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Marketech International Corp.

2025 Annual Report

Printed on March 31, 2026

Notice to readers

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

1. The name, title, telephone number, and e-mail address of the spokesman and acting spokesman

Spokesperson: Scott Lin
Title: President
Tel: +883-2-2655-8899
Email: mic@micb2b.com

Deputy Spokesperson: Scott Lin
Title: President
Tel: +886-2-2655-8899
Email: mic@micb2b.com

2. Company's headquarter, branch offices, and factories contact information

Corporate Headquarter:

6F, No.3-2, Park St., Nangang Dist., Taipei City 115603, Taiwan, R.O.C.
Tel: +886-2-26558899

Hsinchu Branch:

6F-3, No.83, Sec2, Gongdao 5th Rd., East Dist., Hsinchu City 300046, Taiwan, R.O.C.
Tel: +886-3-5160088

Central Taiwan Science Park Branch (CTSP):

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Tel: +886-4-24608169

Tainan Science Based Industrial Park Branch (TSPB):

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Tel: +886-6-5055666

Hukou Factory:

No.35, Guangfu S. Rd., Hukou Township, Hsinchu County 303036, Taiwan, R.O.C.
Tel: +886-3-5974779

Toufen Factory:

No.15, Lane 430, Zonghua Rd., Toufen City, Miaoli County 351015, Taiwan, R.O.C.
Tel: +886-37-612385

Shanhua Factory:

No.73, Hsingnong Rd., Shanhua Dist., Tainan City 741004, Taiwan, R.O.C.
Tel: +886-6-5819803

Tainan Science Park (TSPB) Factory I:

No.6, Dali 2nd Rd., Shanhua Dist., Tainan City 741014, Taiwan, R.O.C.
Tel: +886-6-5055666

Tainan Science Park (TSPB) Factory II:

No.6, Dali 2nd Rd., Shanhua Dist., Tainan City 741014, Taiwan, R.O.C.
Tel: +886-6-5055666

Tainan Science Park (TSPB) Factory III:

No. 9, Daye 1st Road, Xinshi Dist., Tainan City 744092, Taiwan, R.O.C.
Tel: +886-6-5050228

Tainan Science Park (TSPB) Factory V:

No.5, Dali 3rd Rd., Shanhua Dist., Tainan City 741014, Taiwan, R.O.C.
Tel: +886-6-5050768

Tainan Science Park (TSPB) Factory VI:

No.99, Titang S. Rd., Xinshi Dist., Tainan City 744092, Taiwan, R.O.C.
Tel: +886-6-5011058

MIC-TECH Wuxi Factory:

No. 11, Xin Xi Rd., Wuxi National High-Tech DEV Zone, Wuxi City, Jiangsu Province, China 214028Tel: + 86-510-85200505

Myanmar Factory:

Lot No. B12, Tailawa SEZ Zone A, Thanlyin Township, Yangon , Myanmar
Tel: +95-1-535-927

Vietnam Factory:

Plot CN4G, Deep C-2B Industrial Park, Dinh Vu – Cat Hai Economic Zone,Dong Hai 2 Ward, Hai An District, Hai Phong City, Vietnam
Tel : +84-225-71018188

3. Stock Transfer Agent

Company: KGI Securities Co., Ltd., Stock Administration Department
Address: 4F., No.2, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City 100, Taiwan, R.O.C.
Website: <https://www.kgieeworld.com.tw>
Tel: +886-2-23892999

4. Auditors

Auditors: Accountant Hsieh, Wei Li & Accountant Wang, Sung-Tse
CPA Firm: PricewaterhouseCoopers Taiwan
Address: 27F, No.333., Sec. 1, Keelung Rd, Taipei City, Taiwan 11012, R.O.C.
Website: <https://www.pwc.tw>
Tel: +886-2-2729-6666

5. Overseas Securities Exchange: None.

6. Corporate Website: <https://www.micb2b.com>

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Part 1. Letter to Shareholders

1. Forward

Dear Shareholders,

Looking back over the past year, the global economy has demonstrated a high degree of resilience amidst volatility. The International Monetary Fund (IMF) forecasts a global economic growth rate of 3.3% in 2026, indicating that the macroeconomy is on track for a steady recovery. However, geopolitical tensions and shifts in tariff policies remain challenges that we are closely monitoring. In this macro environment, the explosive development of artificial intelligence (AI) has unequivocally become the most powerful engine driving the global technology and semiconductor industries forward.

In the semiconductor sector, robust demand for AI applications is leading a new wave of massive industrial advancement. SEMI forecasts that total global sales of semiconductor manufacturing equipment will experience three consecutive years of growth, reaching a record high in 2027. Embracing the new era of pervasive AI, Marketech International Corp. is firmly grasping this technological wave. The rapid deployment of AI servers and high-performance computing (HPC) has significantly fueled the massive demand for advanced logic processes, High Bandwidth Memory (HBM), and advanced packaging solutions. Leveraging our profound strength in fab facilities, high-end equipment manufacturing, and system integration, we are fully supporting major domestic and international clients in expanding their capacity. Even when facing the tests of global supply chain restructuring, we continue to steadily adjust the pace of our overseas expansion, demonstrating a high degree of operational resilience. In 2025, consolidated revenue reached NT\$51.567 billion (a YoY decrease of 15.01%), operating income was NT\$2.278 billion (a YoY increase of 4.36%), and earnings per share (EPS) was NT\$15.5, continuing to create steady profitability and returns for our shareholders.

Looking ahead, the evolution of AI technology will not only bring disruptive industrial transformations but also unlock massive market opportunities. We will continue to strengthen technological innovation and R&D investment, empowering our operations with AI and smart manufacturing to further enhance operational efficiency and core competitiveness. Confronted with a rapidly changing market environment, the management team will continue to maintain a steady and pragmatic pace, seizing the boundless potential within the AI megatrend. We firmly believe that our unremitting efforts and steadfast commitment to corporate values will undoubtedly create more fruitful and long-term value for our shareholders, employees, customers, and society.

Margaret Kao

Chairman and CEO

2. Business Report

1. 2025 Business Results

1) Operating Results

In 2025, MIC Group's consolidated revenue was NT\$51,567,474 thousand, a 15.01% decrease from NT\$60,675,104 thousand in 2024. The consolidated net income was NT\$3,166,189 thousand, a 80.17% increase from NT\$1,757,290 thousand in 2024. Basic earnings per share was NT\$15.50, a 73.38% increase from NT\$8.94 in 2024. The Group will continue to pursue stable growth and profitability as its operational objectives, thereby maximizing shareholder equity in the future.

Summary of the 2025 and 2024 consolidated financial statement is listed as follows:

Unit: NT\$ thousands ; %

Items	2024	2025	Variance (\$)	Variance (%)
Operating Revenue	60,675,104	51,567,474	(9,107,630)	-15.01%
Gross Profit	5,276,372	5,651,779	375,407	7.11%
Operating Profit	2,182,395	2,277,589	95,194	4.36%
Net Income	1,757,290	3,166,189	1,408,899	80.17%
Profit attributable to owners of the parent	1,800,125	3,235,818	1,435,693	79.76%
Earnings per share (in dollars) (Note2)	8.94	15.50	6.56	73.38%

Note 1: The above information is summarized from consolidated financial statements and independent auditors' reports of 2025 and 2024.

Note 2: The Earnings per share is based on the weighted average number of outstanding shares to calculate the basic earning per share.

2) Budget Achievability

In 2025, benefiting from market growth driven by robust demand across the semiconductor foundry, memory, and AI sectors, as well as the resulting surge in customer orders, Marketech Group successfully achieved its budgeted target for consolidated net income. Moving forward, the Group will continue its dedicated efforts toward its core operational objectives of sustained growth and profitability.

3) Financial Performance Analysis

In 2025, the overall financial receipts and expenditures resulted in a net cash inflow of NT\$1,570,850 thousand, including a net cash inflow of NT\$5,661,243 thousand from operating activities, a net cash outflow of NT\$1,142,687 thousand from investing activities, and a net cash outflow of NT\$2,654,422 thousand from financing activities. Ending cash and cash equivalents balance was NT\$13,013,564 thousand. For details regarding the financial structure, solvency and profitability ratios, please refer to the table below and the accompanying financial statements.

Items		2024	2025
Financial structure	Ratio of liabilities to assets (%)	74.23	71.81
	Ratio of long-term funds to property, plant and equipment (%)	496.51	473.83
Solvency	Current ratio (%)	128.44	123.63

Items		2024	2025
	Quick ratio (%)	97.35	87.04
	Times interest earned ratio (times)	6.65	20.12
Profitability	Return on total assets (%)	4.57	6.39
	Return on equity (%)	15.11	22.44
	Ratio of operating profit to capital (%)	108.41	104.19
	Ratio of profit before tax to capital (%)	131.01	177.72
	Net profit margin (%)	2.90	6.14
	Earnings per share (NT dollar) (Note)	8.94	15.50

Note: The Earnings per share is based on the weighted average number of outstanding shares.

4) Research and Development

In 2025, investment in research and development amounted to NT\$288,494 thousand, a 3.91% decrease from NT\$277,650 thousand in 2024. The Group's research and development team has the ability to integrate high-tech processes, automatic control, and precision machinery technology integration, high-tech system equipment development, with demonstrated superior results. Key successful technologies and products developed in 2025 were shown below:

Year	R&D Performanc	Applications
2025	Development of FPC Direct Write Lithography Equipment	CPO Applications
	Development of Panel-Type Direct Write Lithography Equipment	Panel-Level Packaging Applications
	Micron-Level Optical Structure Imprinting Equipment	CPO Applications
	Ultrasonic Spray Coating Equipment	Semiconductor Packaging Applications
	UV Laser Cutting Equipment	uLED Process Applications
	3D Coating Equipment	uLED Process Applications
	PAGE MAKER Automatic Electrophoresis Gel Manufacturing Machine	Laboratory Protein Testing
	NGS Smart Detection Platform BRCA 1/2 Sequencing Validation	Genetic Testing Laboratory

2. Highlights of 2026 business plan

1) Operating Strategies

- (1) Expand the depth and propensity of the high-tech equipment and material product lines to strengthen foundation for operating revenue growth.
- (2) Enhance technical capabilities in electromechanical engineering and facility equipment to maximize the overall integration efficiency of facility management.
- (3) Actively introduce collaborations with leading international companies to develop technological capabilities for domestic production process equipment.
- (4) Improve equipment installation and maintenance services to enhance expand the depth and propensity of service provided to customers.
- (5) Actively develop the applications and service capabilities in the high-tech industry,

- smart cities, and smart healthcare for the Internet of Things (IoT), Big Data, Artificial Intelligence (AI), 5G private networks, and AR/VR.
- (6) Strengthen internationalized professional service capabilities.

2) Sales Volume Forecast and Basis

On February 13, 2026, the Directorate-General of Budget, Accounting and Statistics (DGBAS) of the Executive Yuan reported Taiwan's economic growth rate for 2025 at 8.68%, and forecast an economic growth rate of 7.71% for 2026. Additionally, the International Monetary Fund (IMF), in its World Economic Outlook Update released on January 19, 2026, revised its projected global economic growth rate for 2026 upward to 3.3%. In the semiconductor sector, TSMC's capital expenditure for 2025 stood at US\$40.9 billion. For 2026, its capital expenditure is projected to reach between US\$52.0 billion and US\$56.0 billion, representing a significant growth rate of 27% to 37%. Looking ahead to 2026, supported by these favorable macroeconomic forecasts and robust semiconductor industry developments, Marketech Group anticipates that its operational performance will continue to grow in tandem with the advancement of the semiconductor industry and its key customers.

3) Key Production and Sales Policies

- (1) Integrate expertise of MIC Group's business units to build the Group's core technology capabilities.
- (2) Improve efficiency, reduce costs to enhance competitiveness.
- (3) Provide customer full and end-to-end service offerings and enhance the synergy capabilities of business units.
- (4) Strengthen services provided by the Company's overseas subsidiaries to facilitate customer's international expansion plans.

3. Future Development Strategies

Centered on four major business groups – agency, engineering design, system applications, and R&D and manufacturing – MIC aims to further diversify its services to expand its business worldwide. MIS has implemented AEO, ISO9001, ISO13485, ISO14001, ISO14064, ISO45001, ISO50001, GHG PROTOCOL、SMETA、GMP and bsi to enhance quality and standard. Together, this will increase the Group's competitiveness, employee confidence, customer trust so as to maximize shareholders' benefits.

4. Impact of External Competitive Environment, Regulatory Environment and Macroeconomic Environment

Amid the restructuring of the global order and ongoing tariff and trade wars, the demand for international business development and the adjustment of global supply chains are accelerating. MIC Group is intensifying its efforts in project management and procurement management to enhance industry competitiveness through cost and expense control. In the context of globalization, MIC Group is addressing various country-specific policies, regulations, energy conservation and carbon reduction initiatives, net-zero emissions goals, greenhouse gas reduction measures, consumer protection, corporate governance, and corporate social responsibility requirements. MIC Group is committed to providing more professional services to meet the challenges of a dynamic business environment. In the future, it will uphold the spirit of innovation and offer integrated, environmentally friendly, differentiated, digitalized, and smart solutions to further expand its advantages and market presence.

Wishing good health and all the best to our Shareholders.

Sincerely,

Chairman:	Margaret Kao
President:	Scott Lin
Accounting Director:	Wei Cheng Huang

Part 2. The corporate governance report

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

1) Directors and Supervisors

1. Directors and Supervisors (I)

March 31, 2026

Unit: No. of shares; %

Position (Note 1)	Nationality or registered origin	Name	Gender/ Age (Note 2)	Appoint. date	Tenure	Initial appoint. date (Note 3)	Shares at time of appointment		Current shares held		Spouse & minor's shares		Shares held in the name of others		Experience/ education (Note4)	Position currently served at the Company and other companies	Other executive, director or supervisor as spouse or second degree relative		
							Share No.	Share %	Share No.	Share %	Share No.	Share %	Share No.	Share %			Title	Name	Relation
Director	ROC	Ji-Xuan Investment Corp.		2025/05/28	3	2001/10/22	11,005,795	5.44%	11,005,795	5.00%	0	0.00%	0	0.00%					
		Representative: Margaret Kao	F 71-80				2,010,513	0.099 %	2,010,513	0.91%	0	0.00%	0	0.00%	Master of International Business Management, National Taiwan University Institute for Industrial Research electronics research institute section head	Chairman and CEO, Marketech International Corp. Chairman, Ji-Xuan Investment Co., Ltd. Director, WT Microelectronics Director, Probeleader Co., Ltd. Director, eZoom Information, Inc. Director, ADAT Technology Co., Ltd. Director, Vertex System Corporation Director, Forward Science Corp. Director, Brillian Network & Automation Director, Bolite Co., Ltd Chairman, MarkeTop Smart Solutions Co., Ltd. Chairman, Smart Group Solutions Corp. Director, Taiwan Speciality Chemicals Corp.	None	None	None
Director	ROC	E-Win Investment Co., Ltd.		2025/05/28	3	2001/10/22	6,647,112	3.29%	6,647,112	3.02%	0	0.00%	0	0.00%					
		Representative: Scott Lin	M 61-70				5,986,097	2.96%	5,986,097	2.72%	46,783	0.02%	0	0.00%	Cheng Chi University business administration research institution master ITRI Western US Office superintendent ITRI electronics research institute section head	President and director ,Marketech International Corp. Chairman, E-Win Investment Cos., Ltd. Chairman, eZoom Information ,Inc. Chairman, Probeleader Co., Ltd Chairman, Auro & Pro Corp. Chairman, ADAT Technology Co., Ltd. Chairman, Lucens echnology Inc. Director, Vertex System Corporation	None	None	None

Position (Note 1)	Nationality or registered origin	Name	Gender / Age (Note 2)	Appoint. date	Tenure(Year)	Initial appoint. date (Note 3)	Shares at time of appointment		Current shares held		Spouse & minor's shares		Shares held in the name of others		Experience / education (Note4)	Position currently served at the Company and other companies	Other executive, director or supervisor as spouse or second degree relative		
							Share No.	Share %	Share No.	Share %	Share No.	Share %	Share No.	Share %			Title	Name	Relation
Director	ROC	Ennoconn International Investment Co., Ltd.		2025/05/28	3	2019/05/30	83,468,613	41.28 %	83,468,613	37.88%	0	0.00%	0	0.00%					
		Representative: Chu, Fu-Chuan	M 61-70				40,000	0.02%	40,000	0.02%	0	0.00%	0	0.00%	St. John's University of electrical engineering master Senior manager, Hon Hai Precision Industry Co., Ltd.	Director, Marketech International Corp. Chairman and CEO, Ennoconn Corporation Director, Ennoconn International Investment Co., Ltd Director, Goldtek Technology Co., Ltd. Chairman, Caswell, INC Director, Ennomech Precision Co., Ltd. Chairman, Dexatek Technology Ltd. Chairman, EnnoRise Corporation Director, Vecow Co., Ltd. Director, Kontron AG Chairman, AIS Cayman Technology Chairman, Ennoconn Investment Holding Co., Ltd. Director, Ennoconn (Suzhou) Technology Co., Ltd. Chairman, Poslab Technology Corporation Director, Ennovision INC. Director, Xinpu Star Venture Investment Co., Ltd. Chairman, Innovative Systems Integration Ltd. Chairman& CEO, Nera Telecommunications Ltd Director, Ennoconn Solutions Singapore Director, EnnoAI Singapore Director, Ennoconn Thailand Co. Ltd.	None	None	None
Director	ROC	Ennoconn International Investment Co., Ltd.		2025/05/28	3	2018/10/31	83,468,613	41.28 %	83,468,613	37.88%	0	0.00%	0	0.00%					

Position (Note 1)	Nationality or registered origin	Name	Gender / Age (Note 2)	Appoint. date	Tenure(Year)	Initial appoint. date (Note 3)	Shares at time of appointment		Current shares held		Spouse & minor's shares		Shares held in the name of others		Experience / education (Note4)	Position currently served at the Company and other companies	Other executive, director or supervisor as spouse or second degree relative		
							Share No.	Share %	Share No.	Share %	Share No.	Share %	Share No.	Share %			Title	Name	Relation
		Representative: Lou, Chao Tsung	M 51-60				0	0.00%	0	0.00%	0	0.00%	0	0.00%	FengChia University B.A Nan Ya Plastic Corporation, engineering administrator Vice president, Hon Hai Precision Industry Co., Ltd.	Director, Marketech International Corp. Director, Ennoconn International Investment Co., Ltd. Director, Goldtek Technology Co., Ltd. Director, Caswell, INC. Chairman, EnnoMech Precision (Cayman) Co., Ltd. Chairman, Ennoconn (Foshan) Investment Co., Ltd. Chairman, Ennoconn Investment Co., Ltd. Chairman, Ennoconn (Suzhou) Technology Co., Ltd Chairman, Zhongsheng Huachi New Energy (Suzhou) Co., Ltd. Director, Ennoconn Malaysia SDN. BHD. Chairman, Suzhou Huguang Shidu Intelligent Equipment Co., Ltd. Chairman, Ennovanz (Suzhou) Technology Co., Ltd. Chairman, Goldtek Technology (Shenzhen) Co., Ltd. Director, Suzhou Huakeshi Technology Co., Ltd.	None	None	None
Director	ROC	Ennoconn International Investment Co., Ltd.		2025/05/28	3	2021/02/19	83,468,613	41.28 %	83,468,613	37.88%	0	0.00%	0	0.00%					
		Representative: Tsai, Neng-Chi	M 51-60				0	0.00%	0	0.00%	0	0.00%	0	0.00%	MBA, West Coast University President, Ennoconn Corp.	Director, Marketech International Corp. President, Ennoconn Corp. Director, Ennoconn International Investment Co., Ltd. Director, EnnoRise Corporation Chairman, American Industrial Systems Inc. Chairman, Vecow Co., Ltd. Director, AIS Cayman Technology Group Director, Caswel, INC. Director, Poslab Technology Corp Director, Arbor Technology Corp Director, Ennowell Co. Ltd. Director, cacaFly Int'l Media Co. Director, Ennoconn (Suzhou) Technology Co., Ltd. Director, Ennoconn Philippines Corporation Director, Ennoconn India Corporation Director, Ennoconn Australia Pty Ltd Director, Ennoconn New Zealand Ltd Director, Ennoconn México, S. de R.L. de C.V. Director, Ennoconn Chile SpA Director, Ennoconn Peru, S.A.C.	None	None	None

March 31, 2026

Unit: No. of shares; %

Position (Note 1)	Nationality or registered origin	Name	Gender / Age (Note 2)	Appoint. date	Tenure (Year)	Initial appoint. date (Note 3)	Shares at time of appointment		Current shares held		Spouse & minor's shares		Shares held in the name of others		Experience / education (Note 4)	Position currently served at the Company and other companies	Other executive, director or supervisor as spouse or second degree relative		
							Share No.	Share %	Share No.	Share %	Share No.	Share %	Share No.	Share %			Title	Name	Relation
Director	ROC	Ennoconn International Investment Co., Ltd.		2025/05/28	3	2023/02/07	83,468,613	41.28 %	83,468,613	37.88%	0	0.00%	0	0.00%					
		Representative: Chuang, Tsung -Hsien	M 51-60				0	0.00%	0	0.00%	0	0.00%	0	0.00%	MBA Finance, New York University Taiwan CPA AICPA, Maryland State CFO, Ennoconn Corp.	Director, Marketech International Corp. Supervisor, Ennoconn International Investment Co., Ltd. Supervisor, Hua Ying Electric Power Co., Ltd.	None	None	None
Independent Director	ROC	Lin, Hsiao- Ming	M 71-80	2025/05/28	3	2016/05/31	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Taiwan University MBA Chairman and CEO, Taiwan Finance Corp.	Independent Director, Marketech International Independent Director, Godex International Co., Ltd. Independent Director, Dexatek Technology Ltd.	None	None	None
Independent Director	ROC	Wu, Chung- Pao	M 61-70	2025/05/28	3	2009/06/19	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master of International Business Management, National Taiwan University Chairman, Protech Systems Co., Ltd. Chairman, Prox Systems Co., Ltd.	Independent Director, Marketech International Corp Chairman, Protech Systems Co., Ltd. Chairman, Prox Systems Co., Ltd Chairman, Chiang Wei-shui Cultural Foundation. Director, Chenbro Micom Co., Ltd. Services, Co., Ltd. Director, One Song Inc. Independent Director, EVE Airways Corporation	None	None	None
Independent Director	ROC	Wang, Yi- Chun*note7	M 61-70	2022/05/27 *note7	3	2019/05/30 *note7	0	0.00%	0	0.00%	0	0.00%	0	0.00%	*note7	*note7	None	None	None
Independent Director	ROC	Yin-Hua YEH	M 61-70	2025/05/28	3	2025/05/28	0	0.00% 0	0	0.00%	0	0.00%	0	0.00%	PhD. National Taiwan University Professor of the	Independent Director, Marketech International Corp.			

Note 1: The institutional shareholder is to enlist the name of the institutional shareholder and its representative separately (as an institutional shareholder representation, the name of the institutional shareholder shall be noted), and shall also fill out the below table I.

Note 2: Please enter the exact age, and can be enter as interval period. Eg. 45 years old-50 years old, or 51 years old-60 years old.

Note 3: To enter the time first serving as company director or auditor, and if there is an interruption, please footnote the explanation.

Note 4: When having worked at the auditing CPAs Office or its affiliated enterprise in relevant exposure prior to serving the current position, the position served and the responsible job description shall be described.

Note 5: When the Company's Chairman and the President or equivalent (the highest ranked managerial officer) are the same person, or relatives such as spouses or the first degree of kinship, the information such as the reason, reasonableness, necessity and response measures (For example, increasing the number of independent directors, and having more than half of the directors who do not serve concurrently as employees or managerial officers, etc.) should be provided.

Note 6: The book closure date for the Company's 2026 general shareholders' meeting is on March 31, 2026. Shareholding information presented above are based on the March 31, 2026 shareholders' registry.

Note7: Following the full re-election of the Board of Directors at the 2025 Annual General Shareholders' Meeting, this independent director stepped down from their position effective May 28, 2025.

2. Major Institutional Shareholders

Table I: Major Institutional Shareholders

March 31, 2026

Name of institutional shareholders (Note 1)	Major investors of the institutional shareholders (Note 2)
Ennoconn International Investment Co., Ltd.	Ennoconn Coporation (100.00%)
Ji-Xuan Investment Company	Margaret Kao (16.06%), Sung Ping-Chung (23.41%), Sung Feng-Pei (22.56%), Bai Shuan Investment Company (16.35%), Ji Yung Investment Company (16.26%), Song En-Rui (2.68%), Song Yi-Le (2.68%)
E-Win Investment Company Ltd.	Scott Lin (95%), Chen Wen-Shu (2.5%), Lin Yu-Jeh (0.5%), Lin Yu-Yao (0.5%), Chen Lian-Zhe (0.5%), Zheng Li-Jen (0.5%), Feng Shu-Jen (0.5%)

Note 1: When a director or supervisor is of an institutional share representative, the name of said institutional shareholder shall be entered. If a major investor is a institutional shareholder, please fill in table II below.

Note 2: Enter the name of said institutional entity's major investors (the top ten in shareholdings by percentage) and their shareholding ratio

Note 3: If the legal person shareholder is not a company or organization, name of the shareholder and shareholding ratio that should be disclosed is the name of the capital contributor or sponsor and the contribution or sponsoring ratio.

Note 4: The book closure date for the Company's 2026 general shareholders' meeting is on March 31, 2026.

Table II: Major Shareholders of the Institutional Investors Listed in Table I

March 31, 2026

Institutional investors (Note 1)	Major shareholders of the institutional investors (Note 2)
Ennoconn Corporation	Bao Xin International Investment Co., Ltd. (22.74%), Citibank Taiwan Ltd. in custody for Google International LLC Investment Account (3.35%), Bank of Taiwan in custody for Yuanta Taiwan High Dividend Low Volatility ETF Account (3.14%), Chunghwa Post Co., Ltd. (3.02%), Hsiang Fa Investment Co., Ltd. (2.52%), Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF Account (2.43%), KGI Life Insurance Co., Ltd. (1.94%), New Labor Pension Fund (1.46%), Hyield Venture Capital Co., Ltd. (1.41%), and TransGlobe Life Insurance Inc. (1.13%).
Ji Yung Investment Company	Ji-Xuan Investment Company (48.44%), Sung Ping-Chung (21.45%), Margaret Kao (0.25%), Sung Feng-Pei (5.94%), Song En-Rui (11.96%), Song Yi-Le (11.96%)
Bai Shuan Investment Company	Ji-Xuan Investment Company (66.67%), Sung Feng-Pei (21.45%), Sung Ping-Chung (0.10%), Margaret Kao (0.02%), Song En-Rui (5.88%), Song Yi-Le (5.88%)

Note 1: When a director or supervisor is of an institutional share representative, the name of said institutional shareholder shall be entered. If a major investor is a institutional shareholder, please fill in table II below.

Note 2: Enter the name of said institutional entity's major investors (the top ten in shareholdings by percentage) and their shareholding ratio

Note 3: If the legal person shareholder is not a company or organization, name of the shareholder and shareholding ratio that should be disclosed is the name of the capital contributor or sponsor and the contribution or sponsoring ratio.

Note 4: The book closure date for the Company's 2026 general shareholders' meeting is on March 31, 2026.

2.Information on the directors and supervisors (II)

(1) Disclosure of directors’ and supervisors’ professional qualifications and the independence of the independent directors:

① Directors possess professional qualifications and experience

The “Corporate Governance Best Practice Principles” formulated by the Company stipulates that members of the board of directors should generally possess the knowledge, skills and qualities necessary to perform their duties. In order to achieve the ideal goal of corporate governance, the overall capabilities of the board of directors include operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market vision, leadership and decision-making capabilities.

The professional qualifications and experience of individual directors of the Company are explained as follows:

March 31, 2026

Name	Qualifications	Professional qualifications and experience (Note 1)
Director	Ji Xuan Investment Co., Ltd Company Representative: Margaret Kao	<ul style="list-style-type: none"> ▪ Graduated from the Graduate School of International Business Management of National Taiwan University, worked as the director of the Electronics Institute of Industrial Technology Research Institute, Chairman Margaret Kao is currently the chairman and CEO of the Company, and concurrently serves as director of WT Microelectronics, Brillian Network and Automation, Forward Science Corporation. Chairman Margaret Kao has been devoted to semiconductor and other related fields of technology industry for more than 30 years, specializing in technology management, technology marketing, strategic planning, operation management, business management, engineering management, financial management and other related fields. She has rich industry experience and knowledge, sensitive and delicate operational judgment ability, innovative and decisive leadership, and decision-making ability. The chairman keeps learning and fulfilling herself. As the Company leader and the locomotive of the organization, she is calm while facing key challenges and risks, wins the respect and admiration of partners and subordinates, and also consolidates the unity of all. Chairman Margaret Kao's careful management, meticulous planning and advanced international market vision enable the Company to challenge and transform at each stage of advanced deployment, leading Marketech International Corp. to the global professional market to continue to grow to become a pioneer in international service and the achieve sustainable operation goal. In conclusion, Chairman Margaret Kao possesses the necessary knowledge, skills and qualities to perform her duties. ▪ Director Margaret Kao did not violate Article 30 of the Company Law.

Name	Qualifications	Professional qualifications and experience (Note 1)
Director	E-win Investment Co., Ltd Company Representative: Scott Lin	<ul style="list-style-type: none"> ▪ Graduated from the Graduate School of Business Management, National Chengchi University, director Scott Lin used to be the team leader of the Electronics Institute of Industrial Technology Research Institute. Now he is the general manager of the Company and concurrently serves as chairman of ProbeLeader, eZoom Information, Inc., and ADAT Technology CO., LTD. Director Scott Lin specializes in related fields such as enterprise operation, industrial management, engineering management, business marketing, financial management, leadership and governance, and has experience in related industries in channel, manufacturing, and engineering of semiconductor and optoelectronics. Director Scott Lin started an excellent career with the experience of ITRI. For the special knowledge, director not only has professional knowledge of semiconductors, but also has the ability of communication and negotiation, crisis response and problem solving. Director can also use the relevant knowledge of industrial engineering and enterprise management in many ways. When director was sent to the United States to serve as the director of the West Coast Office of ITRI in the US, he was able to acquire international experience and vision, which laid a solid foundation for the management of the Company in the future. Director Scott Lin and his business partner Chairman Margaret Kao, lead Marketech International Corp. to continue to develop, innovate, and establish a full range of complete services, making Marketech International Corp. the best support partner for the domestic semiconductor and optoelectronics related industries. In conclusion, director Scott Lin has the necessary knowledge, skills and qualities to perform his duties. ▪ Director Scott Lin did not violate Article 30 of the Company Law.
Director	Ennoconn International Investment Co., Ltd. Representative: Chu, Fu-Chuan	<ul style="list-style-type: none"> ▪ Graduated from the Department of Electronic Engineering of Xinqu College of Technology, worked as a senior director of Hon Hai Precision Industry Co., Ltd., director Chu, Fu-Chuan is currently the chairman and CEO of Ennoconn Corporation, chairman of Caswell, INC. Goldtek Technology Co., Ltd. and Poslab Technology Co. He has served as the chairman and director of many companies, and has various experiences in supply chain supervisor, R&D, personnel, quality control, etc., whether in operational judgment, accounting and financial analysis, business management, crisis handling, industry knowledge, leadership ability and decision-making ability, he has laid a solid foundation. Director Chu, Fu-Chuan adheres to the strategic goals of collection, integration and fusion, and continues to focus on various vertical fields such as the Internet of Things, smart industry, semiconductors, and autonomous driving, and is committed to providing service integration solutions with hardware and software. Director Chu, Fu-Chuan also led Ennoconn Corporation to complete a number of mergers and acquisitions with precise vision, excellent integration capabilities, and an unique international market vision. He is the helmsman of the peak operation of Ennoconn Corporation with the layout of globalized and multi-functional products and services, and the formation of a smart industrial IoT fleet. In conclusion, director Chu, Fu-Chuan possesses the necessary knowledge, skills and qualities to perform his duties. ▪ Director Chu, Fu-Chuan did not violate Article 30 of the Company Law.
Director	Ennoconn International Investment Co., Ltd Representative: Lou, Chao-Tsung	<ul style="list-style-type: none"> ▪ Mr. Chao-Tsung Lou graduated from the Department of Business Administration at Feng Chia University. He previously served as Vice President of Hon Hai Precision Industry Co., Ltd., and is currently a Director of Ennoconn Investment Holding Co.,Ltd He also concurrently serves as a Director of companies including CASWELL, INC.and Goldtek Technology Co., Ltd. ▪ Mr. Lou possesses extensive industry experience and has accumulated in-depth industry knowledge. He specializes in operational judgment, business management, engineering management, crisis handling, leadership, and decision-making. He has an international market perspective and is proficient in accounting and financial analysis, financial planning, and capital operations. In summary, Mr. Lou has the knowledge, skills, and qualities necessary for the execution of his duties. ▪ *Mr. Lou does not fall under any of the circumstances listed in Article 30 of the Company Act.

Name	Qualifications	Professional qualifications and experience (Note 1)
Director	Ennoconn International Investment Co., Ltd Representative: Tsai, Neng-Chi	<ul style="list-style-type: none"> ▪ Graduated from the Graduate School of Business Management of West Coast University in the US, he is currently the general manager of Ennoconn Corporation and a director of Caswell, INC. Director Tsai, Neng-Chi has been deeply involved in the marketing and development of European and American industrial computer markets for more than 20 years. Director has rich industrial knowledge and international market vision, and has business creation ability and leadership ability and decision-making ability. In conclusion, director Tsai, Neng-Chi possesses the necessary knowledge, skills and qualities to perform his duties. ▪ Director Tsai, Neng-Chi did not violate Article 30 of the Company Law.
Director	Ennoconn International Investment Co., Ltd Representative: Chuang, Tsung-Hsien	<ul style="list-style-type: none"> ▪ Graduated from National Taiwan University, Department of Accountancy, and the Finance graduate school of New York University, director Chuang, Tsung-Hsien is currently the CFO of Ennoconn Corp. and the supervisor of Ennoconn International Investment Co., Ltd. He is a CPA both in Taiwan and in Maryland State, USA. He has accounting and financial analysis abilities, crisis management, leadership, decision-making, rich industrial knowledge and international market vision. In conclusion, director Chuang, Tsung-Hsien possesses the necessary knowledge, skills and qualities to perform his duties. ▪ Director Chuang, Tsung-Hsien did not violate Article 30 of the Company Law.
Independent Director	Lin, Hsiao-Ming	<ul style="list-style-type: none"> ▪ Director Hsiao-Min Lin holds a master's degree from the Graduate Institute of Business Administration at the College of Management, National Taiwan University (NTU). He previously served as the Chairman of Taiwan Bills Finance Corporation and currently holds concurrent positions as an Independent Director for GoDEX International Co., Ltd. and Dexatek Technology Ltd. Within our Company, he serves as the Convener of the Audit Committee and a member of the Remuneration Committee. ▪ Mr. Lin does not fall under any of the circumstances listed in Article 30 of the Company Act. ▪ Mr. Lin previously served as Chairman of Taiwan Securities Finance Corporation and has decades of experience in the securities finance industry. He is highly skilled in financial management, industry analysis, and strategic planning, and possesses strong capabilities in accounting and financial analysis, crisis management, leadership, and decision-making.

Name	Qualifications	Professional qualifications and experience (Note 1)
Independent Director Convener of Remuneration Committee	Wu, Chung-Pao	<ul style="list-style-type: none"> ▪ Graduated from the Graduate School of International Business Management of National Taiwan University, currently serves as the chairman of Protech Systems, Taiwan and the independent director of EVA Airways, the convener of the Company's remuneration committee and a member of the audit committee. Director Wu, Chung-Pao is currently the chairman of the information industry. Director has a forward-looking vision for innovative technology products, leading R&D technology and production management, etc., and can use flexible business strategies and business models. Director has rich experience in the field of electronics and IIoT (Industrial Internet of Things) and AIoT (Artificial Intelligence Internet of Things) applications, specializing in business management, financial finance, industrial analysis, strategic planning and other fields, and has accounting and financial analysis capability, crisis handling ability, technology application vision, leadership ability and decision-making ability, etc. Director Wu, Chung-Pao is an independent director who meets the professional qualifications stipulated in Article 2 of the Regulations on the Establishment and Compliance of Independent Directors of Public Offering Companies, and has more than five years of work experience in business, legal affairs, finance, accounting or corporate business. Director Wu, Chung-Pao has extensive experience in company operation, application of intelligent information and communication applications, quality management, business planning, financial analysis, etc. The Company hopes to draw on his management service experience and vision in the technology industry to provide diversified operation and management in a timely manner, so that the Company can be more diversified in the thinking of operation and management strategies, and further improve the supervision and management quality of the board of directors and the audit committee. ▪ Director Wu, Chung-Pao did not violate Article 30 of the Company Law.
Independent Director	Chao, Rong-Shiang	<ul style="list-style-type: none"> ▪ Mr. Rong-Shiang CHAO holds a master's degree from the Graduate Institute of Business, College of Management, National Taiwan University. He previously served as a Director of Everlight Chemical Industrial Corporation and is currently serving as an Independent Director of Brillian Network & Automation Integrated System Co., Ltd. He also serves as a member of the Audit Committee and the Compensation Committee of the Company. Mr. Chao has a business background and has worked at Formosa Sumco Technology Corporation for several decades. He has held positions such as Vice President, Consultant, and Corporate Governance Officer. He is proficient in financial management, financial planning, capital operations, industry analysis, strategic planning, and corporate governance. Mr. Chao meets the professional qualification requirements for independent directors as stipulated in Article 2 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." He possesses more than five years of work experience in business, legal affairs, finance, accounting, or corporate operations. Mr. Chao is equipped with expertise in corporate governance, business operations, management, marketing, financial management, accounting and financial analysis, and industry insight. He is capable of providing the Board of Directors with timely and professional advice regarding corporate governance, and offering strategic and operational recommendations in business management and financial planning, thereby enhancing the quality of the Company's governance and the oversight function of the Audit Committee. ▪ Mr. Chao does not fall under any of the circumstances listed in Article 30 of the Company Act.

Name	Qualifications	Professional qualifications and experience (Note 1)
Independent Director	Yeh Yin-Hua	<ul style="list-style-type: none"> ▪ Director Yin-Hua Yeh holds a PhD in Business from National Taiwan University (NTU). He previously served in professional capacities as a Commissioner of the Financial Supervisory Commission (FSC) and as a Professor and Director of the Graduate Institute of Finance at Fu Jen Catholic University. He currently serves as a Professor in the Department of Information Management and Finance at National Yang Ming Chiao Tung University (NYCU). Within our Company, he is a member of the Audit Committee and the Sustainable Development Committee. ▪ With an extensive background in business, Director Yeh has served as a Professor and as a member of the Management Committee of the National Development Fund (Executive Yuan), as well as the Vice Chairman of the Taiwan Corporate Governance Association. He possesses profound expertise in corporate finance, financial planning, capital operations, industry analysis, strategic planning, and corporate governance. Director Yeh fully complies with the professional qualification requirements stipulated in Article 2 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, having over five years of the requisite work experience in commerce, law, finance, accounting, or corporate operations. ▪ Director Yeh demonstrates comprehensive capabilities in corporate governance, business operations, enterprise management, corporate finance, accounting and financial analysis, and industry insight. He provides the Board of Directors with timely, professional consultation and recommendations on corporate governance, business management, and financial planning and operations. His contributions significantly enhance the quality of the Board’s corporate governance and the supervisory functions of the Audit Committee. ▪ Director Yin-Hua Yeh is not subject to any of the circumstances listed in the items of Article 30 of the Company Act.

Note 1: Professional qualifications and experience: describe the professional qualifications and experience of individual directors and supervisors. If they are members of the audit committee and have accounting or financial expertise, their accounting or financial background and work experience should be stated, and whether they have violated Article 30 of the Company Law.

Note 2: The book closure date for the Company's 2026 general shareholders' meeting is on March 31, 2026

②Director independence information

March 31, 2026

Name	Qualifications	Independence situation (Note)	Number of other public companies concurrently saving as a independent director
Director	Ji Xuan Investment Co., Ltd Company Representative: Margaret Kao	<ol style="list-style-type: none"> 1. For the legal person shareholders of Ji Xuan Investment Co., Ltd. holding more than 5% of the Company's issued shares, Director Margaret Kao is elected as a director as the designated representative of Ji Xuan Investment Co., Ltd. 2. Also serves as the CEO of the Company and is a director with managerial status. 3. She also serves as a director of the Company's affiliated company (subsidiary of the Company). 4. The top ten natural person shareholders of the Company. 5. The chairman of Ji Xuan Investment Co., Ltd., a legal person shareholder who holds more than 5% of the Company's issued shares. 6. There is no relationship of spouses or relatives within the second degree of kinship with other directors. 7. The rest meet the independent qualification requirements listed in the "Regulations on the Establishment of Independent Directors of Publicly Issued Companies and Matters to be Followed". 	0
Director	E-Win Investment Co., Ltd Company Representative: Scott Lin	<ol style="list-style-type: none"> 1. For the legal person shareholders of E-Win Investment Co., Ltd. holding more than 1% of the Company's issued shares, director Scott Lin is elected as directors by the designated representatives of E-Win Investment Co., Ltd. 2. General Manager of the Company and is a director with managerial status. 3. He also serves as a director of the Company's affiliated company (subsidiary of the Company). 4. The top ten natural person shareholders of the Company. 5. There is no relationship of spouses or relatives within the second degree of kinship with other directors. 6. The rest meet the independent qualification requirements listed in the "Regulations on the Establishment of Independent Directors of Publicly Issued Companies and Matters to be Followed". 	0
Director	Ennoconn International Investment Co., Ltd Representative: Chu, Fu-Chuan	<ol style="list-style-type: none"> 1. Ennoconn International Investment Co., Ltd holds more than 5% of the Company's issued shares of the legal person shareholder and is the Company's largest shareholder. Director Chu, Fu-Chuan is elected as the designated representative of Ennoconn International investment Co., Ltd. 2. Also serves as the chairman of the Company's affiliated company (the Company's ultimate parent company – Ennoconn Corporation.). 	0

Name	Qualifications	Independence situation (Note)	Number of other public companies concurrently serving as an independent director
		3. Chairman of Ennoconn International investment Co., Ltd, a legal person shareholder who holds more than 5% of the Company's issued shares. 4. There is no relationship of spouses or relatives within the second degree of kinship with other directors. 5. The rest meet the independent qualification requirements listed in the "Regulations on the Establishment of Independent Directors of Publicly Issued Companies and Matters to be Followed".	
Director	Ennoconn International Investment Co., Ltd Representative: Lou, Chao-Tsung	1. Ennoconn International Investment Co., Ltd holds more than 5% of the Company's issued shares of the legal person shareholder and is the Company's largest shareholder. Director Lou, Chao-Tsung is elected as the designated representative of Ennoconn International investment Co., Ltd. 2. Director of Ennoconn International investment Co., Ltd, a legal person shareholder who holds more than 5% of the Company's issued shares. 3. There is no relationship of spouses or relatives within the second degree of kinship with other directors. 4. The rest meet the independent qualification requirements listed in the "Regulations on the Establishment of Independent Directors of Publicly Issued Companies and Matters to be Followed".	0
Director	Ennoconn International Investment Co., Ltd Representative: Tsai, Neng-Chi	1. Ennoconn International Investment Co., Ltd holds more than 5% of the Company's issued shares of the legal person shareholder and is the Company's largest shareholder. Director Tsai, Neng-Chi is elected as the designated representative of Ennoconn International investment Co., Ltd. 2. Also serves as the general manager of the Company's affiliated company (the Company's ultimate parent company – Ennoconn Corporation.). 3. Director of Ennoconn International investment Co., Ltd, a legal person shareholder who holds more than 5% of the Company's issued shares. 4. There is no relationship of spouses or relatives within the second degree of kinship with other directors. 5. The rest meet the independent qualification requirements listed in the "Regulations on the Establishment of Independent Directors of Publicly Issued Companies and Matters to be Followed".	0
Director	Ennoconn International Investment Co., Ltd Representative:	1. Ennoconn International Investment Co., Ltd holds more than 5% of the Company's issued shares of the legal person shareholder and is the Company's largest shareholder. Director Chuang, Tsung -Hsien is elected as the designated representative of Ennoconn International investment Co., Ltd.	0

Name	Qualifications	Independence situation (Note)	Number of other public companies concurrently serving as an independent director
	Chuang, Tsung - Hsien	2. Also serves as the CFO of the Company's affiliated company (the Company's ultimate parent company – Ennoconn Corporation.). 3. There is no relationship of spouses or relatives within the second degree of kinship with other directors. 4. The rest meet the independent qualification requirements listed in the "Regulations on the Establishment of Independent Directors of Publicly Issued Companies and Matters to be Followed".	
Independent Director	Lin, Hsiao-Ming	1. Has not been elected by the government, legal person or its representative in accordance with Article 27 of the Company Law, has not had a relationship of spouse or relative within the second degree of kinship with other directors, and has not had any of the following conditions during the two years prior to the election and during the term of office: Independent directors who meet the requirements of Article 3 of the "Regulations on the Establishment of Independent Directors of Public Offering Companies and Matters to be Followed" shall maintain their independence within the scope of business execution, and shall not have direct or indirect interests with the Company: <ol style="list-style-type: none"> (1) Employees of the Company or its affiliates. (2) Directors and supervisors of the Company or its affiliates. (3) I and my spouse, minor children, or natural person shareholders who hold more than 1% of the total issued shares of the Company in the name of others or hold the top ten shares. (4) Spouses, relatives within the second degree or lineal blood relatives within the third degree of the managers listed in Paragraph (1) or persons listed in (2) and (3). (5) Who directly holds 5% or more of the Company's total issued shares, who holds the top five shares, or director, supervisor or employee of a legal person shareholder who is designated as a representative to serve as the Company's director or supervisor in accordance with Paragraph 1 or 2 of Article 27 of the Company Law. (6) More than half of the directors' seats or voting shares of the Company and another company are controlled by the same person, the director, supervisor or employee of the other company. (7) The chairman, general manager or equivalent positions of the Company and other companies or institutions are the same person or spouse, and the directors, supervisors or employees of other companies or institutions. (8) Directors, supervisors, managers or shareholders holding more than 5% of the shares of a specific company or institution that has financial or business dealings with the Company. (9) Professionals, sole proprietorships, partnerships, business owners and partnerships of companies or institutions directors, supervisors, managers and their spouses who provide auditing or business, legal, financial, accounting 	2

Name	Qualifications	Independence situation (Note)	Number of other public companies concurrently serving as an independent director
		and other related services for the Company or affiliated companies with a cumulative amount of remuneration exceeding NT\$500,000 in the last two years. However, the members of the Remuneration Committee, the Public Offer Review Committee or the Special Committee on Mergers and Acquisitions who perform their functions in accordance with this Act or the relevant laws and regulations of the Mergers and Acquisitions Act are not included.	
Independent Director Convener of Remuneration Committee	Wu, Chung-Pao	<p>1. Has not been elected by the government, legal person or its representative in accordance with Article 27 of the Company Law, has not had a relationship of spouse or relative within the second degree of kinship with other directors, and has not had any of the following conditions during the two years prior to the election and during the term of office: Independent directors who meet the requirements of Article 3 of the "Regulations on the Establishment of Independent Directors of Public Offering Companies and Matters to be Followed" shall maintain their independence within the scope of business execution, and shall not have direct or indirect interests with the Company:</p> <ul style="list-style-type: none"> (1) Employees of the Company or its affiliates. (2) Directors and supervisors of the Company or its affiliates. (3) I and my spouse, minor children, or natural person shareholders who hold more than 1% of the total issued shares of the Company in the name of others or hold the top ten shares. (4) Spouses, relatives within the second degree or lineal blood relatives within the third degree of the managers listed in Paragraph (1) or persons listed in (2) and (3). (5) Who directly holds 5% or more of the Company's total issued shares, who holds the top five shares, or director, supervisor or employee of a legal person shareholder who is designated as a representative to serve as the Company's director or supervisor in accordance with Paragraph 1 or 2 of Article 27 of the Company Law. (6) More than half of the directors' seats or voting shares of the Company and another company are controlled by the same person, the director, supervisor or employee of the other company. (7) The chairman, general manager or equivalent positions of the Company and other companies or institutions are the same person or spouse, and the directors, supervisors or employees of other companies or institutions. (8) Directors, supervisors, managers or shareholders holding more than 5% of the shares of a specific company or institution that has financial or business dealings with the Company. (9) Professionals, sole proprietorships, partnerships, business owners and partnerships of companies or institutions directors, supervisors, managers and their spouses who provide auditing or business, legal, financial, accounting and other related services for the Company or affiliated companies with a cumulative amount of remuneration exceeding NT\$500,000 in the last two years. However, the members of the Remuneration Committee, the Public 	1

Name	Qualifications	Independence situation (Note)	Number of other public companies concurrently serving as an independent director
		Offer Review Committee or the Special Committee on Mergers and Acquisitions who perform their functions in accordance with this Act or the relevant laws and regulations of the Mergers and Acquisitions Act are not included.	
Independent Director	Chao, Rong-Shiang	<p>1. Has not been elected by the government, legal person or its representative in accordance with Article 27 of the Company Law, has not had a relationship of spouse or relative within the second degree of kinship with other directors, and has not had any of the following conditions during the two years prior to the election and during the term of office: Independent directors who meet the requirements of Article 3 of the "Regulations on the Establishment of Independent Directors of Public Offering Companies and Matters to be Followed" shall maintain their independence within the scope of business execution, and shall not have direct or indirect interests with the Company:</p> <ul style="list-style-type: none"> (1) Employees of the Company or its affiliates. (2) Directors and supervisors of the Company or its affiliates. (3) I and my spouse, minor children, or natural person shareholders who hold more than 1% of the total issued shares of the Company in the name of others or hold the top ten shares. (4) Spouses, relatives within the second degree or lineal blood relatives within the third degree of the managers listed in Paragraph (1) or persons listed in (2) and (3). (5) Who directly holds 5% or more of the Company's total issued shares, who holds the top five shares, or director, supervisor or employee of a legal person shareholder who is designated as a representative to serve as the Company's director or supervisor in accordance with Paragraph 1 or 2 of Article 27 of the Company Law. (6) More than half of the directors' seats or voting shares of the Company and another company are controlled by the same person, the director, supervisor or employee of the other company. (7) The chairman, general manager or equivalent positions of the Company and other companies or institutions are the same person or spouse, and the directors, supervisors or employees of other companies or institutions. (8) Directors, supervisors, managers or shareholders holding more than 5% of the shares of a specific company or institution that has financial or business dealings with the Company. (9) Professionals, sole proprietorships, partnerships, business owners and partnerships of companies or institutions directors, supervisors, managers and their spouses who provide auditing or business, legal, financial, accounting and other related services for the Company or affiliated companies with a cumulative amount of remuneration exceeding NT\$500,000 in the last two years. However, the members of the Remuneration Committee, the Public 	1

Name	Qualifications	Independence situation (Note)	Number of other public companies concurrently serving as an independent director
Independent Director	Yeh Yin-Hua	<p>1. The Director was not elected as a government agency, juristic person, or its representative pursuant to Article 27 of the Company Act; does not have a spousal relationship or a familial relationship within the second degree of kinship with any other directors; and during the two years prior to being elected and during the term of office, has not engaged in any of the following circumstances. This fulfills the requirement under Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, which stipulates that an independent director shall maintain independence within the scope of their duties and shall not have any direct or indirect interest in the Company:</p> <p>(1) An employee of the Company or any of its affiliates.</p> <p>(2) A director or supervisor of the Company or any of its affiliates.</p> <p>(3) A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the Company, or ranks as one of its top ten shareholders.</p> <p>(4) A spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer listed in subparagraph (1) or any of the persons listed in subparagraphs (2) and (3).</p> <p>(5) A director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the Company, ranks among the top five shareholders, or designates its representative to serve as a director or supervisor of the Company under Paragraph 1 or 2 of Article 27 of the Company Act.</p> <p>(6) A director, supervisor, or employee of another company where a majority of the company's director seats or voting shares are controlled by the same person who controls the Company.</p> <p>(7) A director (or governing board member), supervisor, or employee of another company or institution where the chairman, general manager, or person holding an equivalent position of the Company and the other company or institution are the same person or are spouses.</p> <p>(8) A director (or governing board member), supervisor, managerial officer, or shareholder holding five percent or more shares, of a specified company or institution that has a financial or business relationship with the Company.</p> <p>(9) A professional individual who, or an owner, partner, director (or governing board member), supervisor, or managerial officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the cumulative compensation received in the past two years exceeds NT\$500,000, or a spouse thereof. This restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations.</p>	1

Note: Independent directors should state their independence, including but not limited to whether they, their spouse, or relatives within the second degree of kinship serve as directors, supervisors or employees of the Company or its affiliated companies. The shares and proportion of the Company's shares held by relatives (or in the name of others); whether they serve directors, supervisors or employees of a company that has a specific relationship with the Company (refer to the provisions of Article 3, Paragraph 1, Subparagraphs 5 to 8 of the Regulations on the Establishment of Independent Directors and Matters to be Complied with in Public Offering Companies). The amount of remuneration received for providing business, legal, financial, accounting and other services to the Company or its affiliates in the last two years.

(2) Board of Directors Diversity and Independence:

① Diversity of the Board of Directors and Achievements:

Describe the board's diversity policy, goals and achievements. The diversity policy includes but is not limited to the selection criteria of directors, the professional qualifications and experience that the board of directors should have, the composition or ratio of gender, age, nationality and culture, etc., and the Company's specific goals and its achievement are described in the disclosed policy.

In order to strengthen corporate governance and promote the sound development of the composition and structure of the board of directors, the Company has formulated the "Corporate Governance Best Practice Principles". The composition of the board of directors of the Company should consider diversity, except that directors who also serve as managers of the Company should not exceed one-third of the number of directors, and formulate an appropriate diversity policy based on its own operation, operation type and development needs, which should include but not limited to the two major standards of basic conditions and values, professional knowledge and skills, and should have industry-related experience and the knowledge, skills and qualities necessary to perform their duties.

The selection of the Company's directors follows a nomination system. The election process of all directors complies with relevant legal regulations. The current Board of Directors consists of ten members, all of whom are nationals of the Republic of China and possess the necessary knowledge, skills, and expertise required to perform their duties (please refer to the aforementioned qualifications and professional experience of the directors). The Board members have professional backgrounds spanning law, accounting, industry, finance, marketing, and technology.

Among the directors, seven members (70%) are aged over 61, and three members (30%) are between the ages of 51 and 60. There is one female director, accounting for 10% of the board, which meets legal requirements but does not reach one-third representation. This is primarily due to the Company's broad scope of business and the specialized expertise required of board members, which limits the pool of eligible female candidates. Additionally, identifying suitable talent within a short time frame poses challenges in meeting the target ratio for female directors.

Moving forward, the Company will enhance board diversity by seeking candidates from various industries and backgrounds, thereby improving the quality of corporate decision-making. The diverse professional experience of board members fosters a wide range of perspectives in discussions related to corporate management, further strengthening corporate governance and overall operational effectiveness.

② Board of Director's Independence:

State the number and proportion of independent directors, and state that the board of directors is independent, and explain with reasons whether there are no violations specified in Items 3 and 4 of Article 26-3 of the Securities and Exchange Act, including a description of whether directors, supervisors or directors and supervisors have spouse relationship or kinship within the second degree.

The current board of directors of the Company consists of ten directors, including four independent directors (40%), two directors with employee/manager status (20%, not

exceeding one-third of all directors), among all directors none of them are spouses or relatives within the second degree of kinship, which complies with the provisions of Article 26-3, Items 3 and 4 of the Securities and Exchange Act. Each independent director also meets the eligibility requirements set out in the "Measures for the Establishment of Independent Directors of Publicly Issued Companies and Matters to be followed".

The board of directors of the Company guides the Company's business strategy, supervises the management level, and is responsible to the Company and shareholders. All operations and arrangements are performed in accordance with laws, the Company's articles of association or the resolutions of the shareholders' meeting. In addition to complying with relevant laws and regulations and coordinating with the functions and powers of the audit committee, independent directors pay attention to the management and control of existing or potential risks of the Company, and supervise the effective implementation of the Company's internal control, the independence of certified accountants and the proper preparation of financial statements.

2)Information on the president, vice president, senior manager, department and branch supervisors

March 31, 2026

Unit: share; %

Title (Note 1)	Nationality	Name	Gender	Appoin. date	Shares held		Spouse & minor's shares		Shareholdings held under the name of others		Experience / education (Note 2)	Position currently served at the Company and other companies	Managers as spouse or second degree relative			Notes (Note 3)
					Share No.	Share %	Share No.	Share %	Share No.	Share %			Title	Name	Relation	
Chairman and CEO	ROC	Margaret Kao	F	1989/01/01	2,010,513	0.91%	0	0.00%	0	0.00%	Master of International Business Management, National Taiwan University Institute for Industrial Research electronics laboratory section head	Chairman, Ji-Xuan Investment Co., Ltd. Director, WT Microelectronics Director, Probeleader Co., Ltd. Director, eZoom Information, Inc. Director, ADAT Technology Co., Ltd. Director, Vertex System Corporation Director, Forward Science Corp. Director, Brillian Network & Automation Director, Bolite Co., Ltd Chairman, MarkeTop Smart Solutions Co., Ltd Chairman, Smart Group Solutions Corp. Director, Taiwan Speciality Chemicals Corp.	None	None	None	None
President	ROC	Scott Lin	M	2004/07/01	5,986,097	2.72%	46,783	0.02%	0	0.00%	Cheng Chi University business administration research institute master Institute for Industrial Research western USA office superintendent ITRI electronics research institute section head	Chairman, E-Win INVESTMENT CO., LTD. Chairman, eZoom Information ,Inc. Chairman, Probeleader Co., Ltd Chairman, Auro & Pro Corp. Chairman, ADAT Technology Co., Ltd. Chairman, LUCENS TECHNOLOGY INC. Director, Vertex System Corporation	None	None	None	None
Group General Manager	ROC	Chen,Jian- Tsuen	M	2010/04/01	216,700	0.10%	0	0.00%	0	0.00%	Tamkang University school of applied physics B.A.	None	None	None	None	None
Division General Manager	ROC	Huang Zhong- Wen	M	2010/02/01	183,983	0.08%	0	0.00%	0	0.00%	Murray State University USA business administration research institute master Asia Word Hotel departmental superintendent	None	None	None	None	None

March 31, 2026
Unit: share; %

Title (Note 1)	Nationality	Name	Gender	Appoin. date	Shares held		Spouse & minor's shares		Shareholdings held under the name of others		Experience / education (Note 2)	Position currently served at the Company and other companies	Managers as spouse or second degree relative			Notes (Note 3)
					Share No.	Share %	Share No.	Share %	Share No.	Share %			Title	Name	Relation	
Division Vice General Manager	ROC	Li Ruei- Wen	M	2017/02/01	78,700	0.04%	29,855	0.01%	0	0.00%	National Chiao Tung University Department of Communications Engineering B.A. Applied Materials Taiwan Quality Assuranc manager.	None	None	None	None	None
Division Vice General Manager	ROC	Lin Chih-Jen	M	2018/04/11	16,000	0.01%	0	0.00%	0	0.00%	Master, Graduate School of Environmental Engineering, National Cheng Kung University	None	None	None	None	None
Division Vice General Manager	ROC	Lu Chien- Kuo	M	2018/04/11	62,029	0.03%	110,855	0.05%	0	0.00%	Master, Graduate School of Biotech Healthcare Management, National Yang-Ming University	None	None	None	None	None
Division Vice General Manager	ROC	Lo Su-Yuan	M	2018/04/11	110,700	0.05%	18,770	0.01%	0	0.00%	B.A., Department of Mechanical Engineering, Hsiuping University of Science and Technology Deputy Section Head, Rexon Industrial Corporation Limited	None	None	None	None	None
Division Vice General Manager	ROC	Yang Yuan-Zhi	M	2018/11/01	50,000	0.02%	9,385	0.00%	0	0.00%	Middlesex University, UK FMM Department of Atmospheric Sciences, National Central University	None	None	None	None	None
Director of the Finance Department and Financial Officer	ROC	Feng, Ya- Ching	F	2025/05/06	19,812	0.01%	0	0.00%	0	0.00%	Department of Accounting, Shih Chien University Auditor, KPMG Taiwan	None	None	None	None	None

Title (Note 1)	Nationality	Name	Gender	Appoin. date	Shares held		Spouse & minor's shares		Shareholdings held under the name of others		Experience / education (Note 2)	Position currently served at the Company and other companies	Managers as spouse or second degree relative			Notes (Note 3)
					Share No.	Share %	Share No.	Share %	Share No.	Share %			Title	Name	Relation	
Director of the Finance Department and Accounting Officer	ROC	Huang, Wei-Cheng	M	2025/05/06	9,385	0.00%	0	0.00%	0	0.00%	Department of Accounting, Fu Jen Catholic University Assistant Manager, Deloitte Taiwan	None	None	None	None	None
Chief Audit	ROC	Lin Ya-Qing	F	2016/09/01	0	0.00%	0	0.00%	0	0.00%	Soochow University school of business administration B.A. KPMG CPA Office assistant manager TransAsia Airways senior accountant	None	None	None	None	None
Director of Corporate Governance	ROC	Li Yi-Jung	M	2023/06/09	150,442	0.07%	18,770	0.01%	0	0.00%	Master of Accounting, National Taiwan University SanYang Motor Finance Manager CHAUR CHIN INDUSTRIES CO., LTD General Manager	Director, eZoom Information ,Inc. Supervisor, ADAT Technology Co., Ltd. Supervisor, Vertex System Corporation Supervisor, MarkeTop Smart Solutions Co., Ltd Supervisor, Smart Group Solutions Corp.	None	None	None	None

Note 1: It shall include information on the president, vice presidents, senior managers, various departmental and branch organizational executives, and those with a position comparable to the president, vice president and senior manager, regardless of the job title, shall also be disclosed.

Note 2: When having worked in a certified public accountants office or related enterprise with pertinent exposure related to the current position, it shall describe the individual's job title and responsible job description.

Note 3: When the Company's President or equivalent (the highest ranked managerial officer) and the Chairman are the same person, or relatives such as spouses or the first degree of kinship, the information such as the reason, reasonableness, necessity and response measures (For example, increasing the number of independent directors, and having more than half of the directors who do not serve concurrently as employees or managerial officer, etc.) should be provided.

Note 4: The book closure date of the Company's 2026 regular shareholders' meeting is on March 31, 2026. The shares shown in the table represent the number of shares held in the register of shareholders as of March 30, 2026.

3) If the chairman, president or personnel with equivalent position (chief manager) are the same person, spouses or relatives within one degree of kinship, the reasons, reason ability, necessity and measures to be taken accordingly shall be addressed:

Chairman Margaret Kao also serves as the company's CEO. Since Chairman Margaret Kao has dedicated 30+ years toward the semiconductor and other related fields where she specializes in technology management, technology marketing, strategic planning, operations management, business management, engineering management, financial management, and similar expertises, she has a rich industry experience and industry knowledge, exceptionally detailed operations analysis capability, innovative and decisive leadership skills and decision-making ability, and therefore has a definitive impact toward the Company's business and operations; the Company's operations decisions are made by the CEO and the general manager to strengthen management efficiency, and additionally Chairman Margaret Kao personally leads the Company to plan for future growth. Aside from formulating the strategic direction, she also participates in the daily operations management to implement the aforementioned future growth plan allowing the Company to respond quickly of its business activities, improving efficiency and overall increase operations performance, resulting in significant results in the Company's transformation and growth. In summary, Chairman Margaret Kao's rich industry experience and leadership as well as strategic execution skills have a decisive impact on the Company's operations and business, so it is necessary for Chairman Margaret Kao to concurrently serve as the CEO.

Chairman Margaret Kao has closely communicated with the board of directors on the Company's operations status and strategic directions to collectively take initiatives to enhance the functions of the board of directors and strengthen the supervisory function. Furthermore, in order to respond to the development trend of corporate governance and strengthen the functions and operations of the board of directors, the Company amended the Articles of Incorporation at the shareholders' meeting in 2022 to increase the number of directors, and one additional independent director at the shareholders' meeting in 2023 to strengthen the supervisory function of the Board of Directors and maintain half of the directors as no employees or managers of the Company, so as to refine the implementation of corporate governance.

2. Remuneration paid during the most recent fiscal year to directors, supervisors, the general manager, and assistant general managers

1. If one of the following applies to the Company, the remuneration of its directors or supervisors shall be disclosed individually; otherwise, it has a choice to disclose the aggregation remuneration for all the positions held by each individual or disclose remuneration for each individually (for individual disclosure, include title, name, and amounts separately, and do not fill in the remuneration range):
 - 1) When there is after-tax deficit in the most recent three years' individual entity or individual financial statements, it is a must to reveal every director and supervisor's remuneration, except those that already have after-tax net profit and the said profit is enough to cover the deficit.
 - 2) If the circumstance of shares held by the directors should fall short for three consecutive months or longer in the most recent year, the remunerations of individual directors shall be disclosed; when the circumstance of shares held by the auditors should fall short by three consecutive months or longer in the most recent years, the remunerations of individual auditors shall be disclosed.
 - 3) In the recent fiscal year, if the average pledge ratio exceeds 50% in any given three months for a director or supervisor, the remuneration of the individual director or supervisor with a pledge ratio exceeding fifty percent in each of those months shall be disclosed.

- (Note: the entire directors' monthly average mortgaging ratio: the entire directors' mortgaged share count / the entire directors' shareholdings (including the retained voting right trust share count); the entire auditors monthly average mortgaging ratio: the entire auditors mortgaging share count / the entire auditors shareholdings (including the retained voting right trust share count).
- 4) When the entire directors and auditors collecting the directors and auditors remunerations in all companies stated in the financial statements to the after-tax net earnings should exceed two percent, and that the remunerations the individual directors or auditors collect also exceed NT\$15 million, the individual remunerations of the directors or auditors shall be disclosed.
 - 5) A TWSE-listed or TPEX-listed company which is ranked in the lowest two tiers in the corporate governance evaluation for the most recent fiscal year, or in the most recent fiscal year or as of the printing date of the annual report for that year, has been placed under an altered trading method, been suspended from trading, been delisted from the exchange, or the situations deemed by the Corporate Governance Evaluation Committee that it shall be excluded from evaluation.
 - 6) A TWSE-listed or TPEX-listed company with the average annual salary of full-time non-supervisory employees in the most recent year being less than NT\$500,000.
 - 7) For listed and OTC-listed companies, if the net income after tax increases by more than ten percent in the most recent fiscal year, but the average annual salary of full-time employees who do not hold managerial positions did not increase compared to the previous fiscal year.
 - 8) For listed and OTC-listed companies, if the net income after tax declines by more than ten percent and NT\$5 million or more in the most recent fiscal year, and if the average remuneration per director (excluding part-time employees) increased by more than ten percent and NT\$100,000 or more.
2. For listed and OTC-listed companies with where point (1) or (5) above applies, the remuneration information for the top five highest-paid executives (such as the general manager, deputy general manager, CEO, or CFO) shall be disclosed individually.

Points 1) to 8) from above do not apply to the Company's Directors, President and Vice Presidents therefore remunerations are disclosed in aggregate for each group.

1) The remunerations of the directors (including the independent directors)

Fiscal Year 2025
Unit: NT\$ thousands

Title	Name	Director remunerations								The ratio of the sum of the four items A, B, C and D to the after-tax net earnings (Note 10)		Pertinent remunerations doubling employees collect						Ratio of the sum of the seven items A, B, C, D, E, F and G to after-tax net earnings (Note10)		Whether collecting remunerations from reinvested entities beyond the subsidiaries (Note 11)							
		Return(A) (Note2)		Retirement pension(B)		Directors' Remuneration(C) (Note3)		Business execution expenditure(D) (Note4)				Wages, bonuses, special expenditure etc.(E) (Note5)		Retirement pensions (F)		Employees' Remuneration(G) (Note6)											
		The Company	All companies in the financial statements (Note7)	The Company	All companies in the financial statements (Note7)	The Company	All Companies in the financial statements (Note7)	The Company	All companies in the financial statements (Note7)	The Company	All Companies in the financial statements (Note7)	The Company	All companies in the financial statements (Note7)	The Company	All companies in the financial statements (Note7)	The Company	All companies in the financial statements (Note7)	Cash bonus amount	Stock bonus amount		Cash bonus amount	Stock bonus amount	The Company	All companies in the financial statements (Note7)			
Chairman and CEO and subsidiary president	Ji-Xuan Investment Corp. Representative: Margaret Kao																										
Chairman President	E-Win Investment Co., Ltd. Representative: Scott Lin																										
Director	Ennoconn International Investment Co., Ltd. Representative: Chu, Fu-Chuan	0	0	0	0	23,775	23,775	664	664	24,439 0.76%	24,439 0.76%	21,237	22,865	0	0	10,000	0	10,000	0	55,676 1.72%	57,304 1.77%	None					
Director	Ennoconn International Investment Co., Ltd. Representative: Lou, Chao Tsung																										

Title	Name	Director remunerations								The ratio of the sum of the four items A, B, C and D to the after-tax net earnings (Note 10)		Pertinent remunerations doubling employees collect								Ratio of the sum of the seven items A, B, C, D, E, F and G to after-tax net earnings (Note 10)		Whether collecting remunerations from reinvested entities beyond the subsidiaries (Note 11)
		Return (A) (Note 2)		Retirement pension (B)		Directors' Remuneration (C) (Note 3)		Business execution expenditure (D) (Note 4)				Wages, bonuses, special expenditure etc. (E) (Note 5)		Retirement pensions (F)		Employees' Remuneration (G) (Note 6)						
		The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company	All Companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company		All companies in the financial statements (Note 7)		The Company	All companies in the financial statements (Note 7)	
															Cash bonus amount	Stock bonus amount	Cash bonus amount	Stock bonus amount				
Director	Ennoconn International Investment Co., Ltd. Representative: Tsai, Neng-Chi																					
Director	Ennoconn International Investment Co., Ltd. Representative: Chuang, Tsung-Hsien																					
Independent director	Lin, Hsiao-Ming																					
Independent director	Wu, Chung-Pao																					
Independent director	Wang, Yi-Chun*note 12	0	0	0	0	15,850	15,850	743	743	16,593 0.51%	16,593 0.51%	0	0	0	0	0	0	0	0	16,593 0.51%	16,593 0.51%	None
Independent director	Chao, Rong-Shiang																					
Independent director	Yeh Yin Hua																					

Title	Name	Director remunerations								The ratio of the sum of the four items A, B, C and D to the after-tax net earnings (Note10)	Pertinent remunerations doubling employees collect								Ratio of the sum of the seven items A, B, C, D, E, F and G to after-tax net earnings (Note 10)	Whether collecting remunerations from reinvested entities beyond the subsidiaries (Note 11)
		Return (A) (Note 2)		Retirement pension (B)		Directors' Remuneration (C) (Note 3)		Business execution expenditure (D) (Note 4)			Wages, bonuses, special expenditure etc. (E) (Note 5)		Retirement pensions (F)		Employees' Remuneration (G) (Note 6)					
		The Company	All Companies in the financial statements (Note 7)	The Company	All Companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company	All Companies in the financial statements (Note 7)		The Company	All Companies in the financial statements (Note 7)	The Company	All Companies in the financial statements (Note 7)	The Company	All Companies in the financial statements (Note 7)	Cash bonus amount	Stock bonus amount		

1. Please state the policy, system, standards and structure of independent directors' remuneration payment, and describe the relevance to the amount of remuneration, responsibilities, risks, time invested and other factors:
 - (1) The independent directors execution fees includes the execution fees of directors and the carriage fees.
 - (2) The independent directors execution fees is based on the overall consideration of the Company's operating participation and performance evaluation. The considerations include: business goals and tasks, duties and responsibilities, professional ability and quality decision-making, management and communication ability of internal and external relations, continuous training, and measuring whether there are other special contributions.
 - (3) The independent directors carriage fees is based on the normal level of payment in the same industry, and are submitted to the Remuneration and Compensation Committee for consideration and the amount is given by the resolution of the Board of Directors.
 - (4) In consideration of changes economic environment in the future, the operating performance and achievement rate and contribution of the management team as a measure, and taking into account the behavior of not guiding directors and managers to pursue the Company's risk appetite in pursuit of salary and compensation. Independent directors' remuneration policy includes operating performance and future risks in the evaluation criteria, and reviews the remuneration system at any time according to the actual operating conditions and related laws and regulations.
2. Other than above-mentioned changes, all the services provided recently in the Company by the members of the Board of Directors in relation to the financial report such as holding the position as non-employee consultants have not incurred any additional remuneration.

* Please list the relevant information of directors (general directors of non-independent directors) and independent directors separately.

Remuneration Scale Table

Fiscal Year 2025

Remunerations dispensed to individual company directors by scale	Name of the directors			
	Total sum of the remunerations of the first four items (A+B+C+D)		Total sum of the first seven items (A+B+C+D+E+F+G)	
	The Company (Note 8)	All companies stated in the financial statements (Note 9) (H)	The Company (Note 8)	All companies stated in the financial statements (Note 9) (I)
Less than \$1,000,000	None	None	None	None
\$1,000,000 (inclusive) ~ \$2,000,000 (preclusive)	Independent Directors: Wang, Yi-Chun*note12	Independent Directors: Wang, Yi-Chun*note12	Independent Directors: Wang, Yi-Chun*note12	Independent Directors: Wang, Yi-Chun*note12
\$2,000,000 (inclusive) ~ \$3,500,000 (preclusive)	Independent Directors: Yeh, Yin-Hua	Independent Directors: Yeh, Yin-Hua	Independent Directors: Yeh, Yin-Hua	Independent Directors: Yeh, Yin-Hua
\$3,500,000 (inclusive) ~ \$5,000,000 (preclusive)	Directors: Ji-Xuan Investment Corp. Representative: Margaret Kao E-Win Investment Co., Ltd. Representative: Scott Lin Ennoconn International Investment Co., Ltd. Representatives: Chu, Fu-Chuan, Lou, Chao Tsung, Tsai, Neng-Chi, Chuang, Tsung-Hsien Independent Directors: Wu, Chung-Pao, Lin, Hsiao-Ming, Chao, Rong-Shiang	Directors: Ji-Xuan Investment Corp. Representative: Margaret Kao E-Win Investment Co., Ltd. Representative: Scott Lin Ennoconn International Investment Co., Ltd. Representatives: Chu, Fu-Chuan, Lou, Chao Tsung, Tsai, Neng-Chi, Chuang, Tsung-Hsien Independent Directors: Wu, Chung-Pao, Lin, Hsiao-Ming, Chao, Rong-Shiang	Directors: Ennoconn International Investment Co., Ltd. Representatives: Chu, Fu-Chuan, Lou, Chao Tsung, Tsai, Neng-Chi, Chuang, Tsung-Hsien Independent Directors: Wu, Chung-Pao, Lin, Hsiao-Ming, Chao, Rong-Shiang	Directors: Ennoconn International Investment Co., Ltd. Representatives: Chu, Fu-Chuan, Lou, Chao Tsung, Tsai, Neng-Chi, Chuang, Tsung-Hsien Independent Directors: Wu, Chung-Pao, Lin, Hsiao-Ming, Chao, Rong-Shiang
\$5,000,000 (inclusive) ~ \$10,000,000 (preclusive)	None	None	None	None
\$10,000,000 (inclusive) ~ \$15,000,000 (preclusive)	None	None	None	None
\$15,000,000 (inclusive) ~ \$30,000,000 (preclusive)	None	None	Director: E-Win Investment Co. Ltd. Representative: Scott Lin Director: Ji-Xuan Investment Corp. Representative: Margaret Kao	Director: E-Win Investment Co. Ltd. Representative: Scott Lin Director: Ji-Xuan Investment Corp. Representative: Margaret Kao
\$30,000,000 (inclusive) ~ \$50,000,000 (preclusive)	None	None	None	None
\$50,000,000 (inclusive) ~ \$100,000,000 (preclusive)	None	None	None	None
Over \$100,000,000	None	None	None	None
Total	11 seats	11 seats	11 seats	11 seats

* As the content of the remunerations disclosed in the table varies from the concept of income by the Income Tax Law, thus the purpose of the table has been for the purpose of information disclosure, and is not intended for tax levy purpose.

Note1: The name of the directors shall be enlisted separately (of institutional shareholders, the institutional shareholder name and the representative shall be enlisted separately), with amount of various payouts to be disclosed in a consolidated manner. If the directors also doubling as the president or vice presidents, the table and the below table (3-1), (3-2-1) or (3-2-2) shall be entered.

Note 2: Which refers to the most recent year's directors' remunerations (including the directors remunerations, position stipends, resignation payout, various bonuses, incentive payouts and the like).

Note 3: Refers to directors' remuneration distributed upon the approval of Board of Directors of the year.

Note 4: Which pertains to the most recent year's directors' pertinent business execution expenditures (including the travel expenses, special dispensed expenditures, various subsidies, dormitory, car allocation and related tangible goods allocation and so forth). When allocating with housing, car, other transportation means or exclusive personal expenditures, it shall disclose the nature of the asset allocated, the actual or market value actuated rent, fuel and other payouts. Also when allocating with a driver, please include in the footnote explaining pertinent remuneration the Company pays said driver, but excluding from the remunerations.

Note 5: Which refers to the most recent year in which the directors doubling as employees (including doubling as the president, vice president, other managers and employees) have collected of the wages, position stipends, resignation payouts, various bonuses, incentive payouts, travel expenses, specially dispensed expenditures, various subsidies, dormitory, car allocation and related tangible goods allocation and the like. When allocating with housing, car, other transportation means or exclusive personal expenditures, it shall disclose the nature of the asset allocated, the actual or market value actuated rent, fuel and other payouts. Also when allocating with a driver, please include in the footnote explaining pertinent remuneration the Company pays said driver, but excluding from the remunerations. Company Chairman Margaret Kao is allocated with one leased company vehicle, which carries a monthly lease at NT\$90,052 spanning from Jan. 1, 2025 to Dec. 31 2025; President Scott Lin is allocated with one leased company vehicle, which carries a monthly lease at NT\$75,619 from Jan. 1, 2025 to Dec. 31 2025.

Note 6: Which refers to when directors who serve as employee (including the position of president, vice president, other manager and employee) receive employees' remuneration (including stock and cash), the percentage of employees' remuneration shall be distributed based the board of directors' approval of the year. Those who unable to estimate the amount shall have this year's amount calculated based on last year's amount and to fill up the attached form 1-3.

Note 7: The total sum of various remunerations dispensed to company directors by all companies (including the Company) stated in the consolidated financial statements. Note 8: The total sum of various remunerations the Company dispenses to each director, and disclosing the name of the directors that fall within the scale of pay propensity.

Note 9: It is mandated to disclose the total sum of various remunerations dispensed to each company director by all companies (including the Company) stated in the consolidated financial statements, and disclosing the name of the directors that fall within the scale of pay propensity.

Note 10: The after-tax net return refers to the most recent year's after-tax net return; when adopting the International Financial Statement Reporting Criteria, the after-tax net return refers to the after-tax net return of an individual entity or individual financial statements. The Company's net after-tax return on the 2025 consolidated financial statement is NT\$3,235,818 thousand.

Note 11

a. The column shall precisely enter the pertinent remuneration amount company directors collect from reinvested entities beyond the subsidiaries.

b. If company directors collect pertinent remunerations from reinvested entities beyond the subsidiaries, the remunerations company directors collect from reinvested entities beyond the subsidiaries shall be merged into the remuneration scale table column I, and also change the column name to "all reinvested entities".

c. The remuneration refers to pay, remuneration (including remuneration for employee, director and supervisor) and expenses of executing business received by the Company's directors who employ as director, supervisor or manager in reinvested companies other than the subsidiaries.

Note 12: Following the full re-election of the Board of Directors at the 2025 Annual General Shareholders' Meeting, this independent director stepped down from their position effective May 28, 2025.

2) Remunerations of the supervisors

All the entire independent directors are to form an audit committee, which is to replace the auditors' fiduciary power, thus no remuneration will be dispensed to the auditors.

3) The remunerations of the president and the vice presidents

Fiscal Year 2025
Unit: NT\$ thousands

Title	Name	Wage (A) (Note 2)		Retirement pension (B)		Bonus and special expense etc. (C) (Note 3)		Employee bonus amount in the earnings distribution (D) (Note 4)				Percentage of the total sum of the four items A, B, C and C to the after-tax net return (%) (Note 8)		Whether collecting remuneration from reinvested entities beyond the subsidiaries (Note 9)
		The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company		All companies in the financial statements (Note 5)		The Company	All companies in the financial statements (Note 5)	
								Cash bonus amount	Stock bonus amount	Cash bonus amount	Stock bonus amount			
Chairman doubling as CEO, also as subsidiary president	Margaret Kao	36,974	38,602	1,204	1,204	47,739	47,739	49,700	0	49,700	0	135,617 4.19%	137,245 4.24%	None
President	Scott Lin													
Group GM	Chen, Jian-Tsuen													
Division GM	Huang, Zhong- Wen													
Division GM	Chang, Ruei-Ru													
Division VGM	Li, Ruei-Wen													
Division VGM	Lin, Chih-Jen													
Division VGM	Lu, Chien-kuo													
Division VGM	Lo, Su-Yuan													
Division VGM	Yang, Yuan-Zhi													
Vice General Manager, Finance & Accounting Division, and Finance officer	Hsieh, Ming- Chu*Note10													

Remuneration Scale Table

Fiscal Year 2025

The remunerations dispensed to each individual company president and vice presidents	Name of the president and vice presidents	
	The Company (Note 6)	All companies stated in the financial statements (Note 7)
Less than \$1,000,000	None	None
\$1,000,000 (inclusive) ~ \$2,000,000 (preclusive)	Hsieh Ming-Chu*Note10	Hsieh Ming-Chu*Note1
\$2,000,000 (inclusive) ~ \$3,500,000 (preclusive)	None	None
\$3,500,000 (inclusive) ~ \$5,000,000 (preclusive)	None	None
\$5,000,000 (inclusive) ~ \$10,000,000 (preclusive)	None	None
\$10,000,000 (inclusive) ~ \$15,000,000 (preclusive)	Chen JianTsuen, Huang Zhong Wen, Chang Ruei Ru, Li Ruei Wen, Lin Chih Jen, Lu Chien-Kuo, Lo Ssu Yuan, Yang Yuan-Zhi	Chen JianTsuen, Huang Zhong Wen, Chang Ruei Ru, Li Ruei Wen, Lin Chih Jen, Lu Chien-Kuo, Lo Ssu Yuan, Yang Yuan-Zhi
\$15,000,000 (inclusive) ~ \$30,000,000 (preclusive)	Kao Hsin Ming, Lin Yue Yeh	Kao Hsin Ming, Lin Yue Yeh,
\$30,000,000 (inclusive) ~ \$50,000,000 (preclusive)	None	None
\$50,000,000 (inclusive) ~ \$100,000,000 (preclusive)	None	None
Over \$100,000,000	None	None
Total	11 individuals	11 individuals

* Regardless of the position, all positions comparable to that of the president and vice presidents (i.e. the chairman, CEO, director and so forth) shall all be disclosed.

* As the content of the remunerations disclosed in the table varies from the concept of income by the Income Tax Law, thus the purpose of the table has been for the purpose of information disclosure, and is not intended for tax levy purpose.

Note 1: The name of the president and vice presidents shall be itemized separately, and their respective payout amounts disclosed in a consolidated manner. The directors doubling as the president or vice presidents shall fill out the table and the preceding table (1-1) or (1-2).

Note 2: Which pertains to entering the most recent year's president and vice presidents' wages, position stipends, resignation payouts.

Note 3: This item discloses the total compensation for the most recent fiscal year for the President and Vice Presidents, including bonuses, incentive payments, transportation allowances, special allowances, various subsidies, accommodation, company vehicles, and other in-kind benefits and payments. If the company provides housing, vehicles, or other transportation tools or covers personal expenses, it should disclose the nature and cost of the assets provided, along with the actual or fair market value of the rental, fuel costs, and other payments. If a driver is provided, the company should also disclose the compensation paid to the driver, although this amount is not included in the executive's total compensation. Furthermore, salary expenses recognized under IFRS 2 "Share-based Payment" – including the granting of employee stock options, restricted shares, and subscription rights in cash capital increases – should also be included in the compensation.

Chairman Gao Hsin-Ming was assigned a leased company vehicle, with an average monthly rental fee of NT\$91,238 from January 1, 2024 to December 31, 2024.

President Lin Yu-Yeh was assigned a leased company vehicle, with a monthly rental fee of NT\$75,619 for the same period.

Business Group President Chen Chien-Tun; Business Division Presidents Chang Jui-Ju and Huang Tsung-Wen; and Vice Presidents Lee Jui-Wen, Lo Szu-Yuan, Lin Chih-Jen, Lu Chien-Kuo, and Yang Yuan-Chih were each assigned a leased company vehicle, with an average monthly rental fee of NT\$538,134 during the period from January 1, 2024 to December 31, 2024.

Note 4: Which refers to when president and vice president who serve as employee receive employees' remuneration (including stock and cash), the percentage of employees' remuneration distributed based on the remuneration amount approved by the board of directors this year. Those who unable to estimate the amount shall have this year's amount calculated based on last year's amount and to fill up the attached form 1-3. The after-tax net return refers to the most recent year's after-tax net return; when adopting the International Financial Statement Reporting Criteria, the after-tax net return pertains to the after-tax net return stated in the most recent year's individual entity or individual financial statements.

Note 5: It is mandated to disclose the total sum of various remunerations dispensed to company president and vice presidents by all companies (including the Company) stated in the consolidated financial statements. Note

6: The total sum of various remunerations the Company dispenses to each president and vice president, and disclosing the name of the president and vice presidents that fall within the scale of pay propensity.

Note 7: It is mandated to disclose the total sum of various remunerations dispensed to each company president and vice president by all companies (including the Company) stated in the financial statements, and disclosing the name of the president and vice presidents that fall within the scale of pay propensity.

Note 8: "Net income after tax" refers to the net profit after tax in the individual or separate financial statements for the most recent fiscal year. For the fiscal year 2025, the Company's net income after tax, as reported in the individual financial statements, was NT\$3,235,818 thousand.

Note 9:

a. The column shall precisely enter the pertinent remuneration amount company president and vice presidents collect from reinvested entities beyond the subsidiaries.

b. If company president and vice presidents collect pertinent remunerations from reinvested entities beyond the subsidiaries, the remunerations company president and vice presidents collect from reinvested entities beyond the subsidiaries shall be merged into the remuneration scale table column E, and also change the column name to "all reinvested entities".

c. The remuneration refers to pay, remuneration (including remuneration for employee, director and supervisor) and expenses of executing business received by the Company's presidents and vice presidents who employ as director, supervisor or manager in reinvested companies other than the subsidiaries.

Note 10: Ms. Ming-Chu Hsieh stepped down from her position on May 6, 2025, due to organizational restructuring and role adjustments within the Group.

4) Name of the managers received the employee remuneration and the deployment of remuneration.

December 31, 2025
Unit: NT\$ thousands; shares

	Position (Note 1 & Note 2)	Name (Note1 & Note 2)	Stock Amount	Cash Amount	Total	Percent of the total amount to the after-tax net return (%)
Managers	Chairman and CEO	Margaret Kao	0	57,200	57,200	1.77%
	President	Scott Lin				
	Group GM	Chen Jian-Tsuen				
	Division GM	Huang Zhong-Wen				
	Division GM	Chang Ruei-Ru				
	Division VGM	Li Ruei-Wen				
	Division VGM	Lo Ssu-Yuan				
	Division VGM	Lin Chih-Jen				
	Division VGM	Lu Chien-Kuo				
	Division VGM	Yang Yuan-Zhi				
	Director of the Finance Department and Financial Officer	Feng, Ya-Ching				
	Director of the Finance Department and Accounting Officer	Huang, Wei-Cheng				
	Corporate Governance Office	Li Yi-Jung				

Note 1: Individual's name and job title shall be disclosed. However, it is a must disclose the state of distributing profits.

Note 2: Which refers to when managers who serve as employee receive employees' remuneration (including stock and cash), the percentage of employees' remuneration distributed based on the remuneration amount approved by the board of directors this year. Those who unable to estimate the amount shall have this year's amount calculated based on last year's amount. The after-tax net return refers to the most recent year's after-tax net return; when adopting the International Financial Statement Reporting Criteria, the after-tax net return pertains to the after-tax net return stated in the most recent year's individual entity or individual financial statements. The Company's 2025 individual financial statements' after-tax net return is at NT\$3,235,818 thousand.

Note 3: Of the applicable scope of managers, as stipulated under the former Securities and Futures Management Council, Ministry of Economic Affairs March 27, 2003 Taiwan MOF Securities III No. 0920001301 directive, its scope is as follows:

- (1) The president and those on the comparable level.
- (2) The vice presidents and those on the comparable level.
- (3) The senior managers and those on the comparable level.
- (4) The finance department executives.
- (5) Accounting department executives.
- (6) Other individuals empowered with managing company affairs and as authorized signatories.

Note 4: Directors, president and vice president who have received employees' remuneration (including stock and cash) shall fill out attached form 1-2 and this form.

5) Compare and explain the total amount of remuneration paid to directors, supervisors, general managers, and deputy general managers of the Company and all consolidated companies in the past two fiscal years as a percentage of the individual or separate financial statements' after-tax net income. Analyze and elucidate the policy, criteria, and composition of remuneration, the process of setting remuneration, and its correlation with operational performance and future risks.

1. Analysis of the ratio over the past two fiscal years.

The ratio of director, CEO, and deputy CEO remuneration to net profit after tax for the years 2025 and 2024 were 5.46% and 8.94%, respectively, and 5.51% and 9.03%, respectively, for the consolidated group. Year over year changes were primarily due to changes in net income after tax.

2. Remuneration policy, standards, combination, amount determination process, and its relationship with operational results and future risks.

(1) The Company's policies regarding the remuneration of directors (including independent directors), the general manager, and deputy general managers are as follows:

In accordance to Article 16 of the Company's Articles of Association, the Chairman's remuneration shall not exceed twice the amount of the GM's remuneration, and shall be deliberated by the Compensation Committee and submitted to the Board for approval. Directors who also serve as members of functional committees under the Board are compensated based on the number of meetings held by the respective committees, with the amount based on industry standards, deliberated by the Compensation Committee and submitted for Board approval.

Article 20 of the Company's Articles of Association stipulates that in any given year if the Company generates a profit, no more than 3% of the profit shall be allocated to Directors' remuneration, and remuneration to employees shall be within the 1%~15% range. In the event of a loss, it shall reserve the compensation in advance.

Directors and employee's remuneration are determined by factoring current environment, future business expansion, capital expenditure budget, and the Company's Articles of Association requirement. The proposed aggregate amount is reported to the shareholders' meeting after being reviewed and approved by the Compensation Committee and the Board of Directors.

The individual amount of director remuneration is determined based on the director's proportion of service in the current year and performance evaluations, based on criteria such as level of participation in company operations, improvement of decision-making quality by the Board, Board composition and structure, director appointment and continuous education, internal controls, and contribution value to the Company's operations. Remuneration is distributed after review by the Compensation Committee and Board approval.

- (2) Travel allowance for Directors (including independent directors) is determined based on company policies and market standard. Allowance is distributed after review by the Compensation Committee and Board approval.

Directors (including independent directors) are entitled to travel allowances when attending Board or functional committee meetings either in person or video conference.

- (3) The remuneration for the CEO, General Manager, and Deputy General Managers includes salary, annual bonuses, performance incentives, employee benefits, and employee remuneration.

Salary and allowances shall be determined by the Company's Human Resources Department in accordance with salary policies, job grade and salary ranges for the respective job grades. For management positions, market competitiveness and company policy are also taken into account. Annual bonuses are awarded according to the Company's policies and relevant guidelines.

Variable compensations are based on achievement of management, department and company targets, and considering the Company's operational performance and future business risks. Individual payouts are determined based on performance evaluation, policies, and department operational performance indicators. To motivate managers, supervisors, and all employees to focus on long-term performance and achieve sustainable operations, sustainability development strategies and goals have been included in the KPI for variable compensation starting from this fiscal year. The amounts for performance incentives and employee remuneration are subject to review by the Compensation Committee and to implemented upon approval by the Board of Directors.

Employee benefits are designed to comply with legal regulations while meeting the needs of employees, with various benefit measures in place.

- (4) In order to respond to future economic environment changes and not to steer directors and managers from engaging in behaviors that exceed the Company's risk tolerance in pursuit of compensation, the remuneration policies for directors and managers incorporate criteria related to operational performance, achievement of sustainability goals, contribution levels, and assessment of future risks. These criteria are continuously evaluated based on actual operating conditions, sustainability development, and relevant legal requirements.

(5) Variable compensation and performance assessment indicators and calculation weights.

Assessment	Indicators	Description
Core Value 20%	Behavior Indicator	Company culture recognition and practices, including integrity, ethics, proactive empathy, professional development, performance and innovation, dedication and responsibility, and team leadership.
Objective 80%	Department Operation Indicator	Five major performance evaluation criteria, including revenue, net profit, per capital output value, budget achievability and contribution
	Comprehensive Management Indicator	Include resource integration and innovation, talent development and organizational management, quality and progress control, internal control processes, and risk management.
	Sustainability Indicator (ESG)	Promote sustainability awareness amongst all employees, propose innovative ecological solutions, improve energy efficiency, maintain a friendly workplace, practice corporate social responsibility, and implement net-zero carbon emission goals.

3. The state of the Company's implementation of corporate governance

1. Board of Directors

A total of 9(A) meetings of the board of directors were held in the latest financial year (2025). Attendance as follows:					
1. The 9th Board of Directors held 3 meetings (A). The attendance of the directors is as follows:					
Title	Name (Note 1)	Attendance in Person(B)	By Proxy	In Person Attendance Rate (%) 【B/A】 Note 2	Remarks
Chairman	Ji-Xuan Investment Corp. Representative: Margaret Kao	3	0	100%	Re-elected on May 27, 2022
Director	E-Win Investment Co Ltd. Representative: Scott Lin	3	0	100%	Re-elected on May 27, 2022
Director	Ennoconn International Investment Co., Ltd. representative: Chu, Fu-Chuan	3	0	100%	Re-elected on May 27, 2022
Director	Ennoconn International Investment Co., Ltd. representative: Lou, Chao-Tsung	3	0	100%	Re-elected on May 27, 2022
Director	Ennoconn International Investment Co., Ltd. representative: Tsai, Neng-Chi	3	0	100%	Re-elected on May 27, 2022
Director	Ennoconn International Investment Co., Ltd. representative: Chuang, Tsung-Hsien	3	0	100%	New appointment February 7, 2023
Independent Director	Lin, Hsiao-Ming	3	0	100%	Re-elected on May 27, 2022
Independent Director	Wu, Chung-Pao	3	0	100%	Re-elected on May 27, 2022
Independent Director	Wang, Yi-Chun*note3	3	0	100%	Re-elected on May 27, 2022
Independent Director	Chao, Rong-Shiang	3	0	100%	New appointment May 30, 2023
2. The 10th Board of Directors held 6 meetings (A). The attendance of the directors is as follows:					
Title	Name (Note 1)	Attendance in Person(B)	By Proxy	In Person Attendance Rate (%) 【B/A】 Note 2	Remarks
Chairman	Ji-Xuan Investment Corp. Representative: Margaret Kao	6	0	100%	Re-elected on May 28, 2025

Director	E-Win Investment Co Ltd. Representative: Scott Lin	6	0	100%	Re-elected on May 28, 2025
Director	Ennoconn International Investment Co., Ltd. representative: Chu, Fu-Chuan	6	0	100%	Re-elected on May 28, 2025
Director	Ennoconn International Investment Co., Ltd. representative: Lou, Chao-Tsung	5	1	83%	Re-elected on May 28, 2025
Director	Ennoconn International Investment Co., Ltd. representative: Tsai, Neng-Chi	5	1	83%	Re-elected on May 28, 2025
Director	Ennoconn International Investment Co., Ltd. representative: Chuang, Tsung-Hsien	6	0	100%	Re-elected on May 28, 2025
Independent Director	Lin, Hsiao-Ming	6	0	100%	Re-elected on May 28, 2025
Independent Director	Wu, Chung-Pao	6	0	100%	Re-elected on May 28, 2025
Independent Director	Chao, Rong-Shiang	6	0	100%	Re-elected on May 28, 2025
Independent Director	Yeh Yin-Hua	6	0	100%	New appointment May 28, 2025

Other items that shall be disclosed:

1. When one of the following situations occurred to the operations of the Board, state the date and term of the Board meeting, content of proposals, opinions of all Independent Directors and the Company's actions in response to the opinions of the Independent Directors:
 - (1) Matters included in Article 14-3 of the Securities and Exchange Act.
Please refer to pages 54 to 57 for the important resolutions passed by the Company's Board of Directors. The independent directors of the Company have no objection or reservation to the resolution.
 - (2) Board resolutions, other than the aforementioned matters, that were opposed or received qualified opinions from independent directors, with such objections or reservations being recorded or documented in written statements. The Company has carried out actions in accordance with Article 14-3 of the Securities and Exchange Act, and there were no instances of opposition or qualified opinions from independent directors as mentioned above.
2. Implementation of Recusal by Directors on Proposals Involving Conflicts of Interest, the names of the directors, the content of the proposals, the reasons for recusal due to conflicts of interest, and their voting participation are disclosed as follows:
 - (1) During the Board of Directors meeting on June 6, 2025, the appointment of members to the Company's Risk Management Committee was discussed. Four independent directors Mr. Hsiao-Min Lin, Mr. Tsung-Pao Wu, Mr. Jung-Hsiang Chao, and Mr. Yin-Hua Yeh were listed as candidates. As this proposal involved their personal interests, they recused themselves to avoid any conflict of interest and did not participate in the voting. The proposal was unanimously approved as proposed by the remaining attending directors.
 - (2) During the Board of Directors meeting on June 6, 2025, the appointment of members to the Company's Sustainable Development Committee was discussed. Five directors Ms. Hsin-Ming Kao, Mr. Yu-Yeh Lin, Mr. Tsung-Pao Wu, Mr. Hsiao-Min Lin, and Mr. Yin-Hua Yeh—were listed as candidates. As this proposal involved their personal interests, they recused themselves to avoid any conflict of interest and did not participate in the voting. The proposal was unanimously approved as proposed by the remaining attending directors.
 - (3) During the Board of Directors meeting on June 6, 2025, the appointment of members to the Company's Remuneration Committee was discussed. Three independent directors Mr. Hsiao-Min Lin, Mr. Tsung-Pao Wu, and Mr. Jung-Hsiang Chao were listed as candidates. As this proposal involved their personal interests, they recused themselves to avoid any conflict of interest and did not participate in the voting. The proposal was unanimously approved as proposed by the remaining attending directors.
 - (4) During the Board of Directors meeting on July 14, 2025, the distribution of directors' remuneration for the year 2024, as resolved by the Remuneration Committee, was discussed. Because this proposal involved the personal interests of every director, the voting was conducted in two separate groups to ensure proper recusal regarding conflicts of interest. In each round of voting, the proposal was unanimously approved as proposed by the attending directors eligible to vote.
 - (5) During the Board of Directors meeting on August 11, 2025, the distribution of employee compensation to managerial officers for the year 2024, as resolved by the Remuneration Committee, was discussed. Directors Ms. Hsin-Ming Kao and Mr. Yu-Yeh Lin, who concurrently serve as managerial officers of the Company, recused themselves to avoid any conflict of interest as the proposal involved their personal interests, and they did not participate in the voting. The proposal was unanimously approved as proposed by the remaining attending directors.

3. The listed company's board of directors shall disclose the evaluation cycle, period, scope, methods and content, and fill in the implementation method of the board evaluation:

Frequency	Period	Scope	Method	Content
Once per year	2025.1.1~ 2025.12.31	Board of Directors、 Members of the Board of Directors、 Functional Committees	1.Board of Directors' Self-Evaluation 2.Functional Committees' Self-Evaluation	Note1
Performed once every three years	2025.1.1~ 2025.12.31	Board of Directors	External Evaluation (commissioned to the Taiwan Institute of Ethical Business)	Note2

Note 1: The measurement items for the performance evaluation of board, which include the following aspects:

- (1) Participation in the Company's operation.
- (2) Improve the decision-making quality of board.
- (3) Composition and Structure of the Board of Directors.
- (4) Directors' selection and continuing education.
- (5) Internal control.

Note2: The measurement items for the performance evaluation of directors, which include the following aspects:

- (1) Mastery of company goals and tasks.
- (2) Awareness of directors' duties.
- (3) Participation in the Company's operation.
- (4) Internal relationship management and communication.
- (5) Directors' profession and continuing education.
- (6) Internal control.

Note 3: The measurement items for the performance evaluation of functional committees, which include the following aspects:

- (1) Participation in the Company's operation.
- (2) Awareness of functional committees' duties.
- (3) Improve the decision-making quality of functional committees.
- (4) Functional committees' composition and member selection.
- (5) Internal control.

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

- (1) Strengthen the functionality of the Board:

The Company has implemented the "Board of Directors Meeting Rules" in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies." To reinforce corporate governance, the Company provides continuing education/training programs to directors to strengthen their knowledge and capabilities on corporate governance.

- (2) Improving information transparency

Financial information, resolutions on material issues, board meeting participation, and director/supervisor ongoing education information are published on the Market Observation Post System as required by relevant laws. The Company's business performance and product information are also made accessible to the public on its website.

- (3) Establishing Functional Committees

To enhance the governance system and strengthen the function of the board of directors of the Company, Audit Committee was established to replace supervisors' duties. In accordance with "Regulations Governing the Exercise of Powers by Audit Committees of Public Companies", the Company set up an "Audit Committee Charter" and Risk Management Committee Charter. To fulfill corporate social responsibility and promote progress in the economic, environmental, and social dimensions toward the goal of sustainable development, the Company has established a Sustainability Development Committee and formulated a Sustainability Practice Guideline in accordance with the "Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies."

Note 1: Where directors and supervisors are juridical persons, the name of judicial person shareholder and its representative shall be exposed. To enhance the governance system and strengthen the function of the board of directors of the Company, Audit Committee was established to replace supervisors' duties.

Note 2:

(1) Where directors and supervisors resign the job before the end of the year, their date of resignation shall be noted down in remarks. Their actual attendance rate (%), it shall be calculated by the number of Board of Directors meetings during their employment and the number of times of their attendance.

(2) Where directors and supervisor are re-elected before the end of the year, it is a must to list the new and old directors and / or supervisors and to note down the date of re-election and their status (old / new / reappointment) in remarks. Their actual attendance rate (%), it shall be calculated by the number of Board of Directors meetings during their employment and the number of times of their attendance.

Note3. Due to the full re-election of the Board of Directors at the 2025 Annual General Shareholders' Meeting, this independent director stepped down from their position effective May 28, 2025.

2. Audit Committee or Attendance of Supervisors for Board Meeting Audit Committee

2025 Main items reviewed by the Audit Committee are as follows

1. Financial statements and annual financial forecasts.
2. Effectiveness of internal control systems and audit plans.
3. Loans, endorsements, or guarantees provided.
4. Significant acquisitions or disposals of assets.
5. Fundraising, issuance, or private placement of equity securities.
6. Appointment and remuneration of certified public accountants.
7. Qualifications and independence assessment of certified public accountants.
8. Other matters required to be reviewed by the Audit Committee according to securities laws, regulations governing audit committee organization, and directives from regulatory authorities.

A total of 9 meetings of the audit committee were held in the previous year (2025). The attendance status of the members is as follows:

1. The 3rd Audit Committee held 2 meetings (A). The attendance of the independent directors is as follows:

Title	Name	Actual Attendance (B)	By Proxy	Attendance Rate (%) (B/A)(Note 1、Note 2)	Remarks
Independent Director	Lin, Hsiao-Ming	2	0	100%	Re-elected on 27 May 2022
Independent Director	Wu, Chung-Pao	2	0	100%	Re-elected on 27 May 2022
Independent Director	Wang, Yi-Chun*note4	2	0	100%	Re-elected on 27 May 2022
Independent Director	Chao, Rong-Shiang	2	0	100%	New appointment

					May 30, 2023
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2. The 4th Audit Committee held 7 meetings (A). The attendance of the independent directors is as follows:

Title	Name	Actual Attendance (B)	By Proxy	Attendance Rate (%) (B/A)(Note 1 · Note 2)	Remarks
Independent Director	Lin, Hsiao-Ming	7	0	100%	Re-elected on May 28, 2025
Independent Director	Wu, Chung-Pao	7	0	100%	Re-elected on May 28, 2025
Independent Director	Chao, Rong-Shiang	7	0	100%	Re-elected on May 28, 2025
Independent Director	Yeh Yin-Hua	7	0	100%	New appointment May 28, 2025

Other items that shall be disclosed:

1. When one of the following situations has occurred to the operations of the Audit Committee, state the date, term and content of proposals of the Board meeting, result of resolutions of the Audit Committee and the Company's actions in response to the resolutions:
 - (1) Matters included in Article 14-5 of the Securities and Exchange Act:
In the event of any of the following in the audit committee, the dates of audit committee meetings, sessions, contents of motions, resolutions of the audit committee meetings and the Company's response to audit members' opinion should be specified: None.
 - (2) Except the items in the preceding issues, other resolutions which had not been approved with the concurrence of one-half or more of all Audit Committee members but were undertaken upon the consent of two-thirds or more of all directors: None.

2. If there is independent directors' avoidance of motions in conflict of interest, the independent directors' names, contents of motions, causes for avoidance and voting should be specified: None.
3. Communications between independent directors and the Company's chief internal auditor and CPA (e.g. the items, methods and results of the audits of corporate finance or operations, etc.)

(1) Communications between the independent directors and the internal auditors:

Date	The Major Items of the Communication	Discussion Outcome	Follow-up Action
2025/2/24	<ol style="list-style-type: none"> 1.Implementation status of self-assessment and review of internal control system in 2024 2.The internal audit reports for December 2024and January 2025 3.Follow-up improvement report for the 2024 Q4 4.Subsidiary audit reports and improvement measures 	Independent directors provide instructions and suggestions	Report to the Board of Directors
2025/3/19	<ol style="list-style-type: none"> 1.Enhancement of the corporate governance framework and internal audit function 2.Proposal of an overall management framework for subsidiary governance, internal control systems, and audit mechanisms 	Independent directors gave instructions	The review committee will be convened for communication on March 26.
2025/3/26	<ol style="list-style-type: none"> 1.Strengthening corporate governance and the internal audit function 2.Institutionalized management of subsidiary governance, internal control systems, and audit mechanisms 3.Design, implementation, and continuous improvement mechanisms of the internal control System 	Independent directors proposed comprehensive recommendations.	Report to the Board of Directors
2025/5/6	<ol style="list-style-type: none"> 1.The internal audit reports for March 2025 2.Follow-up improvement report for the 2025 Q1 3.Subsidiary audit report and improvement measures 	The independent directors had no comments or suggestions.	Report to the Board of Directors
2025/6/6	<ol style="list-style-type: none"> 1.The internal audit reports for April 2025 2.Audit report of the Company and its subsidiaries 3.Improvement measures for previous audits of subsidiaries 	Independent directors provide instructions and suggestions	Included in improvements and follow-up reports to the Board of Directors
2025/7/14	<ol style="list-style-type: none"> 1.The internal audit reports for May and June 2025 2.Follow-up improvement report for the 2025 Q2 3.Improvement measures for previous audits 4.Improvement measures for previous audits of Marketech and 	Independent directors provide instructions and suggestions	Included in improvements and follow-up reports to the Board of Directors

	its subsidiaries		
2025/8/11	1.The internal audit reports for July 2025 2.Improvement measures for previous audits 3.Subsidiary audit reports and improvement measures	Independent directors provide instructions and suggestions	Included in improvements and follow-up reports to the Board of Directors
2025/10/16	1.The Company's written internal control and its development and revision process 2.Summary report of audit findings over the past year 3.Content of the meeting between independent directors and the head of internal audit on September 12, 2025	Independent directors provide instructions and suggestions	Report to the Board of Directors
2025/11/5	1.The internal audit reports for July to September 2025 2.Responsible unit's response to the audit for July 2025 3.Special audit projects reports for October 2025 4.Follow-up improvement report for the 2025 Q3 5.Special audit projects reports of subsidiaries for September 2025 6.Improvement measures for previous audits of subsidiaries	Independent directors provide instructions and suggestions	Included in improvements and follow-up reports to the Board of Directors
2025/12/23	1.The internal audit reports for October and November 2025 2.Improvement measures for previous special audit projects 3.Improvement measures for previous audits of subsidiaries 4.Follow-up improvement of outstanding projects; self-inspection results from responsible units 5.Follow-up improvement reports of subsidiaries 6.Drafting the 2026 audit plan based on risk assessment results	Independent directors provide instructions and suggestions	Included in improvements and follow-up reports to the Board of Directors

(2) Communications between the independent directors and the independent auditors:

The independent directors and the independent auditors would communicate in advance before announcing the significant investment, bank financing or audited financial statements.

Date	The Major Items of the Communication	Result
2025/2/24	1. Reviewing the audit consolidated financial statements and audited parent financial statements for the year 2024 (including the draft of audit report, key audit matters, materiality, adjusted and unadjusted entries, related parties transactions, discussion on significant matters with the management, critical accounting estimates, significant events after the balance sheet date, management declaration and independent auditor independence) and other related matters. 2. Independent auditor reported to independent directors the matters mentioned above, and responded to audit questions raised from the independent directors.	All of the independent directors raised no objection.

	3. All of above matters were acknowledged and agreed by all of the independent directors.	
2025/5/6	<ol style="list-style-type: none"> 1. Reviewing the review consolidated financial statements for the first quarter of the year 2025 (including materiality, related parties transactions, discussion on significant matters with the management, fraud and unlawful events, significant events after the balance sheet date and management declaration) and independent auditor independence. 2. Communicating all of matters mentioned above from the independent auditor in a written form. 3. All of above matters were acknowledged and agreed by all of the independent directors. 	All of the independent directors raised no objection.
2025/8/11	<ol style="list-style-type: none"> 1. Reviewing the review consolidated financial statements for the second quarter of the year 2025 (including materiality, related parties transactions, discussion on significant matters with the management, critical accounting estimates and accounting principles, fraud and unlawful events, significant events after the balance sheet date and management declaration) and independent auditor independence. 2. Communicating all of matters mentioned above from the independent auditor in a written form. 3. All of above matters were acknowledged and agreed by all of the independent directors. 	All of the independent directors raised no objection.
2025/11/5	<ol style="list-style-type: none"> 1. Reviewing the review consolidated financial statements for the third quarter of the year 2025 (including materiality, related parties transactions, discussion on significant matters with the management, critical accounting estimates and accounting principles, fraud and unlawful events, significant events after the balance sheet date and management declaration) and independent auditor independence. 2. Reviewing the audit plan of consolidated financial statements and parent financial statements for the year 2025 before auditing (including the communication plan, the role and responsibilities of the auditor, the audit plan, independent auditor independence and Quality Management System for Accounting Firms) and other related matters. 3. Independent auditor reported to independent directors the matters mentioned above, and responded to audit questions raised from the independent directors. 4. All of above matters were acknowledged and agreed by all of the independent directors. 	All of the independent directors raised no objection.

Note 1: Where Independent Directors resign the job before the end of the year, their date of resignation shall be noted down in remarks. Their actual attendance rate (%) shall be calculated the number of Board of Audit Committee during their employment and the number of times of their attendance.

Note 2: Where Independent Directors are re-elected before the end of the year, it is a must to list the new and old Independent Directors and to note down the date of re-election and their status (old / new / reappointment) in remarks. Their actual attendance rate (%) shall be calculated by the number of Board off Audit Committee during their employment and the number of times of their attendance.

Note 3: Audit Committee was established to replace supervisors' duties.

Note4: Due to the full re-election of the Board of Directors at the 2025 Annual General Shareholders' Meeting, this independent director stepped down from their position effective May 28, 2025.

3. Corporate Governance Implementation and its Deviations from “Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies”

Item	Implementation Status (note 1)			Differences between the Corporate Governance Practices of Listed / OTC Companies and Reasons
	Yes	No	Summary	
1. If the Company has established corporate governance policies based on “Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies”, please describe any discrepancy between the policies and their implementation.	V		The Company has established "Corporate Governance Practical Rules" based on the "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies." These practices are disclosed on the Market Observation Post System and the Company’s website, which can be easily accessed by shareholders and the public.	None
2. Shareholdings Structure and Shareholders’ Equity				
(1) Method of handling shareholder suggestions or complaints	V		(1) The Company has appointed a spokesperson, a PR person and stock affair specialists to handle shareholder suggestions or complaints. In addition, the Company also established columns for shareholders and stakeholders on its website to facilitate the communication.	None
(2) The Company’s possession of a list of major shareholders and a list of ultimate owners of these major shareholders	V		(2) The Company tracks the shareholdings of major shareholders by its designated department and persons and report to the competent authority in accordance with relevant regulations.	

Item	Implementation Status (note 1)			Differences between the Corporate Governance Practices of Listed / OTC Companies and Reasons
	Yes	No	Summary	
(3) Risk management mechanism and “firewall” between the Company and its affiliates	V		(3) The Company and each of its affiliated enterprises operate independently from each other. The subsidiaries are governed by the internal control system, the "Regulations Governing Financial and Business Operations with Related Parties"," and the "Subsidiary Management Policy."	None
(4) Internal regulation to prevent insider trading	V		(4) The Company has established “Information Disclosure and Insider Trading Prevention Procedure” and “Ethical Corporate Management Principle” and addressed them to insiders regularly through educational programs.	

Item	Implementation Status (note 1)			Differences between the Corporate Governance Practices of Listed / OTC Companies and Reasons
	Yes	No	Summary	
<p>3. Composition and Responsibilities of the Board of Directors</p> <p>(1) The board members proposed diversify strategies specific management goal and execution</p> <p>(2) The establishment of other functional committees beside of Compensation Committee and Audit Committee</p> <p>(3) Board Performance Evaluation and Director Appraisal and report the results of the performance evaluation to the Board of Directors, and apply them as a reference for individual directors' remuneration and nomination for reappointment.</p>	<p>V</p> <p>V</p> <p>V</p>		<p>(1) The Company has established the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies," which clearly stipulate that the composition of the Board of Directors should encompass a diversity of knowledge and skills. The educational and professional backgrounds of the Company's Board members include business management, industrial engineering, and finance and accounting, with each member possessing expertise in areas such as operations, accounting, and corporate management. This composition aligns with the practical needs of the Company's operations. For detailed information on the academic and professional backgrounds of each Board member as well as the Company's diversity policy, please refer to pages 14 to 16.</p> <p>(2) In addition to the establishment of a Compensation Committee, in accordance to law, and an audit committee to exercise oversight, the Company also established a Risk Management Committee and a Sustainability Committee to strengthen the functions of the board of directors and implement corporate sustainability strategies.</p> <p>(3) The Company has formulated the Regulations Governing Performance Evaluation of the Board of Directors, which specify the measurement items for the performance evaluation, including the level of participation in the Company's operations, improving the quality of the Board's decision-making, composition and structure of the Board of Directors, selection of the Board of Directors, continuous training, and internal control. After the end of the year, the evaluation is carried out based on various evaluation indicators, and reported to the Board of Directors in the</p>	None

Item	Implementation Status (note 1)			Differences between the Corporate Governance Practices of Listed / OTC Companies and Reasons
	Yes	No	Summary	
			following year. If there are any significant differences among the evaluation results of individual directors, they will be listed as a reference for nomination and performance.	

Item	Implementation Status (note 1)			Differences between the Corporate Governance Practices of Listed / OTC Companies and Reasons
	Yes	No	Summary	
(4) Regular evaluation of external auditors' independence and suitability.	V		<p>(4) Assessment of the Independence and Suitability of Attesting CPAs Each year, the Company assesses the independence and suitability of its attesting CPAs in accordance with the independence requirements stipulated in Article 47 of the Certified Public Accountant Act and the assessment criteria outlined in the Bulletin of Norms of Professional Ethics for Certified Public Accountants No. 10, "Integrity, Objectivity, and Independence." The assessment results are submitted to the Audit Committee for review and approval, and subsequently reported to the Board of Directors. If necessary, the attesting CPAs are invited to attend the Board meeting to provide explanations, thereby ensuring their suitability and independence. Furthermore, attesting CPAs must recuse themselves from commissioned matters in which they have a direct or conflicting interest, and the rotation of CPAs must be conducted in strict compliance with relevant regulations.</p> <p>The Company conducts regular annual assessments of the independence and suitability of its attesting CPAs. On February 24, 2025, the Audit Committee reviewed and approved, and the Board of Directors subsequently resolved to approve, the independence and suitability assessment of the attesting CPAs and their accounting firm. The assessment concluded that CPA Sung-Tse Wang and CPA Chun-Yao Lin of PwC Taiwan met the Company's evaluation standards for independence and suitability.</p> <p>Due to an internal administrative reorganization at PwC Taiwan,</p>	

		<p>the Company's attesting CPAs were changed from CPA Sung-Tse Wang and CPA Chun-Yao Lin to CPA Wei-Li Hsieh and CPA Sung-Tse Wang, effective from the second quarter of 2025. On July 14, 2025, the Audit Committee reviewed and approved, and the Board of Directors resolved to approve, the independence and suitability assessment of the newly assigned attesting CPAs and their accounting firm. The evaluation concluded that CPA Wei-Li Hsieh and CPA Sung-Tse Wang of PwC Taiwan fully met the Company's assessment standards for independence and suitability, and are thoroughly competent to serve as the Company's attesting CPAs.</p> <p>For detailed information regarding the aforementioned independence and suitability inspection and assessment items, please refer to pages 63–64.</p>	
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Item	Implementation Status (note 1)			Differences between the Corporate Governance Practices of Listed / OTC Companies and Reasons
	Yes	No	Summary	
4. Does a listed company establish full (part)-time governance units or personnel in charge of governing relevant matters (including but not limited to providing directors and supervisors with the information to do their business, holding board meetings and shareholders' meetings in accordance with law, dealing with company registration and change of registration, making the minutes of board meetings and shareholders' meetings?)	V		The Company has established a corporate governance officer who is responsible for coordinating the planning and execution of corporate governance-related matters, including (1) conducting meetings of the board of directors and shareholders' meetings in accordance with the law; (2) assisting directors in their appointment, continuing education, compliance with laws and regulations, and providing information necessary for the execution of business; and (3) other matters in accordance with the competent authorities, articles of incorporation, or contracts. Each department also assigns personnel to work with the head of corporate governance to carry out related corporate governance matters.	None
5. Communication Channel with Stakeholders			The Company has designated PR Department to handle stakeholders' complaints and suggestions promptly. The Company also set up Stakeholder Center on its website that the issues brought up by stakeholders will be handled and replied on a case by case basis, as needed.	None
6. Share Transfer Agent and Registrar			In addition to its own stock affairs specialists, the Company also has appointed "KGI Securities" as the share transfer agent and registrar.	None

Item	Implementation Status (note 1)			Differences between the Corporate Governance Practices of Listed / OTC Companies and Reasons
	Yes	No	Summary	
<p>7. Information Disclosure</p> <p>(1) Establishment of a corporate website to disclose information regarding the Company's financials, business and corporate governance status</p> <p>(2) Other information disclosure channels (e.g., maintaining an English-language website, appointing responsible people to handle information collection and disclosure, appointing spokespersons, webcasting investors conference)</p> <p>(3) Does the Company announce and register the annual financial report within two months after the end of the fiscal year, and announce and register the first, second and third quarter financial reports and the monthly operating situations before the prescribed time limit?</p>	<p>V</p> <p>V</p> <p>V</p>		<p>(1) The Company's financials, business and corporate governance status are published on the Market Observation Post System regularly. The Company fully discloses business and financial information on its official website, including monthly revenue, financial statements, corporate governance, etc.</p> <p>(2) The Company has designated a responsible person of Finance & Accounting Division to handle information collection and disclosure and has established an English-language website, appointed a spokesperson, and disclosed investors conference.</p> <p>(3) The Company announces and registers the annual and quarterly financial reports and monthly operating situations before the prescribed time limit, in response to the laws and regulations and the Group's overall planning.</p>	None

Item	Implementation Status (note 1)			Differences between the Corporate Governance Practices of Listed / OTC Companies and Reasons
	Yes	No	Summary	
8. Other ther important information to facilitate better understanding of the Company's corporate governance practices (e.g., employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' 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>(1) Employee rights: The process of recruitment is open and fair. Employees are provided with benefits such as health checkups and insurance. The rights of handicapped and aboriginal employees are under well protection.</p> <p>(2) Employee wellness: The Company provides employees with a fair working environment and an organized training system for career development.</p> <p>(3) Investor relations: The Company has devoted to enhance internal communication and informatization. Meanwhile, a platform to communicate with investors and to improve transparency has been established as a mechanism of dual communication between investors and the management.</p> <p>(4) Supplier relations: To fulfill the social responsibility, the Company has assisted suppliers to build up environmental protection, safety and hygiene management system, industrial safety evaluation rules and high-risk operations skills certification system.</p> <p>(5) The Company has established the " Related-party Transaction Procedure," which requires all related-party transactions, including purchases, sales, asset transactions, endorsements, guarantees, and loans, to be conducted in accordance with regulations. Significant transactions must be reported to the board of directors. There were no significant transactions in purchases, sales, or asset transactions with related parties in the current year. The endorsement and guarantee transactions were reported to the board of directors in accordance with regulations and were disclosed in the shareholders' meeting report.</p>	None

Item	Implementation Status (note 1)			Differences between the Corporate Governance Practices of Listed / OTC Companies and Reasons
	Yes	No	Summary	
			<p>(6) Directors' and supervisors' training records: The Company provides directors and supervisors with information concerning regulatory requirements and developments from time to time. During 2025 Directors and supervisors also attended training programs on corporate governance topics.</p> <p>(7) Implementation of risk management policies and risk evaluation measures: Internal control system, managing regulations and accounting systems are established and implemented under supervision of internal auditors, board of directors and supervisors. This year, the Risk Management Committee was</p> <p>(8) Customer relations policies: The Company has obtained ISO 9001 and ISO 14001 certification and continuously provides products and services in a high quality. Strict compliance with contracts and customers' rights are assured.</p> <p>(9) Purchasing insurance for directors and supervisors: From 2014 the Company has taken out liabilities insurance for directors, supervisors and officers pursuant to the shareholder resolution, which can reduce risks resulting from fault and misconduct by directors, supervisors and officers.</p>	
<p>9. Please provide details about the specific evaluation results or areas of improvement mentioned in the Taiwan Stock Exchange Corporate Governance Center's recent annual assessment to allow for a more accurate and informative response regarding the improvements made and the priority areas and measures for further enhancement. (Companies that were not included in the assessment do not need to provide) (Note 2)</p> <p>According to the results of the 10th Corporate Governance Evaluation announced by the Taiwan Stock Exchange Corporation on April 30, 2024, the Company ranked within the top 21% to 35% of listed companies. Regarding the evaluation indicators that were previously unmet, the Company has progressively implemented improvements, which are detailed as follows:</p> <ol style="list-style-type: none"> 1. The Company has allocated resources to support domestic cultural development, and has disclosed the methods of support and their outcomes on the corporate website, in the Annual Report, or within the Sustainability Report. 2. The Company has disclosed relevant information concerning the governance, strategy, risk management, as well as the metrics and targets related to climate-related risks and opportunities. 				

Note 1: Whether “Yes” or “No” has been selected for the implementation status, a description shall be made in the summary.

Note 2: Here the “corporate governance evaluation” refers to the evaluation conducted by the Company itself according to the Company’s governance self-evaluation items, which shall be reported and described by the Company based on their operating and execution status.

4. If the Company has established a Compensation Committee or a Nomination Committee, it should disclose its composition and operation.

1) Information on Compensation Committee Members

March 31, 2026

Title (Note 1)	Qualification Name	Professional qualifications and experience (Note 2)	Independence situation (Note 3)	Number of members who are concurrently members of the remuneration committees of other public offering companies
Independent Director Convener	Wu, Chung-Pao	Graduated from the Graduate School of International Business Management of National Taiwan University Chairman of Protech Systems Chairman of PROX Systems Co., Ltd. Chairman, Chiang Wei-shui Cultural Foundation Director of CHENBRO MICOM Co., Ltd. Independent director of EVA Airways	Meet the independence eligibility requirements stipulated in Article 6 of the "Regulations on the Establishment and Exercise of Powers of the Remuneration Committee of Companies Listed in Stocks or Trading on the Business Offices of Securities Firms", have no direct or indirect interest in the Company, and do not have any of the following: 1. I, spouse, relatives within the second-degree act as directors, supervisors or employees of the Company or its affiliated companies 2. The natural person shareholders who hold more than 1% of the total issued shares of the Company or hold the top ten shares by me, spouses, relatives within the second degree of kinship (or in the name of others) 3. Acting as a director, supervisor or employee of a company that has a specific relationship with the Company 4. Provide the Company or its affiliates with business, legal, financial, accounting and other services in the last 2 years and receive remuneration.	1

Title (Note 1)	Qualification Name	Professional qualifications and experience (Note 2)	Independence situation (Note 3)	Number of members who are concurrently members of the remuneration committees of other public offering companies
Independent Director	Lin, Hsiao-Ming	Graduated from the Graduate School of Business Studies of the School of Management, National Taiwan University Chairman of Taiwan Finance Corporation Independent director of GODEX International Co., Ltd Independent Director, Dexatek Technology Ltd.	Meet the independence eligibility requirements stipulated in Article 6 of the "Regulations on the Establishment and Exercise of Powers of the Remuneration Committee of Companies Listed in Stocks or Trading on the Business Offices of Securities Firms", have no direct or indirect interest in the Company, and do not have any of the following: 1. I, spouse, relatives within the second-degree act as directors, supervisors or employees of the Company or its affiliated companies 2. The natural person shareholders who hold more than 1% of the total issued shares of the Company or hold the top ten shares by me, spouses, relatives within the second degree of kinship (or in the name of others) 3. Acting as a director, supervisor or employee of a company that has a specific relationship with the Company 4. Provide the Company or its affiliates with business, legal, financial, accounting and other services in the last 2 years and receive remuneration.	2

Title (Note 1)	Qualification Name	Professional qualifications and experience (Note 2)	Independence situation (Note 3)	Number of members who are concurrently members of the remuneration committees of other public offering companies
Independent Director	Chao, Rong-Shiang	Graduated from the Graduate School of Business Studies of the School of Management, National Taiwan University Independent director of Brillian Network and Automation Director of Everlight Chemical Industrial Corporation Advisor of FST Corporation Deputy GM, Corporate Governance director and spokesperson of FST Corporation	Meet the independence eligibility requirements stipulated in Article 6 of the "Regulations on the Establishment and Exercise of Powers of the Remuneration Committee of Companies Listed in Stocks or Trading on the Business Offices of Securities Firms", have no direct or indirect interest in the Company, and do not have any of the following: 1. I, spouse, relatives within the second-degree act as directors, supervisors or employees of the Company or its affiliated companies 2. The natural person shareholders who hold more than 1% of the total issued shares of the Company or hold the top ten shares by me, spouses, relatives within the second degree of kinship (or in the name of others) 3. Acting as a director, supervisor or employee of a company that has a specific relationship with the Company 4. Provide the Company or its affiliates with business, legal, financial, accounting and other services in the last 2 years and receive remuneration.	1

Note 1: Please specify in the form the relevant working years, professional qualifications and experience and independence of the members of the Remuneration Committee. If they are independent directors, they can make a note to specify the reference page and Table 1 for directors and supervisors data (1) related content. Please fill in the title section as independent directors or other respectively (if he or she is the convener, please note).

Note 2: Professional qualifications and experience: describe the professional qualifications and experience of individual remuneration committee members.

Note 3: Condition of independence: state that the members of the Remuneration Committee meet the conditions of independence, including but not limited to whether I, spouse, or relatives within the second degree of kinship serve as directors, supervisors or employees of the Company or its affiliated companies; I, spouse, relatives within the second degree of relatives (or in the name of others) hold the number and proportion of the Company's shares; whether he or she is a director, supervisor or employee of a company that has a specific relationship with the Company (refer to Article 6, Paragraph 1, Subparagraphs 5 to 8 of the Regulations on the Establishment and Exercise of Powers of the Remuneration Committee of Companies Listed in Stocks or Trading at the Business Office of Securities Firms); the amount of remuneration received for providing business, legal, financial, accounting and other services to the Company or its affiliates in the last two years.

Note 4: The Company's 2026 Annual General Meeting of Shareholders book close date was March 31, 2026.

2) The Compensation Committee’s duty is to establish and review the evaluation of supervisors and executives, to compensation policies of the Company’s directors of the board and, to report its suggestions to the board of directors.

3) Information on Operations of Compensation Committee

The Compensation Committee consists of 3 members.

In 2025, the Compensation Committee held 3 meetings (A). The Committee members’ attendance status is as follows:

1. Term of the 5th Committee: June 14, 2022 to May 28, 2025.

Title	Name	Attendance in Person	By Proxy	Attendance Rate in Person (%) (B/A) (Note)	Remarks
Convener	Wu, Chung-Pao	1	0	100%	Re-elected on June 14, 2022
Member	Lin, Hsiao-Ming	1	0	100%	Re-elected on June 14, 2022
Member	Chao, Rong-Shiang	1	0	100%	Re-elected on June 14, 2022
<p>Other matters to be disclosed:</p> <p>1. If the board of directors declines to adopt, or modifies a recommendation of the remuneration committee, the date of the Board of Directors meeting, term, content of motions, board resolution results and Company handling of remuneration committee opinions shall be specified. (if the compensation approved by the Board of Directors exceeds that proposed by the remuneration committee, the circumstances and cause of the difference shall be specified): None.</p> <p>2. If any committee member has an objection or qualified opinion together with a record or written statement regarding a remuneration committee resolution, the remuneration committee date, term, content of motions, all members opinions and how the opinions were handled shall be specified: None.</p>					

- Note:
- (1) Where directors and supervisors resign before end of the year, resignation date shall be disclosed in notes. Attendance rate (%) shall be calculated by number of Board of Directors meetings during their term and meetings attended attendance.
 - (2) Where directors and supervisor are re-elected before the end of the year, date of election and status (resigned/new/re-elected) for new and former shall be indicated. Attendance rate (%) shall be calculated by number of Board of Directors meetings during their term and meetings attended.

2. Term of the 6th Committee: June 6, 2025 to May 27, 2028.

Title	Name	Attendance in Person	By Proxy	Attendance Rate in Person (%) (B/A) (Note)	Remarks
Convener	Wu, Chung-Pao	2	0	100%	Re-elected on June 14, 2025
Member	Lin, Hsiao-Ming	2	0	100%	Re-elected on June 14, 2025
Member	Chao, Rong-Shiang	2	0	100%	Re-elected on June 14, 2025

Other matters to be disclosed:


1. If the board of directors declines to adopt, or modifies a recommendation of the remuneration committee, the date of the Board of Directors meeting, term, content of motions, board resolution results and Company handling of remuneration committee opinions shall be specified. (if the compensation approved by the Board of Directors exceeds that proposed by the remuneration committee, the circumstances and cause of the difference shall be specified): None.
2. If any committee member has an objection or qualified opinion together with a record or written statement regarding a remuneration committee resolution, the remuneration committee date, term, content of motions, all members opinions and how the opinions were handled shall be specified: None.

(4) Compensation committee meeting proposal, resolution results and the Company's handling of members' opinions

Date	Session	Motion	Resolution	Execution status
2025/02/13	5th Term, 12th Meeting	<ol style="list-style-type: none"> 1. Proposal on the total amount and distribution of directors' remuneration for the year 2024. 2. Proposal on the total amount of employees' compensation for the year 2024. 3. Proposal regarding the scope of base-level employees and the allocation ratio range of employees' compensation distributed to base-level employees. 4. Proposal on amendments to the Company's "Articles of Incorporation" and "Internal Control System". 	<p>The proposal was unanimously approved as proposed by all committee members. The distribution of directors' remuneration was approved through voting in separate groups to ensure proper recusal regarding conflicts of interest.</p>	<p>As approved by the 23rd meeting of the 9th Board of Directors and the 3rd meeting of the 10th Board of Directors, the Company has distributed the directors' remuneration and completed the amendments to the Articles of Incorporation and the Internal Control System.</p>
2025/06/06	6th Term, 1st Meeting	Election of the Convener for the 6th Term of the Committee	Committee Member Tsung-Pao Wu was elected as the Convener.	Committee Member Tsung-Pao Wu serves as the Convener.
2025/07/30	6th Term, 2nd Meeting	<ol style="list-style-type: none"> 1. Proposal for the remuneration of the Company's newly appointed managerial officers. 2. Proposal for the distribution of 2024 employee compensation to the Company's managerial officers. 	<p>The proposal was unanimously approved as proposed by all committee members.</p>	<p>As approved by the 4th meeting of the 10th Board of Directors, the Company has distributed the employee compensation.</p>
Handling of Member Opinions: Not Applicable				

5. Sustainable development implementation progress and reasons for deviation from guidelines for listed and OTC companies. Companies meeting certain criteria should disclose climate-related information.

1. Sustainable development implementation progress and reasons for deviation from guidelines for listed and OTC companies

Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies									
	Yes	No	Summary (Note 2)										
1. Has the Company established a governance structure to promote sustainable development, and set up a dedicated (concurrent) unit to promote sustainable development, and has the board of directors authorized senior management to handle it, and how the board of directors supervised the project?	V		<p>The Company established the Sustainable Development Committee in 2023, which is composed of three independent directors and two directors. Under the Committee, an ESG Working Group has been set up. The Chairman has designated the Public Relations Department, under the Strategy Execution Office, to collaborate with various business units in planning and driving the Company's sustainable development. The sub-groups under the ESG Working Group are responsible for their respective duties. The sustainability governance structure is illustrated in the chart below. The ESG Working Group convenes regular quarterly meetings to track the targets and implementation progress of various projects, and reports annually to the Sustainable Development Committee and the Board of Directors.</p>  <pre> graph TD SD[Sustainable Development Committee] --- ESG[ESG Promotion and Disclosure Team] ESG --- CGT[Corporate Governance Team] ESG --- SET[Social Engagement Team] ESG --- SCT[Supply Chain Team] ESG --- LRT[Labor Rights Team] ESG --- SET2[Sustainable Environment Team] </pre> <table border="1" data-bbox="835 1253 1564 1446"> <thead> <tr> <th colspan="3">Development Committee reports to the Board of Directors</th> </tr> <tr> <th>Date</th> <th>Communication Highlights</th> <th>Results of handling and implementation</th> </tr> </thead> <tbody> <tr> <td>2025/8/11</td> <td>1. Reported total</td> <td>The directors and</td> </tr> </tbody> </table>	Development Committee reports to the Board of Directors			Date	Communication Highlights	Results of handling and implementation	2025/8/11	1. Reported total	The directors and	None
Development Committee reports to the Board of Directors													
Date	Communication Highlights	Results of handling and implementation											
2025/8/11	1. Reported total	The directors and											

Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies
	Yes	No	Summary (Note 2)	
			<p>(The 4th meeting of the 10th session)</p> <p>greenhouse gas emissions of 17,594 metric tons of CO₂e for the parent company and subsidiaries in 2024. The 2024 Sustainability Report has successfully passed the third-party verification conducted by the Taiwan Branch of BSI (British Standards Institution).</p> <p>independent directors have no opinions.</p>	
2. Does the Company conduct risk assessments on environmental, social and corporate governance issues related to Company operations in accordance with the principle of materiality, and formulate relevant risk management policies or strategies? (Note 2)			<p>The Company has established a materiality analysis process in accordance with the reporting principles of the GRI Standards to evaluate external impacts and likelihoods, as well as internal operational relevance. The collected relevant information, data, and outcomes of stakeholder communications serve as the basis for planning sustainable development strategies to respond to stakeholder expectations.</p> <p>The ESG Working Group designed a material topic questionnaire and invited the Company's senior executives and external stakeholders to participate. The survey evaluates the degree of positive and negative impacts of each sustainability issue; internal executives assess the impact on the Company's operations, while external stakeholders assess the impact on the environment, society, and human rights (people). The</p>	None

Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies
	Yes	No	Summary (Note 2)	
			magnitude of the impact is comprehensively evaluated based on factors such as the severity of the impact, probability or frequency of occurrence, scale of the impact, and whether negative impacts can be remediated. After calculating the positive and negative impact scores of each issue on the Company's operations and external stakeholders, the threshold for material topics is set at a total combined score of internal and external average positive and negative impacts exceeding 15 points.	
<p>3. Environmental issues</p> <p>(1) Has the Company established an appropriate environmental management system according to its industrial characteristics?</p>	V		<p>(1) The Company actively implements industrial safety and environmental protection policies. It has obtained the ISO 14001 Environmental Management System certification and established a comprehensive Environmental, Health, and Safety (EHS) management system. Comprehensive occupational health and safety training is provided for new employees, and regular EHS meetings are convened to continuously enhance all employees' capabilities in hazard identification, risk management, and emergency response. The key focuses of the Company's EHS policy are as follows:</p> <p>1. <u>Regulatory Compliance</u>: The Company's business activities, product development, manufacturing processes, engineering operations, maintenance operations, and customer service must comply with relevant government EHS laws and regulations, as well as customers' EHS requirements.</p> <p>2. <u>Implementation of Education and Training</u>: Implement education and training programs to enhance the EHS awareness and skills of all employees and management.</p>	None

Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies
	Yes	No	Summary (Note 2)	
			<p>3.<u>Effective Resource Utilization</u>: Commit to preventing environmental pollution and reducing waste generation in production processes, effectively utilizing energy, and promoting resource recycling and reuse.</p> <p>4.<u>Accident Prevention</u>: Dedicate efforts to improving the working environment for employees, enhancing equipment safety protections, and instructing on safe operating procedures to prevent industrial safety and environmental accidents.</p> <p>5.<u>Continuous Improvement</u>: Conduct regular reviews through the EHS management system to evaluate EHS performance and drive continuous improvement.</p> <p>6.<u>Full Participation and Consultation</u>: Establish sound channels for workers' consultation and participation regarding their working environment, safety, and health.</p> <p>All employees of the Company must understand the significance of the EHS policy and commit to adhering to the EHS management manual and the documented guidelines of the EHS management system. This is to effectively implement the EHS policy requirements, enhance the Company's corporate image, and ensure sustainable business operations.</p>	

Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies						
	Yes	No	Summary (Note 2)							
policies?	V		<p>1. Greenhouse gas emissions and related energy-saving policies in the past two years:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Total greenhouse gas emissions (Scope 1 and 2)</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>Total emissions = 11,320.0068metric tons of CO2-e; For every million units of revenue, 0.19 metric tons of CO2-e are emitted.</td> </tr> <tr> <td>2025</td> <td>Total emissions = 11,307.4145 metric tons of CO2-e; For every million units of revenue, 0.22 metric tons of CO2-e are emitted.</td> </tr> </tbody> </table> <p>Note: The greenhouse gas emissions for 2024 and 2025 have been updated and verified by a third party.</p> <p>(1) Management Policy: Compliance with legal requirements, continuously promote improvements, and engagement of all employees.</p> <p>(2)Reduction Targets: In response to the government's 2050 net-zero emissions goal, the Company continues to conduct annual greenhouse gas (GHG) inventories and complete third-party verification. The long-term reduction target is to achieve net-zero emissions (Scope 1 and Scope 2) at dedicated customer product facilities by 2050. The short-term reduction target is to decrease carbon intensity by at least 1% compared to the previous year.</p> <p>(3)Implementation Measures: The specific strategies include increasing renewable energy capacity, implementing energy conservation at the source, and establishing energy-saving initiatives to achieve carbon reduction targets.</p>	Year	Total greenhouse gas emissions (Scope 1 and 2)	2024	Total emissions = 11,320.0068metric tons of CO2-e; For every million units of revenue, 0.19 metric tons of CO2-e are emitted.	2025	Total emissions = 11,307.4145 metric tons of CO2-e; For every million units of revenue, 0.22 metric tons of CO2-e are emitted.	
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Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies						
	Yes	No	Summary (Note 2)							
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Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies												
	Yes	No	Summary (Note 2)													
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Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies
	Yes	No	Summary (Note 2)	
			<p>are generated.</p> <p>(1)Management Policy: Compliance with legal requirements, efficient use of resources, continuous improvement, and participation of all employees in consultations.</p> <p>(2)Reduction Target: Annual waste reduction/recycling target is >5%, with an average waste reduction/recycling of 69.33% for the current year.</p> <p>(3)Implementation Measures: Reducing raw material usage at the source to minimize waste generation, promoting the recycling and reuse of packaging materials, and continuously improving the waste reuse rate. Each facility has a designated waste management contact responsible for coordinating waste management and tracking quantities. Additionally, waste management execution is supervised on a monthly basis.</p>	
<p>4. Social Welfare Issues</p> <p>(1) Has the company established relevant management policies and procedures in accordance with applicable laws and international human rights conventions?</p>	V		<p>(1) The Company strictly complies with the legal regulations of all countries and regions where it operates, and respects and supports internationally recognized human rights standards and principles, including the International Bill of Human Rights, the Universal Declaration of Human Rights, the UN Global Compact, and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. We uphold the rights of all personnel, including full-time employees, contract and temporary staff, and interns. The Company has established a “Human Rights Policy” that declares our human rights commitments, management principles, and</p>	

Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies
	Yes	No	Summary (Note 2)	
(2) Has the company formulated and implemented reasonable employee welfare measures (including compensation, leave, and other benefits), and appropriately reflected business performance or results in employee compensation?	V		<p>specific implementation guidelines. Furthermore, we have issued a DEI (Diversity, Equity, and Inclusion) statement to promote various DEI initiatives, ensuring that every employee has the opportunity to develop their potential, achieve personal growth, and thrive alongside the company.</p> <p>(2) The Company has established reasonable compensation and benefit measures through its internal control systems, salary management regulations, performance evaluation guidelines, leave policies, dormitory management rules, parking allocation procedures, and company vehicle usage policies. In addition to annual bonuses based on company performance and individual contributions, we offer a range of benefits such as travel leave, health checkups, group insurance, and maternity subsidies. We ensure equal opportunities, compensation, and access to resources for all employees, regardless of gender, age, disability, religion, race, ethnicity, nationality, political stance, or sexual orientation—fostering both career development and personal achievement. As a constituent stock of the "Top 100 High Salary Companies," our competitive compensation and comprehensive benefits help us attract and retain talent while achieving operational goals.</p>	
(3) Does the company provide a safe and healthy working environment for employees, and regularly conduct safety and health education for its employees?	V		<p>(3) In compliance with legal and regulatory requirements, the Company provides a fair, appropriate, and safe working environment for employees, staffed with certified safety personnel. First-aid kits are available at work sites for prompt medical assistance when needed. To maintain</p>	

Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies
	Yes	No	Summary (Note 2)	
(4) Has the company established an effective training program for career development and skill enhancement for its employees?	V		workplace quality, annual inspections are conducted, including air quality tests such as CO ₂ levels in office areas. Lactation rooms are provided at major office locations to support female employees returning from maternity leave. Additionally, we organize annual employee health checkups and wellness seminars to enhance health awareness and prevent occupational hazards. (4) The Company develops a learning and development roadmap for career competency based on job categories, managerial levels, career structures, and training needs assessments. We conduct performance review meetings at least twice a year, enabling employees and their direct supervisors to discuss current performance, strengths, and future career planning. Annual training plans are structured around five key dimensions: strategic trends, operational development, managerial competencies, technical foundations, and employee care (including onboarding and general education). These plans include both internal and external training programs to ensure essential knowledge and develop future capabilities.	
(5) Regarding issues such as customer health and safety, privacy, marketing, and labeling of products and services, does the company comply with relevant laws and international standards, and has it established policies and grievance mechanisms to protect consumer or client rights?	V		(5) The Company has obtained ISO 9001 Quality Management System certification and established All product labeling complies with these standards. We strictly adhere to relevant governmental and industry regulations to ensure the quality of our products and services and protect consumer rights.	

Proposed Item	Execution Status (Note1)			Differences and reasons with the Corporate Governance Best Practice Principles for Sustainable Development of Listed and OTC Companies
	Yes	No	Summary (Note 2)	
(6) Has the company established a supplier management policy requiring suppliers to comply with relevant standards on environmental protection, occupational safety and health, or labor and human rights, and how is such compliance implemented?	V		(6) The Company has implemented a Supplier Code of Conduct, which outlines expectations for suppliers, including regular verification and tracking of environmental, safety, and health regulations; environmental safety and fire protection measures; and declarations of social responsibility under SA 8000. We also conduct regular audits of suppliers on environmental, safety, and health management, as well as social and environmental responsibility, to ensure compliance. Our facilities have passed SMETA certification, and we are regularly audited by major international clients in accordance with the RBA (Responsible Business Alliance), demonstrating our active commitment to human rights standards.	
5. Does the Company take reference to international reporting standards or guidelines to prepare reports such as the corporate social responsibility report, etc., that disclose the Company's non-financial information?	V		The Company issues a Sustainability Report on an annual basis. The report is compiled in accordance with the GRI Standards published by the Global Reporting Initiative (GRI) and the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" mandated by the competent authorities, detailing the overview of our sustainable development to stakeholders. Furthermore, the Company's Sustainability Report has obtained verification from the British Standards Institution (BSI).	
6. If the Company has established its corporate social responsibility code of practice according to "Listed Companies Corporate Social Responsibility Code of Practice", please describe the operational status and differences: The Company has followed corporate governance related operations to set and implement "Listed Companies Corporate Social Responsibility Code of Practice".				
7. Other important information to facilitate better understanding of the Company's implementation of corporate social responsibility: Status of sustainable development initiatives is disclosed in the ESG report and uploaded to the Company's website.				

Note 1: Whether "Yes" or "No" has been selected for the implementation status, a description shall be made in the summary.

Note 2: The principle of materiality refers to those have material impacts on the Company's investors and other stakeholders in relation to environmental, social and corporate governance issues.

2. Implementation Status of Climate-Related Information

Item	Implementation Status			
1. Describe Board and management oversight and governance of climate-related risks and opportunities.	<p>1. Oversight and Governance: The Board of Directors has established the Sustainable Development Committee to serve as the highest governing body for climate change-related matters. An ESG Working Group has been set up under the Committee, coordinated by the Chief Sustainability Officer to integrate the efforts of various sub-groups. The annual climate risk governance status, along with the overall sustainable development progress, is reported to the Board of Directors to serve as a reference for decision-making.</p>			
2. Describe how the identified climate risks and opportunities affect the Company's business, strategy, and finances (in the short, medium, and long-term).	2. Risks and Opportunities			
	No.	Climate Change Risks and Opportunities	Level	Time Horizon
	R1	Implementation of carbon pricing mechanisms	Medium	Short- to Medium-term
	R2	Enhanced carbon emission reporting obligations	Medium	Short- to Medium-term
	R3	Imposition of carbon tariffs	High	Short- to Medium-term
	R4	Rising costs of raw materials	High	Medium- to Long-term
	R5	Increased severity of extreme weather events such as typhoons, floods, and droughts	High	Medium- to Long-term
	O1	Increase in low-carbon and energy-efficient products and services	High	Short- to Medium-term
O2	Use of low-carbon and renewable energy	High	Short- to Medium-term	

<p>3. Describe the financial impact of extreme weather events and transformation actions.</p>	<p>3. Transition Risks:</p> <p>Implementation of carbon pricing mechanisms: Following international carbon reduction trends, Marketech has established an internal carbon pricing mechanism and integrated it into departmental decision-making and management. In conjunction with our reduction target of decreasing carbon intensity by 1% annually, this strengthens our resilience against future regulatory costs such as external carbon fees and carbon taxes. Evaluations indicate that our current carbon reduction pathway, compared to "taking no carbon management measures," effectively mitigates the direct erosion of corporate profits caused by external carbon price hikes, ensuring the long-term stability of operating gross margins. It is estimated that by 2050, through this management mechanism, the financial impact of carbon pricing on the enterprise will significantly converge from an unmanaged risk level to within 0.1% of revenue.</p> <p>Enhanced carbon emission reporting obligations: Marketech has proactively established a greenhouse gas inventory and disclosure mechanism to effectively manage regulatory transition risks. In compliance with the government's mandate starting in 2026, which requires enterprises to annually disclose their greenhouse gas inventory information from the previous year, we have initiated normalized annual inventories at our Taiwan operating sites and subsidiaries since 2024, regularly disclosing the previous year's carbon emission data. Evaluations show that the inventory and third-party verification costs incurred in response to these regulatory requirements will have no material impact on the Company's overall financial and operational status.</p> <p>Imposition of carbon tariffs: With the European Union's Carbon Border Adjustment Mechanism (CBAM) expected to officially implement carbon tariffs in 2027, some of MIC's regulated products sold to the EU will face the risk of increased operating costs. To manage this transition risk, Marketech continuously tracks the progress of CBAM regulations and proactively collaborates with customers and suppliers to execute product carbon footprint and emission calculations. Simultaneously, we evaluate specific and feasible carbon reduction solutions to mitigate the future financial impact of tariff impositions.</p> <p>Rising costs of raw materials: The global low-carbon transition trend and the implementation of carbon pricing mechanisms by various countries are expected to drive up raw material procurement costs across the overall supply chain. To ensure a stable supply and manage price risks, Marketech adopts a diversified procurement and backup supplier strategy to reduce reliance on any single source. For key materials, the Company signs long-term procurement agreements with suppliers and regularly evaluates their performance and supply capabilities. Concurrently, we continuously monitor market prices and regulatory dynamics, dynamically adjusting our procurement allocations to strengthen overall operational resilience.</p>
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<p>Physical Risks: Extreme weather events such as typhoons and floods: In the event that extreme weather, such as heavy rain or typhoons, causes a manufacturing facility to suspend operations for one day, it is estimated that each day of shutdown would result in a revenue reduction of NT\$30 million. This has a minor impact on the Company's overall performance, representing only 0.07% of total annual revenue.</p> <p>Opportunities: Increase in low-carbon and energy-efficient products and services: MIC actively responds to the expectations of the global semiconductor and high-tech industries for low-carbon cleanroom technology and energy-efficient process equipment. By continuously investing R&D resources to enhance product energy efficiency, the Company strengthens its position as a technical benchmark within the green supply chain. Meeting clients' technical requirements for energy saving and carbon reduction not only consolidates and expands existing order scales but also assists the Company in developing a diverse customer base with sustainability needs. This effectively transforms climate transition pressure into substantial momentum for revenue growth and market share expansion.</p> <p>Use of low-carbon and renewable energy: MIC is committed to the deployment of low-carbon and renewable energy by installing solar power generation facilities at its manufacturing sites to reduce reliance on traditional energy and optimize operational electricity costs. By obtaining Renewable Energy Certificates (RECs), the Company can effectively mitigate financial risks arising from the implementation of domestic and international carbon fee or carbon tax systems. Furthermore, this enhances corporate reputation and long-term trust among stakeholders, ensuring that the Company maintains robust operational resilience and competitive advantage while moving toward the net-zero emission trend.</p>

Item	Implementation Status										
<p>4. Describe how the identification, assessment, and management process of climate risks are integrated into the overall risk management system.</p>	<p>4Risk Management: The Company regularly reports to the Board of Directors regarding its sustainable development progress and responses to climate change risks.</p> <table border="1" data-bbox="957 326 1965 672"> <tr> <td data-bbox="957 326 1094 428">Step1</td> <td data-bbox="1094 326 1965 428">The ESG Working Group completes the collection of climate and environmental background information, and conducts assessments of climate risks and operational scope.</td> </tr> <tr> <td data-bbox="957 428 1094 500">Step2</td> <td data-bbox="1094 428 1965 500">Establish an inventory of climate risks and opportunities, and develop an internal operational impact survey questionnaire.</td> </tr> <tr> <td data-bbox="957 500 1094 571">Step3</td> <td data-bbox="1094 500 1965 571">The ESG Working Group conducts analyses of climate risks, opportunities, and operational impacts to identify material risk items.</td> </tr> <tr> <td data-bbox="957 571 1094 602">Step4</td> <td data-bbox="1094 571 1965 602">Formulate execution strategies and set targets.</td> </tr> <tr> <td data-bbox="957 602 1094 672">Step5</td> <td data-bbox="1094 602 1965 672">Conduct annual rolling reviews of the effectiveness of execution strategies and targets through ESG Working Group meetings.</td> </tr> </table>	Step1	The ESG Working Group completes the collection of climate and environmental background information, and conducts assessments of climate risks and operational scope.	Step2	Establish an inventory of climate risks and opportunities, and develop an internal operational impact survey questionnaire.	Step3	The ESG Working Group conducts analyses of climate risks, opportunities, and operational impacts to identify material risk items.	Step4	Formulate execution strategies and set targets.	Step5	Conduct annual rolling reviews of the effectiveness of execution strategies and targets through ESG Working Group meetings.
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<p>5. If using scenario analysis to assess resilience to climate change risks, provide details on the scenario, parameters, assumptions, analysis factors, and major financial impacts.</p>	<p>5. In accordance with the TCFD framework, Marketech adopts internationally recognized climate scenarios to conduct stress tests, thereby evaluating its financial resilience under different pathways. For physical risks, the IPCC RCP 8.5 (high greenhouse gas emissions) scenario is selected; for transition risks, the IEA NZE 2050 (Net Zero Emissions by 2050) scenario is applied. The key parameters and analysis factors are established as follows:</p> <p>Physical Risks: Operational Cost Stress Testing Under Extreme Heat According to the RCP 8.5 scenario simulation, global warming will lead to an increased air conditioning load at office and production sites. MIC conducted a stress test based on its 2024 operational data: Impact Assumption: Assuming extreme high temperatures lead to an increase in annual electricity demand. Resilience Performance: In 2024, MIC achieved energy savings of 463,874 kWh through the ISO 50001 Energy Management System, demonstrating that the Company's current strategies can effectively address the electricity demand triggered by rising temperatures to maintain the stability of operational costs.</p> <p>Transition Risks: Carbon Pricing System Stress Testing Addressing the global carbon pricing trend under the IEA NZE 2050 scenario, MIC implemented an internal carbon pricing management of NT\$300 per metric ton for the total annual carbon emissions of 7,874 metric tons from core departments. By implementing a substantial reduction plan that decreases carbon intensity by 1% annually, MIC can effectively dilute external regulatory costs. It is estimated that by 2050, the impact of carbon fee expenditures on MIC's profitability will significantly converge from a high exposure level to within 0.1% of revenue.</p>										

<p>6.If there is a transformation plan to manage climate-related risks, describe content of the plan, and indicators and targets used to identify and manage physical and transition risks.</p>	<p>6. Physical Risk Management: Energy Efficiency Improvement Plans To address the rise in global average temperatures, MIC has established long-term response strategies, focusing investments on high-efficiency hardware and smart manufacturing environments to mitigate the impact of air conditioning loads on operational costs. The core execution plans for 2025 include: Enhancement of core equipment energy efficiency: For the air conditioning system, a budget has been allocated to replace chilled water pumps with IE3 energy-efficient motors, improving the operational efficiency of the foundational power system. Deep energy conservation in the manufacturing environment: Implement an AC-to-DC power supply conversion plan for fan units. This single initiative is expected to save 41,058 kWh of electricity annually, significantly optimizing energy stability in the manufacturing areas. Pervasive infrastructure energy conservation: Comprehensively replace traditional lighting with LED fixtures to ensure low-energy-consumption operations in office and warehouse environments.</p> <p>Metrics and Targets Used to Identify and Manage Risks MIC has established a data-driven climate governance framework and set clear, quantifiable metrics: Greenhouse gas management: The entire Group completed ISO 14064-1 verification in 2024. By conducting annual inventories of emission hotspots, we have established a foundation for the "capitalization of emissions," serving as a scientific basis for risk-related decision-making. Quantifiable energy efficiency performance metrics: Commit to a 1% annual reduction in electricity intensity by 2030. Financialization of climate risks (ICP): Implement an internal carbon pricing (ICP) mechanism. Carbon costs are incorporated into the payback period calculations for procurement and capital investments, thereby proactively defending against the financial risks of future external carbon taxes.</p>
<p>7.If internal carbon pricing is used as a planning tool, the basis for price setting should be explained</p>	<p>7. The formulation of Marketech International Corp.'s internal carbon pricing is based on domestic regulatory trends. The price is currently set at NT\$300 per metric ton, referencing the suggested starting point for the initial carbon fee levy under Taiwan's Ministry of Environment's "Climate Change Response Act," thereby ensuring alignment between internal management costs and external regulatory expenditures. By monetizing carbon emission risks, cost-benefit evaluations are conducted for investment projects to ensure the Company can achieve its tangible reduction pathway of decreasing carbon intensity by 1% annually.</p>

<p>8.If climate-related goals are set, information should be provided on the activities covered, greenhouse gas emission scopes, planning timeframe, progress achieved each year, etc. If carbon offsets or renewable energy certificates (RECs) are used to achieve the related goals, details should be provided regarding the source and quantity of carbon offsets or the number of RECs used.</p>	<p>8. Carbon Reduction Targets:</p> <ul style="list-style-type: none"> ● Short-term Target: By 2030, achieve a 1.0% annual reduction in carbon intensity (Scope 1 + Scope 2) compared to the previous year. ● Long-term Target: Achieve net-zero emissions (Scope 1 + Scope 2) at dedicated customer product manufacturing facilities by 2050. ● The carbon intensity (Scope 1 + Scope 2) in 2025 increased by 17.53% compared to 2024. <p>The Company currently does not utilize carbon offsets or Renewable Energy Certificates (RECs).</p>
<p>9.Greenhouse gas inventory and verification status, reduction targets, strategies, and specific action plans. The status of the greenhouse gas inventory, verification results, reduction targets, strategies, and specific action plans are detailed separately in sections 1-1 and 1-2.</p>	<p>9. The Company conducts an annual greenhouse gas inventory and establishes reduction targets. The Company has obtained external verification for its 2025 greenhouse gas inventory, and subsequent actions will be carried out in accordance with the schedule stipulated by the competent authorities.</p>

1-1 The company's greenhouse gas inventory and verification status for the past two years

State the greenhouse gas emissions (metric tons CO₂e), emission intensity (metric tons CO₂e per million NTD), and data coverage scope for the past two years.

1-1-1 Greenhouse Gas Inventory Information

The company's greenhouse gas emissions data are as shown in the table below:

MIC Group (The company and subsidiaries)		
Scope	2024	2025
Scope 1 Emissions (metric tons CO ₂ e)	1,223.3343	1,154.5264
Scope 2 Emissions (metric tons CO ₂ e)	10,096.6725	10,152.8881
Scope 3 Emissions (metric tons CO ₂ e)	6,274.7634	214,946.8999
Emission Intensity for Scope 1 and Scope 2 (metric tons CO ₂ e per million NTD of consolidated revenue)	0.19	0.22
The company		
Scope	2024	2025
Scope 1 Emissions (metric tons CO ₂ e)	1,088.6268	1,006.3553
Scope 2 Emissions (metric tons CO ₂ e)	9,414.0445	9,081.8185
Scope 3 Emissions (metric tons CO ₂ e)	6,274.7634	214,946.8999
Emission Intensity for Scope 1 and Scope 2 (metric tons CO ₂ e per million NTD of consolidated revenue)	0.36	0.30

1-1-2 Greenhouse gas verification Information

Description of the verification status for the most recent two years as of the annual report publication date, including verification scope, verification provider, verification standards, and verification opinion.

Greenhouse gas emissions verification for the MIC Group (The company and subsidiaries) in 2024 and 2025:

Verification Scope: MIC Group (The company and subsidiaries)

Verification Provider: DNV Business Assurance Co., Ltd. (DNV)

Verification Standard: ISO 14064-3

Verification Opinion: Categories 1-2 are at a reasonable verification level, while Categories 3-6 are at a limited verification level.

1-2 Greenhouse gas reduction target, strategy, and action plan

Specify the baseline year and corresponding data for greenhouse gas reduction, reduction target, strategy, action plan, and the achievement status of the reduction target.

Greenhouse Gas Reduction Targets: In response to the government's 2050 net-zero emissions goal, achieve net-zero emissions (Scope 1 + Scope 2) at dedicated customer product facilities by 2050. The short-term reduction target is to achieve a 1.0% annual reduction in carbon intensity (Scope 1 + Scope 2) compared to the previous year by 2030.

Strategies and Specific Action Plans: Replace with energy-efficient equipment, optimize manufacturing processes and equipment efficiency, operate equipment at reduced loads, and gradually replace traditional bulbs with LED lighting. Target Achievement Status: The carbon intensity (Scope 1 and Scope 2) in 2025 increased by 17.53%.

6 · Implementation of Corporate Conduct and Ethics

Item	Implementation Status			Deviation from “Corporate Conduct and Ethics Best Practice Principles for TWSE/GTSM Listed Companies” and reason(s)
	Yes	No	Summary	
<p>1. Establishment of Corporate Conduct and Ethics Policy and Implementation Measures</p> <p>(1) The Company’s guidelines on corporate conduct and ethics are provided in internal policies and disclosed publicly. The Board of Directors and the management team demonstrate their commitments to implement the policies.</p> <p>(2) The Company establishes relevant policies for preventing any unethical conduct. The implementation of the relevant procedures, guidelines, disciplines and appealing mechanism are provided in the policies.</p> <p>(3) The Company establishes appropriate measures for preventing bribery and illegal political contribution for higher potential unethical conduct in the relevant policies.</p>	V		<p>(1) To uphold corporate integrity, the company has established a Code of Ethical Corporate Management and a Code of Ethical Conduct, both of which were approved by the Board of Directors prior to implementation. The Code of Ethical Corporate Management explicitly prohibits dishonest conduct. At the same time, the company embraces the core corporate values of integrity, care, professionalism, innovation, dedication, and teamwork. In all interactions with customers and suppliers, the company adheres strictly to ethical standards and maintains a principle of integrity that prioritizes trust. Regarding conflicts of interest, the company complies with relevant regulations, and directors or managerial officers are prohibited from participating in any decisions involving their personal interests.</p> <p>(2) The Company has established the Code of “Ethics and Business Conduct” and formed the corporate culture based on integrity. The prevention of unethical conduct and its penalty are clearly stated in the Company’s service regulation, employment contract and Reward and Discipline Policy. The Company also provides employee a complaint submission method that accepts complaints through a mail box.</p> <p>(3) The Company is in compliance with “Corporate Conduct and Ethics Best Practice Principles for TWSE/GTSM Listed Companies.” The management regularly audits and reviews the compliance status to prevent unethical conduct. For higher potential unethical conduct, promotion on ethics is addressed to employees and related persons. Any delivery of gifts has to be cautiously evaluated and approved.</p>	None

Item	Implementation Status			Deviation from “Corporate Conduct and Ethics Best Practice Principles for TWSE/GTSM Listed Companies” and reason(s)
	Yes	No	Summary	
<p>2. Corporate Conduct and Ethics Compliance Practice</p> <p>(1) The Company shall prevent doing business with whomever has unethical records and include business conduct and ethics related clauses in the business contracts.</p> <p>(2) Has the Company established a dedicated unit under the Board of Directors to promote ethical corporate management, and does it report at least once a year to the Board on its integrity policies, anti-corruption measures, and the supervision of their implementation?</p> <p>(3) The Company establishes policies to prevent conflicts of interest and provides appropriate communication and complaint channels.</p> <p>(4) The Company establishes effective accounting and internal control systems for the implementation of policies, and the internal auditors audit such execution and compliance.</p> <p>(5) Internal and external training programs on corporate conduct and ethics</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p>		<p>(1) The Company performs credit verification on new suppliers, vendors and partners to understand their ethical records. All business contracts have to be previewed by the legal personnel and contain clauses of contract termination and penalty as a result of unethical conduct.</p> <p>(2) The Strategic Execution Office oversees whether all departments comply with the Code of Ethical Corporate Management during business operations. Any violations of ethical conduct will be reported to the Board of Directors and Independent Directors.</p> <p>(3) Directors must rescue themselves from discussion and voting on issues in which they have a direct personal or pecuniary interest.</p> <p>(4) The Company has established accounting and internal control systems, and the systems are reviewed at all times to ensure conformation with regulations and operation needs. Internal auditors regularly audit the execution and report to the board of directors.</p> <p>(5) The Company regularly promotes corporate conduct and ethics policies, principles and corporate values to employees. The results of unethical conduct are will be carried out according to a clear and effective reward and discipline mechanism.</p>	None

Item	Implementation Status			Deviation from “Corporate Conduct and Ethics Best Practice Principles for TWSE/GTSM Listed Companies” and reason(s)
	Yes	No	Summary	
<p>3. The Company’s Whistleblowing System</p> <p>(1) Whether The Company has established specific whistleblowing and reward systems, along with convenient whistleblowing channels, and assigned appropriate designated personnel to handle complaints?</p> <p>(2) Whether the Company has established investigation standard operating procedures for handling whistleblowing complaints, as well as procedures for subsequent actions and related confidentiality mechanisms after the investigation is completed?</p> <p>(3) Has the Company taken measures to protect whistleblowers from retaliation to prevent them from being treated unfairly due to their whistleblowing activities?</p>	V		<p>(1) The Company has explicitly specified the Company’s reporting channel and reward system in its Ethics and Business Conduct Regulations Governing the Management and Communication of Corporate Social Responsibility and Reward and Discipline Policy, where reporter may conduct the report anonymously and the Company shall keep the confidentiality on reporter information and reported content. A reporting mailbox is established under and managed by Human Resources & Administration Division. The mailbox related information shall be announced on the Company’s internal website and be propagated in trainings for new employees.</p> <p>(2) In order to solve problems at work, communicate and improve efficiency, a mail box has been maintained to receive employee opinions and complaints. The procedure of reporting includes:</p> <p>① An employee can file complaints in writing for any suggestions on the Company’s policies and administrative measures, or any impairment to employees’ rights and improper treatment without reasonable responses from his department.</p> <p>② The appeal should be sealed up and delivered to the President directly by Human Resources & Administration Division in confidential class.</p> <p>The investigation on the reporting should be processed cautiously and kept confidential. Sexual harassment complaints are processed according to Sexual Harassment Prevention Policy.</p> <p>(3) The opinions received through employee communication mail box directly go to the top management. The process of reporting is under control of the Company’s information safety system. Violation of confidentiality will be judged according to the reward and discipline system.</p>	None

Item	Implementation Status			Deviation from “Corporate Conduct and Ethics Best Practice Principles for TWSE/GTSM Listed Companies” and reason(s)
	Yes	No	Summary	
4. Information Disclosure Disclosure of corporate conduct and ethics policies and such execution on the Company’s website and the Market Observation Post System	V		The Company has disclosed information of corporate conduct and ethics on the official website and published on the Market Observation Post System.	None
5. If the Company has established the Code of “Ethics and Business Conduct” based on “Corporate Conduct and Ethics Best Practice Principles for TWSE/GTSM Listed Companies”, please describe any discrepancy between the policies and their implementation: The Company has already stipulated Ethics and Business Conduct and implemented it accordingly.				
6. Other important information to facilitate better understanding of the Company’s corporate conduct and ethics compliance practices: (1) The Company provides promotion and training programs on service regulations to employees to facilitate employees’ better understanding of the Company’s determination, policies, prevention measures on corporate conduct and ethics as well as the results of violation. (2) Suppliers, vendors and partners are required to follow the Company’s service regulation and to report the violation or unethical conduct of the Company’s employees. (3) Please refer to the section of “Implementation of Corporate Social Responsibility” in this annual report and “Corporate Social Responsibility Report” on the official website for more information.				

Note 1: Whether “Yes” or “No” has been selected for the implementation status, a description shall be made in the summary.

7. Other important information to facilitate better understanding of the Company’s corporate governance: None

8. Internal control system execution

1) Internal control statement

Marketech International Corp. Internal Control Statement

Date: March 3, 2025

Based on our self-assessment results of the Company's 2025 internal controls, we declare the following:

1. The Company is ascertain of the establishment, implementation and maintenance of the internal control system of the Company in terms of the responsibilities of the board of director and the managers as the Company has already established such system. The objective is to, within a reasonable range, ensure operation results and efficiency (including profitability, performance and the protection of asset safety); the reliability, timeliness and transparency of reports; and compliance of relevant rules and regulations.
2. There are still natural limitations of the internal control system regardless of the comprehensiveness of the design. The effectiveness of the internal control system can only provide reasonable guarantees to the goal-achievement of the three aforementioned objectives; also, due to the environmental and situational changes, the effectiveness of the internal control system may alter. Still, the internal control system of the Company is set with a self-supervision mechanism. Once the defect is detected, the Company will adopt a corrective action for modification.
3. With the reference of the content of determination within the "Guidelines of the Internal Control System of Public Company" (hereinafter referred to as "the Guideline"), the effectiveness of the design and the implementation of internal control system shall be determined. The evaluation items that the Guidelines has adopted for internal control refers to the management and control process, where the internal control system is divided into five constituents: 1. Environment control; 2. Risk assessment; 3. Control operations; 4. Information and communication, and; 5. Supervision. Each constituent would contain several other items. For the aforementioned items, please refer to the regulations of the Guideline.
4. The Company has already adopted aforementioned internal control assessment items to evaluate the design of internal control system and the efficiency of implementation.
5. Based on the results of aforementioned assessment, the Company believes that the internal control system (including the supervision and management of subsidiaries), which has adopted on the 31st of December 2025, ensures an effective design and implementation of relevant internal control measures, where the objectives of understanding the operation results and efficiency, providing reliable, on-time and transparent reports, and ensuring the compliance of relevant rules and regulations can all be reached.
6. This statement will become the main content of the annual report of the Company and an open statement for the public. In the event of any faking or illegal situations of the aforementioned content, it shall be obliged with the legal responsibilities stated in Article 20, 32, 171 and 174 of Securities and Exchange Act.
7. This statement was approved by the board on March 3, 2026 with the presence of 10 directors without any objection. The rest also agreed with the content of the statement.

Marketech International Corp.

Chairman of the Board: Margaret Kao

General Manager: Scott Lin

2) Accountant is entrusted to inspect the internal control system shall disclose the inspection reports of the accountant: None.

9. For the last date of the annual report printing of the closest year, there were important resolutions of the shareholders and board of directors:

1) Important Resolutions at Shareholders' Meeting

Date	Resolutions
2025/05/28	<p>1. Proposal to accept the 2024 Business Report and Financial Statements. Execution Status: Resolved and approved by the 2025 Annual General Shareholders' Meeting.</p> <p>2. Proposal to accept the 2024 earnings distribution. Execution Status: Resolved and approved by the 2025 Annual General Shareholders' Meeting to distribute a cash dividend of NT\$6.00 per share. The cash dividends were distributed on July 30, 2025.</p> <p>3. Proposal to amend the Company's "Articles of Incorporation". Execution Status: Resolved and approved by the 2025 Annual General Shareholders' Meeting, and relevant matters have been handled in accordance with regulations.</p> <p>4. Proposal for the re-election of the Company's Directors. Execution Status: Approved by vote at the 2025 Annual General Shareholders' Meeting, and relevant matters have been handled in accordance with regulations.</p> <p>5. Proposal to release the non-competition restrictions on the Company's newly appointed Directors. Execution Status: Resolved and approved by the 2025 Annual General Shareholders' Meeting, and relevant matters have been handled in accordance with regulations.</p>

Date	Resolutions	Securities Exchange Act Article 14-3 Matters	Securities Exchange Act Article 14-5 Matters	Independent Directors' Opinions and Company's Handling of the Opinions
				14-5 and 14-3 of the Securities and Exchange Act, with no objections or reservations raised by any independent directors.
2025/5/6	<ol style="list-style-type: none"> 1. Approved the consolidated financial statements for the first quarter of fiscal year 2025 2. Approved the assessment that the overdue receivables for the first quarter of fiscal year 2025 do not constitute loans of funds. 3. Approved the Company's bank credit facilities. 4. Approved the provision of guarantees for bank credit facilities by the Company on behalf of its investee subsidiaries, Marketech International Corporation USA, MIC-TECH Electronics Engineering Corp., and MIC-TECH (Shanghai) Corp., Ltd 5. Approved the extension of a performance bond provided by the Company for Te Chang Construction Co., Ltd. 6. Approved changes to the Company's Chief Financial Officer and Chief Accounting Officer. 	<p style="text-align: center;">V V V V</p>	<p style="text-align: center;">V V V V</p>	The Company submitted the matters to the Audit Committee and the Board of Directors in accordance with Articles 14-5 and 14-3 of the Securities and Exchange Act, with no objections or reservations raised by any independent directors.
2025/5/28	<ol style="list-style-type: none"> 1. Approved the election of the Chairman of the Board. 			The Company submitted the matters to the Audit Committee and the Board of Directors in accordance with Articles 14-5 and 14-3 of the Securities and Exchange Act, with no objections or reservations raised by any independent directors.
2025/6/6	<ol style="list-style-type: none"> 1. Approved the record date for cash dividend distribution. 2. Approved the provision of guarantees for bank credit facilities by the Company on behalf of its investee subsidiaries, MIC-TECH (Wuxi) Co., Ltd., MIC-TECH (Shanghai) Corp., Ltd, Ltd., Marketech Integrated Pte. Ltd., and Marketech International Corporation USA. 3. Approved the appointment of members to the Second Risk Management Committee. 4. Approved the appointment of members to the Second Sustainable Development Committee. 5. Approved the appointment of members to the Sixth Compensation Committee. 	<p style="text-align: center;">V</p>	<p style="text-align: center;">V</p>	The Company submitted the matters to the Audit Committee and the Board of Directors in accordance with Articles 14-5 and 14-3 of the Securities and Exchange Act, with no objections or reservations raised by any

Date	Resolutions	Securities Exchange Act Article 14-3 Matters	Securities Exchange Act Article 14-5 Matters	Independent Directors' Opinions and Company's Handling of the Opinions
				independent directors.
2025/7/14	<ol style="list-style-type: none"> 1. Approved the issuance of new ordinary shares upon conversion of the Company's Fifth Domestic Unsecured Convertible Corporate Bonds. 2. Approved the appointment of CPAs Wei-Li Hsieh and Sung-Tse Wang of PricewaterhouseCoopers Taiwan as auditors for the Company's financial statements. 3. Approved the extension of a performance bond provided by the Company for Te Chang Construction Co., Ltd. 4. Approved the allocation of directors' remuneration for fiscal year 2024 	<p style="text-align: center;">V</p> <p style="text-align: center;">V</p>	<p style="text-align: center;">V</p> <p style="text-align: center;">V</p>	The Company submitted the matters to the Audit Committee and the Board of Directors in accordance with Articles 14-5 and 14-3 of the Securities and Exchange Act, with no objections or reservations expressed by any independent directors.
2025/8/11	<ol style="list-style-type: none"> 1. Approved the consolidated financial statements for the second quarter of fiscal year 2025. 2. Approved the assessment that the overdue receivables for the second quarter of fiscal year 2025 do not constitute loans of funds. 3. Approved the Company's bank credit facilities. 4. Approved the provision of guarantees for bank credit facilities by the Company on behalf of its investee subsidiaries, EZOOM INFORMATION, INC., MIC-TECH (Wuxi) Co., Ltd., and MIC-TECH Electronics Engineering Corp. 5. Approved the issuance of new ordinary shares upon conversion of the Company's Fifth Domestic Unsecured Convertible Corporate Bonds. 6. Approved the 2024 Sustainability Report. 7. Approved the distribution amount of employee remuneration for managers for fiscal year 2024. 8. Approved the remuneration for newly appointed managers. 	<p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p>	<p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p>	The Company submitted the matters to the Audit Committee and the Board of Directors in accordance with Articles 14-5 and 14-3 of the Securities and Exchange Act, and no independent directors expressed any objections or reservations.
2025/11/5	<ol style="list-style-type: none"> 1. Approved the consolidated financial statements for the third quarter of fiscal year 2025. 2. Approved the assessment that the overdue receivables for the third quarter of fiscal year 2025 do not constitute loans of funds. 	<p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p>	<p style="text-align: center;">V</p> <p style="text-align: center;">V</p> <p style="text-align: center;">V</p>	The Company submitted the matter to the Audit Committee and the Board of Directors in accordance with Articles 14-5 and 14-3 of the

Date	Resolutions	Securities Exchange Act Article 14-3 Matters	Securities Exchange Act Article 14-5 Matters	Independent Directors' Opinions and Company's Handling of the Opinions
	<ol style="list-style-type: none"> 3. Approved the provision of guarantees for bank credit facilities by the Company on behalf of its investee subsidiaries, Marketech International Corp. Japan and MIC-TECH VIET NAM CO., LTD. 4. Approved the cancellation of endorsement and guarantee limits previously provided by the Company for its investee subsidiaries, MIC-TECH (Shanghai) Corp., Ltd, MIC-TECH Electronics Engineering Corp., and Marketech International Corp. Japan. 5. Approved the update to the pre-approved list of non-assurance services provided by PricewaterhouseCoopers Taiwan and its affiliates. 	V	V	Securities and Exchange Act, with no objections or reservations raised by any independent directors.
2025/12/23	<ol style="list-style-type: none"> 1. Approved the provision of guarantees for bank credit facilities by the Company on behalf of its investee subsidiary MARKETECH CO., LTD. 2. Approved the cancellation of endorsement and guarantee limits previously provided by the Company for its investee subsidiary MARKETECH INTEGRATED PTE. LTD. 3. Approved the provision of a warranty bond by the Company for Te Chang Construction Co., Ltd. 4. Approved the consolidated budget for fiscal year 2026. 5. Approved the audit plan for fiscal year 2026. 6. Approved the issuance of new ordinary shares upon conversion of the Company's Fifth Domestic Unsecured Convertible Corporate Bonds. 	V V V V V	V V V V V	The Company submitted the matters to the Audit Committee and the Board of Directors in accordance with Articles 14-5 and 14-3 of the Securities and Exchange Act, with no objections or reservations raised by any independent directors.
2026/1/22	<ol style="list-style-type: none"> 1. Proposal to approve the Company's bank financing credit lines. 2. Proposal to approve the provision of a bank financing guarantee for the subsidiary, "Marketech International Corporation USA". 3. Proposal to approve the loaning of funds to the subsidiary, "Marketech International Sdn. Bhd." 4. Proposal to approve amendments to the nine major operational cycles of the Company's Internal Control System. 5. Proposal to approve the 2025 performance bonuses for managerial officers, as proposed by the Remuneration Committee. 	V V V	V V V	The Company submitted the matters to the Audit Committee and the Board of Directors in accordance with Articles 14-5 and 14-3 of the Securities and Exchange Act, with no objections or reservations raised by any independent directors.
2026/3/3	<ol style="list-style-type: none"> 1. Proposal to approve the 2025 Consolidated and Parent Company Only Financial Statements. 2. Proposal to approve the assessment that overdue receivables in the fourth quarter of 2025 do 	V	V	The Company submitted the matters to the Audit

Date	Resolutions	Securities Exchange Act Article 14-3 Matters	Securities Exchange Act Article 14-5 Matters	Independent Directors' Opinions and Company's Handling of the Opinions
	<p>not constitute a "loaning of funds."</p> <p>3. Proposal to approve the independence assessment of the attesting CPAs and their accounting firm for the year 2026.</p> <p>4. Proposal to approve the issuance of new common shares resulting from the conversion of the Company's 5th Domestic Unsecured Convertible Bonds.</p> <p>5. Proposal to approve the 2025 earnings distribution.</p> <p>6. Proposal to approve the 2025 Internal Control System Statement.</p> <p>7. Proposal to approve the 2025 Business Report.</p> <p>8. Proposal to approve the 2025 distribution of directors' and employees' remuneration.</p> <p>9. Proposal to approve the date, location, and agenda for the 2026 Annual General Shareholders' Meeting.</p> <p>10. Proposal to approve amendments to the operational cycles of the Company's Internal Control System.</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p>	<p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p> <p>V</p>	<p>Committee and the Board of Directors in accordance with Articles 14-5 and 14-3 of the Securities and Exchange Act, with no objections or reservations raised by any independent directors.</p>

10. For the latest fiscal year and up to the date of this annual report, contents for disagreements between the directors or supervisors concerning significant resolutions (with records or written statements): None.

4. Information on the professional fees of the attesting CPAs (external auditors)

(1). Information on Audit Fees of Attesting CPAs

Unit: NT\$ thousands

Accounting firm	Accountant name	Auditing period	Audit Fee	None-Audit Fees	Total	Note
PricewaterhouseCoopers Taiwan	Wang, Sung-Tse	2025/01/01-2025/3/31	6,153	5,222	11,675	Note3
	Lin, Chun-Yao					
PricewaterhouseCoopers Taiwan	Hsieh, Wei-Li	2025/4/1-2025/12/31				
	Wang, Sung-Tse					

Note1: If there is any change of accountant or accounting firm in the year, the inspection period shall be listed separately and specified the reason of the change in the column of "Note."

Note2: The non-audit fees refer to the fees for CPA tax attestation services.

Note3: For the reasons regarding the change of the Company's attesting CPAs this year, please refer to page 64.

- (1) Replacement of accounting firm and the audit fees in the year of replacement is less than the previous year: None.
 - (2) Audit fees were reduced by over 10% compared with the previous year: None.
- (2). Assessment of the Independence and Suitability of Attesting CPAs

The Company's Audit Committee evaluates the independence and suitability of the attesting CPAs annually based on the following criteria to compile the evaluation results, which are then reported to the Board of Directors:

1. The attesting CPAs have no direct or material indirect financial interest in the Company.
2. The attesting CPAs do not engage in any financing or guarantee activities with the Company or its directors.
3. The attesting CPAs have no close business relationship with the Company.
4. The attesting CPAs have no potential employment relationship with the Company.
5. The attesting CPAs have not provided audit services to the Company for seven consecutive years.
6. The attesting CPAs ensure that their assistants strictly observe integrity, objectivity, and independence.
7. The names of the attesting CPAs are not allowed to be used by others.
8. The attesting CPAs do not hold shares of the Company or its affiliates.
9. The attesting CPAs do not concurrently engage in other businesses that might compromise their independence.
10. To date, the attesting CPAs have not been subject to any disciplinary actions or situations that impair the principle of independence.
11. The attesting CPAs and members of the audit team currently do not hold, nor have they held within the past two years, positions as directors, supervisors, managerial officers of the Company, or any positions with a material influence on the audit engagement.

12. The attesting CPAs and members of the audit team have no familial relationship with the Company's directors, supervisors, managerial officers, or personnel holding positions with a material influence on the audit engagement.
13. The attesting CPAs do not accept gifts of material value or special favors from the Company, its directors, managerial officers, or major shareholders.
14. The attesting CPAs are not involved in any contingent fees related to the audit engagement.
15. The non-audit services provided by the attesting CPAs to the Company do not directly affect material items of the audit engagement.
16. The attesting CPAs do not represent the Company in the defense of legal cases or other disputes with third parties.
17. The attesting CPAs do not promote or broker the shares or other securities issued by the Company.
18. Whether the attesting CPAs comply with the independence requirements stipulated in the Bulletin of Norms of Professional Ethics for Certified Public Accountants No. 10, and whether the Company has obtained the "Declaration of Independence" issued by the attesting CPAs.
19. Whether the Company has obtained information on the 13 Audit Quality Indicators (AQIs) provided by the accounting firm and evaluated the audit quality of the accounting firm and the audit team in accordance with the "Guidelines for the Audit Committee's Interpretation of Audit Quality Indicators (AQIs)" issued by the competent authority.

5. Information on replacement of certified public accountant

If there are any changes of accountants in the latest two years and the subsequent periods, the following items shall be disclosed:

(1) About the previous accountant

Date of change	July 14, 2025		
Reason of the change and description	Due to internal administrative reorganization at PwC Taiwan, the Company's attesting CPAs have been changed to CPA Wei-Li Hsieh and CPA Sung-Tse Wang, effective from the second quarter of 2025.		
Description of the termination or non-appointment of the entrustee or accountant	Party	Accountant	Appointed to
	Proactive termination of appointment		Not applicable
	No subsequent appointments		
Reason and opinion of approved audit report without further opinion of the latest two years	Not applicable		
Disagreement with the publisher	Yes		Accounting standards or practices
			Financial statement disclosure
			Audit scope or procedures
			Other
	None	V	
Description	Not applicable		
Other disclosures (The discloser shall be included based on Article 10.6 items 1.4~1.7 of the Guideline)	None		

(2) About the Succeeding Accountant

Firm name	PricewaterhouseCoopers Taiwan
Accountant name	Hsieh, Wei-Li and Wang, Song-Ze
Appointment date	July 14, 2025
For the accountant of particular transaction before the appointment, the management approach or accounting principles and the counselling and results of the approval of the financial report.	Not applicable
Written opinions of the successor-accountant against the previous accountant.	Not applicable

(3) Reply of the previous accountant towards Article 10 Paragraph 6 Item 1 and 2-3 of “Guidelines of Mandatory Recordings in the Annual Report of the Public Company”.

6. The Company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm: None.

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

(1) The equity changes or modification of pledge of the directors, supervisors, managers and shareholders with more than 10% of the shares.

Unit: share

Title (Note 1)	Name	2025 Fiscal Year		As of March 31, 2026	
		Increase (decrease) in number of shares owned	Increase (decrease) in number of pledged shares	Increase (decrease) in number of shares owned	Increase (decrease) in number of pledged shares
Shareholder(Note 1) (4 seats)	Ennoconn International Investment Co., Ltd. (Note 2)	0	0	0	0
Director (1 seat)	Ji-Xuan Investment Corp.	0	0	0	0
Director (1 seat)	E-Win Investment Company Ltd.	0	0	0	0
Independent director	Wu, Chung –Pao	0	0	0	0
Independent director	Lin, Hsiao-Ming	0	0	0	0
Independent director	Wang, Yi-Chun	0	0	0	0
Independent director	Zhao, Rong-Xiang	0	0	0	0
Chairman and CEO	Margaret Kao	0	0	0	0
Director and President	Scott Lin	0	2,900,000	0	0
Group GM	Chen, Jian-Tsuen	0	0	0	0
Division GM	Huang, Zhong-Wen	0	0	0	0
Division GM	Chang, Ruei-Ru	0	0	0	0
Division VGM	Li, Ruei-Wen	0	0	0	0
Division VGM	Lin, Chih-Jen	0	0	0	0
Division VGM	Lu, Chien-Kuo	0	0	0	0
Division VGM	Lo, Ssu-Yuan	0	(2,000)	0	0
Division VGM	Yang, Yuan-Zhi	0	0	0	0
Director of the Finance Department and Financial Officer	Feng, Ya-Ching	0	0	9,385	0
Director of the Finance Department and Accounting Officer	Huang, Wei-Cheng	0	0	9,385	0
Corporate Governance Officer	Li Yi-Jung	0	0	0	0

Note 1: Shareholders holding more than 10% of the company's total shares should be identified as major shareholders and listed separately.

Note 2: Ennoconn International Investment Co., Ltd. holds more than 10% of the company's shares and is a major shareholder of the company.

Note 3: The record date for share transfer suspension for the company's 2026 Annual General Meeting of Shareholders is March 31, 2026.

(2)Share transfer information

The Company's directors, managers and shareholders holding more than 10% of the shares have not transferred their shares to related parties.

(3)Share pledge

The Company's directors, managers and shareholders holding more than 10% of the shares do not have any shares pledged to related parties.

8. Relationship information, if among the company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another

March 31, 2026
Unit: Shares ; %

Name (Note 1)	Personal shareholding		Shareholding of the spouse and under age children		Total shareholding using other's name		Relationship with the 10 largest shareholders or relationship as the spouse or second lineage. Title or name and relationship (Note 3)		Other
	No. of shares	% of shares	No. of shares	% of shares	No. of shares	% of shares	Title (or name)	Relationship	
Ennoconn International Investment Co., Ltd. Representative: Chu Fu Chuan	83,468,613 *40,000	37.88% *0.02%	0 *0	0.00% *0.00%	0 *0	0.00% *0.00%	None	None	None
Ji-Xuan Investm-nt Corp. Representative: Margaret Kao	11,005,795 *2,010,513	5.00% *0.91%	0 *0	0.00% *0.00%	0 *0	0.00% *0.00%	Margaret Kao	Representative of the Company	None
E-Win Investment Company Ltd. Representative: Scott Lin	6,647,112 *5,986,097	3.02% *2.72%	0 *46,783	0.00% *0.02%	0 *0	0.00% *0.00%	Scott Lin	Representative of the Company	None
Scott Lin	5,986,097	2.72%	46,783	0.02%	0	0.00%	<ul style="list-style-type: none"> E-Win Investment Company Ltd. Lin, Yu-Yao 	<ul style="list-style-type: none"> Representative the Company Sibling relationship 	None
Sung, Ping-Chung	4,303,660	1.95%	255,846	0.12%	0	0.00%	<ul style="list-style-type: none"> Ji Chang Investment Company Margaret Kao Sung, Feng-Pei 	<ul style="list-style-type: none"> Representative of the Company Mother and son relationship Sibling relationship 	None
Sung, Feng-Pei	4,087,902	1.86%	0	0.00%	0	0.00%	<ul style="list-style-type: none"> Margaret Kao Sung, Ping-Chung 	<ul style="list-style-type: none"> Mother and daughter relationship Sibling relationship 	None
Ji Chang Investment Company Representative: Sung, Ping-Chung	3,050,534 *4,303,660	1.38% *1.95%	0 *255,846	0.00% *0.12%	0 *0	0.00% *0.00%	<ul style="list-style-type: none"> Margaret Kao Sung, Feng-Pei 	<ul style="list-style-type: none"> Mother and son relationship Sibling relationship 	None
Robeco Capital Growth Funds under custody of Standard Chartered Bank (Taiwan) Limited	2,788,000	1.27%	0	0.00%	0	0.00%	None	None	None
Lin, Yu-Yao	2,574,378	1.17%	0	0.00%	0	0.00%	Scott Lin	Sibling relationship	None
Labor Pension Fund (New System)	2,566,179	1.16%	0	0.00%	0	0.00%	None	None	None

*Number of shares and the percentage of the shares held by each of the individuals.

Note 1: The ten largest shareholders shall be listed. Corporate shareholders shall be listed with the name and the name of the representative.

Note 2: The calculation of the percentage of the shares refers to the calculation of the percentage of the shares with its name, the spouse's, the underage children's or with others' names.

Note 3: The aforementioned shareholders include corporates and natural persons. The relationship between each other shall be disclosed in the financial reports of the issuers.

Note 4: The book closure date of the Company's 2025 regular shareholders' meeting is on March 30, 2025.

9. The total number of shares and total equity stake held in any single enterprise by the company, its directors and supervisors, managerial officers, and any companies controlled either directly or indirectly by the company

December 31, 2025

Unit: Share ; %

Invested enterprises (Note 1)	Investment of our company (Note 1)		Investments made by Directors, Supervisors, Managers and the Company's Directly or Indirectly Controlled Businesses (Note 2)		Combined investment	
	No. of shares	Percentage of shares	No. of shares	Percentage of shares	No. of shares	Percentage of shares
Marketech Integrated Pte Ltd.	16,936,958	100.00%	0	0.00%	16,936,958	100.00%
Market Go Profits Ltd.	40,119,104	100.00%	0	0.00%	40,119,104	100.00%
MIC-Tech Global Corp.	131,560	100.00%	0	0.00%	131,560	100.00%
Headquarter International Ltd.	1,289,367	100.00%	0	0.00%	1,289,367	100.00%
Tiger United Finance Ltd.	1,410,367	100.00%	0	0.00%	1,410,367	100.00%
Marketech Engineering Pte. Ltd.	1,337,763	100.00%	0	0.00%	1,337,763	100.00%
Marketech Integrated Manufacturing Company Limited	1,535,600	100.00%	0	0.00%	1,535,600	100.00%
MIC-Tech Viet Nam Co., Ltd.	0	100.00%	0	0.00%	0	100.00%
Marketech Co., Ltd.	0	100.00%	0	0.00%	0	100.00%
eZoom Information, Inc.	0	100.00%	5,000,000	100.00%	5,000,000	100.00%
Marketech International Sdn. Bhd.	16,871,250	100.00%	0	0.00%	16,871,250	100.00%
Marketech International Corporation USA.	33,450,000	100.00%	0	0.00%	33,450,000	100.00%
Spiro Technology Systems Inc.	1,000,000	100.00%	0	0.00%	1,000,000	100.00%
ADAT Technology CO., LTD.	6,129,379	25.08%	6,144,786	25.14%	12,274,165	50.22%
PT Marketech International Indonesia	1,199,000	99.92%	1,000	0.08%	1,200,000	100.00%
Marketech Netherlands B.V.	1,200,000	100.00%	0	0.00%	1,200,000	100.00%
Glory Technology Service Inc.	6,208,320	29.24%	0	0.00%	6,208,320	29.24%
Smart Group Solutions Corp. original name (Smart Health Corp.)	16,000,000	100.00%	0	0.00%	16,000,000	100.00%
Vertex System Corporation	5,000,000	61.35%	0	0.00%	5,000,000	61.35%
Bolite Co.,Ltd	2,912,000	36.40%	0	0.00%	2,912,000	36.40%
MIC Healthcare Korea Co., Ltd	7,000,000	100.00%	0	0.00%	7,000,000	100.00%

Invested enterprises (Note 1)	Investment of our company (Note 1)		Investments made by Directors, Supervisors, Managers and the Company's Directly or Indirectly Controlled Businesses (Note 2)		Combined investment	
	No. of shares	Percentage of shares	No. of shares	Percentage of shares	No. of shares	Percentage of shares
Marketech International Corp. Japan	30,000	100.00%	0	0.00%	30,000	100.00%
Advanced Technology Matrix United	2,000,000	68.97%	0	0.00%	2,000,000	68.97%
Radisen Co., Ltd.(Ordinary Stock)	79,022	17.81%	8,011	1.81%	87,033	19.62%
Radisen Co., Ltd.(Preferred stock)	170,065	24.56%	0	0.00%	170,065	24.56%
Marketech International Corporation Germany GmbH	200,000	100.00%	0	0.00%	200,000	100.00%
MIC Industrial Viet Nam Co., Ltd.	0	100.00%	0	0.00%	0	100.00%
Marketop Smart Solutions Co., Ltd	3,060,000	51.00%	0	0.00%	3,060,000	51.00%
Marketech International (Thailand) Corp.,Ltd.	3,999,998	100.00%	2	0.00%	4,000,000	100.00%
MIC-Tech Ventures Asia Pacific Inc.	0	0.00%	40,016,604	100.00%	40,016,604	100.00%
Marketech Integrated Construction Co., Ltd.	0	0.00%	92,000	98.40%	92,000	98.40%
Rusky H.K. Limited	0	0.00%	833,000	100.00%	833,000	100.00%
Leader Fortune Enterprise Co., Ltd.	0	0.00%	303,000	31.43%	303,000	31.43%
Fortune Blessing Co., Limited	0	0.00%	500,000	27.78%	500,000	27.78%
MIC-Tech (WuXi) Co., Ltd.	0	0.00%	0	100.00%	0	100.00%
MIC-Tech (Shanghai) Co. Ltd.	0	0.00%	0	100.00%	0	100.00%
Shanghai Maohua Electronics Engineering Co., Ltd.	0	0.00%	0	87.00%	0	87.00%
MIC-Tech Electronics Engineering Corp.	0	0.00%	0	100.00%	0	100.00%
MIC-Tech China Trading (Shanghai) Co., Ltd	0	0.00%	0	100.00%	0	100.00%
Macrotec Technology(Shanghai) Co. LTD.	0	0.00%	0	31.43%	0	31.43%
Fortune International Corporation	0	0.00%	0	27.78%	0	27.78%

Note 1: The above investments are recognized by equity method.

Note 2: Investments made by the Company's directly or indirectly controlled business refers to investment made by the Company's directly or indirectly controlled subsidiary through equity method.

Part 3. Information on capital raising activities

1. Capital and shares

1) Sources of the capital for shares

Sources of the capital for the shares issued by the Company in recent years and by the print date of the annual notice are as follows:

Mar 31, 2026
Unit: NTD; share

Date	Issue price	Approved shares		Actual received capital		Note		
		Shares	Amount	Shares	Amount	Source of shares	Stock offset by assets other than cash	Others
Jan. 2025	10	300,000,000	3,000,000,000	201,316,176	2,013,161,760	Converted from corporate bond: 7,390	None	Note 1
Apr. 2025	10	300,000,000	3,000,000,000	202,204,480	2,022,044,800	Converted from corporate bond: 888,304	None	Note 2
Sep. 2025	10	300,000,000	3,000,000,000	204,563,896	2,045,638,960	Converted from corporate bond: 2,359,146	None	Note 3
Oct. 2025	10	300,000,000	3,000,000,000	217,998,313	2,179,983,130	Converted from corporate bond: 13,434,417	None	Note 4
Jan. 2026	10	300,000,000	3,000,000,000	218,593,543	2,185,935,430	Converted from corporate bond: 595,230	None	Note 5
Mar. 2026	10	300,000,000	3,000,000,000	220,329,529	2,203,295,290	Converted from corporate bond: 1,735,986	None	Note 6

Note 1: As stipulated under the Financial Supervisory Commission's Taiwan FSC correspondence No. 11430004690 directive on Jan 10, 2025.

Note 2: As stipulated under the Financial Supervisory Commission's Taiwan FSC correspondence No. 11430051310 directive on Apr 25, 2025.

Note 3: As stipulated under the Financial Supervisory Commission's Taiwan FSC correspondence No. 11430118510 directive on Sep 12, 2025.

Note 4: As stipulated under the Financial Supervisory Commission's Taiwan FSC correspondence No. 11430165510 directive on Oct 20, 2025.

Note 5: As stipulated under the Financial Supervisory Commission's Taiwan FSC correspondence No. 11530004670 directive on Jan 13, 2026.

Note 6: Regarding the 1,735,986 shares delivered due to the conversion of the 5th domestic unsecured convertible bonds in the first quarter of 2026, the Company will apply to the competent authority for the registration of change in capital after March 31, 2026

Mar 31, 2026 ; Unit: shares

Share type	Approved shares					Note
	Outstanding shares (Note 1)			Unissued shares	Total	
	Listed (Note)	OTC	Total			
Registered ordinary shares	220,329,529	0	220,329,529	79,670,471	300,000,000	None

Note1: Please indicate whether the shares are listed or OTC Listed (please note if it is restricted from listing or

OTC trading.

Note2: The book closure date of the Company's 2026 regular shareholders' meeting is on March 31, 2026.

Related information of General Application System: Not applicable

2) Name list of major shareholders

The names, shareholding numbers and ratios of the shareholders who hold more than 5% of total shares or have the shareholding ratios which rank top 10 are as follows:

March 31, 2026

Names of major shareholders	Shares owned (shares)	Shareholding ratio (%)
Ennoconn International Investment Co., Ltd.	83,468,613	37.88%
Ji-Xuan Investment Corp.	11,005,795	5.00%
E-Win Investment Company Ltd.	6,647,112	3.02%
Scott Lin	5,986,097	2.72%
Sung, Ping-Chung	4,303,660	1.95%
Sung, Feng-Pei	4,087,902	1.86%
Ji Chang Investment Company	3,050,534	1.38%
Robeco Capital Growth Funds under custody of Standard Chartered Bank (Taiwan) Limited	2,788,000	1.27%
Lin, Yu-Yao	2,574,378	1.17%
Labor Pension Fund (New System)	2,566,179	1.16%

Note: The book closure date of the Company's 2026 regular shareholders' meeting is on March 31, 2026.

3) Dividend Policy and Implementation Status

1. Policy per Articles of

Incorporation Article of

Incorporation Article 20:

If there is any surplus profit of the year, the Company shall firstly pay directors' remuneration, which shall not exceed 3%. Then 1% to 15% of the remaining amount shall then be paid as employees' remuneration. However, if the Company has any left-over deficit, the amount to make up the deficit shall be reserved in advance.

Upon closing of accounts, if there is surplus profit, the Company shall firstly estimate and reserve the all taxes and dues, make up the losses for preceding years, set aside a legal reserve of 10% of the net profit and then set aside a special reserve in accordance with applicable laws or regulations of the competent authority. Then the remaining profit shall be added with the remaining profit of precedent year. The Board of Directors shall draft a surplus distribution proposal, in which will be submitted to shareholders' meeting to decide whether to distribute or reserve the surplus profit.

However, if legal reserve amounts reach to the total paid-in capital, this provision shall not apply.

Article of Incorporation Article 20-1:

The appointed profit shall not exceed 50% to ensure that the development needs of future operation and security of the financial status could be optimized for the Company to response to the overall environment development and the features of industry growth.

The Company's profit distribution is determined by the Board of Directors based on factors such as operational performance, operational development fund requirements, and internal and external environmental changes. The distribution is set at 30% to 50% of the annual profit and submitted to the Shareholders' meeting. Considering future profit and funding needs, shareholder dividends were fully distributed in cash in the current year. If there are significant changes in our dividend policy in the future, we will provide further explanation.

2. Proposed dividend distribution

Unit: NT\$	
Items	Amount
Beginning unappropriated retained earnings	\$4,462,204,374
Plus: Adjusted 2025 retained earnings (Note 1)	<u>10,994,706</u>
The adjusted unappropriated earnings	4,473,199,080
Plus: Net income after tax for the year 2025	3,235,818,425
Less: Legal reserve	(324,681,313)
Plus: Reversal of special surplus reserve (Note 2)	<u>(99,516,259)</u>
Retained earning available for distribution	7,284,819,933
Distribution item(s): (Note 3)	
Shareholders' dividend – Cash dividend 6.50 / per share	<u>(1,420,858,030)</u>
Unappropriated retained earnings	<u>\$5,863,961,903</u>

Note 1: In 2025, adjustment for income taxes due to implementation of IFRS 12 recorded to retained earnings.

Note 2: Per regulatory requirement of the Financial Supervisory Commission R.O.C (Taiwan) No. 1090150022 directive.

Note 3: The above profit distribution will be made first from the 2025 profit.

Note 4: The cash dividends shall be calculated based on the distribution ratio and rounded down to the nearest dollar. The total amount of fractional remainders less than one dollar shall be recognized as other income of the Company.

3. Explanation for expected significant changes to dividend policy: None.

4) Impact of stock dividend distribution on the Company's operations

As the Company's shareholders' meeting in 2025 did not propose any stock dividend distribution, therefore there are no impact on the business performance, earnings per share and return on equity.

5) Employee, directors and supervisor compensation

1. Percentages or Profit Distribution Policy. If the Company has a profit for the year, it shall allocate no more than 3% as remuneration for directors and between 1% and 15% as employee compensation. Within the total employee compensation, 5% to 20% shall be allocated as compensation for rank-and-file employees. However, if the Company still has accumulated losses, an amount shall be reserved in advance to offset the losses.

When the Company has a surplus at the end of each fiscal year, it shall first estimate and reserve tax obligations, offset losses according to law, set aside 10% as a legal reserve, and appropriate or reverse a special reserve in accordance with the law or requirements of the competent authority. The remaining balance, plus unappropriated retained earnings from previous years, shall be used by the Board of Directors to draft a surplus distribution proposal to be submitted to the Shareholders' Meeting for a resolution on distribution or retention.

In accordance with Article 240 of the Company Act, the Company authorizes the Board of Directors to distribute dividends and bonuses, or all or part of the legal reserve and capital reserve as stipulated in Article 241 of the Company Act, in the form of cash. Such distribution requires a resolution passed by a majority of the directors present at a meeting attended by two-thirds or more of the total directors. A report shall then be submitted to the Shareholders' Meeting, and the requirement for a shareholders' resolution in the preceding paragraph shall not apply.

However, the aforementioned provision regarding the distribution of legal reserve shall not apply if the legal reserve has reached the amount of the Company's paid-in capital.

2. The basis for estimating the amount of employee, director, and supervisor compensation, for calculating the number of shares to be distributed as employee compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period.

- (1) The Company's 2025 Employees' Compensation and Directors Remuneration were estimated based on the pre-tax net profit of the year. Employees' compensation and directors' remuneration were recognized as wage expenses.
- (2) Accounting treatment for discrepancy between the actual distributed amount and estimated amount: discrepancy between the amount of remuneration actually distributed to employees and directors, and the estimated amount in financial statement shall be considered as changes in accounting estimates and shall be listed as the loss / profit of next year.

3. Information on any approval by the board of directors of distribution of compensation:

(1) Employee, director and supervisor compensation distributed in cash or stocks:

① Proposed employee, director and supervisor compensation:

The distribution of employee and director compensation for the year 2025 was approved by the Board of Directors on March 3, 2026. The proposed distribution includes NT\$396,248,244 for employee compensation and NT\$39,624,824 for director compensation.

Unit: NT\$

Item	Proposed distribution
Employees compensation via cash	396,248,244
Employees' compensation via shares	0
Director remuneration	39,624,824

② Reasons for differences between proposed amounts and actual expenses recognized should be disclosed: No differences noted between the proposed amounts above and the 2025 financial statements.

(2) The amount of employee compensation distributed in stocks, and its portion to current period net income after tax (on a standalone basis):

Not applicable as none were approved by the Board during the March 3, 2026 meeting.

4. Previous fiscal year's distribution of employee, director, and supervisor remuneration (including number of shares, amount, and stock price), and explanation for any differences in amounts distributed.

Unit: NT\$

Item	Distribution made in 2025 for 2024 fiscal year			
	Distributed amount	Estimated amount	Difference	Explanation
Status				
1.Cash dividends	245,783,776	245,783,776	0	0
2. Stock dividends				
(1) Shares	0	0	0	0
(2) Cash	0	0	0	0
3. Director remuneration	24,578,378	24,578,378	0	0

6) Share Buy-back: None

2. Status of issuance of corporate bonds:

The 5th Domestic Unsecured Convertible Bonds issued by the Company have been redeemed and were terminated from trading on the TPEx on March 26, 2026. The Company has commissioned the stock affairs agent to repay the face value of the unconverted bonds, totaling NT\$100,000.

3. Status of preferred shares: None

4. Status of issuance of global depository receipts: None

5. Status of employee share subscription warrants: None

6. Status of new restricted employee shares:

1) As to the report was printed, the related regulation was not applicable.

2) The top-10 employees applicable for the share limitation: N/A

7. Status of issuance of new shares in connection with mergers or acquisitions:

1) Share issuance for merger: N/A

2) Share issuance for acquisition: N/A

8. Implementation of the capital allocation plans: None.

Part 4. Overview of Business Operations

1. Business Activities

1) Business Scope

1. Contents of business scope

MIC and its subsidiaries (referred to collectively as MIC hereafter) perform business in the following four categories:

- (1) Sales and service of high-tech equipment and materials: MIC provides sales, distribution, service and technical support for process and factory management infrastructure for high-tech industries such as semiconductor manufacturing and photo-electronics, as well as the associated materials, chemicals and parts/components.
- (2) Automatic supplying systems: MIC provides planning, design, construction, supervision, installation, testing, operating consultation and warranty service for gas supply, automatic chemical feeding system, special gas and factory monitoring systems for high-tech industry facilities such as those in semiconductor manufacturing, photo-electronics and biochemical and pharmaceutical companies.
- (3) Total Facility Engineering Turnkey Project: for this part, MIC provides service for turnkey projects for high-tech industry facilities such as those in semiconductor manufacturing, photo- electronics and biochemical and pharmaceutical companies from electrical system, clean room, factory peripherals to process equipment. Also, MIC is known for the integration of electrical systems in, for example, petrochemical compound, traditional industry facilities and smart buildings.
- (4) R&D and manufacturing of customized equipment: MIC designs and builds automatic factory and process equipment to the needs of clients in semiconductor manufacturing, photo- electronics and other high-tech industries as well as traditional industries.

2. Business percentages

Unit: NT\$ thousands; %

Sales or service cat.	Year	2024		2025	
		Revenue	%	Revenue	%
R&D and manufacturing of customized equipment		13,047,719	21.50	13,030,356	25.27
Total Facility Engineering Turnkey Project		28,591,460	47.13	20,082,799	38.94
Sales and service of high-tech equipment and materials		10,334,281	17.03	9,238,494	17.92
Automatic Supplying system		8,701,644	14.34	9,215,825	17.87
Total		60,675,104	100.00	51,567,474	100.00

Note: Disclosed based on the consolidated audited financial statements of 2024 and 2025.

3. Current lines of product (service) offered by MIC

- (1) Sales and service of high-tech equipment and materials:
 - ① Semiconductor mask process

- ② IC manufacturing process
 - ③ IC packaging process
 - ④ LCD and color filter processes
 - ⑤ GaAs process for LEDs
 - ⑥ Front end process for LEDs
 - ⑦ Solar power equipment
- (2) Automated supply system:
- ① Design, manufacturing, construction, installation and testing of automatic supply system of gas/chemical/ultrapure water/pure steam/injection water/wastewater treatment
 - ② Factory automation
 - A. Factory management and control system (FMCS)
 - B. Computer-integrated manufacturing (CIM)
 - C. Importing of automation products
 - ③ Information, communications, corporate information and program service
 - A. Information/communication solution introduction and system integration
 - B. Value-added service system
 - C. Planning and consulting for communication systems
 - D. Importing and sales of software and hardware of communications and corporate information service
 - E. Outsourced management for information/communication systems
 - F. Sensing and messaging platform
 - G. Application System Performance
 - H. New Generation Internet Surveillance and Warning System
 - I. Automated meeting room asset management system - AMM
 - J. Radio voice integration solution – KoKo Radio
 - K. E-Commerce Platform design and installation services - eCommerce Service
 - L. Smart Healthcare Service Platform and Smart Hospital Solution
- (3) Total facility engineering turnkey project:
- ① Turn-key projects for high-tech factories, pharmaceutical factories and biotechnical labs
 - ② Engineering projects for mass transit system
 - ③ Water resource and energy management
 - ④ Information data center project
4. R&D and manufacturing of customized equipment

According to the needs of markets and customers, MIC will continue to cooperate with the original equipment manufacturer to develop equipment modules and customized equipment in the future.

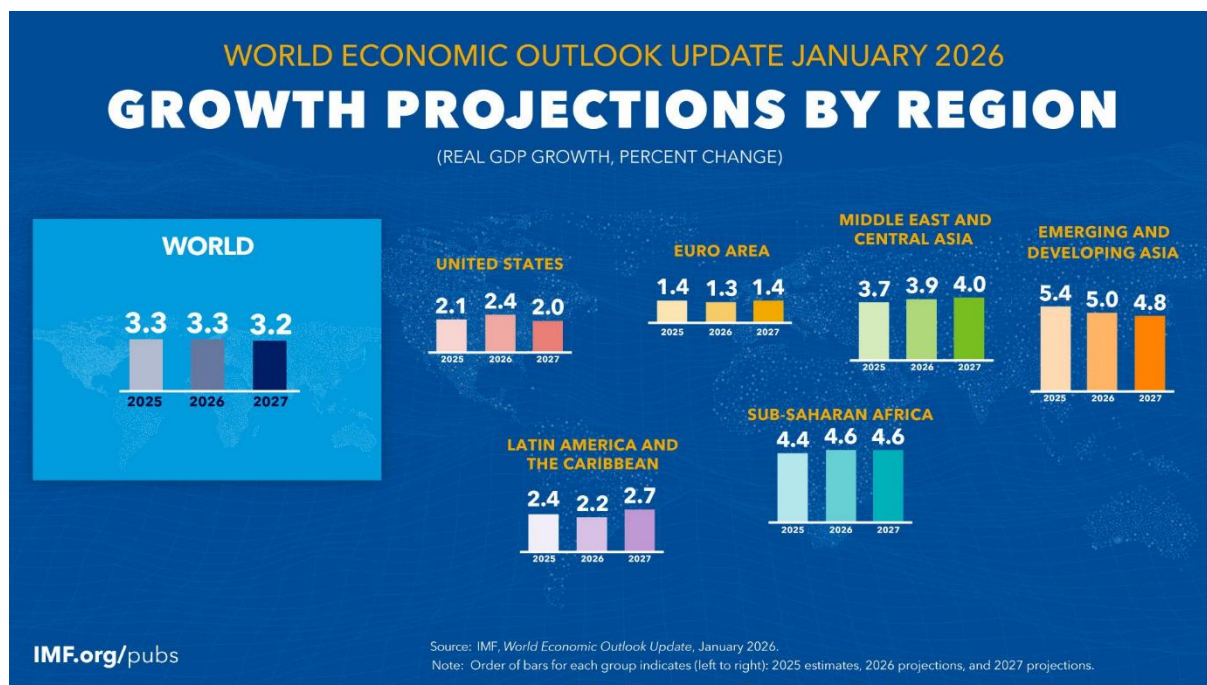
2) Industry Overview

1. Global macroeconomic environment

The International Monetary Fund (IMF) released its latest "World Economic Outlook" report, forecasting a global economic growth rate of 3.3% in 2026 and an estimated 3.2% in 2027. The IMF stated that businesses have adapted to higher U.S. tariffs by shifting supply chains, existing trade agreements have also lowered tariff levels, and mainland China has pivoted to exporting to non-U.S. markets.

The IMF projects the U.S. economic growth rate for this year to be 2.4%, benefiting from an investment boom in AI infrastructure, such as data centers, powerful AI chips, and power supply. Mainland China's economic growth is expected to reach 4.5% in 2026, down from 5% in 2025. If mainland China does not establish a more balanced growth model—one that is less reliant on exports and more driven by domestic demand—it may face increased risks from trade protectionist policies. The Eurozone's economic growth rate is projected to reach 1.3% in 2026, primarily driven by Germany's expansion of public spending, as well as improved economic performance in Spain and Ireland.

Downside risks cited by the IMF include an AI bubble, geopolitical tensions, and trade conflicts disrupting supply chains and markets. Substantial spending on AI and other technologies has become a pillar of growth, with North America and Asia benefiting profoundly. However, if AI fails to fulfill expectations of significantly boosting productivity, it could trigger a sudden market plunge that spills over into other sectors, leading to a contraction in household wealth.



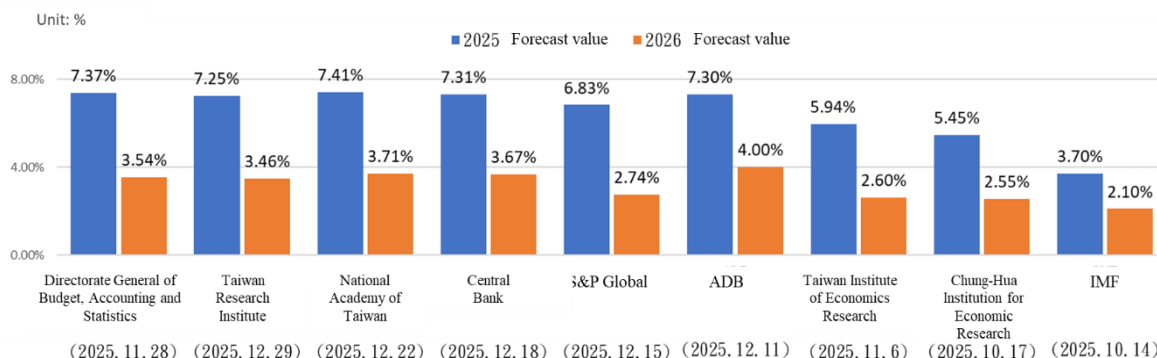
Source: IMF (World Economic Outlook), January 2026

Figure 1. Global Economic Growth Projections by the IMF

Taiwan's Economic Outlook for 2026

The National Development Council (NDC) has released the economic growth outlook for 2026.

According to forecasts by major domestic and international institutions, Taiwan's economic growth rate in 2026 is projected to range between 2.1% and 4%, while the Directorate-General of Budget, Accounting and Statistics (DGBAS) estimates it could exceed 3.5%. Looking ahead to 2026, as the development trajectory of AI technology and applications solidifies, numerous countries are actively deploying AI infrastructure, driving sustained strong demand for hardware. The semiconductor sector's expansion of advanced manufacturing processes and high-end packaging and testing capacity will sustain our export and investment momentum. Coupled with a recovery in private consumption, the overall economic performance is characterized by steady domestic growth and robust external demand. However, U.S. tariff policies and geopolitical risks remain high and warrant continuous monitoring.



Source: Directorate General of Budget, Accounting and Statistics of the Executive Yuan, National Development Council and various organizations, from October 2024 to January 2025

Figure 2. Outlook for Taiwan's Economic Growth Rate in 2026

2. Current Industry Situation and Development

The Group's sales and service targets span across the semiconductor, display, and LED industries, and extend into general industries such as petrochemical plants, manufacturing plants, and smart buildings. The current situation and development of the industries in which the Group operates are analyzed as follows:

(1) IC (semiconductor) industry

According to the semiconductor market share analysis report released by the research firm Gartner, total global semiconductor revenue reached \$793 billion in 2025, an increase of 21% compared to 2024. This growth was primarily driven by robust demand for artificial intelligence (AI)-related chips.

AI chips hold a leading position; AI semiconductors, including processors, high-bandwidth memory (HBM), and networking components, accounted for nearly one-third of total sales in 2025. Revenue from AI processors alone exceeded \$200 billion in 2025. Gartner projects that by 2029, AI semiconductors will account for over 50% of total sales in the overall semiconductor market.

In the memory market, HBM demonstrated stellar performance, capturing a 23% share of the DRAM market with sales surpassing \$30 billion, primarily benefiting from the rapid deployment of AI servers.

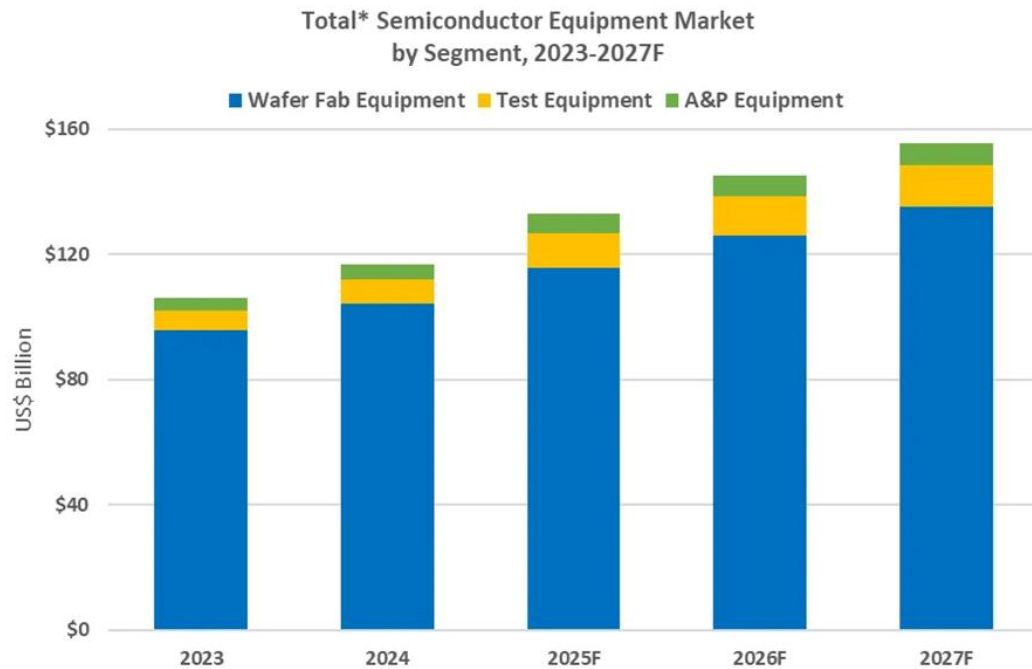
Global Top 10 Semiconductor Vendors by Revenue in 2025

Unit: Millions of U.S. Dollars

2025 Rank	2024 Rank	Vendor	2025 Revenue	2025 年 Market Share (%)	2024 Revenue	2024~2025 Growth (%)
1	1	NVIDIA	125,703	15.8	76,692	63.9
2	2	Samsung Electronics	72,544	9.1	65,697	10.4
3	4	SK Hynix	60,640	7.6	44,186	37.2
4	3	Intel	47,883	6	49,804	-3.9
5	7	Micron Technology	41,487	5.2	27,619	50.2

2025 Rank	2024 Rank	Vendor	2025 Revenue	2025 年 Market Share (%)	2024 Revenue	2024~2025 Growth (%)
6	5	Qualcomm	37,046	4.7	32,976	12.3
7	6	Broadcom	34,279	4.3	27,801	23.3
8	8	AMD	32,484	4.1	24,127	34.6
9	9	Apple	24,596	3.1	20,510	19.9
10	10	MediaTek	18,472	2.3	15,934	15.9
		Others (outside top 10)	298,315	37.6	270,536	10.3
		Total Market	793,449	100	655,882	21

Source: Gartner, 2026/01



Source: SEMI, 2025 Year-End Semiconductor Equipment Forecast - OEM Perspective

*Total equipment includes new wafer fab, test, assembly, and packaging, but does not include wafer manufacturing equipment.
Totals may not add due to rounding.

Source: SEMI (Semiconductor Equipment Forecast), 2025/12

Figure 4. SEMI 2025 Global Semiconductor Equipment Forecast

According to the Year-End Total Semiconductor Equipment Forecast (OEM Perspective) released by SEMI, total global sales of semiconductor manufacturing equipment are projected to experience three consecutive years of growth. Sales are estimated to reach \$133 billion in 2025, \$145 billion in 2026, and a record high of \$156 billion in 2027.

The key driving force is the robust demand for AI applications, which continues to propel investments in advanced logic processes, High Bandwidth Memory (HBM), DRAM upgrades, and advanced packaging solutions. Furthermore, as governments worldwide implement domestic semiconductor manufacturing incentives (such as the CHIPS Act), the expansion of semiconductor ecosystems across the globe also provides strong support for the overall market.

The Wafer Fab Equipment (WFE) segment, which encompasses wafer processing, fab facilities, and mask equipment, is expected to grow by 12.3% to \$112 billion in 2025, and further increase to \$135.2 billion in 2027. The backend equipment market is also demonstrating a robust recovery; within this segment, test

equipment is projected to surge by 48.1% to \$11.2 billion in 2025, while assembly and packaging equipment is anticipated to grow by 19.6% to reach \$6 billion in 2025.

Table 2. Statistics on Taiwan’s IC Industry Output Value between 2022 and 2026

	Unit: NT\$100 million; %									
	2022	2022 Growth Rate	2023	2023 Growth Rate	2024	2024 Growth Rate	2025	2025 Growth Rate	2026 (e)	2026 (e) Growth Rate
IC industry output value	48,370	18.5%	43,428	-10.2%	53,151	22.4%	65,225	22.7%	77,150	18.3%
IC design industry	12,320	1.4%	10,965	-11.0%	12,721	16.0%	14,245	12.0%	15,214	6.8%
IC manufacturing industry	29,203	31.0%	26,626	-8.8%	34,195	28.4%	43,869	28.3%	54,339	23.9%
Semiconductor foundries	26,847	38.3%	24,925	-7.2%	32,438	30.1%	41,693	28.5%	51,317	23.1%
Memories and other manufacturing	2,356	-18.2%	1,701	-27.8%	1,757	3.3%	2,176	23.8%	3,022	38.9%
IC packaging industry	4,660	7.0%	3,931	-15.6%	4,233	7.7%	4,825	14.0%	5,163	7.0%
IC testing industry	2,187	7.7%	1,906	-12.8%	2,002	5.0%	2,286	14.2%	2,434	6.5%
IC product output value	14,676	-2.3%	12,666	-13.7%	14,478	14.3%	16,421	13.4%	18,236	11.1%
Global semiconductor market (US\$100 million) and growth rate (%)	5,741	3.3%	5,269	-8.2%	6,305	19.7%	7,917	25.6%	9,999	26.3%

Source: TSIA; ITRI/ISTI, February 2025

Note:

- (e) refers to the estimate.
- IC industry output value = IC design industry + IC manufacturing industry + IC packaging industry + IC testing industry.
- IC product output value = IC design industry + Memory and other manufacturing
- IC manufacturing industry output value = Semiconductor foundries + Memories and other manufacturing.
- The calculation of the aforementioned output values is based on companies established by headquarters in Taiwan.

According to statistics from the Industry, Science and Technology International Strategy Center (ISTI) of the Industrial Technology Research Institute (ITRI), benefiting from the momentum of AI-driven demand, the production value of Taiwan's IC industry reached NT\$6.5225 trillion in 2025, and is projected to surpass NT\$7.7 trillion in 2026.

Observing the semiconductor sales performance in global regional markets, the United States and the Asia-Pacific region became the core engines of growth in 2025. Annual sales in the U.S. market exceeded US\$250 billion, a year-over-year increase of more than 30%; the Asia-Pacific region performed the most impressively, with an annual growth rate of up to 45%, demonstrating strong market resilience. In contrast, the European and mainland Chinese markets maintained steady growth of 6.3% and 17.3%, respectively, while the Japanese market appeared relatively sluggish, becoming the only region among major global economies to experience a decline, with its annual production value dropping by approximately 4.7% compared to the previous year.

Taiwan's semiconductor industry also delivered stellar results in 2025, demonstrating its core position in the global supply chain. ITRI estimates that the total production value of Taiwan's IC industry reached NT\$6.5225 trillion in 2025, representing an annual growth rate of 22.7%. Among them, the IC manufacturing sector played a leading role with an annual growth rate as high as 28.3%. In particular, fueled by the demand for AI and high-performance computing (HPC), the annual production value of the foundry sector exceeded NT\$4.1 trillion. In addition, the IC design, packaging, and testing sectors also grew simultaneously, posting annual

growth rates ranging from 12% to 14%.

Table 3. Overview of Taiwan's capital equipment imports between 2019 and 2025

Unit: US\$100 million

Year	Capital equipment	Annual growth rate (%)	Semiconductor equipment	Annual growth rate (%)
2019	507.60	21.2	236.37	52.6
2020	526.41	3.7	233.19	-1.3
2021	689.11	30.9	320.78	37.6
2022	754.71	9.5	363.22	13.2
2023	623.75	-17.4	242.51	-33.2
2024	699.47	12.1	236.97	-2.3
2025	1,056.52	51.0	401.26	69.3

Source: Ministry of Finance, February 2026

(2) Display industry

According to MoneyDJ analysis, the panel industry in 2026 will maintain a keynote of "seeking progress while maintaining stability." Panel manufacturers are expected to continue fine-tuning capacity utilization rates in response to demand. Against this backdrop, TV panel prices are projected to fluctuate alongside demand but trend toward stability. Conversely, the IT application segment faces pricing pressure driven by new capacity and technology penetration.

While no new LCD fabs or capacity expansion plans are scheduled for 2026, the supply-demand structure will remain influenced by the continued production ramp-up of Tianma's Gen 8.6 line initiated in 2025. Beyond the pressure from Tianma's additional capacity, Samsung and BOE are expected to commence production on their Gen 8.6 OLED lines. The increasing penetration of OLED technology is likely to further compress the market share of LCD production lines; consequently, the outlook for IT panel pricing in 2026 remains conservative. Meanwhile, high-end display applications are identified as a primary growth highlight for the year.

According to TrendForce's TV shipment survey, the TV industry in 2026 faces rising production costs due to simultaneous price increases in memory, panels, and precious metals. Brands will be caught in a tug-of-war between maintaining profitability and competing for market share. Annual TV shipments are projected to decrease by 0.6% year-on-year (YoY) to 194.81 million units. As existing cost structures can no longer support previous low-price strategies, retail price hikes for new models are inevitable. However, the total shipment area is expected to increase by 6% YoY, driven by the consumer shift toward larger-sized TVs and monitors.



Source: TrendForce, January 2026

Figure 4: Global TV Shipments, 2019–2026

LCD Panels: Major Chinese panel manufacturers (such as BOE and TCL CSOT) continue to maintain a strict "capacity utilization control" strategy to prevent oversupply. According to TrendForce, production cuts during the Lunar New Year have limited LCD output. However, driven by pre-stocking demand for the 2026 FIFA World Cup and various subsidy policies, the demand area for TV panels in Q1 2026 saw only a minor decline of approximately 1.8% QoQ (quarter-on-quarter). This cushioned the impact of downward adjustments in capacity utilization and mitigated the risk of falling back into a price war. Consequently, LCD TV panel prices are projected to trend toward a slow increase or remain stable in the first half of 2026.

OLED Panels: As the depreciation of Gen 8.5 OLED production lines nears its end and yield rates improve, production costs have significantly decreased. This makes OLED pricing more competitive, accelerating its penetration from the high-end market into the mid-range segment. According to Omdia,

OLED shipments are projected to grow by 6.1% in 2026, while the total display area is expected to surge by 10.6%. This indicates that OLED market share continues to rise even in a flat or declining overall market. The global OLED display market is estimated to reach approximately US\$34.7 billion in 2026. Driven by TVs, IT monitors, laptops, smartphones, and automotive displays, the market is expected to grow at a Compound Annual Growth Rate (CAGR) of 9.7%, reaching approximately US\$55 billion by 2031.

TV Panels

According to TrendForce analysis, despite the presence of major promotional catalysts in the first half of 2026—including the Super Bowl, the US tax refund season, the FIFA World Cup, as well as China's Lunar New Year and 618 Shopping Festival—brands have accelerated their procurement schedules due to monthly price hikes in memory and panels. This pre-stocking momentum is expected to drive 1Q26 shipments to 46.51 million units, a 2% YoY increase. However, the market may face the variable of a "lackluster peak season" in the second half of the year.

From a cost perspective, panels account for approximately 40–50% of the total TV BOM cost, and prices as of January 2026 have already transitioned into an upward trend. Meanwhile, the supply of TV-grade memory is being squeezed by demand from HBM and Server applications, causing prices to climb steadily since 2H25. For instance, contract prices for 4GB DDR4—commonly used in 4K TVs—have surged more than fourfold over the past year and are projected to grow by over 60% QoQ in 1Q26. Before this price surge, DRAM accounted for only 2.5–3% of a TV's BOM cost; following recent adjustments, this ratio has rapidly climbed to 6–7%, exerting significant pressure on brand profitability. Smaller manufacturers with fewer resources will likely bear the brunt of these memory price fluctuations.

On the policy front, China's subsidy programs will continue to provide a tailwind in 2026, with eligibility increasingly restricted to Grade 1 energy-efficient products, which favors Mini LED models. At CES 2026, leading brands showcased their RGB TV technologies and introduced more affordable products in the 55–75 inch range, signaling intense competition. Consequently, TrendForce has revised its 2026 Mini LED TV penetration rate forecast upward to 10%, with shipments approaching the 20 million unit milestone. TCL, leveraging its vertical integration across materials and manufacturing, is expected to remain the market leader in the Mini LED TV segment, with a projected market share exceeding 30%.

Laptop Displays

Notebook panel prices are currently being influenced by rising costs of memory and other semiconductor materials. While notebook brands continue to pull in demand through aggressive pre-stocking, they are simultaneously exerting significant downward pressure on panel prices to stabilize their overall BOM costs, especially given the persistent oversupply in the notebook panel market. To maintain customer relationships and secure orders that have been moved forward, panel manufacturers have adopted a compromising stance on pricing. As a result, notebook panel prices remain under pressure and continue their downward trend.

TrendForce notes that if the surge in memory prices does not reasonably subside by 2Q26, brands—unable to successfully pass on these costs—may see demand for entry-level and consumer notebooks weaken further. In a pessimistic scenario, total annual shipments for 2026 could drop by as much as 10.1% YoY. Currently, TrendForce estimates that the impact of memory price hikes on the overall notebook market will lead to a 7.9% YoY decline in panel shipment momentum.

Within this segment, LCD panels face a dual threat: downward revisions in total notebook demand and the rising penetration of OLED panels, leading to a more pronounced decline in LCD shipments.

Conversely, OLED notebook panels are expected to maintain positive growth in 2026 as brands aggressively increase the proportion of OLED models in their lineups. However, because brands must eventually reflect higher memory costs in their end-user retail prices, consumer purchase intent may be dampened, potentially slowing the growth trajectory of OLED notebook panels.

Mobile Phone Panels

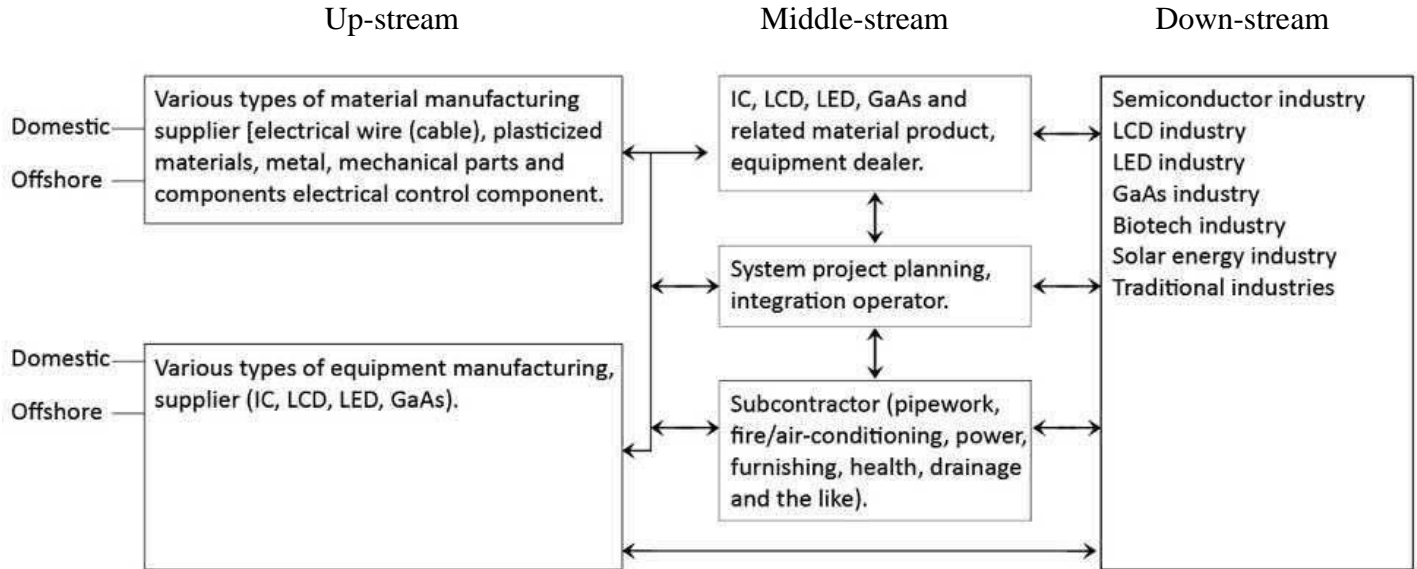
According to analysis by TrendForce, global smartphone panel shipments have seen a significant shift in regional market shares. The market share of Taiwanese panel manufacturers declined to 7.7% in 2025, while Korean manufacturers maintained a stable share of 20.9%. Japanese manufacturers have fully withdrawn from the mobile panel market, pivoting their focus entirely to the automotive display sector. In contrast, Chinese panel manufacturers have solidified their role as dominant leaders in the mobile segment. Supported by rapid growth in both a-Si LCD and AMOLED technologies, Chinese makers accounted for over 60% of the market in 2024, with their total share rising to 71.4% in 2025.

In the AMOLED segment, Korean manufacturers currently retain their shipment advantage due to robust demand from Samsung and Apple. However, Chinese manufacturers are rapidly capturing market share through the mass production of cost-effective flexible AMOLED panels. This growth is further bolstered by China's domestic component sourcing strategy, which has led to increased shipments to domestic smartphone brands, accelerating the expansion of Chinese makers' footprint in the AMOLED market.

While the smartphone market grew by nearly 2.5% in 2025, driving a 7.1% YoY increase in panel demand, the outlook for 2026 is more cautious. Impacted by memory price hikes and supply shortages, overall smartphone demand is expected to contract by 10% to 15%. This downturn is projected to weigh on the entire sector, with smartphone panel demand estimated to decline by 7.3% YoY.

3. Relationship between industry upstream, midstream and downstream

The Company operates as a comprehensive supplier in high-tech industries such as semiconductors and optoelectronics. The relationship of the upstream, midstream, and downstream sectors within the industry is illustrated in the following diagram:



4. The products' various development trends

(1) Sales and services of high-tech equipment and materials

① Integrated circuitry component processing

In the face of future market development trends, with 5G, AI, high-performance computing, automotive and other related emerging semiconductor applications. All kinds of AI acceleration and collaborative chips required from the cloud to the edge have been proposed. The development trend of architecture chips will affect the development direction of the semiconductor industry and the transfer of semiconductor application blocks.

Industry Outlook and Market Trends Advanced Manufacturing Processes.

Driven by the surge in AI demand, capacity expansion for advanced manufacturing processes is accelerating. TSMC is not only continuing its build-out of 2nm and 3nm nodes at its Taiwan sites but is also nearing mass production for 3nm and 4nm processes at its U.S. facilities. Leveraging its early entry into the GAA (Gate-All-Around) architecture, Samsung is advancing its 2nm development in Hwaseong, South Korea. Meanwhile, under its new strategic roadmap, Intel is betting on the development of its 18A process, with the objective of securing more external foundry customers over the next few years.

Mature Manufacturing Processes. The market for mature processes is also seeing a rebound, supported by a wide range of applications across consumer electronics, automotive, and industrial control sectors. Looking ahead to 2025, overall demand is expected to continue recovering, fueled by the consumer electronics sector and potential inventory replenishment momentum in the automotive and industrial fields. The average capacity

utilization rate for 8-inch wafer fabs is projected to climb from 70% in 2024 to 75% in 2025. Similarly, the average utilization for 12-inch mature processes is expected to rise above 76%. Overall, the foundry industry's capacity utilization is anticipated to increase by an average of 5 percentage points in 2025.

② IC packaging processing

Semiconductor OEM and IDM factories have successively invested R & D resources in 3D packaging technology, which will lead a new trend of 3D packaging and testing technology. Through the bumping density, the overall computing speed between the CPU / GPU processor and the memory is improved. It is expected to continue to extend through SoIC packaging technology and serve as a new solution for various advanced packaging in the back end of Integrated Fan-out and Chip on Wafer on Substrate.

(2) Automatic supplying system

① Gas automated supply system

Through many years of efforts, the group has become one of the primary industry suppliers, in terms of the operating scaled and technical sophistication. In the future, the Company vies to put its competitive focus on optimizing the cost control model, in a bid to bring the clients with high quality, high efficiency total solution proposals.

② Chemical automated supply system

With the chemical automated supply system being a requisite chemical conveying supply facility in high-tech industry plant launching. MIC focus on the future technical aspect, unless there is innovative development on the use of chemical materials, the current system design, equipment and implementation will continue to undergo changes corresponding to the customer's processing change, and exactly for its service uniqueness, and high technical thresholds, the saturating market will prevent potential rivals from entering into the market.

③ Operating service businesses

Our group has been deeply involved in the operation of client-side industrial systems for decades, including Total Chemical Management (TCM), Total Gas Management (TGM), and Total Water Management (TWM). We provide customers with comprehensive and complete services, and have a sound corporate operating system that ensures employee promotion, annual salary increases, and various generous benefits. This not only fosters strong employee morale and high work efficiency, but also earns us excellent and irreplaceable word-of-mouth recommendations from all of our clients.

④ Factory automated operation

MIC have many years of experiences in facility management control system (FMCS), computer-integrated manufacturing (CIM) and automated product representation operation.

⑤ Equipment health pre-diagnosis and management system

(3) Total Facility Engineering Turnkey Project

① High-tech, data center, and precision manufacturing industries.

② High-tech factory equipment/server integrated server installation project (total turnkey hookup projects).

③ Electromechanical systems integration for general industry, communication industry and smart building.

(4) R&D and manufacturing of Customized equipment

To help research and design the production of OEM and ODM equipment, and cooperate with the important academic and research groups to jointly build our own brands in the equipment manufacturing market.

5. Competitive status

(1) Sales and services of high-tech equipment and materials: Due to the diversified and complex types of equipment and materials sold by the Group, and the various businesses have been intertwined in major technology companies.

(2) Automatic Supplying system

① Gas automated supply system

The group has successfully developed with gas material vendors a modeled panel to command a competitive edge in pricing and production speed; in product development aspect, it is able to offer customized product catering to the client's needs; in onsite maintenance/repair aspect, the reasoned software/firmware engineers are able to provide speedy, real-time services.

② Chemical automated supply system

Using our own brand, MIC has successfully introduced factory-wide chemical supply system equipment to the semiconductor and optoelectronics industries through turnkey system engineering. We have completed several 12-inch wafer fab projects and have established ourselves as a first-class brand with an excellent market share in the high-tech construction industry.

③ Operating service businesses

Outsourcing operation services has become a common practice in Europe, America, and Japan due to the demand for specialized labor and streamlined human resources. In Taiwan, currently, only TCM (Total Chemical Management), TGM (Total Gas Management), and TWM (Total Water Management) in the facility management system are outsourced to provide on-site maintenance, replacement of chemicals and gas supply materials, monitoring and supervision of the system. The main providers of technical services are still the original equipment suppliers, and there is no independent "technical service provider" that specializes in this field yet.

④ Factory automated operation

A. Special gas and facility management control system (GMS & FMCS)

This kind of service is heading towards comprehensive and integrated service, main customers of which are IC plants in Taiwan and China. They tend to seek for cooperation with stable and all-encompassing companies, like Mitec, where skilled personnel and technical support sufficient. In this way, system-integrated competitors with relatively less capital, workforce and technique can hardly enter the market, which makes the threshold higher, and by contrast, it is more difficult to compete.

B. Computer-integrated manufacturing (CIM)

Taiwan's manufacturer must pay attention to the transparency of production in the future, to immediately adjust the production with product traceability, and respond to customer needs for additional business value. "Lean production", which

presents an approach that

integrates management with technology, is not likely to succeed on the first try. Enterprises should identify their key technologies based on industrial characteristics when turning to Industry 4.0. The difference between Industry 4.0 and traditional industries lies not only in the degree of automation and informatization, but in the use of cyber-physical system (CPS), big data and other technologies to achieve smart factory. Therefore, the core technologies of Industry 4.0 are IoT (for collection of all-round information), big data (for analysis and forecasting), intelligent robot, and cyber-physical system, which will be integrated by Marketech International Corp. in terms of its computer-integrated manufacturing to make productions more responsive.

C. Automated product representation operation

The group provides customers with purpose-specific automated products and customized services which feature fast-integrating advantages and short establishment period.

Meanwhile, every system can be inter-compatible and integrated, breaking the traditional frame. Hence, a huge flexibility and agility of expansion can be supplied to customers to help them completely understand the whole picture of developing information strategy planning. Unlike general automated products with multi functions on the market, great performance and results can be presented immediately under this operation, which makes our products more competitive and valuable.

(3) Total Facility Engineering Turnkey Project

In addition to providing integrated supply systems for large-scale high-tech factories, our group also focuses on meeting the specific factory construction needs of small and medium-sized enterprises (SMEs) or overseas customers. We often prioritize cost-effectiveness and the convenience of localized after-sales services. Foreign companies entering this space are often limited due to the aforementioned factors, making our group one of the few professional manufacturers capable of entering this industry.

To maintain competitive advantages and reduce cost, high technology industries have shifted decentralized manufacturing, which even makes market competition expanded from Taiwan to China and Southeast Asia. Accordingly, the Group has developed and deployed in such a large global market with a great result.

(4) R&D and manufacturing of Customized equipment

The Group currently serves a broad portfolio of semiconductor equipment clients, including industry leaders from Europe, the United States, and Japan. To facilitate the localization and integration of process equipment technologies, we collaborate with premier manufacturers from Japan, the U.S., Germany, and the Netherlands. The Group's diversified operations and expertise in OEM and ODM customized equipment have earned deep trust from our clients, further supporting their strategic initiatives for localized manufacturing.

3) Technology and R&D status

1. The operating business's technical level and R&D

The group, at its initial inception, primarily caters to TSMC, UMC and related IC manufacturing companies, and through the close-knit cooperation with globally renowned semiconductor and

electronic materials plants, it has introduced various high-tech products when Taiwan's semiconductor industry is at a budding stage, and as it has also utilize the opportunity of collaborating with globally renowned producers to steadfastly introduce the technology to laid a sound foundation on the group's automated supply system and integrated system professional know-how.

In the aspect of gas automated system, chemical supply systems and integration projects, the group commands relevant professional design personnel in semiconductor, mechanical automated control and chemical engineering and related domains, and also relies on equipment distributor's orientation training and pertinent technology outsourced orientation training to absorb local and foreign peers' technology, and also work through the interactive exchange with key customers and local vendors in fully discerning the producers and users' needs, to develop on its own the international SEMI certified highly clean special gas supply system equipment, technology and know-how.

In recent years, the Group has actively attentive in the research and development and technical development of customized equipment, especially to enhance the design, assembly and testing capabilities of customized equipment. Moreover, the Group will self-developed and manufacture Colorfilter PI Repair, OLED PI Repair, Flexible OLED PI Repair and other panel repair machines.

2. R&D personnel and their education

Unit: persons; %

Year	2024		2025		As of March 31, 2026	
	Personnel	Ratio (%)	Personnel	Ratio (%)	Personnel	Ratio (%)
Doctoral	5	10.64%	5	9.62%	4	8.50%
Master	20	42.55%	21	40.38%	19	40.43%
B.A.	19	40.43%	25	48.08%	23	48.94%
College	3	6.38%	1	1.92%	1	2.13%
Total	47	100.00%	52	100.00%	47	100.00%
Average tenure	5.23		6.24		7.73	

3. R&D expenditure in the most recent fiscal year and up to the annual report publication date

Unit: NT\$ thousands

Year	2025	As of March 31, 2026
Item		
Research and development expenses (A)	288,494	65,394
Operating income (B)	51,567,474	14,308,544
Ratio (A)/(B) (%)	0.56	0.46

Note: Figures above based on 2023 audited consolidated financial statements and 2024 first quarter reviewed consolidated financial statements.

4. Successfully developed technology or products

The research and development team of the Groups commands high-tech manufacturing, automated control, laser, optoelectronics, software, precise machinery technology integration capability, and has had rather excellent results in developing high-tech system equipment, with some of the critical R&D practical performances as enlisted below:

Year	R&D Performance	Applications
2025	Development of FPC Direct Write Lithography Equipment	CPO Applications
	Development of Panel-Type Direct Write Lithography Equipment	Panel-Level Packaging Applications
	Micron-Level Optical Structure Imprinting Equipment	CPO Applications
	Ultrasonic Spray Coating Equipment	Semiconductor Packaging Applications
	UV Laser Cutting Equipment	uLED Process Applications
	3D Coating Equipment	uLED Process Applications
	PAGE MAKER Automatic Electrophoresis Gel Manufacturing Machine	Laboratory Protein Testing
	NGS Smart Detection Platform BRCA 1/2 Sequencing Validation	Genetic Testing Laboratory

4) Long, short-term business development plans

1. Short-term operating strategies

- (1) To expand the depth and propensity of the high-tech equipment/material sale product lines.
- (2) To integrate the electrical and mechanical engineering and facility integration implementing capability. Enhance the ability for providing international service.
- (3) To integrate the capability of installation and maintenance of equipment, in order to expand the depth and propensity of service provided to client.
- (4) To research and develop, design, manufacture customized private label equipment.
- (5) To actively introduce international factories for cooperation to enhance the domestic technical capabilities of production process equipment.
- (6) To actively develop application and deployment capabilities for IoT, Big Data, AI, 5G networks, as well as AR/VR technologies.

2. Mid-term operating strategies

- (1) To actively rally for potentially dynamic industry processing equipment or material representation rights.
- (2) To accumulate non-high-tech industry's customer base and technology, and expand into the Asian markets.
- (3) To actively introduce relevant high-tech technology, develop the localized assembly-related processing equipment technical capability, with which to assist localizing the original manufacturer equipment.
- (4) To integrate the initial plant and customer resources to jointly expand the Asian markets.

3. Long-term operating strategies

- (1) To excel in the high-tech industry, i.e. IC, petrochemical, and biotech, electrical and mechanical, telecommunications, foods and related industry services, and also to expand the sale and service network in securing its footing In the Asian markets.
- (2) To continue accumulated experience on customized equipment R&D and manufacturing by jointly developing future fabrication equipment.
- (3) To continue excelling automated supply system's relevant technology and seeking

higher end design development.

- (4) To develop enterprise-to-enterprise e-commerce system, bearing to become a customer end and supply end's information exchange hub.

2. Analysis of market as well as the production and marketing situation

(1) Market analysis

1. Key products (services) sale (supply) areas

Over the past two years, our group's primary sales and service regions have been Taiwan, the United States, and mainland China. In order to expand operational efficiency, enhance customer service, and ensure timely response, the Company has established sales and service locations in China, Singapore, South Korea, Vietnam, Malaysia, Myanmar, Indonesia, the Netherlands, United States, Japan, Germany, Thailand and other areas. These locations are strategically positioned to provide nearby support to high-tech manufacturers in these regions for equipment, materials, technical support, and facility automation systems, among other related products and services.

Unit: NT\$ thousands; %

Sale or service area	2024		2025	
	Amount	Ratio (%)	Amount	Ratio (%)
Taiwan	22,570,759	37.20	23,315,266	45.21
Mainland China	13,074,593	21.55	9,522,694	18.47
USA	17,178,308	28.31	8,985,288	17.42
Others	7,851,444	12.94	9,744,226	18.90
Total	60,675,104	100.00	51,567,474	100.00

Note: The above figures are disclosed based on the 2024 and 2025 audited consolidated financial statements. The consolidated income in above sales or service areas were classified according to the country where the customers are located.

2. Market Share

1) Sales and Service Business for High Technology Equipment

The Group distributes critical chemicals and consumables required for advanced semiconductor manufacturing processes, including etchants, CMP slurries, and CMP brushes, commanding a significant market share. In the backend advanced packaging processes, our equipment—such as ball mounters and ball repair machines utilized in the InFO process, as well as wafer/glass carrier bonding and debonding systems for the CoWoS process—also holds a substantial market share in AI chip manufacturing. Furthermore, materials such as photoresists for the display industry have been widely adopted in mass production by several leading manufacturers.

2) Automatic Supply System

① Gas Automatic Supply System

For gas supply equipment, the gas cabinet used by semiconductor fabs and photoelectric plants are all designed, soldered, assembled, tested, installed and guaranteed by the Company in our own plants. There is no difference for valve

manifold box (VMB). Since the building speed and quantity for new plants are not as before, the competition for gas automatic supply system is getting more and more intense. With respect to development strategy, the Group still focuses on introducing certification of high standard and specification requested by large companies. We also engage in development of LED plants, solar energy plants and research units in order to increase market share of equipment and profit rate.

② Chemistry Automatic Supply System

For this system, Air-Liquid, Mitsubishi, Sumitomo, Kanto and the Group keep as competitors with each other.

Currently, we have our own brand both to enhance price competitiveness, and to maintain and increase market share.

③ Plant Automation Business

Facility monitoring control system (FMCS): The major suppliers in Taiwan are the Company and the automation business department of MITAC. In response to drastic price competition and drastically increased raw material cost, in addition to original technical capability, the Group complies with the trend of technological development by introducing wireless technology solution to improve competitiveness and reduce cost.

3) Total Facility Engineering Turnkey Project

The Group swiftly grasps market trends and responds proactively. By actively engaging in the market, we continuously enhance our technical proficiency and integrated construction capabilities. We have aggressively expanded our diverse business portfolio, establishing a solid track record in professional engineering projects. These encompass civil engineering, steel structures, interior fit-outs, MEP (mechanical, electrical, and plumbing), cleanrooms, gas/chemical/water supply systems, facility systems meeting special pharmaceutical requirements, and secondary hookups. Having garnered profound recognition and trust from our clients, we are poised to further expand our market footprint in the future.

Leveraging our extensive experience in high-tech facility construction, the Group has also engaged in AI Data Center expansion projects and government public works. Currently, utilizing our visual management and thermal solution technologies, the Company is actively participating in the construction of various data centers and AI Data Rack manufacturing facilities. Through these diversified operations, we aim to continually broaden our business scope.

4) R&D and Manufacturing of Customized Equipment

The groups has been serviced in the automation industry and has provided comprehensive and complete solutions to our clients for several years. Besides, the groups have fully control the industry trends and client demands, and service the OEM and ODM in real time.

3. The future supply and demand status and growth potential of the market

① The sales and services of high-tech equipment and materials

① Equipment Business

According to forecasts by SEMI, total global sales of semiconductor manufacturing

equipment are projected to reach USD 121 billion in 2025 and USD 139 billion in 2026, driven concurrently by demand in both front-end and back-end processes. Sales of Wafer Fab Equipment (WFE) which encompasses wafer processing, fab facilities, and mask equipment are expected to grow by 6.8% to USD 108 billion in 2025, followed by a 14% increase to USD 123 billion in 2026. The primary drivers behind these upward revisions include the expanding impact of AI computing, the continued volume ramp-up of TSMC-led CoWoS and CoPoS processes at Taiwan's OSAT facilities (which is propelling demand for DRAM and High Bandwidth Memory (HBM) equipment), and robust, sustained equipment spending in China.

② Material Business

Materials are sold for supporting production requirement of factories of customers all over the world. Therefore, the sales of various related materials would increase in response to outputs of various industries. With respect to supply, increase of customer satisfaction in technology, cost and after sales service is focused to increase market share.

② Automation System Business

① Gas Automatic Supply System

MIC Group not only ensures continues orders from existing customers, but also actively develops new customers and orders. Despite the intense competition, the Company will be able to earn a place in the gas dispense system market owing to years of solid foundation, research and development resources it continuously invests in, as well as innovative gas dispense systems developed with customers with advanced technologies.

② Chemistry Automatic Supply System

With respect to supply, all competitors are engaging in localized production now in order to reduce cost and increase delivery speed.

③ Running Service Business

Judging from the current industry situation, existing customers will continue to designate the original manufacturers to supply equipment for operations. Under the pressure of cost reduction, outsourcing is an inevitable trend. If the professional ability of an outsourced company is recognized by customers and "suppliers", the professional operation business volume will greatly increase in response to market demands.

④ Plant Automation Business

A. Facility Monitoring Control System (FMCS)

This system is an important investment that introduces facility monitoring for whole plant into factory building in high technology industry. In addition to high technology, other industries will also increase the demands for such automatic plant monitoring facility due to advanced technique. However, expansion of potential market demand results in the trend of increased participant companies.

B. Automatic Special Gas Monitoring System (GMS)

GMS, like the central brain, is a design necessary for safety measure in building factories for high technology industry. Additionally, because life and security of people are involved, the threshold for new competitors is very high. The Group

can still be one of the leaders in this field as long as the technological function keeps improved. This should be an apparent fact. Such monitoring system market has increased due to production expansion of original IC, industries. Other peripheral related industries also have to introduce use of such system because of production related equipment or materials with respect to security and monitoring requirements.

C. Manufacturing Integration Business (CIM, Computer-Integrated Manufacturing)

With the advent of Industry 4.0, all industries are turning to automation, digitization and smart plant. MIC helps enterprises with Customer Relationship Management (CRM) and Supply Chain Management (SCM) systems, and establish a horizontal integration system. We also integrate Enterprise Resource Planning (ERP), Computer- Integrated Manufacturing (CIM) and Manufacturing Execution System (MES), to strengthen the vertical integration system. Through horizontal, vertical and related systematic integration, we achieve massive custom, efficient production, independent decision-making and fault prediction targets to meet customer needs.

D. Information & Communication and Software Services

The software services are based on the development of integrated capabilities of information and communication technology, the mastery of digital convergence trends, and the collaboration of group resources to provide enterprises with complete ERP, BI, and Cloud solutions. The Company also utilizes intelligent cloud-based system solutions, such as enterprise clouds and education clouds, to achieve interconnectedness, information integration, and sharing services, thereby establishing long-term stable business relationships with customers.

E. Prognostic and Health Management

Especially for semiconductor and optoelectronic industries, how to reduce product defects and increase the utilization of facilities has been the most significant issue in every manufacturing industry. The Company developed the first Taiwanese-built prognostic and health management system focusing on important instruments in semiconductor and optoelectronic industries. As technology has advanced, the demand for monitoring remotely the health state of equipment and predicting breakdown will also increase in other industries, like precision machinery.

③ Integrated System Business

From large-scale high-tech facilities and integrated supply systems for AI Data Center equipment expansion, to comprehensive project planning, design, construction, and testing, the Group focuses on initial whole-plant design and construction supervision, effectively differentiating ourselves across various competitive domains. Furthermore, regarding the specific facility construction needs of small-to-medium-sized plants or foreign clients, decisions are frequently driven by cost efficiency and the convenience of localized after-sales service. Since the entry of foreign competitors into this segment is typically constrained by cost factors, the Group stands out as one of the few specialized engineering firms in the industry capable of surmounting this barrier to entry.

To sustain competitive advantages, lower operational costs, and diversify manufacturing risks, the high-tech industry has expanded its footprint from Taiwan to the United States,

China, and Southeast Asia. In proactive response to this trend, the Group has strategically deployed and deeply cultivated these regional markets, achieving remarkable and fruitful results.

④ Customized Equipment R&D and Manufacturing Business

The large environment mentioned above is very advantageous to development of customized equipment assemblage, maintenance and process R&D for the Company. With several years of efforts, there have been several ongoing projects running smoothly. In addition to continuous development of talents, the Company employs experts to join operation team in order to occupy a position when there is an opportunity.

4. Competition Niche

- (1) Wide business range capable of reducing single industry business cycle risk effectively.
- (2) High technological level facilitating to win whole plan turn-key engineering business because there are few vendors with both automatic supply system and process equipment linking integration capabilities in our nation.
- (3) Providing customers with diversified services, based on which deepness and breadth of products can be further expanded from process equipment, material agent, automatic supply system and integration system to localized assemblage, manufacturing design (OEM, ODM), installation, maintenance service.
- (4) Business sites are located in Taiwan, China, Singapore, Korea, Vietnam, Malaysia, Myanmar, Indonesia, Netherlands, United States, Japan and Germany Thailand for providing customers with local services and handling local market.
- (5) We have robust operation team and rich experiences, and excellent professional staffs, and integrate transversely related technologies of various business divisions, go into different industries deeply, and deploy related business in Asia.

5. Advantageous and Disadvantageous Factors of Development Vision and Response Strategy

(1) Advantageous Factors

- ① The company's business covers industries such as IC, LCD, IC packaging, OLED, petrochemicals, electromechanics, telecommunications, food, life sciences, and medical imaging across Taiwan, China, Southeast Asia, the United States, Germany, and Japan. These industries are expected to experience significant growth over the next decade. Although economic cycles are inevitable, the overall growth trend is an established fact.
- ② As for high technology equipment material sales and service business, the Group and various suppliers have keep long term cooperative partnership. In addition to business transaction, we also obtain long term common interest with each other through cooperative production plan actively.
- ③ For past decades, the Company has introduced foreign technologies and developed integration in depth as the only one choice in our nation now. Moreover, the companies with such capabilities in Europe and America are very rare. Furthermore, under "localization" requirement in our nation, the development of the Company is far superior to other European and American companies.
- ④ In order to reduce production cost and excessively large equipment factors, the opportunity that foreign vendors search for OEM cooperation has increased. Currently, the customized equipment manufacturing business of the Group has been developed

for many years, and cooperation projects with multiple original vendors are ongoing. The development with respect to capability of such technology facilitates to R&D of future equipment of high technology industry and accelerates improvement of both manufacturing quality and quantity for introducing foreign process equipment into Taiwan.

- ⑤ The company has obtained ISO 9001 international quality certification, as well as ISO13485, ISO14001, ISO14064, ISO45001, ISO50001, and Taiwan QMS certifications, ensuring superior service quality for our customers.

(2) Disadvantageous Factors and Countermeasure

- ① The growth of high technology industry grows excessively fast and graduate talents are insufficient. Moreover, excellent professional talents of the Group are susceptible to be poached by other companies and customers.

Countermeasure:

Provide internal trainings for talents actively in order to improve comprehensively product design and technical abilities, and realize professional experiences and R&D results with effective accumulation, together with offering bonus, share allotment and stock option certification programs for employees in order for employees to be more stable and in order to hire good talents.

- ② After participation in WTO (World Trade Organization), foreign operation sites have entered our nation such that market competition is more and more intense. Therefore, partial products may suffer from reduction of price and product gross margin due to competition with companies in the same industry and mature market.

Countermeasure:

In addition to leveraging our inherent advantages in domestic regulations, language, and culture to continue deeply cultivating our established niche markets, the Group is actively developing products, services, and technologies that offer "integration" and "differentiation" from our competitors. Concurrently, alongside the standardization of workflows, we are strengthening the budget and cost controls within our MIS systems. This approach aims to optimize workforce allocation, enhance operational efficiency, and minimize both costs and human resource waste. Furthermore, beyond expanding our domestic operations, we are intensifying our sales and marketing efforts across various regional markets including China, Singapore, South Korea, Vietnam, Malaysia, Myanmar, Indonesia, the Netherlands, the United States, Japan, Germany, and Thailand to proactively address the challenges brought by global market liberalization.

- ③ There are very engineering variables for automatic system and integrated system business, which are susceptible to mutual interaction of various engineering. Therefore, if the engineering work period is relatively long, increase of expenses of materials, equipment and outsourcing fees will result in increased cost, which causes business risk and financial maneuver risk.

Countermeasure:

The Group has to evaluate the factors that undertaken cases might influence work periods, and list them into predicted engineering cost, keep good cooperation relationship with suppliers, and develop long term good outsourcing vendors. During construction period, procurement and outsourcing prices have to be handled

immediately, the possibility of price fluctuation has to be predicted, and discussion meetings for countermeasure in response to price fluctuation have to be held regularly or irregularly and collaborative procurement with relative enterprises should be done to reduce variation risk of procurement and outsourcing prices effectively. Also, short term engineering business should play the major role, and company has to adopt steady financial policy with sufficient operation revolving fund to pay revolving fund necessary for engineering operation. Thereby, not only belief of proprietors to credits and trust of the Company may be increased, but also capital cost may be reduced.

(2) Important purposes and production processes of major products

1. Important purposes of major products

① Sale and service of hi-tech equipment materials

The Group distributes critical equipment, chemicals, and consumables required for front-end semiconductor manufacturing processes, including etchants, CMP slurries, and CMP brushes sourced from leading U.S. manufacturers. For back-end packaging processes, our portfolio features advanced equipment from Japan, such as ball mounters, ball repair machines, and wafer/glass carrier bonding and debonding systems. Furthermore, we act as an agent for advanced equipment, materials, and consumables tailored for the display industry.

② Automation Supplying System

MIC is the leading brand of automation system integration services in the industry's factory engineering business. It has been served in the field of automated supply systems for gas, chemicals, and pure water for several years. The Group also assists owners to operate TCM, TGM, TWM, the whole plant management monitoring system provides the purpose of integrating the monitoring and, data collection and sub-division of each subsystem to improve the operation efficiency of the factory management system and simplify manpower. For the monitoring of the most sensitive special gases, the overall plan provided by the Group can maintain production operations and ensure the safety of staff under the most economic considerations. In the manufacturing integration business, the mission of MIC is to help the machine diagnose and connect, and then further integrate and analyze the data to assist the management layer to use the information management system ERP to fully grasp the field control system MES of the operation layer operation. The hardware report software allows information streaming, collection, and integration to help customers build better smart factories.

③ Total Facility Engineering Turnkey Project

Business includes electromechanical, clean room, UPW water, gas, chemical, sewage treatment, exhaust emission treatment and equipment integration connection. Our customers can rely on professional manufacturers to quickly complete the work of building factories and profit with the most streamlined labor and cost.

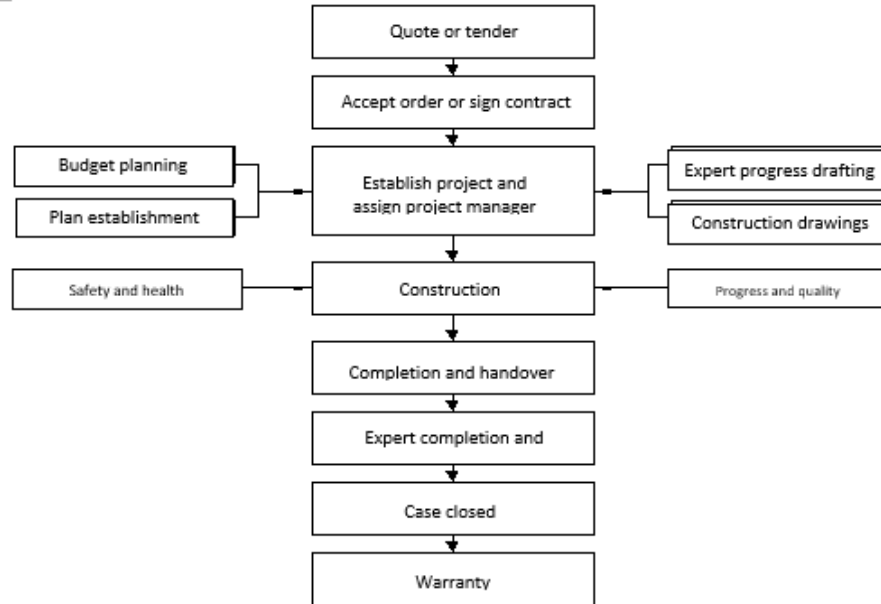
④ R&D and manufacturing of customized equipment

To provide OEM services for major international semiconductor and panel equipment manufacturers, and provide advanced and complete services to become the industry's leading OEM brand.

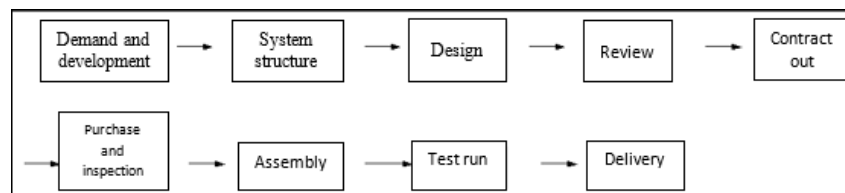
2. Production process of major product

Our high-tech equipment material sales and service are not production businesses, thus there is no manufacturing process. Our plant affairs and process system planning and integration service, and production process of customized equipment R&D and manufacturing are as follows:

① Factory and process systems workflow for planning and integration services



② Production process of R&D and manufacturing customized equipment



(3) Status of major material supply

For a hi-tech equipment sales and service business, the products we are authorized to sell as an agent are from long-term cooperating firms, thus the supplying is quite stable. Regarding plant affairs and process system planning and integration, stocked items are mainly raw materials required for piping constructions, such as pipe sitting materials and control valves. Because construction collaborations with owners are handled as projects, suitable equipment and materials are assigned by customers according to contractual requirements. Therefore, suppliers differ with the items purchased for each project and their specifications. However, as the quality of important construction materials, such as pipe fitting, affects the stability and safety of an automation supply system, we adopt the strategy of long-term cooperation with two to three outstanding pipe fitting suppliers. As for customized equipment R&D and manufacturing, supply and quality of materials are normal and steady without any supply shortage or interruption.

(4) Name of customer with over ten percent of total purchase (sales) in one year for the previous two years and its amount and ratio of purchase (sales), explain the reason for the variation

1. Information of customer with over ten percent of total sales (service) in one year for the previous two years:

Unit: NT\$ thousands; %

Item	Name	Amount	2024		2025			
			Net ratio of annual sales (%)	Relationship with issuer	Name	Amount	Net ratio of annual sales (%)	Relationship with issuer
1	Customer A	16,333,155	26.92	None	Customer A	8,347,817	16.19	None
2	Customer B	7,529,768	12.41	None	Customer B	8,218,380	15.94	None
	Other	36,812,181	60.67		Other	35,001,277	67.87	
	Net sales	60,675,104	100.00		Net sales	51,567,474	100.00	

Note 1: The names of customers with over ten percent of total sales for the previous two years and their amount and ratio of sales are listed, but if the contract forbids disclosure of customer names or whether the counterparties are individuals and non-related parties, codes may be used. The above net sales refer to the net revenue from goods sold and service rendered.

Note 2: Listed company or company that has its stock listed and traded on the stock exchange shall have the information stated up to the season of the printing of the annual report. Besides, it is also a must to note whether the financial information has or has not been audited or by a public accountant.

Note 3: The above information is based on the 2024 and 2025 audited consolidated financial statements

Trend analysis:

The Group distributes numerous critical raw materials and equipment required by the semiconductor and optoelectronics industries, and collaborates with original manufacturers to develop related equipment modules. We have earned our customers' trust by enhancing value-added services, such as ensuring a stable supply and providing robust technical support. Furthermore, our professional system integration engineering services for automated gas and chemical supply systems, as well as facility monitoring systems, have garnered profound client recognition and trust, underpinned by years of accumulated technical and management expertise and an outstanding engineering track record.

The Group has established a deep and tightly-knit supply value chain with its clients, maintaining a highly stable customer base for our sales and services. In 2025, operating revenue declined primarily due to a reduction in costs incurred in the automated systems business, which were adjusted to align with the specific project needs of our semiconductor clients. Nevertheless, buoyed by the growth momentum of the global semiconductor market, demand for new facility construction and capacity expansion from our semiconductor clients continues to rise, indicating promising future growth. Overall, there are no material abnormalities.

2. Information of major purchasing customer with over ten percent of total purchase in one year for the previous two years During the past two fiscal years and up until the first quarter 2024, our group has not purchased from suppliers or outsourcing contracts that exceed 10% of our total purchases (or outsourcing).

3. Employee Information

The employee profile for the recent two years and as of the printing date of annual reports is as follows:

Date: March 31, 2026
Unit: person; %

Item/Year		2024	2025	As of March 31, 2026
Number of employees	Direct	1,279	1,210	1,262
	Indirect	960	1,059	1,052
	Total	2,239	2,269	2,314
Average age		38.57	39.27	39.48
Average years of service		8.18	8.48	8.87
Education distribution ratio (%)	Doctor	0.76	0.84	0.91
	Master	13.98	15.20	15.30
	University	48.82	47.73	47.62
	Junior college	23.58	23.40	22.86
	Other	12.86	12.83	13.31

4. Disbursements for environmental protection

As of the most recent fiscal year and up to the date of the annual report's publication, the Group has not incurred any losses (including compensation) due to environmental pollution, nor has it been subject to any penalties resulting from violations of environmental protection laws or regulations. If any violations had occurred, details such as the date of the penalty, official reference number, violated regulations, description of the violations, the content of the penalties, estimated current and potential future financial impacts, and responsive measures would be disclosed. However, none have occurred, and no such estimates are applicable.

The Group's business operations do not generate any pollution. Consumables used in semiconductor manufacturing processes, such as chemical mechanical polishing (CMP) slurries, may require disposal if affected by temperature or humidity control issues or if expired. Additionally, raw materials that need to be discarded during the manufacturing process are handled by certified waste disposal companies in accordance with regulations. All emissions related to air, water, waste, hazardous substances, and noise comply with the review standards of local government authorities.

The Group's facility and process system planning and integration services primarily involve designing, planning, construction, and installation of plant facilities for high-tech industries. These construction processes do not generate pollutants such as wastewater or exhaust. In cases where equipment must be self-assembled to meet customer requirements, the assembly is carried out in cleanroom environments and does not produce exhaust or wastewater. Furthermore, all waste generated during construction or assembly is sorted, bagged, and fully handled by licensed waste disposal companies in accordance with government regulations and client specifications.

Moreover, the Group's products are currently not subject to the European Union's environmental directives (RoHS) and are therefore unaffected by the EU's Restriction of Hazardous Substances Directive. Given the nature of its business, the Group does not cause environmental pollution. There have been no violations of environmental regulations or any penalties imposed in the past two fiscal years.

Breakdown of Environmental Protection Expenditures and Investments (Total: NT\$8,881 Thousand) in 2025

Category	Expenditures	Investments	Unit: NTD
			Total
Air Pollution Control	322,800	0	322,800
Waste Treatment	3,907,770	328,000	4,235,770
Toxic Substance Control	207,001	51,184	258,185
Water Pollution Control	977,620	0	977,620
Environmental, Health and Safety (EHS)	948,207	2,138,176	3,086,383
Total	6,363,398	2,517,360	8,880,758

Breakdown of Environmental Protection Expenditures and Investments (Total: NT\$1,834 Thousand) in Q1 2026

Category	Expenditures	Investments	Unit: NTD
			Total
Waste Treatment	999,739	0	999,739
Toxic Substance Control	65,940	1,363	67,303
Water Pollution Control	196,476	0	196,476
Environmental, Health and Safety (EHS)	37,250	532,900	570,150
Total	1,299,405	534,263	1,833,668

5. Labor Relations

(1) List each employee benefit practice, continuing education, training, retirement system and their implementation, as well as labor-capital agreements and impletion of each employee rights maintenance.

① Employee benefit practices

To promote labor harmony, bring together unity amongst employees and take care of employee benefits, we provided not only the social insurance regulated by local governments but also employee's group insurance and physical examination. We have setup nursery rooms, reading spaces and dormitories in part of the office areas, as well as provide shuttle buses, for our employees. Our Employee Benefit Committee or personnel administrative unit is responsible for promoting employee benefit practices, such as incentive tour, group seminar, outdoors activity and year-end party, and providing assistance in communicating labor-capital opinions.

② Employee continuing education

To cope with the industrial environment and technology development that are changing rapidly, we provide employee funds every year for subsidizing employees' learning to create employees with competitiveness and potential, allowing employees to elaborate learning results, apply new knowledge and develop creations, and acquiring rich profits.

③ Employee training

To enhance employee literacy and working skills, as well as strengthen work efficiency and quality, we established the "Regulations for Guidance for New Employees", the "Regulations for Educational Training Expense Write-off and Language Subsidy Management" and the "Procedure for Human Resource Control"; guidance and educational training are implemented once new employees report to work. Industrial safety training is held regularly to maintain work safety. We have planned annual educational training programs for implementing general

training and expert training for employees of all levels and functions to train excellent professional talents and further enhance operational performance as well as effectively develop and use human resources.

④ Retirement system and its implementation

- (1) Employees of the Company and its domestic subsidiaries who choose the old labor pension system

Retirement is categorized into two types: voluntary retirement and mandatory retirement. Employees may apply for voluntary retirement if they have served in the Company for 25 years, have attained the age of 55 with at least 15 years of service, or have attained the age of 60 with at least 10 years of service. The Company may mandate the retirement of an employee who has attained the age of 65, or who is unable to perform their duties due to mental or physical disability. The calculation and payment of pensions shall be handled in accordance with the provisions of the Labor Standards Act.

- (2) Employees of the Company and its domestic subsidiaries who choose the new labor pension system

① For an employee who chooses the new system, 6% of his/her wage will be allocated monthly to a personal account at the Bureau of Labor Insurance in accordance with the labor pension. For voluntary allocation, the wage withheld will be remitted to a personal account at the Bureau of Labor Insurance in accordance with the voluntary allocation rate. The calculation of labor pension is followed and executed by Enforcement Rules of the Labor Pension Act.

② Monthly retirement payment: according to the annuity table, the amount calculated using bases of life expectancy and interests for an employee's personal pension account and accumulated gains is the retirement payment paid regularly.

③ Lump-sum retirement payment: collect the capital of the employee personal pension account and accumulated gains all at once. The abovementioned annuity table, life expectancy, interest and amount calculation shall be established by the Bureau of Labor Insurance and filed to the central competent authority for approval.

④ An employee who is over 60 years old and has worked for over 15 years may apply for monthly retirement payment. But an employee who has not worked for over 15 years shall apply for lump-sum retirement payment.

- (3) In accordance with the Labor Act of the People's Republic of China, a certain ratio of the wage of an employee working at a subsidiary in China is allocated monthly as endowment insurance funds. Part of the amount allocated will be designated as social funds for management and usage by the government; the rest will be remitted to the employee's personal account to ensure his/her basic living requirements in old age and provide stable and reliable living sources.

- (4) Other subsidiaries conform to related regulations of the Labor Act established by the local government, and allocate an amount of certain ratio for retirement payment according to the wage cap to ensure his/her living rights in old age.

⑤ Labor-capital agreements and employee rights maintenance measures

We see labor and capital as one, and handle industrial relations in accordance with the operational principles of co-existence and co-prosperity, thus we value the opinions of employees.

Employees may communicate living or work related problems through our formal or informal channels. Through the opportunity for two-way communication, the Company and employees can

further understand and recognize each other, gather common consensus and achieve together excellent performance.

(1) Industrial coordination mechanism:

Establish unions or industrial meetings in accordance with regulations stipulated by local governments for two-way communication between the Company and employees regarding issues such as government orders, working environment and safety and health, as well as for strengthening a mutual trusting relation between each other.

(2) Beneficial activities:

We have an Employee Benefit Committee, of which members are warm-hearted workers good at communication. They are designated by employees and elected through public and fair election, thus they can provide complete insights on behalf of employees toward the Company's benefit measures during committee meetings and achieve full communication and consensus. In addition, to advocate recreational activities, we hold on irregular basis tours and sports competitions. We also encourage employees to organize different clubs to enhance communication through cross-departmental organizations and harmonized atmosphere.

(3) Physical examination:

To thoroughly implement workplace health care, the Company successfully completed its annual employee health checkups in July 2025, achieving a 93% participation rate across all facilities in Taiwan. In addition to routine examinations, we provided advanced screenings, such as carotid artery and gender-specific ultrasounds, for senior employees. Furthermore, for employees with over 25 years of service, we arranged hospital-based Computed Tomography (CT) scans to enhance the early identification of health risks.

Regarding abnormal health checkup results, our health managers have fully activated a "tiered management" mechanism, supplemented by individual consultations and educational lectures. Concurrently, by focusing on key health issues such as metabolic syndrome and the "Three Highs" (high blood pressure, high blood sugar, and high cholesterol), we have designed a series of health promotion activities to continuously drive a systematic employee well-being and health improvement program.

The Company is committed to creating a safe and healthy workplace environment. Based on the results of the annual health checkups, we proactively screened and arranged for 283 employees to undergo professional consultations with our contracted onsite occupational physicians. Through the physicians' in-depth analysis, we not only assisted our colleagues in accurately interpreting their health checkup reports but also provided precise health education guidance and improvement plans tailored to individual health risks. This proactive approach effectively mitigates occupational health hazards and comprehensively elevates the health and productivity of our corporate workforce.

The 2025 Health Promotion Program has successfully concluded! Over the past year, we actively promoted a diverse array of health initiatives, including first-aid training, a weight-loss competition, dietary and exercise lectures, sleep assessments, and annual health checkups. These initiatives were designed to help colleagues raise their health awareness and seamlessly integrate health management into their daily lives. Beyond equipping everyone with accurate health knowledge, these activities encouraged practical actions to improve lifestyle habits, thereby enhancing overall physical and mental well-being and work efficiency.

To further encourage healthy lifestyles, elevate health awareness, and promote positive habits, we hosted a five-month weight-loss competition in 2025, drawing 417 participants. During this period, 16 exercise and dietary lectures were organized with a cumulative attendance of 902, providing a wealth of health knowledge and practical tips. Through dedicated efforts, the participants collectively lost approximately one metric ton (989.2 kg), demonstrating remarkable results! We look forward to seeing everyone continue practicing healthy habits and embracing a healthier, more vibrant life!

(4) Group insurance:

In addition to the basic protection provided by social insurance, our company offers group insurance to employees. In addition to basic life and accident insurance, we have also planned medical insurance and cancer insurance, which covers spouses and children and is fully paid for by the Company.

In addition to the above-mentioned employee group insurance, we also provide travel insurance for employees on business trips, providing more comprehensive protection for colleagues during their travels.

(2) For the recent year and as of the printing date of annual reports, list the losses incurred by industrial conflicts, and disclose estimated amounts and responsive measures for losses that may occur now or in the future; if a loss cannot be estimated reasonably, state the reason

We have always valued employee benefits and our industrial relations are harmonious, thus no industrial disputes were encountered. We will continue to follow our principles in the future for industrial relations to be more stable and harmonized and achieve mutual benefits.

6. Cyber security management

(1) Describe the information and communication security risk management framework, the information and communication security policy, the specific management plan and the resources invested in the information and communication security management, etc.

1. Information and communication security risk management framework

- (1) The responsible party of information security of the Company is the information center, which is responsible for planning, implementing and promoting information security matters.
- (2) The audit department of the Company is responsible for the information security audit work. If there are deficiencies found during the audit procedure, the audit department is required to propose relevant improvement plans and report to the board of directors, and regularly track the improvement results to reduce information security risks. The organizational operation mode adopts PDCA (Plan-Do-Check- Act) cycle management to ensure the achievement of goals and continuous improvement.

2. Information and communication security policy

The Company regulates the information and communication security policy in the information and communication security control procedures, including network resources, hardware resources, software copyright and data security, the main purposes are as follows:

- (1) Maintain the continuous operation of information-related systems
- (2) Prevent internal personnel from illegally using software and information.
- (3) Prevent external hackers and viruses from invading, damaging equipment, or stealing data that could cause operational interruptions.

(4) Protect sensitive and confidential information to prevent data leaks.

3. Specific management plan

(1) Network resource security management

① Account/Password management:

Account management: When there is an account demand or change, an application form should be filled out. Password management: Password settings must be set in accordance with the minimum length and complexity rules for passwords announced by the information unit, and it is mandatory to change passwords quarterly. Account check: The information unit performs check on idle accounts that have not been logged in for more than a year in the first quarter of each year, and records the account check results.

② Internet and Email Usage Guidelines:

Formulate a standard usage code. If the usage code is violated, the information personnel will issue a slip to the user, and the unit will propose improvement measures.

③ Antivirus system security management:

In order to effectively prevent virus intrusion, strengthen information security, and monitor the status of personal computers in the Company's entire area, the information unit builds the Company's anti-virus system according to the anti-virus system planning standards, and sets up anti-virus automatic protection mechanisms. The virus monitoring center uniformly updates the virus code and sets up a schedule to scan all computers.

④ Network traffic monitoring and management:

In order to grasp the Company's network usage status, the information unit conducts daily monitoring according to the network traffic statistics system.

⑤ Personal computer access clearance:

A. Considering information security, after purchasing a general stand-alone computer, the information unit will set the user domain and usage clearance to the Company domain and general user clearance.

B. Computers provided by the Company for personal use are prohibited from being used for other purposes except for official business purposes.

⑥ Firewall management:

A. In order to block unknown intrusions and attacks from the Internet and ensure the security and integrity of the Company's internal data, the information unit builds a firewall to control the Internet connection in accordance with the Company's information security policy.

B. The information unit conducts rule checking operations every six months. If there is any abnormality in the operation, it will confirm the applicability of the rule and make improvements. After confirming that the improvement is completed, record the results.

(2) Hardware resource security management

① After the Company's hardware resources are purchased, it will be managed by the demand unit. If the purchased hardware resources are the main equipment, the information unit will be responsible for management and registration.

② The main equipment needs to be installed on the UPS (uninterruptible power supply) power

system device. Take caution of power load and balance during installation.

(3) Copyright software resource security control

① Copyright software purchase and management:

- A. Basic configuration software: The information unit will evaluate the needs every year and make recommendations and file a budget. After purchase, it will be kept and registered.
- B. Non-basic configuration software: The demand unit will purchase it according to the needs. After purchase, it will be kept and registered.
- C. The software should be stored in an appropriate storage location and kept by a designated person.

② Software installation management:

- A. For the basic configuration software, when a new computer is purchased, the information unit will select the appropriate copyrighted software version and install it based on the overall performance of the stand-alone computer.
- B. For the installation of non-basic configuration software is newly added or changed, an application form should be filled out and installed by the information unit.
- C. The information unit should check the installation and use of the software at any time, and notify the responsible unit for improvement if there is any abnormality.

(4) Information security education and training

When educating and training new personnel, the information unit will explain the proper use of information resources, and let users understand the threats and concerns of information security. In addition to education and training for new recruits, information units should put information security-related information on the Company's internet portal so that users can obtain it at any time.

(5) Data security controls

① Electronic file data storage

- A. The relevant documents used by the Company shall be uniformly stored in the file server for access. If each unit needs to create a server folder clearance, it should submit an application and the information unit will set it up.
- B. The information unit audits the server folder clearance management status every month, and records the inspection results.

② Server data backup

- A. The system and file data stored by the Company need to be backed up, and daily change records should be kept. When necessary, historical data at a certain point in time can be accessed.
- B. The backup media and host should be password protected. Backup data should be stored in an appropriate storage location and properly kept by a designated person. Backup data may not be lent without permission.
- C. Backup data should have two or more backup storage methods, including in-site backup and off-site backup.
- D. Backup data is kept for at least one year.

③ Portable storage device control

Considering information security, the function of the external storage device should be disabled according to the characteristics of the unit.

(6) Outsourced information security

- ① In the outsourcing contract, the information unit should clearly stipulate that the supplier must keep the data processing and process confidential, strictly prohibit leakage, and formulate relevant terms or penalties in the contract.
 - ② The supplier must obtain the consent of the information unit before the operation, or be accompanied by the personnel of the information unit.
- (7) Computer room security control
- ① The computer room should be set up with access control, monitoring, fire protection, temperature and humidity management and other related configurations
 - ② The access control of the computer room is controlled by the information unit. Personnel entering and leaving the computer room must be approved by the information unit before they can enter and leave the computer room, and they must fill in the log.
 - ③ The maintenance manufacturer must be accompanied by the responsible unit when entering and leaving the computer room, and is restricted to operate within the scope of the operation and must not operate unrelated equipment.
 - ④ Only hardware and software equipment and related documents can be in the computer room, items not required for operation are prohibited from being brought into the computer room.
 - ⑤ The information unit shall inspect the computer room from time to time, and prohibit the storage of flammable materials, unapproved electrical appliances, eating, drinking or smoking.
- (8) Information security incident notification and recovery
- ① Notification:

After an information security incident occurs, the information unit should immediately notify the top director of the information unit after determining the type of disaster. If it cannot be repaired immediately, the head of the information unit should immediately report the incident to the general manager and CEO, and inform colleagues of the scope of influence and possible repair time.
 - ② Emergency response:
 - A. Regarding the signs of the security hazard incidents, it is necessary to identify the cause of the incident, determine the possible impact scope, assess the possible losses, and determine whether it is necessary to apply assistance.
 - B. Obtain solutions through system vulnerability database, Internet access, technical support units, etc.
 - ③ Recovery:
 - A. Check whether the hardware equipment can operate normally. If the hardware equipment is damaged and cannot be used, it can be temporarily replaced with a backup equipment and contact the manufacturer for maintenance.
 - B. Check whether information security risks affect normal operation, and perform system repair or environmental reconstruction after eliminating information security risks.
 - C. After the operation is normal, data recovery and data reset will be performed.
 - ④ Review/Drill:

- A. When the disaster is resolved and recovered, the information unit shall record the cause of the event, disaster response, recovery process, and review and improvement plan.
- B. Information unit needs to conduct drills on the computers for major equipment in accordance with disaster recovery procedures. Information security incident drills are carried out once a year to confirm the effectiveness of the system, and the drill process must be recorded.

4. Resources invested in the information and communication security management

The Company continues to invest resources in the information and communication security management. The investment include improving the security infrastructure in terms of governance and technology, strengthening information security defense equipment, and education and training. Information system security is regularly updated. Employees' information security awareness is strengthened. Conferences and intranet websites are used to promote information security awareness to colleagues. If there is any suspicious information or email, do not open it to avoid hacker attacks and update information security equipment in a timely manner to optimize the protective effect.

- (2) List the losses, possible impacts and countermeasures caused by major information security incidents in the most recent year and up to the date of publication of the annual report. If it cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated: None.

7. Important contracts

Listed below are significant agreements that are effective as of the printing date of this annual report:

Nature	Contracting party	Commencement date and termination date	Main contents	Restrictions
Agency agreement	Rippey Corporation	From 1998.02.16; automatically extended annually if not terminated in writing by either party in advance.	Agency rights to chemical mechanical polishing brush.	For use in Taiwan and China
Agency agreement	ADEKA Corporation	From 2012.01.18; the validity is 5 years. and if ADEKA provides no written notification for terminating the 90 days before the expiry date, the contract will be renewed automatically.	Agency rights for semiconductor process precursor gas material	For use in Taiwan
Agency agreement	Taisei Corporation	From 2012.11.16; the contract will be renewed for a year automatically after the expiry date.	Agency rights for anti-Vibration System	For use in Taiwan
Agency agreement	Lasertec Corporation	Automatically renewed annually unless either party provides written notice at least 60 days prior to expiry date.	Agency rights for panel photomask inspection equipment and laser confocal scanning microscope.	For use in Taiwan and China
Agency agreement	AIMECHATEC, Ltd.	The term of this contract is two years (valid until October 31, 2025). Unless either party raises an objection, the contract shall be automatically renewed.	Agency rights for wafer bonding process-related equipment and photoresist removal machines.	For use in Taiwan and China
Agency agreement	Athlete FA Corporation	Automatically extended each year. If there are no objections, the contract will be renewed unconditionally with no termination date.	Agency rights for ball placement machines, ball repair machines, and debonding machines.	For use in Taiwan and China

Part 5. Review and Analysis of Financial Position and Financial Performance, and Risks Assessment

1. Financial position

1) Analysis of the consolidated financial situation (consolidated financial statement)

- The main reasons and the effects for any material changes in assets, liabilities, or equity during the past two fiscal years

Unit: NT\$, thousands

Description	Year December 31, 2025	December 31, 2024	Difference	
			Amount	%
Current assets	46,713,616	37,953,602	8,760,014	23.08
Property, plant and equipment	4,150,521	3,445,599	704,922	20.46
Intangible assets	99,455	97,135	2,320	2.39
Other assets	6,486,664	5,160,987	1,325,677	25.69
Total assets	57,450,256	46,657,323	10,792,933	23.13
Current liabilities	37,783,902	29,549,532	8,234,370	27.87
Non-current liabilities	3,473,437	5,081,921	(1,608,484)	(31.65)
Total liabilities	41,257,339	34,631,453	6,625,886	19.13
Capital stock	2,185,935	2,013,162	172,773	8.58
Capital surplus	4,563,061	2,499,572	2,063,489	82.55
Retained earnings	9,510,344	7,471,428	2,038,916	27.29
Other equity interest	(191,755)	(85,078)	(106,677)	125.39
Equity attributable to shareholders of the parent	16,067,585	11,899,084	4,168,501	35.03
Non-controlling interests	125,332	126,786	(1,454)	(1.15)
Total equity	16,192,917	12,025,870	4,167,047	34.65

Analysis of Percentage Changes: (Explanations for variations exceeding 20% year-over-year and amounting to NT\$10 million or more)

(1) Increase in Current Assets: Primarily due to the increase in cash and cash equivalents, receivables, inventories, and prepayments at the end of 2025.

(2) Increase in Property, Plant, and Equipment (PP&E): Primarily due to the expansion of plant facilities and the procurement of additional operational equipment in 2025 to meet the needs of operational and production expansion.

(3) Increase in Other Assets: Primarily due to the increase in financial assets at fair value through profit or loss (FVTPL) at the end of 2025.

(4) Increase in Current Liabilities: Primarily due to the increase in contract liabilities and payables at the end of 2025.

(5) Decrease in Non-current Liabilities: Primarily due to the decrease in bonds payable at the end of 2025.

(6) Increase in Capital Surplus: Primarily due to the increase in capital surplus - additional paid-in capital, resulting from the conversion of unsecured convertible bonds into shares in 2025.

(7) Increase in Retained Earnings: Primarily due to the increase in total comprehensive income for 2025 and the distribution of 2024 earnings.

(8) Decrease in Other Equity: Primarily due to the increase in exchange losses arising from the translation of financial statements of foreign operations in 2025.

2. Where the effect is of material significance, the annual report shall describe the measures to be taken in response

Changes in the Group's last two annual balance sheets did not have any significant impact. The group continued to focus on improving the business performance, the stability of its earnings and the Company's financial structure in order to reduce the financial burden.

2) Parent Company only Financial Overview (parent company only financial statements)

1. The main reasons and the effects for any material change in assets, liabilities, or equity during the past two fiscal years

Unit: NT\$, thousands %

Description	Year	December 31, 2025	December 31, 2024	Difference	
				Amount	%
Current assets		29,485,481	22,225,609	7,259,872	32.66
Property, plant and equipment		3,768,159	3,140,722	627,437	19.98
Intangible assets		76,163	72,173	3,990	5.53
Other current assets		8,548,169	7,496,943	1,051,226	14.02
Total assets		41,877,972	32,935,447	8,942,525	27.15
Current liabilities		22,936,379	16,826,927	6,109,452	36.31
Non-current liabilities		2,874,008	4,209,436	(1,335,428)	(31.72)
Total liabilities		25,810,387	21,036,363	4,774,024	22.69
Capital stock		2,185,935	2,013,162	172,773	8.58
Capital surplus		4,563,061	2,499,572	2,063,489	82.55
Retained earnings		9,510,344	7,471,428	2,038,916	27.29
Other equity interest		(191,755)	(85,078)	(106,677)	125.39
Total equity		16,067,585	11,899,084	4,168,501	35.03

Analysis of Percentage Changes: (Explanations for variations exceeding 20% year-over-year and amounting to NT\$10 million or more)

- (1) Increase in Current Assets: Primarily due to the increase in contract assets, receivables, and inventories at the end of 2025.
- (2) Increase in Current Liabilities: Primarily due to the increase in contract liabilities in 2025.
- (3) Decrease in Non-current Liabilities: Primarily due to the decrease in bonds payable at the end of 2025.
- (4) Increase in Capital Surplus: Primarily due to the increase in capital surplus - additional paid-in capital, resulting from the conversion of unsecured convertible bonds into shares in 2025.
- (5) Increase in Retained Earnings: Primarily due to the increase in total comprehensive income for 2025 and the distribution of 2024 earnings.
- (6) Increase in Other Equity: Primarily due to the increase in exchange losses arising from the translation of financial statements of foreign operations in 2025.

2. Where the effect is of material significance, the annual report shall describe the measures to be taken in response:

Changes in the Company's last two annual balance sheets did not have any significant impact. The group continued to focus on improving the business performance, the stability of its earnings and the Company's financial structure in order to reduce the financial burden..

2. Financial Performance

1) Consolidated Financial Performance Analysis (consolidated financial statement)

- The main reasons and the effects for any material change in operating revenues, operating income, or income before tax during the past two fiscal years

Unit: NT\$ thousands; %
(Earnings per share in NT\$)

Description	Year		Amount increased (decreased)	Difference Percentage (%)	
	2025	2024			
Net Operating Income	51,567,474	60,675,104	(9,107,630)	(15.01)	
Operating Cost	45,915,695	55,398,732	(9,483,037)	(17.12)	
Gross profit	5,651,779	5,276,372	375,407	7.11	
Operating expenses	3,374,190	3,093,977	280,213	9.06	
Operating income from operations	2,277,589	2,182,395	95,194	4.36	
Non-operating income and expenses	1,607,343	455,016	1,152,327	253.25	
Income before tax	3,884,932	2,637,411	1,247,521	47.30	
Income Tax	718,743	880,121	(161,378)	(18.34)	
Net Income of Continuing Operations	3,166,189	1,757,290	1,408,899	80.17	
Other comprehensive income (loss) (after tax)	(96,599)	164,770	(261,369)	(158.63)	
Total comprehensive income (loss)	3,069,590	1,922,060	1,147,530	59.70	
Net income attributable to shareholders of the parent	3,235,818	1,800,125	1,435,693	79.76	
Net income attributable to non-controlling interests	(69,629)	(42,835)	(26,794)	62.55	
Total comprehensive income attributable to shareholders of the parent	3,140,136	1,962,302	1,177,834	60.02	
Total comprehensive income attributable to the non-controlling interests	(70,546)	(40,242)	(30,304)	75.30	
EPS (NT\$)	Basic EPS for current period	15.50	8.94	6.56	73.38
	Diluted EPS for current period	14.66	8.27	6.39	77.27
<p>1. Analysis of Percentage Changes: (Explanations for variations exceeding 20% year-over-year and amounting to NT\$10 million or more)</p> <p>(1) Increase in net profit from non-operating income and expenses: Primarily due to the combined effects of an increase in net gains from financial assets at fair value through profit or loss (FVTPL), an increase in foreign exchange differences (losses), and a decrease in finance costs in 2025.</p> <p>(2) Increase in profit before tax: Primarily due to the increase in operating profit and net profit from non-operating income and expenses in 2025.</p> <p>(3) Increase in profit for the period: Primarily due to the increase in profit before tax and the decrease in income tax expense in 2025.</p> <p>(4) Increase in net loss of other comprehensive income for the period (net of tax): Primarily due to the increase in exchange differences (losses) arising from the translation of financial statements of foreign operations in 2025.</p> <p>(5) Increase in total comprehensive income for the period, profit attributable to owners of the parent, and total comprehensive income attributable to owners of the parent: Primarily due to the increase in profit for the period in 2025.</p> <p>(6) Increase in loss attributable to non-controlling interests and total comprehensive loss attributable to non-controlling interests: Primarily due to the increased current-period losses of subsidiaries with non-controlling interests in 2025, which led to an increase in the net loss and total comprehensive loss attributable to non-controlling interests.</p>					

(7) Increase in earnings per share (EPS): Primarily due to the increase in profit attributable to owners of the parent in 2025.

2 Variance Analysis of Gross Profit:

- (1) Explanation of variance: The variance is below 20%; thus, no explanation is required.
 (2) Price-volume analysis: Not applicable.

2. Sales volume forecast with related assumptions, and its possible impact on the Company's financials and operations as well as the response plans:

The forecast of the Group's sales or service volumes in 2026 aims to assess changes of the industry conditions, future business environment, company and department's operation plans, market supply and demand, and future development plan. It is compiled under reasonable assumptions including the operating performance of 2025 and orders to be released. Therefore, it does not have material impacts on the Group's finances.

2) Parent company only financial statements Financial Performance Analysis (parent company only financial statements)

1. The main reasons and the effects for any material change in operating revenues, operating income, or income before tax during the past two fiscal years

Unit: NT\$ thousands; %
 (Earnings per share in NT\$)

Description		Year		Amount increase (decrease)	Difference Percentage (%)
		2025	2024		
Net Operating Income		33,239,246	29,521,096	3,718,150	12.59
Operating Cost		29,725,749	25,849,127	3,876,622	15.00
Gross profit		3,513,497	3,671,969	(158,472)	(4.32)
Operating expenses		1,910,122	1,731,217	178,905	10.33
Operating income from operations		1,603,375	1,940,752	(337,377)	(17.38)
Non-operating income and expenses		1,923,234	246,724	1,676,510	679.51
Income before tax		3,526,609	2,187,476	1,339,133	61.22
Income Tax		290,791	387,351	(96,560)	(24.93)
Net income		3,235,818	1,800,125	1,435,693	79.76
Other comprehensive income (loss) (after tax)		(95,682)	162,177	(257,859)	(159.00)
Total comprehensive income for the year		3,140,136	1,962,302	1,177,834	60.02
EPS (NT\$)	Basic EPS for current period	15.50	8.94	6.56	73.38
	Diluted EPS for current period	14.66	8.27	6.39	77.27

- (1) Explanations for recent two years' trends and changes in gross profit exceeded 20%. (Analysis provided for changes exceeding 20% and NT\$10 million)
- (1) Increase in net profit from non-operating income and expenses: Primarily due to the recognition of gains on financial assets at fair value through profit or loss (FVTPL) and an increase in the share of profit or loss of subsidiaries, associates, and joint ventures accounted for using the equity method in 2025 compared to 2024.
 - (2) Increase in profit before tax: Primarily due to the increase in net profit from non-operating income and expenses in 2025.
 - (3) Decrease in income tax expense: Primarily due to the decrease in operating profit in 2025, which resulted in a decrease in the income tax expense generated from the current period's income.
 - (4) Increase in profit for the period: Primarily due to the increase in profit before tax and the decrease in income tax expense in 2025.
 - (5) Increase in net loss of other comprehensive income for the period (net of tax): Primarily due to the increase in exchange losses arising from the translation of financial statements of foreign operations in 2025.
 - (6) Increase in total comprehensive income for the period: Primarily due to the increase in profit for the period in 2025.
 - (7) Increase in earnings per share (EPS): Primarily due to the increase in profit for the period in 2025.
- (2) Analysis of changes in gross profit:
- (2.1) Explanation of Changes: Changes below 20%, thus explanation not provided.
 - (2.2) Price-Volume Analysis: Not applicable.

2. Sales volume forecast with related assumptions, and its possible impact on the Company's financials and operations as well as the response plans:

The forecast of the Company's sales or service volumes in 2026 aims to assess changes of the industry conditions, future business environment, company and department's operation plans, market supply and demand, and future development plan. It is compiled under reasonable assumptions including the operating performance of 2025 and orders to be released. Therefore, it does not have material impacts on the Company's finances.

3. Cash Flow

- 1) Consolidated Financial Performance Analysis (consolidated financial statement)

1. Change in cash flows for the latest year

Unit: NT\$ thousands

Cash and cash equivalents at beginning of period (December 31, 2024)	Net cash flow from operating activities for the entire year	Net cash flow from investing activities for the entire year	Net cash flow from financing activities for the entire year	Effects of exchange rate change on cash	Cash and cash equivalents at end of period (December 31, 2025)
11,442,714	5,661,243	(1,142,687)	(2,654,422)	(293,284)	13,013,564

Analysis of changes in cash flows for the current year (2025) are as follows:

- (1) The net cash inflow from operating activities amounted to NT\$5,661,243 thousand. This was mainly due to increased cash collection from accounts receivable and a decrease in cash payments for construction costs.
- (2) The net cash outflow from investing activities was NT\$ 1,142,687 thousand. This was primarily due to the expansion of plant facilities and the purchase of operational equipment to meet the needs of business and production growth, resulting in a net cash outflow from investing activities..
- (3) The net cash outflow from financing activities was NT\$ 2,654,422 thousand. This was mainly due to the repayment of bank borrowings and the distribution of cash dividends, resulting in a net cash outflow from financing activities.

In summary, the net cash flow for the year of 2025 resulted in a net cash inflow, leading to an increase in cash balance at period end compared to the beginning of the year.

2. Liquidity analysis in the latest year

Unit: %

Item \ Year	2025	2024	Change (%)
Cash Flow Ratio	14.98	36.95	(59.46)
Cash Flow Adequacy Ratio	83.19	77.59	7.22
Cash Reinvestment Ratio	22.44	57.64	(61.07)

Analysis of Percentage Changes: (Explanations for variations exceeding 20% year-over-year)

- (1) Decrease in Cash Flow Ratio: Primarily due to the decrease in net cash inflows from operating activities in 2025.
- (2) Decrease in Cash Reinvestment Ratio: Primarily due to the decrease in net cash inflows from operating activities in 2025.

3. Liquidity analysis for future year

Unit : NT\$ thousands

Cash and cash equivalents at beginning of period (December 31, 2025)	Net cash flow from operating activities ②	Cash outflow ③	Cash surplus (deficit) ①+②-③	Cash deficiency planning	
				Investment plans	Financing plans
13,013,564	3,269,663	(2,521,733)	13,761,494	Not applicable	

1. Analysis of Expected Cash Flow Changes in 2026 are as follows:

- (1) Operating Activities: Net cash inflow from operating activities is expected in the coming year, primarily due to business growth and increased cash collection from accounts receivable.
- (2) Investing Activities: Net cash outflow from investing activities is anticipated, mainly due to increases in long-term investments, plant expansion, and purchases of equipment and other assets.
- (3) Financing Net cash outflow from financing activities is expected, primarily due to the planned distribution of cash dividends.

2. Remedial Measures for Expected Cash Shortfalls and Liquidity Analysis: Not applicable.

2) Analysis of standalone cash flows (Standalone Financial Statements)

1. Changes of cash flows in the latest year

Unit : NT\$ thousands

Cash and cash equivalents at beginning of period (December 31, 2024)	Net cash flow from operating activities for the entire year	Net cash flow from investing activities for the entire year	Net cash flow from financing activities for the entire year	Cash and cash equivalents at end of period (December 31, 2025)
3,974,233	3,611,215	447,217	(2,868,380)	5,164,285

Cash Flow Analysis for the Year (FY2025):

- (1) Net cash inflows from operating activities of NT\$3,611,215 thousand: This was primarily due to an increase in contract liabilities and a decrease in cash payments for payables, resulting in a net cash inflow from operating activities.
- (2) Net cash inflows from investing activities of NT\$447,217 thousand: This was primarily due to a decrease in financing receivables from related parties and the receipt of dividend income, resulting in a net cash inflow from investing activities.
- (3) Net cash outflows from financing activities of NT\$2,868,380 thousand: This was primarily due to the repayment of borrowings and the distribution of cash dividends, resulting in a net cash outflow from financing activities.

In conclusion, the Company recorded a net increase in cash for the full year of 2025, resulting in a higher ending cash balance compared to the beginning of the period

2. Liquidity analysis in the latest year

Unit: %

Item \ Year	2025	2024	Variance(%)
Cash Flow Ratio	15.74	37.10	(57.57)
Cash Flow Adequacy Ratio	53.36	49.35	8.13
Cash Reinvestment Ratio	15.12	34.39	(56.03)
Analysis of Significant Changes in Ratios (For items with a change exceeding 20% between periods):			
(1) Decrease in Cash Flow Ratio: Primarily due to the decrease in net cash inflows from operating activities in 2025.			
(2) Decrease in Cash Reinvestment Ratio: Primarily due to the decrease in net cash inflows from operating activities in 2025.			

3. Liquidity analysis in the future one year

Unit : NT\$ thousands

Cash and cash equivalents at beginning of period (December 31, 2025)①	Net cash flow from operating activities for the entire year②	Cash outflows for the entire year ③	Cash surplus (deficient) ①+②-③	Contingency plans for projected insufficient cash position	
				Investment plans	Financial plans
5,164,285	2,844,607	(2,219,125)	5,789,767	Not applicable	
(1) Projected Cash Flow Changes for Fiscal Year 2026:					
(a) Operating Activities: Net cash inflows from operating activities are expected, primarily due to business growth and increased cash collections from accounts receivable.					
(b) Investing Activities: Net cash outflows from investing activities are anticipated, mainly resulting from increased long-term investments, plant expansion, and asset acquisitions such as equipment.					
(c) Financing Activities: Net cash outflows from financing activities are expected, primarily due to the planned distribution of cash dividends.					
(2) Measures for Projected Cash Shortfalls and Liquidity Analysis: Not applicable.					

4. Effect upon Financial Operations of any major capital expenditures during the most recent fiscal year:

- Utilization of Major Capital Expenditures in the Most Recent Fiscal Year and Funding Sources: To support future business development, the Company constructed a new plant in the Southern Taiwan Science Park and acquired related auxiliary equipment. Capital expenditures for fiscal year 2025 amounted to approximately NT\$8.3 billion. The funding sources were the Company's operating funds and bank financing.
- Expected benefits: The new facilities are expected to alleviate the shortage of production space and enhance the Group's business development and overall competitiveness.

5. Reinvestment policy for the most recent fiscal year, main reasons for the profits, losses generated thereby, the plan for improving re-investment profitability, and investment plans for the coming year:

1) Shift Policies in Investment in Recent Years

Based on the requirements of expanding business and enlarge service customers, the Group has invested and set service and dealing bases in China, Singapore, South Korea, Vietnam, Malaysia, Myanmar, Indonesia, Netherland, USA, Japan, Germany Thailand etc, so as to establish sales and service network and service customers in the neighborhood, and thus to improve market share and competitiveness of the Company. In the last year, the group took product development and district development of the industry as the investment spindle and continued expand service fields. With regional resource distribution and integrated flexible scheduling support, the Group gave full play to the complementary synergy effect and improved business efficiency and scale. It will keep a foothold in Asia and become an integrated system service dealer with international reputation for professional high-tech industry process equipment, materials and factory service system facilities etc.

2) Analysis of reasons for profit or loss from investments

In the year 2025, the company recorded an investment loss of NT\$208,550 thousand from equity method investments. The current operations of the investee companies are in line with expectations and planning. The company continues to focus on its core business, concentrating resources to leverage its core competencies and deliver strong operational performance. Any future investments that may generate synergies will be carefully evaluated and supervised.

6. Risks during the most recent fiscal year and as they stood on the printing date of the annual report

- 1) By the latest annual report and the publish date of the annual report this year, the impact of the interest rate, exchange rate changes and inflation on our company and future response measures.
 - (1) The interest rate risk of our group is mainly from bank loans and loans at floating rates which may cause interest rate risk for cash flow. We regularly assess interest rate for bank loan, and closely contact with banks for more favorable borrowing rates in order to lower the impact of interest rate change on the Company. And in the future, we will review and consider the amount and cost of a variety of funding sources for raising the necessary funds.
 - (2) As we operate internationally, the relevant currency risk is mainly from future commercial transactions, recognized assets and liabilities and net investments on foreign organizations. Our group's procurement personnel shall refer to the recent currency trend for the abroad suppliers' quotes to avoid increasing procurement cost due to currency fluctuation. The finance department should occasionally collect exchange rate information for references with exchange rate changes, so the purchase payment shall depend on the level of exchange rate to be paid by our foreign currency cash like U.S. dollars or by our foreign currency deposits account, with offset effect of foreign currency income and expense which the exchange rate changes may cause a certain hedge effect, in order to reduce the harmful impact on the Company due to the exchange rate changes.
 - (3) Our Group pays attention to the inflation all the time: our quotation for import and sales

activities and service transactions is based on the market price in order to reduce influences caused by the inflation.

- (4) 6.1.4 Our group has established appropriate risk management mechanisms, and will continue to monitor changes in interest rate, exchange rate and inflation, in order to avoid any harmful influence on company profit and loss account caused by the aforesaid situations.
- 2) By the latest annual report and the publish date of the annual report this year, the main reasons and future response measures for policy profits or losses of the engaged in high-risk and highly leveraged investments, capital lending to others, endorsement and derivatives financial commodity transactions.
 - (1) Engaging in high-risk and highly leveraged investments and derivatives financial commodity transactions:

We focus upon our business operations, and for ensuring safety of assets, we do not engage in high-risk and highly leveraged investments and derivatives financial commodity transactions. And we shall take more robust fixed time deposits or risk-free bond funds for free capital flows to prevent losses.
 - (2) Capital lending to others:

By the latest annual report and the publish date of the annual report this year, the capital lending to others we engaged in is mainly the short-term financing for working capital needs within company's subsidiaries, which should be operated in accordance with "Operation Procedures for Capital Lending to Others" and the relevant regulations and laws, and the amount of capital lending does not exceed the limit.
 - (3) Endorsement

In recent years and up to the printing of the annual report, the endorsement guarantees provided by the Group include: the Company's bank financing guarantee to its subsidiaries and joint guarantee as required by subsidiaries' construction performance bond; and joint guarantee signed among subsidiaries due to engineering contracting bonds. And such endorsements operation shall be complied with the "Endorsement Operation Procedure" and the relevant regulations and laws, and the amount of endorsements does not exceed the limit.
- 3) The future R&D Plan and estimated R&D cost of the latest year and by the annual report's publish date.

Our company's research and development team has integration capability of high-tech process, automatic control and precision machinery technology in developing high-tech system equipment, which has achieved superb results. In the future, Our company will continue to develop automatic testing equipment and products used in related industries such as semiconductors, LEDs and biotechnology, and will continue to invest in equipment and products that have been successfully developed to improve their performance. The estimated R&D-related expenses that are expected to be invested this year are at least NT\$215.89 million.
- 4) By the latest annual report and the publish date of the annual report this year, the impact of important domestic and international policy and legislation changes on the Company's financial operations and response measures.

Recent domestic and foreign policy and legislation changes have no obvious effects on our current operations. We will closely monitor the important domestic and foreign policy and legislation changes, and under the quickest condition, assist in the Company's internal transformation and change to enhance the overall operation capacity.
- 5) The Company has dedicated staff that collects the latest industry dynamics and market information. With a strong management team and experienced and excellent professionals, the Company has rich experience in market development, customer relationship management,

marketing and ability to adapt to changes in industry, allowing itself to flexibly react to market dynamics, customer demand, technological development and supply and demand. The Company also actively integrates and introduces advanced products and technology in the role of a supplier and a marketer, instantly and consistently delivers products and the supporting services of applications. Overall, technological change can bring more opportunities to the Company's business development.

As the market development has gradually shifted to Asia, and with the globalization strategy and the establishment of overseas operations of the technology industry in general, the Company establishes offices in China (Shanghai, Wuxi and others), Singapore, Korea, Vietnam, Malaysia, Myanmar, Indonesia Netherlands, United States, Japand, and Germany Thailand to expand its business and serve more clients. In response to technological development, the Company provides international sales of advanced technology, high-tech equipment and materials to reduce the communication barrier.

The Company will make good use of technological and industry changes to enhance its business management capacity and reduce cost to improve the overall competitiveness.

- 6) The impact of image change on the Company's risk management and the response measures for the most recent year and the latest annual report:

The corporate image has always been about modesty and stability. The Company also operates honestly and maintains the shareholders' best interests for the Company philosophy. In addition to improving business growth, the Company also strives for transparency and enhances the relationship with shareholders and various investment institutions. If the media or the outside parties have any questions, the Company maintains its openness and transparency and quickly offers explanation to achieve active communication.

- 7) The expected benefits, possible risk and the response measures of acquisitions of the most recent year and the latest annual report: None.

- 8) The expected benefits, possible risk and the response measures of plant expansion of the most recent year up to the date of the Annual Report:

Due to the business and capacity' expansion, MIC group bought a manufacturing plant in Tainan, to solve the problem of insufficient production area and maintain high capacity demand, and which helps MIC will develop business and increase competitive entirely.

In response to the expansion of business operations and the need for increased production capacity, the Company acquired property right of use from the Southern Taiwan Science Park Administration of the National Science and Technology Development C Enter in 2025. We plan to construct a new plant in the Southern Science Park, to address the insufficient production area and contribute to business development and overall competitiveness of our group.

- 9) The risks and the response measures of purchase and sales of the most recent year and the latest annual report:

1. Risks and the response measures for purchase: None.

2. Risks and the response measures for sales: None.

- 10) The impact and the risks of directors, supervisors and major shareholders with more than ten percent of the equity and the transfer or change of equity in large volume and the response measures for the most recent year and the latest annual report: None.

- 11) The impact and risks of changes in right to operate and the response measures for the most recent year and the latest annual report: None.

- 12) For the most recent year and the latest annual report, any litigation and non-litigation cases of the Company, directors, supervisors, general manager, person in charge, major shareholders

with more than ten percent of the equity and the subsidiaries should be clearly listed. For the results that can potentially present huge impact to the rights of shareholders and share price, the dispute, money, lawsuits starting date and the major parties to the suit should be disclosed:
None

- 13) Other major risks and the response measures of the most recent year and the latest annual report: None

7. Other Important Matters:

Intellectual Property Management Plan: Strengthening Corporate Governance and Achieving Diversified Operational Goals

I. Introduction and Strategic Objectives

This plan aims to deeply integrate intellectual property (IP) management with the Company's operational goals. By pursuing a dual-track approach of legal protection and technological R&D, we strengthen our core competitiveness. The core strategic dimensions include:

1. Global Market Deployment: In line with our globalization efforts, we formulate differentiated IP protection strategies tailored to the laws of various countries to prevent overseas infringement and elevate our international competitive position.
2. Technology Integration and Protection: We enhance R&D in electromechanical engineering and whole-plant design. Through confidentiality mechanisms and employee training, we transform innovative R&D into commercially valuable intellectual property.
3. Strategic Partnership Management: In collaborations with leading international manufacturers, we clearly define IP allocation and licensing management to avert litigation risks and ensure fairness in technological exchanges.
4. Emerging Technology Driven: We accelerate our patent layout in fields such as AI, IoT, and 5G to establish technological barriers, prevent imitation, and attract potential partners.

II. Patent Rights

The Company has established the "Intellectual Property Management Committee" to oversee patent life-cycle management and ensure the maximization of innovation value.

(I) Core Management Mechanisms

1. Legal Compliance and Risk Control: Establish patent compliance review processes and regularly evaluate the value of our patent portfolio to support business decision-making.
2. Technology Transfer and Expansion: Promote internal cross-departmental technology transfers and, in conjunction with international partnerships, enhance the self-development capabilities for domestic production process equipment.
3. Internationalization of Professional Services: Through market research and talent cultivation, align R&D directions and patent application layouts with the specific needs of diverse markets.

(II) Monitoring and Evaluation

1. Performance Evaluation: Regularly track the execution progress of the IP plan to ensure alignment with operational goals.
2. Risk Early Warning: Monitor the legal environment and technological trends in real time, dynamically adjusting patent strategies to respond to market shifts.

III. Trademark Rights

Safeguarding brand consistency and legal rights to enhance corporate image and market trust.

(I) Standardized Processes

1. Registration and Review: Ensure critical trademarks are registered in major global markets and regularly review the trademark portfolio to align with market trends.
2. Usage Guidelines and Rights Protection: Establish globally unified trademark usage guidelines and actively

defend the brand through infringement monitoring systems and legal actions (e.g., warning letters, litigation).

(II) Education and Training

Communicate trademark value internally to ensure the team correctly uses brand logos, enhancing the consistency of our corporate identity.

(III) Phased Objectives

1. Short-term: Complete the global registration framework for core trademarks within 6 months.
2. Medium-term: Reduce the incidence rate of infringement and strengthen brand defense.
3. Long-term: Maximize trademark asset value and establish a globally trusted brand.

IV. Trade Secret Protection

Establishing a rigorous defense network for core technologies and commercial information to prevent the leakage of the Company's core assets.

(I) Tiered Control and Physical Security

1. Identification and Classification: Implement tiered management of trade secrets based on sensitivity levels.
2. Access Control: Introduce encryption technologies and privilege reviews to ensure the "principle of least privilege," and maintain access logs.

(II) Contract and Agreement Management

Sign stringent Non-Disclosure Agreements (NDAs) with employees, suppliers, and partners, clearly defining legal responsibilities and compensation clauses.

(III) Continuous Monitoring and Education

1. Anomalous Activity Detection: Deploy security monitoring tools to detect abnormal access or system threats in real time.
2. Risk Assessment: Regularly review system vulnerabilities and strengthen employees' ability to identify internal and external threats (e.g., social engineering).

(IV) Legal Compliance

Ensure all confidentiality measures comply with relevant local and international laws (e.g., the Trade Secrets Act) to maintain the validity of legal compliance.

V. Conclusion

Through a tripartite management system of "Patents, Trademarks, and Trade Secrets," coupled with innovation-driven and highly efficient execution, the Company aims to mitigate operational risks, consolidate its technological leadership, and achieve sustainable profitability and excellent reputation in the international market.

Execution Status

1. The Company reported intellectual property-related matters to the 6th meeting of the 10th term Board of Directors on December 23, 2025, and proposed improvement measures in response to the directors' recommendations.
2. As of October 21, 2025, the Company has accumulated a total of 240 granted patents globally. These include 161 patents in Taiwan (65 invention patents, 95 utility models), 61 patents in Mainland China (28 invention patents, 33 utility models), and 18 invention patents in the United States.
3. As of October 21, 2025, the Company has accumulated a total of 85 registered trademarks globally, including 54 cases in Taiwan, 26 cases in Mainland China, and 5 cases in other countries (with 1 case currently under application).

Part 6. Special Disclosures

1. Information related to the Company's affiliates

1) Consolidated Business Report of Affiliated Enterprises:

Relevant information is available on the Market Observation Post System (MOPS) website (https://mopsov.twse.com.tw/mops/web/t57sb01_q10) under "Electronic Documents Download / Affiliated Enterprises' Three Reports" in the "Individual Company" section.

2) Consolidated Financial Statements of Affiliated Enterprises:

For fiscal year the companies required to be included in the preparation of the Consolidated Financial Statements of Affiliated Enterprises, in accordance with the "Guidelines for the Preparation of the Consolidated Business Report, Consolidated Financial Statements, and Affiliation Report of Affiliated Enterprises," are identical to those required under IAS 27 "Consolidated and Separate Financial Statements" for parent-subsidary consolidated financial statements. As the required disclosures have already been included in the aforementioned parent-subsidary consolidated financial statements, a separate set of consolidated financial statements of affiliated enterprises is not prepared. Relevant information can be found on the MOPS website (https://mopsov.twse.com.tw/mops/web/t57sb01_q1) under "Electronic Documents Download / Financial Reports" in the "Individual Company" section.

3) Affiliation Report:

Relevant information is available on the MOPS website (https://mopsov.twse.com.tw/mops/web/t57sb01_q10) under "Electronic Documents Download / Affiliated Enterprises' Three Reports" in the "Individual Company" section.

2. Status of Private Placements of Securities in the Most Recent Fiscal Year and Up to the Date of Publication of the Annual Report: None

3. Other matters that require additional disclosures: None

Part 7 Situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act of Taiwan, which might materially affect Shareholders' Equity or the price of the Company Securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of printing of the annual report: None.