	None	None	All members of the Audit Committee agreed to adopt

- (2) The operation of the Audit Committee is to supervise the company's implementation of relevant accounting, internal control, expression of financial statements and compliance with laws and regulations, and its deliberations mainly include:
1. The amendment to internal control system and the effectiveness of the internal control system.
 2. The amendment to the procedure of significant transactions, such as acquisition/disposal of individual real estate, derivative instrument transactions or financing/endorsement/guarantee provided to others.
 3. Significant asset, derivative instrument transactions, or Financing/Endorsement/Guarantee provided to others.
 4. Issuance of securities with equity nature.
 5. Assess CPA's independency, approve the engagement of auditors and the audit fee.
 6. Appointment and dismissal of finance, accounting or internal audit supervisor.
 7. Financial Statements.
 8. Business report, earnings distribution or loss make-up proposal.

Note 2: Communication among Independent Directors, Internal Audit, and Auditors for FY2025.

The date of Audit Committee (session)	Communication Matters	Communication Results
2025/02/17 (The 4th Meeting of the 5th Term)	<ol style="list-style-type: none"> 1. Internal Audit Reports. 2. Business Report, Parent Company Financial Statements, and Consolidated Financial Statements for fiscal year 2024. 3. Proposal to amend the Company's "Internal Control System" and "Internal Audit System." 4. "Internal Control System Statement" for fiscal year 2024. 	All members of the Audit Committee agreed to adopt
2025/04/28 (The 5th Meeting of the 5th Term)	<ol style="list-style-type: none"> 1. Internal Audit Reports. 2. Consolidated Financial Report for the first quarter of fiscal year 2025. 	All members of the Audit Committee agreed to adopt
2025/07/28 (The 6th Meeting of the 5th Term)	<ol style="list-style-type: none"> 1. Internal Audit Reports. 2. Consolidated Financial Report for the second quarter of fiscal year 2025. 3. Proposal to amend the Company's "Internal Control System" and "Internal Audit System." 	All members of the Audit Committee agreed to adopt
2025/10/27 (The 7th Meeting of the 5th Term)	<ol style="list-style-type: none"> 1. Internal Audit Reports. 2. Consolidated Financial Report for the third quarter of fiscal year 2025. 3. Proposal to formulate the Company's "Audit Plan for fiscal year 2026." 	All members of the Audit Committee agreed to adopt

(C) The state of the Company's implementation of corporate governance, any departure of such implementation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such departure

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
1. Does the Company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	Yes		“Code of practice for corporate governance” has been exposed on the Company Web site and public observatories.	No obvious deviation
2. Shareholding structure & shareholders’ rights				
(1) Does the Company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement based on the procedure?	Yes		(1) The Company has established "Internal material information processing procedures," Spokesman system has been established according to regulations and they will handle related issues.	No obvious deviation
(2) Does the Company possess the list of its major shareholders as well as the ultimate owners of those shares?	Yes		(2) The Company currently has a good relationship with major shareholders and can keep track of the list of major shareholders at any time.	No obvious deviation
(3) Does the Company establish and execute the risk management and firewall system within its conglomerate structure?	Yes		(3) According to the Company “internal control system”, “internal audit system” and other related laws and regulations.	No obvious deviation
(4) Does the Company establish internal rules against insiders trading with undisclosed information?	Yes		(4) According to the Company “for possible insider trading, operating procedures”, “code of conduct” and other related laws and regulations.	No obvious deviation

English Translation of The Annual Report Originally Issued in Chinese

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(4)Does the Company regularly evaluate the independence of CPAs?	Yes		(4)The board of directors evaluates the independence of accountants and approves the appointment of the accountants' law by referring to Article 47 of the Accountants Law, No. 10 of the Code of Professional Ethics of Accountants and Audit Quality Indicators(AQI). Please refer to Note 1 for assessment items. (The last evaluation date is on December 22, 2025)	(4) No obvious deviation
4. Has a listed company assigned a specific or other department to take in-charge of detailed matters of implementing corporate governance? (including, but not limited to, furnishing directors or supervisors with information needed, preparing the data for board meeting and shareholders’ meeting, executing business registration, preparing the minutes of board and shareholders’ meeting.)	Yes		1. The company passed the resolution of the board of directors on April 29, 2019 and appointed the senior director of the financial department Liu, Su-Zhen as the head of corporate governance to protect the rights of shareholders and strengthen the functions of the board of directors. Senior Director Liu Su-Zhen has more than three years of experience as a financial director in a public offering company. The main responsibilities of the corporate governance supervisor are to handle matters related to the meetings of the board of directors and shareholders 'meetings in accordance with the law, to produce the minutes of the board of directors and shareholders' meetings, to assist the directors in taking office and continuing education, to provide the	No obvious deviation

English Translation of The Annual Report Originally Issued in Chinese

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>directors with information necessary for the execution of business, and to assist the directors to comply with laws and regulations.</p> <p>2. 2025 business execution situation is as follows:</p> <p>(1) Assist independent directors and general directors to perform their duties, provide necessary information and arrange directors' further training.</p> <p>(2) Assist the board of directors and shareholders in meeting procedures and resolutions.</p> <p>(3) Draft the agenda of the board of directors to notify the directors seven days ago, convene the meeting and provide meeting materials, and complete the minutes of the directors' meeting within 20 days.</p> <p>(4) Handle the pre-registration of the shareholders' meeting in accordance with the law, prepare the meeting notice, the discussion manual, and the minutes within the statutory time limit, and handle the change registration in the revised articles of association.</p> <p>3. Please refer to Note 2 for the training situation of the head of corporate governance.</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
5. Does the Company establish a communication channel and build a designated section on its website for stakeholders (Including, but not limited to, shareholders, employees, customers and suppliers, etc.), as well as handle all the issues they care for in terms of corporate social responsibilities?	Yes		The Company has established section on its website, providing e-mail, special channel and hotline for stakeholder complaint. Moreover, company has specialist handled and responded issues for stakeholders.	No obvious deviation
6. Does the Company appoint a professional shareholder service agency to deal with shareholder affairs?	Yes		Companies entrust KGI stock agency to handle the relevant Affairs of the Department.	No obvious deviation
7. Information Disclosure (1)Does the Company have a corporate website to disclose both financial standings and the status of corporate governance? (2)Does the Company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences)? (3)Does the company announce and declare the annual financial report within two months after the end of the fiscal year, and announce and declare the first, second, and 3rd quarter financial reports and the monthly operating situation within the prescribed time limit?	Yes Yes Yes		(1)The Company has set up a Chinese/English website to disclose information regarding the Company’s financials, business and corporate governance status. (2)The Company's external information has relevant departments responsible for collecting and disclosing it in accordance with regulations. Company also has spokesman system, making public statements and respond to shareholders' opinions and reactions. (3)The company has announced and declared the annual financial report within two months after the end of the fiscal year, and announced and declared the first, second, and 3rd quarter financial reports and the monthly operating conditions within the prescribed period.	(1) No obvious deviation (2) No obvious deviation (3) No obvious deviation

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
8. Is there any other important information to facilitate a better understanding of the Company’s corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ and supervisors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	Yes		(1)The Company in accordance with the relevant statutes provide personnel regulations to protect employees’ rights. (2)Spokesman system and company website have been established to keep good relationship with the interests. (3)Directors decree training are held as regulated. (4)Company crisis management policy 、 crisis measurement standard and relevant customer policy have been stipulated and put into practice. (5)Company directors have been appropriated liability insurance.	No obvious deviation
9. The improvement status for the result of Corporate Governance Evaluation announced by Taiwan Stock Exchange. Achievements: Formulate succession planning for board members and key management, and establish a policy linking the disclosure of senior executive compensation to ESG-related performance evaluation. To be enhanced in priority: Establish and disclose the human rights due diligence process and its implementation status.				

Note 1: Criteria for assessing the independence and fitness of accountants

Item	independence and fitness	Yes or No
1	As of the last audit, there has been no change in the past seven years.	Yes
2	There is no significant financial interest with the client.	Yes
3	Avoid any inappropriate relationship with the client.	Yes
4	Accountants shall maintain the honesty, impartiality and independence of their assistants.	Yes
5	The financial statements of the service organization within the two years prior to practicing shall not be subject to audit.	Yes
6	The name of the accountant shall not be used by others.	Yes
7	Shall not hold any shares of the company and its affiliated companies.	Yes
8	There is no financial loan with the company and its affiliated companies.	Yes
9	There is no joint investment or benefit-sharing relationship with the company or affiliated companies.	Yes
10	Not concurrently working in the company or affiliated companies and receiving fixed salary.	Yes
11	It does not involve the management function of the company or its affiliated companies to make decisions.	Yes
12	Not concurrently operating other businesses that may lose its independence.	Yes
13	There is no relationship between spouse, direct blood relatives, direct blood relatives, or collateral blood relatives within the second degree of relationship with the management personnel of the company.	Yes
14	No business-related commissions are charged.	Yes
15	So far, there has been no sanction or violation of the principle of independence.	Yes

AQI disclosure framework

Profession	Quality Management	Independence	Monitoring	Innovation
<ul style="list-style-type: none"> • Audit Experience • Training Hours • Attrition Rate • Professional Support 	<ul style="list-style-type: none"> • Workload • Involvement • EQCR • Quality Supporting Capacity 	<ul style="list-style-type: none"> • Non Audit Service (NAS) • Familiarity 	<ul style="list-style-type: none"> • External Inspection Results & Enforcement • Number of Official Improvement Letters Issued by Authority 	<ul style="list-style-type: none"> • Innovative Planning or Initiatives

Note 2: Corporate governance executive training

Date of study		Organizer	Course Title	Hours of study
From	To			
2025/04/28	2025/04/28	Chinese Corporate Governance Association	The Next Evolution of AI Servers: Development Trends in Silicon Photonics and Co-Packaged Optics	3
2025/07/09	2025/07/09	Taiwan Stock Exchange Corporation	2025 Cathay Summit on Sustainable Finance and Climate Change	6
2025/10/27	2025/10/27	Chinese Corporate Governance Association	The Digital Financial Revolution: Principles of Blockchain and the Development of Virtual Assets	3

(D) If the Company has a compensation committee or nomination committee in place, the composition and operation of the compensation committee shall be disclosed

a. Professional Qualifications and Independence Analysis of Remuneration Committee Members

As of March 29, 2026

Title	Criteria	Professional Qualification and Work Experience	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Remuneration Committee Member
	Name			
Independent Director (Convener)	Lee, Ming-Yu	Please refer to pages 9 to 13 for professional qualifications and independence analysis of directors.		-
Independent Director	Chen, Liang-Ji			2
Independent Director	Hocheng, Hong			1

b. Attendance of Members at Remuneration Committee Meetings

(a) There are 3 members in the Remuneration Committee.

(b) A total of 4 (A) Remuneration Committee meetings were held in the previous period.

The attendance record of the Remuneration Committee members was as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate (%) 【B / A】	Note
Convener	Lee, Ming-Yu	4	0	100%	
Committee Member	Chen, Liang-Ji	2	2	50%	
Committee Member	Hocheng, Hong	4	0	100%	

Other mentionable items:

1. If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion (e.g. the remuneration passed by the Board of Directors exceeds the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified): N/A
2. Resolutions of the remuneration committee objected to by members or subject to a qualified opinion and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: N/A

Remark:

1. Remuneration committee member resign before the end of the year should be indicated in the notes column date of release, the actual attendance rate (%) based on the accumulation of attendance in board meeting.
 2. If any Remuneration committee member re-election, the old and the new one should be revealed with remarks and the actual attendance rate (%) based on the accumulation of attendance in board meeting in the column.
- c. Scope of the official powers of Remuneration Committee

The basis for the Remuneration Committee Charter, and present its recommendations to the board of directors for discussion, scope of the official powers of Remuneration Committee are:

1. Periodically reviewing this Charter and making recommendations for amendments.
2. Establishing and periodically reviewing the annual and long-term performance goals for the directors, supervisors, and managerial officers of this Corporation and the policies, systems, standards, and structure for their compensation.
3. Periodically assessing the individual compensation to which performance goals for the directors, and managerial officers of this Corporation.

The Remuneration Committee shall perform the duties under the preceding paragraph in accordance with the following principles:

1. Ensuring that the compensation arrangements of this Corporation comply with applicable laws and regulations and are sufficient to recruit outstanding talent.
2. Performance assessments and compensation levels of directors, and managerial officers shall consider the general pay levels in the industry, between the individual's performance and this Corporation's operational performance and future risk exposure, with respect to the achievement of short-term and long-term business goals and the financial position of this Corporation.
3. There shall be no incentive for the directors or managerial officers to pursue compensation by engaging in activities that exceed the tolerable risk level of this Corporation.
4. For directors and senior managerial officers, the percentage of bonus to be distributed based on their short-term performance and the time for payment of any variable compensation shall be decided with regard to the characteristics of the industry and the nature of this Corporation's business.

d. The discussion of Remuneration Committee, the result of Remuneration Committee's resolution and the company processes which expressed by the Committee members

The The date of board meeting (session)	The Content of proposal	The opinions of independent directors	The Company's response or action to the independent directors' pinions	Resolution result
2025/02/17 (The 3rd Meeting of the 6th Term)	1. Approve 2024 compensation to employee. 2. Proposal regarding personnel changes of the Company's managers.	None	None	All members of the Committee agreed to adopt.
2025/07/28 (The 4th Meeting of the 6th Term)	1. For the proposed 2024 amounts of employee compensation for managers. 2.. For the proposed 2023 adjustment on managers' compensations.	None	None	All members of the Committee agreed to adopt.
2025/10/27 (The 5th Meeting of the 6th Term)	1.Proposal regarding personnel changes of the Company's managers.	None	None	All members of the Committee agreed to adopt.
2025/12/22 (The 6th Meeting of the 6th Term)	1. Proposal regarding the disbursement of managers' year-end bonuses for fiscal year 2025 of the Company. 2. Proposal for the issuance of new shares with restricted employee stock rights by the Company. 3. Proposal to abolish the Company's "Employee Stock Subscription Plan" and to re-establish the "Employee Stock Subscription Plan for Cash Capital Increase."	None	None	All members of the Committee agreed to adopt.

(E)The state of the Company's performance of corporate social responsibilities

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
1. Does the company set up a full-time (part-time) department that promotes sustainable development, and the board of directors authorizes the senior management to handle it, and supervised by the board of directors?	Yes		<p>To implement its sustainable management philosophy and strengthen its ESG governance framework, the Company has established a Sustainable Management Office as the dedicated unit responsible for promoting sustainable development. In addition, an ESG Promotion Committee, composed of representatives from each department headed by senior management, has been formed to coordinate and advance the Company’s environmental, social, and governance (ESG) strategies and action plans.</p> <p>The Sustainable Management Office is responsible for integrating internal resources and promoting sustainability-related initiatives, including climate change and net-zero carbon emissions, the adoption of renewable energy, green product development, environmental protection, social responsibility programs, employee care, and corporate governance. Through cross-departmental collaboration mechanisms, the Office coordinates the implementation of sustainability-related projects across divisions, and is also responsible for consolidating sustainability performance information and preparing the annual sustainability report.</p> <p>In terms of organizational operations, the Sustainable Management Office is chaired by a Deputy Chief</p>	No obvious deviation

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>Sustainability Officer, appointed by the Chief Executive Officer with authorization from the Chairman. The Chair is responsible for vertical integration and horizontal coordination among departments, facilitating communication, regularly reviewing the Company’s sustainable development strategies and implementation results, and analyzing ESG-related issues as well as stakeholder concerns, with the objective of continuously enhancing the Company’s sustainability management framework.</p> <p>The Board of Directors serves as the Company’s highest supervisory body for sustainable development, overseeing the implementation of sustainability-related policies, strategies, and objectives. The Company regularly reports the status of sustainable development execution to the Board. During fiscal year 2025, sustainability implementation progress was reported to the Board on a quarterly basis. The most recent report was presented on January 30, 2026, during which the Board reviewed the effectiveness of the Company’s sustainability strategies and provided guidance to ensure the effective implementation of its sustainable development initiatives.</p>	

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
2.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?	Yes		<p>In accordance with the principle of materiality, the Company conducts risk assessments on environmental, social, and governance (ESG) issues relevant to its operations. In identifying material topics, the Company engages in stakeholder communication, questionnaire surveys, and internal expert assessments to identify key ESG issues related to its business operations. These issues are analyzed and prioritized based on their potential impact on business operations and the level of stakeholder concern, forming the basis for the formulation of the Company’s sustainable development strategies and related management measures.</p> <p>Based on the assessment results, the Company has established corresponding risk management strategies across the three core ESG dimensions:</p> <p>1. Environmental: Through environmental management and energy management systems, the Company effectively manages energy consumption, greenhouse gas emissions, and waste treatment during its operational processes, while continuously promoting energy conservation, carbon reduction, the adoption of renewable energy, and resource recycling. At the same time, the Company monitors the potential impacts of climate change on its</p>	No obvious deviation

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>operations and evaluates climate-related risks and opportunities in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework, with the aim of enhancing corporate climate resilience.</p> <p>2. Social: The Company is committed to providing a safe and healthy working environment. Through employee training programs, occupational safety and health management systems, and regular audit mechanisms, the Company ensures the effective operation of its management systems. In addition, the Company actively promotes sustainable supply chain management, working together with suppliers to establish a responsible supply chain framework and enhance overall supply chain competitiveness.</p> <p>3. Corporate Governance: Through systematic risk identification, analysis, and management processes, the Company continuously monitors potential operational risks and establishes relevant internal control systems and management measures to mitigate the impact of such risks on business operations and strategic objectives. Furthermore, the Company has implemented a Business Continuity Plan (BCP) to ensure operational stability in</p>	

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>the event of unforeseen incidents.</p> <p>The Company continuously reviews material ESG issues and risk management measures through its sustainability governance framework and cross-departmental collaboration mechanisms. By continually enhancing its sustainability management framework, the Company aims to strengthen its long-term sustainable development capabilities.</p>	
<p>3. Environmental issues</p> <p>(1) Does the company establish an appropriate environmental management system according to its industrial characteristics?</p> <p>(2) Is the company committed to improving the utilization efficiency of various resources and using recycled materials with low impact on environmental load?</p>	<p>Yes</p> <p>Yes</p>		<p>(1) The company has established a suitable environmental management system based on ISO14001 (environmental management system standard), passed the verification of a third-party organization. The certification has been disclosed on official website.</p> <p>(2) The company actively promotes energy-saving and power-saving actions, and carries out energy-saving projects in conjunction with the equipment of each plant, adjusts equipment automation management according to changes in production capacity demand, and achieves streamlining of various energy use, and promotes garbage classification and resource recovery to reduce the impact on environmental pollution.</p>	<p>(1) No obvious deviation</p> <p>(2) No obvious deviation</p>

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
(3) Does the company assess the potential risks and opportunities of climate change for the company now and in the future, and take measures to address related issues?	Yes		(3) The company pursues sustainable business development and actively grasps and manages risks and uncertainties. In terms of environmental safety and health management, the risks of natural disasters caused by climate change continue to increase and respond to the expansion of factories. The use of production line chemicals and equipment is increasingly important. Through the establishment of a management system, we can effectively manage energy consumption during operation, reduce carbon emissions and waste, and reduce the impact on the environment. Provide a safe workplace environment, provide education and training and response drills according to the risk category, protect the personal safety of employees, reduce potential risks in the office and operating environment to ensure uninterrupted business activities.	(3) No obvious deviation
(4) Does the company count greenhouse gas emissions, water consumption and total weight of waste in the past two years, and formulate policies for greenhouse gas reduction, water use reduction or other waste management?	Yes		(4) The company has disclosed greenhouse gas emissions, used of water, weight of industrial waste and its reduction plan in the sustainability report every year. The information in of 2025 will be updated in FY 2025 sustainability report. Greenhouse gas emissions (t-CO ₂ e) (scope 1 and scope	(4) No obvious deviation

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>2) in the past two years: 237,839.9934 (2023), 263,788.8055 (2024) Water consumption in the past two years (tons): 5,454,149 (2023), 6,543,174 (2024) Total weight of waste in the past two years (tons): 11,618.12 (2023), 11,911.06 (2024) The company will carry out energy saving and carbon reduction, greenhouse gas reduction, water reduction and waste disposal. Implement relevant activities in accordance with relevant management guidelines.</p> <ol style="list-style-type: none"> 1.Reduce resource and energy consumption of products and services. 2.Reduce the discharge of pollutants, toxic substances and waste, and properly dispose of waste. 3.Use energy-saving and environmentally friendly raw materials. 4.Extend the durability of products and increase the performance of products and services. 5.Promote energy-saving and power-saving actions in each factory. Execute energy-saving projects in combination with the equipment of each factory, and adjust equipment automation management in response to changes in production capacity requirements. 	

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>6.Promote various water-saving measures to improve the efficiency of water resource utilization.</p> <p>7.Promote industrial effluent reuse. The company strictly controls waste liquid and waste water discharge.</p> <p>8.Implement waste-to-reuse, and actively promote the transformation of waste from incineration into auxiliary fuel rods.</p> <p>9.Set recycling targets and track the achievement year by year.</p> <p>10.After sorting and counting the waste, review the waste reduction under the output efficiency.</p>	
<p>4. Social issues</p> <p>(1)Has the company formulated relevant management policies and procedures in accordance with relevant regulations and international human rights conventions?</p>	Yes		<p>(1) Kinsus Technology Corp. Human Rights Policy Purpose and Scope</p> <p>The Company firmly believes that respecting human rights and creating a dignified working environment are essential to sustainable business operations. Accordingly, Kinsus Technology Corp. is committed to supporting internationally recognized human rights standards and principles, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact, and</p>	(1) No obvious deviation

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>the International Covenant on Economic, Social and Cultural Rights (ICESCR). At the same time, the Company strictly complies with all applicable laws and regulations in the jurisdictions where it operates, treats all individuals equally, and respects human dignity and rights. Based on these principles, the Company has established the Kinsus Technology Corp. Human Rights Policy. This policy applies to all managers and employees (individuals employed by the Company to perform work in exchange for wages or remuneration), affiliated companies, related enterprises, suppliers, contractors, and other partners, including customers and local communities. The Company is committed to preventing any form of human rights violations. For details regarding the Company’s human rights due diligence, please refer to Note 1.</p> <p>Human Rights Commitments:</p> <p>With reference to the business and human rights risk framework proposed by the United Nations Development Programme (UNDP), the Company identifies and manages human rights issues across six key dimensions—labor rights, environmental rights, freedom of expression and participation, gender equality, service and product responsibility, and governance and security—covering the Company, its affiliated and related enterprises, suppliers, contractors,</p>	

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>customers, and local communities.</p> <ol style="list-style-type: none"> 1. Labor Rights: The Company strictly prohibits any form of child labor, human trafficking, or forced labor, and fully complies with all applicable wage and working-hour regulations. Working hours shall adhere to local legal requirements, including maximum daily working hours and a limit of no more than 60 hours per week (except in emergencies or special circumstances), and employees shall not work continuously for more than seven days. The Company pays fair living wages in a timely manner, provides legally compliant leave and attendance management systems, and ensures a safe and healthy working environment. All personnel working at Company premises receive appropriate occupational safety and health training, and the Company supports employees’ physical and mental well-being as well as work–life balance. 2. Environmental Rights: The Company applies innovative technologies to green manufacturing initiatives, including climate and energy management, water resource management, resource recycling, and pollution prevention. It continuously promotes environmental protection actions and complies with, or exceeds, relevant domestic and international laws and standards on environmental 	

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>protection and resource efficiency. The Company also actively protects aquatic and terrestrial ecosystems and collaborates with stakeholders to support biodiversity conservation.</p> <p>3. Freedom of Expression and Participation: The Company respects the freedom of expression and participation of all personnel and commits not to interfere with or restrict the lawful exercise of such rights. Based on privacy protection principles, the Company provides diverse, open, and two-way communication channels for both internal and external stakeholders.</p> <p>4. Gender Equality: The Company is committed to creating a harassment-free and non-discriminatory workplace, ensures equal treatment regardless of gender or sexual orientation, and prohibits any form of unequal pay for equal work.</p> <p>5. Privacy Protection: The Company has established comprehensive information security and confidential information protection mechanisms to safeguard customers’ business information and employees’ personal data from unauthorized access or disclosure.</p> <p>6. Governance and Security: The Company commits not to benefit from any policies or practices that exploit human rights and ensures the effective</p>	

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>operation of grievance and complaint mechanisms. In addition, adequate protective equipment and safety facilities are provided at Company workplaces to safeguard the operational safety of all personnel.</p> <p>Human Rights Governance Structure: The Company has established a human rights governance framework with the Board of Directors as the highest supervisory body. Under the ESG Committee, a cross-functional Human Rights Working Group has been formed, comprising representatives from the functions of corporate information security, sustainability, customer service, environmental safety and health, human resources, information technology, materials management, operations, and quality and reliability. This governance structure enables systematic and effective implementation of human rights management initiatives. The Human Rights Working Group regularly reports implementation progress to the ESG Committee, and, as necessary, the Chair of the ESG Committee reports human rights management initiatives and execution results to the Board of Directors.</p>	

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
(2) Does the company formulate and implement reasonable employee welfare measures (including compensation, vacations and other benefits), and appropriately reflect operating performance or results in employee compensation?	Yes		(2) The Company’s Articles of Incorporation stipulate that where the Company generates annual profits, no less than 10% shall be allocated as employee compensation. Of such employee compensation, no less than 25% shall be distributed to base-level employees. In addition to fixed salaries and bonuses, the Company adopts flexible variable compensation based on operating performance to motivate employees and retain talent. Annual salary adjustments are determined based on employees’ job grades and performance evaluations, with corresponding adjustment items and amounts.	(2) No obvious deviation
(3) Does the company provide a safe and healthy work environment for employees, and regularly implement safety and health education for employees?	Yes		(3) The Company complies with the requirements of ISO 14001 and ISO 45001 international standards (valid from November 19, 2024, to November 19, 2027), ensuring the systematic implementation of environmental and occupational safety and health management systems. To establish, implement, maintain, and continuously improve its occupational safety and health management system, the Company has clearly defined relevant procedures to ensure compliance with its stated environmental safety and health policies. Each year, the Company formulates an occupational safety and health management plan, convenes occupational safety and health committee meetings,	(3) No obvious deviation

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>conducts self-inspections, and implements safety and health education and training programs.</p> <p>In accordance with applicable laws, the Company has established a comprehensive Occupational Safety and Health (OSH) Management System, encompassing safety management systems and training, equipment self-inspections, workplace environment monitoring, internal safety audits, health examinations and medical care, emergency response drills, occupational accident management and statutory reporting, as well as contractor management and construction inspections. Self-management measures include pre-employment training for new hires, on-the-job training, and certification training. Potential hazards are identified, assessed, and controlled through graded risk management. Machinery safety standards are enforced, necessary protective measures and personal protective equipment are provided, workplace monitoring and emergency response drills are conducted, and regular health examinations with proactive follow-up are implemented. In the event of an accident, timely medical assistance, accident management, and internal audits are conducted to continuously improve safety performance.</p> <p>In fiscal year 2025, the disabling injury frequency rate was 1.35, meeting the target of ≤ 3. No fire incidents</p>	

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
(4) Does the company establish an effective career development training program for employees?	Yes		<p>occurred during the year.</p> <p>During fiscal year 2025, internal occupational safety and health training focused on new employees and current staff, with a total of 5,312 training participations and 20,105 training hours completed. External training primarily involved statutory retraining for personnel engaged in organic, specialty chemical operations and hazardous machinery operation, with 377 participants completing 3,920 training hours. The Company will continue to enhance occupational safety and health education and training programs to ensure regulatory compliance.</p> <p>(4) The Company regularly conducts employee education and training programs to enhance professional competence and support career development. Training planning includes:</p> <ol style="list-style-type: none"> 1. Needs Assessment: An annual training needs survey is conducted to serve as a reference for preparing the training plan for the following year. 2. Training Planning: Each department evaluates its specific professional training needs, incorporates improvement items identified in the annual survey, and develops training programs aligned with the Company’s overall development objectives. 	(4) No obvious deviation

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
(5) With regard to customer health and safety, customer privacy, marketing and labeling of products and services and other issues, has the company followed relevant regulations and international standards, and formulated relevant consumer protection policies and appeal procedures?	Yes		(5) The Company does not directly provide products or services to consumers. Dedicated account managers are responsible for post-sale services to customers, and all products are properly labeled in accordance with applicable laws and regulations.	(5) No obvious deviation
(6) Does the company formulate supplier management policies that require suppliers to follow relevant regulations on environmental protection, occupational safety and health or labor human rights, and their implementation?	Yes		(6) Leveraging its procurement capabilities, the Company implements green procurement principles. In addition to prohibiting the use of hazardous substances, the Company reduces environmental impacts by increasing the procurement of environmentally friendly products and prohibiting the use of materials sourced from conflict mineral regions. The Company has established a Supplier Code of Conduct in accordance with the Responsible Business Alliance (RBA) standards, covering labor practices, health and safety, environmental protection, business ethics, and management systems, to ensure safe working environments, respect and dignity for employees, environmentally responsible operations, and ethical business conduct throughout the supply chain. Conflict-free minerals requirements have been incorporated into supplier management policies. In accordance with RBA standards, suppliers are required to exclude materials	(6) No obvious deviation

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>sourced from the Democratic Republic of the Congo and sign a Conflict Minerals Declaration, committing to support the non-purchase of conflict minerals. Comprehensive evaluations are conducted prior to supplier engagement to ensure compliance.</p>	
<p>5. Does the company refer to the internationally prepared reporting standards or guidelines for preparing sustainable development reports and other reports that disclose non-financial information? Did the pre-report report obtain the confidence or assurance opinion of the third-party verification unit?</p>	Yes		<p>The Sustainability Report for fiscal year 2024 (ROC Year 113) was independently verified by a third-party international assurance provider, the British Standards Institution (BSI), in accordance with the AA1000 Assurance Standard v3 (AA1000AS v3), Type 1. The verification process also confirmed that the Report complies with the disclosure requirements of the Global Reporting Initiative (GRI) Sustainability Reporting Standards. An Independent Assurance Statement was issued by BSI.</p> <p>In addition, this Report makes reference to the industry standards issued by the Sustainability Accounting Standards Board (SASB) and discloses industry-specific sustainability performance indicators relevant to the Company’s operations. A content index corresponding to SASB indicators is also provided to enhance the comparability and transparency of sustainability information.</p> <p>Furthermore, the Company discloses information concerning climate-related governance, strategy, risk management, metrics, and targets in accordance with the framework established by the Task Force on Climate-</p>	No obvious deviation

Promotion Item	Execution Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>related Financial Disclosures (TCFD), in order to strengthen climate risk management and improve the quality of climate-related information disclosure. By aligning with internationally recognized sustainability reporting standards and adopting third-party assurance mechanisms, the Company continues to enhance the transparency, completeness, and credibility of its sustainability information, thereby facilitating stakeholders’ understanding of the Company’s sustainable development performance.</p> <p>As of the completion date of this Annual Report, the Sustainability Report for fiscal year 2025 (ROC Year 114) had not yet been published, and there are no material differences to report.</p>	
6. If the Company has established the sustainable development principles based on “the sustainable development Best-Practice Principles for TWSE/TPEX Listed Companies,” please describe any discrepancy between the Principles and their implementation: No obvious deviation				
7. Other important information to facilitate better understanding of the Company’s sustainable development practices: The Company regularly prepares and discloses sustainability reports to present its achievements and future objectives across environmental, social, and governance (ESG) aspects. Relevant information is also made publicly available on the Company’s website to enhance information transparency and strengthen communication with stakeholders.				

Note1: Human Rights Due Diligence Process and Its Implementation Status

The Company primarily bases its due diligence approach on the EU Corporate Sustainability Due Diligence Directive, the OECD Due Diligence Guidance for Responsible Business Conduct, and the Responsible Business Alliance (RBA) to establish its human rights due diligence procedures. Through the identification and assessment of human rights risks, the Company designs risk management and mitigation measures, implements improvements, and conducts follow-up tracking to effectively reduce the impact and influence of human rights risks.

Scope of the due diligence: all employees of the Company and its first-tier suppliers.

The implementation steps of the human rights due diligence process are described as follows:

1. Identification and Assessment	Identify negative human rights impacts related to operations and the supply chain.
2. Prevention and Mitigation	Implement risk mitigation and remediation measures for identified negative human rights impacts.
3. Tracking	Monitor implementation status and effectiveness.
4. Communication	Information disclosure.

With reference to international human rights standards and the human rights issues emphasized by benchmark companies in the same industry domestically and internationally, the Company has identified the following human rights issues.

With respect to the Company's employees, four human rights issues were identified in fiscal year 2025 as follows:

1. Wages and working hours
2. Health and safety
3. Privacy
4. Workplace discrimination

With respect to first-tier suppliers, the Company identified three human rights issues in fiscal year 2025 as follows:

1. Health and safety
2. Wages and working hours
3. Workplace discrimination

The above-mentioned human rights issues were identified through meetings and discussion sessions with the Company's employees, as well as assessments conducted with first-tier suppliers through self-assessment questionnaires. The results of these assessments were used as the basis for prioritizing the handling of human rights issues. The Company prioritizes addressing high-risk human rights issues with higher likelihood and greater potential impact.

Based on the assessment results, for stakeholders who are the Company's employees, the high-risk human rights issues identified, in order of priority, are health and safety, wages and working hours, and privacy.

For stakeholders who are first-tier suppliers, the high-risk human rights issues identified, in order of priority, are wages and working hours and health and safety.

With regard to the above-mentioned high-risk human rights issues, the Company has proposed mitigation and remediation measures, as described below.

Mitigation and Remediation Measures:

In fiscal year 2025, the Company assessed human rights risk issues related to all employees and first-tier suppliers. Based on the severity of impacts, the Company prioritized the risks and formulated mitigation and remediation measures for high-risk human rights issues in order to reduce human rights risks.

Human Rights Stakeholders	High-Risk Issues	Remedial Measures	Risk Mitigation
Employees	Health and Safety	Strengthen inspections of areas prone to occupational injuries, enhance safety protection measures, and reinforce safety education and training to prevent the recurrence of similar incidents, with the goal of achieving “zero occupational injuries.”	1.Continue to promote health management initiatives and implement a comprehensive management program by appointing dedicated nurses and contracted physicians to provide health consultations and medical care. 2.Organize employee health examinations.
	Wages and Working Hours	Make supplementary contributions to cover any shortfall in labor pension contributions, and correct the insured salary amount and contribution frequency.	1.In accordance with applicable regulations, conduct labor and health insurance insured salary adjustments twice annually. 2.Regularly review changes in relevant laws and regulations and implement corresponding education and training programs.
	Privacy	The Company has established an information security incident reporting and response mechanism. In the event of any data breach in the future, the Company will immediately initiate an investigation and take compensation and corrective actions in accordance with relevant laws and regulations to mitigate the impact.	The Company has implemented the ISO 27001 Information Security Management System to ensure that information processing, access, and storage comply with applicable laws and regulations. In addition, authorization controls and approval procedures have been established for data access, internal sharing, and external transmission, effectively preventing data misuse and unauthorized disclosure.
Suppliers	Wages and Working Hours	If any supplier has not established effective working hours management, the Company will require the supplier to improve its scheduling system in accordance with the Code of Conduct.	Conduct supplier audits annually and perform sampling inspections to verify whether suppliers’ employee scheduling, overtime, and leave arrangements comply with applicable laws and regulations.
	Health and Safety	Following an occupational safety incident, the Company will require the responsible contractor to fulfill all applicable compensation obligations, including group insurance coverage, occupational accident insurance, and labor pension-related insurance benefit and bereavement compensation claims.	Conduct supplier audits to ensure the effective implementation of environmental, safety, and health (ESH) practices and occupational accident investigations, and review the related legality and effectiveness.

With respect to the follow-up on the implementation of due diligence, the Company conducts annual reviews to assess the effectiveness of mitigation and remediation measures, and reports the results in the ESG Sustainability Report. The Company has established appropriate grievance mechanisms and channels for employees, suppliers, and other stakeholders to report illegal activities or human rights violations. Employee grievance mailbox: hr@kinsus.com.tw ; Supplier hotline: (03)-487-1919 ext. 22311 ; Supplier grievance mailbox: hr@kinsus.com.tw

Climate-related information for TWSE/TPEX Listed Companies

1. The execution status of climate-related information

Item	Execution Status
<p>1. Please specify the supervision and governance by the board of directors and management regarding climate-related risks and opportunities.</p> <p>2. Please specify how identified climate risks and opportunities will impact the business, strategy, and finances of the enterprise (short-term, medium-term, long-term).</p>	<p>1. The Company designates the Board of Directors as the highest supervisory body for climate-related risks and opportunities, with the Sustainable Management Office responsible for coordinating the promotion and implementation of climate risk management. An ESG Promotion Committee has been established to integrate representatives from various operating units and relevant departments to jointly promote the identification, assessment, and management of climate-related issues.</p> <p>The ESG Promotion Committee convenes meetings on a regular basis to review the management status of climate-related risks and opportunities, and submits material issues to the Board of Directors for discussion and oversight. The Company continues to strengthen its climate governance framework and management mechanisms in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) issued by the Financial Stability Board.</p> <p>The ESG Promotion Committee reports at least once a year to the Board of Directors on the management outcomes of climate-related risks and opportunities and the implementation status of climate strategies, to ensure alignment between the Company’s climate governance and its corporate sustainability strategy.</p> <p>2. In accordance with the TCFD recommended framework, the Company, through the ESG Promotion Committee, integrates internal and external information—including international climate policy trends, industry developments, regulatory changes, and stakeholder concerns—to identify climate-related risks and opportunities relevant to its operations.</p> <p>The Company assesses risk materiality based on the degree of financial impact and likelihood of occurrence, and categorizes climate issues into short-term (within 2 years), medium-term (3–6 years), and long-term (over 6 years) horizons to evaluate their potential impacts on business</p>

Item	Execution Status
<p>3. Please specify the financial impact of extreme weather events and transition actions.</p> <p>4. Please specify how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.</p>	<p>strategies and financial performance.</p> <p>In fiscal year 2025, the Company further introduced climate scenario analysis and quantitative financial assessment to analyze transition risks (such as customer decarbonization requirements and investments in low-carbon technologies) and physical risks (such as increased energy demand due to rising temperatures). At the same time, climate opportunities such as improvements in energy efficiency, adoption of renewable energy, and enhancements in resource efficiency were evaluated as references for long-term operational strategy and sustainable development planning.</p> <p>3. The Company assesses the potential impacts of extreme climate events on its supply chain, production operations, and customer demand, including scenarios such as earthquakes, floods, typhoons, water shortages, and power shortages, and evaluates their potential effects on operations and financial performance through risk identification and management mechanisms.</p> <p>In fiscal year 2025, the Company further conducted scenario analysis and quantitative financial assessments in accordance with the TCFD framework, focusing on climate transition risks and physical risks, including market risks arising from customer decarbonization requirements, increased investment demands for low-carbon transition, and rising energy costs due to temperature increases.</p> <p>In addition, the Company continues to promote energy conservation and carbon reduction measures, renewable energy adoption, and supply chain decarbonization management to mitigate the potential impacts of climate change on operations and financial performance.</p> <p>4. The Company has incorporated climate-related risks into its overall risk management system. The ESG Promotion Committee, in accordance with the Company’s risk management policies, integrates relevant departments to jointly identify and assess climate risks, including policy and regulatory risks, market risks, technology risks, and physical risks.</p> <p>Through cross-departmental risk assessment mechanisms, the Company regularly reviews internal and external climate-related risk sources and evaluates and prioritizes them based on their likelihood and impact. For material climate risks, corresponding response strategies and</p>

Item	Execution Status
<p>5. When using scenario analysis to assess resilience to climate change risks, the context, parameters, assumptions, analysis factors, and key financial impacts should be explained.</p> <p>6. If there is a transformation plan in place to address and manage climate-related risks, describe the contents of that plan, as well as the indicators and objectives used to identify and manage physical and transition risks.</p> <p>7. If internal carbon pricing is utilized as a planning tool, the basis for price determination should be explained.</p>	<p>management measures are developed.</p> <p>In addition, the Company ensures that climate risk management is effectively integrated into the overall risk management framework and business strategy through regular reviews and follow-up on the implementation of management measures.</p> <p>5. Based on TCFD recommendations, the Company has introduced climate scenario analysis to assess potential impacts on operations and financial performance under different climate scenarios. The analysis process references information from the International Energy Agency (IEA) and relevant governmental climate policies, and sets parameters and assumptions in alignment with the Company’s operational characteristics and industry conditions. The scenario analysis covers both transition risks and physical risks, including market risks resulting from customer decarbonization requirements, increased investment needs for low-carbon transition, and increased energy demand caused by climate change. Based on scenario analysis results, the Company evaluates potential impacts on revenue, costs, and capital expenditures under different scenarios and formulates corresponding response strategies.</p> <p>6. The Company has formulated a low-carbon transition plan for its supply chain and continues to promote energy conservation, carbon reduction measures, and energy management systems to reduce greenhouse gas emissions from operations. By promoting energy efficiency improvements, process optimization, and renewable energy usage, the Company gradually reduces energy consumption and carbon intensity, while strengthening supply chain management to assist suppliers in enhancing their carbon reduction capabilities. In addition, the Company continues to implement an energy management system (ISO 50001) and promote related energy-saving projects to improve energy efficiency and reduce the impact of climate risks on operations.</p> <p>7. The Company has not yet formally implemented an internal carbon pricing mechanism. However, it continues to monitor international carbon pricing trends and government carbon fee policies, and evaluates the feasibility of adopting an internal carbon pricing mechanism in</p>

Item	Execution Status
<p>8. If climate-related goals are set, the activities covered, greenhouse gas emission scopes, planning timelines, annual progress towards achievement, etc., should be explained. If carbon offsetting with Renewable Energy Certification(RECs) is used to achieve these goals, the sources and quantities of offset carbon credits or the number of RECs should be detailed.</p> <p>9. Greenhouse gas inventory and assurance status, along with reduction targets, strategies, and specific action plans.</p>	<p>the future as a reference for climate risk management and low-carbon investment decision-making.</p> <p>8. The Company has established greenhouse gas reduction targets, using fiscal year 2022 as the base year, aiming to achieve a 20% reduction in greenhouse gas emission intensity by fiscal year 2030, and advancing toward the long-term vision of net-zero emissions by fiscal year 2050.</p> <p>The Company continues to promote energy conservation, carbon reduction measures, and renewable energy adoption, focusing on improving energy efficiency and reducing emission intensity to gradually lower carbon emissions from operations.</p> <p>The Company has completed the signing of green power purchase agreements and continues to increase the proportion of renewable energy usage (in fiscal year 2025, renewable electricity generation increased to 5.35 million kWh per year). Through energy-saving projects, equipment replacement, and process optimization, the Company enhances energy efficiency to achieve long-term carbon reduction targets.</p> <p>9. The Company continues to conduct greenhouse gas inventory activities and has established a greenhouse gas emission management system in accordance with relevant standards. Emission levels are regularly reviewed, and carbon reduction strategies are planned accordingly.</p> <p>Through energy conservation measures, renewable energy usage, and process optimization, the Company reduces carbon emissions and progressively promotes energy management and carbon reduction action plans to improve energy efficiency and reduce greenhouse gas emissions.</p> <p>For details regarding the Company’s greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans, please refer to Tables 1-1 and 1-2.</p>

1-1 The Greenhouse Gas Inventory and Verification Status Of the Company for the Past Two Years

Parent Company		Total Emissions (Tonnes CO ₂ e)	Intensity (Tonnes CO ₂ e /in millions)	Verification agency	Explanation of Verification Status
Scope 1	2024	23,492.9887	0.7694	DNV	ISO 14064-1 issued by the International Organization for Standard-ization, ISO ※In accordance with the schedule of the verification agency, the disclosed greenhouse gas emissions for 2025 is based on inventory but have not yet been verified. The complete verification information will be disclosed in the sustainability report.
	2025	14,332.3029	0.3642	DNV	
Scope 2	2024	240,295.8168	7.8695	DNV	
	2025	274,538.0385	6.9766	DNV	
Scope 3	2024	134,382.3282	4.4009	DNV	
	2025	162,619.8703	4.1325	DNV	

1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

1. Greenhouse Gas Reduction Targets

The Company is committed to strengthening climate change governance by establishing a Sustainable Management Office and forming an ESG Promotion Committee composed of designated representatives from each department. The Board of Directors serves as the highest supervisory body for the Company's sustainable development, overseeing the implementation of sustainability policies, strategies, and targets. The Company has defined a clear net-zero transition pathway, using fiscal year 2022 as the base year, with the goal of achieving a 20% reduction in greenhouse gas emission intensity by fiscal year 2030, and advancing toward the long-term vision of net-zero emissions by fiscal year 2050. By implementing ISO management systems and the TCFD framework, carbon reduction performance is integrated into core business strategies, combined with smart manufacturing and green energy transformation, to concretely advance sustainable development across the value chain.

Note: Greenhouse gas emission intensity = (Total Scope 1 + Scope 2 greenhouse gas emissions (metric tons CO₂e)) / revenue per NT\$1 million.

2. Carbon Reduction Strategies and Specific Action Plans

(1) Improve energy efficiency:

- i. Energy-Efficient Equipment Optimization: Continuously replace high energy-consuming equipment (such as air compressors and chillers) and implement variable frequency drive (VFD) control systems to enhance energy efficiency, with an annual electricity savings target of over 1%.
- ii. Smart Manufacturing and EAP Implementation: Deploy an Equipment Automation Platform (EAP) and intelligent power monitoring systems, leveraging big data analytics to optimize production scheduling and energy allocation, thereby reducing energy consumption per unit of product.

(2) Low-carbon/ green energy transformation:

- i. Self-built solar power: Install photovoltaic power generation systems on the rooftops of the Youshi Plant to increase the proportion of self-generated and self-consumed green electricity.
- ii. Procurement of renewable energy: Increase the proportion of renewable green electricity procurement to more than 10% through the purchase of renewable energy certificates (T-REC) or by entering into Power Purchase Agreements (PPAs) for green electricity.

(3) Green Supply Chain:

- i. Local procurement and low-carbon materials: Promote localized procurement (with a long-term target of exceeding 60%) to reduce transportation-related carbon footprints, and collaborate with suppliers to introduce low-carbon materials.
- ii. RBA audits and water resources: Conduct regular Responsible Business Alliance (RBA) social responsibility audits for suppliers; promote wastewater recycling and reuse to achieve water conservation targets.
- iii. Resource recycling (RDF): Promote the conversion of manufacturing waste into Refuse-Derived Fuel (RDF) to transform waste into energy and reduce carbon emissions generated from incineration processes.

3. Monitoring and Evaluation

(1) International Standards and Certifications:

Kinsus has established comprehensive management systems and has obtained certifications for ISO 9001 (Quality Management), ISO 14001 (Environmental

Management), and ISO 45001 (Occupational Health and Safety). With regard to carbon management, the Company conducts annual ISO 14064-1 greenhouse gas inventories and has completed third-party verification of product carbon footprints in accordance with ISO 14067.

(2) Participation in CDP and TCFD:

- i. CDP disclosure: The Company participates annually in the CDP Climate Change Questionnaire, publicly disclosing carbon emissions data and climate governance performance. In fiscal year 2025, the Company received a “B” rating in both the Climate Change and Water Security categories.
- ii. TCFD analysis: The Company identifies material climate-related risks (such as rising average temperatures and low-carbon transition) and opportunities (such as resource efficiency), and quantifies their potential financial impacts.

(3) Internal Audits and Transparency:

- i. Internal control audits: The internal audit unit regularly reviews the implementation status of ESG objectives and reports the achievement of key performance indicators (KPIs) to the Board of Directors.
- ii. Sustainability report: The Company publishes a sustainability report annually in compliance with the GRI Standards and SASB Standards, addressing material issues of concern to stakeholders.

(F)The state of the Company’s performance in good faith management and the adoption of related measures

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
<p>1.Establishment of ethical corporate management policies and programs</p> <p>(1)Does the company formulate the ethical corporate management policies and procedures approved by the board of directors, and stated in the guidelines and external documents the policies and practices of ethical corporate management, as well as the commitment of the board of directors and senior management to actively implement the management policy?</p> <p>(2) Does the Company establish appropriate precautions against high-potential unethical conducts or listed activities stated in Article 2, Paragraph 7 of the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies?</p> <p>(3) Does the Company establish policies to prevent unethical conduct with clear statements regarding relevant procedures, guidelines of conduct, punishment for violation, rules of appeal, and the commitment to implement the policies?</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>		<p>(1) The “Code of conduct for Integrity” approved at board meeting are revealed on its website and the Market Observation Post System (MOPS)</p> <p>(2) The “Code of conduct for Integrity” stipulates the scope in the prohibition of any dishonest behavior and prevention programs.</p> <p>(3) The “Code of conduct for Integrity” prohibits any dishonest behavior and prevention programs.</p>	<p>(1) No obvious deviation</p> <p>(2) No obvious deviation</p> <p>(3) No obvious deviation</p>

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
<p>2.Fulfill operations integrity policy</p> <p>(1) Does the Company evaluate business partners’ ethical records and include ethics-related clauses in business contracts?</p>	Yes		<p>(1)Before establishing business relationships with any third parties, the Company shall first assess the legality, integrity policies, and any records of dishonest conduct of agents, suppliers, customers, or other business counterparts to ensure that their business practices are fair, transparent, and do not involve requesting, offering, or accepting bribes.</p> <p>When conducting such assessments, the Company may adopt appropriate due diligence procedures to review the following aspects of its business counterparts in order to understand their integrity management status:</p> <ol style="list-style-type: none"> 1. The country, location of operations, organizational structure, business policies, and payment locations of the enterprise. 2. Whether the enterprise has established integrity management policies and the status of their implementation. 3. Whether the enterprise operates in countries or regions with a high risk of corruption. 4. Whether the enterprise operates in industries with a high risk of bribery. 5. The enterprise’s long-term business performance and reputation. 	(1) No obvious deviation

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(2) Does the Company establish an exclusively (or concurrently) dedicated unit supervised by the Board to oversee corporate integrity and regularly (at least once a year) report to the board of directors on its integrity management policies and plans to prevent dishonest behaviors and supervision and implementation?	Yes		<p>6. Opinions of the enterprise’s business partners regarding the enterprise.</p> <p>7. Whether the enterprise has been involved in records of dishonest conduct, such as bribery or illegal political contributions.</p> <p>(2) In order to strengthen integrity management, the Human Resources Department is responsible for the formulation of integrity management policies and preventive measures, as well as for supervising their implementation. Its main responsibilities include the following:</p> <ol style="list-style-type: none"> 1. Assisting in integrating integrity and ethical values into the Company’s business strategies and formulating anti-fraud measures in compliance with laws and regulations to ensure integrity management. 2. Periodically analyzing and assessing the risks of dishonest conduct within the scope of business operations, formulating preventive plans accordingly, and establishing relevant standard operating procedures and codes of conduct for each plan. 3. Planning internal organizational structures, staffing, and responsibilities, and 	(2) No obvious deviation

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>establishing mutual supervision and checks-and-balances mechanisms for business activities with higher risks of dishonest conduct.</p> <p>4. Promoting and coordinating education and training on integrity policies.</p> <p>5. Planning whistleblowing systems and ensuring their effective implementation.</p> <p>6. Assisting the Board of Directors and management in reviewing and assessing whether the preventive measures established for integrity management are operating effectively, and regularly evaluating compliance with relevant business processes and preparing reports.</p> <p>7. Preparing and properly retaining documentation related to integrity management policies, compliance statements, implementation status, and execution records.</p> <p>The implementation status of integrity management for fiscal year 2025 was reported to the Board of Directors on December 22, 2025.</p>	

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(3) Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?	Yes		(3)The Company has established a Code of Ethical Conduct as the standard of business behavior to be observed by all employees, contractors, suppliers, and business partners.	(3) No obvious deviation
(4) Has the Company established effective systems for both accounting and internal control to facilitate ethical corporate management, and are they audited by either internal auditors or CPAs on a regular basis?	Yes		(4) For business activities involving risks of dishonest conduct, the Company has established effective accounting systems and internal control systems. No off-book accounts or secret accounts are permitted. These systems are reviewed on an ongoing basis to ensure their design and implementation remain effective. The Company’s internal auditors formulate annual audit plans and conduct thorough audits, prepare audit reports, and submit them to the Board of Directors. Certified public accountants may be engaged to perform audits, and professional experts may be consulted when necessary.	(4) No obvious deviation
(5) Does the Company regularly hold internal and external educational trainings on operational integrity?	Yes		(5) The Company regularly conducts employee education and training programs, including the promotion of integrity management concepts. The implementation status for fiscal year 2025 is as follows: The total training hours for integrity management courses—covering topics such as prohibition of improper benefits, information disclosure,	(5) No obvious deviation

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>intellectual property, fair trade, advertising and competition, confidentiality of identity and protection against retaliation, responsible mineral sourcing, and privacy—amounted to 352 hours.</p> <p>New employees: A total of 116 training sessions were conducted, with 1,520 participants in fiscal year 2025.</p> <p>Current employees: Training was conducted through informational notices and materials, with approximately 6,848 participants in fiscal year 2025.</p>	
<p>3.Operation of the integrity channel</p> <p>(1) Does the Company establish both a reward or punishment system and an integrity hotline? Can the accused be reached by an appropriate person for follow-up?</p>	Yes		<p>1.</p> <p>(1)In order to establish an integrity-driven and transparent corporate culture, promote sound business operations, and protect the rights of whistleblowers, the Company has established a Code of Conduct. Whistleblowing hotlines, email addresses, and relevant reporting channels have been set up and announced on the Company’s external website and internal portal, providing internal and external parties with channels to report criminal acts, fraud, or illegal conduct. The Company’s Internal Audit Office and Human Resources Department serve as the units responsible for the receipt and investigation of</p>	(1) No obvious deviation

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(2) Does the Company establish standard operating procedures for confidential reporting on investigating accusation cases?	Yes		<p>whistleblowing cases.</p> <p>(2)Whistleblowing channels are as follows:</p> <p>i. Whistleblowing hotline: (03) 487-1919 ext. 7885</p> <p>ii. Whistleblowing email: hr@kinsus.com.tw or whistleblower@kinsus.com.tw</p> <p>iii. Units responsible for handling whistleblowing cases: Internal Audit Office and Human Resources Department(2)</p> <p>2.</p> <p>(1)The Company has established the Employee Whistleblowing and Complaint Handling Procedures, which specify principles for case acceptance, investigation procedures, subsequent handling of investigation reports, and whistleblower protection.</p> <p>(2)Principles for acceptance: A whistleblowing case may not be accepted, or an investigation may be terminated, if any of the following conditions apply. However, the case shall still be recorded in the whistleblowing register for reference:</p> <p>i. Anonymous whistleblowing cases, unless the reported information is specific and clear and accompanied by verifiable evidence or investigative leads deemed necessary for</p>	(2) No obvious deviation

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>investigation by the handling unit.</p> <p>ii. Whistleblowing cases that fail to provide evidence giving rise to reasonable suspicion of illegal or negligent conduct.</p> <p>iii. Cases involving the same facts that are already under investigation, being handled by other authorities, or have been previously reported by others without providing new concrete evidence, unless the subsequent whistleblower provides significant evidence more favorable to the investigation.</p> <p>iv. Cases involving the same facts that have already been decided as not to be accepted or have been closed after investigation, unless the whistleblower provides new concrete evidence demonstrating the need for reinvestigation.</p> <p>v. Cases involving matters within the whistleblower’s scope of responsibility for management or supervision, where the whistleblower has not raised suggestions or improvement opinions through company meetings or mechanisms. This does not apply if the whistleblower can provide evidence showing that suggestions or improvement opinions were duly made but were not handled</p>	

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>by the Company without justifiable reasons. During the investigation of a whistleblowing case, if the whistleblower files the same report with investigative or prosecutorial authorities, the Company may suspend its investigation.</p> <p>(3)Investigation procedures (including handling timelines):</p> <p>i. Verification of whistleblowing cases shall be conducted through telephone calls, written correspondence, or interviews as necessary based on case circumstances. The investigation process and content shall be fully documented and retained. Files provided by whistleblowers shall be encrypted, and file transmission and access shall be restricted to personnel involved in the investigation.</p> <p>ii. Investigation reports shall be completed within two months after case acceptance and submitted for supervisory approval. If an extension is deemed necessary prior to the expiration of the period, reasons shall be stated and submitted for supervisory approval.</p> <p>(4)Confidentiality mechanism: During the acceptance and investigation of whistleblowing cases, the identities of whistleblowers and the</p>	

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(3) Does the Company provide proper whistleblower protection?	Yes		<p>reported content shall be kept confidential. Information that may identify the whistleblower shall not be disclosed, revealed, or made public to unnecessary third parties, and effective and appropriate protective measures shall be adopted.</p> <p>3. The Company has established the Employee Whistleblowing and Complaint Handling Procedures, which apply to all employees of the Company and provide for a whistleblower protection mechanism. The procedures stipulate that whistleblowers shall not be subject to dismissal, removal, demotion, salary reduction, deprivation of rights entitled under laws, contracts, or customary practices, or any other unfavorable treatment as a result of whistleblowing.</p> <p>If a whistleblower believes that adverse treatment has occurred due to whistleblowing, the whistleblower may file a complaint with the Human Resources Department, which shall report the matter at the next Integrity Management Committee meeting. In fiscal year 2025, the total number of whistleblowing cases received by the Human Resources Departments of the Company and its subsidiaries was 0.</p>	(3) No obvious deviation

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
4.Strengthening information disclosure Does the Company disclose its ethical corporate management policies and the results of its implementation on the Company’s website and MOPS?	Yes		The Company has disclosed its “Integrity Management Code” on the Company’s website.	No obvious deviation
5.If the Company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation: No obvious deviation				
6.Other important information to facilitate a better understanding of the Company’s ethical corporate management policies: None				

(G) Other important information sufficient to enhance understanding of the Company's corporate governance operations:

Intellectual Property Management

The Company is committed to the research and development of advanced technologies, and intellectual property constitutes a core asset supporting the sustained growth of Kinsus Technology Corp. By aligning its intellectual property strategy with key operational and development objectives, the Company actively deploys patents, trademarks, and copyrights to ensure that technological achievements are transformed into market advantages. At the same time, through strict internal control mechanisms, the Company places great emphasis on the protection of customers' and its own trade secrets, strengthening trust between the Company and its customers and maintaining Kinsus's competitive edge.

Adhering to the philosophy of "satisfying customers and pursuing excellence," Kinsus protects intellectual property and encourages employee innovation through the establishment and management of an intellectual property management system, thereby enhancing market competitiveness and profitability.

(I) Kinsus Technology Corp. Intellectual Property Management:

In accordance with the latest revised Intellectual Property Management Regulations issued in fiscal year 2024, the Company implements the intellectual property management of Kinsus Technology Corp. and reports the implementation results of intellectual property management to the Board of Directors at least once a year. The operational status of intellectual property management for fiscal year 2025 was reported to the Board of Directors on December 22, 2025.

1. Patent Management:

① Establishment: In accordance with the Intellectual Property Management Regulations, each department, based on the principles of valuing its own intellectual property and respecting the intellectual property rights of others, transforms the Company's research and technological development result into patents, thereby appropriately protecting and actively utilizing the Company's intellectual property.

② Maintenance: In accordance with the Intellectual Property Management Regulations, the R&D units conduct regular (quarterly) reviews of existing patents, assessing their commercial value, product applicability, and defensive attributes, in order to determine whether the patents should be maintained and remain in force.

- ③Use: The Company's intellectual property rights shall be licensed to manufacturers for use in a timely manner. Any cross-licensing arrangements with overseas or mainland China manufacturers shall be carried out in compliance with the relevant laws and regulations of the respective local governments.
2. Trademark Management: The Legal and Intellectual Property Department is responsible for matters related to the acquisition and maintenance of trademark rights.
3. Trade Secret Management:
- ① Education and Training: The Human Resources training unit provides relevant education and training on trade secret management as part of the Company's onboarding training program.
- ② Information Security Management: The Company's information security unit conducts education and awareness programs, network security protection, email security controls, and device security protection measures to establish information security safeguards and protect trade secrets.
- ③ Document Management: Each department has an internal document management system, under which different levels of data access permissions are granted based on job grade and job responsibilities.
- ④ Access Control Management: The General Affairs Department issues secure access cards to Company personnel and grants appropriate access areas based on job grade and job responsibilities. Visitors who are not Company personnel are required to register their personal information, are subject to restricted access areas, and must be accompanied by Company personnel at all times.
4. Copyright Management: Copyrighted works resulting from research and development shall be independently created and must not involve plagiarism or the unauthorized use or citation of copyrighted materials without proper authorization. Such R&D works may only be disclosed externally after review and approval by the highest manager of the Research and Development Department. Patent applications shall be filed prior to the public disclosure of R&D results, and the authors of R&D works shall retain relevant working papers and supporting documentation.

(II) Overview of Kinsus Technology Corp. Intellectual Property :

1. Patents:As of December 31, 2025, the Company has legally obtained a total of 209 patents in the Republic of China (Taiwan), the People’s Republic of China, the United States, Japan, and South Korea. Among these, 131 patents are currently being maintained, and an additional 25 patent applications are pending.
2. Trademarks:The Company has registered the Kinsus Technology Corp. trademark in regions including the Republic of China (Taiwan), the People’s Republic of China, and the United States.
3. Trade Secrets:The Company’s trade secrets are information that is not generally known to the public, has actual or potential economic value, and is subject to reasonable confidentiality measures. Such information includes, but is not limited to, the following:
 - ①Process formulas and operating parameters (such as temperature, pressure, chemical solution concentration, and process conditions, etc.).
 - ② Equipment calibration, maintenance, and related technical documentation.
 - ③R&D data, design drawings, and testing data.
 - ④Production yield rates, defect analysis, and quality control methods.
 - ⑤Sources of raw materials, supplier lists, and related pricing and negotiation terms.
 - ⑥Customer lists, customer requirements and specifications, historical orders, and contract details.
 - ⑦Corporate strategies, investment plans, R&D roadmaps, and project schedules.
 - ⑧Human resources systems, including salary structures, performance evaluation methods, and talent development programs.
4. Copyrights:The Company’s copyrights include, but are not limited to, works such as papers published in relevant academic conferences and journals. As of December 31, 2025, the Company has published a total of 26 papers across various professional fields.

(H) Status of Internal Control System Implementation

- a. For a Statement on Internal Control: Please refer to the Chinese version of Market Observation Post System (MOPS). The access path and URL is as follows:
Market Observation Post System (MOPS) > Individual Company > Corporate Governance > Company Regulations/Internal Control > Internal Control Statement Announcement
<https://mops.twse.com.tw/mops/#/web/t06sg20>
- b. A CPA has been hired to carry out a special audit of the internal control system: None

(I) Material resolutions of a shareholders meeting or a board of directors meeting during the most recent fiscal year or during the current fiscal year up to the date of printing of the annual report.

a. Material resolutions of 2025 shareholders meeting (at May 28, 2025)

Item	Date	Major resolutions
Shareholders' meeting	May 28, 2025	<p>A. Approval of the 2024 business report, financial statements and consolidated financial statements: Attending votes: 272,769,081 (Of which the exercise of the voting rights by electronic means: 271,731,584) Favorable votes: 257,179,954 (Of which the exercise of the voting rights by electronic means: 256,147,658) Unfavorable votes: 124,023 (Of which the exercise of the voting rights by electronic means: 124,023) Invalid votes: 0 Abstention and Not votes: 15,465,104 (Of which the exercise of the voting rights by electronic means: 15,459,903)</p> <p><u>Implementation of the situation:</u> The resolution was adopted.</p> <p>B. Approval of the distribution of 2024 retained earnings: Attending votes: 272,769,081 (Of which the exercise of the voting rights by electronic means: 271,731,584) Favorable votes: 257,367,690 (Of which the exercise of the voting rights by electronic means: 256,335,394) Unfavorable votes: 159,394 (Of which the exercise of the voting rights by electronic means: 159,394) Invalid votes: 0 Abstention and Not votes: 15,241,997 (Of which the exercise of the voting rights by electronic means: 15,236,796)</p> <p><u>Implementation of the situation:</u> The resolution was adopted and the dividends have been distributed on July 30, 2025 accordingly.</p> <p>C. Amendment to the Articles of incorporation: Attending votes:272,769,081 (Of which the exercise of the voting rights by electronic means: 271,731,584) Favorable votes: 256,957,181 (Of which the exercise of the voting rights by electronic means: 255,924,885) Unfavorable votes: 131,961 (Of which the exercise of the voting</p>

Item	Date	Major resolutions
		<p>rights by electronic means: 131,961) Invalid votes: 0 Abstention and Not votes: 15,679,939 (Of which the exercise of the voting rights by electronic means: 15,674,738)</p> <p><u>Implementation of the situation:</u> The resolution was adopted and implemented in accordance with the revised charter.</p>

b. Material resolutions from the meetings of board of directors

Date of board meeting	Major resolutions	The opinions of independent directors	The Company's response or action to the independent directors' opinions
2025.02.17 (The fifth time of the ninth)	<ol style="list-style-type: none"> 1. Proposal for the allocation of employee remuneration and director remuneration for the year 2024. 2. 2024 Business Report, Financial Statements, and Consolidated Financial Statements. 3. Proposal for the distribution of cash dividends from 2024 earnings. 4. Proposed amendments to the company's "Articles of Association." 5. Definition of the scope of the company's grassroots employees and revision of the company's "Internal Control System" and "Internal Audit System." 6. 2024 "Internal Control System Statement." 7. To facilitate the deregistration of newly issued restricted shares for employees to be acquired by the company. 8. Personnel changes of the company's "Managers." 9. Matters related to the convening of the company's 2025 Annual General Meeting of Shareholders. 	None	None
2025.04.28 (The sixth time of the ninth)	<ol style="list-style-type: none"> 1. Consolidated financial report for the first quarter of 2025. 2. Apply for bank credit lines. 3. Plan to issue unsecured ordinary corporate bonds. 4. To facilitate the company's cancellation registration process for newly issued restricted employee shares that have been repurchased. 5. Cancel the indirect disposal of equity in mainland China invested companies Suzhou Tongshuo Technology Co., Ltd. and Baisuo Computer (Suzhou) Co., Ltd. 	None	None
2025.07.28 (The seventh time of the ninth)	<ol style="list-style-type: none"> 1. Consolidated financial report for the second quarter of 2025. 2. Apply for bank credit line. 	None	None

Date of board meeting	Major resolutions	The opinions of independent directors	The Company's response or action to the independent directors' opinions
	3. Handle cancellation registration of newly issued restricted employee shares purchased by the company. 4. The company's proposal to issue new restricted employee shares. 5. Proposed amendments to the company's "Internal Control System" and "Internal Audit System". 6. The company's 2024 Sustainability Report. 7. Proposal for the 2024 distribution amount of managerial staff remuneration. 8. Proposal for managerial staff annual salary adjustment for 2025.		
2025.10.27 (The eighth time of the ninth)	1. Consolidated financial report for the third quarter of 2025. 2. The company is handling a cash capital increase and issuance of new shares. 3. Handling the application for bank credit lines. 4. To coordinate the company's cancellation registration process for newly issued restricted employee rights shares acquired by the company. 5. Drafting the company's 'Audit Plan for the Year 2026. 6. Personnel changes of the company's managers.	None	None
2025.12.22 (The ninth time of the ninth)	1. Operating plan and annual budget for 2026 fiscal year. 2. Assessment of the independence of the company's certified public accountants 2026, appointment of accountants, and their remuneration. 3. Proposal to confirm the appendix of the company's "General Policy on Pre-Approved Non-Assurance Services" for 2026. 4. Proposal to establish the company's "Operational Guidelines for Financial Transactions Among Related Parties." 5. Proposal to abolish the company's "Employee	None	None

Date of board meeting	Major resolutions	The opinions of independent directors	The Company's response or action to the independent directors' opinions
	<p>Stock Subscription Plan" and reestablish the "Cash Capital Increase Employee Stock Subscription Plan."</p> <p>6. Proposal for the company to issue new restricted shares to employees.</p> <p>7. Proposal regarding the company's 2025 fiscal year year-end bonus distribution for managers.</p>		
<p>2026.01.30 (The tenth time of the ninth)</p>	<ol style="list-style-type: none"> 1. Proposal for employee remuneration and director remuneration for 2025. 2. Business report, financial statements, and consolidated financial statements of 2025. 3. Proposal for cash dividend distribution for 2025. 4. Budget revision proposal for capital expenditures for 2026. 5. Internal Control System Statement' for the 2025. 6. Personnel changes for the company's managers. 7. To facilitate the company's deregistration of newly issued restricted shares for employees that were acquired. 8. Matters related to the convening of the company's 2026 Annual General Meeting of Shareholders. 9. Employee subscription proposal for the company's cash capital increase for the 2025. 	<p align="center">None</p>	<p align="center">NoneF</p>
<p>2026.04.09 (The eleventh time of the ninth)</p>	<ol style="list-style-type: none"> 1. Proposed amendment to the company's Articles of Association. 2. Proposed private placement of common shares by the company. 3. Proposal to add matters for the convening of the company's 2026 shareholders' meeting. 	<p align="center">None</p>	<p align="center">None</p>

(L) Where, during the most recent fiscal year or during the current fiscal year up to the date of printing of the annual report, a director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the board of directors, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal content thereof:
None

(3) Information on CPA professional fees

Unit: NT\$'000

Name of Accounting Firm	Name of CPA	Audit Period	Fees	Non-audit fees (Remark 1)	Total	Note
Ernst & Young	Chang, Chih-Ming	2025/01/01~	3,860	948	4,808	
	Chen, Kuo-Shuai	2025/12/31				

Remark:

1. Non-audit fees include tax service, transfer pricing, group master reporting and change registration.

(A) Change of the accounting firm with a decrease in the audit fees paid in the year of change compared to the year before the change. The amount of fees before and after the replacement and the reasons should be disclosed: None

(B) The audit fees reduced by 10% or more compared to the previous year. The amount of fees before and after the change, proportion and the reasons should be disclosed: None

(4) Information on replacement of certified public accountant: No applicable

(5) Where the Company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm, the name and position of the person, and the period during which the position was held: None ◦

(6) Any transfer of equity interests and/or pledge of or change in equity interests (during the most recent fiscal year or during the current fiscal year up to the date of printing of the annual report) by a director, supervisor, managerial officer, or shareholder with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of printing of the annual report.

(A) Changes in equity due to transfer and pledge by directors, supervisors, officers, and greater-than-10-percent shareholders

a. Changes in shareholdings of Directors, Officers, and Major Shareholders

Unit: Shares

Title	Name	2025		As of March 29, 2026	
		Increase (Decrease) in # of Shares Held	Increase (Decrease) in # of Shares Pledged	Increase (Decrease) in # of Shares Held	Increase (Decrease) in # of Shares Pledged
Chairman & Vice CSO	Liao, Sih-Jheng	39,000	-	363,631	-
Director & CSO	Tong, Zi-Xian	23,400	-	500,997	-
Director	Guo, Ming-Dong	—	-	59,953	-
Director, CEO & GM	Chen, He-Xu	(28,000)	-	673,725	-
Director (major shareholder)	Asuspower Investment Co., Ltd. Corporate, rep: Zhang, Qian-Wei	—	-	6,383,346	-
Technical Director	Corporate, rep: Zhang, Qian-Wei				
Technical Director	Zhang, Qian-Wei	(20,000)	-	131,308	-
Director (major shareholder) (Note1)	Asustek Investment Co., Ltd. Lin Yi-Xuan	—	-	6,690,916	-
	Zheng, Guang-Zhi				
	Lin Yi-Xuan	—	-	—	-
Independent Director	Lee, Ming-Yu	—	-	—	-
Independent Director	Chen, Liang-Ji	—	-	—	-
Independent Director	Hocheng, Hong	—	-	—	-
Major Shareholder	Asus Investment Co., Ltd.	—	-	6,908,687	-
SVP and COO	Jiang, Guo-Chun	—	-	167,595	-
Senior assistant GM	Huang, Geng-Fang	6,000	-	131,119	-
Senior assistant GM	Huang, Sheng-Chuan	15,100	-	63,270	-
Senior assistant GM	Zhuang, Da-Zhong	(16,300)	-	51,846	-
Senior assistant GM	Lee, An-Tang	24,000	-	101,488	-
Assistant GM	Lin, Zhi-Wei	1,400	-	70,964	-
Assistant GM	Ma, Zhen-Guo	Assumed office on February 1, 2026		91,754	-
Assistant GM	He, Qi-Ye	Assumed office on February 1, 2026		91,654	-
Chief FIN/ACC manager	Liu, Su-Zhen	14,200	-	121,308	-

Remark

1. The legal representative of the director Huaxu Investment Co., Ltd. has been Ms. Lin Yi-Xuan since August 21, 2025.

(B) Where the counterparty in any transfer or pledge of equity is a related party, disclose the counterparty's name, its relationship with the Company as well as the Company's directors, supervisors, and greater-than-10-percent shareholders, and the number of shares acquired or pledged: None

(7) Relationship information, if among the Company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another:

Base date: March. 29, 2026; Unit: Shares;

Name	Shares Held		Shares Held by Spouse or Minor Children		Total Shares Held in the Name of Others		Title or Name of Its Related Party, Spouse, or Relative Within the Second Degree of Kinship That Is Among Ten Largest Shareholders and Their Relationship		Note
	# of Shares	Shareholding Percentage	# of Shares	Shareholding Percentage	# of Shares	Shareholding Percentage	Title (or Name)	Relationship	
Asus Investment Co., Ltd. (Representative: Tong, Zi-Xian)	67,037,104	12.72%	-	-	-	-	Asustek Investment Co., Ltd., Asuspower Investment Co., Ltd.	All are 100% owned by Pegatron Corp.	-
Asustek Investment Co., Ltd. (Representative: Tong, Zi-Xian)	64,924,007	12.32%	-	-	-	-	Asus Investment Co., Ltd., Asuspower Investment Co., Ltd.	All are 100% owned by Pegatron Corp.	-
Asuspower Investment Co., Ltd. (Representative: Tong, Zi-Xian)	61,939,567	11.76%	-	-	-	-	Asus Investment Co., Ltd., Asustek Investment Co., Ltd.	All are 100% owned by Pegatron Corp.	-
New Labor Pension Fund	15,696,409	2.98%	-	-	-	-	-	-	-
Chen, Tsu-Yuan	10,955,697	2.08%	-	-	-	-	-	-	-
Citibank Custody – Norges Bank Investment Account	7,208,148	1.37%	-	-	-	-	-	-	-
HSBC (Taiwan) – Morgan Stanley International Investment Account	7,039,099	1.34%	-	-	-	-	-	-	-
HSBC (Taiwan) – Goldman Sachs International Investment Account	4,084,164	0.78%	-	-	-	-	-	-	-
DWS Taiwan Dam Fund	3,872,043	0.73%	-	-	-	-	-	-	-
Cheng, Ya-Ping	3,798,649	0.72%	-	-	-	-	-	-	-

(8)The total number of shares and total equity stake held in any single enterprise by the Company, its directors and supervisors, managers, and any companies controlled either directly or indirectly by the Company

Consolidated Shareholding Percentage

Measurement date: Dec. 31, 2025; Unit: Shares;

Invested Enterprise	Investment by the Company		Investment by Directors, Supervisors, Officers, and Directly or Indirectly Controlled Companies		Consolidated Investment	
	# of Shares	Shareholding Percentage	# of Shares	Shareholding Percentage	# of Shares	Shareholding Percentage
KINSUS CORP.(USA)	500,000	100%	-	-	500,000	100%
KINSUS HOLDING (SAMOA) LIMITED	109,239,940	100%	-	-	109,239,940	100%
KINSUS HOLDING (CAYMAN) LIMITED	-	-	70,000,000	100%	70,000,000	100%
Kinsus Interconnect Technology (Suzhou) Corp.	-	-	-	100%	-	100%
KINSUS INVESTMENT CO., LTD.	172,000,000	100%	-	-	172,000,000	100%
PEGAVISION CORP.	1,820,034	2.33%	35,100,950	45.00%	36,920,984	47.33%
PIOTEK HOLDINGS LTD.(CAYMAN)	-	-	40,686,220	51%	40,686,220	51%
PIOTEK HOLDINGS LIMITED	-	-	31,862,790	100%	31,862,790	100%
Piotek Computer (Suzhou) Co. Ltd.	-	-	-	91.70%	-	91.70%
Pegavision Japan Inc.	-	-	198	100%	198	100%
Gemvision Technology (Zhejiang) Limited	-	-	-	100%	-	100%
Pegavision (Jiangsu) Limited	-	-	-	100%	-	100%
Beauty Tech Platform Corporation	-	-	8,500,000	85%	8,500,000	85%
Mayin Investment Co., Ltd.	-	-	32,277,000	100%	32,277,000	100%
Facial Beau International Corporation	-	-	2,750,000	55%	2,750,000	55%
Aquamax Vision Corporation	-	-	11,000,000	100%	11,000,000	100%
Beauty Tech Platform (Shanghai) Corporation	-	-	-	100%	-	100%
Pegavision (Jiangsu) Limited	-	-	-	100%	-	100%
IKIDO Inc.	-	-	198	100%	198	100%
RODNA Co., Ltd.	-	-	100,000	100%	100,000	100%
PEGAVISION VIETNAM COMPANY LIMITED	-	-	-	100%	-	100%
FORIMART Corporation	-	-	1,500,000	100%	1,500,000	100%
Pegavision (Shanghai) Corporation	-	-	-	100%	-	100%
BEAUTYTECH PLATFORM (VIETNAM) LIMITED LIABILITY COMPANY	-	-	-	70%	-	70%
PEGAVISION NETHERLANDS B.V.	-	-	-	100%	-	100%

3. Information on Capital Raising Activities

(1) Capital and Shares

(A) Sources of Capital Stock

a. Types of Shares

As of March 29, 2026 Unit: Shares

Type of Shares	Authorized Capital Stock			Remark
	Outstanding Shares (Note)	Unissued Shares	Total	
common stock	526,925,960	73,074,040	600,000,000	Note

Note: The Company has gone public since Nov. 1, 2004. The shares outstanding are all listed.

b. Formation of Capital Stock

As of March 29, 2026

Month & Year	Issue Price (\$)	Authorized Capital Stock		Paid-Up Capital Stock		Note		
		# of Shares (Thousand Shares)	Amount (Thousand Dollars)	# of Shares (Thousand Shares)	Amount (Thousand Dollars)	Source of Capital Stock	Offsetting Payment of Shares with Properties Other Than Cash	Others
Sep. 2000	10	250,000	2,500,000	120,000	1,200,000	Startup capital 1,200,000	None	-
Dec. 2000	10	250,000	2,500,000	130,000	1,300,000	Cash addition 100,000	None	Note 1
April 2001	10	250,000	2,500,000	190,000	1,900,000	Cash addition 600,000	None	Note 2
Nov. 2002	10	250,000	2,500,000	200,000	2,000,000	Cash addition 100,000	None	Note 3
July 2004	10	288,000	2,880,000	222,000	2,220,000	Capitalization of earnings 220,000	None	Note 4
Aug. 2005	10	370,000	3,700,000	259,800	2,598,000	Capitalization of earnings 378,000	None	Note 5
Sep. 2005	10	370,000	3,700,000	289,800	2,898,000	Cash addition 300,000	None	Note 6
June 2006	10	370,000	3,700,000	339,800	3,398,000	Cash addition 500,000	None	Note 7
Sep. 2006	10	550,000	5,500,000	389,000	3,890,000	Capitalization of earnings 492,000	None	Note 8
Sep. 2007	10	550,000	5,500,000	435,400	4,354,000	Capitalization of earnings 464,000	None	Note 9
Sep. 2008	10	550,000	5,500,000	446,000	4,460,000	Capitalization of earnings 106,000	None	Note 10

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Month & Year	Issue Price (\$)	Authorized Capital Stock		Paid-Up Capital Stock		Note		
		# of Shares (Thousand Shares)	Amount (Thousand Dollars)	# of Shares (Thousand Shares)	Amount (Thousand Dollars)	Source of Capital Stock	Offsetting Payment of Shares with Properties Other Than Cash	Others
Aug. 2018	10	550,000	5,500,000	450,841	4,508,410	Issuance 48,410 thousand shares of restricted stocks to employees.	None	Note 11
Mar. 2019	10	550,000	5,500,000	451,361	4,513,609	Cancellation of 786 thousand shares and Issuance 5,985 thousand shares of restricted stocks to employees.	None	Note 12
May 2019	10	550,000	5,500,000	451,301	4,513,009	Cancellation of 600 thousand shares	None	Note 13
Aug. 2019	10	600,000	6,000,000	451,161	4,511,614	Cancellation of 1,395 thousand shares	None	Note 14
Oct. 2019	10	600,000	6,000,000	451,074	4,510,738	Cancellation of 876 thousand shares	None	Note 15
Feb. 2020	10	600,000	6,000,000	451,039	4,510,390	Cancellation of 348 thousand shares	None	Note 16
April 2020	10	600,000	6,000,000	450,915	4,509,152	Cancellation of 1,238 thousand shares	None	Note 17
July 2020	10	600,000	6,000,000	450,875	4,508,753	Cancellation of 399 thousand shares	None	Note 18
Oct. 2020	10	600,000	6,000,000	450,863	4,508,625	Cancellation of 128 thousand shares	None	Note 19
Feb. 2021	10	600,000	6,000,000	450,847	4,508,474	Cancellation of 151 thousand shares	None	Note 20
April 2021	10	600,000	6,000,000	450,844	4,508,441	Cancellation of 33 thousand shares	None	Note 21
Aug. 2022	10	600,000	6,000,000	452,776	4,527,761	Cancellation of 19,320 thousand shares	None	Note 22
Mar. 2023	10	600,000	6,000,000	454,219	4,542,191	Cancellation of 50 thousand shares and issuance 14,480 thousand shares of restricted stocks to employees	None	Note 23
May 2023	10	600,000	6,000,000	454,499	4,544,991	Cancellation of 2,800 thousand shares	None	Note 24
Aug. 2023	10	600,000	6,000,000	454,475	4,544,746	Cancellation of 245 thousand shares	None	Note 25
Nov.2023	10	600,000	6,000,000	454,467	4,544,671	Cancellation of 75 thousand shares	None	Note 26
Jan. 2024	10	600,000	6,000,000	454,423	4,544,231	Cancellation of 440 thousand shares	None	Note 27

English Translation of The Annual Report Originally Issued in Chinese

Month & Year	Issue Price (\$)	Authorized Capital Stock		Paid-Up Capital Stock		Note		
		# of Shares (Thousand Shares)	Amount (Thousand Dollars)	# of Shares (Thousand Shares)	Amount (Thousand Dollars)	Source of Capital Stock	Offsetting Payment of Shares with Properties Other Than Cash	Others
Aug. 2024	10	600,000	6,000,000	456,671	4,566,711	Cancellation of 490 thousand shares and issuance 22,970 thousand shares of restricted stocks to employees	None	Note 28
Oct. 2024	10	600,000	6,000,000	456,659	4,566,591	Cancellation of 120 thousand shares	None	Note 29
Feb. 2025	10	600,000	6,000,000	456,649	4,566,494	Cancellation of 97 thousand shares	None	Note 30
Apr. 2025	10	600,000	6,000,000	456,607	4,566,072	Cancellation of 422 thousand shares	None	Note 31
Aug. 2025	10	600,000	6,000,000	456,835	4,568,349	Cancellation of 363 thousand shares and issuance 2,640 thousand shares of restricted stocks to employees	None	Note 32
Oct. 2025	10	600,000	6,000,000	456,813	4,568,127	Cancellation of 222 thousand shares	None	Note 33
Jan. 2026	10	600,000	6,000,000	456,947	4,569,467	Cancellation of 1,340 thousand shares	None	Note 34
Jan. 2026	10	600,000	6,000,000	456,926	4,569,260	Cancellation of 207 thousand shares	None	Note 35
Mar. 2026	10	600,000	6,000,000	526,926	5,269,260	Cash addition 700,000 thousand shares	None	Note 36

Note 1: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 090010137808 dated January 15, 2001.

Note 2: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 09001129300 dated April 17, 2001

Note 3: Letter of (91)-Tai-Cai-Zheng-(Yi)-Zi No. 0910149830 issued by the Securities and Futures Commission, Ministry of Finance on September 11, 2002.

Note 4: Letter of (93)-Tai-Cai-Zheng-(Yi)-Zi No. 0930124569 issued by the Securities and Futures Commission, Ministry of Finance on June 2, 2004.

Note 5: Letter of Jin-Guan-Zheng-Yi-Zi No. 0940126584 issued by the Financial Supervisory Commission, Executive Yuan on July 1, 2005.

Note 6: Letter of Jin-Guan-Zheng-Yi-Zi No. 0940130374 issued by the Financial Supervisory Commission, Executive Yuan on August 2, 2005.

Note 7: Letter of Jin-Guan-Zheng-Yi-Zi No. 0950108623 issued by the Financial Supervisory Commission, Executive Yuan on March 24, 2006.

Note 8: Letter of Jin-Guan-Zheng-Yi-Zi No. 0950128559 issued by the Financial Supervisory Commission, Executive Yuan on July 5, 2006.

- Note 9: Letter of Jin-Guan-Zheng-Yi-Zi No. 0960031093 issued by the Financial Supervisory Commission, Executive Yuan on June 21, 2007.
- Note 10: Letter of Jin-Guan-Zheng-Yi-Zi No. 0970030373 issued by the Financial Supervisory Commission, Executive Yuan on June 18, 2008.
- Note 11: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 10701117040 dated September 10, 2018.
- Note 12: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 10801033770 dated March 29, 2019.
- Note 13: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 10801054730 dated May 20, 2019.
- Note 14: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 10801112260 dated August 14, 2019.
- Note 15: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 10801157790 dated November 12, 2019.
- Note 16: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 10901028100 dated February 27, 2020.
- Note 17: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 10901076340 dated May 21, 2020.
- Note 18: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 10901152510 dated August 19, 2020.
- Note 19: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 10901210150 dated November 11, 2020.
- Note 20: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11001026260 dated February 9, 2021.
- Note 21: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11001080350 dated May 24, 2021.
- Note 22: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11101167630 dated September 2, 2022.
- Note 23: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11230052230 dated March 30, 2023.
- Note 24: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11230093150 dated June 2, 2023
- Note 25: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11230155350 dated August 16, 2023
- Note 26: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11230215620 dated December 04, 2023
- Note 27: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11330022700 dated March 11, 2024
- Note 28: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11330164180 dated September 06, 2024
- Note 29: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11330197840 dated November 20, 2024

Note 30: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11430026680 dated March 10, 2025

Note 31: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11430064810 dated May 13, 2025

Note 32: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11430142790 dated September 16, 2025

Note 33: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 1143017912 dated November 10, 2025

Note 34: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11530009450 dated January 22, 2026

Note 35: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11530019540 dated February 23, 2026

Note 36: Approved by the Ministry of Economic Affairs with the Letter of Jing-(090)-Shang No. 11530042140 dated March 30, 2026

(B) List of principal shareholders

The names, numbers of owned shares, and shareholding percentages of those who own 5% or more of the total issued shares or whose shareholding percentage is among the top ten.

As of March 29, 2026; Unit: Shares

Shares	# of Shares Held	Shareholding Percentage
Name of Major Shareholders		
	67,037,104	12.72%
Asus Investment Co., Ltd.		
	64,924,007	12.32%
Asustek Investment Co., Ltd.		
	61,939,567	11.76%
Asuspover Investment Co., Ltd.		
New Labor Pension Fund		
	15,696,409	2.98%
Chen, Tsu-Yuan		
	10,955,697	2.08%
Citibank Custody – Norges Bank Investment Account		
	7,208,148	1.37%
HSBC (Taiwan) – Morgan Stanley International Investment Account		
	7,039,099	1.34%
HSBC (Taiwan) – Goldman Sachs International Investment Account		
	4,084,164	0.78%
DWS Taiwan Dam Fund		
	3,872,043	0.73%
Cheng, Ya-Ping		
	3,798,649	0.72%

(C)The Company's dividend policy and implementation

a.The Company's Dividend Policy

The Company, if making profits in current year, shall distribute the earnings in the following order:

1. Payment of all taxes and dues;
2. Offset prior years' operation losses;
3. Set aside 10% of the remaining amount after deducting items (a) and (b) as legal reserve; However, when the statutory surplus reserve has reached the company's paid-in capital, this limitation is not applicable;
4. Set aside or reverse special reserve in accordance with law and regulations;
5. The remaining portion after the above-mentioned, accounted for as distributable earnings from current year, plus the undistributed earnings from prior years, i.e. accumulated distributable earnings, can be distributed to shareholders based on the proposal submitted by the board and approved by shareholders. If any, will be recommended by the Board of Directors and resolved in the shareholders' meeting.

To authorize the distributable dividends and bonuses or all or part of statutory surplus reserve and capital reserve in whole may be paid in cash after a resolution has been adopted by a majority vote at a meeting of the board of directors attended by two-thirds of the total number of directors; a in addition, there to a report of such distribution shall be submitted to the shareholders' meeting.

The Company is in an industry with versatile environment. For long-term finance planning requirements and to meet the shareholders' demand for cash, dividend policy aims for a steady balance. Shareholder extra dividend each year cannot be less than 10% of distributed surplus earnings and cash dividends distributed each year cannot be less than 10% of the gross number of dividends.

b. Dividend Distributions to Be Proposed at the Shareholders' Meeting

The Articles of Incorporation 24-1: To authorize the distributable dividends and bonuses in whole may be paid in cash after a resolution has been adopted by a majority vote at a meeting of the board of directors attended by two-thirds of the total number of directors; in addition, there to a report of such distribution shall be submitted to the shareholders' meeting. The following distribution:

Kinsus Interconnect Technology Corp.	
Earnings Distribution Schedule	
For The Year Ended December 31, 2025	
	Unit: NT\$
Item	Amount
Beginning retained earnings	\$14,518,984,288
Less: Other comprehensive income (loss) in 2025	5,663,414
-Actuarial gain/loss of defined benefit	32,581
Less: New restricted employee shares adjustments	1,595,936,460
Add: Net income after tax in 2025	(160,163,246)
Less: 10% legal reserve	(107,208,558)
Add: Reversal of Special reserve	15,853,244,939
Distributable earnings	(799,620,430)
Distributions	\$15,053,624,509
Less: Cash dividend to shareholders (NT\$1.75 per share)	
Unappropriated retained earnings	

c. Explanation of Expected Material Changes in the Dividend Policy: None

(D) Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent shareholders' meeting: None

(E) Compensation of employees, directors, and supervisors

a. The percentages or ranges with respect to employee, director, and supervisor compensation, as set forth in the Company's articles of incorporation:

The Company, if making profits in current year, shall provide the ratio of employee compensation to "income before tax and the employee and directors' compensation to be provided" at less than 10% and the ratio of directors' compensation to "income before tax and the employee and directors' compensation to be provided" at be more than 1%, provided that all accumulated deficits, if any, are fully offset.

From the amount of employee remuneration mentioned in the preceding paragraph, no less than 25% should be allocated for distribution to basic-level employees. Employee remuneration may be in the form of stocks or cash, and the recipients include employees of controlled or subsidiary companies who meet certain conditions, with these conditions authorized by the board of directors.

Employee and directors' compensation is to report in the shareholders' meeting.

- b. The basis for estimating the amount of employee, director, and supervisor compensation, for calculating the number of shares to be distributed as employee compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period: None
- c. Information on any approval by the board of directors of distribution of compensation:
- (a) Regarding the distribution of remuneration to employees and remuneration to directors in 2025 resolved by the Annual Shareholders Meeting on January 30, 2026 to distribute remuneration to employees and remuneration distribution is 219,306 thousand and 12,793 thousand respectively, which is no different from the estimated annual amount of recognized expenses.
- (b) The proposed amount of employee stock bonuses to be distributed, and the size of such an amount as a percentage of the sum of the after-tax net income stated in the separate or individual financial reports for the current period and total employee bonuses: N/A
- d. The actual distribution of employee, director, and supervisor compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee, director, or supervisor compensation, additionally the discrepancy, cause, and how it is treated.

The Company's actual distribution of employee, director, and supervisor compensation in 2024 is as below:

Item	Earnings Distribution for 2024			Cause and Explanation of Discrepancy
	Adopted at Shareholders' Meeting on February 17, 2025	Actual Distribution	Discrepancy	
Director Remuneration	NT\$- thousand	NT\$- thousand	-	-
Employee Compensation	NT\$6,251 thousand	NT\$6,251 thousand	-	-

(F) Share repurchases: None

(2) Issuance of corporate bonds: None

(3) Issuance of preferred shares: None

(4) Issuance of global depository receipts: None

(5) Issuance of employee share subscription warrants: None

(6) Issuance of new restricted employee shares:

- (a) Any new shares with restricted employee rights that have not fully met the vested conditions shall disclose the status of the transaction as of the date of publication of the annual report and the impact on shareholders' rights and interests:

March 29, 2026

Type of Restricted Stock Awards	First issuance, 2024 Restricted Stock Awards	Type of Restricted Stock Awards	First issuance, 2024 Restricted Stock Awards
Date of Effective Registration	July 3, 2024, total 2,700,000 shares		
Issue Date	August 23, 2024	August 21, 2025	January 8, 2026
Number of Restricted Stock Awards Issued	2,297,000 shares	264,000 shares	134,000 shares
Number of Restricted Stock Awards Unissued	5,000 shares		
Issued Price	NT \$59.5 / thousand shares	NT \$50 / thousand shares	NT \$72 / thousand shares
Ratio of Unreleased Restricted Stock Awards to Total Issued Shares	0.44%	0.05%	0.03%
Vesting conditions of Restricted Stock Awards	<p>I. The vested interest is listed below for the qualified employees who above employee at level 8 of the RSA plan in the condition of remaining on job from the grant date to the respective vested dates and no breach on laws and regulations, service agreements, commitments of integrity and confidentiality, ethic of conduct, etc.</p> <p>A. 40% upon one month from the grant date; B. 30% upon thirteen months from the grant date; C. remaining shares upon twenty-five months from the grant date;</p> <p>II. The vested interest is listed below for the qualified employees who at level 6 through level 7 of the RSA plan in the condition of remaining on job from the grant date to the respective vested dates and no breach on laws and regulations, service agreements, commitments of integrity and confidentiality, ethic of conduct, etc.</p> <p>A. 40% upon one month from the grant date; B. 30% upon thirteen months from the grant date; C. remaining shares upon twenty-five months from the grant date.</p>		

Type of Restricted Stock Awards	First issuance, 2024 Restricted Stock Awards	Type of Restricted Stock Awards	First issuance, 2024 Restricted Stock Awards
Restricted Rights of Restricted Stock Awards	<p>(a) The granted employee commit to the custodian institution, and shall not sell, pledge, transfer, donate, or dispose in any other ways, the right of restricted stocks before achieving the vesting conditions.</p> <p>(b) After new shares of restricted stock are issued, the granted employee should immediately commit to the custodian institution, and not to ask the trustee to return the restricted stock in any other reasons or ways before achieving the vesting conditions.</p> <p>(c) The restricted stock for employees can participate in receiving dividends during the vesting period.</p> <p>(d) During the vested period, if the Company conducts a capital reduction for cash return or other non-statutory capital reduction, the unvested RSAs shall be cancelled proportionally by the ration of such capital reduction. If the Company conducts a cash capital reduction for cash return, the returned cash shall be deposited in a trust/custody account and shall not be delivered to the employees until the vesting conditions are fulfilled; otherwise, the cash will be returned to the Company.</p> <p>(e) Mergers and Acquisitions: Unvested RSAs may be changed by the relevant agreements or plans for the mergers and acquisitions.</p> <p>(f) The right to vote and elect in a shareholders' meeting shall be executed by custodian institution in accordance with related regulations.</p> <p>(g) Other important terms and conditions: During the period when the granted RSAs are deposited in a trust/custody account, each executive must enter into an agreement authorizing the Company to, among others, negotiate, execute, modify, extend, rescind, and terminate the trust/custody agreement with the trustee/custodian, and give instructions to deliver, use, and dispose of any of the properties under the trust/custody, on their behalf, with full power and authority.</p>		
Custody Status of Restricted Stock Awards	Deposited in a trust/custody account 620,700 shares	Deposited in a trust/custody account 158,400 shares	Deposited in a trust/custody account 80,400 shares
Measures to be Taken Where Employees Fail to Meet the	The Company will reclaim and cancel the unvested RSAs in original issuance price.		
Number of Restricted Stock Awards Which Have Been Reclaimed	123,300 shares	0 shares	0 shares
Number of Released Restricted Stock Awards	1,553,000 shares	105,600 shares	53,600 shares
Number of Unreleased Restricted Stock Awards	620,700 shares	158,400 shares	80,400 shares
Ratio of Unreleased Restricted Stock Awards to Total Issued	0.12%	0.03%	0.02%

Type of Restricted Stock Awards	First issuance, 2024 Restricted Stock Awards	Type of Restricted Stock Awards	First issuance, 2024 Restricted Stock Awards
Impact on Shareholders' Equity	<p>(a) Calculated expense amount: The expenses, calculated by using the closing unit trade price of NT\$98.4 at 2024/01/19, to be recorded in 2024, 2025, 2026 would be NT\$72,641 thousand, NT\$42,421 thousand and NT\$13,129 thousand, respectively.</p> <p>(b) Diluted EPS and other factors affecting shareholder's equity: The dilution effect on EPS, based on the vesting conditions and currently issued and outstanding shares, would be NT\$0.16, NT\$0.09 and NT\$0.03 for 2024, 2025, and 2026, respectively.</p>		

(b) Information on Name of Managers and Top 10 Employees obtaining Employee Restricted Stocks

As of March 29, 2026

	Title	Name	Number of Employee Restricted Shares	Number of Employee Restricted Stocks to Outstanding Common Shares	Free from Trust (Note 1)			Under the Trust				
					Number of Employee Restricted Stocks Free from Custody	Price of Issuance (thousand shares)	Total Amount of Issuance	Number of Employee Restricted Stocks Free From Custody To Outstanding Common Shares	Number of Employee Restricted Stocks Under Custody	Price of Issuance	Total Amount of Issuance	Number of Employee Restricted Stocks Under Custody To Outstanding Common Shares
Management	CSO	Tong, Zi-Xian	502,000	0.10%	345,100	59.5 72.0	20,733,450	0.07%	156,900	59.5 72.0	9,635,550	0.03%
	Vice CSO	Liao, Sih-Jheng										
	CEO and GM	Chen, He-Xu										
	CTO	Zhang, Qian-Wei										
	SVP and COO	Chiang, Kuo-Chun										
	Senior Vice President	Chuang, Ta-Chung										
	Senior Vice President	Lee, An-Tang										
	Senior Vice President	Huang, Geng-Fang										
	Senior Vice President	Huang, Sheng-Chuan										
	Vice President	Lin, Zhi-Wei										
	Vice President	Wu, Wei-Wen (resigned)										
	Vice President	Ma, Zhen-Guo										
	Vice President	He, Qi-Ye										
	Chief Financial officer	Liu, Su-Zhen										

English Translation of The Annual Report Originally Issued in Chinese

	Title	Name	Number of Employee Restricted Shares	Number of Employee Restricted Stocks to Outstanding Common Shares	Free from Trust (Note 1)				Under the Trust			
					Number of Employee Restricted Stocks Free from Custody	Price of Issuance (thousand shares)	Total Amount of Issuance	Number of Employee Restricted Stocks Free From Custody To Outstanding Common Shares	Number of Employee Restricted Stocks Under Custody	Price of Issuance	Total Amount of Issuance	Number of Employee Restricted Stocks Under Custody To Outstanding Common Shares
Employee (Note)	Senior Associate President	Lin, Pin-Zhong	267,000	0.05%	167,700	59.5 50.0 72.0	9,975,150	0.03%	99,300	59.5 50.0 72.0	5,903,850	0.02%
	Senior Associate President	Wu, Chang-Long (resigned)										
	Senior Associate President	Li, Bing-Ze (resigned)										
	Senior Associate President	Lan, Guo-Xing										
	Senior Associate President	Yan, Jing-Fang										
	Senior Associate President	Chen, Kun-Di										
	Senior Project Associate President	Yang, Da-Wen										
	Senior Project Associate President	Zhang, Shuo-Xun										
	Project Director	Lin, Leng-Xie										
	Senior Manger	Fan, Zhi-Hao										
	Senior Project Manager	Li, Jiang-Kun										
	Senior Project Manager	Lin, Jian-Cheng										

Note: All the top 10 employees obtaining Employee Restricted Stocks, including those granted the same number of options, are disclosed here.

Note 1: Including the number of repurchased or acquired new restricted employee shares.

(7) Mergers, acquisitions, and issuance of new shares due to acquisition of shares of other companies

(A) Where the Company completed a merger, acquisition, or issuance of new shares due to acquisition of shares of other companies in the most recent year and during the current period up to the date of printing of the annual report, the following matters shall be disclosed: None

(B) Where, in the most recent year and during the current period up to the date of printing of the annual report, the board of directors adopted a resolution approving a merger, acquisition, or issuance of new shares due to acquisition of shares of other companies, the state of the plan's implementation together with the basic information of the Company (or companies) to be merged, acquired, or purchased through acquisition of shares shall be disclosed. Where a merger, acquisition, or issuance of new shares due to acquisition of shares of other companies is currently in progress, the state of the plan's implementation and its effect on shareholders' equity shall be disclosed: None

(8) Implementation of the Company's capital allocation plans

Please refer to the Market Observation Post System. The browsing path and URL are as follows:

Market Observation Post System > Single Company > Shareholding Changes/Securities Issuance > Fundraising > Fundraising Plan Execution

https://mopsov.twse.com.tw/mops/web/bfhtm_q2

4. An Overview of Operations

(1) A description of the business

(A) Scope of Business

a. Primary Business Areas

- (a) CC01080 Manufacturing of electronic components.
- (b) CC01990 Manufacturing of other electrical and electronic mechanical equipment.
- (c) CB01990 Manufacturing of other machinery.
- (d) CQ01010 Manufacturing of dies.
- (e) F401010 International trade.

b. Sale Percentages of Primary Products

Unit: NT\$'000

Primary product	2025	
	Sales	Percentage
Division of substrates	32,311,845	82.11%
Division of Optics	7,039,251	17.89%
Total	39,351,096	100.00%

c. Current Products

- (a) Manufacturing & sales of PBGA (Plastic Ball Grid Array) substrates.
- (b) Manufacturing & sales of MCM (Multi-Chip-Module) BGA substrates.
- (c) Manufacturing & sales of CSP (Chip Scale Package) mini-BGA substrates.
- (d) Manufacturing & sales of High Dissipation Cavity Down substrates and TEBGA (Thermal Enhanced-BGA) substrates.
- (e) Manufacturing & sales of Flip Chip substrates and Flip Chip CSP substrates.
- (f) Manufacturing & sales of Flip Chip Film COF (Chip on Flex).
- (g) Manufacturing & sales of Core-less substrates.
- (h) Manufacturing & sales of All Layer Build Up substrates.
- (i) Manufacturing & sales of Embedded Pattern substrates.
- (j) Manufacturing & sales of Embedded Passive substrates.
- (k) Manufacturing & sales of High-Density Copper Bump substrates.
- (l) Manufacturing & sales of High Band Width Package-On-Package substrates.
- (m) Manufacturing & sales of Core-less Embedded Passive substrates.

d. New Products to Be Developed

Since the founding of the Company, we have always maintained the principle of “Satisfy customers; pursue excellence”. Furthermore, we also positioned our R&D to achieve technology leadership and satisfy market demands. We always strive to increase the profitability of our products by entering the market early, as well as plan future investments of engineering resources by fully grasping the requirements of new generation products. Listed below are new products that we plan to develop in the future:

- (a) Introduction of Ultra-low Expansion/Shrinkage, High Tg, High Young's Modulus base materials.
- (b) Development of Fine Pitch Copper Pillar and Solder Bump substrate technology.
- (c) Development of High Layer Count Core-less substrate manufacturing technology.
- (d) Development of Embedded Passive substrate technology.
- (e) Cooperative project of 20~14 nanometer chip packaging.
- (f) Development of automatic production technology for ultra-thin boards.
- (g) Development of integration technology of Embedded Active and Embedded Passive components.
- (h) Development of ultra-fine circuit (<8um), and high contact density products (<30um pitch).
- (i) Development of ultra-micropore (diameter<=30um) technology.
- (j) Development of low-cost fine circuit (<=20um) technology.
- (k) Development of Via Filling technology.

(B) Overview of the Industry

a. Overview and Development of the Industry

Looking back at the global semiconductor and PCB industry in 2025, the overall market has shown significant recovery and growth momentum, driven by strong demand for AI computing power. According to the latest Q3 report of 2025 released by Prismark, the global bare board PCB market size has climbed to \$22.8 billion, a 15.2% increase compared to the same period last year, and the full-year output growth rate for 2025 has been revised upward to 15.4%. The core driver of this growth comes from highly concentrated AI investments, particularly in the server and data storage sectors, where the consumption of HDI boards has doubled compared to 2024, offsetting the slower recovery pace of traditional consumer electronics products

In terms of profit performance, globally leading publicly listed PCB companies demonstrated strong resilience in the first three quarters of 2025, with the average net profit margin rising from 6.5% during the same period in 2024 to 8.1%, mainly due to the increasing proportion of high-end products and optimization of process efficiency. The applications of semiconductor chips include CPUs, GPUs, ASICs, memory,

controllers, and more. Despite ongoing geopolitical risks, particularly in April 2025 when U.S. tariff policies temporarily caused the effective tax rate to fluctuate to 28% (later stabilizing around 15%), the capital expenditures of the world's top nine data center operators exceeded 100 billion USD for the first time in the third quarter of 2025. This not only supported the demand for high-layer, large-size boards but also ensured the leading position of Taiwanese supply chains in the high-performance computing (HPC) field, laying a solid foundation for continued growth in 2026.

\$USD Bn		2024	25E/24	2025E	26F/25E	2026F	2029F	CAAGR 24-29
Computers	PC	234	6.1%	248	2.0%	253	286	4.1%
	Server/Data Storage	291	39.9%	407	18.4%	482	557	13.9%
	Other Computer	143	1.1%	145	1.7%	147	169	3.4%
Communication	Mobile Phones	416	2.9%	428	2.3%	438	535	5.2%
	Wired Infrastructure	156	9.2%	170	5.9%	180	203	5.5%
	Wireless Infrastructure	73	6.5%	78	5.1%	82	94	5.1%
Consumer	TV	87	-2.6%	85	-2.1%	83	78	-2.3%
	AudioVideo/Personal	144	6.5%	154	3.2%	158	178	4.3%
	Other Consumer	98	3.1%	101	3.6%	105	117	3.7%
Automotive		268	2.1%	274	3.4%	283	336	4.6%
Industrial		312	4.1%	325	5.1%	342	417	5.9%
Medical		144	5.8%	152	5.0%	160	181	4.7%
Military/Aerospace		187	8.6%	203	7.4%	218	251	6.0%
Total		\$2,554	8.5%	\$2,770	5.8%	\$2,931	\$3,401	5.9%

Table 1: Growth Trends of Electronic Technology Products Market

Source: Prismark 2025 Dec

Observing the compound growth rate from 2024 to 2029, server/data storage is as high as 13.9%, which is the largest growth segment in the next few years. This coincides with the wave of AI artificial intelligence now. Various language models and application scenarios, with the launch of various high-computing chips, will be widely used within one or two years. The application of semiconductor chips includes CPU, GPU, ASIC, memory, controller, etc.

In contrast, mobile phone applications, another major area in Table 1, showed a relatively neutral growth (5.2%). This is mainly because the functions of smartphones have been developed to the extreme. If the functions and computing power are to be increased, they will be severely limited by battery power. The direction of industrial technology development has shifted to reducing energy consumption. Without reducing battery life, some edge computing AI functions are added in the hope of stimulating further growth in smartphone sales.

The table shows that the compound growth rate of consumer electronics products is also relatively slow, reflecting the current situation of slowing global economic growth and rising inflation risks. It is worth noting that the Military/Aerospace

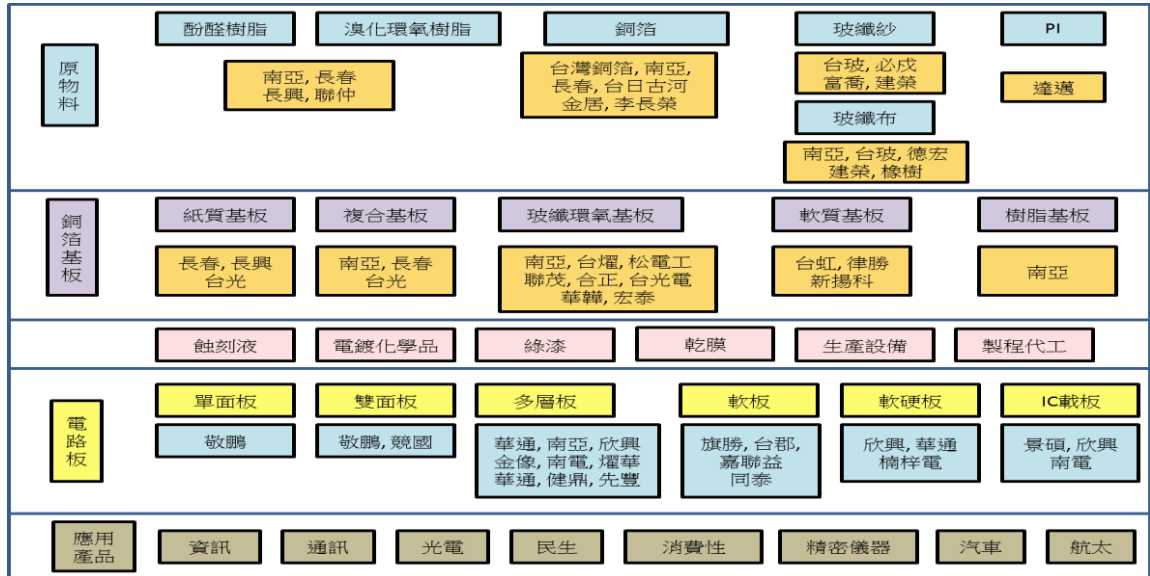
sector in Table 1 shows a steady growth momentum (6%). With the innovation of global satellite communication technology, the deployment of Low Earth Orbit (LEO) satellites has become a core battleground for military and commercial aerospace. Due to the low latency and high bandwidth characteristics of LEO satellites, they are crucial for remote sensing, military reconnaissance, and global network coverage.

With the promotion of digital transformation in the defense industry, the demand for high-performance computing chips, radio frequency (RF) modules, and advanced packaging technologies that can withstand extreme environments has significantly increased. The company should seize this trend, deepen its involvement in aerospace-grade semiconductor applications, and provide more competitive technical support to military customers who require high stability and long lifecycle durability, in order to develop a third growth curve beyond servers and mobile phones.

Under this situation, the company needs to follow the market development direction, grasp the launch of new products for customers among the customer base of AI-related applications, and successfully adapt to market trends.

b. Interrelationships between the Upstream, Midstream and Downstream of the Industry

The relative relationships between the upstream and downstream sectors of the industrial chain of PCB and IC substrate are shown in the figure below. Our company is positioned in the sector of “Circuit board”. Upstream suppliers include Epoxy CCL (Copper Clad Laminate), copper foil, and various specialty chemicals suppliers. Downstream clients include IC packaging industry, and electronic product assembly EMS companies. Before the alleviation of the COVID-19 in 2023, there was an imbalance in the supply of some raw materials (copper foil, Copper Clad Laminate, etc.). After the pandemic, the overall industry chain has adjusted to a more balanced situation of supply-demand, with costs and prices remaining relatively stable.



Source: IEK

c. Various Product Development Trends

As shown in Table 2, the market size of IC package substrates by type is US\$14.9 billion, and is estimated to grow to US\$250 billion by 2030, with a compound annual growth rate of approximately 10.9%.

(Value US\$M)	2025	2026F	2030F	2025/2030	2025-2030 CAAGR
FC PGA/LGA/BGA	\$7.8	\$9.8	\$15.8	102.6%	15.2%
FCCSP/FC-DRAM	\$2.6	\$3	\$3.5	34.6%	6.1%
WB PBGA/CSP	\$2.6	\$2.9	\$3.2	23.1%	4.2%
Module	\$1.9	\$2.1	\$2.5	31.6%	5.6%
Total	\$14.9	\$17.9	\$25	67.8%	10.9%

Figure 1: The Market Size of IC Package Substrates by Type

Source: Prismark 2025 Dec

Benefiting from the global AI wave, ABF substrates (FC BGA) have become a core growth area, with a growth rate as high as 15.2% and an increasing share. This is mainly due to the new generation of semiconductor platforms' reliance on advanced packaging, which drives the consumption of high-spec ABF substrates. In addition, the strong growth in the server and data center sectors is also directly reflected in the FC-DRAM market data, leading to a compound annual growth rate of 6.1%.

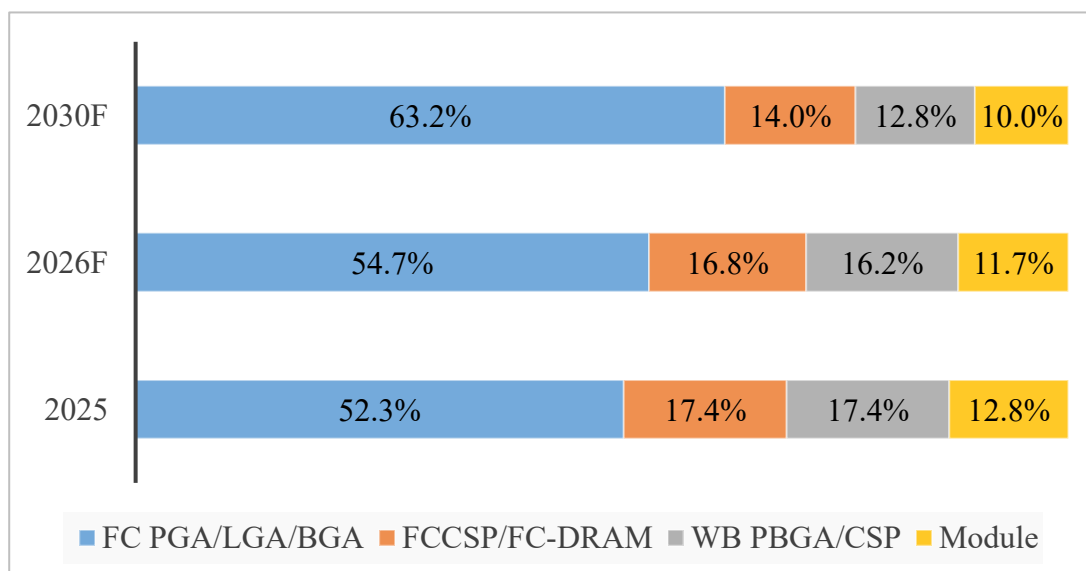


Figure 1: Changes in the Proportion of Packaging Substrate Applications Source: Prismark 2025 Dec

d. Product Competitions

There are several trends in the competition of packaged substrate products:

- In more than Moore, there is a new trend for high-level ABF substrate used in advanced packaging is a suitable substrate for multiple small chip packages (chipsets).
- Integrated RF, substrate, baseband, and other band module substrate board (module) continuously develop to support foundational revenue.
- The glass core/substrate utilized in optical modules continuously develops, with partial commercialization within the next three to five years, and the substrates are applied to RF modules, optical modules, or partially replace the application of interposers.
- The demand for ABF substrates in Co-Packaged-Optics (CPO) is positive, but it will still take several years of development to demonstrate its advantages of increasing speed and reducing signal loss.

(C) Overview of Technology and R&D

a. R&D expenses during recent years and up to the publication date of this annual report

Unit: NTD'000

Year \ Item	2025	As of March 31, 2026
R&D expenses	2,609,820	573,163
Net income	39,351,096	11,104,065
Percentage of R&D expenses (%)	6.63%	5.16%

b. Successfully developed technology or products

- (a) Development of high-efficiency connection ports for cloud AI high-speed computing and transmission.
- (b) Development of high-precision through-hole carrier boards for silicon photonics light-speed conduction.
- (c) Development of an 8-core high-performance CPU substrate with 3nm advanced packaging.
- (d) Development of AI edge computing module high-efficiency HPC 3D embedded active component packaging substrate.
- (e) Development of high-density integrated structures for Edge AI applications.
- (f) Development of high thermal conductivity structures for high-frequency components.
- (g) Next-generation bare chip high-IO count carrier board structure development.
- (h) Development of high-speed transmission technology for chip packaging substrates used in AI server computing.
- (i) Development of high-efficiency cooling technology for high-speed AI computing servers.
- (j) Development of high-uniformity core layer technology for large-size AI server package substrates.
- (k) Applied to the development of high-density circuit processes for bare dies and side-by-side advanced packaging.
- (l) Development of alignment technology applied to the extremely high-frequency requirements of advanced radio frequency circuits.
- (m) Development of large-size ultra-thick substrate underfill technology for data center chip packaging.
- (n) Development of ultra-small, high-density, high-reliability automotive cockpit chip modules with green paint openings.
- (o) Development of neural high-IO microvia technology for robot AI technology.
- (p) Development of high-quality grooving and cutting technology for high-efficiency GPU AI substrates.

(D) Long & Short-Term Business Development Plans

a. Short Term Plan

(a) Marketing Strategies

- ① Maintain close cooperation with key clients; stay up to date with the new products updates and customer needs.
- ② Multi-directional product development strategy; be attentive to the development of small and mid-sized clients, as well as product changes.
- ③ Develop business opportunities in new application fields; introduce different product design concepts and achieve technology-preparedness early.
- ④ Establish rapid prototyping unit and enhance new product development services.

- ⑤ Increase R&D capacity and shorten design time; provide timely introduction of new products to satisfy customer demands.
- ⑥ Continue to promote the TS16949 quality assurance certification system; ensure product quality; establish worldwide quality reputation by receiving certifications from major international manufacturers.

(b) Production Strategy

In response to the continuously expanding business scale, we will strive to simplify the technologies, improve manufacturing processes, implement automation & unattended operations, and conduct enhancements & maintenance, to increase productivity, reduce defective ratio, and lower costs.

(c) Directions of Product Development

- ① Increase R&D capabilities; actively invest in product R&D, design, and improvements; shorten product development time and try to lower costs; continue to simplify and accelerate processes, as well as improve quality.
- ② Reinforce product development and communication with potential customers, to fully grasp the market trends and maintain technical leadership.

(d) Operation Scale and Finance

- ① Continue to expand facility, invest in technologies, and increase utilization rate to expand the scale of operation.
- ② Establish sound, complete fundraising channels; establish close cooperative and mutually beneficial relationships with financial institutions; identify long-term low-interest loans, to supply the capitals needed for expanding the operation of the Company.

b. Long Term Plan

(a) Marketing Strategies

- ① Train marketing professionals on a long-term basis; gather information about other companies in the same industry as well as future development trends; stay informed about the status of current and new competitors; gain insights into market opportunities and establish operational bases widely; adjust individual product strategies immediately following changes in the market; increase market share.
- ② Maintain partnership relations with advanced chip develop and design companies; always be in possession of first-hand information; achieve process technology and production capacity preparedness, to maintain the Company's long-term competitiveness.

(b) Production Strategies

- ① Continue to increase production quality, technical strength, product yield, and lower production cost.
- ② Actively invest in automatic production equipment; bring in professional talents and advanced production technology; and improve process efficiency, to achieve the goal of increase the Company's profitability.
- ③ Increase flexibility in production, to be able to respond to rapid market changes and unexpected urgent demands.

(c) Directions of Product Development

- ① Bring together related manufacturers in the nation to form R&D alliance, to actively and collaboratively develop and integrate advanced products, to create high added-value and head-start opportunities.
- ② In fields of high technical difficulties, adopt the strategies of technology transfer and authorization, as well as international cooperation; or commission domestic or foreign research institutes to conduct R&D projects, to lower the risks, shorten development time, exert the combined results of R&D, and increase R&D strength.

(d) Operation Scale and Finance

- ① Cultivate operational strength; expand quickly the operational scale; move towards the goal of diversified product development.
- ② As the Company continues to expand its business, in the future, we will establish marketing and production bases around the world, and actively build worldwide operation management and R&D centers.
- ③ Raise long/mid-term funds and build up long-term development strength, to expand the operation scale of the Company.

(2) An analysis of the market as well as the production and marketing situation

(A) Analysis of the Market

a. Sales (available) areas of primary products (services)

Unit: NT\$'000

Sales area	2025 Sales Value	Percentage
Taiwan	10,086,408	25.63%
Mainland China	6,484,715	16.48%
United States	9,734,870	24.74%
Japan	4,970,405	12.63%
Others	8,074,698	20.52%
Total	39,351,096	100.00%

Our company's primary product is the spherical array (BGA) substrates for IC. It is used

as the chip carrier for semi-conductor packaging and acts as the connecting channel to external circuit. It is categorized as a raw material for the packaging industry or a carrier component. Its main sales targets are domestic and foreign IC packaging, design and system businesses.

b. Market Share

The global IC substrate market is dominated by Japan, Taiwan, and South Korea, with the market evenly divided among them. High-layer ABF substrates for server applications are becoming increasingly concentrated, such as those from Ibiden, UMTC, and Kinsus. Additionally, in the memory industry, South Korean companies like SIMM TECH, with the support of their group company SK Hynix, have a relatively high global market share in memory chips. It is worth noting that low-end ABF substrates and BT substrates are currently experiencing oversupply. For mid- to low-end substrate products, as some competitors gradually exit the market, orders are increasingly concentrating among established companies with economies of scale.

c. Future Demand and Supply Condition, and Growth Potential of the Market

IC substrates account for about 45% of the vehicles used in the global packaging market, and most of them are used in packaging applications of medium and high pin chips. According to Prismark's December 2025 report, the IC substrate market will grow at a compound annual growth rate of 10.9% between 2025 and 2030, with strong growth, which is the main driving force for the growth of the FCBGA (commonly known as ABF substrate) and FC-DRAM driven by high-performance computing (HPC). With annual compound growth rates of output value of 15.2% and 6.1% respectively from 2025 to 2030.

In the next three to five years, the main development trend of electronic products comes from the server and data center and other multi-chip package IC platforms brought by HPC high-efficiency computing, as well as the demand for FCCSP, AiP/SiP substrates required for AR/VR/MR and other immersive wearable devices, these new needs cannot be replaced by other technologies in the next few years, and the substrate still has the advantages of the best cost structure and the most complete industrial chain structure, which is enough to support the growth of the company and the industry in the next few years.

d. Competitive Niche

Over the past 20 years of operation, our company has established an excellent reputation among IC design customers. Over the years, we have established barriers to entry for competitors in the industry in terms of the quantity and quality of new product certifications with our customers.

e. Favorable and Unfavorable Factors for Development Perspectives, and the Responding Measures.

(a) Favorable factors

- ① AI Infrastructure and Capital Expenditure Dividend: Global tech giants' investment in AI infrastructure remains strong, with the annual growth rate of capital expenditures in related fields reaching 17% in 2025, driving a surge in demand for high-end and high-layer boards, providing our company with excellent expansion opportunities in the HPC and networking markets.
- ② Technical Thresholds and One-Stop Services: Our company possesses a professional full-process workshop, capable of providing a one-stop solution for both ABF and BT substrates, while also implementing AI process monitoring technology. In the market of 2025, where product yield requirements are nearly stringent, this technological advantage effectively establishes a competitive moat and has earned the trust of major U.S. and Taiwanese server manufacturers.

(b) Unfavorable factors

- ① Supply chain restructuring triggered by geopolitics: Faced with an average 15% U.S. import tariff in 2025 and the 'sides-taking trend' in semiconductors, Chinese companies may launch price wars in the mid- to low-end product market to absorb their domestic capacity.

Responding measures:

Our company actively plans new production capacity layout, and through a strategy of production location diversification, effectively differentiates between Chinese and non-Chinese customer demands, thereby avoiding trade barrier pressures and maintaining global competitiveness resilience.

- ② Structural shortage in advanced material supply: The demand for high-layer-count ABF substrates is growing much faster than expected, leading to cyclical tightness in the supply of Japanese specialty films and high-end glass fiber cloth.

Responding measures:

Strengthen strategic partnerships with key global material suppliers, sign long-

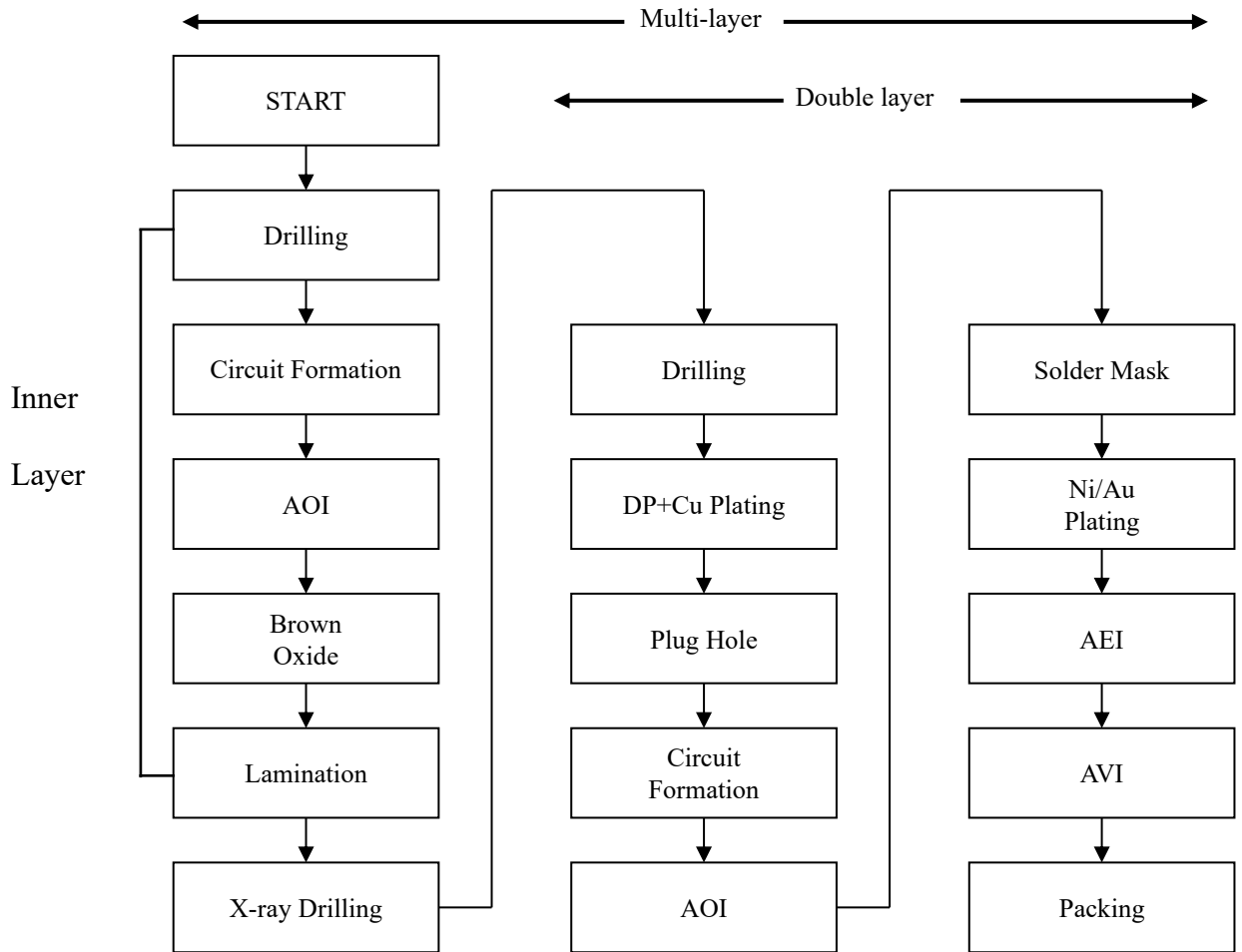
term supply agreements, and continuously develop certifications for alternative materials to ensure high stability and flexibility of the supply chain in response to the explosive growth of the AI market.

(B) Major Applications and Manufacturing Processes of the Primary Products

a. Major applications of the primary products

Primary Product	Major Application
PBGA Substrates	BGA packaging; application products include chipsets and graphics chips.
MCM (Multi chip Module) Substrates	MCM packaging; application products include IC that combines analog, digital, power control circuit, as well as memory and logical IC control.
CSP Substrates	CSP packaging; application products include Flash, high-speed DRAM, and logical chips.
Flip chip	Application products include chipsets, graphics chips, Flash memory, and logical IC.
FC CSP	High-end hand-held devices' system chips, communication chips, and chipsets.
Embedded substrate	Embedded substrates can shorten spacing between components, to improve products' electrical properties.

b. Manufacturing Process of the Primary Products



(C)Supply Condition of the Primary Raw Materials

The Company’s primary materials include BT substrates, gold potassium cyanide, films, copper sheets, etc. Among them, BT substrates and films are purchased from major foreign manufacturers. To ensure a stable supply of the materials and their quality, the Company does not easily change suppliers once they have been rated and gone through the trial production. In addition, we actively seek to maintain good long-term relationships with our suppliers. Through the long-term cooperative relationships, lowered costs, fast and flexible delivery schedules, we strive to increase the competitive power of our products and create the maximum profits.

(D)Major Suppliers in the Last Two Calendar Years

a. Major Clients in the Last Two Calendar Years

Unit: NT\$'000

Item	2024				2025			
	Client name	Amount	% to annual net sale [%]	Relation with issuer	Client name	Amount	% to annual net sale [%]	Relation with issuer
1	A	3,273,117	10.72	None	A	7,676,563	19.51	None
2	B	2,989,583	9.79	None	B	3,633,433	9.23	None
3	D	1,758,514	5.76	None	C	2,051,382	5.21	None
	Others	22,513,765	73.73		Others	25,989,718	66.05	
	Net purchase	30,534,979	100		Net purchase	39,351,096	100	

Reason for increase or decrease: Meet customer order requirements.

b. Major Suppliers in the Last Two Calendar Years

Unit: NT\$'000

Item	2024				2025			
	Supplier	Amount	% to annual purchase [%]	Relation with issuer	Supplier	Amount	% to annual purchase [%]	Relation with issuer
1	A	1,379,503	12.76	None	A	2,194,093	14.23	None
2	B	1,098,276	10.16	None	B	1,877,966	12.18	None
3	D	940,074	8.69	None	C	1,425,048	9.24	None
	Others	7,394,852	68.39		Others	9,924,587	64.35	
	Net purchase	10,812,705	100		Net purchase	15,421,694	100	

Reason for increase or decrease: Match products needs.

- (3) The number of employees employed for the 2 most recent fiscal years, and during the current fiscal year up to the date of printing of the annual report, their average years of service, average age, and education levels (including the percentage of employees at each level)

Year		2024	2025	Data as of in 2026/03/31
Number of Employees	Management	431	460	475
	R&D/Technician	1,023	1,154	1,152
	Operating personnel	4,787	5,121	5,294
	Total	6,241	6,735	6,921
Average Age		35	35	35
Average Years of Service		6.21	6.46	6.46

Year		2024	2025	Data as of in 2026/03/31
Education	Ph.D.	0.01%	0.04%	0.03%
	Masters	9.53%	8.63%	8.06%
	Bachelor's Degree	67.51%	70.62%	72.15%
	Senior High School	21.12%	19.08%	18.23%
	Below Senior High School	1.83%	1.63%	1.53%

(4) Disbursements for environmental protection

The loss or penalty caused by environmental pollution during the latest year and up to the printing date of this annual report and disclose the current and future estimated amounts and corresponding measures, if it is impossible to reasonably estimate, it should explain the fact that it cannot be reasonably estimated:

Lately, due to high awareness of environmental protection, requirements of environmental quality are growing continuously. Concurrently with the discharge standard of pollutants are gradually improving, we spent hundreds of millions of dollars investment in pollution prevention equipment to make effort to prevent pollution since September in 2000 for twenty-five years. As of the date of annual report published, due to the violation of relevant environmental regulations, the summary description is as follows:

Punishment date	Punishment number	Violation of the regulations	Content of the violation	Punishment content	Reveals the estimated amount and corresponding measures that may occur at present and in the future
2025/02/18	Fu-Huan-Ji-Zi No.1140042082	Water Pollution Control Act Article 18 and water Pollution Control Measures and Test Reporting Management Regulations 7 Item 1	The Taoyuan City's Environmental Protection Bureau conducted an inspection at the plant and found that the combined collection of wastewater (sewage) and rainwater does not comply with regulations.	NT\$40 thousand	Replace the inspection hole cover style to prevent overflow
2025/09/05	Fu-Shou-Huan-Shui-Zi No.1148655828	Water Pollution Control Act Article 14 Item 1	The Environmental Protection Bureau of Hsinchu County Government conducted an inspection at Xinfeng Plant No. 2 and found that there were unregistered pipelines at the rear end of the plant's effluent flow meter, which do not match the information recorded in the discharge permit (document).	NT\$210 thousand	<ol style="list-style-type: none"> 1. Pipeline cutoff. 2. Re-check and investigate all pipelines and permit contents of the wastewater treatment plant.
2025/09/05	Fu-Shou-Huan-Shui-Zi No.1148655828	Water Pollution Control Act Article 18	<p>The Environmental Protection Bureau of Hsinchu County Government conducted an inspection at the company's Xinfeng Plant No. 2 and found that the plant had installed a physical firewall device on the network transmission host.</p> <p>The DrayTek Vigor2927 is not listed in the confirmation report and does not match the confirmation report approved by the competent authority.</p>	NT\$18 thousand	Confirm the report to add a physical firewall.

Punishment date	Punishment number	Violation of the regulations	Content of the violation	Punishment content	Reveals the estimated amount and corresponding measures that may occur at present and in the future
2025/09/23	Tuo-Huan-Ji-Zi No. 1140084740	Water Disposal Act Article 36 Item 1 and Methods and Facilities Standards for the Storage, Clearance and Disposal of Industrial Article 10 Item 1	The Taoyuan City Government Environmental Protection Bureau conducted an inspection at Jing Shuo Company's Tsinghua Plant No. 1 and found that general industrial waste was stored outdoors without any equipment or measures to prevent surface water, rainwater, or groundwater from flowing in or seeping through.	NT\$12 thousand	Cancel outdoor stacking, and build a new waste storage site.
		Water Disposal Act Article 36 Item 1 and Methods and Facilities Standards for the Storage, Clearance and Disposal of Industrial Article 11 Item 2	The Environmental Protection Bureau of Taoyuan City Government conducted an inspection at Jing Shuo Company's Tsinghua Plant 1 and found that corrosive industrial waste mixtures were stored outdoors without any equipment or measures to prevent surface water, rainwater, and groundwater from flowing in or seeping.	NT\$60 thousand	Cancel outdoor stacking, and build a new waste storage site.
		Water Disposal Act Article 36 Item 1 and Methods and Facilities Standards for the Storage, Clearance and Disposal of Industrial Article 7 Item 1	The Environmental Protection Bureau of Taoyuan City Government conducted an inspection at Jingshuo Company's Tsinghua Plant 1 and found that hazardous industrial waste was not labeled in accordance with regulations, including the name of the business generating the waste, the storage date, quantity, composition, and the mark identifying the characteristics of hazardous industrial waste.	NT\$60 thousand	Immediately label and check the labeling daily.

Punishment date	Punishment number	Violation of the regulations	Content of the violation	Punishment content	Reveals the estimated amount and corresponding measures that may occur at present and in the future
2025/09/23	Tuo-Huan-Ji-Zi No.1140277053	Water Pollution Control Act Article 18 and water Pollution Control Measures and Test Reporting Management Regulations 5 Item 1	The Environmental Protection Bureau of Taoyuan City Government conducted an inspection at Company Qinghua Plant 1 and found that the water quality pH of the RD01 rainwater ditch was abnormal. This was due to negligence during pipeline disassembly near the chemical dispensing area, causing waste sewage to continue flowing into the factory rainwater ditches, posing a risk of pollutants leaking into the water body, and no maintenance or preventive measures were taken.	NT\$40 thousand	Install a diversion ditch in the tank truck spraying area.
2025/11/24	Fu-Huan-Ji-Zi No.1140330689	Water Pollution Control Act Article 14 Item 1	Inspect the production lines and waste liquid pipelines, tanks, and other treatment facilities for rapid strippable coating emission, and compare them with the water measures document and the audited wastewater plant. It was found that there are two pipelines not listed in the permit (1. Acid degreasing tank to sewage tank 2. Hydrogen peroxide sulfuric acid collection tank to copper sulfate wastewater collection tank), which are inconsistent with the permit.	NT\$210 thousand	Pipeline removal, change of water arrangements

(5) Labor relations

(A) Companies of various welfare measures, further education, training, retirement systems and their implementation status, as well as the agreement between labor and employee rights protection measures.

(a) Benefits and their implementation

- a. Employee Bonus
- b. Group Insurance
- c. Bonus
- d. Year-End Bonus
- e. SSA benefits: marriages, births, deaths, serious injuries, disasters, major accidents
- f. On-the-Job Training
- g. Employee benefits Committee provides:
 - i) Travelling
 - ii) Club
 - iii) Birthday Voucher
 - iv) Children's Education Subsidy

(b) Continuing education and training and its implementation status

To enhancing staff quality and job skills, we stipulate “Administrative Measures on Education and Training” in orientation training, and for all employees to implement general training and professional training on schedule to become outstanding professionals and improve the operating performance and effective utilization of human resources.

(c) Situation of Retirement System and Its Implementation

a. Labor Retirement Pension

The Company established Retirement Oversight Committee in 2001 under the approval of House of labor of Taoyuan County Government letter of No 126197. Total monthly salaries to be made 2% of the labor pension fund to the Central Trust Bureau Accounts in the same year. Exercising Labor Pension Act on 2005/07/01. After practice, employees can either adopt in “Labor Standards Law” provisions relating to pension or adopt new Act to the pension system and retain the application of the regulations before the length. To those who apply the Act, the employee pension contribution will be made monthly, which shall not be less than 6% of monthly salary.

b. Labor Retirement Pension

The pension system is planned based on the provisions of the 'Labor Standards Act' and the 'Labor Pension Act' to protect employees' rights to claim pension in the future.

1. Retirement Eligibility:

Employees who fall under any of the following circumstances may voluntarily retire.

- i) Those who have served for more than fifteen years and are at least fifty-five years old.
- ii) Those who have served for more than twenty-five years.
- iii) Those who have served for over ten years and are sixty years old.

If an employee meets any of the following conditions, the company may enforce retirement:

- i) Those who are sixty-five years old or older.
- ii) Those who have lost their mind or are physically disabled, and are unable to perform work.

2. Payment Standards (Old System Pension):

For employees with up to fifteen years of service, two base units are given for each completed year. For service exceeding fifteen years, one base unit is given for each completed year. The maximum total is limited to forty-five base units. Less than half a year is counted as half a year; half a year or more is counted as a full year. For personnel who are compulsorily retired, if mental incapacity or physical disability is caused by performing duties, an additional 20% of the retirement pension is granted according to the provisions of the previous two clauses.

3. Base Calculation (Old System Pension):

The standard for converting the pension base is the average salary of the six months prior to approved retirement.

4. Payment Time:

When retired personnel meet the requirements for voluntary retirement, their pension shall be paid in full within thirty days from the date of retirement. If it is not possible to pay all at once, installment payments may be made after approval by the competent authority.

5. Other:

Retirees should fill out a retirement application form, which will be processed after approval. For employees who are required to retire compulsorily, each unit shall submit for approval and then notify the retiree to complete the formalities. The right of employees to receive retirement benefits will be forfeited if not exercised within five years from the month following retirement.

6. New system pension contributions:

The company deposits to the individual's retirement account at the Labor Insurance Bureau every month according to the contribution grading table of each employee's salary, at a contribution rate of 6%.

(d) Agreement between labor and employee rights protection measures

The company has not established a labor union or signed any collective agreements. We have always been treasured the spirit of labor integration, coexistence and common prosperity dealing with the labor relations. We take precious of employee comments and employees' comments are welcomed at any time through the Company's formal and informal channels of communication to reflect their problems of life and work. Through the opportunities for two-way communication between the Company and employees, we can have greater mutual understanding and awareness to build consensus and success in the long run.

a. Labor Meeting

Labor coordination meetings held on a regular basis, pushed by the employers represented, promoted mainly focus on the Company's system of communication with employees on the Company's orders, work environment, safety and health issues for two-way communication. The communication through this consultation between employers and business owner enhances not only the mutual trust but also the mutual understanding.

b. Employee benefit Committee

Members of the Employee benefit Committee are elected by employees directly and openly who are good at communication. At the Welfare Committee meeting, both employers and employees can reach adequate communication to the Company's various welfare measures.

(B) Losses due to labor disputes, and current and future estimated amount of responses may occur as of the date of annual report published:

Unit: NT\$'000

Punishment date	Punishment number	Violation of the regulations	Content of the violation	Punishment content	Reveals the estimated amount and corresponding measures that may occur at present and in the future
2025/01/13	Lao-Ju-Na-Zi No.11401875440	Article 17, Labor Occupational Accident Insurance and Protection Act	The insured salary amount is reported higher than actual or lower than actual, or the adjustment of monthly insured salary is not notified within the deadline.	NT\$20	Strengthen education and training and report any overtime work to avoid recurrence of incidents.

Punishment date	Punishment number	Violation of the regulations	Content of the violation	Punishment content	Reveals the estimated amount and corresponding measures that may occur at present and in the future
2025/01/14	Bao-Tui-Er-Zi No.11460002952	Labor Pension Act Article 15 Item 2	Failed to verify and report the adjustment of labor pension contribution wages in accordance with regulations.	NT\$5	Strengthen education and training and report any overtime work to avoid recurrence of incidents.
2025/05/01	Lao-Zhi-Shou-Zi No.1140251953	Labor Safety and Health Act Article 155 and Article 6 Item 1	For the handling of materials, mechanical means have not been adequately used to replace manual labor, and the transportation routes are not properly planned or properly marked.	NT\$100	1. Use lifting vehicles (such as a flatbed truck) to raise the material rack before replacing the pulleys. 2. Develop safe working methods for large and heavy items and conduct internal safety promotion.
2025/10/07	Fu-Lao-Jian-Zi No.1143935612	Labor Pension Act Article 24 Item 1	Extended working hours were not paid in accordance with regulations.	NT\$50	Strengthen education and training and report any overtime work to avoid recurrence of incidents.

(6) Information security management:

(A) Describe the security risk management framework, security policies, specific management plans and resources invested in security management:

(a) Information security risk management architecture

Kinsus interconnect technology establishes an information security management system in accordance with the concerns of internal and external stakeholders and refer to the international information security management operation, personal data protection and other standards and laws and regulations. Ensure that the company's information and communication infrastructure and information systems meet the requirements of confidentiality, integrity, availability and legality. And by continuously improving the PDCA (Plan-Do-Check-Act) cycle process management model, integrating and strengthening the information security management system. The implementation of information security management in 2025 has been reported to the board of directors by the convener of the management committee on December 22, 2025.

(b) Information Security Management Overall Policy

The CEO appoints the information security management representative to establish the information security management committee within the company, responsible for drafting the company's information security management policy. And set up a dedicated information security management unit, supervisors, and personnel to be responsible for promoting and managing information security.

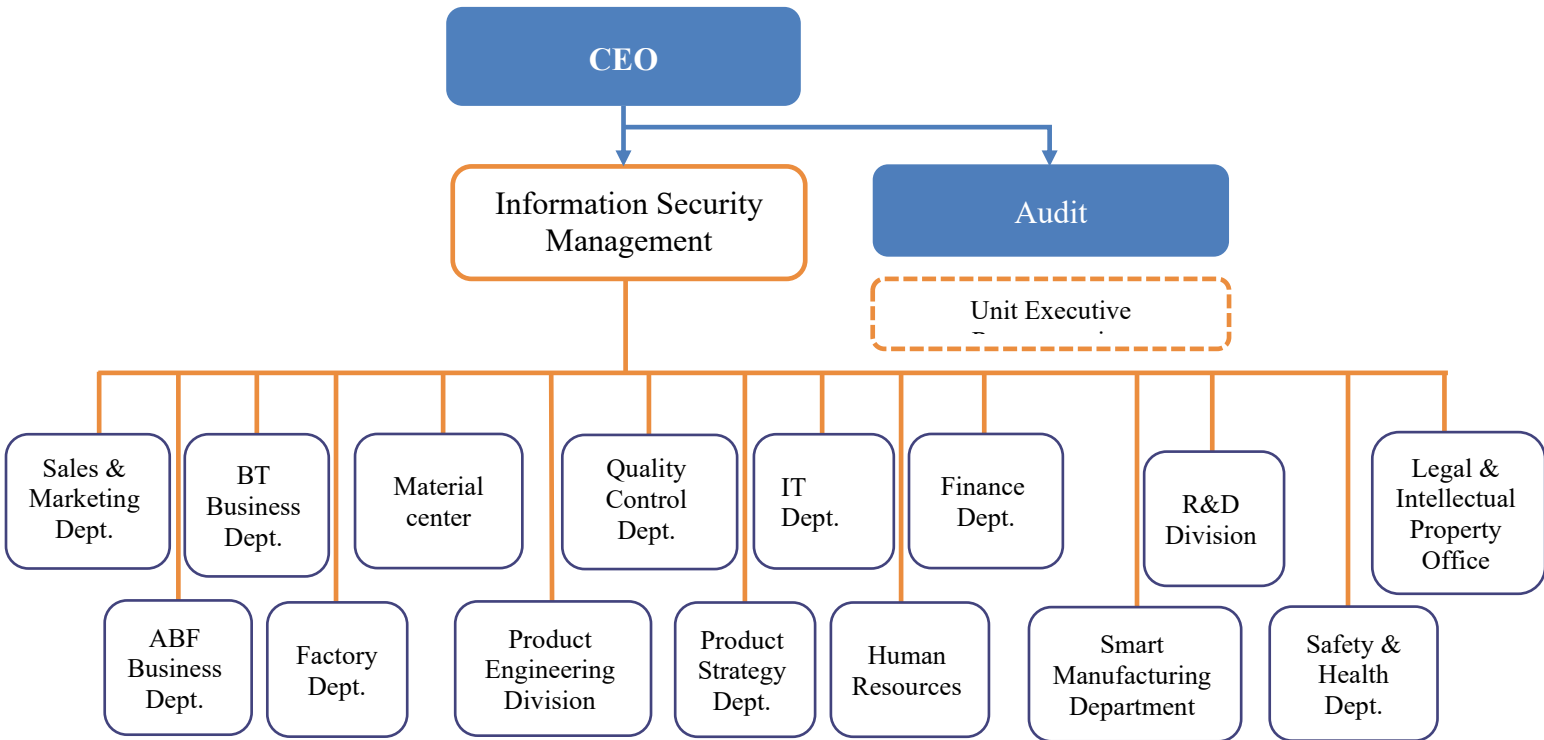


Figure 1: Information Security Management Committee

The company's information security management policy is "To provide a reliable information security management operating environment, to ensure the continuous normal operation of the company's business, and to achieve the company's information security management goals." Released for implementation after review and approval by the CEO.

a. Purpose

- i) Implement the information security management policy of the company.
- ii) Import information security management system.
- iii) Improve the quality of information security management of the company.
- iv) Strengthen the company's information security management response capabilities.
- v) Reach the measurement indicators of information security management policy.

b. Scope of application

- Shih-Lei Factory (Headquarters)
- Tsing-Hua Factory
- Xin-Feng Factory
- Youth Factory

c. Goal

The company's information security management goal is "To ensure the confidentiality, integrity and availability of the organization's business-related information and communication systems, and to provide continuously available services." In order to ensure that the implementation of the company's information security management system can meet the needs of the company's operations. Each operation process should be based on the company's information security management goals, and should be regularly inspected, evaluated and corrected.

(c) Information security management implementation scenarios

a. Management essentials: system/method education and publicity

Operation scope	<ol style="list-style-type: none"> 1. Optimize information security policies and security operation specifications. 2. Security Policy/Normative Advocacy and Education Training.
Implement measures	<ol style="list-style-type: none"> 1. The Information Security Management System (ISMS) has been implemented and enforced, and ISO 27001 ISMS certification has been obtained. (The current validity period is from June 28, 2025, to June 9, 2026) 2. Continue to optimize the ISO27001 information security management system and further enhance control measures such as cloud service information security and configuration management. 3. Continuously implement security training for new employees and promote themed security awareness promotion through the EIP portal web pages and screen savers. 4. Conduct social engineering drills to enhance colleagues' awareness of information security.
Execution scenarios	<ol style="list-style-type: none"> 1. Approved the annual review of the effectiveness of ISO 27001 international certification. 2. More than 1,300 new employees completed the information security promotion. 3. Completed cybersecurity awareness promotion for 20,500 participants, with no cases of disciplinary action. 4. Rehearse the social engineering drill 2 times, a total of 6,312 participants took part.

b. Management essentials: Cyber security protection

Operation scope	<ol style="list-style-type: none"> 1. Keep the network running smoothly. 2. Protect against hacking intrusions.
Implement measures	<ol style="list-style-type: none"> 1. Established a multi-tiered security defense and detection monitoring system, continue to improve network protection equipment management strategies and optimize control operation processes. 2. Strengthen supplier collaboration information security protection. 3. Enhance wireless network access security. 4. Strengthen AI application data leak protection.
Execution scenarios	<ol style="list-style-type: none"> 1. Through the intrusion prevention system to block external intrusion threats, the effective blocking defense rate reached 100%. 2. The number of times the production machine was interrupted due to information security threats was 0. 3. There have been 0 cybersecurity violations by the vendors. 4. There have been 0 incidents of system intrusion into information security.

c. Management essentials: Mail safety control

Operation scope	<ol style="list-style-type: none"> 1. Reduce external security risks E-mails enter the mailbox of colleagues. 2. Protect the company's intellectual asset and sensitive data from leakage.
Implement measures	<ol style="list-style-type: none"> 1. Implement an advanced email defense management system. 2. Import AI technology for outbound email audit management. 3. Continuous optimization review mechanism for outbound mail. 4. Improvements to the AI review model improve accuracy and efficiency.
Execution scenarios	<ol style="list-style-type: none"> 1. Automatically block 231 suspicious fraud emails per month. 2. There have been 0 risk emails reported into the company. 3. There have been 0 major violations.

d. Management essentials: Device safety protection

Operation scope	<ol style="list-style-type: none"> 1. Protect the company's internal information equipment from virus attack or malicious intrusion. 2. Protect the company's confidential and sensitive information from being leaked.
Implement measures	<ol style="list-style-type: none"> 1. Antivirus software has been established to protect endpoint devices (PC/NB, machine computers). 2. The NB/PC device display content is embedded with a watermark function to warn of the traceability of the source of information leaks.

	<p>3.The system privileged account management system is imported to strengthen the security of system account management.</p> <p>4.Execute security weakness assessment and continuously improve system information security weakness control projects.</p>
Execution scenarios	<p>1.The installation rate of PC/NB endpoint protection software is 100%, and the installation rate of information service mainframe is 100%.</p> <p>2.There are no cases of virus infection or intrusion on IT/OA equipment, and machine virus incidents continue to improve by 0 case per quarter.</p> <p>3.Manage information system hosts and network management equipment login permissions, and there are no exception account login events, 0 file ransomware encryption incidents.</p> <p>4.Perform vulnerability testing twice and continuously carry out patching improvements according to the plan.</p>

e. Management essentials: Disaster preparedness

Operation scope	<p>1. Data backup integrity and compliance.</p> <p>2. System redundancy start-up capability.</p>
Implement measures	<p>1. Establish a cloud backup system to improve the ability to respond to abnormalities.</p> <p>2.Execute Disaster Preparedness System and data recovery drill operations, continuously optimize the efficiency of backup system switching operations and shorten emergency activation operation time.</p> <p>3.Build an automatic failover mechanism for cloud and on-premises network connections</p>
Execution scenarios	<p>1. Execute 2 data center service failure scenario drills and 1 backup data recovery drill, with results meeting expectations.</p> <p>2.Execute 1 failure scenario drill of You-Shi Factory' local system, enable cloud backup system, and provide services for key production within expected time.</p>

(B) A list of the losses, possible impacts (e.g. impact on operations or goodwill) and countermeasures suffered by major security incidents in the most recent year and as of the date of publication of the annual newspaper, and if it is not possible to reasonably estimate them, the facts that they cannot reasonably estimate should be stated: None.

(7) Important contracts: None.

5. An Overview of the Company's Financial Status

(1) Financial position

Financial Status Review and Analysis Chart

Unit: NT\$'000

Item \ Year	2025	2024	Differences		Note
			Amount	%	
Current Assets	28,937,637	29,676,727	(739,090)	(2.49)	
Property, Plant and Equipment	41,936,711	36,408,840	5,527,871	15.18	
Prepayment for Equip.	8,000,746	12,629,816	(4,629,070)	(36.65)	Note 1
Other Assets	1,098,186	719,914	378,272	52.54	Note 2
Total Assets	79,973,280	79,435,297	537,983	0.68	
Current Liabilities	20,106,416	16,990,377	3,116,039	18.34	
Non-Current Liabilities	18,493,667	22,566,687	(4,073,020)	(18.05)	
Total Liabilities	38,600,083	39,557,064	(956,981)	(2.42)	
Capital	4,567,920	4,566,494	1,426	0.03	
Capital Surplus	7,375,477	7,357,577	17,900	0.24	
Retained Earning	20,964,996	19,820,012	1,144,984	5.78	
Other Shareholder Equity	8,464,804	8,134,150	330,654	4.07	
Total Shareholder Equity	41,373,197	39,878,233	1,494,964	3.75	
Analysis on ratio changes:					
Note 1: Due to equipment vendors submitting invoices successively.					
Note 2: Due to increases in right-of-use asset and Intangible assets.					

(2) Financial performance

Financial Performance Comparison Analysis

Unit: NT\$'000

Item	Year		plus(minus) Amount	plus (minus)	Note
	2025	2024		Variation ratio (%)	
Operating Revenues	39,351,096	30,534,979	8,816,117	28.87	Note 1
Cost of Goods Sold	31,036,687	21,867,254	9,169,433	41.93	Note 2
Gross Profit	8,314,409	8,667,725	(353,316)	(4.08)	
Operating Expenses	5,644,596	7,572,306	(1,927,710)	(25.46)	Note 3
Operating Income	2,669,813	1,095,419	1,574,394	143.73	Note 4
Other Non-Operate Inc. and exp.	417,392	507,769	(90,377)	(17.80)	
Pre-Tax Income	3,087,205	1,603,188	1,484,017	92.57	Note 5
Income Tax Expense	369,877	272,138	97,739	35.92	Note 6
Net Income	2,717,328	1,331,050	1,386,278	104.15	Note 7
Other comprehensive income (loss)	(194,035)	201,406	(395,441)	(196.34)	Note 8
Total comprehensive income	2,523,293	1,532,456	990,837	64.66	Note 9

Analysis on ratio changes:

Note 1, 2, 4, 5, 6, 7, 9: Due to the increase in revenue and profit, Operating Income and Income Tax Expense also increased accordingly.

Note 3: Due to decrease in the management expenses.

Note 8: Due to exchange differences on translation of foreign operating.

Expected sales and its basis, possible impact on the company's future financial business and the corresponding plan:

In the next few years, the growth rate of the IC substrate market is better than that of other traditional printed circuit boards and HDI printed circuit boards. Comparing the growth of the company's various product lines, it follows a consistent trend. Looking ahead, the company also makes business forecasts based on the same development trend.

(3) Cash flow

(A) Analysis and explanation of cash flow changes in recent years:

Unit: NT\$'000

Item	Year	2025	2024	plus(minus) Amount	plus (minus) Variation ratio (%)
Net cash provided by operating activities		8,092,985	7,705,101	387,884	5.03
Net cash provided by investing activities		(7,868,506)	(9,107,203)	1,238,697	13.60
Net cash provided by financing activities		(3,270,318)	995,997	(4,266,315)	(428.35)
Analysis on cash flow changes:					
1. Net cash provided by financing activities: Due to increases in inRepayments of long-term loans.					

(B) Improvement plan for insufficient liquidity: None.

(C) Cash Flow Analysis for the Coming Year: Not applicable.

(4) The effect upon financial operations of any major capital expenditures during the most recent fiscal year:

The company has purchase Youth Factory in 2021, and successively build more factory buildings and purchase equipment for production. This facility will be the production base for high end products in the coming years.

(5) The Company's reinvestment policy for the most recent fiscal year, the main reasons for the profits/losses generated thereby, the plan for improving re-investment profitability, and investment plans for the coming year:

The Company's main investments are all long-term strategic investments. In year 2025 and 2024, the parent company annual investment income was NT\$517,242 and NT\$549,954 thousand . If deemed necessary, to sustain the long-term investment strategy and to continuously generate the value for the Company to a maximum extent.

(6) The matters that the risks section shall analyze and assess during the most recent fiscal year and as they stood on the date of printing of the annual report

(A) Impacts on Company's Income and Future Counter Measures for Interest rate, Exchange rate Fluctuation and Inflation. Our company's 2025 interest rate and exchange gain or loss in 2025 is list as below:

Unit: NT\$'000

Year	2025
Items	
Net Exchange Gain (loss)	38,464
Net Sales	39,351,096
Income before Tax	3,087,205
Net Exchange Gain (loss) Net Sales Income Ratio	0.10%
Net Exchange Gain (Loss) to Net Pre-Tax Profit Ratio	1.25%
Interest Revenue	385,608
Interest Revenue to Net Sales Income Ratio	0.98%
Interest Income to Pre-Tax Net Profit Ratio	12.49%
Interest Expense	391,418
Interest Expense to Net Sales Income Ratio	0.99%
Interest Expense to Net Pre-Tax Profit Ratio	12.68%
Interest Income (Expense) to Net Pre-Tax Profit Ratio	(0.19%)

a. Impacts on Interest Rate Fluctuation

Our company always has been in a financial health status. We have assigned financial specialty personnel to cooperate with banks closely and obtain preferred mid to long term fund for our automatic equipment. Recently, annual interests gain (loss) only was accounted for -0.19% of our company's pre-tax profit. Mostly choose low-risk bank deposits as their investment target to safeguard their principal and reduce risk. Thus, interest fluctuation doesn't impose serious effects on our company.

b. Impacts of Exchange Rate Fluctuation

(a) We use US dollars as main quotation currency for exporting business. Our long term borrowing and major importing items are also denominated in US dollars currency. For these reasons, impact of exchange rate change between the New Taiwan Dollar (NTD) vs. US. Dollars (USD) is minimal to our company. In 2025, annual foreign exchange gain (loss) was only accounted for 0.10% of net sales.

(b) Counter-Measures for Exchange Rate Fluctuation

- i. The Company opens foreign currency accounts in banks for collecting the money from sales. To exchange USD into NTD will be depending on the actual capital needs or the fluctuation of exchange rate. Payment for importing raw materials depends on the exchange rate. We can choose to use foreign currency acquired from exporting or to buy foreign currency in advance to reduce the effect of exchange rate fluctuation.
- ii. Most of the company's procurement items are negotiated in the same currency as the sales, and the natural risk avoidance method is mainly adopted to reduce the impact resulted from exchange rate fluctuation.

(c) Impacts of Inflation

We keep close look on market price fluctuation and maintain good interaction with suppliers and clients. Thus, in 2025, there is no serious incident caused by inflation.

(B) Reasons for company policy, gain or loss and future counter measures for engaging in high risk, highly leveraged investments, loans to others, endorsement, and financial derivatives.

Latest years our company has not engaged in high risk, highly leveraged investments, loans to others and endorsement. Endorsement guarantee transaction is a customs duty endorsement guarantee and shall be handled in accordance with relevant regulations. Moreover, our company established rules to regulate financial derivatives transaction and loan with others, endorsement risk management. For these reasons, those activities will not induce serious impacts on our company.

(C) Future R&D plans and Fund Estimated to Invest

Our company benefit from expertise in R&D and production experiences that accumulated for many years which allows us to meet product safety and diversity by launching “Modularized Product Design” production method to promote R&D capabilities, speed up new product development to satisfy variety product specifications that requested by different customers.

In recent years, the Company has invested in new machinery and equipment to improve manufacturing processes and enhance existing products. The Company expects to incur approximately NT\$1,914,000 thousand in research and development-related expenditures in fiscal year 2026.

- (D) Changes in domestic and foreign policy and legal impact on the Company's financial operations and counter measures

Lately, our company's financial operations haven't affected by critical policy or legal changes in domestic and oversea because our main target market is in domestic, legal and critical policies are relatively stable also there is no military or political risks in the short term in the domestic. Conclude above reasons, we estimate our company will not suffer from negative effects due to major policy and legal changes in domestic and oversea.

- (E) Influence and Counter-Measures for Technology (include information security risk) and Industry Shift Company's Financial Operation

We pay attention on technology shifting in the industry and assigned specialist to evaluate and research certain changes might influence company's financial operation and found its counter-measures. In addition, with the development of science and technology, the company's security risks are increasing. In response to this change, the company conducts information security control, including physical security, system security, and electronic document preservation. In recent years, there is no critical technology shifting that will impose threat on company's financial operation.

- (F) Crisis Management and Counter Measures Result from Company's Image Change Impact
Our company's image is always being good; in the recent years there is no significant incidents that would require corporation crisis management.

- (G) Expected income from merger and potential risk counter-measures: Not Applicable.

- (H) Expected income from production facilities expansion and potential risk counter-measures: please refer to this report section "5" point (4).

- (I) Potential risk and counter-measures derived from buying and selling products:

The major raw materials that our company purchased are potassium gold, substrate, transparent film, copper sheet and chemical substances. Once those materials were approved, changing materials is less likely. Thus, we only maintain 2~3 suppliers. Meanwhile, we keep good cooperation with other supplies to spread risk. Besides, for one of our key product- IC substrate, mostly we sell it to leading IC design companies in domestic and oversea. Their applications ranges are broad and therefore we are free from centralized sales risk.

- (J) Risk counter-measures for directors, supervisors, shareholders own more ten percent of company's shares, bulk share transfer or redemption: Our company's directors and shareholders owning more than 10% of company's share do not engage bulk share transfer.

(K) The impact of the change on the Company's right to operate, risks and counter-measures: None.

(L) Litigation or non-litigation case, should list the Company and its directors, supervisors, general manager, the sustainable person in charge of, shareholders own more than ten percent of company's shares and the Company has the judgment or the slave system is still in the case of significant litigation non-litigation or administrative contentious event, the results could affect shareholders' equity or securities, should disclose its disputed fact, the subject of money, lawsuits start date, the major parties and deal with the case of the suit before the published this annual report: None.

(M) Other Risk and Counter-Measure: None.

(7) Other important matters: None.

6. Other Items Deserving Special Mention

(1) Information related to the Company's affiliates: Please refer to the Chinese version of Market Observation Post System (MOPS). The access path and URL is as follows:

Market Observation Post System > Single Company > Electronic Document Download > Related Party Transactions Section

https://mopsov.twse.com.tw/mops/web/t57sb01_q10

(2) The status of the Company carrying out a private placement of securities during the most recent fiscal year or during the current fiscal year up to the date of printing of the annual report: None.

(3) Other matters that require additional description: None.

(4) Any of the situations listed in Article 36, paragraph 2, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the Company's securities, occurring during the most recent fiscal year or during the current fiscal year up to the date of printing of the annual report: None.