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Commission:

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<https://www.unifosa.com.tw>



**Unifosa Corporation**

# 2025 Annual Report

Published on April 30, 2026

*Notice to readers*

*This English-version annual report is translation of the Chinese version. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.*

**I. Name, position title, contact number and email of spokesperson and acting spokesperson**

Name of spokesperson: Da-Wei Hsieh  
Title: Deputy General Manager of the General Manager's Office  
Tel: (02) 8797-1108 ext. 1500  
Email address: [david@unifosa.com.tw](mailto:david@unifosa.com.tw)

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Title: Special Assistant to the Chairman's Office  
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**II. Address and telephone number of the head office, branch office and factory**

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**III. Name, address, website, and telephone number of the Stock Transfer Agent :**

Name: Capital Securities Corporation  
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Website address: <https://www.capital.com.tw>  
Tel: (02)2702-3999

**IV. Name, accountancy firm, address, website and the telephone number of the certified public accountants of the latest annual financial report:**

Name of CPAs: Ya-Chuan Chang, Chin-Feng Lin  
Name of Accounting Firm: Crowe Horwath United Certified Public Accountant  
Address: 7F & 8F., No. 122, Dunhua N. Rd., Songshan Dist., Taipei City  
Website: <https://www.crowe.com/tw>  
Tel: (02)8770-5181

**V. Name of the overseas exchange for listing and trading of overseas securities, and methods for inquiring about information on such securities**

The Company currently does not have any overseas listed securities.

**VI. Company website:**

<https://www.unifosa.com.tw>

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# One. Letter to Shareholders

## Dear Shareholders:

Since the memory industry rebounded from its price trough in 2024, demand in the first quarter of 2025 remained sluggish due to the traditional off-season. However, a wave of advance inventory pull-in emerged as customers exporting to the United States sought to avoid tariff risks. Coupled with the capacity reduction plans of memory manufacturers for legacy process technologies, DDR4 quotations surged sharply from April. Although spot market prices showed slight weakness in July and August, prices gradually resumed an upward trend from September. The shortage of memory supply remains difficult to resolve, and prices have surged significantly. The shortage is expected to persist until the end of 2026, continuing to drive prices upward. Compared with the beginning of the year, prices have increased by approximately four to five times. In addition, in the storage product market, as hard disk storage density continues to increase, the significant growth in single-disk density and capacity is expected to affect the usage and lead to a decline in sales volume of external storage devices, resulting in a gradual contraction of the HDD disk array market. In 2025, due to the “rapid structural transformation” of the overall enterprise storage market, performance has continued to slow and remained weak.

In recent years, the Company has been affected by market demand and the industry environment, resulting in overall revenue not reaching economies of scale and an inability to effectively allocate operating costs. In addition, the operating performance of its subsidiaries has not met expectations, resulting in losses in recent years. In order to adjust its operating structure, the Company has successively disposed of loss-making businesses in wireless communications and thin film at the end of 2025. At the same time, it has reviewed and adjusted the development strategy and resource allocation of its memory business to improve capital utilization efficiency. Furthermore, the Company will strengthen the synergies from resource integration between its storage business and cybersecurity software business, and actively seek new business development opportunities to enhance overall operating performance. Meanwhile, to improve its financial structure and strengthen its operating fundamentals, the Company plans to implement a capital reduction to offset losses, thereby enhancing its future operational development.

Amid the changes in the global economy and industry environment, the Company’s operating revenue for 2025 amounted to NT\$244 million, representing a decrease of 16.98% compared with 2024. However, due to gains from the disposal of loss-making wireless communications and thin film business units, the net loss for the period amounted to NT\$53,325 thousand, representing a decrease of 35.71% compared with a net loss of NT\$82,950 thousand in 2024. Earnings per share after tax were NT\$-0.37. In addition, through the Company’s long-term efforts to improve its financial structure and strengthen its operating fundamentals, its debt ratio was only 6.41%, demonstrating that such results were not easily achieved under a prudent operating strategy.

Looking ahead to 2026, global economic uncertainty remains high, and global economic growth will face numerous challenges, particularly in relation to U.S. trade policies, China’s industrial adjustments, the outlook for artificial intelligence development, geopolitical conflicts, and climate change. Although the U.S. Court of Appeals for the Federal Circuit ruled that the U.S. reciprocal tariffs were unlawful, the U.S. government immediately imposed global temporary tariffs under Section 122 of the Trade Act of 1974, and may in the future initiate trade investigations against multiple countries under Section 301 or adopt alternative legal approaches. In addition, the outbreak of the U.S.-Iran conflict has triggered significant volatility in commodity futures and spot prices in financial markets, and the sharp increase in oil prices has also created substantial impacts and uncertainties for global inflation. All of these factors will have significant impacts on the global economy and warrant prior assessment and close attention.

## I. Operating Results for 2025

### (I) Results of Implementation of Operating Plan

Unit: NT\$ thousand

Item	2025	2024	Increase (decrease)	Increase (decrease) rate
Operating revenue	243,802	293,682	(49,880)	(16.98)%
Operating gross profit (loss)	77,967	71,960	6,007	8.35%
Net operating profit (Loss)	(70,364)	(64,836)	(5,528)	(8.53)%
Net non-operating income and expenses	17,023	(18,066)	35,089	194.23%
Net profit (loss) before tax	(53,341)	(82,902)	29,561	35.66%
Net profit (loss) after tax	(53,325)	(82,950)	29,625	35.71%
Earnings per share after tax (NT\$)	(0.37)	(0.72)	–	–

### (II) Budget Execution Capability

For 2025, the Company's Memory Business Group originally projected sales of 52,000 memory modules; actual sales reached 67,503 units, representing an achievement rate of 129.81%. The original projected sales volume for integrated circuits was 1,127,700 units, while actual sales were 3,200 units, representing an achievement rate of 0.28%, due to adjustments made in response to customer demand. In addition, for the Storage Business Group, the original projected sales volumes for 2025 were 196 disk array products and 1,455 system integration products. Actual sales volumes were 180 units and 2,397 units, representing achievement rates of 91.84% and 164.74%, respectively. Furthermore, the Company newly introduced agency sales of cybersecurity software totaling 14,754 units, with overall performance considered satisfactory.

### (III) Analysis of Financial Income and Expenditure and Profitability

Unit: NT\$ thousand; %

Items		2025	2024	
Financial income and expenditure	Operating revenue	243,802	293,682	
	Net non-operating income and expenses	17,023	(18,066)	
Profitability	Return on total assets (%)	(8.93)	(11.78)	
	Return on equity (%)	(11.36)	(15.76)	
	Paid-in capital Ratio (%)	operating income	(7.68)	(7.08)
		Pre-tax Profit	(5.82)	(9.05)
	Net profit margin (%)	(21.87)	(28.25)	
	Earnings Per Share (NT\$)	(0.37)	(0.72)	

### (IV) Research and development status

In terms of memory modules, the high-end memory investment trend has continued to intensify. DRAM manufacturers have accelerated the allocation of resources toward high value-added products such as DDR5 and HBM, with capacity expansion and production line adjustments extending through 2026, resulting in a persistently tight supply-demand structure. Although the market share of DDR5 has gradually increased as expected, the continued expansion of AI application demand may, in the future, lead to a crowding-out effect on capacity due to HBM demand. The Company's development of DDR5 desktop memory modules was completed in 2025. Whether the DDR5 memory module product series can continue to achieve gradual growth in 2026 will depend on the overall supply conditions of upstream manufacturers.

With respect to storage-related products, in 2025 the Company upgraded the power systems of its existing Rackmount 3U 16-bay and 4U 64-bay disk array product lines (RAID/JBOD) to high-efficiency CRPS standard power supply units, enabling customers to reduce energy consumption more efficiently in alignment with sustainability objectives. The 3U 16-bay EP-3163 series has adopted 550W dual power supplies, while the 4U 64-bay EP-4643 RAID and EP-4646 JBOD series have adopted 1200W dual power supplies. Related models, including SAS-SAS, Fibre-SAS, and JBOD configurations, have been progressively introduced to the market.

In terms of storage technology evolution, SAS4, PCIe Gen4/Gen5, NVMe, and high-density magnetic recording technologies (EAMR/HAMR) have become the mainstream development directions. The growth in high-capacity hard disk drives has driven upgrades in storage system design, prompting enterprises to adopt higher-density storage platforms. In response to these trends, the Company will strengthen the development of large-scale JBOD, RAID, and high-density chassis, and will introduce integrated storage solutions featuring high bandwidth and high reliability to support applications such as AI training data, surveillance video retention, and cloud storage. Looking ahead to 2026, the Company will continue to develop and upgrade its existing proNAS software (Embedded Linux version) to Linux Kernel 6, in order to meet future operating system security update requirements. The new Linux Kernel 6 architecture will also support next-generation Intel Raptor Lake-S chipsets and Xeon processors, enabling support for higher-speed DDR5 memory and PCIe 5.0 bus architectures.

## II. Summary of the 2026 Business Plan

### (I) Operating Guidelines

#### 1. Strengthening financial structure and enhancing operational fundamentals

In view of the importance of strengthening the ability to respond to industry changes and risks, the Company will continue to actively enhance the flexibility of its working capital and strive toward a low-liability operating model. It will also delve into the detailed aspects of operations and, through rigorous and comprehensive review and coordination, formulate complete and appropriate high-quality financial plans. This will enable the Company to operate steadily under a sound financial structure and sufficient working capital, thereby further strengthening its operational fundamentals and industry competitiveness, with a view to achieving favorable future operating performance and profitability.

#### 2. Promoting operational transformation to address industry risks and economic fluctuations

Amid significant fluctuations in the DRAM industry and the global economy, the Company will continue to uphold its management philosophy of “prudent operation” and focus on its core business values. At the same time, in response to future industry competition trends, the Company will strengthen operational efficiency through resource integration and expand its business scope to increase operational scale, thereby achieving stable operations, enhancing operating performance, and improving industry competitiveness. The Company will continue to promote operational transformation through diversified industrial operations to effectively mitigate the cyclical risks of the DRAM industry. In addition to developing new products to create business opportunities, it will introduce business units with growth potential to enter new technology fields and industrial sectors, thereby enhancing innovation capabilities and expanding business development scope to improve overall operating performance.

#### 3. Adopting cost-saving solutions to actively improve operating performance

In response to the conservative operating environment and the fact that operating performance has yet to be fully improved, the Company will not only focus on operational transformation to expand its business but will also adopt various cost-saving solutions to actively enhance operating performance. Through combined efforts in both revenue generation and cost control, the Company aims to inject momentum and vitality into its operational growth.

(II) Expected Sales Volume and Basis Thereof

Looking ahead to 2026, the Storage Business Group expects sales of 324 disk array products, 2,091 system integration products, and 21,365 units of cybersecurity software.

(III) Important Production and Sales Policies

1. Strengthen adjustments in process integration, improve production management efficiency and flexibility, and pursue the maximization of production and sales benefits.
2. Actively develop product transformation and diversification, expand the breadth of consumer-oriented new products, broaden market opportunities, and achieve the most efficient operating model.

III. Future Development Strategies

- (I) Adopting a software-hardware integrated R&D strategy, the Company will actively develop core storage technologies that meet enterprise and market needs, align with mainstream industry trends, and focus on developing niche products with competitive advantages and future application potential. It will be committed to providing customized cloud storage software and hardware solutions through various technological applications and will target enterprises and markets with large-scale storage demands through industry-oriented storage solutions.
- (II) Actively plan new business products and adopt a strategy of diversified and balanced development, striving for flexible operational planning to establish a business model that balances stable growth and profitability, thereby enhancing operating performance and industry competitiveness.
- (III) Introduce business units with development potential and seek industries with forward-looking prospects and growth potential in order to rapidly and effectively enter new markets, capture win-win opportunities, and achieve the objective of improving the Company's operating performance.

IV. Impacts from the External Competitive Environment, Regulatory Environment, and Macroeconomic Environment

(I) Impacts of the External Competitive Environment

In response to market changes, the Company's strategy focuses on actively adjusting its operational structure. In addition to the successive disposal of loss-making business units in wireless communications and thin-film operations at the end of 2025, the Company has also simultaneously reviewed and adjusted the development strategy and resource allocation of its memory business. The Company will continue to strengthen the synergies arising from resource integration between its storage business and cybersecurity software business, and actively seek new business development opportunities to enhance overall operating performance, thereby reinforcing its future operational development and responding to changes in the external competitive environment.

(II) Impacts of the Regulatory Environment

Positioned in its core products of computer memory modules and disk arrays, the Company's product production and sales are conducted in accordance with customer requirements and applicable regulations, including compliance with the EU Restriction of Hazardous Substances (RoHS) Directive and green product certification standards. The Company has accumulated extensive certification experience across research and development, manufacturing, quality control, and after-sales service, enabling it to adequately respond to changes in the regulatory environment.

(III) Impacts of the Overall Operating Environment

In view of the relatively high industry risks associated with memory-related businesses, the Company, during its transformation process, has established a principle of prioritizing risk avoidance before pursuing operational profitability and growth. This approach aims to reduce industry risks and ensure the Company's ability to respond to changes in the overall operating environment while achieving the objective of sustainable operations.

The Company sincerely appreciates the long-term support and patronage of all shareholders. It also encourages the management team and all employees to continue striving for excellence with diligence and vigilance, to courageously face changes in the economic and industry environment as well as competition from peers, and to uphold a focused approach to operations. By seizing emerging trends,

creating new opportunities, and pursuing higher levels of operating performance, the Company remains committed to continuously creating long-term value for all shareholders.

Wishing all shareholders

Good health and every success

Chairman, TAI XIN Corp.

Representative: Chin-Tsai Lin

## Two. Corporate Governance Report

### I. Information on Directors, Supervisors, General Manager, Deputy General Managers, Associate General Managers, and Heads of Various Departments and Branch Units

#### (I) Directors and Supervisors

##### 1. Information on Directors and Supervisors

April 30, 2026; Unit: shares

Title	Nationality or place of registration	Name	Gender/age	Date of inauguration	Term of office	Commencement date of first term	No. of shares held at time of election		No. of shares currently held		Shares currently held by spouse and minor children		Shares held through nominees		Main experience and academic background	Positions held concurrently in the company and/or in any other company	Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			Note
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Chairman	Republic of China	TAI XIN Corp.		2025.05.29	3 years	2025.05.29	10,025,533	10.94%	10,025,533	10.94%	0	—	0	—	Not applicable	Corporate Director, Foresight Energy Technologies Co., Ltd.				Note 2
	Republic of China	Representative: Chin-Tsai Lin	Male 60	2025.11.04			0	—	0	—	0	—	0	—	Department of Business Administration, Royal Roads University, Canada Chairman, Taipei International Financial Information Association Chairman, APEX International Financial Engineering Res. & Tec. Co., Ltd. General Manager, APEX Power Green Technology Co. Ltd. Supervisor, Taiwan FinTech Association	General Manager	—	None	—	
Director	Republic of China	Tsang-An Chiang	Male 70	2025.05.29	3 years	2013.06.11	577,290	0.63%	577,290	0.63%	0	—	0	—	Department of Electrophysics, National Chiao Tung University Marketing Manager, United Microelectronics Corporation	Chairman, Princeton Technology Corporation Chairman, Princeton Technology (Shenzhen) Corp. Chairman, Pucheng Chuangzhi (Chengdu) Technology Co., Ltd. Chairman, Chengdu Qichen Microelectronics Co., Ltd. Chairman, Princeton Capital Corp. Chairman, Princeton Silicon Inc. Chairman, Morelink Technology Corporation Chairman, Foresight Energy Technologies Co., Ltd. Chairman, SIPP Technology Corporation Chairman, Silan Co., Ltd. Chairman, Himalaya VC Management Corp. Chairman, TAI XIN Corp. Chairman, Jiixin Co., Ltd. Director, Taiwan Commate Computer Inc. Director, TC-1 Culture Fund Director, Himalaya Venture Fund Corp. Supervisor, Innorich Venture Capital Corp. Representative of corporate director of Phoenix Innovative Materials Co., Ltd.	—	None	—	
Director	Republic of China	Wu-Hsing Hsiao	Male 72	2025.05.29	3 years	2013.06.11	718,453	0.78%	470,453	0.51%	0	—	0	—	Department of Computer Science, Chung Yuan Christian University Deputy General Manager, Lian Da Information Co., Ltd.	General Manager, the Company's Storage Business Group	—	None	—	

Title	Nationality or place of registration	Name	Gender/age	Date of inauguration	Term of office	Commencement date of first term	No. of shares held at time of election		No. of shares currently held		Shares currently held by spouse and minor children		Shares held through nominees		Main experience and academic background	Positions held concurrently in the company and/or in any other company	Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			Note
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Independent Director	Republic of China	Yu-Feng Ma	Male 68	2025.05.29	3 years	2025.05.29	0	—	0	—	0	—	0	—	Ph.D. in Business Administration, National Taipei University Specialist, Economic Research Department, Central Bank of the Republic of China (Taiwan) Assistant Professor, St. John's University (Taiwan) Assistant Professor, Department of Finance, Shih Chien University	Chairman, the Company's Audit Committee Member, the Company's Remuneration Committee Independent Director, Princeton Technology Corporation	—	None	—	
Independent Director	Republic of China	Xue-Min Wu	Female 69	2025.05.29	3 years	2023.06.09	0	—	0	—	0	—	0	—	Master of Business Administration, University of Chicago Chief Auditor, TECO Electric & Machinery Co., Ltd. Deputy General Manager, Corporate Planning Department, Great Wall Enterprise Co., Ltd.	Chairman, the Company's Remuneration Committee Member, the Company's Audit Committee Independent Director, Princeton Technology Corporation	—	None	—	
Independent Director	Republic of China	Chin-Tain Chiu	Male 73	2025.05.29	3 years	2025.05.29	0	—	0	—	0	—	0	—	Ph.D. in Business Administration, National Chengchi University Master's Degree, MIT Sloan School of Management Senior Vice President; Head of Corporate Banking and Financial Institutions; Head of Taipei Branch, HSBC Head of Corporate Banking Department, Far Eastern International Bank Deputy General Manager / Executive Vice President, Bank of America Corporation Manager, Citibank Market Planning Specialist, Taiwan International Standard Electronics Corporation	Member, the Company's Audit Committee Member, the Company's Remuneration Committee Independent Director, Prosperity Dielectrics Co., Ltd. Independent Director, Medimaging Integrated Solution Inc. Independent Director, 3D Global Biotech Inc. Director, Chiu Szu Teh Enterprise	—	None	—	

Note 1: In accordance with Article 14-4 of the Securities and Exchange Act, the Company has elected four independent directors to form an Audit Committee in lieu of supervisors; therefore, the Company does not have a supervisory board.

Note 2: Where the chairperson of the board of directors and the general manager or an equivalent position (the highest-ranking executive) are the same person, spouses, or relatives within the first degree of kinship, the reasons for such arrangement, as well as its reasonableness, necessity, and the corresponding measures adopted (e.g., increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as employees or managerial officers), shall be disclosed.

The Chairman and General Manager of the Company are the same person, primarily due to the need for professional expertise and operational flexibility in response to rapid industry changes, thereby facilitating effective corporate transformation. While such arrangement is considered reasonable and necessary, the Company has, in order to align with corporate governance objectives and requirements, increased the number of independent directors by one seat at the 2023 Annual General Meeting of Shareholders. In addition, a majority of the directors do not concurrently serve as employees or managerial officers. These measures are adopted to ensure stable corporate operations and to mitigate operational risks.

2. Major shareholders of the corporate shareholder

April 30, 2026

Name of corporate shareholder	Major shareholders of the corporate shareholder
TAI XIN Corp.	Jiaxin Co., Ltd. (100%)

3. Major shareholders of major corporate shareholders

April 30, 2026

Name of corporate/juristic person	Major shareholders of the corporate/juristic person
Jiaxin Co., Ltd.	Tsang-An Chiang (30%) Hui-Tsin Wen (30%) Wei-Fan Chiang (10%) Wei-Chen Chiang (10%) Wei-Huan Chiang (10%) Wei-Chen Weng (10%)

4. Diversification of the Board of Directors and Director Independence

(1) Diversity of the Board of Directors

① Board diversity policy

The Company has, in accordance with Article 20 of the “Corporate Governance Best Practice Principles” it has established regarding the “capabilities that the board of directors as a whole should possess,” stipulated that members of the board of directors shall generally possess the knowledge, skills, and qualities necessary for the execution of their duties. To achieve the ideal objectives of corporate governance, the board of directors as a whole shall possess the following capabilities, in order to achieve the ideal objectives of corporate governance:

- A. Operational judgment
- B. Accounting and financial analysis
- C. Business management
- D. Crisis management
- E. Industry knowledge
- F. International market perspective
- G. Leadership
- H. Decision-making

In addition, the Company has established a policy regarding the diversification of its Board of Directors, including but not limited to the following two main aspects:

- A. Basic conditions and values: gender, age, nationality, and culture.
- B. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills and industry experience.

② Specific management objectives

In order to strengthen corporate governance effectiveness and promote the sound development of the composition and structure of the board of directors, the composition of the Company’s board of directors primarily considers various requirements such as the Company’s operational structure, business development direction, and future industry development trends, and evaluates the industry experience and professional capabilities of directors. Efforts are made to achieve diversity in terms of basic composition (such as gender, nationality, and age), professional background (such as electronics, information, and communications), and professional knowledge and skills (such as technology, accounting, and law), thereby achieving complementary professional strengths across multiple dimensions. The management objective is that at least one-third of the directors possess professional backgrounds in business, marketing, or technology, and at least one-third of the independent directors possess professional backgrounds in finance and accounting, law, or business. In addition, the Company’s board diversity objectives also include maintaining the proportion of directors with employee status at no more than one-third, setting the proportion of independent directors at 50%, limiting the proportion of independent directors’ tenure to no more than three terms, and achieving a proportion of different genders of at least one-third. All of the above constitute specific diversity management objectives, and a certain degree of diversification has been achieved.

③ Current status of the implementation of board diversity policy by board members

The Company's 12th board of directors consists of eight directors (as two directors have resigned, six are currently in office). All directors are of domestic nationality and possess different professional backgrounds, including a Master's degree in Business Administration from Royal Roads University, Canada; the Department of Electrophysics at National Chiao Tung University; the Department of Information Management at Chung Yuan Christian University; a Ph.D. from the Graduate Institute of Business Administration at National Taipei University; a Ph.D. from the Graduate Institute of Business Administration at National Chengchi University; and a Master's degree from the Graduate School of Business at the University of Chicago. Among them, three general directors have practical industry operation backgrounds, while the other three independent directors are composed of professionals with backgrounds in accounting, finance, and academic research. Overall, the board members possess diverse and complementary industry experience and professional capabilities in finance and accounting. Among them, those with business experience account for 67%, spanning different fields such as semiconductors, IC design, storage, and financial services; those with marketing capabilities and technological expertise account for 67%; and those with accounting or legal expertise account for 50%. Furthermore, in the current implementation of the board diversity policy, most diversity objectives have been achieved, including the proportion of directors with employee status at 33%, the proportion of independent directors at 50%, 100% of independent directors having tenure of less than nine years, 33% of directors aged over 70, 67% of directors aged between 60 and 70, and female directors accounting for 17%. The establishment and operation thereof comply with relevant laws and regulations. Therefore, the Company's board diversity policy has been effectively implemented. The detailed diversified composition of the Board of Directors of the Company is as follows:

Implementation of diversity	Gender	Concurrently serving as an employee of the Company	Age distribution (years)		Tenure as an independent director		Industry experience/professional background					
			60 to 70	70 to 80	Under 9 years	Over 9 years	Business experience	Marketing ability	Technology profession	Legal profession	Accounting profession	
Names of Directors												
Chin-Tsai Lin	Male	√	√				√	√	√			
Tsang-An Chiang	Male		√				√	√	√			
Wu-Hsing Hsiao	Male	√		√			√	√	√			
Yu-Feng Ma	Male		√		√							√
Chin-Tain Chiu	Male			√	√		√	√				√
Xue-Min Wu	Female		√		√							√

④ If the proportion of directors of either gender on the Company's board of directors does not reach one-third, the reasons and the measures adopted to enhance gender diversity of directors

The Company places importance on gender equality in the composition of the board of directors. At present, among the members of the 12th board of directors, males account for 83% (5 persons) and females account for 17% (1 person). This is due to the fact that, at the shareholders' meeting held on May 29, 2025, three female directors were elected, representing 37.5%; however, due to mid-term resignation and changes in the representatives appointed by juristic persons, the proportion has decreased to 17%. In the future, the Company will continue to aim to increase the number of female directors to at least one-third (i.e., 33%) as the target, in order to achieve the goal of one-third female representation on the board of directors.

(2) Independence of the board of directors

Among the six members of the Company's current 12th board of directors, including three general directors and three independent directors, none of the directors have any of the circumstances listed under Article 30 of the Company Act. In addition, among the six directors, none have any of the circumstances stipulated under Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act, including that none of the directors and independent directors are spouses or relatives within the second degree of kinship. Furthermore, all three independent directors comply with the nine independence criteria set forth in Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," including that during the two years prior to their election and throughout their tenure, none of the following circumstances exist:

- I. An employee of the Company or its affiliates.
- II. A director or supervisor of the Company or its affiliates.
- III. The individual, his or her spouse, minor children, or any person acting in another's name holding more than 1% of the total issued shares of the Company, or being among the top ten natural person shareholders.
- IV. The manager referred to in Subparagraph 1, or the spouse, a relative within the second degree of kinship, or a lineal relative within the third degree of kinship of the persons listed in the preceding two subparagraphs.
- V. A director, supervisor, or employee of a juristic person shareholder that directly holds more than 5% of the Company's total issued shares, is among the top five shareholders, or appoints a representative to serve as a director of the Company pursuant to Article 27 of the Company Act.
- VI. A director, supervisor, or employee of another company of which more than half of the board seats or voting shares are controlled by the same person as the Company.
- VII. A director (or equivalent), supervisor (or equivalent), or employee of another company or institution in which the same person or his or her spouse serves as the Chairman, General Manager, or an equivalent position of the Company.
- VIII. A director (or equivalent), supervisor (or equivalent), managerial officer, or shareholder holding more than 5% of shares of a specific company or institution that has financial or business dealings with the Company.
- IX. A professional, sole proprietorship, partnership, company or institution, or its owner, partner, director (or equivalent), supervisor (or equivalent), managerial officer, or their spouse, that provides auditing or other commercial, legal, financial, accounting, or related services to the Company or its affiliates and has received cumulative remuneration exceeding NT\$500,000 within the most recent two years. However, members of the Remuneration Committee, public tender offer review committee, or merger and acquisition special committee who perform their duties in accordance with this Act or relevant laws and regulations under the Business Mergers and Acquisitions Act shall not be subject to the foregoing restriction.

(3) Disclosure of directors' professional qualifications and the independence of independent directors

Name	Professional qualification and experience (Note 1)	Independence criteria (Note 2)	No. of other public companies at which the person concurrently serves as an independent director
Representative of Taixin Co., Ltd.: Chin-Tsai Lin	The representative, Director Chin-Tsai Lin, has previously served as Chairman of APEX International Financial Engineering Res. & Tec. Co., Ltd. and General Manager of APEX Power Green Technology Co. Ltd., and possesses professional qualifications and experience in international market perspective, business, technology, operational judgment capability, risk management capability, decision-making capability, and leadership capability.	Compliance with independence: Neither the individual nor his spouse, minor children, or any person holding shares in the name of another is a natural person shareholder holding more than 1% of the total issued shares of the Company or among the top ten shareholders; he has no spousal relationship or kinship within the second degree with other directors; and none of the circumstances set forth in Article 30 of the Company Act apply.	None
Tsang-An Chiang	Director Tsang-An Chiang has previously served as Marketing Manager of United Microelectronics Corporation, and currently serves as Chairman of Princeton Technology Corporation, Chairman of Princeton Technology (Shenzhen), Chairman of Pucheng Chuangzhi (Chengdu) Technology Co., Ltd., Chairman of Chengdu Qichen Microelectronics Co., Ltd., Chairman of Princeton Capital Corp., etc., and possesses professional qualifications and experience in international market perspective, business, technology, operational judgment capability, risk management capability, decision-making capability, and leadership capability.	Compliance with independence: Not an employee of the Company or its affiliated enterprises; neither the individual nor his spouse, minor children, or any person holding shares in the name of another is a natural person shareholder holding more than 1% of the total issued shares of the Company or among the top ten shareholders; he has no spousal relationship or kinship within the second degree with other directors; none of the circumstances set forth in Article 30 of the Company Act apply; and he has not been elected as a director pursuant to Article 27 of the Company Act by the government, a juristic person, or its representative.	None
Wu-Hsing Hsiao	Director Wu-Hsing Hsiao has previously served as Deputy General Manager of Lian Da Information Co., Ltd., and currently serves as General Manager of the Company's Storage Business Group, and possesses professional qualifications and experience in business, industry knowledge, operational judgment capability, risk management capability, decision-making capability, and leadership capability.	Compliance with independence: Neither the individual nor his spouse, minor children, or any person holding shares in the name of another is a natural person shareholder holding more than 1% of the total issued shares of the Company or among the top ten shareholders; he has no spousal relationship or kinship within the second degree with other directors; none of the circumstances set forth in Article 30 of the Company Act apply; and he has not been elected as a director pursuant to Article 27 of the Company Act by the government, a juristic person, or its representative.	None
Yu-Feng Ma	Independent Director Yu-Feng Ma graduated with a Ph.D. from the Graduate Institute of Business Administration at National Taipei University, and has previously served as a Specialist in the Department of Economic Research of the Central Bank, Assistant Professor at St. John's University, and Assistant Professor in the Department of Finance at Shih Chien University, and possesses professional qualifications and experience in academic research, talent cultivation, industry knowledge, and finance, accounting, or financial expertise.	Independent Director Yu-Feng Ma complies with the professional qualifications, shareholding and concurrent position restrictions, and independence as stipulated in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," including that neither he, his spouse, nor relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its affiliated enterprises; that neither he, his spouse, nor relatives within the second degree of kinship (or through the use of another person's name) hold shares of the Company; that he does not serve as a director, supervisor, or employee of a company having a specific relationship with the Company; that in the most recent two years he has not provided business, legal, financial, accounting, or other services to the Company or its affiliated enterprises and has not received any remuneration therefrom; and that none of the circumstances set forth in Article 30 of the Company Act apply.	1

Chin-Tain Chiu	Independent Director Chin-Tain Chiu graduated with a Ph.D. from the Graduate Institute of Business Administration at National Chengchi University and a Master's degree from the Sloan School of Management at the Massachusetts Institute of Technology, and has previously served as Senior Vice President and Head of the Financial Institutions Group/Head of the Taipei Branch at HSBC, Head of the Corporate Banking Division at Far Eastern International Bank, Deputy General Manager/Executive Vice President at Bank of America, Manager at Citibank, and Market Planner at Taiwan International Standard Electronics Corporation (TAISEL), and specializes in financial expertise and corporate management, and possesses professional capabilities and extensive practical experience in international market perspective, business, observation and judgment, risk management, objective analysis, and accounting or financial expertise.	Independent Director Chin-Tain Chiu complies with the professional qualifications, shareholding and concurrent position restrictions, and independence as stipulated in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," including that neither he, his spouse, nor relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its affiliated enterprises; that neither he, his spouse, nor relatives within the second degree of kinship (or through the use of another person's name) hold shares of the Company; that he does not serve as a director, supervisor, or employee of a company having a specific relationship with the Company; that in the most recent two years he has not provided business, legal, financial, accounting, or other services to the Company or its affiliated enterprises and has not received any remuneration therefrom; and that none of the circumstances set forth in Article 30 of the Company Act apply.	2
Xue-Min Wu	Independent Director Xue-Min Wu graduated with a Master's degree from the Graduate School of Business at the University of Chicago, and has previously served as Chief Auditor and Deputy General Manager of companies including TECO Electric & Machinery Co., Ltd. and Great Wall Enterprise Co., Ltd., and specializes in internal auditing, financial expertise, and corporate management, and possesses professional capabilities and extensive practical experience in business, observation and judgment, risk management, objective analysis, and accounting or financial expertise.	Independent Director Xue-Min Wu complies with the professional qualifications, shareholding and concurrent position restrictions, and independence as stipulated in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," including that neither she, her spouse, nor relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its affiliated enterprises; that neither she, her spouse, nor relatives within the second degree of kinship (or through the use of another person's name) hold shares of the Company; that she does not serve as a director, supervisor, or employee of a company having a specific relationship with the Company; that in the most recent two years she has not provided business, legal, financial, accounting, or other services to the Company or its affiliated enterprises and has not received any remuneration therefrom; and that none of the circumstances set forth in Article 30 of the Company Act apply.	1

Note 1: Professional qualifications and experience: Specify the professional qualifications and experience of each individual director and supervisor. If serving as a member of the Audit Committee and possessing accounting or financial expertise, the accounting or financial background and work experience shall be specified, and it shall also be stated whether none of the circumstances set forth in Article 30 of the Company Act apply.

Note 2: Independent Directors shall specify compliance with independence, including but not limited to whether the individual, their spouse, and relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its affiliated enterprises; the number and proportion of shares of the Company held by the individual, their spouse, and relatives within the second degree of kinship (or held in the name of another person); whether the individual serves as a director, supervisor, or employee of a company having a specific relationship with the Company (with reference to Subparagraphs 5 to 8 of Paragraph 1 of Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of remuneration received in the most recent two years for providing business, legal, financial, accounting, or other services to the Company or its affiliated enterprises

## (II) Information on General Manager, Deputy General Managers, Assistant General Managers, and Heads of Departments and Branch Offices

April 30, 2026; Unit: shares

Title	Nationality	Name	Gender	Date of inauguration	Shares held		Shares held by spouse and minor children		Shares held through nominees		Main experience and academic background	Positions concurrently held in other companies at present	Other managerial officer(s) with which the person has a relationship of spouse or relative within the second degree			Note
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
General Manager	Republic of China	Chin-Tsai Lin	Male	2025.11.04	0	0	—	—	—	—	Department of Business Administration, Royal Roads University, Canada; Chairman, Taipei International Financial Information Association	None	—	None	—	
General Manager, Storage Business Group	Republic of China	Wu-Hsing Hsiao	Male	1996.08.01	470,453	0.51%	—	—	—	—	Department of Computer Science, Chung Yuan Christian University; Deputy General Manager, Lian Da Information Co., Ltd.	None	—	None	—	
Deputy General Manager, General Manager's Office	Republic of China	Da-Wei Hsieh	Male	2003.05.15	11,000	0.01%	—	—	—	—	Department of Accounting, Fu Jen Catholic University; Senior Manager, Asia Securities	None	—	None	—	
Associate Manager, Technical Department of the Storage Business Group and System R&D Division	Republic of China	Tzu-Chi Yin	Male	2001.03.01	10,705	0.01%	—	—	—	—	Department of Electronics, Hsinpu Institute of Technology / Deputy Manager, Lian-Da Information Co., Ltd.	None	—	None	—	
Manager, Finance and Accounting Department of the Management Business Group	Republic of China	Yu-Ling Fu	Female	2025.05.09	0	0	—	—	—	—	Department of Accounting, China University of Technology / Senior Accounting Specialist, Golden Bridge Electech Inc.	None	—	None	—	

## II. Remuneration of Directors, Supervisors, General Manager, and Deputy General Managers in the Most Recent Year

### 1. Remuneration of general and independent directors

2025; Unit: NTS thousand; thousand shares

Title	Name	Remuneration to directors								The total amount of item A, B, C and D that accounts for the percentage of net profit after tax (Note 1)		Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D+E+F+G and ratio to net income (Note 1)		Remuneration received from investee enterprises other than subsidiaries or from the parent company
		Base remuneration (A)		Retirement pay and pension (B)		Directors' remuneration (C) (Note 2)		Expenses and perquisites (D)				Salary, bonus and special allowance (E) (Note 3)		Retirement pay and pension (F) (Note 4)		Employee compensation (G) (Note 2)						
		The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company		All companies included in the financial report		The Company	All companies included in the financial report			
Chairman	Representative of Taixin Corp.: Chin-Tsai Lin	0	0	0	0	0	0	10	10	0	0	447	447	17	17	0	0	0	0	0	0	None
Director	Representative of Taixin Corp.: Wei-Chen Chiang (Note 5)	0	0	0	0	0	0	10	10	0	0	0	0	0	0	0	0	0	0	0	0	None
Director	Ching-Jong Chen (Note 6)	0	0	0	0	0	0	35	35	0	0	2,102	2,102	1,977	1,977	0	0	0	0	0	0	None
Director	Tsang-An Chiang	0	0	0	0	0	0	30	30	0	0	0	0	0	0	0	0	0	0	0	0	None
Director	Wu-Hsing Hsiao	0	0	0	0	0	0	35	35	0	0	2,879	2,879	205	205	0	0	0	0	0	0	None
Director	Representative of Trump Gain Investments Ltd.: Cheng-The Wu (Note 8)	0	0	0	0	0	0	10	10	0	0	0	0	0	0	0	0	0	0	0	0	None
Independent Director	Xue-Min Wu	0	0	0	0	0	0	135	135	0	0	0	0	0	0	0	0	0	0	0	0	None
Independent director	Yu-Feng Ma	0	0	0	0	0	0	70	70	0	0	0	0	0	0	0	0	0	0	0	0	None
Independent director	Chin-Tain Chiu	0	0	0	0	0	0	70	70	0	0	0	0	0	0	0	0	0	0	0	0	None
Independent Director	Wei-Ru Zhang (Note 7)	0	0	0	0	0	0	65	65	0	0	0	0	0	0	0	0	0	0	0	0	None
Independent Director	Chih-Ling Chen (Note 8)	0	0	0	0	0	0	70	70	0	0	0	0	0	0	0	0	0	0	0	0	None
Independent Director	Wen-Chin Lee (Note 8)	0	0	0	0	0	0	65	65	0	0	0	0	0	0	0	0	0	0	0	0	None
Independent Director	Chi-Thon Yo (Note 8)	0	0	0	0	0	0	70	70	0	0	0	0	0	0	0	0	0	0	0	0	None

Note 1: Not applicable, as the Company incurred a net loss for the year 2025.

Note 2: As the Company incurred a net loss for the year 2025, no remuneration was distributed to directors and employees.

Note 3: One company vehicle was provided by way of lease to the Chairman concurrently serving as General Manager and one company vehicle was provided by way of lease to a director concurrently serving as Business Group General Manager; the lease expense for the year 2025 amounted to NT\$1,403 thousand.

Note 4: Disclosed in accordance with the regulations of the Taipei Exchange: the Company's actual payment of retirement and pension benefits for the year 2025 amounted to NT\$1,977 thousand, and the amount recognized or appropriated as retirement and pension expense was NT\$222 thousand.

Note 5: The representative of Taixin Corp., Wei-Chen Chiang, was dismissed on September 5, 2025, and Chin-Tsai Lin was appointed as the new representative on the same day.

Note 6: Chairman concurrently serving as General Manager, Ching-Jong Chen, was dismissed on November 4, 2025.

Note 7: Independent Director Wei-Ru Zhang resigned on February 26, 2026.

Note 8: Director Trump Gain Investments Ltd. and Independent Directors Wen-Chin Lee, Chi Thon Yo, and Chih-Ling Chen were dismissed after the re-election at the shareholders' meeting on May 29, 2025.

### Remuneration Range Table

Ranges of remuneration paid to each of the Company's directors	Names of Directors			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company	All companies included in the financial report	The Company	All companies included in the financial report
Less than NT\$1,000,000	TAI XIN Corp., Ching-Jong Chen, Tsang-An Chiang, Wu-Hsing Hsiao, Trump Gain Investments Ltd., Xue-Min Wu, Yu-Feng Ma, Chin-Tain Chiu, Wei-Ru Zhang, Chih-Ling Chen, Wen-Chin Lee, Chi-Thon Yo	TAI XIN Corp., Ching-Jong Chen, Tsang-An Chiang, Wu-Hsing Hsiao, Trump Gain Investments Ltd., Xue-Min Wu, Yu-Feng Ma, Chin-Tain Chiu, Wei-Ru Zhang, Chih-Ling Chen, Wen-Chin Lee, Chi-Thon Yo	TAI XIN Corp., Tsang-An Chiang, Trump Gain Investments Ltd., Xue-Min Wu, Yu-Feng Ma, Chin-Tain Chiu, Wei-Ru Zhang, Chih-Ling Chen, Wen-Chin Lee, Chi-Thon Yo	TAI XIN Corp., Tsang-An Chiang, Trump Gain Investments Ltd., Xue-Min Wu, Yu-Feng Ma, Chin-Tain Chiu, Wei-Ru Zhang, Chih-Ling Chen, Wen-Chin Lee, Chi-Thon Yo
NT\$1,000,000 (incl.)~NT\$2,000,000 (excl.)	—	—	—	—
NT\$2,000,000 (incl.)~NT\$3,500,000 (excl.)	—	—	—	—
NT\$3,500,000 (incl.)~NT\$5,000,000 (excl.)	—	—	Ching-Jong Chen, Wu-Hsing Hsiao	Ching-Jong Chen, Wu-Hsing Hsiao
NT\$5,000,000 (incl.)~NT\$10,000,000 (excl.)	—	—	—	—
NT\$10,000,000 (incl.)~NT\$15,000,000 (excl.)	—	—	—	—
NT\$15,000,000 (incl.)~NT\$30,000,000 (excl.)	—	—	—	—
NT\$30,000,000 (incl.)~NT\$50,000,000 (excl.)	—	—	—	—
NT\$50,000,000 (incl.)~NT\$100,000,000 (excl.)	—	—	—	—
Over NT\$100,000,000	—	—	—	—
Total	12	12	12	12

Note: The remuneration of Director Ching-Jong Chen of the Company includes the actual retirement and pension benefits received for the year 2025 in the amount of NT\$1,977 thousand.

2. Policies, standards, and components of remuneration for directors, supervisors (independent directors of the Audit Committee), General Manager, and Deputy General Managers, the procedures for determining remuneration, and the relationship with operating performance and future risks

The Company has established an Audit Committee composed of four independent directors in accordance with Article 14-4 of the Securities and Exchange Act; therefore, this is not applicable.

### 3. Remuneration to General Manager and Deputy General Manager

2025; Unit: NT\$ thousand/thousand shares

Title	Name	Salary (A)		Retirement pay and pension (B) (Note 1)		Bonuses, special allowances, etc. (C) (Note 2)		Employee profit-sharing remuneration (D) (Note 3)				The total amount of item A, B, C and D that accounts for the percentage of net profit after tax (%) (Note 4)		Remuneration received from investee enterprises other than subsidiaries or from the parent company
		The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company		All companies included in the financial report		The Company	All companies included in the financial report	
								Amount in cash	Amount in stock	Amount in cash	Amount in stock			
General Manager	Chin-Tsai Lin	380	380	17	17	67	67	0	0	0	0	(Note 4)	(Note 4)	None
General Manager, Storage Business Group	Wu-Hsing Hsiao	2,460	2,460	205	205	419	419	0	0	0	0	(Note 4)	(Note 4)	None
Deputy General Manager	Da-Wei Hsieh	1,748	1,748	105	105	477	477	0	0	0	0	(Note 4)	(Note 4)	None
General Manager and General Manager of Memory Business Group (Note 5)	Ching-Jong Chen	2,093	2,093	1,977	1,977	9	9	0	0	0	0	(Note 4)	(Note 4)	None
Deputy Manager of R&D, Memory Business Group (Note 6)	Shih-Tang Wu	1,675	1,675	1,214	1,214	214	214	0	0	0	0	(Note 4)	(Note 4)	None

Note 1: Disclosed in accordance with the regulations of the Taipei Exchange: the Company's actual payment of retirement and pension benefits for the year 2025 amounted to NT\$1,977 thousand, severance pay amounted to NT\$1,120 thousand, and the amount recognized or appropriated as retirement and pension expense was NT\$442 thousand.

Note 2: One company vehicle was provided by way of lease to the Chairman concurrently serving as General Manager and one company vehicle was provided by way of lease to a director concurrently serving as Business Group General Manager; the lease expense for the year 2025 amounted to NT\$1,403 thousand.

Note 3: As the Company incurred a net loss for the year 2025, no remuneration was distributed to directors and employees.

Note 4: Not applicable, as the Company incurred a net loss for the year 2025.

Note 5: Chairman concurrently serving as General Manager, Ching-Jong Chen, was dismissed on November 4, 2025.

Note 6: Deputy General Manager of the R&D Division of the Memory Business Group, Shih-Tang Wu, resigned on November 14, 2025.

Ranges of remuneration paid to each of the Company's general manager(s) and deputy general manager(s)	Names of General Manager(s) and Deputy General Manager(s)	
	The Company	All companies in the consolidated statements
Less than NT\$1,000,000	Chin-Tsai Lin	Chin-Tsai Lin
NT\$1,000,000 (incl.)~NT\$2,000,000 (excl.)	—	—
NT\$2,000,000 (incl.)~NT\$3,500,000 (excl.)	Wu-Hsing Hsiao, Da-Wei Hsieh, Shih-Tang Wu	Da-Wei Hsieh, Wu-Hsing Hsiao, Shih-Tang Wu
NT\$3,500,000 (incl.)~NT\$5,000,000 (excl.)	Ching-Jong Chen	Ching-Jong Chen
NT\$5,000,000 (incl.)~NT\$10,000,000 (excl.)	—	—
NT\$10,000,000 (incl.)~NT\$15,000,000 (excl.)	—	—
NT\$15,000,000 (incl.)~NT\$30,000,000 (excl.)	—	—
NT\$30,000,000 (incl.)~NT\$50,000,000 (excl.)	—	—
NT\$50,000,000 (incl.)~NT\$100,000,000 (excl.)	—	—
Over NT\$100,000,000	—	—
Total	5	5

4. Names and Distributions of Employee Profit-Sharing Compensation to Managerial Officers

Names and Distributions of Employee Profit-Sharing Compensation to Managerial Officers

December 31, 2025; Unit: NT\$ thousand

	Title	Name	Stock amount (Note 1)	Cash amount (Note 1)	Total	As a % of net profit (Note 1)
Managerial officer	General Manager	Chin-Tsai Lin	0	0	0	Not applicable
	General Manager of Business Group	Wu-Hsing Hsiao				
	General Manager (Note 2)	Ching-Jong Chen				
	Deputy General Manager	Da-Wei Hsieh				
	Deputy Manager of R&D, Memory Business Group (Note 3)	Shih-Tang Wu				
	Associate	Tzu-Chi Yin				
	Associate (Note 4)	Min-Hsien Lee				
	Manager	Yu-Ling Fu				
	Manager (Note 5)	Hsiu-Yu Chen				

Note 1: As the Company incurred a net loss for the year 2025, no employee remuneration was distributed, and the calculation based on the proportion of net profit after tax is not applicable.

Note 2: Chairman concurrently serving as General Manager, Ching-Jong Chen, was dismissed on November 4, 2025.

Note 3: Deputy Manager of R&D Department, Memory Business Group Shih-Tang Wu resigned on November 14, 2025.

Note 4: Associate Manager Min-Hsien Li resigned on January 14, 2026.

Note 5: Manager Hsiu-Yu Chen retired on April 30, 2025.

(III) Remuneration of the top five highest-paid executives (individual disclosure of names and remuneration methods) (Note 1)

2025; Unit: NT\$ thousand/thousand shares

Title	Name	Salary (A) (Note 2)		Retirement pay and pension (B)		Bonuses, special allowances, etc. (C) (Note 3)		Employee profit-sharing remuneration (D) (Note 4)				The total amount of item A, B, C and D that accounts for the percentage of net profit after tax (%) (Note 6)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 7)
		The Company	All companies included in the financial report (Note 5)	The Company	All companies included in the financial report (Note 5)	The Company	All companies included in the financial report (Note 5)	The Company		All companies included in the financial report (Note 5)		The Company	All companies included in the financial report	
								Amount in cash	Amount in stock	Amount in cash	Amount in stock			
General Manager (Note 8)	Ching-Jong Chen	2093	2093	1977	1977	9	9	0	0	0	0	0	0	None
General Manager of Business Group	Wu-Hsing Hsiao	2460	2460	205	205	419	419	0	0	0	0	0	0	None
Deputy General Manager	Da-Wei Hsieh	1748	1748	105	105	477	477	0	0	0	0	0	0	None
Deputy Manager of R&D, Memory Business Group (Note 9)	Shih-Tang Wu	1675	1675	1214	1214	214	214	0	0	0	0	0	0	None
Associate (Note 10)	Min-Hsien Lee	1649	1649	106	106	115	115	0	0	0	0	0	0	None

Note 1: The term “top five highest-paid executives” refers to the Company’s managerial officers. The criteria for identifying managerial officers shall follow the scope of application of “managerial officers” as defined in the letter Tai-Cai-Zheng-San No. 0920001301 issued by the former Securities and Futures Commission of the Ministry of Finance on March 27, 2003. The determination of the “top five highest-paid” is based on the aggregate amount of remuneration received by managerial officers from all companies included in the consolidated financial statements, including salaries, retirement and pension payments, bonuses, special allowances, and employee compensation (i.e., the total of items A + B + C + D). The top five individuals are identified after ranking these totals in descending order. If a director also serves as one of the aforementioned department heads, this form and the table above (remuneration for non-independent and independent directors) apply.

Note 2: Refers to the salaries, position allowances, and severance payments of the top five highest-paid executives in the most recent fiscal year.

Note 3: Refers to the salaries, position allowances, and severance payments of the top five highest-paid executives in the most recent fiscal year. Where houses, vehicles, and other means of transportation or exclusive personal expenditures are provided, the nature and cost of the assets provided, as well as the actual or imputed rental based on fair market value, fuel expenses, and other payments shall be disclosed. In addition, where a driver is provided, please provide a note explaining the relevant remuneration paid by the Company to such driver; however, such remuneration shall not be included in the remuneration. In addition, salary expenses recognized in accordance with IFRS 2 “Share-based Payment,” including the acquisition of employee stock options, restricted shares for employees, and participation in cash capital increases for share subscription, shall also be included in remuneration.

Note 4: Refers to the amount of employee remuneration (including shares and cash) to be distributed to the top five highest-paid executives as approved by the Board of Directors for the most recent fiscal year. If it cannot be estimated, it shall be calculated based on the proportion of the actual distribution amount in the previous year, and Appendix Table 1-3 (names of managerial officers receiving employee remuneration and distribution status) shall also be completed. As the Company incurred a net loss for the year 2025, no employee remuneration was distributed, and the calculation based on the proportion of net profit after tax is not applicable.

Note 5: Refers to the amount of employee compensation (including both shares and cash) allocated to the top five highest-paid executives as approved by the Board of Directors in the most recent fiscal year. If the amount cannot be estimated, it shall be calculated based on the proportion of the actual distribution in the previous year, and Appendix Table 1-3 shall also be completed.

Note 6: As the Company incurred a net loss for the year 2025, the calculation based on the proportion of net profit after tax is not applicable.

Note 7: a. This column shall clearly disclose the remuneration received by the Company’s top five highest-paid executives from investee companies (other than subsidiaries) or from the parent company. If none, please indicate “None.”

b. “Remuneration” refers to compensation received by the Company’s top five highest-paid executives in their capacity as directors, supervisors, or managerial officers of investee companies (other than subsidiaries) or the parent company, including remuneration, compensation (including employee, director, and supervisor compensation), and related business execution expenses.

Note 8: Chairman concurrently serving as General Manager, Ching-Jong Chen, was dismissed on November 4, 2025.

Note 9: Deputy General Manager of the R&D Division of the Memory Business Group, Shih-Tang Wu, resigned on November 14, 2025.

Note 10: Associate Manager Min-Hsien Li resigned on January 14, 2026.

(IV) Separately compare and explain the analysis of the ratio of the total remuneration paid by the Company and all companies included in the consolidated financial statements to the Company’s directors, supervisors, General Manager, and Deputy General Managers, etc. over the most recent two years as a percentage of net income after tax in the individual or separate financial statements, and explain the policies, standards, and composition of remuneration, the procedures for determining remuneration, and the relationship with operating performance and future risks

1. Analysis of the total remuneration paid by the Company to its directors, supervisors (independent directors of the Audit Committee), General Manager, and Deputy General Managers over the most recent two years as a percentage of net income after tax in the individual or separate financial statements

Unit: NT\$ thousand; %

Item	Total remuneration as a percentage of net income after tax in the individual financial statements (Note 3)				Increase (decrease) percentage
	2025 (Note 2)		2024 (Note 2)		
	Amount	Percentage	Amount	Percentage	
Director	675	-	775	-	(12.90%)
Supervisor (Note 1)	-	-	-	-	-
General Manager and Deputy General Manager	9,542	-	8,220	-	16.08%

Note 1: The Company has established an Audit Committee composed of four independent directors in accordance with Article 14-4 of the Securities and Exchange Act to replace the functions of supervisors; therefore, the remuneration information for supervisors listed in this table is not applicable.

Note 2: There is no difference in the remuneration paid by the Company and all companies included in the consolidated financial statements to the Company’s directors (including independent directors of the Audit Committee), General Manager, and Deputy General Managers; therefore, it is not separately presented.

Note 3: As the Company incurred net losses for the years 2024 and 2025, the calculation of the ratio of total remuneration to net income after tax is not applicable.

2. Policies, standards, and components of remuneration for directors, supervisors (independent directors of the Audit Committee), General Manager, and Deputy General Managers, the procedures for determining remuneration, and the relationship with operating performance and future risks

(1) Remuneration policy

The Company has established the “Regulations Governing the Compensation of Directors and Managers,” which set forth clear and specific provisions regarding the policies, standards, and composition of remuneration for directors, independent directors, and managerial officers, the procedures for determining remuneration, and the relationship with operating performance and future risks. In determining remuneration, in addition to considering the overall operating performance of the Company, the correlation between an individual’s contribution to the Company’s performance and the degree of future risks undertaken is also taken into account, and reasonable remuneration is provided accordingly. The procedures for determining remuneration are carried out in accordance with relevant laws and regulations, the Company’s Articles of Incorporation, and internal control system. Based on the results of periodic evaluations by the Remuneration Committee of the Company regarding the achievement of performance objectives by directors, independent directors, and managerial officers, recommendations on the content and amount of remuneration for individual personnel are submitted, and upon deliberation and approval by the Board of Directors, implementation is carried out.

In addition, the design and implementation of remuneration for the Company’s directors and managerial officers shall consider the following policy objectives in order to establish a remuneration system with market competitiveness:

- I. Remuneration shall contribute to the pursuit of the Company’s objectives and strategic direction to maximize overall interests.
- II. Remuneration shall possess flexibility to respond to risks arising from changes in the industry.
- III. Remuneration shall take into account the two principles of internal fairness and external competitiveness.
- IV. Remuneration shall take into account the items and proportions of fixed remuneration, variable remuneration, and other benefits.
- V. Remuneration shall take into account the linkage of both long-term and short-term performance evaluations as balanced objectives.

(2) Standards and composition of directors' remuneration and procedures for determining remuneration

With respect to the composition of remuneration for directors (including independent directors), pursuant to Article 23 of the Company's Articles of Incorporation, the Board of Directors is authorized to determine remuneration based on the extent of directors' participation in the Company's operations, the value of their contributions, and prevailing industry standards. In addition, with respect to remuneration from profit distribution, it is handled in accordance with the provisions on profit distribution under Article 29 of the Company's Articles of Incorporation, which stipulates that where there are profits in a given year, no more than 2% shall be appropriated as directors' remuneration.

With respect to the standards and procedures for determining directors' remuneration, the Company regularly evaluates directors' performance in accordance with the "Board Performance Evaluation Regulations," and uses the results of such evaluation (evaluation items include achievement of company objectives and missions, awareness of directors' duties, degree of participation in the Company's operations, internal relationship management and communication, directors' professional competence and continuing education, internal control, ESG sustainable development performance, and other items) as the basis for determining the allocation ratio. The procedures for determination are such that, after the Remuneration Committee reviews the reasonableness thereof and formulates a proposed allocation plan, it is submitted to the Board of Directors for deliberation and approval prior to implementation. As for expenses for the execution of duties, these consist of transportation allowances for directors attending board meetings and remuneration paid to independent directors for serving as members of the Remuneration Committee, and there are no other types of payments.

(3) Standards and composition of managerial officers' remuneration and procedures for determining remuneration

With respect to the composition of managerial officers' remuneration, the Company's managerial officers' remuneration mainly includes fixed salary, year-end bonuses, and employee remuneration, among which employee remuneration is appropriated at 5% to 15% in accordance with the provisions on profit distribution under Article 29 of the Company's Articles of Incorporation.

With respect to the standards and procedures for determining managerial officers' remuneration, these are regularly evaluated by the Remuneration Committee. The procedures for determining fixed salary are based on the achievement of managerial officers' performance targets and the results of performance evaluations (evaluation items include departmental performance, ambition and initiative, internal control-related management, work relationships, professional skills, talent cultivation, and sustainable performance), and the content and amount of individual remuneration are determined accordingly. Year-end bonuses and employee remuneration are determined based on the Company's operating performance for the year, and each managerial officer's annual performance and degree of contribution. In addition, when implementing annual performance evaluations, the employee performance appraisal system is integrated with ESG corporate social responsibility policies, and remuneration is granted based on the Company's operating conditions for the year and comprehensive consideration of individual salary, performance appraisal results, rewards and penalties, and length of service. The aforementioned matters, after evaluation by the Remuneration Committee and formulation of proposed plans, are submitted to the Board of Directors for resolution and implementation.

(4) Relationship between directors' and managerial officers' remuneration and operating performance and future risks

① Relationship with operating performance

The review of the Company's remuneration policy, including related payment standards and systems, is primarily based on the Company's overall operating conditions, and the payment standards are determined based on performance achievement rates and contribution levels, in order to enhance the overall organizational effectiveness of the Board of Directors and managerial officers. In addition, industry remuneration standards are also referenced to ensure that the remuneration of the Company's management is competitive within the industry, so as to retain outstanding managerial talent.

② Relationship with future risks

The performance objectives of the Company's managerial officers are integrated with "risk control" and shall not induce directors and managerial officers to engage in activities that exceed the Company's risk appetite for the pursuit of remuneration. Various risk factors shall be taken into consideration to ensure that potential risks within the scope of their duties can be managed and prevented, and the results of performance evaluations shall be determined based on actual performance, thereby implementing the linkage between remuneration and risk.

(V) Linkage between performance evaluation and remuneration of directors and managerial officers

1. Among the Company's directors' remuneration, in addition to the distribution of directors' remuneration in accordance with the provisions on profit distribution under Article 29 of the Company's Articles of Incorporation, whereby no more than 2% is appropriated as directors' remuneration, pursuant to Article 23 of the Company's Articles of Incorporation, the remuneration of the Company's directors is authorized to be determined by the Board of Directors based on the extent of participation in the Company's operations, the value of contributions, and prevailing industry standards. Furthermore, pursuant to Article 5 of the Company's "Regulations Governing the Compensation of Directors and Managers," the remuneration of the Company's directors and managerial officers shall take into account the reasonableness of the linkage between individual performance evaluation, the Company's operating performance, and future risks, and the results of annual regular evaluations of directors' performance in accordance with the "Board Performance Evaluation Regulations" shall be used as the basis for determining allocation ratios (evaluation items include the achievement of company objectives and missions, awareness of directors' duties, degree of participation in the Company's operations, internal relationship management and communication, directors' professional competence and continuing education, internal control, ESG sustainable development performance, and other items). However, for the year 2025, the Company only provided fixed remuneration such as transportation allowances or attendance fees, and did not provide any other variable remuneration; therefore, the Company's directors' remuneration has taken into account the relevant results of directors' performance evaluations, and no other remuneration has been paid.
2. The Company's managerial officers' remuneration mainly includes fixed salary, year-end bonuses, and employee remuneration, among which employee remuneration is appropriated at 5% to 15% in accordance with the provisions on profit distribution under Article 29 of the Company's Articles of Incorporation, and is regularly evaluated by the Remuneration Committee. Fixed salary is determined based on the achievement of managerial officers' performance objectives and the results of performance evaluations (evaluation items include departmental performance, ambition and initiative, internal control-related management, work relationships, professional skills, talent cultivation, and sustainable performance), and the content and amount of individual remuneration are determined accordingly. Year-end bonuses and employee remuneration are determined based on the Company's operating performance for the year and each managerial officer's annual performance and degree of contribution. The aforementioned matters are evaluated and determined by the Remuneration Committee, and the proposed resolutions are submitted to the Board of Directors for resolution and implementation. Therefore, the remuneration paid to the Company's managerial officers has incorporated the relevant results of managerial officers' performance evaluations.

(VI) Does the Company disclose the policy linking senior executive compensation with ESG-related performance evaluation?

In view of the fact that the linkage between senior managerial officers' remuneration and ESG (environmental, social, and corporate governance) related performance evaluation has become a key factor for the sustainable development of corporate social responsibility (CSR), the Company has incorporated ESG sustainability performance indicators into the remuneration policy for senior managerial officers for the year 2024, in order to ensure that they play an active role in promoting the Company's ESG objectives and values. The Company's policies in this regard are as follows:

1. ESG performance target setting

The Company has incorporated specific ESG indicators into the performance targets of senior managerial officers to guide and incentivize them to promote the Company's performance in ESG aspects. These indicators cover areas such as energy conservation and carbon reduction, employee diversity, community contribution, and corporate governance improvement. The Board of Directors has approved amendments to the "Regulations Governing the Compensation of Directors and Managers" to link the remuneration of directors and managerial officers with ESG sustainability performance. From the year 2024 onward, the performance evaluation indicators for directors have been expanded to include "the degree of emphasis on and supervision of sustainable development" and "the degree of contribution to sustainable development efforts," thereby incorporating ESG sustainable development performance into the evaluation indicators. Specifically, for directors' evaluations, "adopting sustainable development as the Company's core strategy to address current social, environmental, and governance challenges" and "attaching importance to sustainable development issues of concern to stakeholders and responding appropriately" are stipulated as key evaluation focuses; for managerial officers' evaluations, "contribution to sustainable development efforts" accounts for 10% of the overall evaluation weighting, including targets and performance in carbon reduction management (2%), risk management (2%), legal compliance (2%), occupational safety and health (2%), and stakeholder communication (2%).

2. Stock option and incentive plans

The Company plans to incorporate ESG performance as part of stock option and incentive plans, whereby senior managerial officers may only be granted stock options or incentives upon the Company achieving specific ESG targets, in order to encourage senior managerial officers to promote the long-term achievement of ESG objectives.

3. Enhancement of ESG performance transparency

The Company will enhance the transparency of ESG performance and report the ESG performance of senior managerial officers to investors and stakeholders, including their participation in achieving such targets and the related remuneration arrangements, in order to establish trust and encourage senior managerial officers to more actively participate in ESG-related matters.

4. Continuous improvement and revision

The Company will, in response to the evolution of ESG issues and changes in the business environment, continuously revise and improve the evaluation standards for senior managerial officers, and correspondingly adjust the design of remuneration and incentive mechanisms.

### III. Corporate Governance Status

#### (I) Operations of the Board of Directors

In the most recent year (2025), the company's Board of Directors met 7 times (A), and the attendance status of directors (including independent directors of the audit committee) is as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	Attendance rate (%) (B/A)	Note
Chairman/ Corporate Director Representative	Chin-Tsai Lin	2	0	100%	Inaugurated on September 5, 2025
Corporate Director Representative	Wei-Chen Chiang	2	0	100%	Inaugurated on May 29, 2025; discharged on September 5, 2025
Corporate Director Representative	Cheng-The Wu	2	0	100%	Discharged on March 17, 2025
Director	Tsang-An Chiang	6	1	85.71%	Reelected on May 29, 2025
Director	Wu-Hsing Hsiao	7	0	100%	Reelected on May 29, 2025
Director	Ching-Jong Chen	7	0	100%	Reelected on May 29, 2025 Discharged on January 31, 2026
Independent director	Chih-Ling Chen	3	0	100%	Audit Committee Convener was discharged on May 29, 2025
Independent director	Wen-Chin Lee	2	1	66.67%	Audit Committee Member was discharged on May 29, 2025
Independent Director	Chi-Thon Yo	3	0	100%	Audit Committee Member was discharged on May 29, 2025
Independent Director	Xue-Min Wu	7	0	100%	Audit Committee Member was reelected on May 29, 2025
Independent Director	Yu-Feng Ma	4	0	100%	Audit Committee Convener assumed office on May 29, 2025
Independent Director	Chin-Tain Chiu	4	0	100%	Audit Committee Member assumed office on May 29, 2025
Independent Director	Wei-Ru Zhang	3	1	75%	Audit Committee Member assumed office on May 29, 2025 Discharged on February 26, 2026

Other information required to be disclosed:

I. If any of the following circumstances occur in the operation of the Board of Directors, the date of the Board meeting, session number, content of the proposals, opinions of all independent directors, and the Company’s handling of such opinions shall be disclosed:

(I) Matters defined by provisions of Article 14-3 of the “Securities and Exchange Act”

Meeting Date Session No.	Content of proposals and follow-up actions	Matters specified under Article 14-3 of the Securities and Exchange Act	Independent directors’ dissenting or reserved opinions
2025.02.25 11th Term, 19th Meeting	1. Proposed amendments to the Company’s “Internal Control System” and “Internal Audit Implementation Rules.”	V	None
	Independent Directors’ opinions: None.		
	Company’s handling of independent Directors’ opinions: None.		
	Resolution: Approved by all directors present.		
2025.05.09 11th Term, 20th Meeting	1. Proposed approval of the appointment of the Company’s new finance and accounting officer.	V	None
	Independent Directors’ opinions: None.		
	Company’s handling of independent Directors’ opinions: None.		
	Resolution: Approved by all directors present.		
2025.11.04 12th Term, 3rd Meeting	1. Proposed amendments to the Company’s “Procedures for Acquisition or Disposal of Assets.”	V	None
	Independent Directors’ opinions: None.		
	Company’s handling of independent Directors’ opinions: None.		
	Resolution: Approved by all directors present.		
2025.12.26 12th Term, 4th Meeting	1. Proposed amendments to the Company’s “Internal Control System” and “Internal Audit Implementation Rules,” and revision of the forms used for the “Internal Control System.”	V	None
	2. Proposed amendments to the Company’s self-assessment “Items for Determining the Effectiveness of the Internal Control System.”		
	3. Proposed approval of the appointment and remuneration of the Company’s CPAs for 2026.		
	Independent Directors’ opinions: None.		
Company’s handling of independent Directors’ opinions: None.			
Resolution: Approved by all directors present.			

(II) Apart from the foregoing matters, there were no board resolutions in the year 2025 in which independent directors expressed dissenting or reserved opinions with records or written statements; therefore, this is not applicable.

II. The implementation of recusal by directors in relation to interested party proposals shall specify the names of the directors, the content of the proposals, the reasons for recusal, and the circumstances of participation in voting.

The Company has expressly stipulated a conflict of interest recusal system for directors in the “Rules of Procedure for Board Meetings,” and reiterates in the meeting reply slip attached to the notice of board meetings that where a director has an interest in a matter of the meeting that may be detrimental to the

interests of the Company, such director shall not participate in discussion or voting and shall not act on behalf of another director to exercise voting rights. The proposals in the year 2025 for which directors were required to recuse themselves due to conflicts of interest are as follows:

Meeting Date Session No.	2025.01.17 11th Term, 18th Meeting
Content of Proposals	1. Determination of the amount of year-end bonuses for the Company's managerial officers for the year 2024 and determination of the content and amount of monthly remuneration for the Company's managerial officers
Directors subject to recusal	Ching-Jong Chen and Wu-Hsing Hsiao
Reasons for recusal and circumstances of participation in voting	Pursuant to Article 206 of the Company Act, Chairman Ching-Jong Chen and Director Wu-Hsing Hsiao, due to concurrently serving as managerial officers of the Company, recused themselves in accordance with the law. Upon inquiry by the acting chairperson to all other directors present, the proposal was approved as proposed without objection.
Meeting Date Session No.	2025.11.04 12th Term, 3rd Meeting
Content of Proposals	1. Approval of the appointment of the Company's new General Manager 2. Determination of the content and amount of the monthly remuneration of the Company's new General Manager
Directors subject to recusal	Chin-Tsai Lin
Reasons for recusal and circumstances of participation in voting	Pursuant to Article 206 of the Company Act, Director Chin-Tsai Lin, due to concurrently serving as a managerial officer of the Company, recused himself in accordance with the law. Upon inquiry by the chairperson to all other directors present, the proposal was approved as proposed without objection.
Meeting Date Session No.	2025.12.26 12th Term, 4th Meeting
Content of Proposals	1. Disposal of equity in the Company's investee significant subsidiary, Morelink Technology Corporation 2. Disposal of equity in the Company's investee subsidiary, Phoenix Innovative Materials Co., Ltd.
Directors subject to recusal	Chin-Tsai Lin and Tsang-An Chiang
Reasons for recusal and circumstances of participation in voting	Pursuant to Article 206 of the Company Act, Chairman Chin-Tsai Lin, as representative of TAI XIN Corp., and Director Tsang-An Chiang, as the responsible person of TAI XIN Corp., due to having an interest in the disposal price in this proposal, recused themselves in accordance with the law. Upon the acting chairperson obtaining the consent of the independent directors and all other directors present, the proposal was approved as proposed without objection.

III. Information on the evaluation cycle and period, evaluation scope, methods, and evaluation content of board self-assessment (or peer assessment)

Evaluation cycle	Evaluation period	Scope of evaluation	Method of evaluation	Evaluation content
Annually	2025.01.01 - 2025.12.31	Including performance evaluations of the overall Board of Directors, individual board members, and the Audit Committee and the Remuneration Committee	Including performance evaluation through internal self-assessment of the Board of Directors, the Audit Committee and the Remuneration Committee, as well as self-assessment and	Evaluation content includes the "Board Performance Evaluation Self-Assessment Questionnaire," "Board Member Performance Evaluation Self-Assessment Questionnaire," "Audit Committee Performance Evaluation Self-Assessment Questionnaire," and "Remuneration Committee

			peer review of board members	Performance Evaluation Self-Assessment Questionnaire” (as detailed in Notes 1-4)
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Note 1: Content of board performance evaluation: (1) degree of participation in the Company’s operations (2) enhancement of the quality of board decision-making (3) composition and structure of the Board of Directors (4) selection and continuing education of directors (5) internal control (6) ESG sustainable development performance (7) other items.

Note 2: Content of performance evaluation of individual directors: (1) understanding of the Company’s objectives and missions (2) awareness of directors’ duties (3) degree of participation in the Company’s operations (4) internal relationship management and communication (5) professional competence and continuing education of directors (6) internal control (7) ESG sustainable development performance (8) other items.

Note 3: Content of performance evaluation of the Audit Committee: (1) degree of participation in the Company’s operations (2) awareness of the responsibilities of the Audit Committee (3) enhancement of the quality of Audit Committee decision-making (4) composition of the Audit Committee and selection of its members (5) internal control (6) other items.

Note 4: Content of performance evaluation of the Remuneration Committee: (1) degree of participation in the Company’s operations (2) awareness of the responsibilities of the Remuneration Committee (3) enhancement of the quality of Remuneration Committee decision-making (4) composition of the Remuneration Committee and selection of its members (5) internal control (6) other items.

IV. Objectives for strengthening the functions of the Board of Directors in the current year and the most recent year (such as the establishment of an Audit Committee and enhancement of information transparency) and evaluation of implementation

(I) Strengthening the professional competence of directors

In order to strengthen the professional competence of directors, the Company, in addition to continuously promoting continuing education for directors to enhance professional capabilities, also considers the academic and professional background and expertise of directors and supervisors, and, taking into account the Company’s business focus and major business development directions, appropriately arranges training periods and content for each member. The Company also encourages directors to increase training hours based on actual needs, and regularly reviews the training status of directors to enhance the governance effectiveness of the Board of Directors, thereby contributing to the enhancement of the Company’s operational strategy planning capabilities. For the year 2025, all directors of the Company have completed relevant training courses, and the number of training hours complies with the requirements of the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies.”

(II) Enhancement of information transparency

In order to enhance the transparency of operational information and safeguard shareholders’ rights, the Company announces important resolutions of each Board meeting on the Market Observation Post System and the corporate governance section of the Company’s website as material information immediately after each Board meeting. In addition, to establish a sound internal mechanism for the handling and disclosure of material information, prevent improper disclosure of information, and ensure the consistency and accuracy of information disclosed externally, the Board of Directors has approved the “Procedures for Handling Material Inside Information,” which has been incorporated into the Company’s internal control and internal audit systems for control, and is regularly included as a key focus in annual legal and regulatory advocacy, in order to ensure the fair principle of information symmetry.

(III) Implementation of Board management functions

In order to strengthen a sound governance system of the Board of Directors, enhance supervisory functions, and reinforce management functions, the Company has deepened the control of internal control systems and internal audit regulations of its subsidiaries, so as to effectively implement the Board’s management efficiency over subsidiaries and ensure continuous and effective execution.

(IV) Strengthening the promotion of corporate governance regulations

In order to enhance directors’ and managerial officers’ familiarity with securities-related regulations, the Company will continue to strengthen the promotion of corporate governance-related regulations in 2026. In addition to providing information on recent amendments to regulations during Board meetings, relevant corporate governance regulations are also compiled and provided periodically via email to deliver

timely information, with a view to enhancing the effectiveness of such promotion and further improving corporate governance.

(V) Improvement of the Company's remuneration system

In order to establish a sound remuneration system for the Company's directors and managerial officers, ensure that remuneration complies with relevant laws and regulations and is sufficient to attract outstanding talent, and prevent directors and managerial officers from engaging in activities that exceed the Company's risk appetite for the pursuit of remuneration, the Company has established the "Regulations Governing the Compensation of Directors and Managers," and continues to review the remuneration policies, systems, standards, and structure for directors and managerial officers, so as to evaluate and determine the content and amount of monthly remuneration for managerial officers. In addition, the Company has established the "Board Performance Evaluation Regulations," the "Director Performance Evaluation Form," and the "Managerial Personnel Performance Evaluation Form," which specify performance evaluation indicators for directors and managerial officers, and serve as the basis for reviewing and evaluating their performance, and for determining directors' remuneration and the amount of year-end bonuses for managerial officers. In 2024, in order to enhance the Board of Directors' and managerial officers' emphasis on ESG sustainable development, the Company has incorporated ESG sustainable development performance into the performance evaluation indicators for the Board of Directors, directors, and managerial personnel, and has implemented the same in accordance with the aforementioned systems. In the future, the Company will continue to review and improve relevant performance evaluation indicators and related systems, in order to further strengthen the Company's remuneration system.

(VI) Deepening the Board performance evaluation mechanism

In order to implement corporate governance and enhance the functions of the Company's Board of Directors, and to establish performance objectives to strengthen the efficiency of Board operations, the Company's Board of Directors shall conduct internal Board performance evaluations at least once per year. The scope of evaluation includes the performance evaluation of the overall Board of Directors, individual board members, and functional committees; the methods of evaluation include internal self-assessment of the Board, self-assessment of board members, or other appropriate evaluation methods. The unit responsible for internal Board performance evaluation of the Company has completed the internal performance evaluation of the Board for the year 2025, including completion of the "Board Performance Evaluation Self-Assessment Questionnaire," "Board Member Performance Evaluation Self-Assessment Questionnaire," "Audit Committee Performance Evaluation Self-Assessment Questionnaire," and "Remuneration Committee Performance Evaluation Self-Assessment Questionnaire," and has submitted the evaluation results to the Board of Directors for reporting. According to the evaluation results, the performance of the Board of Directors, individual board members, and functional committees of the Company in 2025 was satisfactory, and there were no matters requiring further review or improvement. In 2026, the Company will continue to deepen the Board performance evaluation mechanism to implement corporate governance and enhance the efficiency of Board operations.

(VII) Enhancement of the Board's level in promoting ESG and risk management

In order to effectively implement ESG and risk management, the Company has arranged for the Board of Directors to directly supervise ESG and risk management operations. In addition to having completed the first preparation and assurance of the 2023 Sustainability Report, the Board of Directors also approved the establishment of the "Risk Management Policies and Procedures" on December 22, 2023, and established a "Risk Management Task Force." The Audit Committee forms the Risk Management Task Force, which is responsible for supervising risk management. Through the participation of the Audit Committee and senior management, risk management is linked with the Company's strategies and objectives, defining major risk items of the Company, enhancing the comprehensiveness, forward-looking nature, and completeness of risk identification results, and promoting and implementing corresponding risk control and response measures, in order to reasonably ensure the achievement of the Company's strategic objectives. In 2026, the Company will progressively implement the related tasks in order to achieve the continued development of corporate sustainability (ESG).

V. Attendance of Independent Directors at Board Meetings in 2025

⊙ : In-person attendance    ★ : Attendance by proxy    \* : Non-attendance

Independent Director	1st meeting	2nd meeting	3rd meeting	4th meeting	5th meeting	6th meeting	7th meeting
Chih-Ling Chen	⊙	⊙	⊙	NA	NA	NA	NA
Wen-Chin Lee	⊙	⊙	★	NA	NA	NA	NA
Chi-Thon Yo	⊙	⊙	⊙	NA	NA	NA	NA
Xue-Min Wu	⊙	⊙	⊙	⊙	⊙	⊙	⊙
Yu-Feng Ma	NA	NA	NA	⊙	⊙	⊙	⊙
Chin-Tain Chiu	NA	NA	NA	⊙	⊙	⊙	⊙
Wei-Ru Zhang	NA	NA	NA	⊙	⊙	*	⊙

(II) Operation of the Audit Committee

The Audit Committee held 6 meetings (A) in the most recent year (2025), and the attendance of independent directors is as follows:

Title	Name	Frequency of actual attendance (B)	No. of meetings attended by proxy	Attendance rate (%) (B/A)	Note
Independent Director	Chih-Ling Chen	2	0	100%	Convener Discharged on May 29, 2025
Independent Director	Wen-Chin Lee	2	0	100%	Discharged on May 29, 2025
Independent Director	Chi-Thon Yo	2	0	100%	Discharged on May 29, 2025
Independent Director	Yu-Feng Ma	4	0	100%	Convener Newly appointed on May 29, 2025
Independent Director	Xue-Min Wu	6	0	100%	Re-elected on May 29, 2025
Independent Director	Chin-Tain Chiu	4	0	100%	Newly appointed on May 29, 2025
Independent Director	Wei-Ru Zhang	3	0	75%	Newly appointed on May 29, 2025 Resigned on February 26, 2026

The Company's Audit Committee is composed of four independent directors. The function of the Audit Committee is to assist the Board of Directors in supervising the Company's risk control in the execution of accounting, auditing, financial reporting processes, and financial controls.

The Company's Audit Committee convened a total of 6 meetings in the year 2025. Its key annual work focus and operational status are as follows:

1. Review of financial reports and accounting policies
2. Review of the formulation and implementation of the annual audit plan
3. Review of the content and procedures for amendments to the internal control system and internal audit implementation rules
4. Review of the effectiveness assessment of the internal control system
5. Review and assessment of the independence of CPAs
6. Review of the appointment and remuneration of CPAs
7. Review of investment policies and procedures
8. Review of the purpose and procedures of significant asset transactions

Other information required to be disclosed:

I. Where any of the following circumstances occur in the operation of the Audit Committee, the date and session of the Audit Committee meeting, the content of proposals, any dissenting opinions, reserved opinions, or significant recommendations made by independent directors, the resolutions of the Audit Committee, and the Company's handling of the Audit Committee's opinions shall be specified:

(I) Matters defined by provisions of Article 14-5 of the "Securities and Exchange Act"

Meeting Date Session No.	Content of proposals and follow-up actions	Matters specified under Article 14-5 of the Securities and Exchange Act	Resolutions not approved by the Audit Committee but approved by more than two-thirds of all directors
2025.02.25 7th Term, 17th Meeting	1. Review of the Company's "Assessment of the Effectiveness of Internal Control System" and "Internal Control System Statement" for the year 2024. 2. Review of the Company's "2024 Financial Report." 3. Review of the Company's proposed amendments to the "Internal Control System" and "Internal Audit Implementation Rules."	V	None
Dissenting opinions of independent directors: None.			
Reserved opinions or major recommendation items: None.			

	Resolution of the Audit Committee: Approved unanimously by all Audit Committee members.		
	Company's handling of Audit Committee opinions: Approved by all directors present.		
2025.05.09 7th Term, 18th Meeting	1. Review of the appointment of the Company's new finance and accounting officer.	V	None
	Dissenting opinions of independent directors: None.		
	Reserved opinions or major recommendation items: None.		
	Resolution of the Audit Committee: Approved unanimously by all Audit Committee members.		
	Company's handling of Audit Committee opinions: Approved by all directors present		
2025.11.04 8th Term, 3rd Meeting	1. Review of the Company's proposed amendments to the "Procedures for Acquisition or Disposal of Assets."	V	None
	Dissenting opinions of independent directors: None.		
	Reserved opinions or major recommendation items: None.		
	Resolution of the Audit Committee: Approved unanimously by all Audit Committee members.		
	Company's handling of Audit Committee opinions: Approved by all directors present		
2025.12.26 8th Term, 4th Meeting	1. Review of the Company's proposed amendments to the "Internal Control System" and "Internal Audit Implementation Rules," and amendments to the forms used for the "Internal Control System."	V	None
	2. Review of the Company's proposed amendments to the self-assessment "Items for Determining the Effectiveness of the Internal Control System."		
	3. Review of the Company's proposed approval of the appointment and remuneration of the CPAs for the year 2026.		
	Dissenting opinions of independent directors: None.		
	Reserved opinions or major recommendation items: None.		
	Resolution of the Audit Committee: Approved unanimously by all Audit Committee members.		
	Company's handling of Audit Committee opinions: Approved by all directors present		

(II) Except for the foregoing, there were no resolutions passed by more than two-thirds of all directors without approval from the Audit Committee.

The Company had no such matters in the year 2025; therefore, this is not applicable.

II. The implementation of recusal by independent directors in relation to interested party proposals shall specify the names of the independent directors, the content of the proposals, the reasons for recusal, and the circumstances of participation in voting

For the year 2025 and up to the printing date of the annual report, there were no proposals of the Audit Committee involving conflicts of interest with independent directors requiring recusal; therefore, this is not applicable.

III. Communication between independent directors and the head of internal audit and the CPAs (including major matters, methods, and outcomes of communications regarding the Company's financial and operational status):

(I) Communication between independent directors and the head of internal audit

1. Regular communication

(1) In addition to receiving audit reports and follow-up reports submitted by the head of internal audit on a monthly basis, the head of internal audit also attends Board of Directors meetings

and regularly reports, on a quarterly basis, the execution status and results of audit operations of the Company and its subsidiaries.

(2) When reviewing the Company's annual and quarterly financial report proposals at each term, the Company's independent directors, through the Audit Committee and in the absence of management, proactively communicate with the head of internal audit regarding the Company's financial and operational conditions, the implementation status of internal controls, and any matters of concern to independent directors. Such communications include the review of deficiencies in the internal control system, with records made, follow-up and implementation of improvements conducted, and reporting to the Board of Directors.

2. Irregular communication

(1) The Company's independent directors, with respect to matters they wish to understand, will make inquiries to the head of internal audit from time to time during Audit Committee meetings or by telephone.

(2) Where the head of internal audit discovers any material violation or circumstances where the Company may suffer material damage, a report shall be immediately prepared and notified to each independent director.

(3) The head of internal audit of the Company may also, from time to time as necessary, directly communicate with independent directors regarding special matters such as the implementation status of the internal control system, matters required to be handled pursuant to communications from competent authorities, or explanations of and responses to newly promulgated laws and regulations. The effectiveness of such communication is satisfactory.

3. Matters and results of communication between independent directors and the head of internal audit for the year 2025

Date	Communication Matters	Suggestions from Independent Directors	Company's handling and implementation results
2025.02.25 Audit Committee	1. Implementation status of the 2024 audit plan.	No comments	Noted
	2. "Assessment of the Effectiveness of Internal Control System" and "Internal Control System Statement" for the year 2024.	No comments	Reviewed and submitted to the Board of Directors for approval
	3. Internal audit operations report.		
2025.05.09 Audit committee	1. Internal audit operations report.	No comments	Reviewed and submitted to the Board of Directors for approval
2025.08.05 Audit committee	1. Internal audit operations report.	No comments	Reviewed and submitted to the Board of Directors for approval
2025.11.04 Audit committee	1. Internal audit operations report.	No comments	Reviewed and submitted to the Board of Directors for approval
2025.12.26 Audit committee	1. Audit Plan for 2026	No comments	Reviewed and submitted to the Board of Directors for approval

(II) Communication between independent directors and CPAs

1. When reviewing quarterly financial reports, the CPAs attend Audit Committee meetings to explain the process of auditing or reviewing the Company's financial statements, the audit

scope, and key audit matters, and to communicate on the Company’s financial and operational conditions.

2. In addition, when necessary, they proactively communicate directly with independent directors during Audit Committee meetings, and the communication channels are smooth.
3. Matters and results of communication between independent directors and CPAs for the year 2025

Date	Key communication points	Suggestions from Independent Directors	Result
2025.02.25 Audit committee	<ol style="list-style-type: none"> <li>1. The CPAs explained the financial condition, analysis of operating performance, and key audit matters of the financial report for the year 2024.</li> <li>2. The CPAs explained the expected audit opinion for the year 2024.</li> <li>3. The CPAs reported on “Communication with Those Charged with Governance – Audit Conclusion Matters for the year 2024.”</li> </ol>	No comments	No objections
2025.05.09 Audit committee	<ol style="list-style-type: none"> <li>1. The CPAs explained the financial condition and analysis of operating performance of the consolidated financial report for the first quarter of 2025.</li> <li>2. The CPAs provided explanations in response to questions raised by members of the Audit Committee.</li> </ol>	No comments	No objections
2025.08.05 Audit committee	<ol style="list-style-type: none"> <li>1. The CPAs explained the financial condition and analysis of operating performance of the consolidated financial report for the second quarter of 2025.</li> <li>2. The CPAs provided explanations in response to questions raised by members of the Audit Committee.</li> </ol>	No comments	No objections
2025.11.04 Audit committee	<ol style="list-style-type: none"> <li>1. The CPAs explained the financial condition and analysis of operating performance of the consolidated financial report for the third quarter of 2025.</li> <li>2. The CPAs provided explanations in response to questions raised by members of the Audit Committee.</li> </ol>	No comments	No objections
2025.12.26 Audit committee	1. The CPAs reported on the “Audit Planning Phase and Matters Communicated with Those Charged with Governance – Audit Quality Indicator Report” for the year 2025.	No comments	No objections

(III) Corporate Governance – Implementation Status and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
I. Does the Company establish and disclose the Company’s “Corporate Governance Best Practice Principles” in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?”	V		The Company has established its “Corporate Governance Best Practice Principles” in accordance with the provisions of the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies,” which have been approved by the Board of Directors, and relevant information has also been disclosed on the Market Observation Post System and the Company’s website.	In compliance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.”
II. Shareholder structure and shareholders’ rights				
(I) Has the Company established internal operations procedures to handle shareholders’ suggestions, concerns, dispute, and litigation matters, and has implemented in accordance with the procedure?	V		(I) In addition to establishing “Procedures for Shareholders’ Rights Operations” within its internal operations and implementing them in accordance with such procedures, the Company has also established a spokesperson system to externally handle shareholders’ suggestions, inquiries, disputes, and litigation matters.	In compliance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.”
(II) Does the Company possess a list of major shareholders and beneficial owners of these major shareholders?	V		(II) The Company regularly obtains the latest shareholder register from its stock affairs agent and maintains a current understanding of major shareholders who hold a significant proportion of shares and can exercise substantive control over the Company, as well as the ultimate controllers of such major shareholders.	
(III) Has the Company built and executed risk management and firewall mechanisms between the Company and its affiliated companies?	V		(III) The Company has clearly delineated and independently managed the authority and responsibility for personnel, assets, and financial management between the Company and its affiliated enterprises, and has established relevant procedures such as the “Procedures for Financial and Business Operations Between Affiliated Enterprises” to govern such matters, thereby establishing risk control and firewall mechanisms.	
(IV) Has the Company established internal rules to prohibit insider trading on undisclosed information?	V		(IV) In addition to stipulating “Management Procedures for Prevention of Insider Trading” within its internal control system, the Company has also established the “Regulations Governing Prevention of Insider Trading” to prohibit and prevent insiders from trading securities using undisclosed market information.	
III. Composition and Responsibilities of the Board of Directors				
(I) Has the board of directors established diversity policies, specific management goals, and	V		(I) Please refer to page 9 for the Board diversity policy, specific management objectives, and implementation status.	In compliance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.”

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
<p>implementation procedures?</p> <p>(II) Besides setting up the Remuneration Committee and the Audit Committee, has the Company voluntarily set up Committees for other functions?</p> <p>(III) Has the Company established the regulations and method to evaluate the performance of the board of directors, and conduct such evaluation regularly every year? Have the results of the performance evaluations been submitted to the board, while applied as the reference for the remunerations and re-election of each director?</p>	V	V	<p>(II) In addition to establishing the Remuneration Committee and the Audit Committee in accordance with the law, the Company has not established other functional committees.</p> <p>(III) 1. In order to implement corporate governance, enhance Board functions, and establish performance objectives to improve the efficiency of Board operations, the Company has, in accordance with Article 37 of the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies,” established the “Board Performance Evaluation Regulations,” which clearly stipulate the performance evaluation methods and indicators for the Board of Directors and individual directors. At the end of December each year, regular evaluations are conducted on the achievement of performance objectives of the Board, functional committees, and individual directors, thereby evaluating the performance of the Company’s Board of Directors, functional committees, and individual directors, and such information is disclosed on the Company’s website.</p> <p>The Company has completed the performance evaluations of the Board of Directors, board members, the Audit Committee, and the Remuneration Committee for the year 2025. The evaluation methods include internal self-assessment and member self-assessment, including the “Board Performance Evaluation Self-Assessment Questionnaire,” “Board Member Performance Evaluation Self-Assessment Questionnaire,” “Audit Committee Performance Evaluation Self-Assessment Questionnaire,” and “Remuneration Committee Performance Evaluation Self-Assessment Questionnaire,” and the results of the Board performance evaluation for the year 2025 were reported to the Board of Directors at the 5th meeting of the 12th Board of Directors on January 28, 2026.</p> <p>2. Linkage between directors’ performance evaluation and remuneration</p> <p>Pursuant to Article 5 of the Company’s “Regulations Governing the Compensation of Directors and Managers,” the remuneration of directors and managerial officers shall consider the reasonableness of the linkage among individual performance evaluation, the Company’s operating performance, and future risks, in order to achieve the following performance evaluation objectives:</p> <p>(1) Consideration shall be given to both long-term and short-term performance evaluations.</p> <p>(2) The linkage between overall remuneration planning and performance shall balance job value and incentive effects.</p> <p>(3) The evaluation of individual performance-based remuneration shall be aligned with the interests of the Company and its shareholders.</p>	

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No		
(IV) Has the Company evaluate the independence of the independent auditor on a regular basis?	V		<p>As described above, the Company's procedures for determining remuneration are based on the "Regulations Governing the Compensation of Directors and Managers," and in addition to considering the Company's overall operating performance, future operational risks, and industry development trends, also take into account individual performance achievement and contributions to the Company, thereby providing reasonable remuneration. Relevant performance evaluations and the reasonableness of remuneration are reviewed by the Remuneration Committee and the Board of Directors, and are applied as a reference for individual directors' remuneration and nomination for reappointment. The remuneration system is reviewed in a timely manner in accordance with actual operating conditions and relevant laws and regulations, in order to achieve a balance between the Company's sustainable operations and risk control.</p> <p>(IV) In order to ensure the independence of CPAs and enhance the effectiveness of corporate governance, the Company's Audit Committee conducts regular annual evaluations of the independence of CPAs. The evaluation procedures, in addition to referencing the audit quality indicator report (AQIs) provided by the CPA firm, including four dimensions and 13 AQI indicators, evaluate that the audit quality of the CPA firm and the audit team is superior to the industry average, and also obtain "Independence Statements" issued by the CPAs and members of the audit service team. The evaluation items for the audit quality and independence of the CPAs and the audit service team members are reviewed one by one to complete the "CPA Independence and Qualification Evaluation Form." The evaluation includes 12 "independence requirement reviews," 6 "independence operation reviews," and 4 "qualification reviews" (Note 1). After confirming compliance with the standards for independence and qualification, the Audit Committee's review resolution is submitted to the Board of Directors for deliberation. The implementation of such evaluation ensures the Company's supervision and assurance of the independence and qualification of CPAs.</p> <p>The Company has, at the 4th meeting of the 12th Board of Directors held on December 26, 2025, approved the evaluation of the currently appointed CPAs, Ya-Chuan Chang and Chin-Feng Lin of Crowe (TW) CPAs, and members of the audit service team, confirming that there are no circumstances in violation of the "Code of Professional Ethics, Statement No. 10" for CPAs in the Republic of China that may affect the CPAs' independence, result in disciplinary action, or impair independence. Accordingly, the independence of the Company's currently appointed CPAs and the reliability of the financial reports issued thereby have been confirmed.</p> <p>Note 1: (I) Independence requirement review items</p> <ol style="list-style-type: none"> <li>1. The CPA, his or her spouse, and minor children have no investment in or financial interest with the Company, nor do they share any financial interests with the Company.</li> <li>2. The CPA, his or her spouse, and minor children have no lending or borrowing relationships with the Company.</li> </ol>	

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No		
			<p>3. The CPA firm has not issued any assurance report on the effective operation of financial information systems that it has designed or assisted in implementing.</p> <p>4. The CPA or members of the audit service team have not served, either currently or within the past two years, as a director, managerial officer, or in any position with significant influence over the audit engagement of the Company.</p> <p>5. The non-audit services provided to the Company do not directly affect significant items of the audit engagement.</p> <p>6. The CPA or members of the audit service team have not engaged in the promotion or brokerage of the Company's shares or other securities.</p> <p>7. Except as permitted by laws and regulations, the CPA or members of the audit service team have not represented the Company in legal cases or other disputes with third parties.</p> <p>8. The CPA or members of the audit service team have no spousal relationship, lineal blood relationship, lineal affinity, or collateral blood relationship within the second degree with the Company's directors, managerial officers, or personnel with significant influence over audit engagements.</p> <p>9. No CPA who has ceased co-practice within one year has served as a director, managerial officer, or in any position with significant influence over the audit engagement of the Company.</p> <p>10. The CPA or members of the audit service team have not received gifts of significant value or special preferential treatment from the Company or its directors, managerial officers, or major shareholders.</p> <p>11. The CPA is not currently employed by the client or audited entity in a regular capacity, does not receive fixed remuneration, and does not serve as a director or supervisor.</p> <p>12. The CPA has not provided audit services to the Company for five consecutive years.</p> <p>(II) Independence operation review</p> <p>1. Where the CPA has a direct or material indirect interest in the engagement that may affect independence and objectivity, whether the CPA has recused himself or herself and refrained from undertaking the engagement.</p> <p>2. When the CPA performs audits, reviews, re-examinations, or special examinations of financial statements and issues an opinion, whether both independence in substance and independence in appearance are maintained.</p> <p>3. Whether members of the audit service team, other co-practicing CPAs, shareholders of the CPA firm, the CPA firm itself, its affiliated entities, and alliance firms also maintain independence from the Company.</p> <p>4. Whether the CPA performs professional services with integrity and due professional care.</p> <p>5. Whether the CPA maintains an objective and impartial stance in performing professional services and avoids any bias, conflicts of interest, or related-</p>	

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
			<p>party relationships that may affect professional judgment.</p> <p>6. Whether the CPA's integrity and objectivity have not been affected by any lack or loss of independence.</p> <p>(III) Suitability review</p> <ol style="list-style-type: none"> <li>Whether the CPA has had no disciplinary records from the CPA Disciplinary Committee within the past two years.</li> <li>Whether the CPA firm has sufficient scale, resources, and geographic coverage to perform the Company's audit services.</li> <li>Whether the CPA firm has established clear quality control procedures. Whether such procedures cover the hierarchy and key points of audit procedures, methods for handling audit issues and making judgments, quality control reviews of independence, and risk management.</li> <li>Whether the CPA firm promptly notifies the Board of Directors (Audit Committee) of any significant issues and developments relating to risk management, corporate governance, financial accounting, and related risk control.</li> </ol>	
IV. Has the listed company assigned the properly competent and amount of corporate governance unit or personnel to be responsible for related matters to corporate governance (including but not limited to providing directors and supervisors the data required to execute the work, assisting directors and supervisors to comply with laws and regulations and organize Board of Directors and Shareholders meetings related matters, produced meeting minutes for Board of Directors and Shareholders meetings)?	V		<p>Pursuant to Article 3-1 of the Company's "Corporate Governance Best Practice Principles," the Company has appointed qualified and adequate numbers of corporate governance personnel to establish a corporate governance task force, and has designated Deputy General Manager Ta-Wei Hsieh of the General Manager's Office as the full-time corporate governance officer, responsible for supervising corporate governance-related affairs. The scope of duties is as follows:</p> <ol style="list-style-type: none"> <li>To formulate and plan appropriate corporate systems and organizational structures to strengthen the Company's management efficiency and implement legal compliance and system operation.</li> <li>To plan and handle matters related to the Board of Directors, Audit Committee, and Remuneration Committee in accordance with laws and regulations or practical needs, and to notify all directors, committee members, and attendees of materials required for meetings at least seven days before the meetings, so as to facilitate directors' and committee members' full understanding of the relevant agenda items; where agenda items involve circumstances requiring recusal due to conflicts of interest for attending directors, committee members, or personnel, to provide prior reminders to the relevant persons so as to assist the Company in complying with relevant laws and regulations governing the operation of the Board of Directors, Audit Committee, and Remuneration Committee.</li> <li>To handle matters related to convening shareholders' meetings in accordance with the law, prepare and file meeting notices, agenda handbooks, annual reports, minutes, and other related documents within the prescribed deadlines, and to handle company registration amendments following amendments to the Articles of Incorporation or re-election of directors and supervisors.</li> <li>To provide directors and independent directors with information required for the execution of their duties and updates on the latest regulatory developments related to the Company's operations, in order to assist directors and independent directors in complying with laws and regulations.</li> </ol>	In compliance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies."

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons																
	Yes	No																		
			<p>5. To assist all independent directors and general directors in formulating annual continuing education plans and arranging director training courses in accordance with the characteristics of the Company's industry and the academic and professional backgrounds of directors.</p> <p>6. To assist, according to corporate governance needs, in arranging meetings between independent directors and the head of internal audit and CPAs to discuss relevant issues or exchange opinions.</p> <p>7. To handle the annual "Board Performance Evaluation," "Board Member Performance Evaluation," "Audit Committee Performance Evaluation," and "Remuneration Committee Performance Evaluation."</p> <p>8. To be responsible for the collection of and responses to issues related to stakeholders.</p> <p>9. To be responsible for promoting the operation of matters related to the Company's integrity management, sustainable development, and risk management, and to regularly report related plans and implementation status to the Board of Directors.</p> <p>10. To be responsible for regularly evaluating the independence and qualifications of CPAs.</p> <p>11. To be responsible for regularly reviewing whether the qualifications of independent directors comply with relevant laws and regulations at the time of nomination, election, and during tenure, and to report the review results to the Board of Directors.</p> <p>12. To be responsible for regularly notifying and reminding directors that they may not trade their shares during the closed period of 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of each quarterly financial report.</p> <p>13. To review and improve the achievement status of corporate governance evaluation indicators.</p> <p>14. To handle other matters prescribed by the Company's Articles of Incorporation or contracts.</p> <p>In addition to carrying out the duties within the foregoing scope in the year 2025, the Company's corporate governance officer also supervised all departments and subsidiaries in completing the preparation and assurance of the 2024 Sustainability Report, and attended the institutional investor conference hosted by Fubon Securities upon invitation. In addition, the following continuing education courses were completed:</p> <table border="1"> <thead> <tr> <th>Course date</th> <th>Training provider</th> <th>Course title</th> <th>Training hours</th> </tr> </thead> <tbody> <tr> <td>2025.02.21</td> <td>Corporate and Sustainable Development Association</td> <td>Corporate Governance and Securities Regulations – Taiwan's Policies for Promoting Sustainable Development and Relevant Securities Regulations</td> <td>3</td> </tr> <tr> <td>2024.12.01-2025.2.28</td> <td>Taiwan Academy of Banking and Finance</td> <td>[Information Security Awareness, Essential Knowledge and Responsibilities] [Explanation of Information Security Incidents and Preventive Measures] [Explanation of Information and Communication Security Control Guidelines for TWSE/TPEX Listed Companies]</td> <td>6</td> </tr> <tr> <td>2025.07.29</td> <td>Taipei Exchange</td> <td>2025 Briefing Session on Insider Shareholding for Emerging Stock Companies</td> <td>3</td> </tr> </tbody> </table>	Course date	Training provider	Course title	Training hours	2025.02.21	Corporate and Sustainable Development Association	Corporate Governance and Securities Regulations – Taiwan's Policies for Promoting Sustainable Development and Relevant Securities Regulations	3	2024.12.01-2025.2.28	Taiwan Academy of Banking and Finance	[Information Security Awareness, Essential Knowledge and Responsibilities] [Explanation of Information Security Incidents and Preventive Measures] [Explanation of Information and Communication Security Control Guidelines for TWSE/TPEX Listed Companies]	6	2025.07.29	Taipei Exchange	2025 Briefing Session on Insider Shareholding for Emerging Stock Companies	3	
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V. Has the Company established a means of communicating with its Stakeholders (including but not limited to shareholders, employees, customers, suppliers, and so on) and created a Stakeholders Section on its Company website? Does the Company respond to stakeholders' questions on corporate responsibilities?	V		<p>The Company has established communication channels with stakeholders, including correspondent banks and other creditors, shareholders, employees, customers, suppliers, the community, and other stakeholders of the Company, maintains smooth communication channels, and respects and safeguards the lawful rights and interests to which stakeholders are entitled.</p> <p>In addition to the aforesaid communication channels with stakeholders, in order to enhance the quality of communication with stakeholders, the Company has also established a dedicated "Stakeholders Section" on its corporate website. In addition to disclosing the important issues of concern to various stakeholders, communication windows for stakeholders such as government and competent authorities, investors, customers, suppliers, and employees have also been established, in order to respond in a timely manner to important corporate social responsibility issues of concern to stakeholders, and to serve as a smooth communication channel for maintaining communication with stakeholders.</p>	In compliance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies."								
VI. Has the Company appointed a professional registrar for its Shareholders' meetings?	V		The Company has entrusted all matters relating to shareholders' meetings to a professional shareholder services agent (the Shareholder Services Department of Capital Securities Corporation).	In compliance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies."								
VII. Information disclosure	V		(I) In addition to entering the Company's financial, business, and corporate governance information into the Market Observation Post System in accordance with regulations, detailed disclosure of relevant financial, business, and corporate governance information is also made in the "Investor Relations" section and the "ESG Sustainability Section" on the Company's dedicated corporate website.	In compliance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies."								
(I) Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?	V											
(II) Does the Company use other information disclosure channels (such as, create an English-language website, designate staff responsible for the handling of information collection and disclosure, establish spokespersons system, webcasting investors conference and so on)?	V		(II) In addition to designating dedicated personnel responsible for the collection and disclosure of Company information, the Company has also appointed one spokesperson and one acting spokesperson, who are responsible for externally explaining the Company's financial and business conditions. In addition to relevant financial, business, and corporate governance information, the Company has also established dedicated Chinese and English corporate websites, on which information of concern to shareholders (including institutional investor conference content) is disclosed in detail, and the Company continues to strengthen the content and quality of information disclosure.									

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
(III) Does the Company announce and register the annual financial reports within two month upon the end of a financial year, and announce and register the first, second and third quarter financial reports and the monthly operations before the required due date?		V	(III) In order to coordinate with the audit progress of the appointed CPA firm and the schedule for submission to and approval by the Audit Committee and the Board of Directors, except that the annual financial report for the year 2024 was not announced and filed within two months after the end of the fiscal year, the first, second, and third quarter financial reports were all announced and filed ahead of the prescribed deadlines. As for the monthly operational status, in principle it is announced and filed on the 8th day of the following month, which is also earlier than the prescribed deadline.	
VIII. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (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)?	V		<p>(I) Employee rights and employee care Employees are the Company's most important assets and the driving force behind its growth. The Company adheres to a management philosophy that regards the protection of employee rights and interests as its responsibility, providing employees with a sound working environment and reasonable welfare. In addition to ensuring stability in employees' work and daily lives and fostering a shared objective, the Company creates operating performance through diligent and prudent management, and in turn feeds such performance back into employee care, forming a virtuous cycle, in pursuit of a harmonious and progressive model of corporate development. At the same time, under the concept of business ethics, the Company establishes communication channels between management and employees through regularly convened labor-management coordination meetings, and by encouraging employees to communicate directly, enabling employees to appropriately express their opinions regarding the Company's operations and financial status or major decisions involving employee interests, thereby implementing the spirit of safeguarding employee rights and promoting employee care.</p> <p>(II) Investor relations In handling investor relations, the Company not only complies with applicable laws and regulations, but has also long been committed to enhancing "information transparency" and "information symmetry," so as to strengthen investor relations and maintain fairness in safeguarding the interests of all shareholders.</p> <p>(III) Supplier relationships and stakeholder rights In dealing with all external stakeholders, whether suppliers or other stakeholders, the Company respects and safeguards their legitimate rights and interests, in order to establish long-term mutually trusting business relationships, thereby expanding shared long-term benefits and achieving a win-win objective of mutual prosperity.</p> <p>(IV) Continuing education of directors and supervisors The continuing education of the Company's directors and independent directors in the year 2025: please refer to page 82-84.</p> <p>(V) Implementation of risk management policies and risk measurement standards: In order to ensure that risk management is properly applied within the Company's units and operations, and to ensure that the development of all business activities is based on a risk-oriented approach for execution, supervision, and</p>	In compliance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies."

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No		
			<p>improvement, the Company, in addition to establishing the “Risk Management Best Practice Principles” approved by the Board of Directors on November 4, 2022, further established the “Risk Management Policies and Procedures” approved by the Board of Directors on December 22, 2023, to regulate the standard procedures for risk identification, assessment, decision-making, effectiveness monitoring, and improvement, serving as the highest guiding principles for the Company’s risk management and ensuring the achievement of the Company’s operational objectives. In addition, on December 22, 2023, upon approval by the Board of Directors, a “Risk Management Task Force” under the Board of Directors was established, composed of the Audit Committee, with four independent directors, responsible for supervising risk management. Through the participation of the Audit Committee and senior management, risk management is linked to the Company’s strategies and objectives, defining the Company’s material risk items, enhancing the comprehensiveness, forward-looking nature, and integrity of risk identification results, and promoting corresponding risk control and response measures to reasonably ensure the achievement of the Company’s strategic objectives.</p> <p>The Company’s risk management process includes risk identification, risk analysis, risk evaluation and response, and risk monitoring. In addition to cross-departmental communication and the collection and consolidation of information on the overall impact of various risks on the Company, the Company also links the degree of impact of each risk with its short-, medium-, and long-term operational objectives, in order to understand the Company’s tolerance for risk impacts.</p> <p>To implement the risk management mechanism, the Company conducts regular annual risk assessment operations, and compiles the results into an “Annual Risk Report” (including the appendix “Risk Assessment and Response Table”), which is regularly submitted to the “Risk Management Task Force” and the Board of Directors each year (most recent submission date: December 26, 2025). The report includes a summary of various risks faced by the Company during the year, risk response measures, and planned improvement measures. Follow-up tracking is subsequently conducted, and the Internal Audit Office is informed of the tracking results to ensure the effective operation and implementation of the Company’s risk management.</p> <p>In addition, in order to strengthen the risk awareness of employees within the Group and to implement risk control concepts in daily operations, the Company regularly conducts risk management education and training. For example, in 2025, the “Annual Risk Management Internal Education and Training Seminar” was conducted, with a total of 41 participants and a training duration of 2 hours. The course content included an overview of risk management, the Company’s risk management policies and processes, and the Company’s risk management organizational structure, in order to cultivate overall risk management awareness, strengthen the culture of risk reporting, and promote the Company’s overall operational capabilities, thereby implementing and strengthening the Company’s risk control concepts.</p>	

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No		
			<p>(VI) Implementation of policies for the protection of consumers or customers: Not applicable.</p> <p>(VII) Status of the Company's purchase of liability insurance for directors and supervisors</p> <p>In accordance with the provisions of the Company's Articles of Incorporation, the Company has continuously procured liability insurance for directors and supervisors (independent directors of the Audit Committee), and after completing the annual renewal of directors' and managerial officers' liability insurance, has reported to the Board of Directors the relevant important details of the renewal, including the insurance period, insured amount, scope of coverage, and premium rates. The status of the "renewal of directors' and managerial officers' liability insurance" for the year 2025 has been reported to the 3rd meeting of the 12th session of the Board of Directors on November 4, 2025.</p>	
<p>IX. Please explain the situation that has been improved according to the corporate governance evaluation results issued by the Corporate Governance Center of Taiwan Stock Exchange Corporation in the most recent year, and propose priority strengthening items and measures for those that have not been improved.</p> <p>Although the Company did not participate in the corporate governance evaluation in the year 2025, it continues to follow the relevant guidelines of the competent authority and the Corporate Governance Center to promote improvement measures so as to enhance the quality of corporate governance.</p>				

(IV) Where the Company has established a Remuneration Committee, it shall disclose its composition and operation status

## (1) Information on members of the Remuneration Committee

The Company's Remuneration Committee consists of four independent directors, with Independent Director Xue-Min Wu serving as the convener. Among them, Independent Director Xue-Min Wu concurrently serves as an independent director of one other public company; Independent Director Yu-Feng Ma concurrently serves as an independent director of one other public company; and Independent Director Chin-Tang Chiu concurrently serves as an independent director of three other public companies and a director of one other public company. For detailed information on the members of the Remuneration Committee, please refer to pages 11 - 12 "Disclosure of Directors' Professional Qualifications and Independence of Independent Directors."

## (2) Information on operation status of the Remuneration Committee

- I. The Company's Remuneration Committee consists of four members.
- II. Term of the current committee: from August 5, 2025 to May 28, 2028. In the most recent year (2025), the Remuneration Committee convened five meetings (A), and the qualifications and attendance status of members are as follows:

Title	Name	Number of meetings attended in person (B)	No. of meetings attended by proxy	Actual attendance rate (%) (B / A)	Note
Convener	Wen-Chin Lee	2	0	100%	Discharged on May 28, 2025
Member	Chih-Ling Chen	2	0	100%	Discharged on May 28, 2025
Member	Chi-Thon Yo	2	0	100%	Discharged on May 28, 2025
Convener	Xue-Min Wu	5	0	100%	Reelected on August 5, 2025
Member	Yu-Feng Ma	3	0	100%	Inaugurated on August 5, 2025
Member	Chin-Tain Chiu	3	0	100%	Inaugurated on August 5, 2025
Member	Wei-Ru Zhang	2	0	66.67%	Resigned on February 26, 2026

Other information required to be disclosed:

- I. If the Board of Directors declines to adopt or modify recommendation(s) of the Remuneration Committee, the date, period, content of the motion and the results of the resolution of the Board meeting shall be clearly stated; as well as the action(s) taken by the company in response to the recommendation(s) of the Remuneration Committee. (If the remuneration passed by the Board exceeds what the Remuneration Committee has recommended, the circumstances and causes for such difference shall be clearly stated):

In the year 2025, there were no instances where the Board of Directors did not adopt or revised the recommendations of the Remuneration Committee.

- II. Regarding matters related to the resolution of the Remuneration Committee, if member(s) has opposing or retaining opinion that has been recorded or written statement issued, the date, period, content of the proposal, and all opinions of the members and corresponding actions to these opinions of the Remuneration Committee meeting shall be clearly stated.

For the resolutions of the Company's Remuneration Committee in the year 2025, there were no instances where any member expressed dissenting or reserved opinions that were recorded or provided in writing.

Note: (1) Before the end of the fiscal year, if a member of the Remuneration Committee resigns, the date of resignation, actual attendance rate based on his/her total attendance over the total number of meetings held during his/her incumbency on the Remuneration Committee, shall be clearly stated in the remarks section.

- (2) Before the end of the fiscal year, if the Remuneration Committee is re-elected, all new and ex-members shall be listed, with remarks to identify each member as ex-, new, or re-elected member. The re-election date shall also be stated. The actual attendance rate (%) shall be calculated based on the number of Remuneration Committee meetings held during such member's term of office and the number of meetings actually attended by such member.

1. Information on meetings of the Remuneration Committee

Information on the meetings of the Company's Remuneration Committee for the most recent year (2025) and up to the date of printing of the annual report is as follows:

Meeting Date Session No.	Content of Proposals	Resolution results	The Company's handling of the Remuneration Committee's opinions
2025.01.17 5th Term, 8th Meeting	<ol style="list-style-type: none"> <li>1. Review of the performance evaluation of the Company's directors for the year 2024.</li> <li>2. Review of the performance evaluation of the Company's managerial officers for the year 2024.</li> <li>3. Evaluation and determination of the amount of year-end bonuses for the Company's managerial officers for the year 2024.</li> <li>4. Evaluation and determination of the content and amount of monthly remuneration for the Company's managerial officers.</li> </ol>	Approved unanimously by all attending members.	The proposals were approved unanimously by all directors present at the Board meeting.
2025.05.09 5th Term, 9th Meeting	<ol style="list-style-type: none"> <li>1. Determination of the content and amount of monthly remuneration for the Company's newly appointed finance and accounting officer.</li> </ol>	Approved unanimously by all attending members.	The proposals were approved unanimously by all directors present at the Board meeting.
2025.08.05 6th Term, 1st Meeting	<ol style="list-style-type: none"> <li>1. Proposed election of the convener and meeting chair of the Company's 6th Remuneration Committee.</li> </ol>	Approved unanimously by all attending members.	The proposals were approved unanimously by all directors present at the Board meeting.
2025.11.04 6th Term, 2nd Meeting	<ol style="list-style-type: none"> <li>1. Proposed determination of the content and amount of monthly remuneration for the Company's newly appointed General Manager.</li> </ol>	Approved unanimously by all attending members.	The proposals were approved unanimously by all directors present at the Board meeting.
2025.12.26 6th Term, 3rd Meeting	<ol style="list-style-type: none"> <li>1. Proposed review of the Company's "Organizational Rules of the Remuneration Committee."</li> <li>2. Proposed review and amendment of the Company's "Regulations Governing the Compensation of Directors and Managers."</li> <li>3. Proposed review and amendment of the Company's remuneration-related management regulations.</li> <li>4. Proposed review and amendment of the Company's "Board Performance Evaluation Regulations" and related appendices.</li> <li>5. Proposed review and amendment of the Company's "Director Performance Evaluation Form" and "Managerial Personnel Performance Evaluation Form."</li> </ol>	Approved unanimously by all attending members.	The proposals were approved unanimously by all directors present at the Board meeting.
2026.01.28 6th Term, 4th Meeting	<ol style="list-style-type: none"> <li>1. Proposed review of the performance evaluation of the Company's directors for the year 2025.</li> <li>2. Proposed review of the performance evaluation of the Company's managerial officers for the year 2025.</li> <li>3. Proposed evaluation and determination of the amount of year-end bonuses for the Company's managerial officers for the year 2025.</li> <li>4. Proposed evaluation and determination of the content and amount of monthly remuneration for the Company's managerial officers.</li> </ol>	Approved unanimously by all attending members.	The proposals were approved unanimously by all directors present at the Board meeting.

Note: The Company completed, at the 4th meeting of the 6th Remuneration Committee held on January 28, 2026, the annual performance evaluation of the Company's directors and managerial officers (including

the head of internal audit) for the year 2025, and the determination of remuneration for managerial officers (including the head of internal audit).

## 2. Duties of the Remuneration Committee

Pursuant to Article 7 of the Company's "Organizational Rules of the Remuneration Committee" regarding the scope of duties, the Company's Remuneration Committee shall exercise the due care of a good administrator and faithfully perform the following duties, and submit its recommendations to the Board of Directors for discussion:

- (1) To periodically review the Company's "Organizational Rules of the Remuneration Committee" and propose amendments.
- (2) To establish and periodically review the annual and long-term performance objectives of the Company's directors and managerial officers, and the policies, systems, standards, and structure of remuneration.
- (3) To periodically evaluate the achievement of performance objectives of the Company's directors and managerial officers (including the head of internal audit), and determine the content and amount of their individual remuneration.

## 3. Whether all members of the Company's Remuneration Committee attended at least two meetings per year, and whether information on the regular review of the policies, systems, standards, and structure of directors' and managerial officers' performance evaluation and remuneration has been disclosed

The Company convened a total of five Remuneration Committee meetings in the year 2025. At the 3rd meeting of the 6th Remuneration Committee held on December 26, 2025, in the matter of "review and amendment of the Company's Regulations Governing the Compensation of Directors and Managers," the Committee regularly reviewed the policies, systems, standards, and structure of directors' and managerial officers' performance evaluation and remuneration. In addition, as the Company's directors do not receive any remuneration, the performance evaluation of directors and managerial officers was discussed only in the two agenda items of the 4th meeting of the 6th Remuneration Committee held on January 28, 2026, namely, "review of the performance evaluation of the Company's directors for the year 2025" and "review of the performance evaluation of the Company's managerial officers for the year 2025." Thereafter, in the agenda item of "discussion on the evaluation and determination of the content and amount of monthly remuneration for the Company's managerial officers," the achievement of managerial officers' performance objectives was regularly evaluated, and their remuneration was determined.

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

Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
I. Has the Company established a governance structure for promoting sustainable development, set up a dedicated (or concurrent) unit to promote sustainable development, authorized senior management by the Board of Directors to handle such matters, and does the Board of Directors supervise the implementation thereof?	V		<p>1. Governance Structure for Promoting Sustainable Development</p> <p>In order to fulfill corporate social responsibility and demonstrate its commitment to sustainable operations, the consolidated company designates the Board of Directors as the highest decision-making body for sustainable development-related matters. The Board of Directors supervises the General Manager’s Office in establishing a “Sustainable Development Promotion Task Force,” which is responsible for advancing sustainable development operations, including the formulation and review of sustainable development policies, systems, management guidelines, and promotion plans, as well as the review of implementation effectiveness.</p> <p>2. Implementation by Various Units of the Company</p> <p>(1) Name of the dedicated (or concurrent) unit for promoting sustainable development, time of establishment, and authorization by the Board of Directors</p> <p>The Company’s “Sustainable Development Promotion Task Force” was transformed from the Corporate Social Responsibility Promotion Task Force established in 2019. The promotion of sustainable development is supervised by the Board of Directors, with the General Manager’s Office responsible for overall planning and execution. The Board authorizes the General Manager’s Office and senior management of relevant departments to identify sustainability issues relevant to the Company’s operations and stakeholder concerns, formulate corresponding strategies and action guidelines, prepare budgets required for sustainable development, plan and implement annual programs, track implementation effectiveness, and report the status of implementation to the Board of Directors before the end of each year.</p> <p>(2) Composition, operation, and implementation status of the promotion unit during the current year (e.g., work plans and responsibilities)</p> <p>The organizational structure of the Company’s “Sustainable Development Promotion Task Force” is coordinated by the General Manager’s Office, with the Administration Department serving as the supporting unit, and with the Sales, Materials, Human Resources, Quality Assurance, and Information departments jointly participating in its operation. The functions and responsibilities of the Sustainable Development Promotion Task Force are as follows:</p> <ol style="list-style-type: none"> <li>To identify sustainability issues requiring attention and formulate policies and directions for coordinating corporate social responsibility and sustainable development.</li> <li>To plan and supervise the operation and implementation of corporate social responsibility and sustainable development.</li> </ol>	In compliance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.”

Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			<p>3. To collect and compile stakeholder concerns and assist in responding to stakeholder needs.</p> <p>4. To report to the Board of Directors at the end of each year, summarizing the sustainability issues of concern to stakeholders and corresponding response measures collected during the year.</p> <p>(3) Frequency of reporting by the promotion unit to the Board of Directors (at least once per year) or the date of reporting to the Board of Directors during the current year</p> <p>The Company regularly reports the status of implementation to the Board of Directors before the end of each year. The sustainable development plans and implementation status for the year 2025 were reported at the 4th meeting of the 12th session of the Board of Directors on December 26, 2025. The most significant initiatives of the Company's Sustainable Development Promotion Task Force in 2025 included promoting and completing the preparation of the "2024 Sustainability Report" and the "2024 Greenhouse Gas Inventory Report." Among these, the "2024 Sustainability Report" underwent limited assurance by CPAs of Ernst &amp; Young in accordance with Assurance Standard No. 3000, "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information," issued by the Accounting Research and Development Foundation of the Republic of China, and a limited assurance report was obtained. In addition, the Task Force's major implementation work in 2025 included identifying sustainability issues of concern to stakeholders and formulating corresponding action plans. It also participated in the VIA Cord Blood Stem Foundation to support its public welfare missions, including umbilical cord blood collection, preservation, transplantation matching, scientific research, and subsidies for disadvantaged families, and donated NT\$50,000 to assist disadvantaged groups in society, thereby jointly fulfilling corporate social responsibility.</p> <p>3. Oversight of Sustainable Development by the Board of Directors</p> <p>The Board of Directors periodically hears reports from members of the Sustainable Development Promotion Task Force regarding the progress and issues of related initiatives. The Board also evaluates and adjusts the strategies, measures, and issues proposed by the Task Force.</p>	

Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons									
	Yes	No	Summary description										
II. Does the Company conduct the risk evaluation of the environmental, social and governance issues pertinent to the Company's operation based on the principle of materiality, and establishes the related risk management policies or strategies?	V		<p>1. Boundary of risk assessment The boundary of the Company's risk assessment for environmental, social, and governance issues related to its operations is primarily the Company itself, covering the operating locations of the Company's two business groups in Taipei and Xindian.</p> <p>2. Risk assessment standards, process, results, and risk management policies or strategies for identifying material environmental, social, and governance issues In planning its operations, the Company conducts risk assessments of environmental, social, and governance issues related to its operations based on cost-benefit considerations and the principle of materiality, namely whether such issues have a material impact on the Company's investors and other stakeholders, and formulates relevant risk management policies or strategies as follows:</p> <table border="1"> <thead> <tr> <th>Material topic</th> <th>Risk assessment</th> <th>Risk management policies or strategies</th> </tr> </thead> <tbody> <tr> <td>Environment</td> <td>Environmental impact and management</td> <td> <p>1. In response to environmental protection concepts and actions to care for the Earth, the Company, being aware of its environmental responsibilities as an enterprise, introduced and obtained certification for the ISO 14001 Environmental Management System as early as 2005, thereby demonstrating concern for the environment through practical actions in energy conservation, reduction of environmental pollution, attention to employee health, and establishment of good public relations.</p> <p>2. Continuously optimize process management and strengthen environmental protection measures.</p> <p>3. Continue to monitor the candidate list of substances of very high concern (SVHC) subject to authorization under the REACH Regulation announced by the European Chemicals Agency (ECHA).</p> <p>4. Conduct regular greenhouse gas inventories in accordance with ISO 14064 to review the impacts faced by the Company's operations.</p> </td> </tr> <tr> <td>Social</td> <td>Product quality and safety</td> <td> <p>1. To ensure that products do not contain substances harmful to the environment, UNIFOSA has spared no effort in project plans such as raw material procurement evaluation for green products and equipment process adjustments; in addition, in order for the Company to align with international environmental green product policies, it continues to promote IECQ QC080000 (Hazardous Substance Process Management System for Electrical and Electronic Components and Products) to ensure that the products produced by the Company do not contain substances harmful to the environment, and to fulfill the</p> </td> </tr> </tbody> </table>	Material topic	Risk assessment	Risk management policies or strategies	Environment	Environmental impact and management	<p>1. In response to environmental protection concepts and actions to care for the Earth, the Company, being aware of its environmental responsibilities as an enterprise, introduced and obtained certification for the ISO 14001 Environmental Management System as early as 2005, thereby demonstrating concern for the environment through practical actions in energy conservation, reduction of environmental pollution, attention to employee health, and establishment of good public relations.</p> <p>2. Continuously optimize process management and strengthen environmental protection measures.</p> <p>3. Continue to monitor the candidate list of substances of very high concern (SVHC) subject to authorization under the REACH Regulation announced by the European Chemicals Agency (ECHA).</p> <p>4. Conduct regular greenhouse gas inventories in accordance with ISO 14064 to review the impacts faced by the Company's operations.</p>	Social	Product quality and safety	<p>1. To ensure that products do not contain substances harmful to the environment, UNIFOSA has spared no effort in project plans such as raw material procurement evaluation for green products and equipment process adjustments; in addition, in order for the Company to align with international environmental green product policies, it continues to promote IECQ QC080000 (Hazardous Substance Process Management System for Electrical and Electronic Components and Products) to ensure that the products produced by the Company do not contain substances harmful to the environment, and to fulfill the</p>	In compliance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies."
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Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			<p>enterprise's responsibility to the environment as part of responding to the concept of environmental protection and caring for the Earth.</p> <p>2. Continue to monitor the candidate list of substances of very high concern (SVHC) subject to authorization under the REACH Regulation announced by the European Chemicals Agency (ECHA).</p>	
			<p>Occupational safety and health</p> <p>1. The Company has established the "Management Measures for Prevention and Control of Occupational Diseases," and arranges general health examinations for all employees once every two years to ensure employees' personal health and safety.</p> <p>2. The Company has established the "Safety and Health Work Rules" to regulate and instruct employees on how to operate machinery and equipment (including tools and fixtures) safely and properly, in order to protect employees' personal safety.</p> <p>3. In accordance with the ISO 9001 Quality Management System, the Company conducts regular maintenance and inspections of machinery and instruments to maintain their normal operation and avoid occupational safety incidents arising from equipment failures.</p> <p>4. In accordance with the ISO 14001 Environmental Management System, the Company monitors and manages environmental, air, and water quality in order to maintain a good working environment; drinking water quality is tested every three months to ensure employees' drinking water safety.</p> <p>5. The Company conducts fire safety training sessions and evacuation drills from time to time to ensure the safety of the working environment and employees.</p>	
			<p>Corporate governance</p> <p>Legal compliance</p> <p>In order to ensure that all Company personnel and operations comply with relevant laws and regulations and the operating procedures established by the Company, the Company implements various governance structures and audit procedures to achieve its corporate governance objectives.</p>	
			<p>Strengthening Board functions</p> <p>1. Arrange at least six hours of corporate governance-related continuing education for each director every year, with course content covering financial accounting, legal affairs and risk management, corporate social responsibility, or internal control and financial reporting responsibilities.</p> <p>2. Procure directors' liability insurance for directors to protect</p>	

Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			<p>them against the risks of litigation or claims.</p> <p>3. Provide the latest regulatory information at regular Board meetings so as to stay informed of relevant legal and regulatory changes in a timely manner.</p>	
			<p>1. To understand and attach importance to the ideas and opinions concerned by relevant stakeholders, the Company has therefore established multiple communication channels to listen to the needs of stakeholders, with the expectation of maintaining smooth and sound communication channels with stakeholders by means of transparent communication.</p> <p>2. The Company regularly conducts the "Stakeholder Identification" questionnaire survey to determine stakeholder targets, and further conducts the "Material Topic Identification" questionnaire survey for the identified stakeholders to identify ESG topics with material impact, thereby serving as reference for the Company to continuously optimize management strategies, goals and performance, respond to stakeholders' suggestions, and as the target of the Company's efforts to fulfill corporate social responsibility.</p>	
<p>III. Environmental Issues</p> <p>(I) Does the Company establish a suitable environmental management system based on the characteristics of the industry where it is?</p> <p>(II) Does the Company strive to improve energy use efficiency and use renewable materials with low environmental impact?</p> <p>(III) Has the Company assessed the current and potential future risks and opportunities</p>	<p>V</p> <p>V</p> <p>V</p>		<p>(I) The Company's consolidated company has established relevant environmental, safety and health management measures in accordance with environmental protection laws and regulations prescribed by the Ministry of Environment (such as the Air Pollution Control Act, Water Pollution Control Act, Waste Disposal Act, and Toxic and Concerned Chemical Substances Control Act), and all office plant areas have established appropriate environmental management systems according to their industrial characteristics.</p> <p>(II) For recyclable and reusable scrap materials, such as tray plates, cartons, PCB waste, etc., the Company entrusts qualified recycling and treatment entities to conduct recycling, treatment, and reuse in accordance with laws and regulations. With respect to material use, the Company also uses recycled materials wherever possible to reduce environmental impact, such as packaging cushioning materials, so as to maximize the circular economy. In addition, all of the Company's products use non-toxic materials to reduce environmental impact.</p> <p>(III) For the Company's assessment of current and future risks and opportunities of climate change to the enterprise and its response measures, please refer to</p>	<p>In compliance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies."</p>

Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons																											
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<p>of climate change and adopted corresponding response measures?</p> <p>(IV) Has the Company compiled statistics on greenhouse gas emissions, water consumption, and total waste volume over the past two years, and established policies for greenhouse gas reduction, water conservation, or other waste management?</p>	V		<p>the appendix 2-2-3 “Climate-Related Information for TWSE/TPEX Listed Companies” in this annual report.</p> <p>(IV) 1. For the consolidated company’s greenhouse gas inventory results and reduction policies, please refer to Appendix 2-2-3 of this annual report.</p> <p>2. The consolidated company has long paid attention to issues of water resource conservation and environmental protection. With respect to its water-saving plan, it begins with the full implementation of water conservation in daily life, so as to maximize the effectiveness of available water resources. The consolidated company’s water resource usage for the most recent two years is as follows:</p> <p style="text-align: center;">Unit: thousand cubic meters (million liters)</p> <table border="1"> <thead> <tr> <th></th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Water consumption</td> <td>2,013</td> <td>2,334</td> </tr> <tr> <td>Water intensity</td> <td>0.0069</td> <td>0.0096</td> </tr> </tbody> </table> <p>The consolidated company has no water demand in its manufacturing process. Under the promotion of water-saving policies and the implementation of water-saving technologies, under water resource utilization management in 2025, water consumption increased by 321 metric tons, representing an increase of approximately 15.95% compared with the previous year (2024).</p> <p>3. The consolidated company is committed to environmental protection and adopts a source management approach for waste. The primary source is employees’ domestic waste, and no hazardous waste is generated. Domestic waste is uniformly handled and disposed of by the industrial park management committee, while industrial waste is handled by qualified waste disposal contractors. Through employee education and training, the Company effectively promotes waste reduction and classified management, thereby improving resource reusability and enhancing the value of resource regeneration. The consolidated company’s waste generation for the most recent two years is as follows:</p> <table border="1"> <thead> <tr> <th>Waste composition</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Domestic waste (metric tons)</td> <td>30.317</td> <td>28.641</td> </tr> <tr> <td>Waste plastics (metric tons)</td> <td>3.13</td> <td>1.34</td> </tr> <tr> <td>Waste wood (metric tons)</td> <td>0.37</td> <td>0</td> </tr> <tr> <td>Total (metric tons)</td> <td>33.817</td> <td>29.981</td> </tr> <tr> <td>Waste intensity (metric tons / NT\$ million of revenue)</td> <td>0.1151</td> <td>0.1230</td> </tr> </tbody> </table>		2024	2025	Water consumption	2,013	2,334	Water intensity	0.0069	0.0096	Waste composition	2024	2025	Domestic waste (metric tons)	30.317	28.641	Waste plastics (metric tons)	3.13	1.34	Waste wood (metric tons)	0.37	0	Total (metric tons)	33.817	29.981	Waste intensity (metric tons / NT\$ million of revenue)	0.1151	0.1230	
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<p>IV. Social Issues</p> <p>(I) Has the Company complied with relevant laws and regulations, and the International Bill of Human</p>	V		<p>(I) The Company recognizes and strictly complies with relevant labor laws and regulations, and makes reference to the principles and spirit set forth in international human rights conventions such as the</p>	<p>In compliance with the “Sustainable Development Best Practice Principles</p>																											

Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
Rights, to establish the related management policies and procedures?			<p>“Universal Declaration of Human Rights” and the International Labour Organization’s “Declaration on Fundamental Principles and Rights at Work.” The Company treats and respects current employees and personnel of cooperating vendors with dignity, prohibits any acts that infringe upon or violate human rights, and incorporates such principles into its management policies. The specific human rights protection policies and measures are as follows:</p> <ol style="list-style-type: none"> <li>1. Implement and safeguard employees’ lawful rights and interests, and ensure non-discriminatory treatment in employment policies.</li> <li>2. Promote gender equality, encourage childbirth, and strengthen care during pregnancy and postpartum periods, and establish the “Sexual Harassment Prevention Policy” to safeguard the dignity and rights of female employees.</li> <li>3. Employ persons with disabilities and disadvantaged employees in accordance with statutory quotas, and establish and implement a fair and sound workplace environment to foster a harmonious society.</li> <li>4. Employment relationships are established based on mutual consent and in compliance with relevant labor laws and regulations; forced labor is prohibited, no child labor under the age of 16 is employed, and youth workers aged between 16 and 18 are not assigned work that may be harmful to their health, including night shifts or overtime.</li> <li>5. Working hours do not exceed statutory limits, and at least one day of rest is provided every seven days.</li> <li>6. Wages paid to employees comply with relevant laws and regulations, including minimum wage and overtime pay calculations.</li> <li>7. Employees are treated in accordance with humanitarian principles, and any form of inhumane treatment is prohibited.</li> <li>8. Any form of discrimination, whether tangible or intangible, is prohibited, including discrimination based on race, gender, age, marital status, political stance, or religious belief in hiring, evaluation, and promotion.</li> </ol> <p>In addition, to concretely implement human rights protection policies, the Company requires suppliers to attach importance to labor human rights. In 2025, 36 key suppliers were invited to complete the “Supplier ESG Sustainable Development Self-Assessment Questionnaire,” incorporating supplier labor practices assessment and supplier human rights assessment into supplier evaluation items.</p>	for TWSE/TPEX Listed Companies.”
(II) Has the Company established and implemented reasonable employee welfare measures (including remuneration, leave, and other benefits), and	V	(II)	To provide favorable working conditions and meet employee welfare needs, the Company has established and implemented reasonable employee welfare measures, including a competitive compensation system. Compensation is provided through a combination of base salary, allowances,	

Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
<p>appropriately reflected operating performance or results in employee remuneration?</p> <p>(III) Has the Company provided a safe and healthful work environments for their employees, and organize training on safety and health for their employees on a regular basis?</p>	V		<p>bonuses, and employee remuneration, supplemented by leave, insurance, travel, and childbirth-related benefits such as parental leave and birth grants, thereby establishing a comprehensive compensation and incentive structure. In addition, the Company's compensation system balances operating performance and risk management, stipulating that employee bonuses are determined based on the Company's operating performance for the year. Pursuant to the Company's Articles of Incorporation, where profits are generated in a given year, 5%–15% shall be allocated as employee remuneration. Furthermore, to integrate departmental objectives and individual performance with corporate sustainability indicators, sustainability indicators (such as environmental protection and carbon reduction, occupational and information security) are incorporated into employee performance evaluations, so as to appropriately reflect operating performance in employee remuneration. In addition, to implement workplace diversity and equality, gender equality is incorporated into workplace equality policies, ensuring fair compensation and promotion opportunities for both genders. In 2025, the proportion of female employees reached 49.02%, and the proportion of female managerial personnel reached 26.32%, thereby enhancing gender equality and employee satisfaction.</p> <p>(III) To safeguard workplace safety and employee well-being and to establish a healthy and positive working environment, the Company complies with the Occupational Safety and Health Act and relevant customer and organizational requirements in formulating occupational safety and health policies. It has established various management procedures and policies, including the "Safety and Health Work Rules," "Environmental Management Program Procedures," "Emergency Response and Preparedness Management Procedures," and "Occupational Disease Prevention and Control Management Measures," which are strictly implemented by all personnel. Through collective efforts, no occupational safety and health incidents or regulatory penalties occurred in 2025. In line with corporate ethics, the Company also establishes communication channels between management and employees through regular "labor-management coordination meetings," thereby fulfilling its responsibility to respect human rights and safeguard employee rights and interests. The Company is committed to providing a safe and healthy work environment to prevent work-related injuries and health impacts, eliminate potential hazards, and ensure compliance with applicable occupational safety and health regulations and other requirements. With disaster prevention as its</p>	

Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
(IV) Has the Company created an environment conducive to the development of their employees' careers and establish effective training programs to foster career skills?	V		<p>objective, the Company assesses and reduces occupational safety and health risks. Since 2024, semi-annual monitoring of indoor carbon dioxide concentration has been implemented to ensure a healthy working environment. In addition, the Company regularly conducts safety and health education, inspections, and awareness initiatives to prevent occupational accidents.</p> <p>To ensure employees' familiarity with occupational safety and health laws and regulations, annual training programs are implemented. In 2024, internal and external training on occupational safety and industrial safety regulations totaled 175 person-hours. Regular fire emergency response drills are also conducted. Furthermore, to strengthen workplace safety, designated senior personnel completed relevant training and obtained certifications including "First Aid Personnel Safety and Health Training," "Class C Occupational Safety and Health Supervisor," "Class B Occupational Safety and Health Supervisor Refresher Training," and "Fire Protection Manager Refresher Training," totaling six certifications. For details, please refer to the "Labor-Management Relations" section of this annual report (pages 118 - 122 ). In addition, the Company had no occupational accidents or fire incidents in 2025 and as of the publication date of the annual report; therefore, the number of casualties and the ratio of casualties to total employees are both zero.</p> <p>Furthermore, in response to the increasing incidence of sudden workplace deaths in recent years, often associated with obesity and "three highs" (hypertension, hyperglycemia, and hyperlipidemia), the Company includes blood glucose, blood lipids, and blood pressure as mandatory items in regular health examinations, and provides care and guidance to employees with such conditions, encouraging exercise and promoting chronic disease prevention and management.</p>	(IV) The Company has established the "Employee Education and Training Operating Procedures" and implements annual "Training Needs Plans" and "Competency Inventory Surveys." Based on organizational vision and strategy, the Company provides diversified and high-quality training programs to promote employee competency development. Training includes both internal and external programs and supports continuous learning and growth, thereby enhancing employees' professional capabilities and cultivating talent. In addition, to respond to individual differences and changes in the business environment, the Company continuously reviews organizational and individual needs during the talent development process, gradually implementing essential training programs to enhance employees' knowledge and skills,

Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
(V) For the customer health and safety, clients' privacy, marketing and labeling of the products and services, has the Company complied with the related laws and regulations and the international standards, and established the policies and complaint procedures to protect consumers' interests?	V		strengthen organizational development, and continuously create value for both the Company and its employees. Please refer to pages 83 – 84 for details.  (V) The Company complies with relevant laws, regulations, and international standards regarding customer health and safety, customer privacy, marketing, and product labeling, including electrical product safety regulations, CE marking requirements, and international environmental regulations (RoHS, REACH). As the Company does not directly sell to end consumers, policies and procedures relating to consumer protection and complaint handling are not applicable. Nevertheless, to maintain customer trust, the Company places high importance on customer rights and interests. It has established the "Customer Complaint Handling Procedures" and "After-Sales Service Procedures" as guidelines for sales and quality control personnel, and has incorporated "Customer Complaint Handling Operations" into its internal control system, with implementation ensured through internal audits.	
(VI) Has the Company established supplier management policies requiring suppliers to comply with relevant regulations on environmental protection, occupational safety and health, or labor human rights, and what is the implementation status?	V		(VI) The Company has established a "Supplier Management Policy" and "Supplier Code of Conduct." Prior to engagement, suppliers are evaluated in accordance with the "Supplier Evaluation Operating Procedures," and only those meeting IECQ QC080000 standards and passing comprehensive evaluation are selected. During the course of engagement, suppliers are subject to regular or ad hoc re-evaluations to ensure continued compliance. In recent years, in response to ESG risk considerations, the Company has implemented a "Supplier ESG Sustainable Performance Evaluation," requiring suppliers to comply with environmental protection, occupational safety and health, and labor human rights standards. This framework aims to establish sound procurement management practices, maintain good supplier relationships, and ensure a stable supply of raw materials, semi-finished goods, and finished products of appropriate quality, quantity, and timeliness at reasonable prices, thereby achieving production objectives and quality standards. If any major supplier is found to violate the aforementioned policies and such violation has a significant environmental or social impact, the Company may terminate or rescind the contract at any time. Suppliers are subject to continuous evaluation, and if disqualification is identified, deliveries may be suspended and procurement terminated in accordance with the quality management system. This ensures the Company fulfills its responsibilities in environmental protection, occupational safety and health, and labor human rights. All major suppliers	

Promoted Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			have demonstrated good compliance, and no violations have been identified. In 2025, the Company issued the “Supplier ESG Sustainable Development Self-Assessment Questionnaire” to 36 key suppliers, achieving a 100% response rate. This reflects strong cooperation and support from key suppliers for the Company’s commitment to ESG and sustainable development, thereby promoting sustainable value creation and continuous improvement in environmental protection, occupational safety and health, and labor human rights, while maintaining strong long-term partnerships.	
V. Does the Company prepare reports disclosing non-financial information, such as sustainability reports, with reference to internationally recognized reporting standards or guidelines? Has the aforementioned report obtained assurance or assurance opinions from a third-party verification institution?	V		Since 2024, the Company has prepared its sustainability report in accordance with the Universal Standards issued by the Global Reporting Initiative (GRI), and has also followed the industry metrics of the Sustainability Accounting Standards Board (SASB) and the framework of the Task Force on Climate-related Financial Disclosures (TCFD). In 2025, the Company completed the 2024 Sustainability Report, which was subject to limited assurance by Ernst & Young CPAs in accordance with Assurance Standard No. 3000, “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information,” issued by the Accounting Research and Development Foundation, Republic of China, and obtained a CPA’s limited assurance report.	In compliance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.”
<p>VI. If the Company has established its own sustainability development code in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,” please describe any differences between its operations and the established code:</p> <p>The Company had the Board of Directors approve the establishment of the “Corporate Social Responsibility Best Practice Principles” on December 28, 2016, in order to strengthen the implementation of corporate social responsibility, and subsequently had the Board of Directors approve amendments to such principles on March 20, 2020 and March 17, 2023, and on March 17, 2023, in line with amendments to laws and regulations, amended the “Corporate Social Responsibility Best Practice Principles” to the “Sustainable Development Best Practice Principles”, and in accordance with such principles, continuously assesses, manages and improves the Company's governance concerning the Company's relevant economic, environmental and social issues. There is no material discrepancy between its operation and the established principles.</p>				
<p>VII. Other important information helpful for understanding the implementation status of sustainable development: For the implementation status of the Company’s various sustainable development initiatives, please refer to the Company’s website (<a href="http://www.unifosa.com.tw/company_tw/">http://www.unifosa.com.tw/company_tw/</a>) and sustainability report (<a href="http://www.unifosa.com.tw/company_tw.php?id=87">http://www.unifosa.com.tw/company_tw.php?id=87</a>).</p>				

## Climate-Related Information of TWSE/TPEX Listed Company

### 1. Implementation Status of Climate-related Information

Item	Implementation status
<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</p>	<p>In response to the oversight and governance of climate-related risks and opportunities, the Company's Board of Directors supervises the General Manager's Office in establishing a "Sustainable Development Promotion Task Force," with the Board of Directors serving as the highest decision-making and supervisory body for climate issues. The General Manager's Office is responsible for overall coordination, with the Administration Department serving as the assisting unit, and the Sales, Materials, Human Resources, Quality Assurance, and Information departments jointly participating in operations. The Sustainable Development Promotion Task Force, with reference to the recommendations of the Task Force on Climate-related Financial Disclosures, conducts various risk and opportunity assessments, identifies material risks and opportunities through the degree of risk exposure, and classifies risks from the perspectives of policies and regulations, market, and production and manufacturing to assess potential impacts. It evaluates the risks that typhoons, floods, droughts, and high temperatures may pose to various operating locations, with the aim of understanding climate changes in the external environment and possible market volatility, and comprehensively considering complete operational strategic planning in order to establish climate resilience thinking, and regularly reports the relevant sustainable development promotion plans and implementation status to the Board of Directors.</p> <p>In addition to focusing on sustainable environmental issues, the scope of work of the "Sustainable Development Promotion Task Force" includes responsibility for assessing climate change response mechanisms, complying with environmental laws and regulations and international standards, establishing environment-related management systems, and enhancing resource reuse efficiency. It is also responsible for planning risk management-related policies and procedures, including responses to climate-related risk issues, execution of the identification of climate risks and opportunities, and staying abreast of the latest legal requirements concerning climate risks, thereby incorporating climate change risk management into the core elements of the Company's overall risk management.</p> <p>In addition to the Board of Directors' oversight and governance of climate-related matters, the Company's Audit Committee also regularly reviews the "status of risk management operations," including the contents set forth in the annual "Annual Risk Report" (including the "Risk Assessment and Response Table") for the year, such as the analysis of various risks faced by the Company, risk response measures, and planned improvement measures. The most recent regular review of the "status of risk management operations" was discussed at the 4th meeting of the 8th Audit Committee on December 26, 2025.</p> <p>In order to enhance directors' and managerial officers' attention to and commitment toward sustainable development, the Company's Remuneration Committee, at the 17th meeting of the 11th Board of Directors on December 24, 2024, included sustainable development in the performance evaluation indicators of directors and managerial officers, linking the remuneration system with relevant results of climate change management, and using this as a review item for evaluating directors' and managerial officers' ESG-related performance (including climate change-related issue management). Performance, including climate change-related targets and the degree of achievement thereof, has been incorporated into the performance evaluation and remuneration system of senior executives. In addition, the "management of sustainability information" has also been incorporated into the "Internal Control System," and related audit operations have been simultaneously incorporated into the "Internal Audit Implementation Rules," in order to implement the objective of making sustainable development a core culture of the Company's overall operations.</p>

<p>2. Describe how the identified climate risks and opportunities affect the business, strategy and finances of the company (short-term, medium-term, long-term).</p>	<p>In accordance with the risk management policy and procedures, the Company conducts climate-related risk and opportunity identification, analysis, measurement, and response operations at least once each year. Since 2023, the Company has begun identifying climate-related risks and opportunities relevant to itself, and has conducted risk management based on the probability of occurrence and degree of impact after risk analysis, with the aim of controlling risks within a tolerable range as much as possible. As defined by the Company, the likelihood periods refer to: short-term, within three years (2023–2025); medium-term, within three to five years (2026–2027); and long-term, more than five years (2028–2030). In order to reduce the degree of financial impact of risks and opportunities, the Company will establish risk and management mechanisms and strengthen the linkage with financial information, with a view to planning corresponding response capabilities in advance. Under the supervision and promotion of the Board of Directors and the Sustainable Development Promotion Task Force, the Company assesses the actual and potential impacts that climate-related risks and opportunities may have on the Company’s business, strategy, and finance. Considerations include degree of impact, time/geographical scope, value chain impact, and financial impact, and strategic solutions are developed in order to respond in a timely manner to the actual and potential impacts brought by climate change and to enhance organizational climate resilience. Based on the period of impact, likelihood, and degree of impact, the analysis is as follows:</p> <p>I. Transition Risks</p> <table border="1" data-bbox="472 587 1993 1375"> <thead> <tr> <th data-bbox="472 587 667 651">Risk Aspect</th> <th data-bbox="667 587 981 651">Risk Item</th> <th data-bbox="981 587 1581 651">Risk Event and Description</th> <th data-bbox="1581 587 1993 651">Period of Occurrence, Likelihood, and Degree of Impact</th> </tr> </thead> <tbody> <tr> <td data-bbox="472 651 667 1375" rowspan="7">Policies and Regulations</td> <td data-bbox="667 651 981 743">Mandatory Reporting</td> <td data-bbox="981 651 1581 743">Incomplete disclosure results in penalties and reputational risk.</td> <td data-bbox="1581 651 1993 743">Period of occurrence: Short-term Likelihood of occurrence: High Degree of impact: Low</td> </tr> <tr> <td data-bbox="667 743 981 852">Fuel Tax / Energy Tax</td> <td data-bbox="981 743 1581 852">Rising costs of traditional energy. Improving energy efficiency can reduce the tax burden.</td> <td data-bbox="1581 743 1993 852">Period of occurrence: Short-term Likelihood of occurrence: Low Degree of impact: Low</td> </tr> <tr> <td data-bbox="667 852 981 979">Carbon Tax</td> <td data-bbox="981 852 1581 979">The government imposes a carbon tax to internalize external costs, increasing operating costs. Low-carbon products may enjoy tax incentives and enhance market competitiveness.</td> <td data-bbox="1581 852 1993 979">Period of occurrence: Medium-term Likelihood of occurrence: Low Degree of impact: Low</td> </tr> <tr> <td data-bbox="667 979 981 1107">Product Efficiency Regulations and Standards</td> <td data-bbox="981 979 1581 1107">Products that do not comply with new standards may be unable to enter the market or may require redesign. High-efficiency products can increase market share and enhance corporate image.</td> <td data-bbox="1581 979 1993 1107"></td> </tr> <tr> <td data-bbox="667 1107 981 1235">Renewable Energy Regulations</td> <td data-bbox="981 1107 1581 1235">Mandatory green electricity usage ratios increase costs. Use of green electricity can improve ESG ratings and obtain policy subsidies.</td> <td data-bbox="1581 1107 1993 1235">Period of occurrence: Medium-term Likelihood of occurrence: Low Degree of impact: Medium</td> </tr> <tr> <td data-bbox="667 1235 981 1327">Air Pollution Control</td> <td data-bbox="981 1235 1581 1327">Excessive exhaust emissions may result in fines and the risk of suspension of operations.</td> <td data-bbox="1581 1235 1993 1327">Period of occurrence: Short-term Likelihood of occurrence: High Degree of impact: High</td> </tr> <tr> <td data-bbox="667 1327 981 1375">General Environmental Regulations</td> <td data-bbox="981 1327 1581 1375">Illegal waste disposal may result in fines and reputational damage.</td> <td data-bbox="1581 1327 1993 1375"></td> </tr> </tbody> </table>	Risk Aspect	Risk Item	Risk Event and Description	Period of Occurrence, Likelihood, and Degree of Impact	Policies and Regulations	Mandatory Reporting	Incomplete disclosure results in penalties and reputational risk.	Period of occurrence: Short-term Likelihood of occurrence: High Degree of impact: Low	Fuel Tax / Energy Tax	Rising costs of traditional energy. Improving energy efficiency can reduce the tax burden.	Period of occurrence: Short-term Likelihood of occurrence: Low Degree of impact: Low	Carbon Tax	The government imposes a carbon tax to internalize external costs, increasing operating costs. Low-carbon products may enjoy tax incentives and enhance market competitiveness.	Period of occurrence: Medium-term Likelihood of occurrence: Low Degree of impact: Low	Product Efficiency Regulations and Standards	Products that do not comply with new standards may be unable to enter the market or may require redesign. High-efficiency products can increase market share and enhance corporate image.		Renewable Energy Regulations	Mandatory green electricity usage ratios increase costs. Use of green electricity can improve ESG ratings and obtain policy subsidies.	Period of occurrence: Medium-term Likelihood of occurrence: Low Degree of impact: Medium	Air Pollution Control	Excessive exhaust emissions may result in fines and the risk of suspension of operations.	Period of occurrence: Short-term Likelihood of occurrence: High Degree of impact: High	General Environmental Regulations	Illegal waste disposal may result in fines and reputational damage.	
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		Cap-and-trade and emission trading	Emission allowances must be purchased, and costs are affected by market fluctuations; surplus allowances may be traded to generate income.	Period of occurrence: Medium-term Likelihood of occurrence: Low Degree of impact: Low
	Technology	Increased Demand for Low-Carbon Products / Services	Market demand for low-power and high-energy-efficiency products is increasing, driving the development of green manufacturing processes and energy-saving chips.	Period of occurrence: Short-term Likelihood of occurrence: Low Degree of impact: Low
		Demand for Investment in New Technologies	In response to regulations and customer requirements, investment is required in low-carbon processes, renewable energy, and energy-saving technologies.	Period of occurrence: Short-term Likelihood of occurrence: Low Degree of impact: Low
		Pressure of Low-Carbon Technology Transition	In response to low-carbon regulatory requirements and supply chain decarbonization pressure, production processes and management mechanisms must be updated.	Period of occurrence: Short-term Likelihood of occurrence: Low Degree of impact: Low
	Market	Changes in Customer Preferences	Customers prefer ESG-compliant products and brands and have strong demand for carbon-neutral products.	Period of occurrence: Medium-term Likelihood of occurrence: Low Degree of impact: Low
		Increase in Raw Material Costs	The costs of raw materials with high carbon emissions or high energy consumption (such as aluminum and chemicals) increase due to carbon taxes and regulations.	Period of occurrence: Short-term Likelihood of occurrence: Low Degree of impact: Low
		Uncertainty of Market Information	Frequent changes in climate regulations and carbon tax systems affect investment and procurement decisions.	Period of occurrence: Short-term Likelihood of occurrence: Low Degree of impact: Low
	Reputation	Increased Stakeholder Concern and Negative Feedback	Stakeholders (NGOs, governments, communities) impose increasing demands for sustainability disclosure and action.	Period of occurrence: Medium-term Likelihood of occurrence: Low Degree of impact: Low
		Adverse Reputation (e.g., ESG Violations)	Failure to fulfill ESG responsibilities may lead to a decline in social trust and brand value.	Period of occurrence: Short- to medium-term Likelihood of occurrence: Low Degree of impact: Low

II. Physical Risks			
Risk Aspect	Opportunity Item	Risk Event and Description	Period of Occurrence, Likelihood, and Degree of Impact
Immediacy	High Temperature	The production environment must be maintained at a constant temperature, and rising temperatures increase cooling and energy costs.	Period of occurrence: Short-term Likelihood of occurrence: High Degree of impact: Low
	Slope Disaster	Plants located on slope edges or in geologically unstable areas are threatened by landslides and slope collapses.	Period of occurrence: Long-term Likelihood of occurrence: High Degree of impact: Low
	Typhoon	Strong winds and heavy rainfall affect power supply, communications, and transportation, disrupting production operations.	Period of occurrence: Short-term Likelihood of occurrence: Low Degree of impact: Low
	PM2.5	Fine particulate matter deteriorates air quality, affecting employee health and product cleanliness requirements.	Period of occurrence: Long-term Likelihood of occurrence: High Degree of impact: Low
	Drought (Low Rainfall)	Insufficient water resources may lead to reduced production or shutdowns, particularly in areas such as Taiwan.	Period of occurrence: Short-term Likelihood of occurrence: Low Degree of impact: Low
	Flooding (Heavy Rainfall)	Heavy rainfall causes flooding in factories or supply chain areas, interrupting operations and logistics.	Period of occurrence: Short-term Likelihood of occurrence: Low Degree of impact: Low
	Strong Wind	Strong winds may also occur during non-typhoon periods, affecting lightweight structures and outdoor equipment.	Period of occurrence: Long-term Likelihood of occurrence: High Degree of impact: Low
	Sea Level Rise	Plants located in coastal or reclaimed land areas face long-term flooding risks.	Period of occurrence: Long-term Likelihood of occurrence: High Degree of impact: Low
	Debris Flow	Heavy rainfall in mountainous supplier areas or around plants may cause landslides, interrupting supply.	Period of occurrence: Long-term Likelihood of occurrence: High Degree of impact: Low

Long-term	High Temperature	The normalization of high temperatures leads to continued increases in cooling costs and energy consumption.	Period of occurrence: Long-term Likelihood of occurrence: Low Degree of impact: High
	Slope Disaster	Long-term weakening of soil structure poses potential collapse risks to factories and passageways on slopes.	Period of occurrence: Long-term Likelihood of occurrence: Low Degree of impact: Low
	Typhoon	Climate change causes variation in the intensity and frequency of typhoons, making risks more difficult to predict.	Period of occurrence: Long-term Likelihood of occurrence: Low Degree of impact: Low
	PM2.5	Long-term deterioration in air pollution affects employee health and the stability of cleanroom processes.	Period of occurrence: Long-term Likelihood of occurrence: Low Degree of impact: High
	Drought (Low Rainfall)	Water shortages will become normalized, posing threats of water restrictions and reduced production.	Period of occurrence: Long-term Likelihood of occurrence: Low Degree of impact: High
	Flooding (Heavy Rainfall)	Long-term increases in extreme rainfall threaten plants in low-lying areas and increase the risk of logistics interruption.	Period of occurrence: Long-term Likelihood of occurrence: Low Degree of impact: Low
	Strong Wind	High-rise buildings and external facilities are exposed to long-term risks of damage from strong winds.	Period of occurrence: Long-term Likelihood of occurrence: Low Degree of impact: High
	Sea Level Rise	If plants are located in low-lying coastal areas, they face long-term risks of flooding, devaluation, and relocation pressure.	Period of occurrence: Long-term Likelihood of occurrence: Low Degree of impact: High
	Debris Flow	Slope areas or supplier areas face long-term risks of soil loosening.	Period of occurrence: Long-term Likelihood of occurrence: Low Degree of impact: Low

The Company has evaluated the above risks and identified the following climate-related risks and opportunities that may cause material financial impacts, together with the corresponding response strategies:

I. Transition Risks and Opportunities

R Risk / O Opportunity	Potential Financial Impact	Corresponding strategies
R: Increased pricing of greenhouse gas emissions	Increase in operating costs 1. Increased costs of energy-saving measures 2. Increased costs of renewable energy installation	1. Strengthen R&D and innovation of green products 2. Improve energy use efficiency 3. Invest in green energy equipment
O: Strengthening greenhouse gas emissions reporting obligations	Increase in operating costs 1. Increased costs of inventory and verification 2. Early planning of reduction measures after identifying emission hotspots through greenhouse gas inventories to reduce greenhouse gas emission costs	1. Enhance the Company's green image through transparent disclosure 2. Strengthen corporate governance to establish a culture in which the Company attaches importance to climate-related issues and takes action 3. Improve sustainability ratings and establish a favorable image
O: Transformation costs of replacing existing products and services with low-carbon products	Increase in operating costs 1. Increase in R&D expenses 2. Increase in raw material, equipment, and procurement costs	1. Continue to invest in the R&D of low-carbon products 2. Adopt raw materials with lower carbon footprints and reconfigure product composition
R: Changes in customer behavior	Decrease in revenue Increase in operating costs 1. Increased procurement costs 2. Increased costs of acquiring green energy technologies	1. Continue to strengthen R&D and innovation of green products 2. Enhance customer recognition through high-quality products
R: Increase in raw material costs	Increase in operating costs 1. Increased procurement costs 2. Increased costs of energy consumption and carbon allowance allocation	1. Strengthen R&D and innovation of green products 2. Enhance financing feasibility and reduce the cost of capital

	<p>II. Physical Risks and Opportunities</p>		
	<p>R Risk / O Opportunity</p>	<p>Potential Financial Impact</p>	<p>Corresponding strategies</p>
	<p>R: Extreme weather events such as typhoons and floods may cause production interruption, transportation difficulties, and supply chain disruption</p>	<p>Increase in operating costs / capital expenditures  1. Expenditures on plants and equipment in response to extreme weather  2. Investments in disaster prevention-related assets</p>	<ol style="list-style-type: none"> <li>1. Assess flood risks at production sites and implement corresponding risk mitigation measures</li> <li>2. Closely monitor and respond to climate-related issues</li> <li>3. Develop alternative raw materials</li> <li>4. Seek suppliers in other regions</li> </ol>
	<p>R: Extreme rainfall and drought events affect reservoir water storage capacity, resulting in production interruption, transportation difficulties, and supply chain disruption</p>	<p>Decrease in product revenue  Increase in transportation and energy costs</p>	<ol style="list-style-type: none"> <li>1. Assess the risk of extreme rainfall and drought events impacting production at production sites, and implement corresponding risk mitigation measures</li> <li>2. Take extreme climate risks into consideration when selecting locations for new operating sites</li> </ol>
<p>3. Describe the financial impacts of extreme climate events and transition actions</p>	<p><b>Financial Impacts of Extreme Climate Events</b>  The Company has identified that extreme climate events (typhoons, droughts, and heavy rainfall) may cause damage to plant equipment and create difficulties in logistics and transportation, thereby affecting the Company’s operations. With respect to the risks of typhoons and heavy rainfall, the Xindian Plant in Taiwan is an important production base of the Company. According to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), analysis for northern Taiwan under the RCP 6.0 scenario indicates that the rate of change in consecutive rainy days is higher than under the most severe end-of-century warming scenario of RCP 8.5. Under RCP 6.0, the number of consecutive rainy days in northern Taiwan is projected to increase by 9% by the end of this century, rising from the current average of 12 days to 13.1 days. In addition, the Xindian Plant is not located in a low-lying area, and according to the 3D disaster potential map of the National Science and Technology Center for Disaster Reduction, the Xindian Plant does not have flood hazard potential.</p> <p>With respect to drought risk, according to TCCIP projections under the RCP 8.5 scenario for northern Taiwan, the dry season is expected to increase by 13% by the end of this century, extending from the current average of 52 days to 58.7 days. However, according to the World Resources Institute’s “Aqueduct Water Risk Atlas,” the Company’s Xindian Plant is located in a low-to-medium risk area. The Company has assessed that this does not have a material impact on plant operations or production processes.</p> <p><b>Financial Impacts of Transition Actions</b>  Under the transition risks of a low-carbon economy, the Company will face a wide range of changes in policies and regulations, technology, and market conditions. Considering the nature, timing, and materiality of these changes, carbon fees, greenhouse gas cap-and-trade mechanisms, and shifts in consumer preferences may increase operating costs or reduce sales volume. However, given that the Company has already been progressively and continuously advancing toward the research and innovation of low-carbon products, these changes are not expected to have a material impact on market sales. Therefore, under the trend of low-carbon transition, the financial impact of carbon pricing on the Company will be limited to increased supply chain costs arising from the adoption of low-carbon footprint raw materials. Accordingly, the Company will address such transition risks by introducing energy-saving and carbon reduction projects to reduce the impact of energy consumption, water resource consumption, and waste on the climate, improve energy use efficiency, and continue to invest in the research and innovation of green products to meet consumer demand.</p>		

<p>4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.</p>	<p>To implement climate risk management and reduce the impact of various risks on the Company’s operations, the Company has established integrated procedures for the identification, assessment, and management of climate risks, and incorporated them into the overall risk management system. The procedures are as follows:</p> <table border="1" data-bbox="472 245 2011 968"> <thead> <tr> <th data-bbox="472 245 860 379"><b>Step 1: Collection of climate risk and opportunity issues</b></th> <th data-bbox="860 245 1247 379"><b>Step 2: Identification of physical and transition risks and opportunities</b></th> <th data-bbox="1247 245 1632 379"><b>Step 3: Identification of physical and transition risks and opportunities</b></th> <th data-bbox="1632 245 2011 379"><b>Step 4: Formulation of corresponding management mechanisms</b></th> </tr> </thead> <tbody> <tr> <td data-bbox="472 379 860 968"> <p>The Company conducts in-depth analysis of global climate change trends and issues relevant to its industry, including historical and projected climate changes, policy and regulatory developments, market trends, and technological advancements, all of which may have potential impacts on the Company’s operations and financial position.</p> </td> <td data-bbox="860 379 1247 968"> <p>Through interviews with various departments, the Company compiles all climate-related risks and opportunities that may affect operations and uses these as the basis for designing climate change risk and opportunity assessment questionnaires. The Company evaluates the specific impacts of these climate-related trends and issues on its business, including identifying risks that may affect physical assets, supply chains, operations, and market position, while also identifying potential transition opportunities.</p> </td> <td data-bbox="1247 379 1632 968"> <p>Based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Company conducts relevant financial disclosures to explain its understanding of climate-related risks and opportunities and its response measures. Such disclosures include the magnitude of financial impacts, risk management strategies and objectives, and the outlook for risks and opportunities across different time horizons. Through these disclosures, the Company enhances transparency for stakeholders regarding its climate-related risk management.</p> </td> <td data-bbox="1632 379 2011 968"> <p>For identified key risks and opportunities, the Company formulates corresponding response measures to effectively manage potential risks and capitalize on opportunities to achieve business objectives. In addition, the Company regularly reviews and evaluates the effectiveness of its management measures, monitors implementation progress and outcomes, and makes timely rolling adjustments as necessary.</p> </td> </tr> </tbody> </table>	<b>Step 1: Collection of climate risk and opportunity issues</b>	<b>Step 2: Identification of physical and transition risks and opportunities</b>	<b>Step 3: Identification of physical and transition risks and opportunities</b>	<b>Step 4: Formulation of corresponding management mechanisms</b>	<p>The Company conducts in-depth analysis of global climate change trends and issues relevant to its industry, including historical and projected climate changes, policy and regulatory developments, market trends, and technological advancements, all of which may have potential impacts on the Company’s operations and financial position.</p>	<p>Through interviews with various departments, the Company compiles all climate-related risks and opportunities that may affect operations and uses these as the basis for designing climate change risk and opportunity assessment questionnaires. The Company evaluates the specific impacts of these climate-related trends and issues on its business, including identifying risks that may affect physical assets, supply chains, operations, and market position, while also identifying potential transition opportunities.</p>	<p>Based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Company conducts relevant financial disclosures to explain its understanding of climate-related risks and opportunities and its response measures. Such disclosures include the magnitude of financial impacts, risk management strategies and objectives, and the outlook for risks and opportunities across different time horizons. Through these disclosures, the Company enhances transparency for stakeholders regarding its climate-related risk management.</p>	<p>For identified key risks and opportunities, the Company formulates corresponding response measures to effectively manage potential risks and capitalize on opportunities to achieve business objectives. In addition, the Company regularly reviews and evaluates the effectiveness of its management measures, monitors implementation progress and outcomes, and makes timely rolling adjustments as necessary.</p>
<b>Step 1: Collection of climate risk and opportunity issues</b>	<b>Step 2: Identification of physical and transition risks and opportunities</b>	<b>Step 3: Identification of physical and transition risks and opportunities</b>	<b>Step 4: Formulation of corresponding management mechanisms</b>						
<p>The Company conducts in-depth analysis of global climate change trends and issues relevant to its industry, including historical and projected climate changes, policy and regulatory developments, market trends, and technological advancements, all of which may have potential impacts on the Company’s operations and financial position.</p>	<p>Through interviews with various departments, the Company compiles all climate-related risks and opportunities that may affect operations and uses these as the basis for designing climate change risk and opportunity assessment questionnaires. The Company evaluates the specific impacts of these climate-related trends and issues on its business, including identifying risks that may affect physical assets, supply chains, operations, and market position, while also identifying potential transition opportunities.</p>	<p>Based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Company conducts relevant financial disclosures to explain its understanding of climate-related risks and opportunities and its response measures. Such disclosures include the magnitude of financial impacts, risk management strategies and objectives, and the outlook for risks and opportunities across different time horizons. Through these disclosures, the Company enhances transparency for stakeholders regarding its climate-related risk management.</p>	<p>For identified key risks and opportunities, the Company formulates corresponding response measures to effectively manage potential risks and capitalize on opportunities to achieve business objectives. In addition, the Company regularly reviews and evaluates the effectiveness of its management measures, monitors implementation progress and outcomes, and makes timely rolling adjustments as necessary.</p>						
<p>5. If scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors used, and main financial impacts shall be explained.</p>	<p>The Company has not yet used scenario analysis to assess its resilience to climate change risks.</p>								

<p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>The Company is currently in the process of planning a transition plan for managing climate-related risks. However, to address such risks, the Company has preliminarily formulated response measures targeting direct emissions from operations (Scope 1), indirect emissions from energy consumption (Scope 2), and other indirect emissions generated along the value chain (Scope 3), with the aim of achieving emission reductions. The plan includes:</p> <ol style="list-style-type: none"> <li>1. Continue to actively and independently implement carbon reduction by developing advanced technologies, improving energy productivity and utilization efficiency, and minimizing carbon emissions from manufacturing processes and products.</li> <li>2. Promote suppliers' participation in energy conservation and carbon reduction by extending such initiatives to the value chain and supporting the transition to low-carbon energy through concrete actions.</li> </ol>
<p>7. If internal carbon pricing is used as a planning tool, disclose the basis for pricing.</p>	<p>In response to the increasingly severe challenges of climate change, global enterprises are undergoing a profound transformation driven by carbon. Enterprises have already experienced expectations and pressures regarding sustainable development from international supply chains, investors, and even consumers. Among these, Internal Carbon Pricing (Internal Carbon Pricing, ICP) is a critical tool for enterprises to advance toward green transformation and achieve sustainable development. To address climate change and adapt to the impact of carbon emissions, the Company officially established an internal carbon pricing (ICP) system in 2025. The system adopts the shadow pricing method as the basis for evaluation, internalizing carbon emission costs without actually levying internal carbon fees. In addition, with reference to the rate announced by the sixth carbon fee rate review committee of the Ministry of Environment, Taiwan, the carbon price for 2025 to 2026 is set at NT\$300 per metric ton of carbon dioxide equivalent, and will be subject to rolling review and adjustment in accordance with international trends and regulatory requirements.</p>
<p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p>	<p>The Company has not yet established climate-related targets.</p>

<p>9. GHG inventories and assurances, as well as reduction targets, strategies, and concrete action plans (complete 1-1 and 1-2 separately).</p>	<p>As the Company's paid-in capital is less than NT\$5 billion, the relevant information on greenhouse gas inventory, assurance status, reduction targets, strategies, and specific action plans will be disclosed in accordance with the following schedule:</p> <ol style="list-style-type: none"> <li>1. The parent company entity shall complete disclosure of inventory information starting from 2026, and disclosure of assurance information starting from 2028.</li> <li>2. Subsidiaries included in the consolidated financial statements shall complete disclosure of inventory information starting from 2027, and disclosure of assurance information starting from 2029.</li> <li>3. The Company (including subsidiaries included in the consolidated financial statements) shall complete disclosure of carbon reduction targets, strategies, and specific action plans starting from 2027.</li> </ol>
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2. Greenhouse gas inventory and assurance of the Company for the most recent two years

(1) Greenhouse gas inventory information

Describe the greenhouse gas emissions (metric tons CO2e), intensity (metric tons CO2e per million NTD), and data coverage for the most recent two years.					
The Company’s paid-in capital is less than NT\$5 billion. Although it is not yet subject to the disclosure requirements of this item, in anticipation of regulatory requirements, the Company has completed the “2024 Annual Greenhouse Gas Inventory Report.” The organizational boundary of the report is established with reference to the requirements and recommendations of “ISO 14064-1:2018 Greenhouse Gas Inventory Protocol,” adopting the operational control approach, whereby 100% of greenhouse gas emissions from facilities managed or operationally controlled by the Company are recognized. In addition, the Company has completed the greenhouse gas inventory for 2025 and consolidated the greenhouse gas emissions of the Company and all subsidiaries included in the consolidated financial statements, as set out below:					
Organization Boundary	Emission Source	2024		2025	
		Emissions (tons CO2e/year)	Emission Intensity (tons CO2e/NT\$ million revenue)	Emissions (tons CO2e/year)	Emission Intensity (tons CO2e/NT\$ million revenue)
The Company	Scope 1 Direct Greenhouse Gas Emissions	12.0906		10.2030	
	Scope 2 Indirect Greenhouse Gas Emissions	198.9997		194.3091	
	Subtotal	211.0903		204.5121	
All Subsidiaries Included in the Consolidated Financial Statements	Scope 1 Direct Greenhouse Gas Emissions	8.2836		6.6694	
	Scope 2 Indirect Greenhouse Gas Emissions	87.1933		111.0303	
	Subtotal	95.4769		117.6997	
Total		306.5672	1.0439	322.2118	1.3217
<b>The Company’s other indirect greenhouse gas emissions (Categories 3–6 / Scope 3) for 2025</b>					
Category 3 Greenhouse Gas Emissions Inventory Table					
Category	(3.1) Upstream transportation and distribution	(3.2) Downstream transportation and distribution	(3.3) Business travel	(3.4) Employee commuting	(3.5) Customer and visitor transportation
Indirect greenhouse gas emissions from transportation (Category 3)	Non-significant	Non-significant	72.5097	Non-significant	Non-significant
Category 4 Greenhouse Gas Emissions Inventory Table					

Category	(4.1) Purchased goods and services	(4.2) Capital goods	(4.3) Waste generated from operations	(4.4) Upstream leased assets	(4.5) Emissions from the use of services not otherwise specified above
Indirect greenhouse gas emissions from the organization's use of products (Category 4)	Non-significant	Non-significant	Non-significant	Non-significant	Non-significant

Category 5–Category 6 Greenhouse Gas Emissions Inventory Table

Category	(5.1) Use of sold products	(5.2) Downstream leased assets	(5.3) End-of-life treatment of sold products	(5.4) Investments	(6.1) Others
Indirect greenhouse gas emissions from the use of the Company's products (Category 5) and other indirect greenhouse gas emissions (Category 6)	Non-significant	Non-significant	Non-significant	Non-significant	Non-significant

Note 1: Direct emissions (Scope 1, i.e., direct emissions from sources owned or controlled by the Company), energy indirect emissions (Scope 2, i.e., indirect greenhouse gas emissions resulting from purchased electricity, heat, or steam), and other indirect emissions (Scope 3, i.e., emissions generated from the Company's activities that are not energy indirect emissions but originate from sources owned or controlled by other entities).

Note 2: The data coverage for direct emissions and energy indirect emissions shall be handled in accordance with the schedule prescribed by the competent authority pursuant to Paragraph 2, Article 10 of these Regulations; information on other indirect emissions may be disclosed voluntarily.

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: Greenhouse gas emission intensity may be calculated per unit of product/service or per unit of revenue; however, at a minimum, data calculated based on revenue (NT\$ million) shall be disclosed.

(2) Greenhouse gas assurance information

Describe the assurance status for the most recent two years as of the annual report publication date, including the scope of assurance, assurance institution, assurance standards, and assurance opinion.
The Company's paid-in capital is less than NT\$5 billion, so this item is not applicable for disclosure.

Note 1: This shall be handled in accordance with the schedule prescribed by the competent authority pursuant to Paragraph 2, Article 10 of these Regulations.

If the Company has not obtained complete greenhouse gas assurance opinions by the date of publication of the annual report, it shall state "complete assurance information will be disclosed in the sustainability report"; if the Company does not prepare a sustainability report, it shall state "complete assurance information will be disclosed on the Market Observation Post System," and complete assurance information shall be disclosed in the annual report of the following year.

Note 2: The assurance institution shall comply with the relevant regulations on sustainability report assurance institutions prescribed by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

Note 3: For disclosure content, please refer to the best practice reference examples on the website of the Taiwan Stock Exchange Corporate Governance Center.

3. Greenhouse gas reduction targets, strategies, and specific action plans

Describe the greenhouse gas reduction base year and its data, reduction targets, strategies, specific action plans, and the achievement status of reduction targets.
<p><b><u>Greenhouse gas reduction base year and its data, reduction targets</u></b></p> <p>The Company's paid-in capital is less than NT\$5 billion; therefore, this disclosure requirement is not yet applicable. However, for the purpose of planning greenhouse gas reduction strategies, the consolidated company completed a greenhouse gas inventory in 2023 based on the boundary of the consolidated financial statements. Accordingly, the base year is 2023, with Scope 1 and Scope 2 emissions of 16.4565 tons CO<sub>2</sub>e and 296.3278 tons CO<sub>2</sub>e, respectively. As the primary source of carbon emissions for the consolidated company is purchased electricity, total emissions amounted to 308.4515 tons CO<sub>2</sub>e. Therefore, electricity conservation is the principal means of emission reduction. The Company aims to achieve a 5% reduction in 2024 compared to the base year and to achieve at least a 5% reduction annually thereafter, with a target of a 35% reduction by 2030 (Year 119 of the ROC calendar). In addition, the Company has completed the greenhouse gas inventory for 2025, with Scope 1 and Scope 2 emissions of 16.8724 tons CO<sub>2</sub>e and 305.3394 tons CO<sub>2</sub>e, respectively. As the 5% reduction target was not achieved, the Company is currently reviewing and implementing improvement measures.</p> <p><b><u>Greenhouse gas reduction targets, strategies, and specific action plans</u></b></p> <p>The consolidated company has integrated carbon reduction management into its operational strategy, including the introduction of mechanisms such as linking ESG performance to employee compensation, in order to identify reduction pathways and achieve measurable results. Measures include the promotion of electricity conservation, procurement of green electricity, and process improvements. In the future, the Company will further ensure that reduction targets are met by improving energy efficiency and evaluating the replacement of equipment with energy-saving machinery, thereby reducing carbon emission impacts and enhancing operational competitiveness. Furthermore, to ensure that management, the executive team, and all employees jointly achieve greenhouse gas reduction targets and improve energy and resource efficiency, key plan targets have been incorporated into operational performance evaluation indicators. These indicators serve as the basis for employee performance evaluation and bonus distribution, thereby reinforcing a culture of accountability. In addition, starting from 2024, the consolidated company has introduced a mechanism linking ESG performance to employee compensation. When overall corporate performance targets are achieved, an additional percentage bonus is granted. Through the establishment of a deeply embedded sustainable corporate culture, employees are encouraged to work collectively toward progressively achieving the consolidated company's net-zero emissions pathway and targets.</p>

Note 1: This shall be handled in accordance with the schedule prescribed by the competent authority pursuant to Paragraph 2, Article 10 of these Regulations.

Note 2: The base year shall be the year in which the inventory within the consolidated financial reporting boundary is completed. For example, in accordance with the schedule prescribed pursuant to Paragraph 2, Article 10 of these Regulations, companies with paid-in capital of NT\$10 billion or more shall complete the inventory for the consolidated financial statements for 2024 by 2025; therefore, the base year shall be 2024. If the Company has completed

the inventory for the consolidated financial statements earlier, such earlier year may be adopted as the base year. In addition, the base year data may be calculated based on a single year or the average of several years.

Note 3: For disclosure content, please refer to the best practice reference examples on the website of the Taiwan Stock Exchange Corporate Governance Center.

4. Has the Company invested in energy-saving or green energy-related environmentally sustainable machinery and equipment, or invested in Taiwan's green energy industry (e.g., renewable energy power plants), or issued or invested in green or social benefit investment projects with substantial benefits and sustainable development financial products, and disclosed the investment status and specific benefits?

Due to considerations of the Company's scale and costs, the Company has not made any such investments to date; therefore, this item is not applicable.

5. Has the Company's sustainability report been submitted to the Board of Directors for approval?

The Company has prepared the 2024 Sustainability Report, which was submitted to and approved by the Board of Directors at the second meeting of the 12th term on August 5, 2025.

6. Does the Company disclose its annual greenhouse gas emissions for the past two years?

The Company has disclosed its annual greenhouse gas emissions for the past two years. Please refer to pages 71 – 72 under "Greenhouse Gas Inventory Information."

7. Has the Company established greenhouse gas reduction management policies, including reduction targets, implementation measures, and achievement status?

The Company has not yet completed the establishment of greenhouse gas reduction management policies.

8. Has the Company assessed risks or opportunities to the community and adopted corresponding measures?

The Company's offices are located in Neihu District, Taipei City, and Xindian District, New Taipei City. Among its employees, 66.67% are from Taipei City, of which 25% reside in Neihu District; 57.58% are from New Taipei City, of which 52.63% reside in Xindian District. This demonstrates that the Company actively hires local talent at its operating locations, thereby effectively promoting local employment and strengthening community engagement.

Considering that the Neihu Technology Park and Paochiao Industrial Park are prone to traffic congestion during peak commuting hours, which may affect nearby residents' commuting and daily lives, the Company implemented a flexible working hours system in 2025. By staggering employee commuting times, the Company reduces traffic load, mitigates impacts on the surrounding community's traffic environment, and supports employees' work-life balance.

In addition, to support economically disadvantaged and emergency-needy families, and to embody the spirit of giving back to society, although the Company is located in Taipei City and New Taipei City, it donated NT\$50,000 in 2025 to the VIA Cord Blood Stem Foundation. This supports charitable missions including cord blood collection, storage, transplant matching, scientific research, and assistance for disadvantaged families. Through such contributions, the Company aims to promote the sustainable development of regenerative medicine and life sciences in Taiwan and fulfill its ESG and social responsibility commitments.

9. Has the Company invested resources in supporting domestic cultural development?

The Company has not yet had appropriate opportunities to support domestic cultural development; however, it will seek suitable cultural activities to support or sponsor in the future.

(VI) Ethical Corporate Management – Implementation Status and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
<p>I. Establishment of ethical corporate management policies and programs</p> <p>(I) Has the Company established the policies and measures of the ethical corporate management in the charter or external documents, and the commitment of the Board of Directors and management to actively implement such policies?</p>	V		(I) In addition to explicitly specifying the policy and practices of ethical corporate management in relevant regulations and external documents, ethical management is also a mission and objective that the Board of Directors and senior management are committed to actively implementing. It serves as a governing principle adhered to and implemented by all personnel from the Board of Directors downward. The Company has, upon approval by the Board of Directors, established the “Ethical Corporate Management Best-Practice Principles,” and has implemented effective accounting systems, internal control systems, and regular audits conducted by internal auditors. The policy and practices of ethical management, as well as the commitment of the Board of Directors and senior management to actively implement such policies, are clearly stated in the regulations and external documents.	Compliant with the provisions of the “Ethical Corporate Management Best-Practice Principles for TWSE/TPEX-Listed Companies.”
<p>(II) Has the Company established a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and establishes prevention programs accordingly, at least include preventive measures against the behaviors specified in Paragraph 2, Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?”</p>	V		(II) The Company has established the “Ethical Corporate Management Best-Practice Principles” and the “Code of Ethical Conduct” as behavioral guidelines for directors, managerial officers, and all employees. It has also adopted the “Procedures for Reporting Violations of Ethical Conduct and Integrity Management” and the “Employee Grievance Management Regulations,” including disciplinary measures and appeal mechanisms for violations, thereby establishing a risk assessment mechanism for preventing unethical conduct. The Company regularly analyzes and evaluates business activities within its operational scope that present higher risks of unethical conduct. The content of such mechanisms includes preventive measures covering the items specified in Paragraph 2 of Article 7 of the “Ethical Corporate Management Best-Practice Principles for TWSE/TPEX-Listed Companies.” In addition, through the formulation of internal operating procedures and codes of conduct (such as employee handbooks and work rules), as well as through labor-management coordination meetings and new employee orientation and training sessions that facilitate two-way communication with employees, the Company promotes specific policies for the prevention of unethical conduct.	
<p>(III) Has the Company established the programs to forestall unethical conduct, including operational procedures, guidelines, penalties and complain filing in the program, and implemented the program,</p>	V		(III) With respect to the prevention of unethical conduct, the Company has established the “Procedures for Reporting Violations of Ethical Conduct and Integrity Management,” which clearly stipulate disciplinary measures and appeal mechanisms for violations, thereby establishing a mechanism for preventing risks of unethical conduct. The Company also conducts regular reviews and revisions of the	

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
and review and amend the mentioned programs regularly?			<p>aforementioned procedures to progressively enhance and complete the regulatory framework and ensure effective implementation.</p>	
<p>II. Implementation of Ethical Corporate Management</p> <p>(I) Has the Company assessed the ethical conducts records of the business partners, and specified the ethical conduct clauses in the contracts entered with the counterparties?</p>	V		<p>(I) The Company, based on the principle of ethical corporate management, conducts business activities in a fair and transparent manner. Prior to engaging in commercial transactions, it evaluates the legitimacy of relevant vendors, customers, and other transaction counterparties, as well as whether they have any record of unethical conduct, in order to avoid dealings with parties having such records. The Company has also included in its commercial contracts provisions requiring compliance with its ethical corporate management policy, and stipulating that if a counterparty is involved in unethical conduct, the contract may be terminated or rescinded at any time.</p>	<p>Compliant with the provisions of the “Ethical Corporate Management Best-Practice Principles for TWSE/TPEX-Listed Companies.”</p>
<p>(II) Has the Company established a dedicated unit of ethical management that is under the board of directors and report to the board of directors on a regular basis (at least once a year) of the ethical management policies, prevention measures against unethical behaviors and the status of oversight and implementation?</p>	V		<p>(II) 1. To strengthen the management of ethical corporate management, the General Manager’s Office serves as the dedicated unit responsible for formulating and supervising the implementation of ethical corporate management policies and prevention programs. In accordance with the duties and scope of each department, the General Manager’s Office is responsible for carrying out assignments delegated by the Board of Directors and supervising senior management in the formulation and implementation of various ethical corporate management policies and programs, so as to ensure the implementation of ethical corporate management. The General Manager’s Office also reports to the Board of Directors, before the end of each year, on the implementation status of the Company’s ethical corporate management policies and prevention programs against unethical conduct. The most recent annual report on the implementation of ethical corporate management was presented to the Board of Directors at the 4th meeting of the 12th term on December 26, 2025. The General Manager’s Office completed the supervision and implementation of the Company’s business activities for 2025 and confirmed that the formulation of relevant operating policies and the conduct of business activities were all carried out in accordance with the Company’s “Ethical Corporate Management Best-Practice Principles,” and that there were no violations of ethical corporate management.</p> <p>2. The implementation status of the Company’s ethical corporate management policy in 2025 is as follows:</p> <p>(1) Policy promotion</p> <p>To further implement the ethical corporate management system, the Company conducted relevant education and promotion for incumbent directors, managerial officers, and employees on March 3, 2025. The content included the scope of</p>	

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
(III) Has the Company established policies to prevent conflict of interests, provide appropriate communication and complaint	V		<p>material non-public information, confidentiality operations, the operation of confidentiality procedures, and handling of violations. In addition, on May 5, 2025, the Company conducted education and promotion for incumbent directors, managerial officers, and employees regarding the Company's "Regulations Governing Prevention of Insider Trading." The content included the requirement that persons subject to insider trading regulations are strictly prohibited from trading securities using non-public information in the market, including, but not limited to, the prohibition that directors may not trade their shares during the closed period of 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of each quarterly financial report. The promotion materials were also sent to all directors, managerial officers, and employees for reference.</p> <p>(2) Audit and control The Company has established effective accounting systems and internal control systems for business activities with higher risks of unethical conduct, and internal auditors regularly audit compliance therewith in order to implement ethical corporate management.</p> <p>(3) Encouraging the reporting of unlawful acts In order to ensure that all employees understand the seriousness of violations of ethical corporate management and to encourage the whistleblowing system so as to enhance the effectiveness of ethical corporate management, the Company has specifically conducted further promotion of the revised "Procedures for Reporting Violations of Ethical Conduct and Ethical Corporate Management."</p> <p>(4) Education and training With respect to the importance of ethical corporate management, Company policies, and codes of conduct, the Company held an "Internal Education and Training Seminar on Regulatory Compliance and Integrity Governance" under the theme of the competent authority's policy promotion material "2025 Insider Shareholding Promotion Meeting Handout_Changes in Insider Shareholdings." A total of 41 participants attended, amounting to 82 person-hours, with the aim of enabling employees to recognize that ethical corporate management is a mission and goal actively committed to by the Board of Directors and management, thereby implementing ethical corporate management.</p>	
			(III) The Company has established the "Ethical Corporate Management Best-Practice Principles" and the "Code of Ethical Conduct" as behavioral guidelines for directors, managerial officers, and all employees.	

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
channels and implement such policies properly?			It has also established the “Procedures for Reporting Violations of Ethical Conduct and Ethical Corporate Management” and the “Employee Grievance Management Regulations,” which expressly set forth policies for the prevention of conflicts of interest and provide appropriate channels for reporting. Relevant provisions are also included in personnel regulations such as the “Work Rules,” “Employee Handbook,” and “Employee Reward and Discipline Regulations.”	
(IV) To implement the ethical management, has the Company has established effective accounting and internal control system, and prepare the related audit program by the internal audit unit based on the evaluation results of the unethical risk, as the basis to audit the compliance of the prevention measures against unethical behaviors, or delegate accountants to audit?	V		(IV) In order to implement ethical corporate management, the Company has established effective accounting systems and internal control systems for business activities with higher risks of unethical conduct. Based on the results of unethical conduct risk assessments, internal auditors formulate relevant audit plans and conduct audits accordingly on compliance with the prevention programs against unethical conduct.	
(V) Has the Company provided internal and external ethical conduct training programs on a regular basis?	V		(V) Through two-way communication occasions such as labor-management coordination meetings and new employee education and training, the Company regularly conducts internal education and training on ethical corporate management and promotes specific rules for preventing unethical conduct, including courses related to compliance with ethical corporate management laws and regulations and internal controls. In 2025, in addition to further promoting the “Procedures for Reporting Violations of Ethical Conduct and Ethical Corporate Management,” the Company also held an “Internal Education and Training Seminar on Regulatory Compliance and Integrity Governance” under the theme of the competent authority’s policy promotion material “2025 Insider Shareholding Promotion Meeting Handout_Changes in Insider Shareholdings.” The course content included an overview of ethical corporate management and corporate governance. A total of 41 participants attended, amounting to 82 person-hours, with a participation rate of 87%, with the expectation that all employees would deeply recognize that ethical corporate management is a mission and objective jointly committed to and actively promoted by the Board of Directors and management, thereby fully implementing the core values of ethical corporate management.	
III. Status of the Company's Whistleblower System				Compliant with the provisions of the “Ethical Corporate Management
(I) Has the Company established any concrete whistle-blowing and incentive system, with a	V		(I) The Company has established the “Procedures for Reporting Violations of Ethical Conduct and Ethical Corporate Management” and the “Employee	Management

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
<p>convenient whistle-blowing channel and assigned proper dedicated persons to the whistle blown objects?</p> <p>(II) Has the Company established the investigation standards, the follow-up measure to be taken after the investigation, and confidentiality mechanism for the whistle-blowing cases?</p>	V		<p>Grievance Management Regulations,” and has set up an employee suggestion box. Employees as well as internal and external personnel may utilize the suggestion box and the email addresses specified in the “Procedures for Reporting Violations of Ethical Conduct and Ethical Corporate Management” (published on the Company’s website at <a href="http://www.unifosa.com.tw/_i/assets/upload/files/C_A03(2).pdf">http://www.unifosa.com.tw/_i/assets/upload/files/C_A03(2).pdf</a> to provide convenient reporting channels) to report any unlawful conduct. The Company has designated independent personnel to handle reports from both internal and external parties. Whistleblowers may select the reporting unit and channel based on the nature of the report.</p> <p>(II) The Company’s “Procedures for Reporting Violations of Ethical Conduct and Ethical Corporate Management” clearly stipulate standard operating procedures for the investigation of reported matters, subsequent actions upon completion of investigations, and relevant confidentiality mechanisms.</p> <p>1. Acceptance principles</p> <p>If a reported case falls under any of the following circumstances, and still meets such conditions after a request for supplementary information or investigation, the responsible unit may decline to accept or respond and may close the case directly:</p> <ol style="list-style-type: none"> <li>(1) Failure to complete the “Whistleblower and Complaint Case Registration Form” with specific evidence and sufficient information for verification. The whistleblower may choose to remain anonymous, but must still provide the required information, excluding their real name, for verification.</li> <li>(2) The report is clearly malicious or contains false information.</li> <li>(3) The report does not involve violations of the Company’s Code of Ethical Conduct, Ethical Corporate Management Principles, workplace unlawful infringement, or harm to individual legal rights under existing management regulations, systems, or work operations.</li> <li>(4) The subject of the report does not fall within employees, suppliers, customers, or other relevant parties.</li> <li>(5) The same matter has already been reviewed and determined as not accepted, or has been processed and closed. However, this does not apply if new evidence is provided that justifies reinvestigation.</li> <li>(6) Anonymous reports lacking sufficient detail for verification, and no response is received after requests for additional information.</li> <li>(7) The whistleblower fails to provide contact information or cannot be reached.</li> </ol>	Best-Practice Principles for TWSE/TPEX-Listed Companies.”

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
(III) Has the Company taken measures to prevent the whistleblower from ill treatment due to the whistle-blowing?	V		<p>(8) The same report has already been submitted through another Company channel and has been accepted.</p> <p>2. Investigation procedures and handling period</p> <p>(1) Accepted cases shall be registered in the “Whistleblower and Complaint Case Registration Form” within five working days, and an investigation team shall be formed.</p> <p>(2) Members of the investigation team and relevant parties shall maintain confidentiality and shall not disclose any information externally without authorization.</p> <p>(3) In principle, the investigation team shall complete its determination and respond to the complainant within two months of acceptance. If necessary, the period may be extended by up to one additional month. For special cases that cannot be completed within the prescribed period, the reasons for extension, encountered difficulties, or required assistance shall be reported to the General Manager/Chairperson for approval, with a maximum extension not exceeding six months.</p> <p>(4) Investigation results shall be communicated to the whistleblower via confidential written notice or email. If the complainant disagrees with the outcome, they may file a reconsideration request within ten days of receiving the response using the “Whistleblower and Complaint Case Registration Form,” limited to one reconsideration request.</p> <p>(III) 1. The Company’s “Procedures for Reporting Violations of Ethical Conduct and Ethical Corporate Management” clearly stipulate that all involved parties, including the subject of the report, the whistleblower, and handling personnel, must maintain confidentiality and shall not disclose information externally, to prevent unfair treatment, retaliation, or threats against the whistleblower. Violations shall be handled in accordance with Company disciplinary regulations.</p> <p>2. In 2025, neither the Company nor its subsidiaries received any reports from employees, suppliers, customers, or other external stakeholders regarding illegal conduct, human rights violations, breaches of the Code of Ethical Conduct, or integrity violations.</p>	
IV. Enhancement of Information Disclosure (I) Does the Company disclose its guidelines on business ethics as well as information about implementation of such	V		(I) The Company has disclosed its “Ethical Corporate Management Best-Practice Principles” on its website and the Market Observation Post System, including policies, organizational structure, and	Compliant with the provisions of the “Ethical Corporate Management Best-Practice

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
guidelines on its website and MOPS?			implementation status related to ethical corporate management.	Principles for TWSE/TPEX-Listed Companies.”
V. Differences between the Company’s own ethical corporate management rules and the “Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies”: There are no material differences.				
VI. Other important information helpful for understanding the operation of ethical corporate management of the Company: (e.g., the status of review and amendment of the Company’s ethical corporate management code)				
(I) The Company’s business philosophy explicitly emphasizes a corporate culture and policy of “integrity first, people-oriented management.”				
(II) The Company strictly requires that all decisions and actions comply with applicable laws and regulations, and engages legal counsel to provide necessary consultation and review.				
(III) Through two-way communication with employees, the Company promotes ethics and integrity as fundamental expectations, ensuring employees understand that honesty and integrity are core elements of the Company’s employment culture, thereby fostering an ethical corporate culture.				
(IV) The Company clarifies that performance is not the sole factor in incentive programs, in order to prevent employees from being driven solely by profit motives and to reduce the risk of unethical or illegal conduct undertaken to obtain or maintain benefits.				
(V) The Company encourages employees to participate in training programs and internal communications related to ethical corporate management to enhance its effectiveness.				

(VII) Other material information sufficient to enhance understanding of the Company’s corporate governance operations.

1. Implementation of continuing education for directors

The Company’s directors and the independent directors of the Audit Committee shall, in accordance with the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies,” undertake continuing education courses each year after appointment, covering corporate governance-related topics including finance, risk management, business, commercial affairs, legal affairs, accounting, corporate social responsibility, internal control systems, and financial reporting responsibilities. Among them, newly appointed directors shall undertake at least 12 hours of continuing education in the year of appointment, and from the following year onward, together with reappointed directors, shall undertake at least 6 hours of continuing education each year during their term of office. Upon obtaining the continuing education certification documents of each director, the Company shall promptly disclose and announce their continuing education status on the “Market Observation Post System,” in compliance with the relevant provisions of the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies.”

2. Continuing education status of the Company's directors and independent directors in 2025

Title	Name	Course title	Course date	Organizer	Training hours
Chairman and General Manager	Chin-Tsai Lin	[Promoting Corporate Sustainable Development through Risk Management]	2025/11/27	Corporate Operating and Sustainable development Association	3.0
		[Corporate Governance and Securities Regulations – Analysis of Corporate Governance Risks from a Prosecutor's Perspective]	2025/12/11	Corporate Operating and Sustainable development Association	3.0
Director	Tsang-An Chiang	[Unsolicited M&A Practices and Corporate Governance Issues]	2025/10/31	Corporate Operating and Sustainable Development Association	3.0
		[Promoting Corporate Sustainable Development through Risk Management]	2025/11/27	Corporate Operating and Sustainable Development Association	3.0
Director and General Manager of the Storage Business Group	Wu-Hsing Hsiao	[Unsolicited M&A Practices and Corporate Governance Issues]	2025/10/31	Corporate Operating and Sustainable Development Association	3.0
		[Promoting Corporate Sustainable Development through Risk Management]	2025/11/27	Corporate Operating and Sustainable Development Association	3.0
Director	Ching-Jong Chen	[2025 Taishin Shin Kong Net-Zero Summit]	2025/08/22	Chinese National Association of Industry and Commerce	3.0
		[Unsolicited M&A Practices and Corporate Governance Issues]	2025/10/31	Corporate Operating and Sustainable Development Association	3.0
Independent Director	Yu-Feng Ma	[How to Apply Robotic Process Automation (RPA) to Enhance Internal Control Effectiveness]	2025/01/16	Accounting Research and Development Foundation, Republic of China	6.0
Independent Director	Chin-Tain Chiu	[Corporate Governance Upgrade: Creating a New Landscape of Talent Competitiveness]	2025/04/11	Taiwan Directors Association	3.0
		[Corporate Governance Forum]	2025/07/11	Taiwan Academy of Banking and Finance	3.0
Independent Director	Xue-Min Wu	[IFRS S1 and S2 Sustainability Disclosure Standards: Issuance, Impact, and Response]	2025/07/17	Securities and Futures Market Development Foundation, Republic of China	3.0
		[AI Development and Information Security Risks]	2025/08/14	Securities and Futures Market Development Foundation, Republic of China	3.0
Independent Director	Wei-Ru Zhang	[Corporate Governance Evaluation Transformation Strategies for ESG Evaluation]	2025/10/02	Securities and Futures Market Development Foundation, Republic of China	3.0
		[Green and Transition Finance Action Plan – Sustainability Roadmap and Directors' Responsibilities]	2025/11/27	Securities and Futures Market Development Foundation, Republic of China	3.0

3. Continuing education and training of managerial officers related to corporate governance

The Company regularly obtains corporate governance-related course information and updates through the websites of the Taiwan Corporate Governance Association, the Association for Corporate

Organizational Development, the Accounting Research and Development Foundation, and the Securities and Futures Market Development Foundation, in order to effectively grasp the latest corporate governance information and enhance the Company’s corporate governance quality. The participation of the Company’s managerial officers and audit unit in continuing education and training related to corporate governance for the year 2025 is as follows:

Title	Name	Course title	Course date	Organizer	Training hours
Deputy General Manager of the Office of the General Manager	Da-Wei Hsieh	Corporate Governance and Securities Regulations – Taiwan’s Policies for Promoting Sustainable Development and Relevant Securities Regulations	2025/02/21	Corporate Operating and Sustainable Development Association	3 hours
		“Information Security Awareness, Essential Knowledge and Responsibilities,” “Explanation of Information Security Incidents and Preventive Measures,” “Explanation of Information and Communication Security Control Guidelines for TWSE/TPEX Listed Companies”	2024/01/21-2025/02/28	Taiwan Academy of Banking and Finance	6 hours
		2025 Corporate Governance Evaluation Promotion Briefing	2025/03/13	Securities and Futures Market Development Foundation, Republic of China	3 hours
		2025 Briefing Session on Insider Shareholding for Emerging Stock Companies	2025/07/29	Taipei Exchange	3 hours
		2025 Taishin Shin Kong Net-Zero Summit	2025/08/22	Chinese National Association of Industry and Commerce, Taiwan	3 hours
		Corporate Governance and Securities Regulations – Corporate Governance and Legal Compliance Case Practices	2025/09/25	Financial Supervisory Commission (FSC)	3 hours
Accounting Manager, Finance Department	Yu-Ling Fu	“Financial Accounting Series,” “Audit Series,” “Financial Practice Series,” “Corporate Governance Series,” “Financial Regulations Series,” “Professional Ethics and Legal Responsibilities Series”	2025/10/13-2025/10/22	Accounting Research and Development Foundation, Republic of China	30 hours
Deputy Chief Accounting Officer	Ya-Fen Huang	“Financial Accounting Series,” “Audit Series,” “Professional Ethics and Legal Responsibilities Series”	2025/10/30-2025/10/31	Accounting Research and Development Foundation, Republic of China	12 hours
Audit Officer	Kung-Cheng Chen	Practical Analysis of Internal Control Management for Corporate Greenhouse Gas Inventories	2025/08/11	Accounting Research and Development Foundation, Republic of China	6 hours
		Comprehensive Analysis of Internal Control Practices for “Sustainability Information Management”	2025/08/13	Accounting Research and Development Foundation, Republic of China	6 hours
Acting Internal Auditor	Chieh-Hsiung Ho	Key Points and Practical Case Analysis of Internal Control and Internal Audit for “Sustainability Information Management”	2025/11/07	Accounting Research and Development Foundation, Republic of China	6 hours

Title	Name	Course title	Course date	Organizer	Training hours
		Practical Analysis of Internal Control Management for Corporate Greenhouse Gas Inventories	2025/11/12	Accounting Research and Development Foundation, Republic of China	6 hours

4. Whether the Company has established procedures for handling internal material information

The “Procedures for Handling Internal Material Information” established by the Company were reviewed and approved by the Board of Directors on August 24, 2009, and were subsequently internally announced and implemented, and incorporated into the Company’s internal control and internal audit systems for management and control. In addition, at least once each year during annual important legal and regulatory promotion sessions, the Company requires its directors, managerial officers, and all employees to be familiar with the relevant provisions and to strictly comply therewith, in order to clearly regulate the procedures for handling the Company’s material information, prevent directors, managerial officers, and employees who come into contact with internal material information through business activities from disclosing information or inadvertently engaging in insider trading, and at the same time enhance the quality of material information disclosure, so as to provide investors with accurate information for investment decision-making.

5. Whether the Company has established succession planning for members of the board of directors and key management personnel and the implementation thereof

(1) Succession planning and implementation for members of the board of directors

The Company implements the policy of board member diversity in accordance with the “Corporate Governance Best Practice Principles.” At present, there are six directors (including three independent directors), possessing diverse and complementary industry experience and professional capabilities in finance and accounting. Among them, two concurrently serve as senior management of the Company. In the future, the composition structure and professional background of the Company’s board of directors will continue the current structure, and diversification policies will be formulated based on the Company’s operations, business model, and development direction, including but not limited to standards in two major aspects: basic conditions and values, and professional knowledge and skills.

The Company’s planned successor candidates for board members shall primarily emphasize integrity, responsibility, innovation, and decisiveness, and shall be consistent with the Company’s core values, and shall possess professional knowledge and skills that contribute to the Company’s operation and management. In addition, when selecting new board members, in order to enhance the operational effectiveness and decision-making quality of the board of directors, the Company will consider the overall professional diversity of board members, including professional backgrounds in industry strategy, finance and taxation, law, and management. At the same time, the composition of the board of directors should include at least one female director, in order to achieve complementary effects in professionalism and gender.

(2) Succession planning and implementation for key management personnel

In order to pass on the expertise and experience of key management personnel, the Company, based on the scheduled timeline for succession in the short, medium, and long term, and the strengths and areas for improvement of successor candidates, in addition to strengthening training and incorporating them into the decision-making core, also arranges overseas assignments, job rotations, or acting positions for training, with particular emphasis on enhancing management aspects such as performance leadership, organizational change, and strategic thinking, so as to assist them in effectively improving their succession capabilities, preparing for adequate readiness to assume positions, and shortening the succession timeline.

6. Whether the Company has established written regulations governing financial and business transactions between related parties, the content of which shall include management procedures for transactions such as purchases and sales, and acquisition or disposal of assets, and whether material transactions shall be submitted to the Board of Directors for resolution and to the shareholders' meeting for approval or reporting

The Company has established the "Regulations Governing Financial and Business Transactions Between Related Parties," the content of which includes management procedures for transactions such as purchases and sales, and acquisition or disposal of assets. Relevant material transactions shall be submitted to the Board of Directors for resolution and to the shareholders' meeting for approval or reporting, and have been disclosed on the Company's website and the Market Observation Post System.

#### (VIII) Implementation status of the internal control system

1. Internal control statement: Please refer to page 136
2. Certified public accountant's review report: Not applicable.

(IX) Key resolutions of the Board of Directors and Shareholders Meeting during the most recent fiscal year up to the date of publication of the annual report

Shareholders' Meeting/Board of Directors	Date	Key Resolutions
Board of directors	2025.01.17	<ol style="list-style-type: none"> <li>1. Report on the review results of the qualifications of the Company's independent directors during their term of office.</li> <li>2. Report on the results of the performance evaluation of the Company's 2024 Board of Directors, individual directors, Audit Committee, and Remuneration Committee.</li> <li>3. Determination of the amount of year-end bonuses to be distributed to the Company's managerial officers for 2024.</li> <li>4. Evaluation and determination of the content and amount of monthly remuneration for the Company's managerial officers.</li> </ol>
Board of directors	2025.02.25	<ol style="list-style-type: none"> <li>1. Report on the execution status of the "Parent Company Greenhouse Gas Inventory and Assurance Schedule Planning" for the fourth quarter of 2024.</li> <li>2. Report on the execution status of the "Greenhouse Gas Inventory and Assurance Schedule Planning for Subsidiaries Included in the Consolidated Financial Statements" for the fourth quarter of 2024.</li> <li>3. Report on the communication status in 2024 among the Company's Audit Committee, Head of Internal Audit, and certified public accountants.</li> <li>4. Approval of the Company's 2024 "Assessment of the Effectiveness of Internal Control System" and "Statement on Internal Control System."</li> <li>5. Approval of the Company's "2024 Financial Report."</li> <li>6. Approval of the Company's "2024 Business Report."</li> <li>7. Approval of the Company's "2024 Statement of Loss Compensation."</li> <li>8. Amendment to the Company's "Articles of Incorporation."</li> <li>9. Determination of the Company's "Scope of Grassroots Employees."</li> <li>10. Amendment to the Company's "Internal Control System" and "Detailed Rules for Internal Audit Implementation."</li> <li>11. Re-election of the Company's directors.</li> <li>12. Nomination of the list of director candidates for the Company's 2025 annual general shareholders' meeting.</li> <li>13. Removal of the non-competition restrictions on the Company's newly appointed directors.</li> <li>14. Convening the Company's 2025 annual general shareholders' meeting and accepting shareholder proposals and nominations of director candidates.</li> </ol>
Board of directors	2025.05.09	<ol style="list-style-type: none"> <li>1. Report that there were no shareholder proposals and no nominations of director candidates for the Company's 2025 annual general shareholders' meeting.</li> <li>2. Report on the execution status of the "Parent Company Greenhouse Gas Inventory and Assurance Schedule Planning" for the first quarter of 2025.</li> <li>3. Report on the execution status of the "Greenhouse Gas Inventory and Assurance Schedule Planning for Subsidiaries Included in the Consolidated Financial Statements" for the first quarter of 2025.</li> <li>4. Approval of the appointment of the Company's new finance and accounting officer.</li> <li>5. Determination of the content and amount of monthly remuneration for the Company's newly appointed finance and accounting officer.</li> <li>6. Approval of the Company's "Consolidated Financial Report for the First Quarter of 2025."</li> </ol>
Annual General Shareholders' Meeting	2025.05.29	<ol style="list-style-type: none"> <li>1. The Company's 2024 business report.</li> <li>2. The Company's Audit Committee's review report on the 2024 closing statements and books.</li> <li>3. Report on the Company's 2024 directors' remuneration.</li> <li>4. Proposal for acknowledgment of the Company's 2024 closing statements and books.</li> <li>5. Proposal for acknowledgment of the Company's 2024 loss compensation.</li> <li>6. Discussion of the amendment to the Company's "Articles of Incorporation."</li> <li>7. Proposal for a full re-election of the Company's directors.</li> <li>8. Discussion of the removal of the non-competition restrictions on the Company's newly appointed directors.</li> </ol>

Shareholders' Meeting/Board of Directors	Date	Key Resolutions
(Emergency)Board of Directors	2025.05.29	1. Election of the Chairman of the Company's 12th Board of Directors.
Board of directors	2025.08.05	<ol style="list-style-type: none"> <li>1. Report on the execution status of the "Parent Company Greenhouse Gas Inventory and Assurance Schedule Planning" for the second quarter of 2025.</li> <li>2. Report on the execution status of the "Greenhouse Gas Inventory and Assurance Schedule Planning for Subsidiaries Included in the Consolidated Financial Statements" for the second quarter of 2025.</li> <li>3. Report on the Company's "2024 Greenhouse Gas Inventory Report."</li> <li>4. Report on the review results of the qualifications of the Company's independent directors upon election.</li> <li>5. Approval of the Company's "Consolidated Financial Report for the Second Quarter of 2025."</li> <li>6. Appointment of the members of the Company's 6th Remuneration Committee.</li> <li>7. Approval of the Company's "2024 Sustainability Report."</li> </ol>
Board of directors	2025.11.04	<ol style="list-style-type: none"> <li>1. Report on the execution status of the "Parent Company Greenhouse Gas Inventory and Assurance Schedule Planning" for the third quarter of 2025.</li> <li>2. Report on the execution status of the "Greenhouse Gas Inventory and Assurance Schedule Planning for Subsidiaries Included in the Consolidated Financial Statements" for the third quarter of 2025.</li> <li>3. Report on the Company's "2025 Renewal of Directors and Officers Liability Insurance."</li> <li>4. Proposed approval of the Company's "Consolidated Financial Report for the Third Quarter of 2025" for resolution.</li> <li>5. Amendment to the Company's "Sustainable Development Best Practice Principles."</li> <li>6. Amendment to the Company's "Procedures for Acquisition or Disposal of Assets."</li> <li>7. Application for a comprehensive credit facility from Mega International Commercial Bank.</li> <li>8. Application for a comprehensive credit facility from Taiwan Cooperative Bank.</li> <li>9. Approval of the resignation of the Company's Chairman and General Manager.</li> <li>10. Election of the Company's new Chairman.</li> <li>11. Approval of the appointment of the Company's new General Manager.</li> <li>12. Determination of the content and amount of the monthly remuneration of the Company's new General Manager.</li> </ol>
Board of directors	2025.12.26	<ol style="list-style-type: none"> <li>1. Report on the Company's "Status of Ethical Corporate Management Implementation."</li> <li>2. Report on the Company's "Status of Risk Management Implementation."</li> <li>3. Report on the Company's "Status of Cybersecurity Policy Review."</li> <li>4. Report on the Company's "Sustainable Development Promotion Plan and Implementation Status."</li> <li>5. Review of the Company's "Organizational Rules of the Remuneration Committee."</li> <li>6. Review of the Company's "Regulations Governing the Remuneration Management of Directors and Managerial Officers."</li> <li>7. Review and amendment of the Company's remuneration-related management regulations.</li> <li>8. Review of the Company's "Board Performance Evaluation Measures" and related appendices.</li> <li>9. Review of the Company's "Director Performance Evaluation Form" and "Managerial Personnel Performance Evaluation Form."</li> <li>10. Amendment to the Company's "Internal Control System" and "Detailed Rules for Internal Audit Implementation," and amendment to the forms used in the "Internal Control System."</li> <li>11. Amendment to the Company's self-assessment "Items for Determining the Effectiveness of Internal Control System."</li> <li>12. Periodic evaluation of the independence and competence of the Company's certifying certified public accountants.</li> <li>13. Approval of the appointment and remuneration of the Company's certifying certified public accountants for 2026.</li> </ol>

Shareholders' Meeting/Board of Directors	Date	Key Resolutions
		14. Determination of the Company's "2026 Audit Plan." 15. Disposal of the Company's equity interest in its significant investee subsidiary, Morelink Technology Corporation. 16. Disposal of the Company's equity interest in its investee subsidiary, Phoenix Innovative Materials Co., Ltd. 17. Approval of the dedicated custodians of the Company seal and the seal of the responsible person for registration with the Ministry of Economic Affairs. 18. Approval of the Company's "Corporate Value Enhancement Plan." 19. Approval of the Company's "2026 Operating Plan."
Board of directors	2026.01.28	1. Report on the review results of the qualifications of the Company's independent directors during their term of office. 2. Report on the results of the performance evaluation of the Company's 2025 Board of Directors, individual directors, Audit Committee, and Remuneration Committee. 3. Report on the Company's "Communication with Various Stakeholders." 4. Determination of the amount of year-end bonuses to be distributed to the Company's managerial officers for 2025. 5. Evaluation and determination of the content and amount of the monthly remuneration of the Company's managerial officers. 6. Amendment to the Company's "Accounting System."
Board of directors	2026.03.10	1. Report on the execution status of the "Parent Company Greenhouse Gas Inventory and Assurance Schedule Planning" for the fourth quarter of 2025. 2. Report on the execution status of the "Greenhouse Gas Inventory and Assurance Schedule Planning for Subsidiaries Included in the Consolidated Financial Statements" for the fourth quarter of 2025. 3. Report on the execution status of the "Greenhouse Gas Inventory and Assurance Schedule Planning for Subsidiaries Included in the Consolidated Financial Statements" for the fourth quarter of 2025. 4. Approval of the Company's 2025 "Assessment of the Effectiveness of Internal Control System" and "Statement on Internal Control System." 5. Approval of the Company's "2025 Financial Report." 6. Approval of the Company's "2025 Statement of Loss Compensation." 7. Approval of the reporting to the shareholders' meeting that the Company's accumulated losses have reached one-half of its paid-in capital. 8. Approval of the Company's "2025 Business Report." 9. Determination of the Company's 2026 "Scope of Grassroots Employees" and the "Specified Amount" of regular salary. 10. Amendment to the Company's "Articles of Incorporation." 11. Capital reduction to offset the Company's losses. 12. By-election of the Company's directors. 13. Nomination of the list of candidates for the by-election of directors and independent directors at the Company's 2026 annual general shareholders' meeting. 14. Removal of the non-competition restrictions on the Company's newly appointed directors. 15. Convening the Company's 2026 annual general shareholders' meeting and accepting shareholder proposals and nominations of director candidates. 16. Approval of the appointment of the Company's Head of Internal Audit. 17. Determination of the content and amount of the monthly remuneration of the Company's new Head of Internal Audit. 18. Amendment to the forms used in the Company's "Internal Control System."

(X) During the most recent year and up to the date of printing of the annual report, where a director or independent director has expressed a dissenting opinion regarding an important resolution passed by the board of directors and there is a record or written statement thereof, the main content thereof: None; therefore, not applicable.

#### IV. Information on CPA Fees

(I) The amounts of audit fees and non-audit fees paid to the certifying certified public accountants, the accounting firm to which they belong, and affiliated enterprises thereof, as well as the content of non-audit services, shall be disclosed

In 2025, the ratio of non-audit fees paid by the Company to the certifying certified public accountants, the accounting firm to which the certifying certified public accountants belong, and affiliated enterprises thereof to audit fees was 22%. Such fees were related to tax certification in the amount of NT\$520 thousand, agency services for renewal of the Hong Kong branch's business registration certificate, annual return filing, and industrial and commercial change registration in the amount of NT\$137 thousand, among other related matters. The relevant details are as follows:

Unit: NT\$

Name of accounting firm	Names of CPAs	Period covered by the CPA audit	Audit fees	Non audit fees	Total	Note
Crowe Horwath United Certified Public Accountant	Ya-Chuan Chang	2025.01.01-2025.12.31	2,330,000	657,179	2,987,179	None
	Chin-Feng Lin	2025.01.01-2025.12.31				

(II) Where the accounting firm has been changed and the audit fees paid in the year of change are lower than those paid in the preceding year, the audit fee amounts before and after the change and the reasons shall be disclosed

The Company did not change its accounting firm in 2024, and therefore this is not applicable.

(III) Where audit fees have decreased by more than 10 percent compared to the preceding year, the amount, percentage, and reasons for the decrease shall be disclosed

The Company's audit fees for the most recent year (2025) increased by NT\$40 thousand compared with the previous year (2024) due to the fees for issuance of the subsidiary's third-quarter 2025 financial report. There was no circumstance where audit fees decreased by more than 10 percent as compared with the preceding year; therefore, this is not applicable.

#### V. Information on Change of CPAs

The Company did not change its certified public accountants in 2025; therefore, this is not applicable.

**VI. Where the company's Chairman, 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, shall be disclosed: Not applicable.**

**VII. Changes in share transfers and share pledges by directors, supervisors, managers, and shareholders holding more than 10 percent of the shares during the most recent fiscal year and up to the date of printing of the annual report.**

(I) Transfer and pledge of shares by directors, supervisors, managers, and major shareholders

Unit: shares

Title	Name	2025		As of April 11, 2026	
		Increase (decrease) in shareholding	Increase (decrease) in pledged shares	Increase (decrease) in shareholding	Increase (decrease) in pledged shares
Chairman	Chin-Tsai Lin	0	0	0	0
Director	TAI XIN Corp.	6,025,533	0	0	0
Director	Tsang-An Chiang	0	0	0	0
Director	Wu-Hsing Hsiao	(248,000)	0	0	0
Director	Ching-Jong Chen (Note 1)	0	0	0	0
Independent Director	Xue-Min Wu	0	0	0	0
Independent Director	Yu-Feng Ma	0	0	0	0
Independent Director	Chin-Tain Chiu	0	0	0	0
Independent Director	Wei-Ru Zhang	0	0	0	0
General Manager	Chin-Tsai Lin	0	0	0	0
General Manager, Storage Business Group	Wu-Hsing Hsiao	(248,000)	0	0	0
Associate Manager, Technical Department of the Storage Business Group and System R&D Division	Tzu-Chi Yin	(8,000)	0	0	0
Deputy General Manager, R&D Division and Information Department of the Memory Business Group	Shih-Tang Wu (Note 2)	0	0	0	0
Associate Vice President, Materials Department of the Memory Business Group	Min-Hsien Lee (Note 3)	0	0	0	0
Associate Vice President, Materials Department of the Memory Business Group	Da-Wei Hsieh	0	0	0	0
Manager, Finance and Accounting Department of the Management Business Group	Yu-Ling Fu	0	0	0	0

Note 1: Director Ching-Jong Chen resigned as a director on January 31, 2026.

Note 2: Deputy General Manager of the R&D Division and Information Department of the Memory Business Group, Shih-Tang Wu, resigned on November 14, 2025.

Note 3: Associate Vice President of the Materials Department of the Memory Business Group, Min-Hsien Lee, resigned on January 14, 2026.

(II) Information on counterparties of equity transfers that are related parties: The Company has no such circumstance; therefore, not applicable.

(III) Information on counterparties of equity pledges that are related parties: The Company has no such circumstance; therefore, not applicable.

### VIII. Information on Whether the Top Ten Shareholders Are Related Parties, or Are Spouses or Relatives Within the Second Degree of Kinship

April 11, 2026

Name	Shares held by the shareholder		Shares held by spouse and minor children		Shares held in aggregate under others' names		For the top ten shareholders, where there exist relationships as defined under Statement of Financial Accounting Standards No. 6 for related parties, or relationships as spouses or relatives within the second degree of kinship, the names of such parties and the nature of the relationships shall be disclosed.		Note
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Name	Relationship	
TAI XIN Corp. Responsible person: Tsang-An Chiang	10,025,533	10.94%	0	—	0	—	Tsang-An Chiang	The Chairman is the same person	None
	577,290	0.63%	0	—	0	—			
Hsin-Po Hwang	2,062,000	2.25%	0	—	0	—	None	—	None
Ho Hsin Venture Capital Co., Ltd. Chun-Yuan Cheng	724,760	0.79%	0	—	0	—	None	—	None
	603,000	0.66%	0	—	0	—			
Su-Jung Lin	583,000	0.64%	0	—	0	—	None	—	None
Su-Tsai Hsu	545,553	0.6%	0	—	0	—	None	—	None
Citibank Custody Account for Barclays Capital SBL/PB Investment Account	493,000	0.54%	0	—	0	—	None	—	None
Wu-Hsing Hsiao	470,453	0.51%	0	—	0	—	None	—	None
Hsin-Yin Chang	426,000	0.46%	0	—	0	—	None	—	None

**IX. The Number of Shares Held in the Same Investee Company by the Company, Its Directors, Supervisors, Managers, and Enterprises Directly or Indirectly Controlled by the Company, and the Aggregated Shareholding Percentage:**

The Company's Board of Directors resolved to sell all of its shares in Morelink Technology Corporation and Phoenix Innovative Materials Co., Ltd. to its related parties on December 26, 2025, and the transaction was completed on December 29, 2025. Therefore, as of the annual report publication date, the Company held no investee companies.

## Three. Status of Fundraising

### I. Capital and Shares

#### (I) Sources of share capital

April 30, 2025

Unit: thousand shares; NT\$ thousand

Year and month	Issue price	Authorized capital		Paid-up capital		Note		
		Number of shares	Amount	Number of shares	Amount	Sources of capital	Contribution of Share Capital by Non-Cash Assets	Others
1994.05	10	560	5,600	560	5,600	Cash capital increase of NT\$5,600 thousand	None	—
1996.08	10	1,060	10,600	1,060	10,600	Cash capital increase of NT\$5,000 thousand	None	—
1998.04	10	2,800	28,000	2,800	28,000	Cash capital increase of NT\$17,400 thousand	None	1998.04.04 Jian-Yi-Zi No. 87278296
1998.10	10	4,600	46,000	4,600	46,000	Cash capital increase of NT\$18,000 thousand	None	1998.11.11 Jian-Yi-Zi No. 87346670
1999.01	10	8,000	80,000	8,000	80,000	Cash capital increase of NT\$34,000 thousand	None	1999.02.20 Jian-Yi-Zi No. 88260294
1999.07	10	12,000	120,000	12,000	120,000	Cash capital increase of NT\$40,000 thousand	None	1999.07.30 Ministry of Economic Affairs (088) Shang-Zi No. 127936
2000.04	12	19,900	199,000	19,900	199,000	Capitalization of retained earnings of NT\$31,946 thousand Cash capital increase of NT\$47,054 thousand	None	2000.04.18 Ministry of Economic Affairs (089) Shang-Zi No. 111814
2000.07	20	60,000	600,000	30,000	300,000	Cash capital increase of NT\$101,000 thousand	None	2000.07.17 (089) Tai-Cai-Zheng (I) No. 60120
2002.08	10	60,000	600,000	36,000	360,000	Cash capital increase of NT\$60,000 thousand	None	2002.08.14 Tai-Cai-Zheng-I No. 0910145235
2004.08	10	60,000	600,000	41,100	411,000	Capitalization of retained earnings of NT\$51,000 thousand	None	2004.08.27 Jin-Guan-Zheng-I No. 0930137858
2005.06	10	60,000	600,000	45,953	459,528	Capitalization of retained earnings of NT\$48,528 thousand	None	2005.06.28 Jin-Guan-Zheng-I No. 0940125919
2005.11	10	86,500	865,000	48,534	485,340	Corporate bond conversion of NT\$20,118 thousand Employee stock options of NT\$5,694 thousand	None	2005.11.01 Fu-Jian-Shang-Zi No. 09423579610
2006.01	10	86,500	865,000	48,734	487,338	Employee stock options of NT\$1,998 thousand	None	2006.01.20 Fu-Jian-Shang-Zi No. 09571945600
2006.04	10	86,500	865,000	52,470	524,704	Corporate bond conversion of NT\$37,366 thousand	None	2006.04.13 Fu-Jian-Shang-Zi No. 09575633000
2006.08	10	86,500	865,000	52,560	525,597	Corporate bond conversion of NT\$893 thousand	None	2006.08.11 Jing-Shou-Shang-Zi No. 09501176700
2006.09	10	86,500	865,000	55,417	554,171	Capitalization of retained earnings of NT\$28,574 thousand	None	2006.09.19 Jing-Shou-Shang-Zi No. 09501212040
2006.11	10	86,500	865,000	56,732	567,321	Employee stock options of NT\$13,150 thousand	None	2006.11.23 Jing-Shou-Shang-Zi No. 09501262390
2007.01	10	86,500	865,000	59,190	591,899	Employee stock options of NT\$4,060 thousand Corporate bond conversion of NT\$20,518 thousand	None	2007.01.11 Jing-Shou-Shang-Zi No. 09601005650
2007.04	10	86,500	865,000	59,736	597,356	Employee stock options of NT\$928 thousand Corporate bond conversion of NT\$4,528 thousand	None	2007.04.04 Jing-Shou-Shang-Zi No. 09601069090
2007.05	10	86,500	865,000	59,839	598,393	Corporate bond conversion of NT\$1,037 thousand	None	2007.05.14 Jing-Shou-Shang-Zi No. 09601103270
2007.07	10	86,500	865,000	59,851	598,513	Employee stock options of NT\$120 thousand	None	2007.07.04 Jing-Shou-Shang-Zi No. 09601145270
2007.08	10	86,500	865,000	59,856	598,563	Employee stock options of NT\$50 thousand	None	2007.08.31 Jing-Shou-Shang-Zi No. 09601213380
2007.09	10	86,500	865,000	63,911	639,108	Capitalization of retained earnings of NT\$40,545 thousand	None	2007.09.29 Jing-Shou-Shang-Zi No. 09601235130
2007.11	10	86,500	865,000	64,123	641,228	Employee stock options of NT\$2,120 thousand	None	2007.11.23 Jing-Shou-Shang-Zi No. 09601287570
2008.09	10.2	150,000	1,500,000	84,126	841,258	Cash capital increase of NT\$200,000 thousand	None	2008.09.05 Jing-Shou-Shang-Zi No. 09701227710
	3.70					Employee stock options of NT\$30 thousand	None	
2008.12	2.36	150,000	1,500,000	124,126	1,241,258	Private placement cash capital increase of NT\$400,000 thousand	None	2008.12.03 Jing-Shou-Shang-Zi No. 09701307160

Year and month	Issue price	Authorized capital		Paid-up capital		Note		
		Number of shares	Amount	Number of shares	Amount	Sources of capital	Contribution of Share Capital by Non-Cash Assets	Others
2009.08	10	150,000	1,500,000	24,825	248,252	Capital reduction of NT\$993,006 thousand	None	2009.08.25 Fu-Chan-Ye-Shang-Zi No. 09887980200
2009.09	12.6	150,000	1,500,000	44,825	448,252	Private placement cash capital increase of NT\$200,000 thousand	None	2009.09.24 Fu-Chan-Ye-Shang-Zi No. 09888737600
2010.01	10	150,000	1,500,000	49,453	494,528	Corporate bond conversion of NT\$46,278 thousand	None	2010.01.22 Fu-Chan-Ye-Shang-Zi No. 09980179110
2010.04	42.2	150,000	1,500,000	50,047	500,469	Corporate bond conversion of NT\$474 thousand	None	2010.04.21 Jing-Shou-Shang-Zi No. 09901080070
	59.0					Employee stock options of NT\$5,465 thousand	None	
2010.07	59.0	150,000	1,500,000	50,053	500,529	Employee stock options of NT\$60 thousand	None	2010.07.05 Jing-Shou-Shang-Zi No. 09901140650
2010.08	10	150,000	1,500,000	55,058	550,576	Capitalization of retained earnings of NT\$50,047 thousand	None	2010.08.12 Jing-Shou-Shang-Zi No. 09901182010
2010.09	52.88	150,000	1,500,000	65,058	650,576	Cash capital increase of NT\$100,000 thousand	None	2010.09.09 Jing-Shou-Shang-Zi No. 09901204760
2013.01	10	150,000	1,500,000	91,167	911,672	Capital increase through merger of NT\$278,476 thousand	None	2013.01.22 Jing-Shou-Shang-Zi No. 10201014580
						Elimination upon merger of NT\$17,380 thousand	None	
2013.04	12.3	150,000	1,500,000	91,346	913,464	Employee stock options of NT\$1,792 thousand	None	2013.04.11 Jing-Shou-Shang-Zi No. 10201063320
	14.1							
2013.07	12.3	150,000	1,500,000	91,350	913,503	Employee stock options of NT\$3.8 thousand	None	2013.07.17 Jing-Shou-Shang-Zi No. 10201121930
	14.1							
2013.09	12.3	150,000	1,500,000	91,458	914,577	Employee stock options of NT\$1,074 thousand	None	2013.09.04 Jing-Shou-Shang-Zi No. 10201180700
	14.1							
2014.01	12.3	150,000	1,500,000	91,629	916,288	Employee stock options of NT\$1,711 thousand	None	2014.01.24 Jing-Shou-Shang-Zi No. 10301015880
	14.1							

April 30, 2026, Unit: shares

Type of share	Authorized capital			Note
	Outstanding shares (Note)	Unissued shares	Total	
Common shares	91,628,833	108,371,167	2000,000,000	—

Note: The Company's shares are OTC-listed securities.

- (II) List of major shareholders (shareholders holding 5% or more of shareholding; if fewer than ten, disclosure shall be made up to the top ten shareholders by shareholding percentage, including names, number of shares held, and shareholding percentage)

April 11, 2026

Name of major shareholder	Shares	Number of shares held	Shareholding percentage %
TAI XIN Corp.		10,025,533	10.94%
Hsin-Po Hwang		2,062,000	2.25%
Ho Hsin Venture Capital Co., Ltd.		724,760	0.79%
Chun-Yuan Cheng		603,000	0.66%
Su-Jung Lin		583,000	0.64%
Tsang-An Chiang		577,290	0.63%
Su-Tsai Hsu		545,553	0.6%
Citibank Custody Account for Barclays Capital SBL/PB Investment Account		493,000	0.54%
Wu-Hsing Hsiao		470,453	0.51%
Hsin-Yin Chang		426,000	0.46%

(III) Company's dividend policy and implementation

1. Dividend policy as stipulated in the Articles of Incorporation

In accordance with Article 29 and Article 29-1 of the Company's Articles of Incorporation, where the Company has profits in a fiscal year, it shall appropriate 5% to 15% as employee remuneration and not more than 2% as directors' remuneration; recipients of employee remuneration in the form of shares or cash may include employees of subordinate companies meeting certain criteria, and such criteria shall be determined by the Chairman.

However, where the Company still has accumulated losses, an amount shall first be reserved for offsetting such losses, and then employee remuneration and directors' remuneration shall be appropriated in accordance with the ratio set forth in the preceding paragraph.

In addition, where the Company has a surplus in its annual final accounts, in addition to paying taxes in accordance with the law and offsetting prior years' losses, 10% shall first be appropriated as legal reserve, unless the legal reserve has reached the Company's paid-in capital. Where necessary, special reserve shall be appropriated or reversed in accordance with the law. If there is any remaining balance, together with accumulated undistributed earnings from previous years, except for any portion of earnings that may be retained for future years upon separate resolution, the Board of Directors shall, in accordance with the Company's dividend policy, prepare a proposal for earnings distribution and submit it to the shareholders' meeting for resolution before distribution.

Taking into consideration the Company's operating environment and stage of growth, and in response to future funding requirements and long-term financial planning, as well as to satisfy shareholders' demand for cash inflow, the Company shall appropriate more than 50% of distributable earnings for distribution as shareholder dividends, of which cash dividends shall not be less than 20% of the total dividends.

2. Proposed dividend distribution at this shareholders' meeting

As the Company incurred a net loss for the year 2025, the Board of Directors resolved on March 10, 2026 that no dividends will be distributed for the current year, which is in compliance with the Company's dividend policy, and it is proposed to submit the same to the 2026 annual general shareholders' meeting for approval.

3. Description of any anticipated material changes in dividend policy

As of the present, the Company does not anticipate any material changes in its dividend policy.

(IV) Impacts of the proposed stock dividends at the shareholders meeting on the Company’s business performance and earnings per share

Item		Before stock dividend	After stock dividend
Paid-in capital (NT\$ thousand)		916,288	916,288
Stock and cash dividends in the current year	Cash dividend per share (NT\$)	0	
	Stock dividend per share for capitalization of earnings (NT\$)	0	
	Stock dividend per share for capitalization of capital surplus (NT\$)	0	
Capitalization of employee bonuses (NT\$ thousand)		0	
2025 net income (NT\$ thousand)		(53,325)	
Earnings Per Share (NT\$)		(0.37)	(0.37)

(V) Remuneration to employees, directors, and supervisors

1. Percentage or range of remuneration for employees, directors, and supervisors as stipulated in the Articles of Incorporation

In accordance with Article 29 of the Company’s Articles of Incorporation, where the Company has profits in a fiscal year, it shall appropriate 5% to 15% as employee remuneration and not more than 2% as directors’ remuneration; recipients of employee remuneration in the form of shares or cash may include employees of subordinate companies meeting certain criteria, and such criteria shall be determined by the Chairman. However, where the Company still has accumulated losses, an amount shall first be reserved for offsetting such losses, and then employee remuneration and directors’ remuneration shall be appropriated in accordance with the ratio set forth in the preceding paragraph.

2. Basis for estimation of remuneration for employees, directors, and supervisors for the current period, basis for calculation of shares for employee remuneration distributed in shares, and accounting treatment of differences between estimated and actual distribution amounts

As the Company incurred a net loss for the year 2025, no amount of remuneration for employees, directors, and supervisors was accrued in the accounts. No dividends are proposed to be distributed for the current year, and no remuneration will be distributed to employees, directors, and supervisors; therefore, there is no circumstance of differences between estimated and actual amounts.

3. Distribution of Remuneration Approved by the Board of Directors

- (1) Amount of remuneration for employees and directors and supervisors distributed in cash or shares. Where there is any difference from the estimated amount recognized in the year of expense recognition, the amount of the difference, the reasons therefor, and the treatment thereof shall be disclosed

As the Company incurred a net loss for the year 2025, this is not applicable.

- (2) Amount of employee remuneration distributed in shares and the proportion thereof to the net income after tax of the current individual or separate financial statements and the total amount of employee remuneration

As the Company incurred a net loss for the year 2025, this is not applicable.

4. Actual distribution of remuneration for employees, directors, and supervisors for the previous year (including number of shares distributed, amount, and share price), and where there is any difference from the recognized amount, the amount of difference, reasons, and treatment thereof shall be disclosed

The Company incurred a net loss for the previous year (2024), and no remuneration was distributed to employees, directors, and supervisors; therefore, this is not applicable.

(VI) Repurchase of the Company’s own shares: The Company has no such circumstance; therefore, not applicable.

**II. Issuance of Corporate Bonds: Not applicable.**

**III. Issuance of Preferred Shares: Not applicable.**

**IV. Issuance of Overseas Depositary Receipts: Not applicable.**

**V. Employee Stock Options: Not applicable.**

**VI. Repurchase of the Company's own shares: Not applicable.**

**VII. Issuance of new shares in connection with mergers or acquisition of shares of other companies: Not applicable.**

**VIII. Status of Implementation of Capital Utilization Plans**

As of the end of the quarter immediately preceding the date of printing of the annual report, all prior plans for issuance or private placement of securities by the Company have been completed, and the benefits of plans completed within the most recent three years have already been realized. Therefore, there is no circumstance regarding the implementation status of capital utilization plans, and it is not applicable.

## Four. Operation overview

### I. Business Scope

#### (I) Business Scope

##### 1. Main scope of operation

- (1) Affairs Machine Manufacturing
- (2) Wired Communication Mechanical Equipment Manufacturing
- (3) Wireless Communication Mechanical Equipment Manufacturing
- (4) Electrical Appliances and Audiovisual Electronic Products Manufacturing
- (5) Electronics Components Manufacturing
- (6) Controlled Telecommunications Radio-Frequency Devices and Materials Manufacturing
- (7) Computer and Peripheral Equipment Manufacturing
- (8) Optical Instruments Manufacturing
- (9) Computer Equipment Installation
- (10) Controlled Telecommunications Radio-Frequency Devices Installation Engineering
- (11) Simple Telecommunications Equipment Installation
- (12) Wholesale of Computers and Clerical Machinery Equipment
- (13) Wholesale of Telecommunication Apparatus
- (14) Wholesale of Motor Vehicle Parts and Motorcycle Parts, Accessories
- (15) Wholesale of Camera Equipment
- (16) Wholesale of Computer Software
- (17) Wholesale of Electronic Materials
- (18) Retail Sale of Computers and Clerical Machinery Equipment
- (19) Retail Sale of Telecommunication Apparatus
- (20) Retail Sale of Motor Vehicle Parts and Motorcycle Parts, Accessories
- (21) Retail Sale of Camera Equipment
- (22) Retail Sale of Computer Software
- (23) Retail Sale of Electronic Materials
- (24) International Trade
- (25) Import of telecommunications controlled radio-frequency equipment
- (26) Intellectual Property Rights
- (27) Other Consulting Service
- (28) Information software services
- (29) Product Designing
- (30) All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

##### 2. Business percentage:

Unit: NT\$ thousand

Item	Year	2025	
		Amount	Percentage
Memory Business Group		40,341	16.55%
Storage Business Group		132,791	54.47%
Wireless Communication Business Group		44,186	18.12%
Other Business Groups		26,484	10.86%
Total		243,802	100.00%

##### 3. Current Products and Services of the Company:

###### Memory business:

###### (1) DRAM module

The DRAM modules manufactured by the Company are composed by mounting dynamic random access memory onto a printed circuit board through surface mount technology, together with related passive components such as bypass capacitors for voltage stabilization, resistors for suppressing amplitude, and erasable programmable read-only memory for recording module specifications. Current product specifications are classified based on memory characteristics and include the following types:

- ① Third-generation double data rate synchronous dynamic random access memory (DDRIII SDRAM) modules, with operating frequencies of 1066MHz, 1333MHz, and 1600MHz.
- ② Fourth-generation double data rate synchronous dynamic random access memory (DDR4 SDRAM) modules, which, based on transmission rates, include PC4-1600/PC4-1866/PC4-2133/PC4-2400/PC4-2666/PC4-3200 series.
- ③ Fifth-generation double data rate synchronous dynamic random access memory (DDR5 SDRAM) modules, which, based on transmission rates, include PC5-4000/PC5-4800/PC5-5200/PC5-5600/PC5-6000 series.

Their application fields include computer-related products such as personal computers, notebook computers, industrial computers, workstations, and servers, and are also applied in the communications field for routers and in the consumer electronics field for printers, facsimile machines, etc.

## (2) Random Access Memory and Flash Memory

The random access memory sold by the Company includes two major categories: dynamic random access memory and flash memory. Dynamic random access memory includes double data rate synchronous dynamic random access memory, third-, fourth-, and fifth-generation double data rate synchronous dynamic random access memory, graphics synchronous dynamic random access memory, and eMCP (eMMC + LPDDR SDRAM), etc., and its primary applications include computer graphics display cards, communication equipment, and consumer electronic products. Flash memory is primarily NAND (NOT AND) flash memory, and its application fields include industrial-grade storage media, personal portable storage media, and consumer electronic products.

## (3) Flash memory cards

The flash memory cards produced by the Company include consumer memory cards and industrial-grade storage devices. Consumer memory cards mainly include SD cards, micro SD cards, and USB flash drives. The main components of an SD card consist of a microcontroller and one to several NAND flash memories. Through surface mount technology, the microcontroller and flash memory, together with several passive components, are mounted onto a PCB. After initialization, firmware loading, and testing, the PCB assembly is encapsulated within a plastic casing by ultrasonic processing. Currently available capacities range from 64GB to 256GB. In addition, there are SDHC, SDXC, micro SDHC, and micro SDXC cards, etc. The primary difference is that HC refers to High Capacity, with capacity defined up to 32GB, while XC refers to eXtended Capacity. USB flash drives, commonly referred to as thumb drives, are personal portable storage media, also composed of a microcontroller and several NAND flash memories, and interface with personal computers through USB ports for data transmission.

Storage business:

The Company's Storage Business Group primarily provides software and hardware development, design, manufacturing, and sales of network storage equipment. Its main products include redundant array of independent disks (RAID) storage systems, cloud data center solutions, network-attached storage, digital multimedia editing, digital security surveillance, and ODM/OEM industrial storage solutions. In addition, the Company also provides a variety of cybersecurity software product solutions.

Item	Product	Storage Architecture	Storage Interface	Applications
(1)	Ultra High Density 4U/64bays SAS 12Gb Dual JBOD enclosure	DAS	SAS	To meet the high demand for rapid backup and data protection, enabling efficient protection of critical data and execution of disaster recovery plans, and satisfying diverse applications and requirements.
(2)	4U/64bays 16Gb/32Gb Fibre SAS 12Gb to 12Gb SAS Single/Dual RAID sub-system	SAN DAS	Fibre SAS	
(3)	2U12/2U24/3U16 bays 16Gb/32Gb Fibre/SAS 12Gb to 12Gb SAS Single/Dual RAID sub-system	SAN DAS	Fibre SAS	
(4)	2U12 bays USB/eSATA/1Gb iSCSI to 6Gb SATA RAID sub-system	DAS	iSCSI/USB/eS ATA	
(5)	2U12/3U16/4U24 bays 6G/12G SAS/SATA proNAS subsystem	NAS	Ethernet	
(6)	Ultra high density 4U/96bays Ethernet JBOD enclosure design	SDS	Ethernet	
(7)	2U24/3U16/4U24 bay 12Gb SAS JBOD	DAS	SAS	
(8)	OEM/ODM NVR and DVR Server	NAS / DAS	SAS / SATA	

4. New Products Planned for Development:

Memory business:

In terms of memory modules, the high-end memory investment trend has continued to intensify. DRAM manufacturers have accelerated the allocation of resources toward high value-added products such as DDR5 and HBM, with capacity expansion and production line adjustments extending through 2026, resulting in a persistently tight supply-demand structure. Although the market share of DDR5 has gradually increased as expected, the continued expansion of AI application demand may, in the future, lead to a crowding-out effect on capacity due to HBM demand. The Company's development of DDR5 desktop memory modules was completed in 2025. Whether the DDR5 memory module product series can continue to achieve gradual growth in 2026 will depend on the overall supply conditions of upstream manufacturers.

Storage business:

Looking ahead to 2026, the Company will continue to develop and upgrade its existing proNAS software (Embedded Linux version) to Linux Kernel 6, in order to meet future operating system security update requirements. The new Linux Kernel 6 architecture will also support next-generation Intel Raptor Lake-S chipsets and Xeon processors, enabling support for higher-speed DDR5 memory and PCIe 5.0 bus architectures. In terms of storage technology evolution, SAS4, PCIe Gen4/Gen5, NVMe, and high-density magnetic recording technologies (EAMR/HAMR) have become the mainstream development directions. The growth in high-capacity hard disk drives has driven upgrades in storage system design, prompting enterprises to adopt higher-density storage platforms. In response to these trends, the Company will strengthen the development of large-scale JBOD, RAID, and high-density chassis, and will introduce integrated storage solutions featuring high bandwidth and high reliability to support applications such as AI training data, surveillance video retention, and cloud storage. In 2026, the Company will continue to evaluate based on customer demand, while focusing on next-generation integrated storage device interfaces, such as NVMe solid-state drives or SAS/SATA/NVMe tri-mode RAID storage device interfaces. Updates will also be made to related RAID disk array storage devices and external storage expansion enclosures, as well as NAS network storage and enterprise AI services, including the establishment of enterprise AI on-premises internal knowledge bases and accelerated search capabilities. In addition, the Company also acts as an agent for various cybersecurity software product solutions, including FIM, identity authentication, data protection, and AD protection, and provides sales

and seamless integration with customers' existing infrastructure, in order to meet the growing demand in the domestic cybersecurity market.

## (II) Industry overview

### 1. Current Status and Development of the Industry

#### Memory business:

According to the latest research by Goldman Sachs, the global memory market will face a supply-demand imbalance across the three major product lines of DRAM, NAND, and HBM over the next two years. Among them, the degree of DRAM supply shortage has been revised upward to 4.9% in 2026 and 2.5% in 2027, significantly higher than previous expectations. This indicates that 2026 will become the most constrained year in the past 15 years. The key reason is not traditional demand from personal computers or mobile phones, but rather the continuous absorption of production capacity by AI servers.

Over the past two years, the wave of artificial intelligence (AI) has swept across the globe, driving a surge in demand for memory and storage. From the advent of ChatGPT to the aggressive deployment of AI data centers by major technology companies, each instance of AI model training and inference requires the consumption of substantial memory resources. High-bandwidth memory (HBM) is in short supply due to demand from AI servers, and traditional DRAM and flash memory have regained market attention due to the widespread adoption of AI applications.

However, the memory industry does not solely benefit from the AI boom. This highly cyclical industry has long been influenced by multiple factors, including consumer electronics, servers, and automotive electronics. Even minor changes in the balance of supply and demand may trigger significant price fluctuations. For investors seeking to participate in memory-related equities, it is crucial to understand the industry fundamentals and supply chain structure.

#### Storage business:

In 2026, the overall current status and future development of the enterprise storage systems industry present both opportunities and challenges. The enterprise storage market continues to grow steadily, with AI being the largest variable. According to IDC, the global enterprise storage systems (ESS) market resumed moderate growth in 2025. IDC indicates that the annual growth rate of the external enterprise storage market was approximately 5.5% in 2025 and is expected to further increase to 6.3% in 2026, with primary drivers including demand for AI training, inference, and data lakes. Unlike traditional virtualization or database-driven demand, current incremental demand primarily originates from: Unstructured data (images, videos, logs, model data) and large-scale data collection (AI inference / machine learning pipelines).

Although the growth of traditional RAID-based disk arrays (HDD/Hybrid) has slowed, they remain core equipment for backup, secondary storage (Tier-2 / Tier-3), imaging, monitoring, and archiving.

Within AI architectures, disk arrays are commonly used as dataset repositories and checkpoint/archive storage layers. The increase in high-capacity HDDs (30TB+) remains critical, with supply continuing to be tight, and demand and pricing driven upward by AI data centers. Software-defined storage (SDS) combined with white-box hardware is eroding the market share of traditional branded storage arrays.

In the current state of the network storage industry, NAS is one of the fastest-growing storage categories. Multiple market reports indicate that the global NAS market compound annual growth rate (CAGR) is approximately 15%–27% (depending on statistical methodology). The primary sources of demand include: Small and medium-sized enterprises (SMB), hybrid cloud environments, and remote and collaborative file access. Key development trends include the emergence of scale-out NAS and cloud NAS as mainstream enterprise solutions. AI is increasingly being integrated into NAS, including automatic tiering, predictive capacity and performance management, intelligent caching, and data governance.

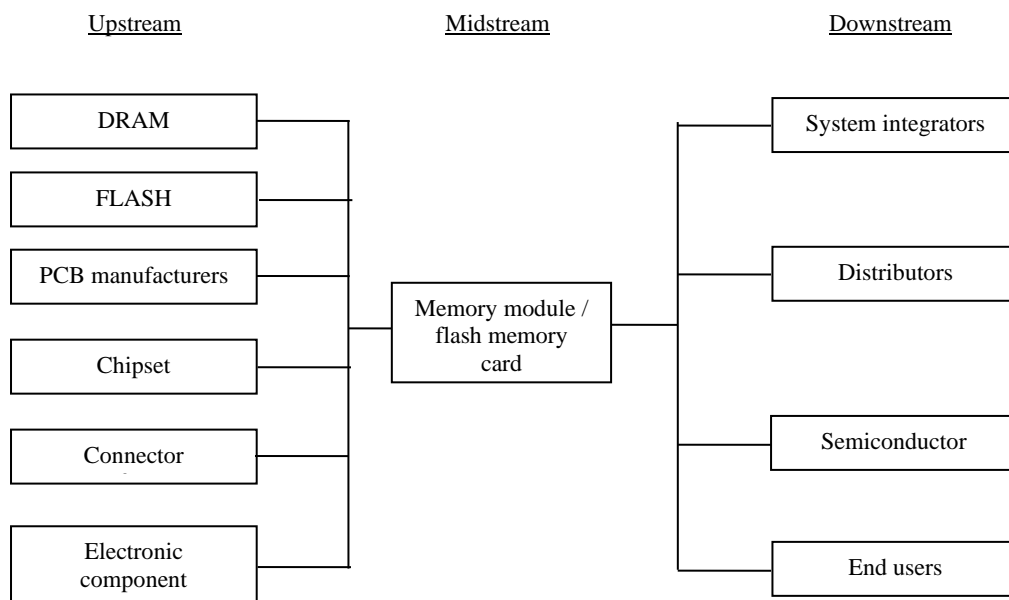
Overall, the current status of the storage industry shows that while the external enterprise storage market is recovering, structural divergence is intensifying. In the enterprise external storage (disk array) market, the mature market is experiencing moderate growth, with all-flash arrays (AFA) significantly leading. The external OEM enterprise storage (External ESS) market recorded a 2.1% year-on-year increase in Q3 2025, reflecting a steady recovery in a mature market. During the same period, AFA revenue increased by 17.6% year-on-year, while hybrid flash and HDD arrays declined by 9.8% and 6.3%, respectively, indicating a continued shift of the performance tier toward all-flash architectures, while the capacity tier is transitioning toward more cost-effective and scalable architectures (such as JBOD + SDS / object storage). IDC also indicates that AI training and inference are driving increased enterprise demand

for flash storage, and growth expectations for the external ESS market in 2025–2026 have strengthened. The focus of decision-making will center on AI, cybersecurity resilience, hybrid cloud, and cost models.

2. Industrial upstream, midstream and downstream relations:

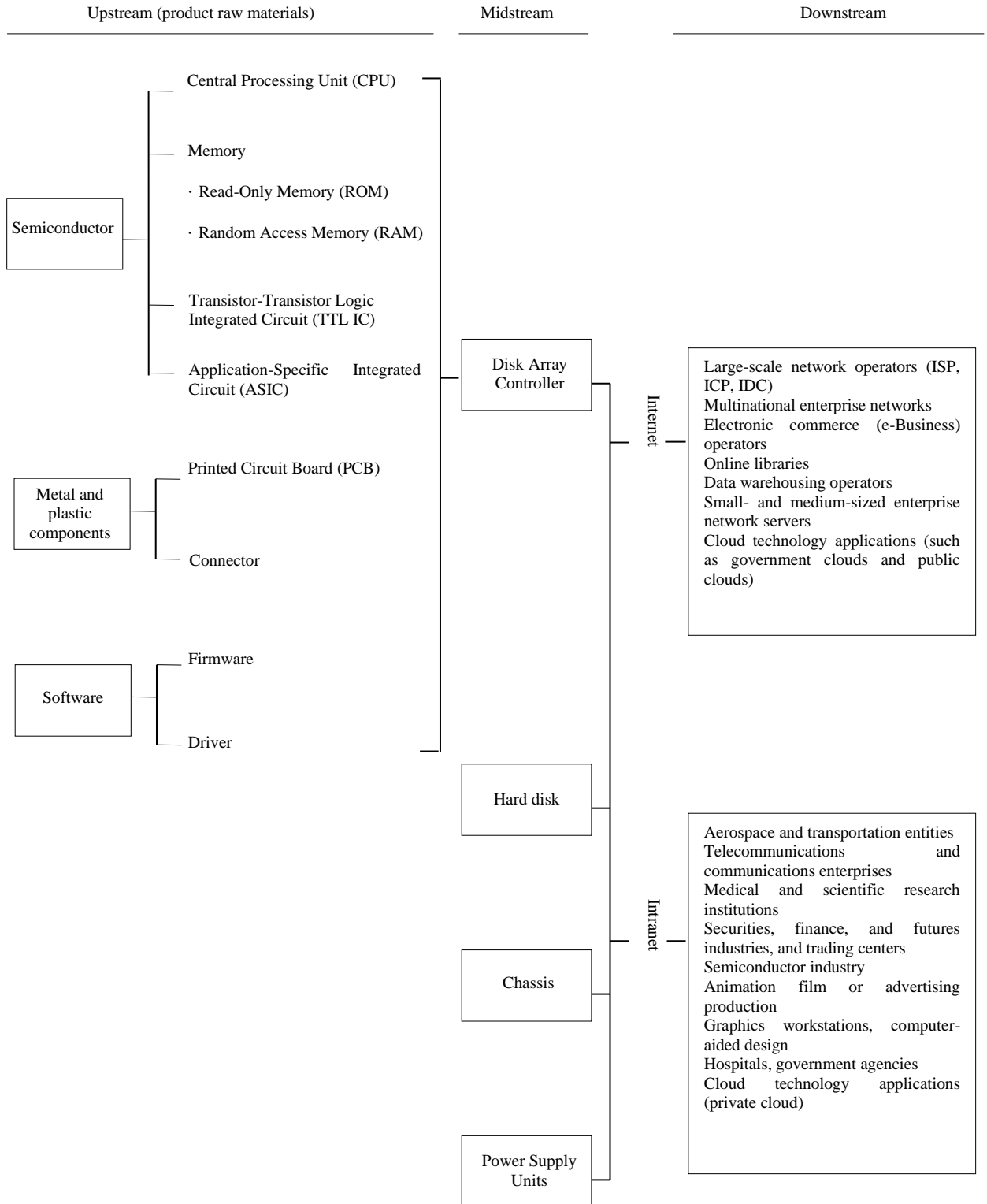
Memory business:

The Company’s products span the two major memory sectors of DRAM and FLASH. Its principal products include memory modules and flash memory-related products. The upstream, midstream, and downstream relationships of the industries in which it operates are illustrated as follows:



Storage business:

As Taiwan has cultivated the global IT industry over the long term, a highly complete professional division of labor system has been established across related upstream, midstream, and downstream industries. Through comprehensive coordination among such industries from development to mass production, mutual technologies have also been continuously enhanced, and development has become increasingly mature. The upstream, midstream, and downstream relationships of the industries in which the Company's disk array products operate are illustrated as follows:



### 3. Development trends and competitive conditions of products

#### Memory business:

##### (1) Product development trends

In order to meet the needs of AI and high-performance computing, memory products are iterating at an unprecedented pace, and the storage units of traditional memory are as follows: Mainstream DRAM (2024-2025): It is currently at a critical stage of transition from DDR4 to DDR5. DDR5 provides doubled bandwidth and higher storage density, and is an essential complement for modern CPUs to fully realize their performance. Its penetration rate and price increases constitute an important foundation for the profitability of memory manufacturers. High Bandwidth Memory HBM (2024-2027): HBM is the core key of AI servers. Currently, the mainstream products in the market are HBM3 and HBM3E (used for the NVIDIA Blackwell platform), which achieve ultra-high bandwidth by vertically stacking multiple layers of DRAM through TSV through-silicon via technology. The next-generation HBM4 is expected to be launched in conjunction with the 2026 Vera Rubin platform, and will feature a wider 2048-bit interface and greater customization flexibility, making it the ultimate battlefield in the technological competition among the three major manufacturers.

In the NAND FLASH segment, the technological trend is to continue increasing the number of layers (for example, from 176 layers to 232 layers or more), in order to achieve higher capacity and lower cost within the same area. In terms of applications, in addition to consumer-grade SSDs, demand is rapidly shifting toward large-capacity enterprise-grade SSDs (eSSD) used in data centers.

##### (2) Product competition

Due to NVIDIA's rapid specification upgrade requirements, HBM4 has become the key product for memory manufacturers to focus on developing in 2026. Micron announced in September 2025 that it had delivered HBM4 product samples to customers and was in discussions with TSMC regarding base die cooperation for HBM4e. At the same time, SK Hynix announced in September 2025 that it had completed the development of HBM4 and was preparing for mass production, demonstrating its technological leadership. By virtue of its earlier shipment of customer samples, SK Hynix remains in a competitively advantageous position. The market expects SK Hynix to take the lead in announcing HBM4 certification, and expects that Samsung Electronics and Micron together will account for less than 40% of the HBM4 market. HBM4 is expected to officially enter mass production beginning in 2Q26.

In the past, the memory industry was deeply affected by business cycles, with drastic price fluctuations. However, the advent of the AI era is fundamentally changing the rules of the game. The demand for memory bandwidth in AI training and inference workloads is growing exponentially, enabling HBM to leap from a niche market into the mainstream. According to JPMorgan analysis, OpenAI's "Stargate" project alone may generate DRAM demand of as much as US\$90 billion to US\$120 billion over the next several years, equivalent to a substantial portion of the industry's current annual production capacity. Such massive demand driven by a single AI application is unprecedented, and also highlights the core position of HBM in the AI value chain. At present, SK Hynix has taken a leading position in the HBM3 and HBM3E markets by virtue of its earlier deployment. However, as GPU giants such as NVIDIA have imposed higher speed requirements for HBM4, Samsung and Micron are catching up rapidly. The competition among the three in technology, yield, and production capacity will directly determine the market share landscape over the next several years.

## Storage business:

### (1) Product development trends:

In the overall storage industry, AI has become the main growth engine of the enterprise storage market. According to relevant IDC data, the enterprise external storage market resumed moderate growth after 2025, with the primary growth drivers shifting from traditional virtualization/databases to demand for AI training, inference, and data lakes. Of particular note is that the explosive growth of unstructured data (images, videos, logs, and model files) has once again made “capacity-oriented storage” a strategic core. Disk Array and JBOD are no longer merely “low-end or cost-oriented products,” but rather indispensable data foundations in AI architectures.

Software-defined storage (SDS) and white-box hardware are accelerating the erosion of the traditional brand advantages. SDS solutions (such as Ceph, BeeGFS, and MinIO), when combined with standardized hardware, have become one of the mainstream architectures for enterprises and data centers, weakening the closed advantages of traditional branded storage arrays. The key to competition is no longer limited to hardware specifications, but rather whether mainstream SDS / AI Pipeline is supported and whether OCP, cloud, and automation integration capabilities are available.

The increase in HDD capacity together with tight supply has instead strengthened the value of JBOD / Disk Array. AI data centers have increased demand for 30TB+ HDDs, resulting in longer HDD lead times and rising prices, while high-density chassis structures and thermal design have become points of differentiation.

### (2) Product competition

According to the IDC Worldwide Quarterly Enterprise Storage Systems Tracker, the external OEM enterprise storage systems (ESS) market in 2025 Q3 increased by 2.1% year-on-year, with vendor revenue reaching US\$8 billion. From a historical perspective, such a growth level is fairly robust for the mature ESS market, but it is still overshadowed by the high double-digit growth in the server market, which has been driven by accelerated investment in server infrastructure. Revenue from all-flash arrays was relatively strong, increasing by 17.6% year-on-year, while hybrid flash arrays and HDD arrays declined by 9.8% and 6.3%, respectively.

“The penetration of AI applications and AI models into enterprise data centers will increase demand for more specialized and efficient enterprise storage systems. IDC expects demand for flash storage to continue to increase in support of AI-related projects, whether for training or inference.”

When the market is segmented by price range, the fastest growth was in the mid-range segment (systems with average selling prices between US\$25K and US\$250K), which grew by 8.1% in the quarter and accounted for 67.5% of the overall external storage market; the high-end segment (systems above US\$250K) declined by 9.0%, and the entry-level segment (systems below US\$25,000) declined by 8.0%. Regional observations showed mixed performance. Japan, Canada, and EMEA grew by 14.4%, 12.6%, and 10.5%, respectively, while China and APeJC recorded single-digit growth of 9.5% and 8.6%, respectively, and Latin America declined only slightly by 0.9%. The negative news in this quarter is that the United States declined by 9.9% compared with the same period in 2024, due to weak OEM market performance.

Although sales declined by a single-digit percentage, Dell Technologies led the external ESS market with a revenue share of 22.7% and focused more on its core products; Huawei ranked second with a revenue share of 12.0%, benefiting from strong performance in the China market. NetApp ranked third with a 9.4% market share, supported by its strong performance in AFA. Pure Storage ranked fourth with a 6.8% market share due to double-digit quarterly growth. Finally, Hewlett Packard Enterprise ranked fifth with a market share of 5.6%.

### (III) Technology and R&D overview

1. Research and development expenses for the most recent year, as of the printed out date of the annual report:

Unit: NT\$ thousand

Item	Year	2025	For the current year up to March 31, 2026
R&D expense		46,262	3,372
Net operating revenue		243,802	25,581
Percentage		18.98%	13.18%

2. Technologies or products successfully developed in the most recent year and up to the date of printing of the annual report

#### Memory business:

2025	PC5 unBuffer DIMM DDR5-5600 x8bit serials
2026 Q1	N/A

#### Storage business:

With respect to storage-related products, in 2025 the Company upgraded the power systems of its existing Rackmount 3U 16-bay and 4U 64-bay disk array product lines (RAID/JBOD) to high-efficiency CRPS standard power supply units, enabling customers to reduce energy consumption more efficiently in alignment with sustainability objectives. The 3U 16-bay EP-3163 series has adopted 550W dual power supplies, while the 4U 64-bay EP-4643 RAID and EP-4646 JBOD series have adopted 1200W dual power supplies. Related models, including SAS-SAS, Fibre-SAS, and JBOD configurations, have been progressively introduced to the market. Looking ahead to 2026, the Company will continue to develop and upgrade its existing proNAS software (Embedded Linux version) to Linux Kernel 6, in order to meet future operating system security update requirements. The new Linux Kernel 6 architecture will also support next-generation Intel Raptor Lake-S chipsets and Xeon processors, enabling support for higher-speed DDR5 memory and PCIe 5.0 bus architectures. In terms of storage technology evolution, SAS4, PCIe Gen4/Gen5, NVMe, and high-density magnetic recording technologies (EAMR/HAMR) have become the mainstream development directions. The growth in high-capacity hard disk drives has driven upgrades in storage system design, prompting enterprises to adopt higher-density storage platforms. In response to these trends, the Company will strengthen the development of large-scale JBOD, RAID, and high-density chassis, and will introduce integrated storage solutions featuring high bandwidth and high reliability to support applications such as AI training data, surveillance video retention, and cloud storage. In 2026, the Company will continue to evaluate based on customer demand, while focusing on next-generation integrated storage device interfaces, such as NVMe solid-state drives or SAS/SATA/NVMe tri-mode RAID storage device interfaces. Updates will also be made to related RAID disk array storage devices and external storage expansion enclosures, as well as NAS network storage and enterprise AI services, including the establishment of enterprise AI on-premises internal knowledge bases and accelerated search capabilities. In addition, the Company also acts as an agent for various cybersecurity software product solutions, including FIM, identity authentication, data protection, and AD protection, and provides sales and seamless integration with customers' existing infrastructure, in order to meet the growing demand in the domestic cybersecurity market.

### (IV) Long-term and Short-term Business Development Plans

1. Short-term development plans

#### (1) Marketing strategy

- ① Continue to deepen the Company's presence in the procurement market for storage products in government agencies and legal entities, actively participating in domestic public-sector and legal entity tenders by leveraging the integrated advantages of "Made in Taiwan," "local operations and maintenance," and "information security," while strengthening tender specification deployment, product quality control, and supply stability, thereby enhancing market competitiveness.
- ② Expand cooperative relationships with ODM/OEM customers, targeting multinational customer groups in smart surveillance, data centers, and AI accelerator supply chains, and enter international markets through high-density storage technologies and customization capabilities, thereby further enhancing competitive advantages.

- ③ Continue to deploy high-density and high-performance products to enhance the core performance of storage systems; strengthen software and hardware value-added functions, and maintain the Company's competitive advantages in the storage business field through upgrades of core technologies.
- ④ Establish a "Cybersecurity Consultant / POC Dedicated Team" for the cybersecurity software business. In addition to obtaining various cybersecurity product technical certifications, the Company will further strengthen cybersecurity integration capabilities and introduce standardized service processes, ranging from early-stage server environment setup and POC verification, to mid-stage software implementation and tuning, and subsequent maintenance, technical support, and consulting services, so as to assist customers in building comprehensive cybersecurity architectures and enhancing competitiveness through services.

#### (2) Production and procurement strategy

- ① Through excellent production processes and quality improvement systems, continue to pursue improvements in quality and efficiency, and strengthen coordination between production and sales in order to maximize the efficiency of available production capacity.
- ② Introduce standardized service processes, enhance advantageous positioning during market restructuring, strengthen the differentiation of the Company's core values, thereby consolidating close customer relationships and expanding opportunities for the development of strategic partnerships.

#### (3) R&D strategy

- ① Continue to invest R&D expenditures, actively recruit and train outstanding R&D talent, and continue actively developing new products, so as to accumulate core R&D assets and ensure the Company's market operating advantages.
- ② Adopt a software-hardware integrated R&D strategy, actively develop niche products with competitive advantages and future applications by focusing on core storage technologies that meet enterprise and market demands and align with mainstream industry trends, and commit to providing customized cloud storage software/hardware equipment through various technological applications, while entering potential enterprises and markets with substantial storage application demand through industry-oriented storage solutions.

#### (4) Operations management and financial planning

- ① Continue to commit to a prudent operating model and rigorous internal control mechanisms, strengthen the efficiency of rapid-response decision-making systems, and achieve the operational objective of stable growth.
- ② Actively strengthen the scale of working capital, improve the financial structure, implement the prudent operating objective of maintaining a low debt ratio, and enhance the Company's visibility in order to attract outstanding professional talent and improve operating performance.
- ③ Delve into detailed operational aspects, formulate high-quality operations management plans, and further strengthen the Company's operating constitution and industry competitiveness, in order to embrace growth and expansion following transformation and adjustment, and create excellent results for future operations and profitability.

### 2. Long-term development plans

#### (1) Marketing strategy

- ① Develop potential overseas markets and strengthen global logistics management capabilities, so as to build long-term competitive advantages and prepare a solid foundation for the Company's diversification and internationalization.
- ② Expand the breadth and depth of vertically integrated strategic alliances, and engage in closer cooperation with world-renowned major manufacturers, so as to further expand market share, enhance the Company's scale and positioning, and move toward becoming an internationalized company.
- ③ Integrate group resources, recruit outstanding talent, and introduce product businesses with future development and profitability potential, thereby expanding the Company's business scope, building an operating model combining sound operations and stable profitability, and striving toward the goals of enhancing return on shareholders' equity and maintaining a favorable corporate image.

#### (2) Production and procurement strategy

- ① Continue to improve the professional standards of production technologies and automation equipment, in order to develop innovative production technologies and ensure competitive advantages in product technology and quality.
- ② In line with marketing strategy planning, further strengthen strategic cooperation with upstream domestic and foreign manufacturers, so as to leverage vertical integration and improve procurement efficiency.

(3) R&D strategy

- ① In addition to continuously recruiting talent and expanding technical cooperation with customers, the Company will further cooperate with major international manufacturers in the R&D of innovative products, so as to fully grasp market trends and cost advantages.
- ② Keep abreast of the latest technologies in product innovation, select key product design priorities based on market demand, shorten development time, improve product standardization and flexibility, reduce costs, and continue to invest in the R&D of next-generation products, in pursuit of technological leadership.
- ③ Integrate the product applications of memory and network storage equipment, grasp future product application trends, and thereby obtain leading market advantages and business opportunities.

(4) Operation management and planning

- ① Establish a forward-looking human resources management system and cultivate professional talent in various fields, in order to strengthen the Company's international competitiveness and implement the concept of sustainable corporate operation.
- ② Keep abreast of industry trends and commit to the depth and breadth of diversified operations, so as to disperse the risk of cyclical fluctuations in the industries to which the Company belongs and to expand business development areas, thereby creating a brand-new outlook for the Company's long-term development and further enhancing the Company's operating performance and industry competitiveness.
- ③ By leveraging the flexible and diversified financing channels of the capital market, formulate the most appropriate capital mix plan to strengthen the financial structure and corporate constitution; and in line with the growth of the Company's operating scale, create the greatest benefits for the Company, shareholders, and employees, and steadily move toward development into a large-scale enterprise.

## II. Market and Sales Overview

### (I) Market analysis

#### 1. Sales regions of major products

Unit: NT\$ thousand

Region	Year	2024		2025	
		Sales Amount	Ratio	Sales Amount	Ratio
China (including Hong Kong)		11,754	4.00%	28,509	11.69%
Taiwan		254,363	86.61%	199,027	81.63%
Asia - Other		14,577	4.97%	5,974	2.45%
The Americas		11,267	3.84%	7,895	3.24%
Europe		1,122	0.38%	2,173	0.89%
Others		599	0.20%	224	0.10%
Total		293,682	100.00%	243,802	100.00%

#### 2. Market share

##### Memory business:

Overall, memory module-related products are key components for products such as personal computers, multimedia, and 3C electronics. As there are numerous domestic companies engaged in the production and sale of such products, and as the product types, market positioning, and production and sales scale among industry peers vary considerably, and there are currently no professional and comprehensive domestic statistical data available for analysis and reference, only the net operating revenue of domestic TWSE/TPEX-listed companies with similar product businesses is compiled in the table below.

Unit: NT\$ thousand

Company name	Stock Code	Net Operating Revenue for 2025	Market Share (%)
UNIFOSA	8277	173,381	0.24%
Panram	8088	1,675,964	2.30%
Apacer	8271	10,239,974	14.08%
Transcend	2451	16,534,451	22.74%
ADATA	3260	44,102,763	60.64%
Total		72,726,533	100.00%

Source: Market Observation Post System; parent company only financial statements audited and certified by certified public accountants.

##### Storage business:

As there are currently no professional and comprehensive domestic statistical data available for analysis and reference, only the net operating revenue of domestic TWSE/TPEX-listed companies with similar product businesses is compiled in the table below. As domestic disk array controller technology has gradually matured, companies such as Promise Technology and ATLED Energy have gradually become capable of competing against foreign manufacturers. In addition, due to the market potential of storage equipment as a whole, the number of participating manufacturers has increased steadily, driving the overall market to become more active. This development will create unlimited business opportunities for domestic storage equipment manufacturers, whether in terms of market channel expansion or OEM order acquisition.

Unit: NT\$ thousand

Company name	Stock Code	Net Operating Revenue for 2025	Market Share (%)
UNIFOSA	8277	173,381	2.89%
Promise Technology	3057	539,885	9.01%
Infortrend	2495	1,133,750	18.92%
ATLED Energy	6179	4,145,431	69.18%
Total		5,992,447	100.00%

Source: Market Observation Post System; parent company only financial statements audited and certified by certified public accountants.

### (3) Future Market Supply and Demand Conditions and Growth Prospects:

#### Memory business:

It has recently been widely rumored in the market that China will expand memory production capacity to alleviate the memory shortage. However, the media has pointed out that the DRAM chips produced by Yangtze Memory Technologies and ChangXin Memory Technologies are not even sufficient for absorption by the domestic demand market in China, and major U.S. CSPs will not use them. Therefore, Chinese memory manufacturers should not be expected to become the savior of this round of memory shortages; from another perspective, they will also not become the force that halts this round of memory price increases.

According to the latest research by Goldman Sachs, the global memory market will face simultaneous supply-demand imbalances over the next two years across the three major product lines of DRAM, NAND, and HBM. Among these, the degree of DRAM supply shortage has been revised upward to 4.9% in 2026 and 2.5% in 2027, significantly higher than previous expectations. This means that 2026 will become the tightest year in the past 15 years. The key reason is not traditional demand from PCs or mobile phones, but rather the continuous absorption of production capacity by AI servers.

Goldman Sachs points out that AI servers have become the primary engine of DRAM demand. For the current year and the following year, the growth rates of server DRAM demand (excluding HBM) are as high as 39% and 22%, respectively; if HBM is included, server-related demand will account for 53% and 57% of total global DRAM demand, officially crossing the “more than half” threshold.

Even under an extremely pessimistic scenario, assuming that smartphone and PC shipments both decline sharply, server-side demand would still be sufficient to absorb the impact and keep the market in a tight condition.

In contrast, demand from mobile devices and PCs has clearly cooled. Goldman Sachs has lowered its expectations for mobile DRAM demand for the current year and the following year by 7% each, and has also reduced PC DRAM demand forecasts by 3% and 5%, respectively, to reflect weaker shipments and the suppression of per-unit capacity growth amid rapidly rising memory prices. The growth rate of mobile DRAM in 2026 has already slowed to only 7%, while PC DRAM is only approximately 5%.

Flexibility on the supply side is also limited. Goldman Sachs estimates that global DRAM supply growth rates for the current year and the following year will be only 21% and 19%, due to the limited cleanroom space of major manufacturers, making it difficult to significantly expand production capacity in the short to medium term. Pressure in the NAND market is also increasing. Goldman Sachs has revised upward the NAND supply shortage for the current year and the following year to 4.2% and 2.1%, respectively, indicating that this will be one of the largest shortages in NAND industry history.

The driving force likewise comes from AI, particularly the explosive demand for enterprise-grade SSDs. Goldman Sachs has raised its demand expectations for the current year and the following year by 14% in a single adjustment, with growth rates as high as 58% and 23%, respectively, and its share of global NAND demand will also rise to nearly 40%.

### Storage business:

The global storage market has shown a trend of rapid growth in recent years. AI, cloud computing, multimedia content, surveillance video, and industrial control data have all generated substantial storage demand. According to institutional surveys and industry data, between 2024 and 2026, large-capacity hard disk drives have increased from 30TB to 36TB, and are advancing toward 40TB in 2025, demonstrating significant progress in storage media technology while also rapidly increasing enterprise demand for high-density, high-performance storage systems. With vertical integration capabilities (controller, firmware, and hardware mechanical design) and the advantages of local R&D and manufacturing in Taiwan, UNIFOSA's future storage business will focus on four key development directions: technology upgrades, product line expansion, overseas deployment, and cybersecurity integration.

According to the IDC Worldwide Quarterly Enterprise Storage Systems Tracker, the external OEM enterprise storage systems (ESS) market increased by 2.1% year-on-year in the third quarter of 2025, with vendor revenue reaching US\$8 billion. From a historical perspective, this level of growth is fairly robust for the mature ESS market, but it is still overshadowed by the high double-digit growth of the server market, which has been driven by accelerated investment in server infrastructure. Revenue from all-flash arrays was relatively strong, increasing by 17.6% year-on-year, while hybrid flash arrays and HDD arrays declined by 9.8% and 6.3%, respectively.

“The penetration of AI applications and AI models into enterprise data centers will increase demand for more specialized and efficient enterprise storage systems. IDC expects demand for flash storage to continue to increase in support of AI-related projects, whether for training or inference.” When the market is segmented by price range, the fastest growth was in the mid-range segment (systems with average selling prices between US\$25K and US\$250K), which grew by 8.1% in the quarter and accounted for 67.5% of the overall external storage market; the high-end segment (systems above US\$250K) declined by 9.0%, and the entry-level segment (systems below US\$25,000) declined by 8.0%. Regional observations of the external storage market results show mixed performance. Japan, Canada, and EMEA grew by 14.4%, 12.6%, and 10.5%, respectively, while China and APeJC recorded single-digit growth of 9.5% and 8.6%, respectively, and Latin America declined only slightly by 0.9%. The negative news in this quarter is that the United States declined by 9.9% compared with the same period in 2024, due to weak OEM market performance. Although sales declined by a single-digit percentage, Dell Technologies led the external ESS market with a revenue share of 22.7% and focused more on its core products; Huawei ranked second with a revenue share of 12.0%, benefiting from strong performance in the China market. NetApp ranked third with a 9.4% market share, supported by its strong performance in AFA. Pure Storage ranked fourth with a 6.8% market share due to double-digit quarterly growth. Finally, Hewlett Packard Enterprise ranked fifth with a market share of 5.6%.

According to Veeam, the key trends shaping IT in 2026 are as follows. The impacts of cybersecurity threats and AI maturity and regulation are the two major disruptive factors that the industry will face in the coming year. Nearly 60% of respondents indicated that, due to the growth of multi-cloud and SaaS environments, visibility into the location of their data has decreased. At the same time, AI-generated attacks are regarded as the greatest risk facing data security, while compliance pressures surrounding data sovereignty—which 76% of leaders rated as extremely or moderately important—will reshape global cloud strategies. Cybersecurity and artificial intelligence dominate disruptive and risk areas. AI-generated attacks (66%) are viewed as the most significant threat to data, even surpassing ransomware (50%). This highlights a dramatic shift: artificial intelligence is no longer merely a productivity tool; it has now become a weapon in the hands of attackers. Security, resilience, and sovereignty have become the focus. In response to these risks, IT leaders are prioritizing security and resilience initiatives: strengthening cybersecurity was overwhelmingly selected as the only “must-win” information technology initiative for 2026, receiving support from 45% of respondents; establishing data resilience was the second most popular “must-win” initiative, accounting for 24%; data sovereignty and compliance are shaping cloud strategies, with 46% considering sovereignty extremely important and 30% considering it moderately important. This highlights the growing recognition that resilience is not merely a technological issue, but also a regulatory and geopolitical issue. Organizations are preparing for a world in which compliance and control over data location are as important as firewalls and backups.

#### 4. Competitive niche:

##### (1) Spanning the memory and network storage industries, with strong market competitive advantages

In addition to its long-term focus on notebook computer memory modules and niche products, following the merger with Proware Technology, the Company's products now span both the memory and network storage industries. The Company not only possesses specialized differentiation in notebook computer memory modules, but after entering the magnetic material storage field, it is also able to grasp the future application trend of NAND Flash products being extensively used in network storage device products. In particular, with respect to storage demand involving cloud business opportunities, the Company is able to possess differentiated market competitive advantages in competition with industry peers, thereby achieving the niche of stable operation, improved operating performance, and enhanced industry competitiveness.

##### (2) Innovative R&D strategies to enhance the integration and compatibility of product innovation

In order to keep abreast of market trends, develop mainstream products in a timely manner, and continue to invest in product research and development, the Company is also committed to expanding the depth and breadth of its product lines. In recent years, as cybersecurity risks have increasingly attracted the attention of competent authorities and enterprises, the Company has entered into the agency business for cybersecurity software by leveraging its expertise in storage security and customer base. This further enables the integration of the complementary strengths of both parties' products in storage devices and information security R&D technologies, thereby enhancing the integration and compatibility of product innovation.

##### (3) Superior production and quality management as the support for business expansion

In order to stand out among numerous industry peers, the Company obtained ISO 9001 international quality assurance certification as early as 1999, ahead of its peers, and has continuously and actively promoted policies for process improvement, quality enhancement, and comprehensive service. As product generations continue to evolve, all such improvement and enhancement efforts have never ceased, and these constitute the best support for business expansion.

#### 5. Advantageous and Disadvantageous Factors for Future Development and Corresponding Strategies

##### (1) Favorable factors

###### ① Prudent and proactive diversified business strategy to enhance the Company's industry competitiveness

In view of the drastic fluctuations in the industry risks of DRAM, and for the purpose of risk diversification and stable operation, the Company, through a prudent and proactive diversified business strategy, merged with Proware Technology and successfully expanded its product lines into the field of magnetic material storage devices. In addition to effectively diversifying industry risks and expanding business development areas, the Company is also able to reduce operating costs and strengthen its competitive advantages through the integration and complementarity of overall corporate resources. Thereafter, the Company has continued to keep abreast of industry changes and trends, and has been committed to the depth and breadth of diversified and cross-industry operations, in order to diversify the risks of cyclical fluctuations in the industries to which the Company belongs and to expand business development areas, thereby creating brand-new prospects for the Company's long-term development and further enhancing the Company's operating performance and industry competitiveness.

###### ② Stable and innovative management team, maintaining optimal capability to meet challenges

The Company's principal officers and employees all possess extensive and comprehensive professional experience, and are innovative and highly cohesive. Over the years, personnel turnover has remained very low. Accordingly, the stable professional management team has long served as the support for the Company's prudent operation. Following the merger with Proware Technology, under the integration of the new team, the Company is better able to stimulate innovation in organizational thinking and realize the benefits of resource integration, thereby maintaining optimal capability to meet various challenges.

###### ③ Sound financial structure to ensure prudent operation

Following the global financial crisis in 2008, UNIFOSA has been committed to improving the Company's financial structure and establishing a strategy of low-debt operation, striving to ensure the goal of prudent operation through a sound financial structure. As of the end of 2025,

the debt ratio was only 6.41%, with concrete and significant results, which have provided substantial assistance in ensuring prudent operation.

(2) Unfavorable factors and corresponding countermeasures

① Significant fluctuations in DRAM prices will affect the stability of profitability

The cost of DRAM chips accounts for a very high proportion of the cost of memory modules. When facing a weak market, sharp declines and rapid fluctuations in DRAM prices often erode profitability and may even result in substantial losses.

Countermeasures:

A. Rapid and rigorous inventory management and decision-making model

DRAM is a key raw material for the Company's products. The supervisor responsible for procurement decision-making uses market price trends, product dynamics, and order demand timing as the basis for material preparation decisions, in order to avoid the risks of price decline and obsolescence that may arise from inappropriate inventory levels. The Company also adopts weekly control over the total inventory volume and structure, increases inventory turnover, and timely adjusts the structure of raw material inventories and finished goods.

B. Effective cost control

Cost reduction is extremely important to corporate operations. How to effectively reduce fixed costs and correspondingly generate profits is even more critical. Therefore, the Company has consistently adopted lean policies and diligent, frugal operations, and has implemented various cost-saving solutions to effectively reduce personnel costs and various selling and administrative expenses, thereby assisting the Company in facing various adverse challenges.

C. Diversified operations to effectively diversify the risk of industry fluctuations

As memory module manufacturers cannot completely avoid the structural industry risk of DRAM price fluctuations, and in consideration of risk diversification and stable operation, the Company has in recent years been committed to various possible transformation plans, intending to effectively diversify the risk of industry fluctuations through diversified and cross-industry operations. In addition to effectively diversifying industry risks and expanding business development areas, diversified operations may also strengthen the Company's competitive advantages and thereby enhance the Company's operating performance and industry competitiveness.

② Rapid generational replacement of memory products and shortened product life cycles

With the vigorous development of the global technology industry, memory products are undergoing rapid generational replacement, and product life cycles are increasingly shortening. In particular, with the rapid growth of the personal computer market and 3C products, the DRAM industry correspondingly faces the same issue of rapid product generational replacement, which constitutes another unfavorable factor for the industry.

Countermeasures:

A. Flexibly adjust product portfolio strategies to capture profit opportunities

In the DRAM industry, as product life cycles are increasingly shortening, only flexible adjustment of product portfolio strategies can capture profit opportunities. Therefore, under the unfavorable factor of generational replacement, the Company adheres to a differentiated product strategy, which also conceals considerable business opportunities.

B. Integration of cross-industry R&D technologies to create profitability through innovative products

Following the merger with Proware Technology, the Company successfully grasped the future application trend of NAND Flash being extensively used in storage devices. Through the integration of cross-industry R&D technologies of both parties, the Company is committed to the development of new products and to creating profitability through the price advantages of innovative products.

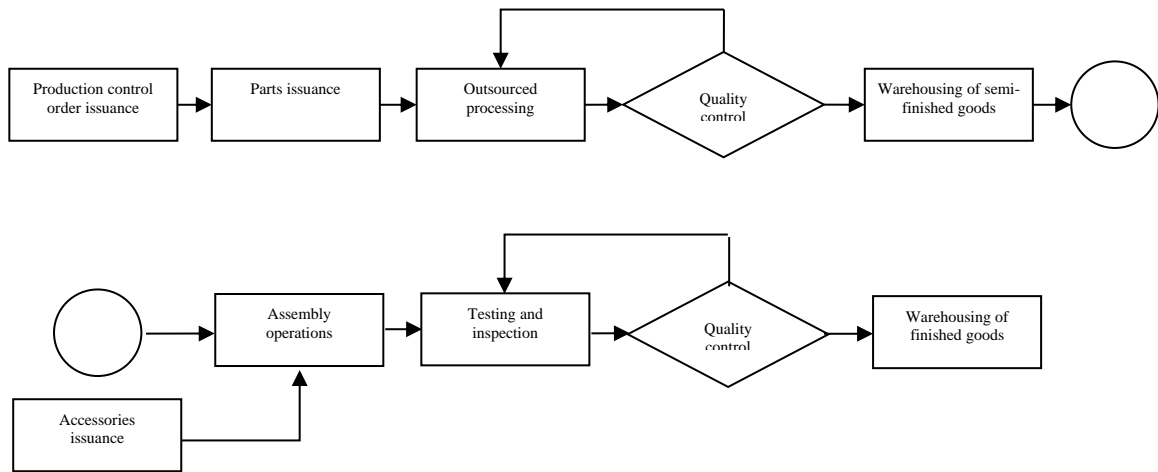
(II) Important uses and production processes of major products

Memory business:

1. Important Uses of Major Products

Main products	Key usages
DRAM module	Applied in information products such as desktop computers, notebook computers, servers, and printers, for expanding computer data processing capacity and increasing processing speed.
Random access memory	Applied in information hardware and peripheral products such as memory modules, VGA cards, and motherboards, and used as memory for data access.
Flash memory cards	Commercial-grade cards are applied in products such as digital cameras, PDAs, notebook computers, MP3 players, and GPS devices, for data access in mobile devices; industrial-grade cards are applied in products such as industrial computers, communication equipment, industrial control devices, medical instruments, and transportation vehicles, and used as storage media for operating systems, application programs, or firmware.

2. Production Processes of Major Products:



Storage business:

1. Important Uses of Major Products:

Among the various storage devices currently available on the market, the storage equipment required differs depending on the application environment. Higher-end storage equipment is generally suitable for environments requiring higher data security. In addition, users must consider requirements relating to other factors such as price, space, distance, efficiency, scalability, and backup methods. The applicable environments for high-end and mid- to low-end storage equipment are as follows:

(1) High-end

① Mission-Critical Non-Stop Applications

- A. Aerospace and transportation entities, telecommunications and communications enterprises, medical and scientific research institutions
- B. Large-scale network operators (ISP, ICP), multinational enterprise networks, electronic commerce (e-Business) operators
- C. Securities, finance, and futures industries, and trading centers
- D. Semiconductor industry

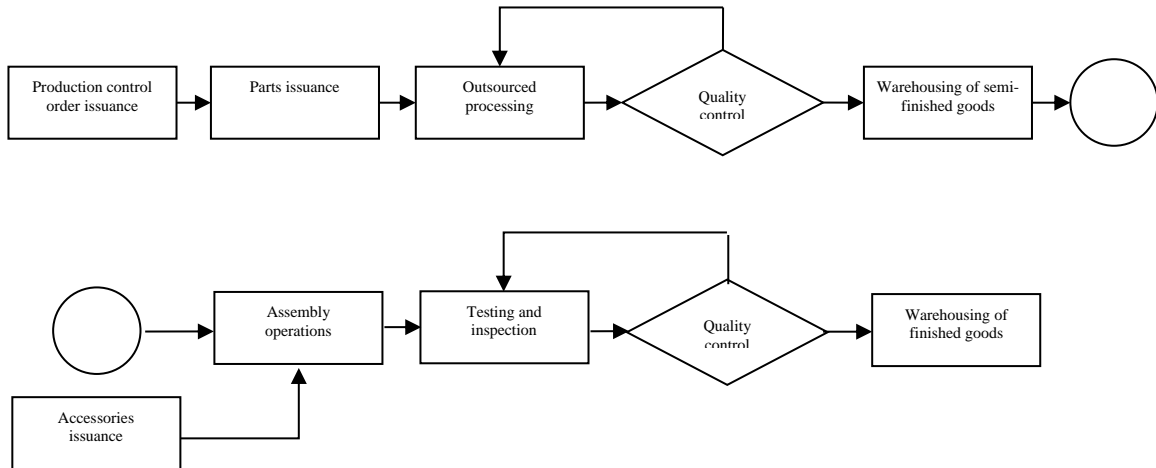
② Ultra High Capacity, Ultra High Speed storage requirements

- A. Animation film or advertising production
- B. Online libraries
- C. SDS software-defined storage architectures such as OpenStack, Ceph, and Hadoop
- D. Scale-Out cloud storage, cloud backup
- E. Backup, archiving, data analysis, development, and file sharing

(2) Mid-range and low-end

- ① Graphics workstations, computer-aided design (CAD/CAM/CAE)
- ② Email servers, network servers
- ③ Audio-visual data access (Video-On-Demand, Audio-On-Demand)
- ④ Data warehousing operators, small- and medium-sized enterprise network servers
- ⑤ Hospitals, government agencies
- ⑥ Small company servers, departmental servers
- ⑦ Small Office Home Office (SOHO)
- ⑧ Video surveillance systems

2. Production Processes of Major Products:



(III) Supply status of major raw materials

With respect to the procurement of major raw materials, the Company maintains very good business relationships with major domestic and foreign suppliers. In addition, in terms of diversification of procurement risk, the Company adopts a strategy of diversifying sources of supply, with a view to ensuring the stability of supply sources. The Company adjusts and diversifies its sources and suppliers to reduce concentration in procurement. Accordingly, the supply status of the Company's major raw materials is stable and sound.

(IV) Names of customers that accounted for more than 10% of total purchases (sales) in either of the two most recent years, together with their purchase (sales) amounts and percentages, and an explanation of the reasons for any changes.

- Purchases: In 2025, the Company's purchase amount from supplier V-94 was NT\$20,899 thousand, representing a substantial increase compared with 2024, mainly because the prices of the memory modules sold by such company met customer demand. Accordingly, the purchase amount from such supplier accounted for 17.00% of the Company's total purchase amount in 2025, making it the Company's largest supplier.

### Information on Main Suppliers in the Two Most Recent Years

Unit: NT\$ thousand

Year	2024				2025				Up to the preceding quarter of 2026			
Item	Title	Amount	Proportion of Annual Net Purchase Amount (%)	Relationship with the issuer	Name	Amount	Proportion of Annual Net Purchase Amount (%)	Relationship with the issuer	Name	Amount	Percentage of net purchases as of the current quarter (%)	Relationship with the issuer
1	V-66	21,451	11.75	None	V-94	20,899	17.02	None	V-46	2,612	19.74	None
2	V-87	18,855	10.33	None	V-93	18,790	15.30	None	V-95	2,183	16.50	None
3	Others	142,251	77.92	-	Others	83,233	67.71	-	V-92	1,768	13.36	None
4	-	-	-	-	-	-	-	-	Others	6,671	50.40	-
	Net purchase	182,557	100.00	-	Net purchase	122,805	100.00	-	Net purchase	13,234	100.00	-

- Sales: As customer C-47 primarily purchased memory modules and Memory ICs from the Company in 2025, it was the Company's largest sales customer, accounting for 16.55% of the annual net sales.

### Information on major sales customers in the last two years

Unit: NT\$ thousand

Year	2024				2025				Up to the preceding quarter of 2026			
Item	Title	Amount	As a percentage of net annual sales (%)	Relationship with the issuer	Title	Amount	As a percentage of net annual sales (%)	Relationship with the issuer	Title	Amount	Percentage of net sales as of the current period (%)	Relationship with the issuer
1	C-73	30,973	10.55	None	C-47	40,341	16.55	None	NA	NA	NA	NA
2	Others	262,709	89.45	-	Others	203,461	83.45	-	Others	25,581	100.00	None-
	Net Sales	293,682	100.00	-	Net Sales	243,802	100.00	-	Net Sales	25,581	100.00	-

### III. Employees

Year		2024	2025	April 30, 2026
Employee Headcount	Direct employees	7	6	6
	Indirect employees	52	45	40
	Total	59	51	46
Average age		51	51	52
Average years of service		19 years and 4 months	18 years and 1 month	15 years and 3 month
Educational Attainment Distribution	PhD	0.00%	0.00%	0.00%
	Master	5.08%	5.88%	8.70%
	College/University	77.97%	76.47%	73.91%
	Senior High School	13.56%	13.73%	13.04%
	Below Senior High School	3.39%	3.92%	4.35%

### IV. Environmental Expenditure Information

The Company is a technology-intensive enterprise specializing in memory module manufacturing and disk array system integration. The production process of the memory business primarily involves computer motherboard testing, while that of the storage business primarily involves hardware assembly. Therefore, no air pollution or wastewater is generated. General waste is handled and disposed of by qualified waste disposal contractors. Accordingly, there has been no environmental pollution, and in the most recent year (2025) and up to the date of publication of the annual report, the Company has not incurred any losses, penalties, or compensation due to environmental pollution.

- (I) Where, in accordance with laws and regulations, the Company is required to obtain installation permits for pollution control facilities or pollutant discharge permits, pay pollution control fees, or establish dedicated environmental protection units or personnel, the status of such applications, payments, or establishments: Not applicable.
- (II) The Company's investment in major environmental pollution prevention equipment, and its purposes and potential benefits: Not applicable.
- (III) The Company's progress in improving environmental pollution during the most recent year and up to the date of publication of the annual report, and the handling of any pollution dispute incidents: None.
- (IV) Losses incurred by the Company due to environmental pollution during the most recent year and up to the date of publication of the annual report (including compensation and any violations identified in environmental protection inspections, specifying the date of penalty, reference number, violated legal provisions, details of violations, and penalty content), as well as disclosure of any currently estimated or potential future amounts and corresponding countermeasures: None.
- (V) The impact of the current pollution status and its improvement on the Company's earnings, competitive position, and capital expenditures, and any significant expected environmental capital expenditures over the next two years: None.

## V. Labor Relations

(I) List employee benefit plans, continuing education, training, retirement systems, and their implementation status, as well as the status of labor-management agreements and measures to protect employees' rights and interests

### 1. Employee welfare measures

(1) Insurance: Labor Insurance, National Health Insurance, Employment Insurance, Occupational Accident Insurance, and Group Insurance.

(2) Employee benefits: An Employee Welfare Committee has been established.

- ① Subsidies for weddings, funerals, celebrations, hospitalization due to illness or injury, and childbirth.
- ② Year-end banquet.
- ③ Subsidies for leisure and travel activities.
- ④ Gifts for the three major festivals.
- ⑤ Birthday gifts.
- ⑥ Subsidies for employee club activities.

### 2. Further education and training

In response to rapid changes in industrial technology and to ensure employee capability development for achieving the Company's common objectives, education and training constitute one of the key focuses of the Company's human resource management. The Company has established the "Employee Education and Training Operating Procedures" and the "Professional Personnel Certification Regulations," providing employees with training opportunities and funding. This enables each employee to apply their acquired knowledge, enhance work quality and level, and create overall corporate profits, while allowing individual career development and the Company's overall interests to grow simultaneously through work and training. Employee education and training are implemented by the human resources unit, which coordinates and compiles annual training plans from all departments. Training is conducted through both internal and external programs. Based on job competency requirements, training covers pre-employment training for new hires, on-the-job training, professional training, and management and communication courses, thereby enhancing the knowledge and skills required for employees' duties. A summary of external training and further education provided in the most recent year (2025) is as follows:

Course name and content	Training hours	Training expenses (NT\$)
Continuing education program for chief internal auditor	12 hours	7,000
Continuing education program for deputy internal auditor	12 hours	7,000
Initial appointment training program for accounting supervisors of issuers, securities firms, and stock exchanges	30 hours	20,000
Continuing education program for deputy accounting supervisors of issuers, securities firms, and stock exchanges	12 hours	8,000
Courses related to corporate governance and sustainable development	21 hours	2,400

### 3. Retirement system:

In accordance with the Labor Standards Act, the Company established a Labor Retirement Reserve Fund Supervisory Committee for employees who continue to apply the old pension system, as well as for the portion of seniority retained under the old system for employees who have opted into the new pension system. The Company contributes 4% of employees' taxable salaries monthly as a "retirement reserve fund," which is deposited into a dedicated trust account at the Bank of Taiwan. The settlement of seniority under the old system was completed in 2022, and the account was closed in 2024. Since July 1, 2005, pursuant to the Labor Pension Act (new pension system), the Company contributes 6% of employees' monthly salaries to individual pension accounts at the Bureau of Labor Insurance. In 2025, a total of NT\$2,549,773 was contributed. When employees meet the statutory and Company requirements for retirement, retirement shall be processed in accordance with the Company's "Retirement Management Regulations."

The Company’s employee retirement system:

1. Voluntary retirement

Employees may apply for voluntary retirement under any of the following circumstances:

- 1.1 Having worked for 15 years or more and reaching 55 years of age.
- 1.2 Having worked for 25 years or more.
- 1.3 Having worked for 10 years or more and reaching 60 years of age.

2. Mandatory retirement

The Company may require an employee to retire under any of the following circumstances:

- 2.1 Reaching 65 years of age.
- 2.2 Being mentally or physically incapacitated and unable to perform duties.

3. Standards for pension benefits

3.1 Seniority accrued prior to July 1, 2005: As the Company has already settled seniority under the old system with employees, there are no applicable employees.

3.2 From July 1, 2005 (inclusive), for employees who joined employment or elected to apply the Labor Pension Act, pension benefits and calculation methods are as follows:

- (I) For employees subject to the Labor Pension Act, the Company contributes 6% of their insured monthly wages to their individual pension accounts based on the monthly wage classification table.
- (II) The insured wages referred to above are the wages reported by the Company to the Bureau of Labor Insurance based on the employee’s total monthly salary in accordance with the insured wage classification table.

3.3 The right of an employee to claim pension benefits shall lapse if not exercised within five years from the month following retirement.

3.4 For other retirement-related provisions, please refer to the Company’s Retirement Management Regulations.

4. Labor-management agreements and employee rights protection measures

- (1) To ensure that all employees understand ethical standards, rights, obligations, and codes of conduct, the Company has established relevant policies and regulations for compliance.
- (2) To strengthen internal communication channels, the Company has established an “Internal Communication System” and an “Employee Grievance System,” set up an employee suggestion mailbox, and regularly convenes labor-management coordination meetings to facilitate employee feedback and communication between labor and management, thereby enhancing labor relations.
- (3) Occupational safety and health: In accordance with regulations of the competent authority, the Company has established safety and health operation manuals to guide employees in complying with safety and health procedures.

5. Whether the Company has established workplace diversity or gender equality policies, and the status of their implementation

(1) Workplace diversity and gender equality policies

The Company has long been committed to workplace diversity and places great importance on gender equality among employees. It is dedicated to providing a work environment that is respectful and safe, and to implementing fairness in employment diversity, compensation, and promotion opportunities. The Company ensures that employees are not subject to discrimination, harassment, or unequal treatment on the basis of race, gender, religious belief, age, political inclination, or any other status protected under applicable laws and regulations. Accordingly, there have been no incidents of violations of labor rights or human rights.

(2) Implementation status

① Female diversity indicators

Indicator	Percentage (%)
Percentage of females among total employees (%)	49.02%
Percentage of females among all supervisors (%)	26.32%
Percentage of females among junior supervisors (%)	33.33%
Percentage of females among senior supervisors (%)	20.00%

② Other diversity indicators

Category		Percentage of full-time equivalent employees (%)
Persons with disabilities		1.69%
All employees	By age group: under 30 years old	5.88%
	By age group: 30–50 years old	27.45%
	By age group: over 50 years old	66.67%
	Total	100

③ Remuneration equality

The Company has established a “Remuneration Committee” to provide employees with competitive remuneration. Through a transparent and equitable remuneration policy, the Company reflects its operating performance in employee remuneration. In terms of employee remuneration policy, employees in the same entry-level position receive the same remuneration. For personnel with relevant professional expertise and work experience, remuneration is determined based on the individual’s academic background, experience, expertise, and certifications, and does not vary based on gender or ethnicity.

Remuneration equality indicators	Difference (%)
Difference in average remuneration between male and female employees	35.54%
Difference in median remuneration between male and female employees	16.92%
Difference in average variable bonuses between male and female employees	78.21%
Difference in median variable bonuses between male and female employees	66.67%

④ Remuneration policy for entry-level employees and actual distribution or adjustment of remuneration

In accordance with Article 29 of the Company’s Articles of Incorporation, if the Company records a profit for the year, it shall appropriate 5% to 15% as employee remuneration. To appropriately reflect operating performance or results in employee remuneration, and in line with the amendment to Article 14, Paragraph 6 of the Securities and Exchange Act, the Company amended its Articles of Incorporation at the 2025 annual general meeting. It is expressly stipulated that where there are annual earnings, the amount of employee remuneration appropriated from pre-tax profit before the recognition of employee remuneration and directors’ remuneration shall reserve no less than 10% for distribution to entry-level employees or for remuneration adjustments, in order to motivate all employees to work toward the Company’s objectives. As the Company recorded a loss for the year 2025, the aforementioned employee remuneration policy is not applicable.

6. Work environment and employee personal safety protection measures

To safeguard the work environment and the personal safety of employees, the Company has established relevant protection measures based on the level of risk. For significant environmental risks, control is implemented through the ISO 14001 management system, with priority improvements driven by objectives and program management. Lower-level risks are controlled through operational control measures. The Company has established various management procedures and regulations, including the “Safety and Health Work Rules,” “Environmental Management Program Procedures,” “Emergency Response and Preparedness Management Procedures,” and “Occupational Disease Prevention and Control Management Measures,” and requires all personnel to strictly implement them. The ISO 14001 management system and relevant operational controls are described as follows:

(1) Major objectives and management programs under the ISO 14001 management system

Item	Target/Objective	Program	Current Status Description	Implementation status
1	Compliance with the EU Regulation on Registration, Evaluation, Authorisation and	Product compliance program for REACH Regulation	To comply with the requirements of the EU REACH Regulation, the Company conducts investigations on substances of very high concern in the raw materials used in its current products and continuously monitors updates to the list of such substances.	<ol style="list-style-type: none"> <li>Continuously collect updates to the EU list of substances of very high concern.</li> <li>The European Chemicals Agency (ECHA) announced five additional substances of very high concern (SVHC) for inclusion in the candidate list for authorisation under the REACH Directive in January 2025. An additional three substances were announced in June, and one more in November. As of the end of 2025, there were 59 substances subject to authorisation and 251 substances on the candidate list for authorisation.</li> </ol>
2	Continuous collection of customer requirements and regulations regarding HSF products	Product hazard-free implementation program	<ol style="list-style-type: none"> <li>Certain customers gradually introduced halogen-free products starting in 2010.</li> <li>Raw materials required for production fully comply with halogen-free requirements.</li> <li>Continuous tracking of customer requirements regarding hazardous substances.</li> </ol>	<ol style="list-style-type: none"> <li>Production of halogen-free products commenced at the end of May 2010.</li> <li>Ongoing collection of customer requirements related to HSF products.</li> </ol>

(2) Other environmental promotion activities

① Promotion of halogen-free products

Over the past decade, numerous experts have warned that certain chemical substances exhibiting hormone-like effects in living organisms may pose risks to human health and the environment. These substances are collectively referred to as environmental hormones or endocrine disruptors, among which halogenated compounds constitute a significant portion. Accordingly, international non-governmental organizations have placed considerable emphasis on the issue of halogen-free materials. For example, the environmental policies promoted by Greenpeace currently require all manufacturers to completely eliminate polyvinyl chloride and brominated flame retardants from electronic products in order to meet the standards for lead-free and halogen-free green electronics. Therefore, under regulatory requirements and the advocacy of international environmental organizations, the adoption of halogen-free materials has become a key environmental objective for global manufacturers. The Company has actively promoted green production and procurement and has fully implemented the production of halogen-free products since 2011.

② Implementation of waste reduction production technologies

The Company actively utilizes resources efficiently to reduce waste and lower production costs. Through improvements in manufacturing processes and operational management, recycling and reuse are enhanced to reduce waste generation. In addition, the Company develops and adopts non-polluting or low-polluting processes to further reduce waste generation.

③ On-site operational environment monitoring

When conducting operational environment measurements, the Company formulates a measurement plan that includes sampling strategies. This begins with the collection of basic data, raw materials, process flows, and hazard identification. Through observation, interviews, and surveys, similar exposure groups are identified, and sampling and measurement are conducted on individuals with the highest potential exposure. Measurement items include exhaust emissions, noise, organic solvents, lead (Pb), and others.

(3) Relevant operations and controls

- ① The Company provides employees with Labor Insurance, National Health Insurance, and group insurance.
- ② The Company has established the “Occupational Disease Prevention and Control Management Measures,” under which general health examinations are conducted for all employees once every two years. Employees engaged in lead-related operations or ionizing radiation testing are provided with annual special health examinations to ensure personal safety.
- ③ The Company has established the “Safety and Health Work Rules” to regulate and instruct employees on the safe and proper operation of machinery and equipment (including tools and fixtures) to safeguard workplace safety.
- ④ In accordance with the ISO 9001 Quality Management System, machinery and equipment are subject to regular maintenance and inspection to ensure proper operation and to prevent equipment failure and occupational safety incidents.
- ⑤ In accordance with the ISO 14001 Environmental Management System, environmental parameters such as air and water quality are monitored and managed to maintain a sound working environment.
- ⑥ In accordance with the IECQ QC 080000 Hazardous Substance Process Management System, compliance with international hazardous substance regulations and customer requirements is ensured to meet green product standards.
- ⑦ Drinking water quality is tested every three months to ensure employee health.
- ⑧ Emergency response teams have been established to address incidents such as earthquakes, floods, chemical tank rupture and leakage, failure of exhaust gas treatment equipment, and X-ray radiation leakage. Regular annual training and drills are conducted to prevent or mitigate harm to employees in the event of a disaster.
- ⑨ A self-defense fire brigade has been established, comprising a command unit, communication unit, firefighting unit, evacuation guidance unit, safety protection unit, and first aid unit. Fire safety training and evacuation drills are conducted at least once annually or periodically in coordination with the building management committee to ensure workplace and personnel safety.

(II) Losses arising from labor-management disputes in the most recent year and up to the date of publication of the annual report (including any violations of the Labor Standards Act identified through labor inspections, specifying the date of penalty, reference number, violated provisions, details of violations, and penalty content), and disclosure of estimated amounts and countermeasures for potential future occurrences

Since its establishment, the Company has adhered to the management philosophy of “harmonious labor-management relations.” Over the years, it has established a sound and stable corporate culture and working environment. In the most recent year and up to the date of publication of the annual report, the Company has not incurred any losses arising from labor-management disputes. Labor relations remain harmonious. Going forward, the Company will continue to enhance its management regulations, welfare programs, and institutional systems to secure improved rights and obligations for all employees, while creating better operating performance and profitability for the Company.

## VI. Information Security Management:

- (I) Information Security Risk Management Framework, Policies, Specific Management Measures, and Resources Invested.

### 1. Information Security Risk Management Framework

In view of the fact that losses arising from information and communication security risks may be difficult to estimate, the Company has established a cross-departmental “Information Security Management Team,” convened by the General Manager, in order to effectively implement information security policies and related management programs. The Information Technology Department is responsible for leading and planning information operation security management, including the establishment and maintenance of the information security management system, overall coordination of the formulation and implementation of information security and protection-related policies, risk management, and compliance audits. Other relevant units cooperate in execution. Through organizational division of responsibilities and task assignments, the information security management system is systematically and organizationally promoted and operated, in order to establish the policies and preventive measures required for information and communication security. The “Information Security Management Team” convenes an information security review meeting annually to review the results of information security risk analyses and the corresponding protective measures and strategies adopted by the Company, thereby ensuring the continued effectiveness of the information security management system. The organizational structure and division of responsibilities of the team are as follows:

- (1) Convener: The highest supervisor of the team, served by the General Manager, responsible for approving information security policies, providing resources, and reviewing major information security measures.
- (2) Information Security Officer: Served by the head of the Information Technology Department, responsible for formulating information security policies, and for planning, coordinating, implementing, reviewing, and improving the information security management system.
- (3) Information Security Handling Team Members: Served by members of the information security handling teams of each business group, responsible for planning and implementing various information security control measures to protect information assets, including risk assessment, risk treatment, and execution of security control measures.

### 2. Information Security Policy

In order to ensure information and communication security objectives and implement awareness and action principles for information security, thereby enabling the establishment and maintenance of the information security management system, the Company has established the following information security policy objectives:

- (1) Ensure the confidentiality of information assets
  - ① Prevent unauthorized personnel from accessing the Company’s information resources.
  - ② Protect sensitive data to prevent leakage or improper disclosure.
- (2) Maintain the integrity of information assets
  - ① Ensure the accuracy and consistency of data during transmission, storage, and processing.
  - ② Prevent data from being tampered with or damaged due to malicious acts or system errors.
- (3) Enhance the availability of information systems
  - ① Ensure that critical systems and services operate normally when required for business operations.
  - ② Reduce downtime caused by security incidents or system failures.
- (4) Implement compliance requirements
  - ① Comply with domestic and international information security regulations and industry standards (such as ISO 27001 and NIST CSF).
  - ② Ensure that the Company’s information security practices meet the requirements of business partners and customers.

- (5) Strengthen information security incident response capabilities
  - ① Establish effective mechanisms for information security incident detection, reporting, and response.
  - ② Reduce the impact of information security incidents on the Company's operations and accelerate recovery.
- (6) Enhance employees' information security awareness
  - ① Conduct regular information security education and training to enable employees to understand the latest security threats and preventive measures.
  - ② Foster a culture in which all employees actively participate in information security management.
- (7) Promote continuous improvement
  - ① Regularly evaluate and improve information security measures to address emerging threats.
  - ② Optimize information security management processes and technical solutions based on audit and analysis results.

### 3. Specific management plan

- (1) Regularly review the Company's information hardware and environment to prevent potential information security management risks.
- (2) Regularly assess risks arising from internal human factors and changes in the external environment that may affect the Company's information and communication security, to ensure stable operations.
- (3) Establish and enhance employees' awareness of information security risks, ensuring that all personnel comply with information security regulations and prevent potential risks.
- (4) Network service security control: Authorized users may only access network resources within their authorized scope.
- (5) Network information management: Business data or documents classified as sensitive or confidential shall not be stored in public data areas; if necessary due to special requirements, enhanced security control mechanisms shall be implemented.
- (6) Network connection operations: Network security is maintained through measures such as segmentation, information concealment, and restriction of services.
- (7) Network system channel configuration: Network segmentation planning shall comply with physical segregation requirements between internal and external networks.
- (8) Network security management operations: Firewalls (routers) are used to separate application service system networks from the Internet.
- (9) Participation in organizations such as the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT) to collect cybersecurity early warning intelligence and track information on threats and vulnerabilities.
- (10) Regular internal information security education and training sessions are conducted to enhance employees' awareness of information security. These sessions assist employees in understanding information security policies and relevant information security regulations, and enhance awareness through trend analysis and case studies, thereby helping employees identify and avoid potential legal risks and continuously improve information security management and defense capabilities. The training content for 2025 included key topics such as the importance of information security, the CIA triad model, common information security threats, identification of suspicious emails, mobile device security, and the 3-2-1 data backup principle.
- (11) Strengthen legal protection for information security through the Company's retained legal counsel.

### 4. Resources Invested in Information Security Management

- (1) To ensure the security of the Company's information systems, the Company has established a cross-departmental "Information Security Management Team," led by the information security officer (served concurrently by the head of the Information Department), responsible for formulating information security policies and planning, coordinating, implementing, reviewing, and improving the information security management system; in addition, the team comprises a

total of 4 other members responsible for planning and implementing various information security control measures to protect the security of information assets, and to maintain and continuously strengthen information security.

- (2) A total of two information and communication security review meetings were convened in 2025.
- (3) Internal information security education and training seminars were conducted, totaling 117 person-hours in 2025.
- (4) The Company has obtained ISO / IEC 27001 information security management system certification, and no material deficiencies were identified in the relevant information security audits.
- (5) Information security personnel attended information and communication security courses, totaling 117 person-hours in 2025.
- (6) Disaster recovery drill plans were continuously implemented. In 2025, the drill scenario simulated abnormalities in the ERP and ERPII host systems resulting in service interruption; accordingly, the ERP and ERPII host system services were restored through routine backups via backup software, and a business continuity drill execution report was issued.
- (7) No material information security incidents or losses occurred in 2025, nor were there any complaints received regarding infringement of customer privacy or loss of customer data.

- (II) The losses incurred from material cybersecurity incidents and their potential impacts, along with the countermeasures taken, over the past year up to the annual report publication date. If the amount cannot be reasonably estimated, state the fact that a reasonable estimate is not possible.

The Company has not experienced any material information and communication security incidents in the most recent year (2025) and up to the date of printing of the annual report; therefore, no related losses have been incurred.

## VII. Material Contracts

Nature of contract	Involved Parties	Contract start/end date	Major content	Restrictive clauses
Short-term loan contract	Mega International Commercial Bank Neihu Branch	2025/07/01-2026/06/30	The short-term loan facility is NT\$60,000,000; however, when utilizing the facility, time deposits shall be pledged at 40% for amounts below NT\$15,000,000, 50% for amounts from NT\$15,000,000 to NT\$30,000,000, and 100% for amounts exceeding NT\$30,000,000.	None
Short-term loan contract	Taiwan Cooperative Bank Baoqiao Branch	2025/11/3-2026/11/3	The building located at 6F., No. 2 and No. 4, Alley 1, Lane 235, Baoqiao Road, Xindian City, is mortgaged as collateral, and the short-term loan facility is NT\$60,000,000.	None

## Five. Review, analysis and risk matters of financial condition and financial performance

### I. Financial Condition

Unit: NT\$ thousand

Item	Year	2025	2024	Difference	
				Amount	%
Current assets		171,608	292,475	(120,867)	(41.33)
Investments accounted for using equity method		42,328	48,399	(6,071)	(12.54)
Property, plant and equipment		257,365	267,639	(10,274)	(3.84)
Intangible assets		0	4,809	(4,809)	(100.00)
Other assets		11,162	39,394	(28,232)	(71.67)
<b>Total assets</b>		<b>482,463</b>	<b>652,716</b>	<b>(170,253)</b>	<b>(26.08)</b>
Current liabilities		29,056	66,976	(37,920)	(56.62)
Non-current liabilities		1,865	98,824	(96,959)	(98.11)
Other liabilities		0	0	0	0
<b>Total liabilities</b>		<b>30,921</b>	<b>165,800</b>	<b>(134,879)</b>	<b>(81.35)</b>
Share capital		916,288	916,288	0	0
Capital surplus		60,654	60,654	0	0
Retained earnings		(515,861)	(482,123)	(33,738)	(7.00)
Other equity		(9,539)	(7,903)	(1,636)	(20.70)
<b>Total shareholders' equity</b>		<b>451,542</b>	<b>486,916</b>	<b>(35,374)</b>	<b>(7.26)</b>
<b>Analysis of Changes in Increase or Decrease Ratios:</b>					
1. Total Assets:		Total assets at the end of 2025 decreased by NT\$170,253 thousand compared to 2024, mainly due to the disposal of subsidiary equity and loss of control in 2025, resulting in the derecognition of the subsidiary's assets from the consolidated financial statements.			
2. Total Liabilities:		Total liabilities at the end of 2025 decreased by NT\$134,879 thousand compared to the end of 2024, representing a decrease of 81.35%, mainly due to the disposal of subsidiary equity in 2025, resulting in the derecognition of the related liabilities from the consolidated financial statements.			
3. Total Shareholders' Equity:		Total shareholders' equity at the end of 2025 decreased by NT\$35,374 thousand compared to the end of 2024, mainly due to an increase in accumulated deficit to be compensated in 2025 of NT\$33,738 thousand compared to 2024.			

## II. Financial Performance

### (I) Comparison and analysis of operating results

Unit: NT\$ thousand

Item	Year	2025	2024	Increase (Decrease) Amount	Change (%)
Net operating revenue		243,802	293,682	(49,880)	(16.98)
Operating costs		165,835	221,722	(55,887)	(25.21)
Gross profit		77,967	71,960	6,007	8.35
Operating expense		148,331	136,796	11,535	8.43
Net operating profit (Loss)		(70,364)	(64,836)	(5,528)	(8.53)
Total non-operating income and expenses		17,023	(18,066)	35,089	(194.23)
Net profit (loss) before tax		(53,341)	(82,902)	29,561	(35.66)
Income tax benefit (expense)		16	(48)	64	(133.33)
Net income (loss) for the period		(53,325)	(82,950)	29,625	(35.71)

Analysis of changes in the percentage of increase or decrease during the most recent two years:

- Operating Revenue:** Operating revenue in 2025 decreased by NT\$49,880 thousand compared to 2024, representing a decrease of 16.98%, mainly due to a reduction in project procurement and tendering for system host and server construction projects and other network system software and hardware by large public sector entities in the system integration department, resulting in a decrease of NT\$64,734 thousand in sales of the overall storage business group compared to 2024; additionally, sales of thin film materials in other business groups increased by NT\$20,848 thousand in 2025.
- Operating Costs:** Operating costs in 2025 decreased by NT\$55,887 thousand compared to 2024, representing a decrease of 25.21%, mainly due to the decline in sales of the system integration business of the storage business group, resulting in a corresponding decrease in related operating costs.
- Operating Expenses:** Operating expenses in 2025 increased by NT\$11,535 thousand compared to 2024, mainly due to an increase of NT\$9,701 thousand in administrative expenses arising from organizational optimization during the current period, with the recognition of related one-time expenses, which are non-recurring in nature.
- Operating Profit (Loss):** Operating loss in 2025 increased by NT\$5,528 thousand compared to 2024, mainly due to an increase of NT\$6,007 thousand in gross profit from sales in 2025 compared to 2024 and an increase of NT\$11,535 thousand in operating expenses compared to 2024.
- Non-operating Income and Expenses:** Non-operating expenses in 2025 increased by NT\$35,089 thousand compared to 2024, mainly due to a gain on disposal of subsidiary equity of NT\$17,998 thousand, a decrease of NT\$6,319 thousand in the share of loss of associates recognized under the equity method compared to 2024, and a decrease of NT\$6,398 thousand in goodwill impairment loss in 2025 compared to 2024.

(II) Expected sales volume and basis thereof:

The Company's expected sales volume for 2026 is prepared based on reasonable assumptions, including the Company's operating strategies, the operating objectives and budgets of each unit, as well as overall industry outlook and development trends and historical operating performance. The projected sales volume is as follows:

Storage business:

Main products	Estimated sales volume for 2016
Disk Array - EP series	324
Information security software	21,365
System integration	2,091
Total	23,780

Unit: units

(III) Potential impact on the Company's future financial and business operations and corresponding response plans:

With respect to the development of the memory industry in 2026, due to the impact of the global economic environment and changes in demand in end markets, the industry outlook remains uncertain, and the market supply and demand conditions still require continuous observation. However, with the continued development of applications such as artificial intelligence (AI), cloud computing, and data centers, demand for high-performance memory is expected to maintain growth momentum. The Company will continue to monitor industry development trends and changes in market demand, and adjust its operating strategies in a timely manner to mitigate the impact of market fluctuations on its operations. Overall, the Company has a sound financial structure and strong capital allocation capabilities, which are sufficient to support future operations and business development.

### III. Cash Flows

#### (I) Analysis of Changes in Cash Flows for the Most Recent Year

Unit: NT\$ thousand

Item	2025	2024	Percentage of increase (decrease)
Cash flow from operating activities	16,136	(21,970)	173.45%
Cash flows from investing activities	(103,652)	14,227	(828.56)%
Cash flows from financing activities	(4,419)	17,177	(125.73)%
<p>1. Operating activities: Net cash inflow from operating activities for 2025 amounted to NT\$16,136 thousand, representing an increase of NT\$38,106 thousand compared to a net cash outflow of NT\$21,970 thousand in 2024, mainly due to improved working capital management during the current period, including decreases in accounts receivable and inventories, and an increase in contract liabilities, resulting in a significant increase in cash flows generated from operating activities compared to the previous year.</p> <p>2. Investing activities: Investing activities for 2025 changed from a net cash inflow in 2024 to a net cash outflow, primarily due to the addition of NT\$70,000 thousand in financial assets measured at amortized cost during the current period, and a net cash outflow of NT\$26,996 thousand arising from the disposal of subsidiaries; whereas in 2024, cash inflows were generated from the disposal of financial assets.</p> <p>3. Financing activities: Net cash outflow from financing activities for 2025 amounted to NT\$4,419 thousand, representing a decrease compared to a net cash inflow of NT\$17,177 thousand in 2024, mainly due to a cash inflow of NT\$22,000 thousand from other financing activities in 2024, which did not recur in the current year, in addition to continued repayment of lease liabilities.</p>			

#### (II) Cash Flow Analysis for the Next Year

Unit: NT\$ thousand

Cash balance at the beginning of the year (1)	Net cash flow from operating activities for the year (2)	Cash inflows (outflows) for the year (3)	Amount of cash surplus (shortfall) (1)+(2)+(3)	Remedial measures for cash shortfall	
				Investment plan	Financing plan
65,781	(21,550)	(8,730)	35,501	—	—

#### Cash flow analysis for the next year:

As of December 31, 2025, the Company's beginning balance of cash and cash equivalents amounted to NT\$65,781 thousand. In addition, the Company held NT\$70,000 thousand in financial assets measured at amortized cost (primarily time deposits with maturities exceeding three months), resulting in total available funds of NT\$135,781 thousand.

The estimated net cash outflow from operating activities for 2026 is NT\$21,550 thousand, and the combined net cash outflow from investing and financing activities is NT\$8,730 thousand. The estimated ending balance of cash and cash equivalents for 2026 is NT\$35,501 thousand. The overall level of funds remains stable.

Cash flows from operating activities for 2026 are expected to present a net outflow, primarily due to the revenue scale not yet reaching economies of scale and the relatively high burden of fixed operating expenses. However, the Company currently holds a certain scale of time deposit assets, and such financial assets have low credit risk and strong liquidity. The maturity structure may be adjusted or early termination may be exercised in accordance with funding needs to support working capital requirements.

In addition, the Company has continued to promote the strengthening of revenue growth momentum and optimization of product structure to enhance gross profit margin. Strict control over operating expenses and fixed cost expenditures is also being implemented as improvement measures.

Based on a comprehensive evaluation of cash, time deposit asset levels, and capital allocation capabilities, there is no significant risk of liquidity shortage within the next year, and the financial structure remains sound.

### IV. Impact of Major Capital Expenditure in the Past Year on the Financial Status

The Company has no plans for significant capital expenditures in the most recent (2025) year and the following year, so there is no significant impact on financial operations.

## V. Reinvestment Policy in the Most Recent Fiscal Year, Main Reasons for Profit or Loss, Improvement Plans, and Investment Plans for the Coming Year

The Company's Board of Directors resolved to sell all of its shares in Morelink Technology and Phoenix Innovative Materials to related parties in December 2025, and completed the transaction on December 29 of the same year, resulting in a loss of control over these two companies. Since these reinvested companies had been operating at a loss for many years, the disposal of equity saved the Company from recognizing investment losses year after year, significantly reducing its loss burden. Therefore, an improvement plan was not applicable, and there were no plans for major reinvestment in the coming year.

## VI. Analysis and Assessment of Risks

(I) Impacts of changes in interest rates, exchange rates, and inflation on the Company's income during the most recent fiscal year and up to the annual report publication date, and future countermeasures.

### 1. Changes in interest rates

Unit: NT\$ thousand

Item	2025	2026 Q1
Interest income	1,116	386
Interest expenses	3,282	14
Net income after tax	(53,325)	(8,294)
(interest expense - interest income) / net income after tax	4.06%	4.49%

#### (1) Impacts of interest rate changes

The table above shows that the ratio of net interest expense to net income after tax for the Company in 2025 and for the first quarter of 2026 was 4.06% and 4.49% respectively, indicating a lower risk from interest rate changes. Since the Company did not have short-term borrowings at the end of 2025 or at the end of the first quarter of 2026, there was no cash flow risk from interest rate changes.

#### (2) Countermeasures for changes in interest rates:

Regarding measures to address changes in interest rates, the Company has dedicated personnel maintaining close interactions with banks and will utilize various financial instruments (such as convertible corporate bonds or cash capital increase) at appropriate times to reduce the risk of interest rate changes.

### 2. Exchange rate changes

Unit: NT\$ thousand

Item	2025	2026 Q1
Net foreign currency exchange gain (loss)	(218)	(17)
Net income after tax	(53,325)	(8,294)
Net operating revenue	243,802	25,581
Net foreign exchange gain (loss) / net profit (loss) after tax	0.41%	0.20%
Net foreign exchange gain (loss) / net operating revenue	0.09%	0.07%

#### (1) Impact of exchange rate fluctuations

From the above table, it can be seen that for the Company in 2025 and as of the first quarter of 2026, the net foreign exchange gain (loss) accounted for 0.41% and 0.09% of net profit (loss) after tax, and 0.20% and 0.07% of net operating revenue, respectively, indicating that exchange rate fluctuations pose a certain degree of risk to the Company's profit and loss; however, the Company does not hold derivative financial instruments with exchange rate risk, and the Company also has capital transactions denominated in foreign currencies for import and export operations; therefore, the impact of market exchange rate fluctuations on the Company remains limited.

(2) Countermeasures for exchange rate fluctuations

With respect to exchange rate fluctuations, the following specific measures are primarily adopted:

- ① As current sales customers mainly make payments in U.S. dollars, the Company also uses U.S. dollars as the payment currency to major suppliers, thereby achieving a natural hedging effect through the offsetting of receipts and payments. Proceeds from sales are converted into New Taiwan dollars or deposited into foreign currency deposit accounts based on actual funding needs and exchange rate movements. Payments for imported goods are made using foreign currency proceeds from export sales or by purchasing foreign currency in advance at appropriate times to pay for imported raw materials, in order to reduce the impact of exchange rate fluctuations.
- ② In accordance with the Company's "Procedures for Acquisition or Disposal of Assets," forward foreign exchange contracts may be executed or option positions may be established depending on market conditions, and hedging ratios are adjusted dynamically, with the aim of controlling exchange rate risk within a certain range and reducing the impact of exchange rate fluctuations.

3. Inflation

(1) Impacts of inflation

In accordance with the Company's "Procedures for Acquisition or Disposal of Assets," forward foreign exchange contracts may be executed or option positions may be established depending on market conditions, and hedging ratios are adjusted dynamically, with the aim of controlling exchange rate risk within a certain range and reducing the impact of exchange rate fluctuations.

(2) Countermeasures for inflation

In addition to closely monitoring market price fluctuations and maintaining sound interactive relationships with suppliers and customers, the Company has not experienced any material impact arising from inflation in recent years. Furthermore, as deposit and lending interest rates remain at relatively low levels, there is no significant risk of severe inflation in the short term; therefore, there is no material impact on the Company's profit and loss.

(II) Policies on High-Risk, Highly Leveraged Investments, Lending of Funds to Others, Endorsements and Guarantees, and Derivative Financial Instruments Transactions; Main Reasons for Profit or Loss; and Future Countermeasures.

The Company has not engaged in high-risk, highly leveraged investments, lending of funds to others, endorsements and guarantees, or transactions in derivative financial instruments; in addition, the Company has established the "Procedures for Acquisition or Disposal of Assets," which set forth the risk management framework for derivative financial instrument transactions; therefore, there has been no impact on the Company's profit and loss.

(III) Future R&D Plans and Estimated R&D Expenses for the Most Recent Year and as of the Date of Publication of the Annual Report

Memory business:

Unit: NT\$ thousand

R&D Project	Current progress	Estimated additional R&D expenses to be invested	Estimated timing for completion of mass production	Key factors affecting future R&D success
PC5-6200 Unbuffered DIMM series modules	Product specification definition stage	2,000	2026/07	Launch schedule of the new platform

Storage business:

Unit: NT\$ thousand

R&D Project	Current progress	Estimated additional R&D expenses to be invested	Estimated timing for completion of mass production	Key factors affecting future R&D success
NAS network storage and enterprise internal AI service Server Storage Network storage server	Product software development stage	2,000	2026/Q4	New AI platform tool and CPU & MB

(IV) Impact of Significant Domestic and International Policy and Legal Changes on the Company's Financial and Business Operations in the Most Recent Year and as of the Date of Publication of the Annual Report and Corresponding Countermeasures

The Company has not been affected by significant changes in domestic or international policies and laws in the most recent year and as of the date of publication of the annual report that have had an impact on its financial and business operations.

(V) Impact of Technological Changes (Including Information Security Risks) and Industry Changes on the Company's Financial and Business Operations in the Most Recent Year and as of the Date of Publication of the Annual Report and Corresponding Countermeasures

In response to industry changes in market demand arising from technological changes, the Company not only dynamically adjusts its product portfolio in line with market demand, but also adopts a diversified and cross-industry operating model to disperse risks. In addition, with respect to information security risks, the Company has established information security policies and specific management measures as countermeasures (please refer to pages 123 – 125 for information security management). Therefore, technological changes and industry changes are not expected to have a material adverse impact on the Company's financial and business operations.

(VI) Impact of Changes in Corporate Image on Corporate Crisis Management in the Most Recent Year and as of the Date of Publication of the Annual Report and Corresponding Countermeasures

The Company has consistently adhered to a prudent operating approach and the principle of prioritizing integrity. In both internal management and external dealings, it has complied with laws and regulations and upheld fair treatment. No events have occurred that would affect the Company's corporate image; therefore, there are no concerns regarding risks to corporate crisis management arising from changes in corporate image.

(VII) Expected Benefits, Potential Risks, and Corresponding Countermeasures of Mergers and Acquisitions in the Most Recent Year and as of the Date of Publication of the Annual Report

The Company has not engaged in any mergers and acquisitions plans in the most recent year and as of the date of publication of the annual report; therefore, there are no expected benefits or potential risks associated with such matters.

(VIII) Expected Benefits, Potential Risks, and Corresponding Countermeasures of Plant Expansion in the Most Recent Year and as of the Date of Publication of the Annual Report

As of the date of publication of the annual report, the Company has no plans for plant expansion; therefore, there are no expected benefits or potential risks associated with such matters.

(IX) Risks Arising from Concentration of Purchases or Sales in the Most Recent Year and as of the Date of Publication of the Annual Report and Corresponding Countermeasures

1. In order to avoid risks arising from sales concentration and to enhance profitability, the Company, in addition to long-term efforts to achieve a balanced market deployment to disperse risks, continues to develop new channel customers in new markets. Furthermore, following the merger with Proware Technology, the Company has further adjusted and diversified its markets and customer base to reduce sales concentration; therefore, the Company should not be subject to risks arising from sales concentration.

2. In order to ensure competitive advantages and avoid risks arising from excessive concentration in procurement, the Company is committed to establishing stable cooperative relationships with domestic and international semiconductor manufacturers, semiconductor distributors, and computer system manufacturers. The procurement strategy is based on the principle of diversifying sources of supply to ensure stability of supply; therefore, the Company's current sources of supply remain stable, and the risk of procurement concentration should be limited.

(X) Impact, Risks, and Corresponding Countermeasures of Significant Transfers or Changes in Shareholdings by Directors, Supervisors, or Major Shareholders Holding More Than Five Percent of Shares in the Most Recent Year and as of the Date of Publication of the Annual Report

As of the date of publication of the annual report, among the Company's directors or major shareholders holding more than five percent of shares, only Trump Gain Investments transferred all of its shareholdings to Tai Xin Corp., a newly appointed director in 2025, due to shareholding planning; therefore, no significant transfer or change in shareholdings has occurred, and no potential risks arising therefrom exist.

(XI) Impact, Risks, and Corresponding Countermeasures of Changes in Control in the Most Recent Year and as of the Date of Publication of the Annual Report

The Company has not experienced any change in control; therefore, no such potential risks exist.

(XII) Litigation or Non-Litigation Matters in the Most Recent Year and as of the Date of Publication of the Annual Report

1. For the Company, any material litigation, non-litigation, or administrative dispute events that have been finally adjudicated or are currently pending in the most recent year and as of the date of publication of the annual report, and whose results may have a material impact on shareholders' equity or securities prices, shall disclose the facts in dispute, the amount in dispute, the date of commencement of litigation, the principal parties involved, and the handling status as of the date of publication of the annual report: The Company has no such matters; therefore, not applicable.
2. For the Company's directors, supervisors, general manager, de facto responsible persons, major shareholders holding more than ten percent of shares, and subsidiaries, any material litigation, non-litigation, or administrative dispute events that have been finally adjudicated or are currently pending in the most recent year and as of the date of publication of the annual report, and whose results may have a material impact on the Company's shareholders' equity or securities prices, shall disclose the facts in dispute, the amount in dispute, the date of commencement of litigation, the principal parties involved, and the handling status as of the date of publication of the annual report: The Company has no such matters; therefore, not applicable.

(XIII) Other Material Risks and Corresponding Countermeasures in the Most Recent Year and as of the Date of Publication of the Annual Report

1. Organizational Structure of Risk Management

In order to properly apply risk management within the Company's units and their operations, and to ensure that the development of all business activities is based on a risk-oriented mindset for execution, supervision, and improvement, the Company has established risk management policies and procedures to standardize the processes for risk identification, assessment, decision-making, effectiveness monitoring, and improvement. These serve as the guidelines for the Company's risk management and ensure the achievement of the Company's operational objectives. In addition, the internal audit unit reviews and evaluates various existing or potential operational risks and provides recommendations for improvement and preventive measures, thereby implementing the second line of defense in risk management. In the annual audit review report, after comprehensively considering the audit report and the conclusions of the self-assessment of the internal control system, the results of risk assessments are incorporated into the audit report submitted to the Board of Directors, based on which a "risk-oriented" annual audit plan is formulated and implemented. The risk management framework and responsibilities are as follows:

- (1) Risk management supervisory unit: A Risk Management Team under the Board of Directors, composed of the Audit Committee, is responsible for supervising risk management. Through the participation of the Audit Committee and senior management, risk management is linked to the Company's strategies and objectives, major risk items are identified, and the comprehensiveness, forward-looking nature, and completeness of risk identification results are enhanced. Risk control

and corresponding response measures are then communicated and implemented throughout the organization to reasonably ensure the achievement of the Company's strategic objectives.

- (2) Office of the General Manager: Responsible for planning, executing, and supervising risk management-related matters, introducing and promoting risk management techniques within the Company, so as to manage risks, prevent or mitigate undesirable effects, and achieve the Company's expected results and continuous improvement objectives.
- (3) Quality control-related units: Responsible for applying risk management concepts and techniques in their operations, conducting risk and opportunity assessments within their respective departments, and formulating corresponding response measures to mitigate risks, with implementation and follow-up tracking.
- (4) Risk review meetings: Risk review meetings are convened by management representatives with the participation of department heads to define and determine risk acceptance policies, regularly review risk management activities, and ensure the appropriateness and effectiveness of the risk management processes.

## 2. Information Security Risk Assessment Analysis and Specific Management Measures

The Company has established a comprehensive network and computer security protection system to control or maintain critical corporate operational functions such as manufacturing operations and accounting; however, it cannot guarantee that its computer systems can completely avoid cyberattacks from any third party that may disrupt systems, such as DDoS (Distributed Denial of Service) attacks, ransomware, social engineering attacks, and phishing websites. These cyberattacks may illegally infiltrate the Company's internal network systems to disrupt operations and damage the Company's reputation. In the event of a severe cyberattack, the Company's systems may lose critical data, and production lines may be halted if the issues caused by such attacks are not resolved. The Company conducts annual reviews and assessments of its cybersecurity policies and procedures to ensure their appropriateness and effectiveness; however, it cannot guarantee that it will not be affected by evolving risks and attacks in the rapidly changing cybersecurity threat landscape. Cyberattacks may also attempt to steal the Company's trade secrets, other intellectual property, and confidential information, such as proprietary information of customers or other stakeholders, as well as employees' personal data. Malicious hackers may also attempt to introduce computer viruses, destructive software, or ransomware into the Company's network systems to disrupt operations, regain control of computer systems to extort the Company, or obtain confidential information. Such attacks may result in the Company being required to compensate customers for losses due to delayed or interrupted orders, or incurring substantial costs to implement remedial and improvement measures to strengthen the Company's cybersecurity systems. The Company may also incur significant legal liabilities due to involvement in legal cases or regulatory investigations arising from the leakage of confidential information of customers or third parties to whom the Company owes confidentiality obligations.

During 2025 and as of the date of publication of the annual report, the Company has not identified any material cyberattacks or incidents that have caused or may cause a material adverse impact on its business and operations, nor has it been involved in any related legal cases or regulatory investigations.

In addition, to enhance information security management, the Company's internal audit has established the "Control Procedures for Information and Communication Security Inspections" and implemented information security management accordingly. At the same time, the "Management Procedures for Personal Data Protection" have been established to strictly manage data usage and safeguard data security. Firewalls and electronic file encryption systems have been implemented to control and audit access rights and records of relevant personnel, thereby reducing the Company's information security risks. Future objectives include improving information security-related regulations, conducting regular information security assessments, and obtaining international information security certifications. The Company will continue to strengthen information security protection and establish a joint defense mechanism.

## **VII. Other important matters: None.**

## **Six. Special Notes**

### **I. Information on Affiliated Enterprises**

The Company's Board of Directors resolved to sell all of its shares in Morelink Technology and Phoenix Innovative Materials to related parties in December 2025, and completed the transaction on December 29 of the same year, resulting in a loss of control over these two companies. Therefore, disclosure of information regarding affiliated companies is not required.

### **II. Status of Private Placement of Securities in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report: Not applicable.**

### **III. Other Necessary Supplementary Disclosures: None.**

**Seven. Matters that have had a material impact on shareholders' equity or the price of securities, as specified in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act, during the most recent fiscal year and up to the date of publication of this annual report: None.**

**UNIFOSA CORP.**  
**Statement of the Internal Control System**

Date: March 10, 2026

For the Internal Control System of 2025, the Company states the following, on the basis of self-inspection:

- I. The Company acknowledges that the establishment, implementation, and maintenance of an internal control system are the responsibilities of the Company's Board of Directors and management, and the Company has established such a system. Its purpose is to provide reasonable assurance regarding the achievement of objectives relating to the effectiveness and efficiency of operations (including profitability, performance, and safeguarding of assets), the reliability, timeliness, and transparency of reporting, and compliance with relevant regulations and applicable laws and regulations.
- II. The internal control system has inherent limitations. Regardless of how well designed, an effective internal control system can only provide reasonable assurance regarding the achievement of the aforementioned three objectives; moreover, the effectiveness of the internal control system may change with changes in the environment and circumstances. However, the Company's internal control system includes a self-monitoring mechanism. Once a deficiency is identified, the Company will take corrective actions.
- III. The Company evaluates whether the design and implementation of its internal control system are effective based on the criteria for assessing the effectiveness of internal control systems as prescribed in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations"). The criteria for assessing internal control systems adopted in the "Regulations" are based on the process of management control and classify internal control systems into five components: 1. control environment, 2. risk assessment, 3. control activities, 4. information and communication, and 5. monitoring activities. Each component further includes several items. Please refer to the provisions of the "Regulations" for the aforementioned items.
- IV. The Company has adopted the above internal control system criteria to assess the effectiveness of the design and implementation of its internal control system.
- V. Based on the results of the aforementioned assessment, the Company believes that, as of December 31, 2025, its internal control system (including the supervision and management of subsidiaries), including those relating to the understanding of the degree of achievement of objectives concerning the effectiveness and efficiency of operations, the reliability, timeliness, and transparency of reporting, and compliance with relevant regulations and applicable laws and regulations, is effectively designed and implemented, and can provide reasonable assurance regarding the achievement of the aforementioned objectives.
- VI. This statement shall form a major part of the Company's annual report and prospectus and will be publicly disclosed. If any of the above disclosed contents involve any falsehood, concealment, or other illegal matters, legal liabilities under Articles 20, 32, 171, and 174 of the Securities and Exchange Act shall be incurred.
- VII. This statement has been approved by the Board of Directors of the Company on March 10, 2026, with six directors in attendance, all of whom agreed to the contents of this statement, and is hereby declared.

UNIFOSA Corporation

Chairman: TAI XIN Corp.  
Representative: Chin-Tsai Lin

General Manager: Chin-Tsai Lin

# UNIFOSA Corporation

Chairman: TAI XIN Corp.

Representative: Chin-Tsai Lin