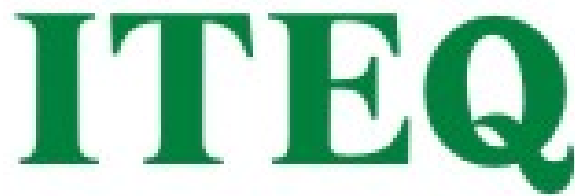


Ticker symbol: 6213



Innovation, Teamwork, Excellence, Quality

ITEQ Corporation

Annual Report 2025

TWSE Market Observation Post System: <https://mops.twse.com.tw>

Company website: <https://www.iteqcorp.com>

Publication Date: March 31, 2026

I. Spokesperson and Acting Spokesperson of the Company

Spokesperson: Hsin-Hui Tsai

Position: CEO and General Manager

Acting Spokesperson: Jung-Tsan Chou

Position: Senior Director

Tel: (03)588-7888

E-MAIL: ir@iteqcorp.com

II. Addresses and Telephone Numbers of the Headquarters, Branches, and Plants

Type	Name of Company	Address	Tel
Headquarters and plants	ITEQ Corporation	No. 17, Daluge Road, Xipu Town, Hsinchu County	(03)588-7888
Branches and Plants	ITEQ (Dongguan) Corporation	No. 57, Dongfang Avenue, Beizha Village, Humen Town, Dongguan, Guangdong Province	0769-8900-6168
	ITEQ (Wuxi) Electronic Technology Co., Ltd.	No. 3, Chunhui Middle Road, Xishan Economic Development Zone, Dongting Town, Xishan District, Wuxi, Jiangsu Province	0510-8826-7168
	ITEQ (Guangzhou) Corporation	No. 2, Huafeng Road, Yonghe Economic Zone, Guangzhou Economic and Technological Development Zone, Guangzhou Province	020-6286-8088
	ITEQ (Huangjiang) Corporation	No. 13, Binhe Road, Tianxin Village, Huangjiang Town, Dongguan, Guangdong Province	0769-3893-2168
	ITEQ (Jiangxi) Electronic Technology Co., Ltd.	Ganzhou Electronic Information Industry Technology City, Longnan Economic and Technological Development Zone, Longnan, Ganzhou, Jiangxi Province	0797-7322-888
	ITEQ Corporation (Thailand) Ltd.	323 Moo 12, Tambol Huawa, Amphur Si maha Phot, Prachinburi, Thailand 25140	66-37-623999

III. Contact Information of Stock Transfer Agent

Name: Grand Fortune Securities Corporation

Address: 6F., No. 6, Sec. 1, Zhongxiao W. Rd., Zhongzheng Dist., Taipei City

Tel: (02)2371-1658

Website: <https://www.gfortune.com.tw>

IV. CPA for the Financial Statements for the Most Recent Year

Name of CPA: Chia-Chien Tang and Ya-Ling Chen

Name of accounting firm: KPMG Taiwan

Address: 68 F, No. 7, Sec. 5, Xinyi Rd., Xinyi Dist., Taipei City 11049, Taiwan

Website: <https://www.kpmg.com.tw>

Tel: (02)8101-6666

V. Overseas Securities Exchange Where Securities are Listed and Method of Inquiry:

None

VI. Corporate Website: <https://www.iteqcorp.com>

Table of Contents

	<u>Page</u>
Chapter I. Letter to Shareholders	3
Chapter II. Corporate Governance Report	7
I. Information of Directors, General Manager, Deputy General Manager, Senior Manager, and Managers of Departments and Branches	7
II. Operation Status of Corporate Governance	24
III. Information on CPA Professional Fees	64
IV. Information on Replacement of CPAs:	65
V. Where the Company's Chairman, General Manager, or Managerial Officers from Finance or Accounting Departments Who have Worked in the CPAs' Audit Firm or its Affiliate Companies in the Last Fiscal Year: None.	65
VI. Equity Transfer or Changes in Equity Pledge of Directors, Managerial Officers, and Shareholders with Shareholding Percentage of 10% or More	65
VII. Information on relationships among the Company's top ten shareholders, including whether any of them are related parties, spouses, or relatives within the second degree of kinship	67
VIII. The Number of Shares Held by the Company, the Company's Directors and Managers as well as the Businesses Directly or Indirectly Controlled by the Company in the Same One Investment Business, and the Consolidated Comprehensive Shareholding Ratio	69
Chapter III. Capital Overview	70
I. Capital and Shares	70
II. Issuance of Corporate Bonds	74
III. Issuance of Preferred Shares	74
IV. Issuance of Global Depositary Receipts	74
V. Issuance of Employees Stock Option	74
VI. Issuance of Employee Restricted Shares	76
VII. M&A or Acceptance of the New Shares Issued by Other Companies	76
VIII. Implementation of Fund Utilization Plan	76
Chapter IV. Operational Highlights	77
I. Business Activities	77
II. Market Analysis and Status of Goods Production and sales	82
III. Employees	88
IV. Environmental Protection Expenditure	88
V. Employment Relations Management	90
VI. Information and Communication Security	92
VII. Material Contracts	97
Chapter V. Review and Analysis on Financial Status and Performance, and Risks	98
I. Review and Analysis on Financial Status	98
II. Review and Analysis on Financial Performance	98
III. Review and Analysis on Cash Flow	99
IV. Impact of Significant Capital Expenditures on Finance and Business in the Most Recent Year	100
V. Investment Policy in the Most Recent Year, Main Reasons for Profits or Losses Generated Thereby, Improvement Plans, and Investment Plans for Coming Year	100
VI. Risks	100
VII. Other Important Matters:	102

Chapter VI. Special Disclosure	103
I. Relevant Information about Affiliates.....	103
II. Private Placement of Securities in the Most Recent Year as of the Publication Date of the Annual Report: None.....	103
III. Other Supplementary Description: None.....	103
IV. Any Events in the Most Recent Year as of the Publication Date of the Annual Report that Had Significant Impacts on Shareholders' Equity or Security Prices as Stated in Subparagraph 2, Paragraph 3 of Article 36 of the Securities and Exchange Act	103

Chapter I. Letter to Shareholders

Ladies and Gentlemen,

I. 2025 Business Results

(I) Business Plan Implementation Results

Unit: NT\$ Thousands

Item	2024	2025	YoY (%)
Operating Revenue	29,377,677	33,098,283	12.66%
Operating Gross Profit	3,689,962	4,784,526	29.66%
Net Operating Income	1,350,667	2,382,746	76.41%
Non-operating Income and Expenses	(33,342)	(16,149)	—
Net Profit After Tax	821,787	1,510,219	83.77%
Net Profit Margin (%)	2.80%	4.56%	1.76%

(II) Performance of Operating Budget

The Corporation did not make its forecast for 2025 public, so it is unnecessary to disclose the operating budget performance. However, the overall actual operating conditions and performance generally align with the Corporation's internal operating plan.

(III) Analysis of Financial Income and Expenditure and Profitability

Item		2024	2025
Financial Structure	Debt ratio (%)	40.75	44.35
	Long-term Capital to Property, Plant and Equipment Ratio (%)	237.20	266.61
Solvency	Current Ratio (%)	195.51	191.53
	Quick Ratio (%)	161.45	154.56
Operating Ability	Average Collection Days	151.00	153.00
	Average Inventory Turnover Days	54.00	61.00
Profitability	Return on Assets (ROA) (%)	2.82	4.45
	Return on Equity (%)	4.10	7.21
	Net Profit Before Tax to Paid-in Capital Ratio (%)	36.29	65.17
	Net Profit Margin (%)	2.80	4.56
	Earnings Per Share After Tax (NT\$)	2.26	4.16

(IV) Research Development Status

1. AI Computing and Infrastructure Materials R&D

Leveraging the explosive growth of generative AI and the global trend toward net-zero emissions, ITEQ places “innovation” and “sustainability” at the core of its R&D, proactively positioning itself in advanced AI electronic materials. In response to the rapid doubling of AI server computing power, the demand for 800G/1.6T high-speed switches, and PCIe Gen6/Gen7 ultra-high-speed transmission, ITEQ provides solutions with ultra-low loss and superior signal integrity. To address the processing challenges of high layer count (HLC) boards under high-computing architectures, ITEQ has successfully developed a range of materials featuring low dielectric properties and low coefficient of thermal expansion (low CTE). These materials effectively ensure dimensional stability and mitigate warpage under high-temperature soldering conditions, thereby enhancing transmission reliability in high-density interconnect designs. Meanwhile, through close collaboration with

leading global customers, ITEQ is proactively expanding into edge computing, 6G communications, and smart automotive applications, ensuring it remains at the forefront of next-generation high-speed computing architectures.

2. Key Process Technologies and Diverse Application Fields

In terms of technological innovation, the Company has successfully developed key PCB materials, including Low Loss Interlayer Bonding Film (Low Loss IBF) and Resin-Coated Copper (RCC). Through its proprietary low-dielectric resin coating process, the Company achieves product miniaturization, ultra-low loss, and high thermal conductivity, precisely meeting future demands for high-speed, low-latency, and high-density circuit design. In addition, its strategic R&D achievements across various application fields are as follows:

- **Consumer Electronics:** Driven by AI technologies, the Company has introduced high-frequency, high-speed, and ultra-thin flexible laminates for AI smartphones, AI PCs (AIPC), and wearable devices (such as AI glasses), meeting the needs for device miniaturization and low-loss, high-speed signal transmission.

- **Automotive Electronics:** In response to trends in vehicle electrification and intelligentization, the Company has mass-produced highly reliable products with resistance to conductive anodic filament (CAF) and high glass transition temperature (High Tg), supporting demanding applications such as power battery advancements, autonomous driving (ADAS), and smart cockpits.

- **Emerging Technologies:** The Company is actively expanding into fields such as humanoid robotics, the low-altitude economy (e.g., drones), and biomedical engineering. It has also optimized flexible materials with specialized thickness specifications to build a diversified product portfolio, strengthening its competitive advantages and market moat.

3. Green R&D and Sustainable Development

ITEQ integrates ESG principles into the core of its operations, building a resilient governance framework. Its R&D direction aligns with the 2050 net-zero emissions target, and AI systems have been introduced to enhance R&D efficiency and production energy efficiency. At the same time, the Company collaborates closely with supply chain partners to develop low-carbon raw materials and optimize the carbon footprint across the entire product lifecycle. Through environmentally friendly processes and green technologies, ITEQ fulfills its corporate social responsibility and contributes steady momentum toward smart living and a sustainable future.

II. Summary of 2025 Business Plan

(I) Management Principles

1. Focusing on Advanced Electronic Materials and Continuously Expanding Application Domain

As global demand for advanced electronic materials continues to grow steadily—particularly in key sectors such as AI servers, high-speed computing, low Earth orbit (LEO) satellites, electric vehicles (EVs), and data centers-related applications—are rapidly expanding. Our company continues to deepen its technological development, focusing on high-frequency, low-loss materials, as well as materials

with high thermal resistance and reliability, while also promoting environmentally friendly electronic-grade copper clad laminate (CCL) materials. At the same time, we are expanding our global market share and strengthening partnerships with leading international companies to reinforce our core competitiveness and enhance our industry presence.

2. **Strengthening Supply Chain Management to Ensure Quality and Stable Supply**
Supply chain resilience has become a cornerstone of industrial competitiveness. Our company will further enhance supply chain quality management by overseeing raw material suppliers, controlling processes, and verifying products, all while adhering to testing standards and ensuring compliance with international regulations and customer requirements. Concurrently, we will introduce smart manufacturing technologies to enhance production efficiency and reduce costs, thereby providing a stable supply amid market fluctuations and improving overall competitiveness.

3. **Seizing Market Growth Opportunities and Accelerating Technology Development and Deployment**

The global semiconductor and electronics markets are increasingly influenced by generative AI, electric vehicles, and the expansion of data centers. This trend is driving a surge in demand for high-performance computing and advanced materials for high-frequency, high-speed transmission. Our company is committed to enhancing our material technology development for applications such as AI computing chips, high-voltage fast-charging systems for electric vehicles, and broadband communications. In parallel, we will boost our presence and marketing efforts in the Asian and North American markets to better serve the needs of our global customers.

4. **Advancing ESG Corporate Culture and Promoting Green Manufacturing and Low-Carbon Supply Chains**

As the global emphasis on environmental protection and sustainable operations intensifies, our company will continue to promote green manufacturing processes, adopt low-carbon production methods, and enhance supply chain management to ensure eco-friendly standards throughout the entire value chain, from raw materials to finished products. These efforts will enhance our sustainable competitiveness as an enterprise.

(II) Key Production and Sales Policy

1. **Accurately analyzing market changes to improve market responsiveness**

When facing the restructuring of the global electronics industry's supply chain and regional development trends, the Company will enhance its market data analysis, remain updated on demand changes, adjust product portfolios and sales strategies, and ensure growth momentum in its key markets.

2. **Enhancing high-frequency and high-speed material technologies to improve market penetration**

To meet the demand for high-speed computing and low power consumption, the Company will continually develop materials with ultra-low loss and high heat resistance, increase market share in the high-efficiency electronic products sector, and strengthen cooperation with major global customers.

3. **Deepening technical cooperation with key global customers to establish long-term competitive advantages**

With the technological advancements in high-speed computing, electric vehicles, and the communications market, the Company will engage in forward-looking

technical cooperation with major global customers, securing long-term, stable market orders and demand for mass production through joint development and the establishment of technical barriers.

4. Satisfying the emerging demand for electronic applications to improve brand competitiveness

In addition to the existing advanced electronic materials market, the Company will further expand its business into emerging application fields, aiming to solidify its future market competitive advantages and ensure stable growth.

III. Future Development Strategies of the Company

(I) Continuously focus on developing AI servers, 5G/6G infrastructure, and networking equipment, such as high-speed, high-frequency, low-dielectric constant, halogen-free materials, while aggressively expanding the development of eco-friendly products for 5G infrastructure, data centers, and cloud equipment.

(II) Promote and expand the market share of high-density interconnect materials to embrace a new generation of applications with high specifications.

(III) Actively promote niche products such as automotive electronics materials, high-frequency materials, and high-voltage-resistant materials for applications in autonomous driving, vehicle connectivity, and high-voltage charging.

IV. Affected by External Competitive Environment, Regulatory Environment and Overall Business Environment

In 2025, the global economic and industrial environment remains highly uncertain amid multiple external factors. Inflationary pressures in major economies are gradually easing; however, divergences in the pace and magnitude of monetary policy adjustments persist, and market expectations regarding interest rate trends and funding costs remain uncertain. The U.S. economy remains relatively robust, supported by consumption and technology investment, while Europe faces limited recovery momentum in manufacturing demand. China's economy continues to undergo structural adjustment, with overall growth moderating compared to previous periods, and domestic demand and certain industry momentum still in transition. Accordingly, the trend toward supply chain regionalization and risk diversification continues to intensify, while geopolitical and trade policy developments further increase uncertainty in the operating environment.

Looking ahead to 2026, monetary policy adjustments in major global economies are entering a later stage, and the dynamic environment is expected to become more stable. However, geopolitical risks, changes in trade policies, and cyclical fluctuations in end-market demand will continue to create uncertainty for business operations. As next-generation AI, high-performance computing, and automotive electronics continue to drive technological advancements in advanced electronic materials, market competition will increasingly focus on technological capabilities, product quality, and supply stability. At the same time, regulatory requirements related to carbon management, supply chain transparency, and information disclosure continue to tighten, requiring companies to balance compliance with operational efficiency. In response to external competition and changes in the business environment, the Company will continue to strengthen R&D and optimize its product portfolio, enhance manufacturing resilience and supply chain flexibility, and deepen risk management and sustainable governance mechanisms to effectively respond to market fluctuations and enhance long-term competitiveness.

We wish you all good health and all the best.

Chairperson of the Board Chin-Tsai Chen

March 31, 2026

Chapter II. Corporate Governance Report

I. Information of Directors, General Manager, Deputy General Manager, Senior Manager, and Managers of Departments and Branches

(I) Directors

1. Members of the Board of Director

Unit: Share, %; March 29, 2026

Title	Nationality or registration place	Name	Gender/ Age	Date elected (appointed)	Term of office	Date first election	Shareholding while elected		Number of shares currently held		Shares held by spouse and underage children		Shares held in the name of other persons		Education and work experience	Titles currently held at the Company and other companies	Executives, Directors or Supervisors who are spouses or within the second degree of kinship			Note
							Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
Chairman	ROC	Chin-Tsai Chen	Male/ Above 70	2024.05.30	3 Years	2012.06.06	5,084,000	1.40	6,084,000	1.67	—	—	—	—	Master of Public Administration, University of San Francisco, USA Master of Accounting, Tamkang University Honorary Doctor, Tamkang University Honorary Doctor of Medicine, Tamkang University	(Note1)	—	—	—	—
Directors	ROC	Hsin-Hui Tsai	Female/ 50~59	2024.05.30	3 Years	2015.06.18	947,386	0.26	1,047,386	0.29	—	—	—	—	EMBA (Finance), National Taiwan University Bachelor of Public Finance, National Chengchi University Head of Accounting Office and Head of Board Office of EnTie Bank	(Note2)	—	—	—	—
Directors	ROC	WIN Semiconductors Corp.	Not applicable	2024.05.30	3 Years	2021.07.02	65,408,733	18.02	65,408,733	17.99	—	—	20,932,496	5.76	Not applicable	Director, Gogolook Co., Ltd.	—	—	—	—
	ROC	Representative: Ching-Tsou Tsen	Male/ 60~69			2021.07.02	—	—	—	—	—	—	—	—	Master of Finance, Baruch College, NYU, USA Business Manager of Canadian Imperial Bank of Commerce (Vancouver)	Finance AVP and Spokesperson of WIN Semiconductors Corp.	—	—	—	—
Directors	ROC	WIN Semiconductors Corp.	Not applicable	2024.05.30	3 Years	2021.07.02	65,408,733	18.02	65,408,733	17.99	—	—	20,932,496	5.76	Not applicable	Director, Gogolook Co., Ltd.	—	—	—	—
	ROC	Representative: Yun-An Yu	Female/ 60~69			2024.05.30	—	—	—	—	—	—	—	—	Master of Law, Cornell University, USA Supervisor of Huga Optotech Inc. Director of Youth Hope	Legal SVP and Chief Officer of Corporate Governance of WIN	—	—	—	—

Title	Nationality or registration place	Name	Gender/ Age	Date elected (appointed)	Term of office	Date first election	Shareholding while elected		Number of shares currently held		Shares held by spouse and underage children		Shares held in the name of other persons		Education and work experience	Titles currently held at the Company and other companies	Executives, Directors or Supervisors who are spouses or within the second degree of kinship			Note
							Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
															Foundation	Semiconductors Corp.				
Directors	ROC	Hui-Fen Chan	Female/ 50~59	2024.05.30	3 Years	2009.06.16	—	—	—	—	—	—	—	—	Master of Law, Boston University, USA Bachelor of Law, National Taiwan University Partner of HL Attorneys at Law Attorney of Lee and Li, Attorneys at Law Legal Director of Siliconware Precision Industries Co., Ltd. Registered Attorney of Taiwan and New York (USA) CLO of Altek Corporation Independent Director of Stark Technology Inc. Independent Director of ChipMOS Technologies Inc.	Independent Director of Formosa I Wind Power Co., Ltd. Independent Director, Member of Compensation Committee and Audit Committee of Taiwan Mask Corporation Independent Director, Member of Compensation Committee and Audit Committee of iCatch Technology, Inc. Independent Director, Member of Compensation Committee and Audit Committee of Sirius Wireless Inc. Representative Director of Raku Co., Ltd. Partner of V&L Attorneys at Law	—	—	—	—
Independent Director	ROC	Chen-En Ko	Male/ Above 70	2024.05.30	3 Years	2024.05.30	—	—	—	—	—	—	—	—	Ph.D. (Accounting), University of Minnesota, USA Master of Commerce, University of Southern California, USA Bachelor of Commerce, National Taiwan University	Emeritus Professor of National Taiwan University Visiting Specialist, Biomedical Translation Research Center., BioTReC Executive Director of Taiwan Corporate Governance Association Independent Director of Chang Type Industrial Co., Ltd.	—	—	—	—

Title	Nationality or registration place	Name	Gender/ Age	Date elected (appointed)	Term of office	Date first election	Shareholding while elected		Number of shares currently held		Shares held by spouse and underage children		Shares held in the name of other persons		Education and work experience	Titles currently held at the Company and other companies	Executives, Directors or Supervisors who are spouses or within the second degree of kinship			Note
							Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
Independent Director	ROC	Chao-Zon Yang	Male/ Above 70	2024.05.30	3 Years	2021.07.02	—	—	—	—	—	—	—	—	Master of Accounting, National Chengchi University Bachelor of Accounting, National Chengchi University Chairman of Hua Nan Securities Deputy General Manager of Taiwan Stock Exchange, Listing Committee Member, Convener of Surveillance Operations Oversight Committee Chief Secretary of Taipei Exchange CPA of Diwan & Company	Independent Director of Tigerair Taiwan Co., Ltd. Independent Director of TaiDoc Technology Corporation Director of Taiwan Securities Analysts Association	—	—	—	—
Independent Director	ROC	Po-Chiao Chou	Male/ Above 70	2024.05.30	3 Years	2018.06.15	2,417	—	2,417	—	—	—	—	—	Bachelor of Accounting, National Cheng Kung University Pass the Senior Civil Service Examination for CPA Executive Director and General Manager of First Commercial Bank Deputy General Manager of First Financial Holdings Co., Ltd. Chairman of First Commercial Bank USA Chairman of First Venture Capital Co., Ltd. and First Financial Management Consulting Co., Ltd. Vice Chairman of IBF Financial Holdings Co., Ltd. Director of Taipei Financial Center Corp.	Independent Director, Convener of Audit Committee and Member of Compensation Committee of Clevo Co.	—	—	—	—

Title	Nationality or registration place	Name	Gender/ Age	Date elected (appointed)	Term of office	Date first election	Shareholding while elected		Number of shares currently held		Shares held by spouse and underage children		Shares held in the name of other persons		Education and work experience	Titles currently held at the Company and other companies	Executives, Directors or Supervisors who are spouses or within the second degree of kinship			Note
							Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
Independent Director	ROC	Wei-Lung Chen	Male/ 60~69	2024.05.30	3 Years	2024.05.30	-	—	-	—	—	—	—	—	Deputy Director General of Insurance Bureau, Deputy Director General of Securities and Future Bureau General Manager of Securities & Futures Institute Chairman of SinoPac Securities Investment Trust Chairman of SinoPac Securities	Independent Director of IBF Financial Holdings Co., Ltd. Independent Director of AGV Products Corp. Independent Director of Janfusun Fancyworld Corp.	—	—	—	—

- Note 1. Chairman of ITEQ (Dongguan) Corporation, ITEQ (Wuxi) Corporation, ITEQ (Guangzhou) Corporation, ITEQ (Huangjiang) Corporation, ITEQ (Jiangxi) Electronic Technology Co., Ltd, ITEQ Corporation (Thailand) Ltd., and BangMao Investment Co., Ltd. all above-mentioned are 100% owned by ITEQ Corporation directly or indirectly. Chairman and President of WIN Semiconductors Corp. Director of HIWIN Technologies Corp., Independent Director of Inventec Besta Co., Ltd., Representative Director of Phalanx Biotech Group, Representative Director of Phalanx Genomics, Representative Director of Gene & Stem Biomedical Co., Director of Taiwan New Economy Foundation, Director of Paperwindmill Cultural Foundation, Honorary Director of ESGWD Foundation, Supervisor of Excellence Sports Goods Co., Ltd., Supervisor of Comax Sporting Goods Co Ltd., Chairman or Director of WIN Semiconductors Corp.'s affiliated companies, and Chairman or Director of Chainwin Biotech and Agrotech (Cayman Islands) Co., Ltd.(and affiliated companies).
- Note 2. Director and Legal Representative of ITEQ (Dongguan) Corporation, ITEQ (Guangzhou) Corporation, ITEQ (Wuxi) Corporation, ITEQ (Huangjiang) Corporation, ITEQ (Jiangxi) Electronic Technology Co., Ltd., and ITEQ Corporation (Thailand) Ltd., all above-mentioned are 100% owned by ITEQ Corporation directly or indirectly. Director representative of MGC-ITEQ Technology Co., Ltd., and Director of Taiwan Testing and Certification Center.

2. Major Shareholders of the Institutional Shareholders

March 27, 2026

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
WIN Semiconductors Corp.	Tien Ho Industrial Co., Ltd. 4.21%
	Chin-Tsai Chen 3.01%
	Norges Bank-fund mgr Blackrock Investment Management(Taiwan) Limited 2.64%
	Chou,Pu-Yao 2.15%
	Morgan Stanley & Co. International Plc 1.93%
	Kou-I Yeh 1.90%
	Li-Chuan Yeh 1.81%
	Li-Cheng Yeh 1.81%
	CTBC Bank in Custody for WIN Semiconductors Corp. Employees Stock Ownership Trust 1.80%
	Chuang, Hsiu-Fei 1.74%

3. Major Shareholders of the Company's Institutional Shareholders

December 31, 2025

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
Cathay Life Insurance Co., Ltd.	Cathay Financial Holding Co., Ltd. (100.00%)

March 29, 2026

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
Tien Ho Industrial Co., Ltd.	Shun-Ping Chen (18.11%)
	Shun-Ting Chen (18.11%)
	British Virgin Islands Anglia Co., Ltd. (63.52%)
	Yu-Wen Chen (0.11%)
	Ssu-Kai Chen (0.05%)
	Chih-Ching Lin (0.05%)
	Shu-Chi Lin (0.05%)

June 30, 2025

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
Nan Shan Life Insurance Company, Ltd.	Ruen Chen Investment Holding Co., Ltd. (89.55%)
	Ruen Hua Dyeing & Weaving Co., Ltd. (1.34%)
	Y. T. Du (1.16%)
	Ruentex Xing Co., Ltd. (0.97%)
	Runtex Development Co., Ltd. (0.23%)
	Runtex Industries Ltd. (0.21%)
	Yen Sin Corporation (0.16%)
	Ruentex Leasing Co., Ltd. (0.12%)

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
	Chi-Pin Investment Company (0.11%)
	Pan City Co., Ltd. (0.09%)

4. Information on the expertise and independence of Directors

Conditions Name	Professional qualifications and experience (Note 1)	Independence (Note 2)	Number of other public companies where the individual concurrently serves as an Independent Director
Chairman of the Board, Chin-Tsai Chen	- With at least 40 years of working experience in corporate business, financial expertise and familiarity with relevant laws and regulations, highly professional governance and management skills. Awarded an Honorary Doctorate from Tamkang University in 2021. - Previously served as the Director and General Manager of Namchow Holding Co., Ltd. as well as the directors and supervisors of several companies. - Currently served as the Chairman of the Company, Chairman and President of WIN Semiconductors Corp. - None of the circumstances in the subparagraphs of Article 30 of the Company Act apply.	Not applicable	1
Director, Hsin-Hui Tsai	- With at least 20 years of working experience in corporate business, financial expertise and familiarity with relevant laws and regulations, highly professional governance and management skills. - Used to serve as the Director of Accounting Office, Director of Secretariat of the Board, EnTie Commercial Bank. - Serving as the CEO and General Manager of the Company. Director representative of MGC-ITEQ Technology Co., Ltd., Director of Taiwan Testing and Certification Center. - None of the circumstances in the subparagraphs of Article 30 of the Company Act apply.	Not applicable	0
Director, WIN Semiconductors Corp. Representative: Ching-Tsou Tsen	- With at least 20 years of working experience in corporate business, and the skills in terms of finance, financial management, investment and management. - Used to serve as the Account Manager of Canadian Imperial Bank of Commerce (Vancouver), joined WIN Semiconductors Corp. as the financial director in 2000 to today, and now serving as the financial AVP and spokesperson of the WIN Semiconductors Corp. - None of the circumstances in the subparagraphs of Article 30 of the Company Act apply.	Not applicable	0
Director, WIN Semiconductors Corp. Representative: Yun-An Yu	- With at least 20 years of working experience in corporate business, and skills in terms of legal affairs, corporate governance, and management. - Previously served as the Supervisor of Huga Optotech Inc. and Director of Youth Hope Foundation. Joined WIN Semiconductors Corp. in 2001 and served as legal supervisor up till today. Currently served as the Legal SVP and Chief Officer of Corporate Governance of WIN Semiconductors Corp. - None of the circumstances in the subparagraphs of Article 30 of the Company Act apply.	Not applicable	0

Conditions Name	Professional qualifications and experience (Note 1)	Independence (Note 2)	Number of other public companies where the individual concurrently serves as an Independent Director
Director, Hui-Fen Chan	- Registered Taiwan attorney. - With at least 20 years of working experience in corporate business, is equipped with background in law and management. - Currently served as the Independent Director of Taiwan Mask Corporation, iCatch Technology, Inc., Sirius Wireless Inc., Formosa I Wind Power Co., Ltd, Director of Raku Co., Ltd.. as well as partner of V&L Attorneys at Law. Has extensive experience in legal sector. - None of the circumstances in the subparagraphs of Article 30 of the Company Act apply.	Not applicable	3
Independent Director, Chen-En Ko	- Graduated with accounting background. - Currently the convener of Audit Committee of the Company. - With at least 40 years of working experience in corporate business, and the skills in terms of accounting, finance, financial management, investment and management. - Previously served as the Dean of College of Management and Chairperson of Accounting Department of National Taiwan University, Chairman and President of Chung-Hua Institution for Economic Research, Supervisor and Director of TWSE, Supervisor and Director of Taipei Exchange, Chairman of Taiwan Corporate Governance Association. Has extensive experience in corporate management, corporate compliance, business rules and regulation. - Currently served as the Emeritus Professor of National Taiwan University, Guest Lecturer of Biomedical Translation Research Center (BioTReC), Distinguished Expert of Industrial Technology Research Institute, Executive Director of Taiwan Corporate Governance Association, Independent Director of Chang Type Industrial Co., Ltd. - None of the circumstances in the subparagraphs of Article 30 of the Company Act apply.	- Independent director, his/her spouse or relative within the second degree of kinship does not served as director, supervisor or employee of the company or other affiliated corporations nor served as director, supervisor or employee of the Company with special relationship. - Independent director, his/her spouse or relative within the second degree of kinship does not hold any shares of the Company. - Does not establish remuneration relationship by offering commercial, legal, financial or accounting service for the Company or other affiliated companies in past 2 years.	1

Conditions Name	Professional qualifications and experience (Note 1)	Independence (Note 2)	Number of other public companies where the individual concurrently serves as an Independent Director
Independent Director, Chao-Zon Yang	- Graduated with accounting background. - Currently the convener of Compensation Committee of the Company. - With at least 40 years of working experience in corporate business, previously served as the Chairman of Hua Nan Securities, Deputy General Manager of Taiwan Stock Exchange, Listing Committee Member, Convener of Surveillance Operations Oversight Committee, Chief Secretary of Taipei Exchange. Has extensive experience in corporate management, corporate compliance, business rules and regulations and CPA of Diwan & Company. - Currently the Independent Director of Tigerair Taiwan Co., Ltd. and TaiDoc Technology Corporation. - None of the circumstances in the subparagraphs of Article 30 of the Company Act apply.	- Independent director, his/her spouse or relative within the second degree of kinship does not served as director, supervisor or employee of the company or other affiliated corporations nor served as director, supervisor or employee of the Company with special relationship. - Independent director, his/her spouse or relative within the second degree of kinship does not hold any shares of the Company. - Does not establish remuneration relationship by offering commercial, legal, financial or accounting service for the Company or other affiliated companies in past 2 years.	2
Independent Director, Po-Chiao Chou	- Graduated with accounting background. - Currently the convener of Nomination Committee of the Company. - With at least 40 years of working experience in corporate business, previously served as Executive Director and General Manager of First Commercial Bank, Director and Deputy General Manager of First Financial Holdings Co., Ltd. Has extensive experience in finance and commercial related businesses. - Currently the Independent Director of Clevo Co. - None of the circumstances in the subparagraphs of Article 30 of the Company Act apply.	- Independent director, his/her spouse or relative within the second degree of kinship does not served as director, supervisor or employee of the company or other affiliated corporations nor served as director, supervisor or employee of the Company with special relationship. - Does not establish remuneration relationship by offering commercial, legal, financial or accounting service for the Company or other affiliated companies in past 2 years.	1

Conditions Name	Professional qualifications and experience (Note 1)	Independence (Note 2)	Number of other public companies where the individual concurrently serves as an Independent Director
Independent Director, Wei-Lung Chen	• With at least 20 years of working experience in corporate business, and the skills in terms of finance, financial management, investment and management. • Previously served as the Deputy Director General of Insurance Bureau, Deputy Director General of Securities and Future Bureau, Chairman of SinoPac Securities Investment Trust, Chairman of SinoPac Securities. Has extensive experience in corporate management, corporate compliance and business rules and regulations. • Currently served as the Independent Director of IBF Financial Holdings Co., Ltd., AGV Products Corp. and Janfusun Fancyworld Corp. • None of the circumstances in the subparagraphs of Article 30 of the Company Act apply.	• Independent director, his/her spouse or relative within the second degree of kinship does not served as director, supervisor or employee of the company or other affiliated corporations nor served as director, supervisor or employee of the Company with special relationship. • Independent director, his/her spouse or relative within the second degree of kinship does not hold any shares of the Company. • Does not establish remuneration relationship by offering commercial, legal, financial or accounting service for the Company or other affiliated companies in past 2 years.	3

Note 1. Professional Qualifications and Experience: Specify the professional qualifications and experience of individual directors and supervisors, and if they are members of the Audit Committee and have accounting or financial expertise, describe their accounting or financial background and work experience, and state whether they have not any conditions indicated in Article 30 of the Company Act.

Note 2. The independent director shall state the compliance with independence criteria, including but not limited to whether he/she, his/her spouse or relatives within the second degree are directors, supervisors or employees of the Company or its affiliates; the number and proportion of shares held by him/her, his/her spouse or relatives within the second degree (or in the name of others); whether he/she is a director, supervisor or employee of a company with a specific relationship with the Company (refer to Article 3-1-5~8 of the Rules Governing the Establishment and Compliance of Independent Directors of Listed Companies); and the amount of remuneration received for the provision of commercial, legal, financial and accounting services to the Company or its affiliates in the last two years.

(II) General Manager, Deputy General Managers, Senior Managers, and Managers of Departments and Branches

Unit: Share, %; March 29, 2026

Title	Nationality	Name	Gender/ Age	Date elected (appointed)	Number of shares held		Shares held by spouse and underage children		Shares held in the name of other persons		Education and work experience	Positions currently held in other companies	Managers who have spousal or second-degree family relationships within the Company			Note
					Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio			Title	Name	Relationship	
CEO and General Manager	ROC	Hsin-Hui Tsai	Female / 50-59	2015.07.01	1,047,386	0.29	—	—	—	—	Master of Finance, EMBA, National Taiwan University Bachelor, Department of Finance and Taxation, National Chengchi University Head of Accounting Office and Head of Board Office of EnTie Commercial Bank	(Note 1)	—	—	—	—
Non- Mainland Area Marketing OEM Center of the Group Deputy General Manager	ROC	Sang-Yu Lu	Male/ 40-49	2023.08.08	—	—	7,000	0.002	—	—	Electrical Engineering Department of Chung Hsing University Project Manager of EMC Marketing Center Marketing Director of Kinsus Technology HTC Customer Service Engineering	—	—	—	—	—
Deputy General Manager	ROC	Sheng-Yen Wu	Male / 50-59	2022.08.02	5,000	0.001	2,000	0.001	—	—	PhD in National Tsing Hua University, Department of Chemical Engineering Master in Department of Chemical and Material Engineering Adjunct Assistant Professor of Tunghai University, Section Head of Chang Chun Plastics Co., Ltd.	—	—	—	—	—
Head of Finance and Accounting	ROC	Jung-Tsan Chou	Male / 60-69	2022.08.23	162,428	0.04	—	—	—	—	Department of Accounting, Chung Yuan Christian University Head of Finance Division, Coretronic Corporation (Kunshan)	—	—	—	—	—
Head of Corporate Governance	ROC	Li-Chen Wu (Note 2)	Female / 40~49	2024.05.06	1,000	—	—	—	—	—	MBA, National Cheng Kung University Bachelor of Accounting, Tunghai University Finance Manager and Acting Spokesperson, WIN Semiconductors	—	—	—	—	—
Head of Corporate Governance	ROC	Tai-Ming Chen (Note 3)	Male/ 40~49	2026.03.06	—	—	—	—	—	—	Bachelor's Degree in Finance, National Taiwan University Corporate Banking Specialist, Far Eastern International Bank	—	—	—	—	—

- Note 1. Director and Legal Representative of ITEQ (Dongguan) Corporation, ITEQ (Guangzhou) Corporation, ITEQ (Wuxi) Corporation, ITEQ (Huangjiang) Corporation, ITEQ (Jiangxi) Electronic Technology Co., Ltd., and ITEQ Corporation (Thailand) Ltd., all above-mentioned are 100% owned by ITEQ Corporation directly or indirectly. Director Representative of MGC-ITEQ Technology Co., Ltd., and Director of Taiwan Testing and Certification Center.
- Note 2. Senior Manager Li-Chen Wu resigned from the position of Head of Corporate Governance on February 26, 2026. Changes in shareholding were calculated as of that date.
- Note 3. Assistant Manager Tai-Ming Chen was appointed as Head of Corporate Governance on March 6, 2026. Changes in shareholding were calculated from that date onward.

(III) Remuneration paid to Directors, General Manager and Deputy General Managers in the Most Recent Year

1. Remunerations paid to directors and independent directors

NT\$ Thousands/thousand shares

Job Title	Name	Remuneration to directors								Sum of A+B+C+D and ratio to net income (Note 3)		Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D+E+F+G and ratio to net income (Note 3)		Remuneration received from investee enterprises other than subsidiaries or from the parent company
		Base compensation (A)		Retirement pay and pension (B)(Note 1)		Director profit sharing compensation (C)(Note 2)		Expenses and perquisites (D)				Salary, rewards, and special disbursements(E)		Retirement pay and pension (F) (Note 1)		Employee profit-sharing compensation(G) (Note 2)						
		The Company	All Consolidated entities	The Company	All Consolidated entities	The Company	All Consolidated entities	The Company	All Consolidated entities	The Company	All Consolidated entities	The Company	All Consolidated entities	The Company	All Consolidated entities	The Company		All Consolidated entities		The Company	All Consolidated entities	
																Amount in cash	Amount in stock	Amount in cash	Amount in stock			
Chairperson of the Board	Chin-Tsai Chen	—	—	—	—	4,907	4,907	20	20	4,927 0.33%	4,927 0.33%	4,496	4,496	—	—	—	—	—	—	9,423 0.62%	9,423 0.62%	None
Director	Hsin-Hui Tsai	—	—	—	—	3,271	3,271	25	25	3,296 0.22%	3,296 0.22%	2,328	4,900	—	—	9,527	—	9,527	—	15,151 1.00%	17,723 1.17%	None
Director	WIN Semiconductors Corp. Representative: Ching-Tsou Tsen	—	—	—	—	1,635	1,635	25	25	1,660 0.11%	1,660 0.11%	—	—	—	—	—	—	—	—	1,660 0.11%	1,660 0.11%	None
Director	WIN Semiconductors Corp. Representative: Yun-An Yu	—	—	—	—	1,635	1,635	25	25	1,660 0.11%	1,660 0.11%	—	—	—	—	—	—	—	—	1,660 0.11%	1,660 0.11%	None
Director	Hui-Fen Chan	—	—	—	—	1,635	1,635	25	25	1,660 0.11%	1,660 0.11%	—	—	—	—	—	—	—	—	1,660 0.11%	1,660 0.11%	None
	Sub-total	—	—	—	—	13,083	13,083	120	120	13,203 0.87%	13,203 0.87%	6,824	9,396	—	—	9,527	—	9,527	—	29,554 1.96%	32,126 2.13%	None
Independent Director	Chen-En Ko	—	—	—	—	1,635	1,635	25	25	1,660 0.11%	1,660 0.11%	—	—	—	—	—	—	—	—	1,660 0.11%	1,660 0.11%	None
	Chao-Zon Yang	—	—	—	—	1,635	1,635	25	25	1,660 0.11%	1,660 0.11%	—	—	—	—	—	—	—	—	1,660 0.11%	1,660 0.11%	None
	Po-Chiao Chou	—	—	—	—	1,635	1,635	20	20	1,655 0.11%	1,655 0.11%	—	—	—	—	—	—	—	—	1,655 0.11%	1,655 0.11%	None
	Wei-Lung Chen	—	—	—	—	1,635	1,635	20	20	1,655 0.11%	1,655 0.11%	—	—	—	—	—	—	—	—	1,655 0.11%	1,655 0.11%	None
	Sub-total	—	—	—	—	6,540	6,540	90	90	6,630 0.44%	6,630 0.44%	—	—	—	—	—	—	—	—	6,630 0.44%	6,630 0.44%	None
1. Please describe the remuneration distribution policy, system, standard, and structure of Independent Directors, and describe the connectivity with the amount of the remuneration paid according to factors such as duties, risks assumed, and time invested: According to Article 24 of the Company's Articles of Association, the remunerations of directors shall be determined by the Board of Directors according to their level of involvement in the Company's operations and the value of their contributions, with reference to the usual standard of the industry. 2. Except for the information disclosed above, remuneration paid for services rendered by directors of the Company to all companies in the financial report (e.g., those serving as non-employee consultants) in the most recent fiscal year: None																						

- Note 1. This is the retirement pension paid in accordance with the law, and no retirement pension was actually paid in the most recent year.
- Note 2. The Board of Directors of the Company adopted a resolution on March 6, 2026 to distribute the annual surplus of NT\$19,623 thousand to directors, and NT\$78,492 thousand to employees, which was reported at the general meeting of the shareholders in 2026.
- Note 3. Calculated per NT\$ 1,510,219 thousand of the net profit after-tax indicated in the parent-company-only financial statements and net profit attributable to parent company in consolidated financial statements in 2025.
- The amounts of directors' remuneration and employees' compensation for 2025 are calculated based on the actual distribution ratios applied to the appropriation of 2024 earnings in 2025, and are used as the basis for the proposed appropriation for 2026 (for reference only).

Range of Remuneration Paid to Each Director of the Company	Name of Director			
	Total of the first four items (A+B+C+D)		Total of the first seven items (A+B+C+D+E+F+G)	
	The Company	All companies listed in the financial report	The Company	All companies listed in the financial report
Less than NT\$ 1 million				
NT\$1 million (inclusive) ~ NT\$2 million (exclusive)	Ching-Chou Tsen, Yun-An Yu, Hui-Fen Chan, Chen-En Ko, Chao-Zon Yang, Po-Chiao Chou, Wei-Lung Chen	Ching-Chou Tsen, Yun-An Yu, Hui-Fen Chan, Chen-En Ko, Chao-Zon Yang, Po-Chiao Chou, Wei-Lung Chen	Ching-Chou Tsen, Yun-An Yu, Hui-Fen Chan, Chen-En Ko, Chao-Zon Yang, Po-Chiao Chou, Wei-Lung Chen	Ching-Chou Tsen, Yun-An Yu, Hui-Fen Chan, Chen-En Ko, Chao-Zon Yang, Po-Chiao Chou, Wei-Lung Chen
NT\$2 million (inclusive) ~ NT\$3.5 million (exclusive)	Hsin-Hui Tsai	Hsin-Hui Tsai		
NT\$3.5 million (inclusive) ~ NT\$5 million (exclusive)	Chin-Tsai Chen	Chin-Tsai Chen		
NT\$5 million (inclusive) ~ NT\$10 million (exclusive)			Chin-Tsai Chen	Chin-Tsai Chen
NT\$10 million (inclusive) ~ NT\$15 million (exclusive)				
NT\$15 million (inclusive) ~ NT\$30 million (exclusive)			Hsin-Hui Tsai	Hsin-Hui Tsai
NT\$30 million (inclusive) ~ NT\$50 million (exclusive)				
NT\$50 million (inclusive) ~ NT\$100 million (exclusive)				
Over NT\$100 million				
Total	9	9	9	9

2. Remunerations paid to the General Managers and Deputy General Managers in 2025

(1) Remunerations paid to General Managers and Deputy General Managers

NT\$ Thousands

Title	Name	Salary (A)		Severance pay (B) (Note 1)		Bonuses and Allowances (C)		Employees' remuneration (D) (Note 2)				Ratio of total remunerations including A, B, C, and D to net income after tax (%) (Note 3)		Received from subsidiaries Other than reinvestment business Or parent company remuneration
		The Company	All companies listed in the financial report	The Company	All companies listed in the financial report	The Company	All companies listed in the financial report	The Company		All companies listed in the financial report		The Company	All companies listed in the financial report	
								Cash amount	Stock amount	Cash amount	Stock amount			
CEO and General Manager	Hsin-Hui Tsai	7,696	10,267	—	—	11,539	11,539	9,527	—	9,527	—	28,761 1.90%	31,333 2.07%	—
Deputy General Manager	Sheng-Yen Wu													
Deputy General Manager	Sang-Yu Lu													

Note 1. This is the retirement pension paid in accordance with the law, and no retirement pension was actually paid in the most recent year.

Note 2. The Board of Directors of the Company adopted a resolution on March 6, 2026 to distribute the annual surplus of NT\$19,623 thousand to directors, and NT\$78,492 thousand to employees, which was reported at the regular meeting of the shareholders in 2026.

Note 3. Calculated based on NT\$1,510,219 thousand of net profit after tax as reported in the parent-company-only financial statements and net profit attributable to the parent company as reported in the consolidated financial statements for 2025.

The amounts of directors' remuneration and employees' compensation for 2025 are calculated based on the actual distribution ratios applied to the appropriation of 2024 earnings in 2025, and are used as the basis for the proposed appropriation for 2026 (for reference only).

Range of Remuneration Paid to Each General Manager and Deputy General Manager of the Company	Name of General Manager and Deputy General Manager	
	Total of the first four items (A+B+C+D)	
	The Company	All companies listed in the financial report
Less than NT\$ 1 million		
NT\$1 million (inclusive) ~ NT\$2 million (exclusive)		
NT\$2 million (inclusive) ~ NT\$3.5 million (exclusive)	Sheng-Yen Wu	Sheng-Yen Wu
NT\$3.5 million (inclusive) ~ NT\$5 million (exclusive)		
NT\$5 million (inclusive) ~ NT\$10 million (exclusive)		
NT\$10 million (inclusive) ~ NT\$15 million (exclusive)	Sang-Yu Lu, Hsin-Hui Tsai	Sang-Yu Lu, Hsin-Hui Tsai
NT\$15 million (inclusive) ~ NT\$30 million (exclusive)		
NT\$30 million (inclusive) ~ NT\$50 million (exclusive)		
NT\$50 million (inclusive) ~ NT\$100 million (exclusive)		
Over NT\$100 million		
Total	3	3

(2) Names of Managers and the Distribution of Employee's Profit-sharing Bonus
March 6, 2026; NT\$ Thousands

	Title	Name	Stock amount	Cash amount	Total	Ratio of total amount to net income (%)
Managerial Officer	CEO and General Manager	Hsin-Hui Tsai	—	14,450	14,450	14,450 0.96%
	Deputy General Manager	Sang-Yu Lu				
	Deputy General Manager	Sheng-Yen Wu				
	Accounting Supervisor	Jung-Tsan Chou				
	Head of Corporate Governance	Tai-Ming Chen				

Note 1. The amount of employee remuneration to be allocated from the annual earnings of 2025 in 2026 has not yet been fully determined, and the proposed allocation amount for remunerations of the above managerial officers for this year (2025) is calculated based on the actual proportion and amount of the surplus in 2024 distributed for 2026 (for reference only).

Note 2. The net profit after-tax ratio is calculated according to the net profit after-tax for the year 2025 as NT\$ 1,510,219 thousand.

(IV) Total remunerations paid to each of this Company's Directors, General Managers, and Deputy General Managers in the 2 most recent years by all companies listed in this Company's parent-company-only and consolidated financial statements as a percentage of NIAT listed in the Separate Financial report and describe the policies, standards, and packages for payment of and the procedures for determining of such compensations and its linkage to the business performance.

1. Analysis on the ratio of total remuneration paid by the Company and all enterprises in the consolidated financial statements to the Company's Directors, General Manager and Deputy General Managers in the recent two years to the earnings after tax under parent-company-only financial report

Title	2024		2025	
	The Company	All companies listed in the financial report	The Company	All companies listed in the financial report
Directors	2.87%	3.17%	2.40%	2.57%

General Managers and Deputy General Manager	1.90%	2.23%	1.90%	2.07%
---	-------	-------	-------	-------

Note: The amount of employee remuneration to be allocated from the annual earnings of 2025 in 2026 has not yet been fully determined, the proposed allocation amount for remunerations of the above managerial officers for this year (2026) is calculated based on the actual proportion and amount of the earnings in 2025 distributed for 2024 (for reference only).

2. Description of policies, standards, and packages for payment of remuneration, as well as procedures for determining remuneration, and its linkage to business performance and future risk exposure relevance

(1) Directors' Remuneration: The remuneration of the Company's Directors and Independent Directors shall be handled in accordance with Articles 24 and 27 of the Articles of Incorporation. In addition to transportation allowances, if the Company records a profit for the year, an amount not exceeding 2% of such profit shall be allocated as directors' remuneration. The Board of Directors is authorized to determine such remuneration based on each director's level of participation in the Company's operations and the value of their contributions, with reference to prevailing industry standards.

The Company regularly evaluates directors' remuneration in accordance with the "Rules for Board of Directors' Performance Evaluation and Procedures" and the "Rules for Director Remuneration." The key evaluation criteria are as follows:

(A) Overall operating performance of the Company: annual revenue and profitability, soundness of financial structure, and the effectiveness of major risk management and internal control operations.

(B) Directors' positions and level of responsibility: whether serving as Chairperson, Vice Chairperson, or Chief Executive Officer (or General Manager), as well as the supervisory responsibilities and governance risks undertaken.

(C) Participation in the Company's operations: attendance rate and meeting participation, involvement in major operational decisions, and contributions to strategic planning and significant investment projects.

(D) Additional responsibilities and risks assumed: whether acting as a guarantor for bank financing, or undertaking major projects or special governance responsibilities.

Based on the above factors, remuneration is calculated using a composite evaluation approach with different weighting factors to ensure reasonableness. The proposed remuneration is reviewed by the Remuneration Committee and submitted to the Board of Directors for approval.

(2) Remuneration of Managerial Officers:

Evaluation item	Description
Performance indicator (80%)	Corporate operating revenue and profit achievement rate, achievement of departmental annual budget, individual KPIs, product yield, development of new technologies, promotion volume, etc.
Sustainability indicator (20%)	Talent cultivation, comprehensive quality assurance, internal control, customer satisfaction, environment-friendly (energy saving and emission/waste management), losses of working hours due to work-related injuries, information security risks, etc.

According to the procedures specified in the "Regulations on Managing Remuneration" and "Regulations on Managing Employee Performance Evaluation", relatively reasonable remuneration is provided regarding the aforesaid evaluation items, which shall be reviewed by the Compensation Committee before submitting to the Board of Directors for approval.

(3) The Company has established a Compensation Committee, which is responsible for developing the overall (including directors and managerial officers) remuneration and benefit policies and structure, implementing incentives for managerial officers, and checking the salary level on the market regularly to ensure that the overall remuneration provided by the Company is competitive on the market, so as to develop and retain talents and promote the sustainable development of the Company.

(4) Relevance of future risks: the remuneration of the Company will be evaluated and adjusted after considering future environmental changes and business performance, and directors and employees who are involved in illegal activities and cause losses to the Company may be subject to necessary punishments according to law.

II. Operation Status of Corporate Governance

(I) Operation Status of the Board of Director

The board of director held 5(A) meetings in 2025. The attendance of directors was as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Actual Attendance Rate (%) (B/A)	Note
Chairman	Chin-Tsai Chen	4	1	80	
Directors	Hsin-Hui Tsai	5	0	100	
Directors	WIN Semiconductors Corp. Representative: Ching-Tsou Tsen	5	0	100	
Directors	WIN Semiconductors Corp. Representative: Yun-An Yu	5	0	100	
Directors	Hui-Fen Chan	5	0	100	
Independent Director	Chen-En Ko	5	0	100	
Independent Director	Chao-Zon Yang	5	0	100	
Independent Director	Po-Chiao Chou	4	1	80	
Independent Director	Wei-Lung Chen	4	1	80	

Other issues to be recorded:

1. If any of the following circumstances occur in the operation of the board of directors, the date and term of the board meeting, the content of proposal, the opinions of all independent directors and the Company's handling of the opinions of independent directors shall be stated:

- (1) Items listed in Article 14-3 of the Securities Exchange Act:

The Company has established Audit Committee, and independent directors could express opinions according to the items to be resolved in Article 14-5 of the Securities and Exchange Act. Please refer to the "Independent Directors' Opinions or Resolutions on Major Proposals" on page 27 of this annual report.

- (2) Other than the matters mentioned above, other resolutions on which the Independent Directors have dissenting opinions or qualified opinions: None.

2. The implementation status of director's avoidance of interested proposals, which shall state the name of director, the content of the proposals, the reasons for the avoidance of interests, and the circumstances of participation in voting:

Term/session of the Board of Directors	Proposal	Reasons of withdrawal	Status of execution
4 th meeting of the 10 th Board of Directors 2025.01.10	Proposal on the distribution of year-end bonus of managerial officers for 2024.	Chairman Chin-Tsai Chen and Director Hsin-Hui Tsai was concurrently the Managerial Officers of the Company.	Except the above director withdrew due to interests, the Chairman consulted all the directors present and the proposal was passed without objection
7 th meeting of the 10 th Board of Directors 2025.08.08	1. Proposal on the distribution of directors' remuneration in 2024. 2. Proposal on distribution of remunerations for managerial officers and employees of the Company in 2024.	Directors abstained from participation in the discussion and voting on the allocation of their own remuneration due to conflicts of interest. Director Hsin-Hui Tsai was concurrently the Managerial Officer of the Company.	

3. TWSE/TPEX listed companies shall disclose the evaluation cycle and period, scope, method, and content of evaluation for the self-evaluation (or peer evaluation) of the board of directors. The evaluation conditions of the board of directors of the Company are as follows:

Evaluation cycle	Period of evaluation	Scope of evaluation	Method of evaluation	Content of evaluation
Executed every year	2025.01.01 – 2025.12.31	Entire Board of Directors) Audit Committee Compensation Committee Individual Members of the Board	Internal Self-evaluation of the Board Internal Self-evaluation of the Audit Committee Internal Self-evaluation of the Compensation Committee Self-evaluation of Members of the Board	Refer to Note 1 for instructions.
Executed every three years	2022.11.01 – 2023.10.31	Entire Board of Directors Audit Committee Compensation Committee	Appointed an external professional and independent institution "Taiwan Corporate Governance Association, TCGA" to carry out the evaluation.	See the Company website for details.

Note 1. The contents of the evaluation shall include at least the following items according to the scope of evaluation:

- (1) Performance evaluation of the board of directors: at least including the degree of involvement in the operation of the Company, the quality of decision-making of the board of directors, the composition and structure of the board of directors, the selection and continuous learning of directors, internal control, etc.
- (2) Performance evaluation of individual directors: at least including the cognition of the Company's objectives and tasks, the understanding of director liabilities, the involvement in the Company's operations, the internal relationship management and communication, the specialty and further study of directors and internal control.
- (3) Performance evaluation of functional committees: the degree of involvement in the Company's operation, the cognition of the responsibilities of functional committees, the quality of decision-making of functional committees, the composition and selection of members of functional committees, internal control, etc.

The results of the evaluation of the operations of the Board of directors and functional committees in 2025 are as follows, which have been submitted to the Board of Directors on January 16, 2026:

- (1) The performance evaluation indicators of the board of directors consists of five aspects and a total of 45 indicators, and the evaluation result is "excellent". In 2025, the operation was smooth, and directors communicated with the management team effectively. Important financial and business operation issues could be fully discussed and decisions were made as appropriate. In the middle of the year, the management team was also arranged to attend the board meeting as a nonvoting party and report the market and industry overview, so that directors were able to stay updated with the Company's business dynamics and external environment changes in a timely way.
- (2) The performance evaluation indicators of the Audit Committee consist of five aspects and a total of 24 indicators, and the evaluation result is "excellent". The operation was smooth and the communication was satisfactory. The committee members also communicated smoothly with internal auditors and CPAs. It was suggested that CPAs be arranged to attend Audit Committee meetings as a nonvoting party, and that the audit committees should communicate with CPAs separately once or more, to improve independence and information adequacy.
- (3) The performance evaluation indicators of the Compensation Committee consist of five aspects and a total of 24 indicators, and the evaluation result is

"excellent".

The operation was smooth and the communication was satisfactory. The functions of the committee could be implemented. It was discussed and studied that the committee members might participate in the Company's operating risk meetings or listen to relevant reports in a moderate manner.

- (4) Nominating Committee:
The Nominating Committee of the Company did not hold any meeting according to authority of office since no director nomination, review or appointment proposals were submitted this year.
- (5) The performance evaluation indicators of the board members consist of six aspects and a total of 23 indicators, and the evaluation results are "excellent" to "extremely excellent", with high participation.
4. Goal of enhancing Board of Directors functions (such as establishing an audit committee and uplifting information transparency) and evaluation of its implementation in the current and most recent fiscal year:
 - (1) The Audit Committee and the Compensation Committee established under the board of directors of the Company shall assist the board of directors in performing their supervisory duties respectively.
 - (2) The Audit Committee of the Company has been composed of all independent directors since June 15, 2018, and is responsible for the fair presentation of the Company's financial statements, the selection (dismissal) and independence evaluation of CPAs, the effective implementation of internal control, the management and control of the Company's existing or potential risks, etc.
 - (3) The Compensation Committee of the Company was established in 2021 and is currently composed of 4 independent directors. It is responsible for formulating and regularly reviewing policies, systems, standards and structures on performance evaluation and remunerations of directors and managerial officers, as well as regularly evaluating and determining the salaries and remunerations of directors and managerial officers.
 - (4) Communicate relevant refresher courses to board members and assist in the arrangement of refresher courses to enhance the absorption of new knowledge and maintain professional advantages.
 - (5) On October 29, 2019, the Company established the "Procedures Governing the Board Performance Evaluation" as the objectives to be achieved in the operation of directors and functional committees.
 - (6) On May 5, 2020, the board of directors of the Company approved the setup of Corporate Governance Director.
5. The attendance and appearance of independent directors at each board meeting of the Company in 2025 are as follows:

◎ Attend in person ☆ Delegate to attend

Name	Date of the Board Meeting				
	The 10 th Session				
	2025.01.10	2025.03.07	2025.05.06	2025.08.08	2025.11.07
Chao-Zon Yang	◎	◎	◎	◎	◎
Po-Chiao Chou	◎	◎	◎	◎	☆
Chen-En Ko	◎	◎	◎	◎	◎

Wei-Lung Chen	☆	◎	◎	◎	◎
---------------	---	---	---	---	---

(II) Information on the operation of the Audit Committee:

1. The key jobs of the Audit Committee in the fiscal year are summarized as follows:
 - (1) Formulating or amending the internal control system.
 - (2) Evaluation on the effectiveness of the internal control system.
 - (3) Formulating or amending important management measures or operating procedures, such as the procedures for significant financial businesses including acquiring or disposing of assets, engaging in derivatives trading, lending funds to others, endorsing or providing guarantees for others.
 - (4) Matters involving the interests of directors.
 - (5) Significant transactions of assets or derivatives.
 - (6) Significant fund lending, endorsement or provision of guarantee.
 - (7) Raising, issuing or private placement of negotiable securities with the nature of equity.
 - (8) Appointment, discharge or remuneration of CPAs.
 - (9) Appointment and removal of finance, accounting or internal audit directors.
 - (10) Financial reports.
 - (11) Other important matters stipulated by the Company or the competent authority.
2. The term of office of the 3rd members: From May 30, 2024 to May 29, 2027.
In 2025 (A), the Audit Committee convened a total of five meetings. The attendance record of the independent directors is detailed as follows:

Title	Name	Attendance in Person (B)	Times of Appearance by Proxy	Actual Appearance Rate (%) [B/A]	Note
Independent Director	Chen-En Ko (The 3 rd Convener)	5	0	100	
Independent Director	Chao-Zon Yang	5	0	100	
Independent Director	Po-Chiao Chou	4	1	80	
Independent Director	Wei-Lung Chen	4	1	80	

Other issues to be recorded:

1. If the Audit Committee operates under any of the following circumstances, it shall state the date and period of the Audit Committee meeting, the content of any proposal, the content of the objections, reservations or significant recommendations of the independent directors, the results of the Audit Committee resolution and the Company's handling of the opinion.

(1) Items listed in Article 14-5 of the Securities Exchange Act

Audit Committee Term of meeting and date of resolution	Proposal content	Resolution results and subsequent processing
5 th meeting of the 3 rd Audit Committee 2025.03.07	1. Proposal on the Evaluation of the Effectiveness of the Internal Control System and the Internal Control Statement for 2024. 2. Proposal on the amendments to certain provisions of the Company's Internal Control System – Payroll Cycle. 3. Proposal on the appointment of CPAs and audit service fees for 2025. 4. Proposal on the 2024 Consolidated Financial Statements and Parent-Company-Only Financial Statements.	All the members of the Audit Committee have expressed no objection or qualified opinions to the proposals on the left, which

Audit Committee Term of meeting and date of resolution	Proposal content	Resolution results and subsequent processing
	5. Proposal on the 2024 Business Report. 6. Proposal on the earnings distribution for 2024.	have been adopted by all the committee members.
6 th meeting of the 3 rd Audit Committee 2025.05.06	Proposal the consolidated financial statements for the first quarter of 2025.	
7 th meeting of the 3 rd Audit Committee 2025.08.08	Proposal the consolidated financial statements for the second quarter of 2025.	
8 th meeting of the 3 rd Audit Committee 2025.11.07	1. Proposal the consolidated financial statements for the third quarter of 2025. 2. Proposal on the Company for employees' execution of conversion of employee stock option certificates for new share issuance in the third quarter of 2025.	

(2) Except for the matters mentioned above, other matters that have not been approved by the Audit Committee but have been agreed by more than two-thirds of all directors: none.

- The implementation status of independent director's avoidance of interested proposals, which shall state the name of independent director, the content of the proposals, the reasons for the avoidance of interests, and the circumstances of participation in voting: none.
- The communications between the independent director and the internal audit supervisor and accountant (including major issues, methods and results of communication regarding the company's financial and business status).

(1). Communication between the Audit Committee and the Audit Supervisor in 2025:

Date	Content of the communication	Handling results	Communication results
2025.03.07	1. Report on implementation of audits of the current period. 2. Key points for the audits in the next period. 3. "Evaluation on the Effectiveness of Internal Control System" and the "Statement on Internal Control" for 2024.	1. After reporting by the Audit Committee, submit the report to the Board of Directors. 2. "Evaluation on the Effectiveness of Internal Control System" and the "Statement on Internal Control" for 2024, which are submitted to the Board of Directors after review and approval.	No opinions in this communication
2025.05.06	1. Report on implementation of audits of the current period. 2. Key points for the audits in the next period.	After reporting by the Audit Committee, submit the report to the Board of Directors.	No opinions in this communication
2025.08.08	1. Report on implementation of audits of the current period. 2. Key points for the audits in the next period.	After reporting by the Audit Committee, submit the report to the Board of Directors.	No opinions in this communication
2025.11.07	1. Report on implementation of audits of the current period. 2. Key points for the audits in the next period. 3. Set out the audit plan for 2026.	1. After reporting by the Audit Committee, submit the report to the Board of Directors. 2. Audit plan of 2026 is submitted to the Board of Directors after review and approval.	No opinions in this communication

The Audit Supervisor communicates with the independent directors through the audit report every month; To report at least once a quarter on the performance of

the audit operations through the meeting of the Audit Committee and report to the members of the Audit Committee immediately in case of any special circumstances. There are no such special conditions as at the publication date of the annual report. The Audit Committee of the Company has communicated well with the internal Audit Supervisor.

(2). Communication between the Audit Committee and the CPAs in 2025:

Date	Content of the communication	Communication results
2025.03.07	1. Auditing scope of financial statements for the year 2024, auditors' responsibilities and independence, audit findings (matters drawing attention in the auditing, etc.), and types of audit opinions. 2. Quality management system of the accounting firm as well as communication of case resources. 3. Significant regulatory updates – Proposed amendments to the Regulations Governing the Preparation of Financial Reports by Securities Issuers and to Article 14, Paragraph 6 of the Securities and Exchange Act.	No opinions in this communication
2025.05.06	1. Scope of audit of financial statements for the 1st quarter of 2025, auditors' responsibilities, independence, audit findings (significant accounting estimates, etc.) and types of audit conclusions. 2. Significant regulatory updates – Information reporting requirements for listed companies and material information disclosure.	No opinions in this communication
2025.08.08	1. Scope of audit of financial statements for the 2nd quarter of 2025, auditors' responsibilities, independence, audit findings (significant accounting estimates, etc.) and types of audit conclusions. 2. Significant regulatory updates -IFRS 18 adoption challenges and alignment with IFRS Sustainability Disclosure Standards	No opinions in this communication
2025.11.07	1. Scope of audit of financial statements for the 3rd quarter of 2025, auditors' responsibilities, independence, audit findings (significant accounting estimates, etc.) and types of audit conclusions. 2. Significant regulatory updates – New reporting requirement for domestic listed companies with paid-in capital exceeding NT\$10 billion: disclosure of full-time salary information for non-managerial employees. 3. Annual audit planning.	No opinions in this communication

The matters communicated between the Company's CPAs and the Audit Committee include the audit or review results of the financial statements of the reporting quarter, the scope and schedule of the audit or review, major findings, statement that the personnel subject to the independence standards of the firm under which the certified accountants are affiliated have complied with the statement of independence in the professional ethics of accountants, the key audit matters to be communicated in the financial reports, and the impact of statutory amendments on the Company, etc. Any special circumstances will be reported to the members of the Audit Committee immediately and there are no such special circumstances as at the date of publication of the annual report. The Audit Committee of the Company has communicated well with the CPAs.

(III) Implementation of corporate governance and the Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, and the Reasons

Evaluation Items	State of Operations			Deviations from the Practice Principles for TWSE/TPEX Listed Companies, and the Reasons
	Yes	No	Summary	
I. Has the Company formulated and disclosed its corporate governance best practice principles in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies"?	V		The Company has established the "Corporate Governance Best Practice Principles" in 2005, and has kept abreast of changes in current laws and regulations to strengthen its organizational structure and disclosed them on the Company's website and the Market Observation Post System. The Company's relevant operations have been conducted in accordance with relevant important regulations.	No major deviations.
II. Shareholding structure and shareholders' rights				
(I). Does the Company establish an internal procedure for handling shareholder proposals, inquiries, disputes, and litigations? Are such matters handled according to the internal procedure?	V		(I). The Company has formulated the "Procedures for Handling Stock Affairs" in 2002, and has set up spokesman, acting spokesman, stock affairs officer and dedicated person to handle relevant matters, and has publicly announced its contact telephone number and E-mail address (service@iteqcorp.com) to properly handle questions, suggestions, doubts and disputes raised by shareholders. There has not been any dispute or lawsuit.	No major deviations.
(II). Does the Company maintain a register of major shareholders with controlling power as well as a register of persons exercising ultimate control over those major shareholders?	V		(II). The Company has stockholder affair undertaker who, assisted by the Grand Fortune Securities Corporation Registrar Transfer Dept., regularly keeps track of the major shareholders who actually control the Company and the list of the ultimate controllers of the major shareholders according to the list of shareholders provided by the stockholder agency on the date when the Company handles the closing of ownership transfer; and regularly discloses the situation of pledge, increase or decrease of equity of shareholders holding more than 10% equity.	No major deviations.
(III). Does the Company establish and enforce risk control and firewall systems with its affiliated businesses?	V		(III). In the internal control system, the Company has established the "Guidelines for Subsidiary Management", the "Procedures for R Related Party Transactions", and the "Procedures for Dealing with Related Parties, Specific Persons and Consolidated Group Entities" to define the management rights and responsibilities of personnel, assets and finance among related enterprises, and conduct risk evaluation and establish appropriate firewalls. All business dealings with related enterprises are handled in accordance with the principle of fairness and reasonableness, and are subject to relevant internal control and other management measures. The audit unit of the Company also includes each subsidiary into the scope of internal audit and carries out audit operations on a regular or irregular basis.	No major deviations.
(IV). Does the Company stipulate internal rules that prohibit company insiders from trading securities using information not disclosed to the market?	V		(IV). The Company formulated the "Procedures for Handling Material Inside Information" in 2009, made the "Management Procedures for Preventing Insider Trading" on May 3, 2022 to prevent the insiders of the Company to buy and sell valuable securities using unannounced information on the market and informed the Company's internal personnel to strictly follow them, so as to reduce the internal personnel of	No major deviations.

Evaluation Items	State of Operations			Deviations from the Practice Principles for TWSE/TPEx Listed Companies, and the Reasons
	Yes	No	Summary	
			the Company from accidentally committing insider trading due to unfamiliarity with laws and regulations or intentionally committing such breach, resulting in lawsuits involving the Company or such internal personnel, and damaging the Company's reputation. Article 10 of the "Corporate Governance Best Practice Principles" stipulates that insiders shall not trade in the Company's shares during the 30 days prior to the announcement of annual financial statements and 15 days prior to the announcement of quarterly financial statements, after they have been informed of the Company's financial statements or related results. In addition, a good internal information processing and disclosure mechanism was established to avoid improper information leakage.	
III. Composition and Responsibilities of the Board of Directors (I). Does the Board of Directors have a diversity policy, specific management objectives and implementation?	V		Article 20 of the "Corporate Governance Best Practice Principles" of the Company stipulates that to achieve the effective operation of the board of directors, enhance the development and operation of the Company, the composition of the board of directors is diversified in terms of professional skills required for business, legal, finance, accounting and the operation of the Company, and the directors possess complete and rich academic experience to enable the board of directors to perform the functions of operational decision-making and leadership. Please refer to item (8) of this annual report (page 55) for an explanation of the diversity policy of the Company's board members.	No major deviations.
(II). In addition to the Compensation Committee and Audit Committee established according to law, is the Company willing to set up other functional committees?	V		- The functional committees of the Company include: - The Compensation Committee: holding at least 2 meetings per year. Please refer to (page 36) of the annual report for the operation situation. - The Audit Committee: established in June 15, 2018, comprised of all independent directors. Please refer to (page 27) of the annual report for the operation situation. - Nominating Committee: established on December 26, 2023, consisting of three independent directors and two directors. Please refer to this annual report (page37) for operation information.	No major deviations.
(III). Has the Company established standards to evaluate the performance of the Board, and does the Company implement such annually? Does it report the results of the performance evaluation to the BOD and use them as a reference for each Director's remuneration and nomination of term renewal?	V		The Company has formulated the "Procedures Governing the Board Performance Evaluation" on October 29, 2019, and the board members and executive units conducted the internal performance evaluation of the board of directors in the current year. Please refer to (page 25) of the annual report for the operation situation. On January 16, 2026, the results of the Board of Directors' performance evaluation in 2025 were reported to the Board.	No major deviations.

Evaluation Items	State of Operations			Deviations from the Practice Principles for TWSE/TPEx Listed Companies, and the Reasons
	Yes	No	Summary	
(IV). Does the Company regularly implement assessments on the independence of CPA?	V		The Board of Directors evaluated the independence and appropriateness of the CPAs in accordance with Article 47 of the "Certified Public Accountant Act" and the No.10 Bulletin of Norm of Professional Ethics for CPA, with reference to the Audit Quality Indicators (AQIs), and submitted the results to the Audit Committee and the Board of Directors for approval on March 6, 2026. Please refer to Note 1 (page 34) of this annual report for the evaluation of the independence and suitability of the CPAs.	No major deviations.
IV. Does the listed Company have an adequate number of qualified corporate governance personnel and assign a corporate governance executive to handle corporate governance matters (including but not limited to the provision of data to Directors and Supervisors for business execution, assisting Directors and Supervisors in legal compliance, matters related to Board Meeting and Shareholders' Meeting, preparation of minutes for Board Meeting and Shareholders' Meeting)?	V		In order to strengthen corporate governance and improve the effectiveness of the board of directors, appropriate personnel has been appointed to deal with matters related to the corporate governance. The board of directors adopted a resolution on May 5, 2020 to appoint a director of corporate governance, who has more than three years of financial and accounting experience in public companies and receives education for at least 12 hours every year according to the regulations. The main responsibility is to be a planning unit for corporate governance, ethical corporate management and legal compliance, to provide information for directors to carry out their business, strengthen the functions of the board of directors and comply with laws and regulations, and handle matters related to the board of directors and shareholder meetings. Business execution in 2025: (I). Assisting the directors in performing their duties and providing a communication window between the directors and the Company. 1. Informing members of the board of directors of the latest amendments to laws and regulations related to the business field and corporate governance of the Company. 2. Providing the Company's information required by directors, and maintaining smooth communication between the directors and senior executives. 3. Arranging refresher courses on a regular basis for directors in accordance with the directors' education background and prevailing laws and regulations. (II). Assisting functional committees, the board of directors and the shareholders' meeting in matters concerning the procedures and compliance with laws, and serving as the communication window for the functional committees. 1. Preparing meeting procedures and providing relevant materials and topics, and giving advance warning if it is necessary to avoid interest conflicts. 2. Responsible for releasing important information of important resolutions of the board of directors and the board of shareholders, and ensuring the legality and correctness of such information, so as to ensure the equivalence of trading information for investors.	No major deviations.

Evaluation Items	State of Operations			Deviations from the Practice Principles for TWSE/TPEX Listed Companies, and the Reasons
	Yes	No	Summary	
			(III). Please refer to (page 52) of the annual report for the further education situation.	
V. Has the company established a channel to communicate with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), and set up a special zone for stakeholders on the Company's website, and appropriately respond to the important corporate social responsibility issues that are essential to stakeholders?	V		Depending on different conditions, the Company has channels for communication with the Company, appointing spokesman, acting spokesman, stock affairs officer and dedicated person to communicate with stakeholders, and has a stakeholders' section and the contact information of the spokesman (acting spokesman) and relevant business departments on the Company's website. The communication channels include telephone, website and e-mails, and the communication with stakeholders were reported to the Board of Directors on November 7, 2025.	No major deviations.
VI. Has the Company commissioned a professional stock affair agency to manage shareholders' meetings and other relevant affairs?	V		The Company appoints the Registrar Transfer Department of Grand Fortune Securities Corporation as the stock transfer agent to handle the transfer of ownership of the issued shares and other related matters for the Company.	No major deviations.
VII. Information Disclosure (I). Does the Company establish a website to disclose information on financial operations and corporate governance?	V		(I). The Company has set up a corporate website in both Chinese and English, which discloses relevant financials, business and corporate governance information under Investor Relations section. In addition, for information on our products, we disclose relevant information on the corporate website.	No major deviations.
(II). Does the Company adopt other means of information disclosure (such as establishing an English language website, delegating a professional to collect and disclose Company information, implement a spokesperson system, and disclosing the process of legal person conferences on the Company website)?	V		(II). The Company has set up an investor relation website in both Chinese and English, and appointed a dedicated person to update the information collected and disclosed on the company website, and set up a spokesman's email address for the dedicated person to handle. The spokesman system is implemented to ensure that the information that may affect the decision-making of shareholders and stakeholders will be disclosed immediately.	No major deviations.
(III). Does the Company publish and declare its annual report within two months from the end of a fiscal year and publish and declare its financial reports for the first, second, and third quarters and the operating status of each month within the prescribed time.	V		(III). On March 6, 2026, the Company announced its financial report for 2025, and the financial reports for the first, second and third quarters and the operating situation of each month, all of which shall be approved or submitted by the Board of Directors before the prescribed time limit. The quarterly report will be announced through the iXBRL at the date of approval by the Board of Directors.	No major deviations.
VIII. Has the Company provided other important information that is helpful to understand the implementation of corporate governance (including but not limited to the rights and interests of employees, employee care, investor relations, supplier relations, stakeholder rights, continuous education of directors and supervisors, implementation of the risk management policies and risk measurement standards,	V		For more details, please refer to "(VII) Other material information that can enhance the understanding of the state of Corporate Governance at the Company" on page 51 of this annual report.	No major deviations.

Evaluation Items	State of Operations			Deviations from the Practice Principles for TWSE/TPEX Listed Companies, and the Reasons
	Yes	No	Summary	
customer policies, and purchase of liability insurance for the directors and supervisors)?				
IX. Please indicate the improvement of the results of the corporate governance evaluation issued by the Corporate Governance Center of TWSE in the last year and provide priority measures and measures for those who have not yet improved. The Company's rating range on "2024 Corporate Governance Evaluation" is the top 6%~20%. For the following items that have not been scored, priority enhancement matters and measures are put forward: 1. Improved issues: (1) Board of Director's Report on November 7, 2025-Report on the Company's Plan for Improving Corporate Value. (2) April 2026 Disclosure of Salary Information by Gender for Full-Time Employees in Non-Management Positions. 2. Priority enhancement items for those not yet improved: Development of greenhouse gas reduction management policies, including reduction targets, promotion measures and achievement status.				

Note 1: CPA's Independence and Suitability Evaluation in 2026

CPAs under evaluation: Chia-Chien Tang and Yun-Chu Yang of KPMG Taiwan.

Evaluation indicator	Specific indicator	Evaluation standard	Result	Explanation
CPA independence	CPA independence compliance	Whether there is no violation of independence or unresolved conflict of interest in accordance with the relevant laws and regulations	Very good	Audit quality index information provided by the CPA's firm
CPA suitability	1. Financial statements audit quality	Are the financial statements certified in accordance with the relevant laws and regulations?	Very good	According to the law, the CPA's firm will check and plan the audit
	2. Tax report quality	Is the audit made according to the relevant law?	Very good	According to the law, the CPA's firm will check and plan the audit
	3. Attendance of the Board of Directors	Is the audit made according to the relevant law?	Not applicable	Communicated with the Audit Committee on a quarterly basis in 2025, and is expected to communicate with the Audit Committee on a quarterly basis in 2026.
	4. Attendance of the shareholders' meetings	Attend each shareholders' meeting?	Very good	Planned to participate the 2026 shareholders' meeting
	5. Communicate and interact with the company's president, directors and financial/accounting supervisor	Whether to communicate with the Company's general manager, directors and financial/accounting supervisor. Whenever a new release is made or a significant accounting system is announced, a meeting will be held with the Company's president, directors and financial/accounting supervisor to discuss the matter.	Very good	In 2025, communications with the Company were conducted regarding the implementation plans for IFRS 18 and IFRS Sustainability Disclosure Standards, as well as updates on and sharing of tax regulations. It is planned that, in 2026, meetings will be held with the Company's General Manager, directors, and Accounting Supervisor to discuss relevant matters when new standards are issued or significant accounting regulations are announced. In addition, regulatory updates will be communicated with the Audit Committee on a quarterly basis.

	6. Evaluate the various risks that exist or are potentially present in the company	Whether the company's various risks or potential risks have been assessed. Provide recommendations for improvement based on the results of each audit, tax audit and internal control audit	Very good	Plan each audit, tax audit and internal control audit result, and give improvement suggestions if any problem is found
	7. Communication and interaction with company management	Whether a good communication channel with the company's management is maintained	Very good	We are now actively interacting with each other and will continue to maintain good communication with the company's management in the future

CPAs under evaluation: Yun-Chu Yang of KPMG

Evaluation indicator	Specific indicator	Evaluation standard	Result	Explanation
CPA independence	CPA independence compliance	Whether there is no violation of independence or unresolved conflict of interest in accordance with the relevant laws and regulations	Very good	Based on the audit quality indicators provided by the CPA firm
CPA suitability	1. Financial statements audit quality	Are the financial statements certified in accordance with the relevant laws and regulations?	Very good	Based on the CPA firm's audit plan, the audit is conducted in accordance with applicable laws and regulations.
	2. Tax report quality	Is the audit made according to the relevant law?	Very good	Handled by the lead engagement partner.
	3. Attendance of the Board of Directors	Is the audit made according to the relevant law?	Not applicable	The lead engagement partner holds quarterly communications with the Audit Committee.
	4. Attendance of the shareholders' meetings	Attend each shareholders' meeting?	Not applicable	Attended by the lead engagement partner
	5. Communicate and interact with the company's president, directors and financial/accounting supervisor	Whether to communicate with the Company's general manager, directors and financial/accounting supervisor. Whenever a new release is made or a significant accounting system is announced, a meeting will be held with the Company's president, directors and financial/accounting supervisor to discuss the matter.	Very good	In 2025, communications with the Company were conducted regarding the implementation plans for IFRS 18 and IFRS Sustainability Disclosure Standards, as well as updates on and sharing of tax regulations. It is planned that, in 2026, meetings will be held with the Company's General Manager, directors, and Accounting Supervisor to discuss relevant matters when new standards are issued or significant accounting regulations are announced. In addition, regulatory updates will be communicated with the Audit Committee on a quarterly basis.
	6. Evaluate the various risks that exist or are potentially present in the company	Whether the company's various risks or potential risks have been assessed. Provide recommendations for improvement based on the results of each audit, tax audit and internal control audit	Very good	The lead engagement partner plans each audit, tax review, and internal control audit, and provides recommendations for improvement for any findings identified.

	7. Communication and interaction with company management	Whether a good communication channel with the company's management is maintained	Very good	Communication is handled by the lead engagement partner.
--	--	--	-----------	--

Evaluation Result: Both CPAs are in compliance with the requirements of independence and professional suitability.

(IV) Composition, responsibilities and operation of the Compensation Committee

1. Information on the scope of authority of the Compensation Committee

(1) Scope of functions of the Compensation Committee

The Compensation Committee shall exercise the due care of a good administrator, perform the following duties, and shall submit its recommendations to the board of directors for discussion.

- A. Establishing and periodically reviewing the annual and long-term performance goals for the directors, and managerial officers of the Company and the policies, systems, standards, and structure for their compensation.
- B. Establishing and periodically reviewing the remunerations for directors and managerial officers.

(2) Operational Status of the Compensation Committee

- A. The Company's Compensation Committee consists of 4 members.
- B. The term of office of the 6th members: From May 30, 2024 to May 29, 2027.
- C. A total of 3 meetings (A) were held by the Compensation Committee in 2025, where the qualifications and attendance of the members were as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Actual attendance rate (%) (B / A)	Note
Convener	Chao-Zon Yang	3	0	100	
Members	Po-Chiao Chou	3	0	100	
Members	Chen-En Ko	3	0	100	
Members	Wei-Lung Chen	2	1	67	

Other issues to be recorded:

1. Where the board of directors does not adopt or amend the recommendations of the Compensation Committee: None.
2. Any objections or qualified opinions made by the members against the resolutions of the Compensation Committee: None.
3. Date, term, content of proposals, results of resolutions of the most recent annual meeting of the Compensation Committee:

Date of Resolution of the Compensation Committee	Proposal content	Resolution results and subsequent processing
3rd meeting of the 6th Compensation Committee 2025.01.10	1. Proposal on the distribution of year-end bonus of managerial officers for 2024.	All the members of the Compensation Committee have expressed no objection or qualified opinions to the proposals on the left, which have been adopted by all the committee members.
4th meeting of the 6th Compensation Committee 2025.03.07	Proposal on the distribution of the remunerations for directors and employees in 2024.	
5th meeting of the 6th Compensation Committee 2025.08.08	1. Proposal on distribution of remunerations for directors of the Company in 2024. 2. Proposal on distribution of remunerations for managerial officers and employees of the Company in 2024.	

2. Information of nominating committee members and operation

(1) Qualifications and responsibilities of nominating committee members

The members of the Committee are appointed by the Board of Directors and consist of at least three directors, of whom a majority of the independent directors shall participate. The term of office of this committee is the same as that of the Board of Directors. The responsibilities are as follows:

- A. Establish criteria for diversity of background and independence, including expertise, skills, experience and gender, as required by Board members, and to identify, vet and nominate director candidates according to them.
 - B. Other matters resolved and delegated by the Board of Directors to be handled by the Committee.
- (2) Professional qualifications and experience of nominating committee members and operation:
- A. The Company's Nominating Committee consists of 5 members.
 - B. The term of office of the 2nd members: From August 6, 2024 to May 29, 2027.
 - C. Operation status of the Nominating Committee in 2025 (A): The Nominating Committee of the Company did not hold any meeting according to authority of office since no director nomination, review or appointment proposals were submitted this year.

Title	Name	Attendance in Person (B)	Attendance by Proxy	Actual attendance rate (%) (B / A)	Note
Convener	Po-Chiao Chou	-	-	-	
Members	Chao-Zon Yang	-	-	-	
Members	Chen-En Ko	-	-	-	
Members	Chin-Tsai Chen	-	-	-	
Members	Hsin-Hui Tsai	-	-	-	

Other issues to be recorded:

State the meeting date, period, content of the main proposals of the Nominating Committee, the content of the issues suggested or opposed by the members, the resolution of the Nominating Committee, and the Company's handling of the opinions of the Nominating Committee: None

(V) Differences between the implementation of sustainable development and the Code of Practice for Sustainable Development of Listed Companies and the reasons

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
I. Has the company established a governance structure to promote sustainable development and set up a special (part-time) unit to promote sustainable development, which is authorized by the Board of Directors to be handled by senior management, and is supervised by the Board of Directors?	V		In 2017, the Company set up a working team on sustainability to manage sustainable development issues, which was changed into a "Corporate Governance and Sustainability Committee" to promote sustainable development and risk management on October 31, 2023. Under the Board of Directors, the Committee is composed of the CEO, the General Manager of each plant and the CEO's appointees. The Committee has functional teams, including the ESG team and the risk management team, and other functional teams may be added as needed, such as the information security team. The Head of Corporate Governance assists in formulating group-level policies and objectives, and supervises the implementation of the functional teams at each plant. The Committee handles and executes in	No major deviations.

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
			accordance with relevant management regulations to implement corporate governance, develop a sustainable environment, maintain social justice and strengthen the disclosure of sustainable development information; it reported on its operating results of the current year on November 7, 2025, and reported on the sustainable development implementation results to the Board of Directors.	
II. Has the company assessed the environmental, social, and corporate governance risks related to its operations based on the principle of materiality and established related risk management policies or strategies?	V		(I). Since 2017, the Company has prepared a sustainability report with the boundary based on the parent company in Taiwan, and since 2020, the Wuxi plant, Dongguan plant, Guangzhou CCL and Jiangxi plant have been included in the scope; since 2024, Guangzhou FCCL has been included in the scope. (II). The Sustainable Development Working Group conducts analysis based on the materiality principle, communicates with internal and external stakeholders, integrates information from various departments and subsidiaries, evaluates ESG issues of materiality, and formulates effective risk management policies and implements specific action plans to reduce the impact of related risks. (III). Based on the assessed risks, relevant risk management policies and strategies are formulated. Please refer to Item (VII), page 53 of this Annual Report, and the Company's Sustainability Report for details.	No major deviations.
III. Environmental Issues (I). Has the Company established a suitable environmental management system based on the characteristics of its industry?	V		(I). The Company has established a complete written environmental protection policy, and passed the ISO14000 certification, and complies with the provisions of EU RoHS (Restriction of Hazardous Substance). It has established a complete written environmental protection policy, and passed the ISO14000 certification, and complies with the provisions of EU RoHS (Restriction of Hazardous Substance). All of our plants have passed ISO14001 certification, which is valid until May 24, 2026, and Hazardous Substance Process Management System Certification (IECQ QC08000). The validity period of the latest certificate is until October 15, 2026. In this way, the Company will continue to carry out environmental management and comply with various environmental protection regulations.	No major deviations.
(II). Is the Company committed to improving energy efficiency and using recycled materials	V		(II). The Company is committed to source reduction and to improving the recycling and reuse rates of various resources and energy. For example, the regenerative thermal oxidizer (RTO) system enables the recovery and reuse of thermal energy	No major deviations.

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
that have a low impact on the environment?			while efficiently removing organic exhaust gases, thereby reducing air pollution and lowering fuel costs. For details, please refer to Item (VII), No. 12, page 57 of this Annual Report.	
(III). Has the Company evaluated the current and future potential risks and opportunities for the Company arising from climate change and adopted corresponding measures according to aspects related to climate?	V		(III). The Company places strong emphasis on climate change-related issues. To enable systematic management, it has established an ISO 14001 environmental management system and continuously improves environmental performance through the PDCA (Plan-Do-Check-Act) approach, with certification verified by an independent third party. For details, please refer to Item (VII), No. 15, page 59 of this Annual Report.	No major deviations.
(IV). Has the Company calculated the greenhouse gas emissions, water consumption, and total weight of waste for the past two years and established the policies with regard to energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction, and other waste management?	V		(IV). Greenhouse Gas Reduction and Energy Conservation Management Policy: Each plant has implemented the ISO 50001 energy management system. The Wuxi Plant was first certified by WIT in December 2019; the Xinqu Plant obtained SGS certification in November 2020; and the Jiangxi Plant obtained GZCC certification in February 2023. The Company conducts an annual inventory of greenhouse gas emissions to monitor emission levels, formulate feasible reduction measures, and implement emission reduction plans. It also proactively discloses greenhouse gas management information and energy conservation and carbon reduction performance in its Sustainability Report for stakeholders' reference. With reference to the "Guidelines for the Promotion of Green Factory Label" issued by the Industrial Development Bureau of the Ministry of Economic Affairs, the Xinqu Plant integrates energy conservation and carbon reduction into both hardware and operational (software) aspects of plant design and development. On the hardware side, the plant replaces heavy oil with natural gas and adopts regenerative thermal oxidizer (RTO) systems for exhaust gas heat recovery to reduce greenhouse gas emissions. Combined with related energy-saving equipment and measures, this maximizes energy efficiency and carbon reduction. On the operational side, through the ISO 14001 environmental management system, the Company continuously monitors and improves the use of energy and resources. In accordance with the Energy Management Act, it reports annual energy consumption and energy-saving	No major deviations.

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
			action plans to the Bureau of Energy, Ministry of Economic Affairs. Internally, the Company has also established the "Guidelines for Water and Electricity Conservation," encouraging all employees to contribute to energy conservation and carbon reduction in daily operations. - Water and electricity saving management policies: - The Company promotes water conservation management and enhances water recycling efficiency, achieving a recycling rate of over 80%. Reclaimed water is primarily used for toilet flushing. At the Xinpu Plant, an RO water recovery system was installed in 2020, achieving a recovery rate of 100%. After RO treatment, wastewater is recycled for use in toilet flushing, cooling tower make-up water for air conditioning systems, and irrigation. As a result, the Taiwan plant has achieved zero wastewater discharge since 2021. - Over the past two years, the Company has implemented various energy conservation programs, including the addition of backup capacity for process chilled water systems, replacement of air compressors, improvements to boiler combustion systems, and optimization of RTO equipment systems. In 2024, electricity savings amounted to approximately 845,368 kWh per year and natural gas savings to approximately 174,782 m³ per year; in 2025, electricity savings amounted to approximately 735,139 kWh per year and natural gas savings to approximately 917,975 m³ per year. - The Company reduces its environmental impact by leasing environmentally friendly photocopiers, using recycled paper, and adopting eco-friendly toners. Since 2019, it has continuously promoted the use of electronic forms, resulting in a year-by-year reduction in paper consumption. In 2025, paper usage decreased by approximately 19% compared to the previous year. - Waste management policies: The Company promotes the recycling and reuse of supplier packaging materials. Packaging materials used in production, such as pallets and wooden boxes for copper foil, are collected and reused by suppliers, thereby reducing procurement costs for pallets and packaging materials, as well as minimizing waste generation.. For statistics on greenhouse gas emissions, water consumption, and waste generation over the past two years, please refer to Item (VII), No. 12, page 57 of this Annual Report.	
IV. Social Issues (I). Has the Company set			In accordance with the Labor Standard Act and	No major

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
up management policy and procedures according to related laws and regulations and the International Human Rights Treaty? (II). Has the Company established and implemented reasonable employee's welfare measures (including remuneration, leave, and other benefits) and reflect the operating performance or results in employee's remuneration?	V		relevant laws and regulations, the Company has established the code of practice for employees and CSR policies, and revised the relevant policies to version 7.0 according to the law. We also refer to the Code of Conduct established by the Responsible Business Alliance (RBA) as the standard of internal management. In addition, in order to coordinate labor relations, labor meetings are held regularly or irregularly according to the implementation rules of labor meetings. Relevant labor policies and human right protection are disclosed on the Company's website. The Company has established the "Work Rules," "Compensation Management Policy," "Employee Performance Evaluation Policy," "Employee Promotion Policy," and "Employee Reward and Disciplinary Policy" in accordance with applicable laws and regulations. Employee compensation is determined based on established salary standards, as well as individual qualifications, including education, professional knowledge, technical skills, and years of relevant experience, without discrimination on the basis of age, gender, race, religion, political affiliation, or marital status. Salary standards are set with reference to market salary levels, the Company's operating performance, and organizational structure, and are adjusted as necessary in response to changes in market conditions, overall economic environment, industry trends, and applicable regulations. Bonuses and remuneration are determined based on employee performance evaluation criteria, including work performance, individual key performance indicators (KPIs), and professional and behavioral performance. These are administered in accordance with the "Compensation Management Policy" and the "Employee Performance Evaluation Policy," and are subject to review and approval by plant general managers and final approval by the Chief Executive Officer. Through a transparent performance evaluation system, the Company implements performance management by aligning corporate objectives with employees' individual goals. This serves as the basis for annual performance evaluation and feedback, as well as for subsequent employee training and development. The Company's main employee incentive programs include: 1. Employees' Remuneration: In order to thank employees for their contributions to the Company and share the results of the operation of the Company, the Company's Articles of Incorporation	deviations. No major deviations.

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
(III). Has the company provided employees with a safe and healthy working environment, and routinely implemented safety and health education for employees?	V		stipulates that at least 2% of the Company's annual profits shall be set aside as employee remuneration to thank their contributions to the Company in the previous year. 2. Year-end bonuses: Year-end bonuses are paid according to the Company's overall operational performance, individual performance and KPI achievement rate. 3. Monthly production performance bonus: Production line employees are evaluated monthly by their supervisor according to their contribution to the production capacity, and incentive bonuses are paid. 4. License allowance: To issue allowances for professional licenses required by the Company. 5. Long service bonus: Long service bonus is granted to employees with core professional and job positions to retain talents and enhance the core competitiveness of the Company. Workplace Diversity and Equality: The Company is committed to ensuring equal pay for equal work and providing equal opportunities for promotion regardless of gender. It also maintains female representation in managerial positions at over 20% to promote sustainable and inclusive economic growth. In 2025, the average proportion of female employees was 31%, and the average proportion of female managers was 26%. The Company fosters a gender-inclusive and supportive workplace environment, enabling employees of all genders to work with confidence and security. For other related employee benefits, please refer to the Labor Relations section on pages 89-91 of this Annual Report. The Company regards its employees as its most valuable asset. It has established employee safety and health work rules and an occupational safety and health management plan, strengthened self-inspection and environmental management, and regularly arranges operational personnel to undergo internal and external training, annual health examinations, fire safety management, and workplace environmental monitoring. These measures aim to enhance environmental, safety, and health performance. Through continuous education and training programs, the Company also strengthens employees' emergency response capabilities and promotes proper safety awareness, thereby enhancing employees' risk awareness and reducing accidents caused by unsafe behaviors. The relevant education and training programs are as follows: 1. Occupational Safety and Health (OSH) Training for New Employees: To enhance employees'	No major deviations.

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
(IV). Has the Company established an effective competency development career training program for employees?	V		awareness of occupational safety and health. 2.b. OSH Training for Supervisors: To strengthen supervisors' awareness of occupational safety and health. 3.c. Hazard Communication Training for New Employees: To enhance employees' awareness of chemical hazards and proper use of personal protective equipment (PPE). 4.d. In-service Refresher Training: Including labor safety, fire safety, firefighting, and emergency evacuation training. 5. Semi-annual Emergency Response Drills. 6. AED Installation and Training: Automated External Defibrillators (AEDs) are installed in plant areas, and training on AED operation and cardiopulmonary resuscitation (CPR) is regularly conducted. In 2025, the Group recorded 34 occupational injuries, accounting for approximately 0.99% of the total workforce at year-end. The target of zero workplace injuries was not achieved. The relevant improvement measures are as follows: 1. Accident Prevention and Improvement Measures: Accident investigations are conducted for incidents involving machinery, equipment, and working environments. Improvement plans and corrective actions are formulated, management procedures are revised, and employee education and training are strengthened to prevent recurrence of similar occupational injuries. 2. Return-to-Work Coordination Mechanism: A return-to-work coordination mechanism has been implemented within the plants to facilitate the timely return of injured employees to their original positions or to arrange temporary assignments as appropriate. Impact of fire incidents during the year: Yes. One employee at the Dongguan plant sustained minor injuries. The Company places great importance on the long-term development of its talent and has established an "Education and Training Management Procedure" along with a comprehensive training framework. It conducts periodic competency assessments and, through managerial evaluation, assesses employees' capabilities and development potential. At the end of each year, each department formulates training plans for the following year based on organizational, departmental, and individual needs. The Company arranges various internal and external training programs and implements job-related skill certification to ensure employees can effectively perform their current roles while developing the	No major deviations.

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
(V). Has the Company complied with relevant regulations and international standards regarding customers' health and safety, customer privacy, marketing and labeling for products and services, and established relevant policy and appeal procedures to protect the rights of consumers and customers?	V		professional competencies required for future career advancement. As the Company's customers are not end consumers, it has established effective communication channels and complaint handling mechanisms with downstream customers to ensure that end-user health and safety requirements are adequately addressed. The Company upholds a customer-oriented philosophy as a core management principle. In addition to maintaining high product quality, it provides after-sales services to meet the needs of downstream customers. Communication channels, including the Company's website, telephone services, and a dedicated email (ir@iteqcorp.com), are available to stakeholders for timely handling of inquiries and complaints. The Company has established comprehensive environmental policies, obtained ISO 14000 certification, and complies with the EU RoHS (Restriction of Hazardous Substances Directive). All manufacturing sites have obtained certifications including the IATF 16949 quality management system, ISO 14001 environmental management system, ISO 45001 occupational health and safety management system, IECQ QC 08000 hazardous substance process management system, and Taiwan Occupational Safety and Health Management System (TOSHMS). The Company continues to strengthen environmental, safety, and health management and complies with all applicable environmental regulations.	No major deviations.
(VI). Has the Company established the management policies for suppliers and required suppliers to comply with relevant requirements in terms of environmental protection, occupational safety and hygiene, or laborers' human rights.	V		The Company has established a "Supplier Management Procedure." Each year, the Quality Assurance Center convenes an audit team to conduct annual supplier evaluations. All major raw material suppliers are subject to review, evaluation, and audit processes to control risks and ensure sustainable management. Supplier Quality System Requirements: • Raw material suppliers are required to obtain ISO 9001 certification through third-party verification. • Suppliers of automotive-grade materials are required to work toward the implementation of the IATF 16949 standard. Those that have not yet obtained certification are subject to second-party audits conducted by the Company to facilitate continuous improvement toward IATF 16949 compliance. The Company has incorporated the Responsible Business Alliance (RBA) Code of Conduct and relevant international standards into its supplier evaluation and audit framework. Assessment areas include environmental substance management,	No major deviations.

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
			environmental management, occupational health and safety, labor practices, and business ethics. Suppliers are required to comply with all applicable laws and regulations in the countries or regions in which they operate. They are also required to communicate these requirements to their next-tier suppliers and monitor their compliance accordingly. For other labor and human rights-related information, please refer to Note 1 (page 46) of this Annual Report.	
V. Does the Company prepare and publish reports such as its Corporate Sustainability Report to disclose non-financial information of the Company with reference to internationally recognized standards or guidelines for the preparation of reports? Has the company received assurance or certification of the aforesaid reports from a third party accreditation institution?	V		In 2024, the Company prepared its Sustainability Report with reference to internationally recognized reporting standards. The report was verified by AFNOR Asia Ltd. (Association Française de Normalisation) and obtained a Type 1 moderate assurance under the AA1000 standard.	No major deviations.
VI. If the Company has established its own Sustainable Development Best Practice Principles in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,” please describe any differences between such principles and their implementation: The Company’s Board of Directors approved the establishment of the “Corporate Social Responsibility Best Practice Principles” in January 2017, which were subsequently amended and renamed as the “Sustainable Development Best Practice Principles” in November 2022. Accordingly, there are no material differences between the adopted principles and their implementation.				
VII. Other important information about the implementation of sustainable development: Sustainability is a mixture of economic responsibility, legal responsibility and moral responsibility. Based on the principle of honest management, the Company starts from small steps to protect the environment and ecology, respect human rights and employee rights, enhance the disclosure and transparency of financial information, strengthen the relationship between stakeholders, protect the rights and interests of consumers, maintain fair competition, and strengthen anti-bribery and corruption prevention. This year, it has donated money to local communities to organize activities, and regularly cooperated with technology university, etc. [Main ESG Activities] 1. Childcare allowance: To assist employees in balancing their work and family and easing their childcare burden, Xipu plant encouraged child rearing and improved employees’ cohesion and welfare guarantee by subsidizing NT\$5,000 per month until their children reached 7 years of age. 2. River adoption and green space maintenance: Xipu plant actively responded to local environmental protection policies and participated in “Touqian River Air Quality Purification Area Adoption Program of Hsinchu County”. The adoption period was from September 2025 to August 2026. We took concrete actions to maintain local waterfront ecology and air quality, fulfilling its corporate social responsibility. 3. Sustainable education and industrial transformation support: Xipu plant donated NT\$30,000 to the				

Evaluation Items	State of Operations			Deviations from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
	Yes	No	Summary	
“TPCA Environment Foundation (TPCF)”, which was exclusively used for: Talent cultivation: Supporting “University Student Environmental Sustainability Award and Lecture” and raising young students’ awareness of environmental protection issues. Low-carbon trend: Supporting “Sustainability Forum and Net-Zero Carbon Emission Speech” and promoting carbon reduction communication and technological popularization of the industry. 4. Donations of materials to police and fire departments: Wuxi plant cared for basic-level workers and donated 20 cases of sports drinks and 130 cases of purified water to the local fire brigade, showing its support for frontline firefighters with materials and strengthening the benign interaction of the plant area with the neighborhood. 5. Blood donation for life care: Jiangxi plant actively encouraged employees to participate in voluntary blood donation activities. A total of 17 person-times participated in the activities cumulatively this year, with total blood donation volume of 6,800 ml, showing employees’ passion and their selfless dedication to life.				

Note 1: Human Rights Policy

In order to protect the rights of all workers, ITEQ Corporation adheres to the labor standards and regulations, and complies with the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the Universal Declaration of Human Rights, among other benchmark international human rights standards. We also follow the Code of Conduct set by the Responsible Business Alliance (RBA) as a benchmark for internal management and to protect the human rights of our employees.

Our Human Rights Management Code:

1. Conducting employee-employer meetings in accordance with the "Regulations for the Implementation of Employee-Employer Meetings"
Trade unions have been established in four plants of China. As for Taiwan plant, we hold quarterly employee-employer meetings with a total of 10 representatives from both parties to discuss and agree on various flexible measures for business operation before implementation. There is also an employee suggestion box in the Company's dining hall. Any relevant issues can be reported through this box for immediate discussion to promote an effective and fair communication mechanism and to foster harmony between the employees and employer to create a win-win situation.
2. To formulate the "Regulations of Managing Unlawful Infringement in Workplace".
In order to protect all employees from physical or mental abuse and psychological illnesses in the course of performing their duties, we have established related measures to prevent any acts of workplace bullying by our management, and any acts of workplace violence against our employees by fellow employees or by customers, clients, caregivers or strangers.
3. Establishment of Code of Conduct - Responsible Business Alliance, RBA
We are committed to protecting the rights of our employees, ensuring the safety of our workplace and environment, respecting our employees, and taking responsibility for all aspects of our business operations. This statement covers five major aspects: labor, health and safety, environment, ethics, and management systems. The commitment to human rights issues includes the prohibition of forced labor, slavery or human trafficking, child labor, and discrimination and harassment; the provision of fair and appropriate work opportunities and the principle of equal pay for equal work; the protection of employees' rights to freedom of association and collective bargaining; and the establishment of a friendly workplace environment.
4. Training and education for human rights policy
According to the code of conduct of RBA, we conduct annual training and promotion of relevant human rights regulations, and implement them in our plants according to the standards and regulations. Implementation of the RBA Code of Conduct in 2025: The RBA's human rights protection education and training courses were attended by 5,875 participants and 4,189 hours of classes were provided.

Detection of human rights risks and mitigation measures

Human rights risk assessment is conducted with reference to RBA and workplace health environment conditions, and the degree of impact of risk items on employees is regularly evaluated by the relevant departments, as described below:

Risk Items	Measure	Subject influenced
Child labor	- Child laborers under the age of 16 will not be notified for interview. - The legal age of the interviewer shall be confirmed before interview. - At present, no child laborers aged 15-16 are employed by the Company, and the youngest employee is 23 years old.	Candidates who want to work at ITEQ Corporation
Salary and benefits	- Holding employee-employer meeting on the quarterly basis to introduce the labor policies and regulations issued by the government. - Assessing the influence and adjusting internal regulations as soon as the government amends related policies.	All employees
Work hours	- The work regulations shall specify work hours and overtime work expressly. - Overtime work is prohibited when the employee's monthly overtime work reaches the legal limit. - The HR department regularly conducts overtime audits in the attendance system to remind supervisors of the overtime status of employees.	All employees
Employee dining hall hygiene	- Carrying out pre-meal inspection and cleaning every day. - Strengthening environmental cleaning of the dining hall every week. - Disinfecting the dining hall every month.	All employees
Forced labor and human trafficking	- Making RBA Handbook to explain the Company's code of conduct regarding free choice of employment and to strictly prohibit human rights violations such as forced labor and human trafficking. - We respect the rights of our employees and will not withhold any ID certificates of employees, and employees are free to leave.	All employees
Workplace bullying	- Anyone violating the "Declaration on the Prevention of Unlawful Acts of Assault in the Workplace" will be punished in accordance with the relevant disciplinary regulations. - To formulate the "Method of Managing Unlawful Infringement in Workplace" to protect our employees. - To establish workplace violence handling process, complaint hotline and internal complaint channels.	All employees
Discrimination	- Recruitment and appointment are based on competencies, without considering age, gender, race, etc. We will not conduct discriminatory medical tests or physical examinations. - To enable employees to observe their religious beliefs in the course of work, and to arrange space for religious activities on the premises. - To establish a complete complaint handling mechanism and communication platform to prevent and handle discrimination-related incidents.	All employees

(VI) Implementation of ethical corporate management and deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof

Evaluation Items	State of Operations			Discrepancies with the Ethical Corporate Management of TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary	
I. Formulating policies and plans for				

Evaluation Items	State of Operations			Discrepancies with the Ethical Corporate Management of TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary	
Ethical Corporate Management (I). Has the Company established the ethical corporate management policies approved by the Board of Directors and specified in its rules and external documents the ethical corporate management policies and practices and the commitment of the Board of Directors and senior management to rigorous and thorough implementation of such policies?	V		(I). The Company has always adhered to the principle of honest business operation, complied with laws and regulations, implemented corporate governance, and fulfilled its corporate responsibilities. In January 2017, the Company promulgated the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct ". The board of directors and senior management have also pledged to actively implement and supervise the implementation of the ethical corporate management policy.	No major deviations.
(II). Has the Company established a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activity within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include the preventive measures specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	V		(II). According to the Ethical Corporate Management Best Practice Principles and the "Procedures for Ethical Management and Guidelines for Conduct " promulgated by the Company, it also specifies the contents, handling standards and procedures of dishonest conducts. The company has set up a disciplinary and complaint system which is linked to the employee performance appraisal. In addition, every new employee is required to sign the "Integrity Convention on Employee Practices" to remind colleagues to avoid any breach of integrity. Any employee who breaks will be punished in different degrees according to the seriousness of the circumstances. The Company also encourages internal and external personnel to report dishonest or improper conducts to implement honest operation, and ensures the legitimate rights and interests of the informants and the counterparts.	No major deviations.
(III). Has the company specified in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implemented them and review the prevention programs on a regular basis?	V		(III). The Company reviews the dishonesty risks that may exist at any time, and formulates in the "Guidelines for the Code of Ethical Conduct" that, directors or managerial officers shall be fair to the customers, competitors, and employees of the Company, shall not obtain improper benefits through manipulation, concealment, abuse of information obtained in the course of their positions, misrepresentation of material matters, or other unfair transactions. If involved in unethical conduct, they will be prosecuted or punished by judicial or administrative organs.	No major deviations.
II. Implementing integrity operation (I). Has the company assessed the	V		(I). The Company has specified the	No major

Evaluation Items	State of Operations			Discrepancies with the Ethical Corporate Management of TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary	
integrity records of its transaction counterparties, and specified ethical business policy in contracts with them?			incorruptible clause in the commercial contract template. If there is any breach of the incorruptible clause, the total amount of such contract transaction will be charged as punitive liquidated damages.	deviations.
(II). Has the company set up a dedicated unit under the Board of Directors to promote ethical corporate management and regularly (at least once every year) report to the Board of Directors the implementation of the ethical corporate management policies and prevention programs against unethical conduct?	V		(II). The Company designates the Operation Management Committee as a responsible unit for promoting the promotion and implementation of the integrity management within the Company. The Company has reported to the board of directors on November 7, 2025 on the implementation and results of the ethical management promotion, and thereafter to report to the board of directors at least once a year on a regular basis to ensure compliance with the Company's Ethical Corporate Management Best Practice Principles.	No major deviations.
(III). Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement such policy properly?	V		(III). If there is a conflict of interest and it is necessary to withdraw, the relevant party shall withdraw by itself, which has been stipulated in the "Corporate Governance Best Practice Principles", the "Guidelines for the Code of Ethical Conduct" and the "Rules of Procedures for Board of Directors Meetings". In case of any violation by directors or managerial officers, the Company shall take disciplinary measures in accordance with relevant regulations.	No major deviations.
(IV). Has the Company established an effective accounting system and internal control systems to implement ethical corporate management, and has the internal audit unit prepared relevant audit plans according to the evaluation results for the risk of unethical conduct, and based on which, audited the compliance with the prevention programs for unethical conduct, or has the Company engaged CPAs for performing such audits?	V		(IV). The Company has established an internal control system, an accounting system and various management rules and regulations, and has implemented the requirements of ethical corporate management. The internal audit unit draws up the audit plan according to the risk assessment result, carries out regular audit operation and special audit from time to time according to the demand, provides improvement suggestions timely to ensure the continuous and effective implementation of the internal control system, and reports the audit results to the Audit Committee and the board of directors.	No major deviations.
(V). Does the Company host routine internal and external training geared towards business integrity practices?	V		(V). As for the internal education and training on honest business practices of the Company, the Company declares the principles of the Company's honest business practices when training new employees, and holds courses on corporate governance and honest business practices from time to time,	No major deviations.

Evaluation Items	State of Operations			Discrepancies with the Ethical Corporate Management of TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary	
			requiring employees to participate in them; As for the external education and training of honest business practices, the Company publicizes the principles of honest business practices to suppliers, customers or other business related organizations and personnel from time to time, so as to prevent dishonest business practices. In addition, in 2025 the Company held internal and external education and training on ethical corporate management (including courses on environmental safety and health, ethical corporate management, information security, accounting system and internal control, etc.), totally 22,107 person-times, 33,759 hours. The implementation was reported to the Board of Directors on November 7, 2025.	
III. Operation of the whistleblowing system				
(I) Has the company established a specific whistleblowing and reward system, set up convenient whistleblowing channels and designated appropriate personnel?	V		(I) (II) The Company has mailbox for stakeholders in the Company's website, and has employee complaint procedures in the "General Manager Mailbox Management Measures", the "Staff Working Rules", suggestion box and General Manager mailbox in the public area of the Company, provides channels to help employees solve various problems and safeguard the due rights, and strengthens propaganda of morality, encourages reporting to the audit supervisor, managerial officer or other appropriate personnel any violation of the "Guidelines for the Code of Ethical Conduct" and other relevant laws and regulations, and keeps the identity and information of the responders confidential.	No major deviations.
(II) Does the Company establish standard investigation operation and procedure for whistle-blowing matters, follow-up measures to be adopted after the investigation, and relevant confidential mechanisms?	V			No major deviations.
(III) Has the Company established protection measures for whistleblower from mishandling against them?	V			No major deviations.
IV. Strengthening information disclosure Has the Company disclosed the content and effectiveness of its ethical corporate management	V		The Company has set up a corporate website and provided annual report information on the website and on the MOPS to reveal the performance of the	No major deviations.

Evaluation Items	State of Operations			Discrepancies with the Ethical Corporate Management of TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary	
best practice principles on its website and the Market Observation Post System (MOPS)?			ethical corporate management of the Company.	
V. Where the Company has stipulated its own ethical corporate management best practices according to the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," please describe any differences between the prescribed best practices and the actual activities taken by the company: The "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct" were adopted by the Board of Directors of the Company in January 2017, and were amended by the Board of Directors on November 1, 2022 in accordance with the statutory change, and there were not major deviations in the rules established for day-to-day operation.				
VI. Other important information that facilitates the understanding of the implementation of ethical corporate management (such as review and amendment of the Company's Ethical Corporate Management Best Practice Principles): The Company adheres to principle of integrity when negotiating with customers, performing the contract content, and seeks for, negotiates and performs all contracts in a fair and ethical way. Externally, suppliers are required to sign a "Supplier's Corporate Social Responsibility Undertaking" and a "Declaration of Integrity", which cover the requirements of ethical corporate management and corporate social responsibility.				

(VII) Other material information that can enhance the understanding of the state of Corporate Governance at the Company:

1. Employee rights and employee wellness:

The Company has deepened its understanding of the diversity of the workplace (culture and gender), formulated the best action plan, and respected the freedom of assembly and association of workers and the right to negotiate between employers and employees. It has also established an Employee Welfare Committee and implemented a pension system and encouraged employees to participate in various training courses and technical seminars at home and abroad, planned employee group insurance and arranged regular health examinations, attached importance to labor relations, provided equal employment opportunities, and established communication channels for employees to encourage employees to communicate directly with management.

2. Investor Relations

The Company has a spokesman and an acting spokesman, and has set up a shareholder Q&A function on the company website (distinguishing relevant businesses, financial and other investor mailbox and stock affair agency contact method) as the channel for the Company to express opinions or reply to investors' questions. If necessary, you can contact by telephone or E-mail at any time.

3. Supplier Relations

Adhering to the spirit of voluntary carbon reduction, the Company has started continuous promotion of quality and the environment and material management system several years ago, established good communication channels with suppliers, performed relevant certification and investigation to learn about the promotion situation and plan execution, and extended the responsibilities upwards and downwards, requiring suppliers to keep supply quality in line with the green environmental protection laws and regulations and international rules,

actively expanding the important certification applications essential for the market, and jointly promoting the enterprise level.

4. Rights of stakeholders:

The Company has established "Regulations for Related Party Transactions" and the "Procedures for Handling Material Inside Information" to strengthen the rigor of Internal control. The directors, managerial officers and employees of the Company that may obtain material internal information of the Company due to their identity, occupation or control relationship, have all performed their duties of loyalty and care as good managers, carried out their business with a high degree of self-discipline and prudence, and strictly abode by the relevant regulations of the relevant competent authorities on the handling, disclosure and confidentiality of material information, and implemented the spokesperson system and set up dedicated personnel to dispose of major internal information, so as to improve the relationship between stakeholders. In addition to the priority to express their opinions on the Company's operating performance, the shareholders also respect and try to satisfy the requirements of all stakeholders (shareholders, employees, customers, suppliers, and community).

5. Refresher training of directors (2025)

Title	Name	Date of Professional Training	Organizer	Course Name	Training Hours
Chairperson of the Board	Chin-Tsai Chen	2025.03.10	Taiwan Corporate Governance Association	ESG Sustainability Trends and Regulatory Updates	1.5
Chairperson of the Board	Chin-Tsai Chen	2025.05.12	Taiwan Corporate Governance Association	Reshaping the International Order	1.5
Chairperson of the Board	Chin-Tsai Chen	2025.08.11	Taiwan Corporate Governance Association	Future Compliance Risk Trends in the Technology Industry from the Perspective of Geopolitics and Sanctions	1.5
Chairperson of the Board	Chin-Tsai Chen	2025.11.10	Taiwan Corporate Governance Association	Labor Dispute Risk Management	1.5
Director	Hsin-Hui Tsai	2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
Director	Hsin-Hui Tsai	2025.09.26	Securities and Futures Institute (SFI)	2025 Prevent Insider Trading Seminar	3
Director Representative	Ching-Tsou Tsen	2025.02.21	Corporate Operating and Sustainable Development Association	Taiwan's Sustainable Development Policies and Securities Regulations	3
Director Representative	Ching-Tsou Tsen	2025.10.15	Taiwan Stock Exchange (TWSE) and Taipei Exchange (TPEX)	ESG and Sustainable Investment Forum	3
Director Representative	Yun-An Yu	2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
Director Representative	Yun-An Yu	2025.07.22	Taipei Exchange (TPEX)	2025 Seminar on Insider Shareholding Regulations for TPEX-Listed and Emerging Companies	3
Director Representative	Yun-An Yu	2025.12.03	Corporate Operating and	Intellectual Property Rights, Protection, and AI-Related Issues	3

Title	Name	Date of Professional Training	Organizer	Course Name	Training Hours
			Sustainable Development Association		
Director	Hui-Fen Chan	2025.05.05	Securities and Futures Institute	NVIDIA's Trillion-Dollar Miracle: New Perspectives on the Semiconductor Revolution Behind AI	3
Director	Hui-Fen Chan	2025.11.21	Securities and Futures Institute	2025 Seminar on Legal Compliance for Insider Shareholding Transactions	3
Independent Director	Chen-En Ko	2025.04.23	Taiwan Corporate Governance Association	Management Accounting and ESG Innovation	1
Independent Director	Chen-En Ko	2025.09.03	Taiwan Corporate Governance Association	The 21st (2025) International Corporate Governance Summit – The Role of the Board in Shaping Corporate Strategy Amid Global Changes	6
Independent Director	Chao-Zon Yang	2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
Independent Director	Chao-Zon Yang	2025.08.01	Taiwan Corporate Governance Association	Cybersecurity Trends and Governance Planning from an ESG Perspective	3
Independent Director	Chao-Zon Yang	2025.09.26	Securities and Futures Institute	2025 Prevent Insider Trading Seminar	3
Independent Director	Po-Chiao Chou	2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
Independent Director	Wei-Lung Chen	2025.08.14	Securities and Futures Institute	Risk Management and Strategic Analysis for Corporate Sustainability	3
Independent Director	Wei-Lung Chen	2025.12.05	Securities and Futures Institute	Corporate Integrity and Directors' Fiduciary Duties, with Practices in Anti-Money Laundering and Counter-Terrorism Financing	3

6. Risk management policy and state of implementing risk impact standards:

(1) Risk management policy

With reference to the professional technology and concepts of risk assessment at home and abroad, the Company actively implements risk prevention and loss control, uses effective risk management system and organizes all employees to participate in education and training, performs continuous improvement with zero risk as the ultimate goal. For other details, please refer to the “Risk” (page 100) in the section “Review and Analysis of Financial Conditions and Operating Results and Risk Issues”.

(2) The Organizational Structure of Risk Management



To enable the Company to effectively promote risk management, the Board of Directors of the Company passed the "Risk Management Policy and Procedure" on October 31, 2023, which specified the risk management scope, including strategic risk, operational risk, financial risk, hazard risk, legal compliance risk, information security risk and other risks, as well as the management process of risk, including risk identification, risk measurement, risk control and risk monitoring. Each plant-level risk management team is responsible for plant-level risk identification, measurement and control, and the Corporate Governance and Sustainability Committee is responsible for supervising and ensuring the implementation of risk management and reporting the implementation progress to the Board of Directors on a regular basis.

The powers and responsibilities of the risk management executing units are as follows:

Unit	Responsibility
Board of Directors	The highest responsible unit for risk management of the Company is the Board of Directors, which approves risk management policies and relevant norms, supervises the effective operation of the risk management mechanism and allocates appropriate resources.
Corporate Governance and Sustainability Committee	The Corporate Governance and Sustainability Committee is responsible for overseeing and ensuring the implementation of risk management and reporting the overall risk management results to the Board of Directors at least once a year.
Plant-level Risk Management Team	A team is established by the general managers of each plant and is responsible for planning risk identification, assessment, and control at the plant level, supervising and monitoring the implementation of risk control across operating units, and reporting to the Head of Corporate Governance.
Head of Corporate Governance	Plan, lead and supervise the risk identification, measurement, control and monitoring of each plant, and make improvement suggestions in a timely manner. Supervise the implementation of risk control at each plant, and based on the response data from each plant, compile the Group's risk matrix, the implementation status of the current year, and the risk management plan for the next year, and report to the Corporate Governance and Sustainability Committee at least once a year.

7. Implementation of customer policies

Maintain a stable and good relationship with customers, understand customers' needs, adjust related operating standards according to their needs, and cooperate with customers for continuous audit and improvement, so as to ensure that customers' needs are met, and create company profits and achieve win-win goals.

8. Implementation of diversity of board members

The Company's "Corporate Governance Best Practice Principles" has specified that the

composition of the Board of Directors shall be diversified and appropriate diversity guidelines shall be made for its operation, business models and development needs.

The Company's Board of Directors consists of nine directors. The Board of Directors as a whole is capable of meeting the needs of the Company's future development and implementing the Company's policy of diversifying its Board of Directors, with the goals of having at least two female directors and at least two independent directors whose terms of office do not exceed nine years, and no more than one-third of the directors with employee status. The diversity of all directors is as follows:

- ✓ Female directors account for 33% and male directors account for 67% (target achieved).
- ✓ The tenure of independent directors does not exceed nine years (target achieved).
- ✓ Directors with employee status account for 11% (target achieved).
- ✓ The age distribution of directors is as follows: four aged 70 or above, three aged 60–69, and two aged 50–59.

Title	Name	Nationality	Gender	Age	Employee status
Chairperson of the Board	Chin-Tsai Chen	ROC	Male	Over 70	
Director	Hsin-Hui Tsai	ROC	Female	50-59 years old	✓
Director	Ching-Tsou Tsen	ROC	Male	60-69 years old	
Director	Yun-An Yu	ROC	Female	60-69 years old	
Director	Hui-Fen Chan	ROC	Female	50-59 years old	
Independent Director	Chen-En Ko	ROC	Male	Over 70	
Independent Director	Chao-Zon Yang	ROC	Male	Over 70	
Independent Director	Po-Chiao Chou	ROC	Male	Over 70	
Independent Director	Wei-Lung Chen	ROC	Male	60-69 years old	

Title	Name	Diversified Strength							
		Operation analysis	Business Management	Crisis management	Global market perspective	Leadership and Decision-making	Industrial knowledge	Accounting and financial analysis	Legal Expertise
Chairperson of the Board	Chin-Tsai Chen	V	V	V	V	V	V	V	
Director	Hsin-Hui Tsai	V	V	V	V	V	V	V	
Director	Ching-Tsou Tsen	V	V	V	V	V		V	
Director	Yun-An Yu	V	V	V	V	V			V
Director	Hui-Fen Chan	V	V	V	V	V			V
Independent Director	Chen-En Ko	V	V	V	V	V		V	
Independent Director	Chao-Zon Yang	V	V	V	V	V		V	
Independent Director	Po-Chiao Chou	V	V	V	V	V		V	
Independent Director	Wei-Lung Chen	V	V	V	V	V		V	V

9. Circumstances in which the Company purchases liability insurance for group directors and supervisors

Insured objects	Insurer	Insured amount (Note)	Insurance period
The current directors of the Company (including the natural person representatives of corporate directors), managerial officers and key officers	Fubon Insurance Co., Ltd.	USD 15 million	January 1 to December 31, 2025

of the Company (including directors or key officers appointed by the Company to external bodies).			
---	--	--	--

Note: Each claim and the cumulative total of the year.

10. Participation of managerial officers in refresher education and training related to corporate governance

Title	Name	Date of Professional Training	Organizer	Course Name	Training Hours
CEO and General Manager	Hsin-Hui Tsai	2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
CEO and General Manager	Hsin-Hui Tsai	2025.09.26	Securities and Futures Institute	2025 Prevent Insider Trading Seminar	3
Accounting Supervisor	Jung-Tsan Chou	2025.10.29	Accounting Research and Development Foundation, the Republic of China	Workshop on Preparation and Reporting Practices of Sustainability Information	6
Accounting Supervisor	Jung-Tsan Chou	2025.11.17	Accounting Research and Development Foundation, the Republic of China	Analysis on Standards and Practices of IFRS18 "Presentation and Disclosure in Financial Statements"	6
Head of Corporate Governance	Li-Chen Wu	2025.02.21	Corporate Operating and Sustainable Development Association	Corporate Governance and Securities Regulations-Taiwan's Promotion of Sustainable Development Policy and Provisions of Securities-Related Laws and Regulations	3
Head of Corporate Governance	Li-Chen Wu	2025.02.21	Corporate Operating and Sustainable Development Association	Corporate Governance, Practical Operations of Board of Directors and Remuneration Committee and Case Study	3
Head of Corporate Governance	Li-Chen Wu	2025.05.21	Taiwan Corporate Governance Association	Seminar on "Improvement of Performance Evaluation of Board of Directors and Functional Committees"	2
Head of Corporate Governance	Li-Chen Wu	2025.07.09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6

11. Implement audit and self-inspection

The Company follows the laws and regulations to establish a complete internal control system which has been effectively implemented. The Audit Office implements and measures the effectiveness and compliance degree of the current control system and procedures according to the internal audit operation standards. The scope includes the relevant operations of the Company and its subsidiaries; Each unit of the Company also implements the good management responsibility and regularly handles the self-evaluation and improvement of internal control system.

The audit is carried out in accordance with the audit plan approved by the board of directors, and special audit is carried out as necessary; integrating the results of the planned and specific audits, the Company provides the information on the operational status of internal control and the existing deficiencies or potential risks of the management,

so as to enhance the competitiveness of the Company, ensure the continuous and effective implementation of the internal control system, and serve as the basis for evaluating and revising the internal control system.

12. The Company's water consumption and total weight of waste for the last three years

Year \ Item	Water consumption (tons)	Waste (tons)		
		Hazardous waste	Ordinary solid waste	Subtotal
2023	798,511	5,138.01	8,996.21	14,134.23
2024	776,620	5,868.75	8,338.32	14,207.08
2025	753,280	5,897.38	9,012.4	14,909.78

Note: Statistics are for the Xipu plant, Wuxi plant, Dongguan plant, Guangzhou plant and Jiangxi plant.

13. Implementation of systems the plants of the Group

(1) ISO 45001: 2018 Occupational Safety and Health Management System

Plant	Xipu Plant	Dongguan Plant	Guangzhou Plant	Huangjiang Factory	Jiangxi Plant
Effective term	2027.01.11	2026.11.28	2026.06.07	2027.06.12	2026.09.14

Five of the Group's six plants have already passed the ISO45001: 2018 occupational safety and health management system certification. The Wuxi plant has not yet fully met the requirements for system certification, and will be gradually certified according to the system provisions.

(2) ISO 14001: 2015 Environmental Management System

Plant	Xipu Plant	Wuxi Plant	Dongguan Plant	Guangzhou Plant	Huangjiang Factory	Jiangxi Plant
Effective term	2027.03.26	2027.09.11	2026.11.28	2026.05.24	2027.06.12	2026.09.14

All of the Group's plants have passed the ISO14001: 2015 environmental management system.

(3) ISO 50001: 2018 Energy Management System

Plant	Xipu Plant	Wuxi Plant	Jiangxi Plant
Effective term	2026.11.12	2028.12.22	2026.03.02

Three of the Group's six plants have passed the ISO 50001:2018 energy management system certification. The other two plants have not yet fully met the requirements for system certification, and will be gradually certified according to the system provisions.

(4) ISO 14064:2018 Greenhouse Gas Inventory and Verification (Verified)

ISO 14064-1:2018 Greenhouse gas inventory progress as of the publication date of the annual report for the year 2025: The verification procedures were currently ongoing at Hsinpu Plant, Wuxi Plant, Dongguan Plant, Guangzhou Plant and Jiangxi Plant. For Huangjiang Plant with smaller production capacity and the Thailand Plant under construction, a management system will be gradually established in accordance with the provisions of corresponding regulations, to achieve the goal of certification of all plants.

(5) ISO 14067:2018 Verification - Carbon Footprint of Products

Plant	Wuxi Plant	Wuxi Plant	Jiangxi Plant	Dongguan Plant
First certification	2025.12.03	2025.12.03	2025.12.03	2025.12.03
Effective term	2027.12.02	2027.12.02	2027.12.02	2027.12.02
CCL Resin Type	IT158 IT180A	IT170GRA1 IT170GT	IT158 IT170GRA1 IT180A	IT158 IT180A

14. The Company has established relevant risk management policies or strategies

Orient ation	Significant Issues	Significance for the Company	Policy/Commitment
Enviro nment	Sustainable Supply Chain	To fulfill supplier chain management responsibilities, strengthen the suppliers' awareness of environmental sustainability responsibilities, and establish sustainable operational performance together.	1. Reduce carbon footprints 2. Request suppliers to fulfill ESG responsibilities 3. Value environmental friendliness
	Hazardous Materials and Waste Management	1. To reduce waste disposal costs, prevent environmental pollution, and continuously mitigate environmental impact. 2. To recycle wastewater and achieve the goals of reduction of waste and carbon emissions.	1. Environmental law, regulation and requirement compliance and to ensure environmental protection. 2. The Group comprehensively introduces ISO 14064 Greenhouse gas inventory and ISO14067 Carbon footprint inventory. 3. Reduce the sources, use environment-friendly materials and improve processes.
	Energy Management	Energy Management can reduce production cost and carbon emissions.	Compliance with energy regulations and procurement of energy-saving products. Improvement of energy performance to enhance energy efficiency. Review of energy targets, with participation of all employees in carbon reduction efforts. Implementation of an energy management system and build a sustainable enterprise.
Societ y Corpo rate gover nance	Occupational Health and Safety	A safe, secured workplace to ensure employee health and safety.	1. Comply with relevant regulations on occupational safety and health, and continually improve operating environment to prevent the occurrence of employees' occupational diseases. 2. Introduce ISO 45001 Occupational Safety and Health Management System.
	Talent Cultivation and Development	Technical and professional talent is a key driver of the Company's long-term competitiveness.	1. To establish an organization that fosters "Talent Development and Retention" while promoting "Work-Life Balance". 2. To enhance "Employee Well-Being" and create a positive and fulfilling workplace.
Corpo rate Gover nance	Economic Performance	Stable operation and financial performance are the foundation of sustainable management and can ensure corporate capital operation and investors' confidence.	Implement corporate governance and adhere to transparent and compliant financial reports and risk management.
	Product Innovation	To strengthen market competitiveness and brand value.	Continue to research and develop advanced PCB application materials and establish sustainable competitiveness with energy conservation and safety.

15. Implementation of climate-related information

Item	Implementation
1. Describe how the board of directors and management oversee and govern climate-related risks and opportunities.	1. The Company has set up a "Corporate Governance and Sustainability Committee", which is composed of the CEO and the General Managers of each plant. The Committee reports to the Board of Directors on the impact of climate risks on operations and risk management measures on a regular basis.
2. Describe the impact of identified climate risks and opportunities on the business's short, medium, and long-term finances, strategy, and operations.	2. The Corporate Governance and Sustainability Committee consists of an ESG team and a risk management team, which are coordinated and promoted by the Head of Corporate Governance. Each plant has set up a "Risk Management Team" to plan risk identification/measurement/control at the plant level. The Head of Corporate Governance compiles the risk management issues at the group level and submit them to the "Corporate Governance and Sustainability Committee." The major climate risks faced by the Company are mainly from the requirements of various countries' laws, customers and investors for greenhouse gas reduction as well as product energy conservation and carbon reduction. (1) Short-term risks and opportunities: costs of carbon inventory and voluntary carbon reduction will increase, but if carbon emissions are fully disclosed and responded to in advance, it can increase customer trust. (2) Medium-term risks and opportunities: compliance requirements for carbon emission disclosure and calculation of product carbon footprint will increase costs, but developing low-carbon products can improve product competitiveness. (3) Long-term risks and opportunities: carbon emission costs such as carbon tax will increase, and low-carbon supply chain, low-carbon R&D, production, transportation and distribution value chains must be adjusted accordingly. However, if it can be executed more efficiently, the Company's competitiveness can be increased. Compliance with carbon emission laws and customer requirements will increase the Company's response costs. However, by adjusting performance evaluation indicators and greening the Company's overall value chain, through green R&D, green production, and green sales, product competitiveness can be enhanced, thereby increasing profits and company value.
3. Describe the financial impact of extreme weather events and transformative actions.	3. The Company will evaluate the introduction of science-based greenhouse gas reduction targets (SBTi). At the same time, it is evaluating the use of renewable energy to increase the proportion of green electricity.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4. (1) Risk identification and measurement: The risk management team of each plant collects information about the future development trends of climate in the market, local and international regulations, technology and entities, and lists possible climate risks and opportunities. The risks are ranked according to their financial impact, and submitted to the Head of Corporate Governance for summary after being approved by the plant general manager. Based on the Group's overall strengths and weaknesses, opportunities and risks, the Head of

	Corporate Governance shall communicate with each plant, and then summarize and rank them into "climate risk and opportunity projects" at the Group level. (2) Risk control: The Head of Corporate Governance will refer the consolidated and prioritized "climate risk and opportunity projects" of the Group to the Corporate Governance and Sustainability Committee for review, then submit risk control measures to the Board of Directors for priority response projects. (3) The Company has established "Risk Management Policies and Procedures" to integrate the climate risk management process with the overall risk management system. Climate risk has been clearly defined as a risk management item and will be managed in accordance with the current risk governance framework.
5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analysis factors and major financial impacts used.	5. Scenario analysis has not been used to assess climate change risks.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	6. No climate transformation plan has been developed under CDP's framework.
7. If internal carbon pricing is used as a planning tool, describe the basis for setting the price.	7. No internal carbon pricing mechanism has been introduced.
8. If climate-related targets have been set, the activities covered, it's important to specify the activities that are covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved every year. If you plan to use carbon credits or renewable energy certificates (RECs) to achieve your targets, you should also mention the source and quantity of the carbon credits or RECs that will be offset.	8. The Company currently uses a rolling base date with an annual greenhouse gas reduction target of 1%, and will subsequently evaluate the introduction of a science-based greenhouse gas reduction target (SBTi).
9. Greenhouse gas inventory <u>and</u> Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan (fill out separately in 15-1 and 15-2 as below).	9. See also 15-1 and 15-2.

15-1. The Company's greenhouse gas inventory and assurance status for the last two years

15-1-1. Greenhouse gas inventory information

State the greenhouse gas emissions (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million) and data coverage for the most recent two years.

Greenhouse gas emissions statistics by plant in 2024						Unit: metric ton CO2e
	Xinpu Plant	Wuxi Plant	Dongguan Plant	Guangzhou Plant	Jiangxi Plant	Group Subtotal
Scope 1	6,026.61	17,990.66	3,103.17	1,143.66	46,756.93	75,021.03
Scope 2	9,381.65	28,525.20	5,787.78	4,850.86	56,390.64	104,936.13
Scope 3	3,805.28	433,289.62	42,634.49	5,134.89	424,354.72	909,219.00
Plant subtotal	19,213.55	479,805.48	51,525.44	11,129.41	527,502.29	1,089,176.16
Intensity	10.6033	36.8949	9.1192	4.3713	33.9915	

Greenhouse gas emissions statistics by plant in 2025						Unit: metric ton CO2e
	Xinpu Plant	Wuxi Plant	Dongguan Plant	Guangzhou Plant	Jiangxi Plant	Group Subtotal
Scope 1	Under third-party Verification					
Scope 2						
Scope 3						
Plant subtotal						
Intensity						

Note 1: pursuant to the order of the Financial Supervisory Commission, the Company is required to complete the greenhouse gas inventory of subsidiaries in the consolidated financial statements in 2027, complete greenhouse gas assurance in 2029, and disclose carbon reduction targets, strategies and specific action plans in 2027.

Note 2: direct emissions (Scope 1, i.e., emissions directly from sources owned or controlled by the company), energy indirect emissions (Scope 2, i.e., indirect greenhouse gas emissions from the input of electricity, heat or steam) and other indirect emissions (Scope 3, i.e., emissions generated by company activities that are not energy indirect emissions but come from emission sources owned or controlled by other companies).

15-1-2. Greenhouse gas assurance information

State the assurance status for the most recent two years ending on the date of publication of the annual report, including the assurance scope, assurance organization, assurance criteria and assurance opinions.					
Greenhouse gas emissions by plant in 2024					
	Xinpu Plant	Wuxi Plant	Dongguan Plant	Guangzhou Plant	Jiangxi Plant
Organization	TÜV Rheinland Taiwan	WIT	Beijing Dalu Hangxing Quality Certification Center Co., Ltd.	Zhongjing Certification	Zhongbiaolian Guoyan (Beijing) Certification
Criteria	ISO 14064-:2018	ISO 14064-:2018	ISO 14064-:2018	ISO 14064-:2018	ISO 14064-:2018
Opinion	Reasonable assurance	Reasonable assurance	Reasonable assurance	Reasonable assurance	Reasonable assurance
Greenhouse gas emissions by plant in 2025					
	Xinpu Plant	Wuxi Plant	Dongguan Plant	Guangzhou Plant	Jiangxi Plant
Organization	Under third-party Verification				
Criteria					
Opinion					

Note 1: pursuant to the order of the Financial Supervisory Commission, the Company is required to complete the greenhouse gas inventory of subsidiaries in the consolidated financial statements in 2027, complete greenhouse gas assurance in 2029, and disclose carbon reduction targets, strategies and specific action plans in 2027.

15-2. Greenhouse gas reduction targets, strategies and specific action plans

State the greenhouse gas reduction base year and its data, reduction targets, strategies, specific action plans and achievement of reduction targets.
The Company shall disclose carbon reduction targets, strategies and specific action plans in 2027.

(VIII) Implementation of internal control system

1. Statement on Internal Control: Please refer to the Market Observation Post System (<http://mops.twse.com.tw>) and navigate to: Home > Single Company > Corporate Governance > Company Regulations/Internal Control > Internal Control Statement.
2. Any CPA commissioned to conduct a project review of the ICS shall disclose the CPA's audit report: None.

(IX) Significant resolutions made at shareholders' meeting and board meeting in the most recent fiscal year up to the publication date of this annual report

1. Resolutions and implementation of the shareholders' meeting on May 26, 2025:

Material resolutions of the shareholders' meeting	Resolution result/election result	Status of execution
Proposal on 2024 Business Report, Financial Statements and Earnings Distribution Proposal	According to the voting results, the number of affirmative votes exceeded the statutory requirement, and the proposal was passed as submitted.	The announcement of material information on the day of the shareholders' meeting constitutes an important resolution item of the meeting and is disclosed on the Company's website. The base date of dividend distribution was determined as July 19, 2025, and cash dividends were distributed on August 8, 2025 (Cash dividends distributed per share as NT\$ 1.8).
Approval of the proposed amendments to certain provisions of the Company's Articles of Incorporation.	According to the voting results, the number of affirmative votes exceeded the statutory requirement, and the proposal was passed as submitted.	The announcement of material information on the day of the shareholders' meeting constitutes an important resolution item of the meeting, and is disclosed on the Company's website and handled in accordance with the revised procedures.
Approval of the proposal to lift the non-compete restrictions on Directors	According to the voting results, the number of affirmative votes exceeded the statutory requirement, and the proposal was passed as submitted.	The announcement of material information on the day of the shareholders' meeting constitutes an important resolution item of the meeting and is disclosed on the Company's website.

2. The following is a summary of the important resolutions of the board of directors of the Company in 2025 as of the date of publication of the annual report:

Session and date of resolution	Important resolution content
4 th Meeting of the 10 th 2025.01.10	● Approval of the Group's endorsement and guarantee status as of the end of November 2024. ● Approval of the proposal for additional capital expenditures of each plant and the increase of originally approved budgets for 2024. ● Approval of the proposal for applying for credit facilities from various banks. ● Approval of the audit plans of the Company's subsidiaries for 2025.

Session and date of resolution	Important resolution content
	● Approval of the Group's operating budget for 2025. ● Approval of the Group's capital expenditure budget for 2025. ● Approval of the distribution of managerial officers' year-end bonuses for 2024.
5 th Meeting of the 10 th 2025.03.07	● Approval of the Group's endorsement and guarantee status as of the end of January 2025. ● Approval of the proposal for applying for credit facilities from various banks. ● Approval of the Evaluation of the Effectiveness of the Internal Control System and the Internal Control Statement for 2024. ● Approval of the amendments to certain provisions of the Company's Articles of Incorporation. ● Approval of the amendments to certain provisions of the Company's Internal Control System – Payroll Cycle. ● Approval of the amendments to certain provisions of the Company's Regulations Governing Pre-approval of Non-assurance Services. ● Approval of the evaluation of the independence and suitability of the CPAs. ● Approval of the appointment of CPAs and audit service fees for 2025. ● Approval of the distribution of directors' remuneration and employees' remuneration for 2024. ● Approval of the 2024 Consolidated Financial Statements and Parent-Company-Only Financial Statements. ● Approval of the 2024 Business Report. ● Approval of the earnings distribution for 2024. ● Approval of the lifting of non-compete restrictions on Directors. ● Approval of the time, venue, and agenda for the 2025 Annual General Meeting. ● Approval of the capital expenditure budget of the Company's subsidiary, ITEQ Corporation (Thailand) Ltd. ● Approval of the capital increase of THB 350 million in ITEQ Corporation (Thailand) Ltd.
6 th Meeting of the 10 th 2025.05.06	● Approval of the Group's endorsement and guarantee status as of the end of March 2025. ● Approval of the proposal for additional capital expenditures of each plant and budget overruns of originally approved budgets for 2025. ● Approval of the proposal for applying for credit facilities from various banks. ● Approval of the consolidated financial statements for the first quarter of 2025.
7 th Meeting of the 10 th 2025.08.08	● Approval of endorsement & guarantee of the Group as of the end of June 2025. ● Approval of proposal on increase of capital expenditure of each plant and addition of originally proposed budget in 2025. ● Approval of proposal on application to each bank for line of credit. ● Approval of proposal on the Company's 2024 ESG Report. ● Approval of proposal on the consolidated financial statements for the second quarter of 2025. ● Approval of proposal on approval and distribution of remuneration to directors in 2024. ● Approval of proposal on approval and distribution of remuneration to employees as managerial officers in 2024. ● Approval of proposal on overall expansion progress and capital expenditure budget of Thailand plant. ● Approval of proposal on production line addition of Guangzhou FPC.
8 th meeting of the 10 th 2025.11.07	● Approval of endorsement & guarantee of the Group as of the end of September 2025. ● Approval of proposal on increase of capital expenditure of each plant and addition of originally proposed budget in 2025. ● Approval of proposal on application to each bank for line of credit.

Session and date of resolution	Important resolution content
	● Approval of proposal on the consolidated financial statements for the third quarter of 2025. ● Approval of proposal on the audit plan for 2026. ● Approval of proposal on the Company for employees' execution of conversion of employee stock option certificates for new share issuance in the third quarter of 2025. ● Approval of proposal on fixed asset disposal.
9 th meeting of the 10 th 2026.01.16	● Approval of proposal on increase of capital expenditure of each plant and addition of originally proposed budget in 2025. ● Approval of proposal on application to each bank for line of credit. ● Approval of proposal on audit plans of subsidiaries in 2026. ● Approved the proposed amendments to certain provisions of the Company's "Internal Control System – Payroll and Personnel Cycle". ● Approval of proposal on business plan of the Group in 2026. ● Approval of proposal on capital expenditure budget of the Group in 2026. ● Approval of proposal on the Company for employees' execution of conversion of employee stock option certificates for new share issuance in the fourth quarter of 2025. ● Approval of proposal on fixed asset disposal of Huangjiang Plant. ● Approval of proposal on the distribution of managerial officers' yearend bonuses in 2025. ● Approval of proposal on cash capital increase for the Company's investment in "MGC-ITEQ Technology Co., Ltd.".
10 th meeting of the 10 th 2026.03.03	● Approval of endorsement & guarantee of the Group as of the end of January 2026. ● Approval of proposal on application to each bank for line of credit. ● Approval of proposal on "Evaluation on the Effectiveness of Internal Control System" and "Statement on Internal Control" in 2025. ● Approval of proposal on the amendment to the Company's "Procedures on Preapproval of Non-assurance Service Policy". ● Approval of proposal on evaluating the independence and suitability of CPAs. ● Approval of proposal on appointment of CPAs of the Company as well as audit service fees in 2026. ● Approval of proposal on distribution of remuneration for directors and employees in 2025. ● Approval of proposal on 2025 consolidated financial statements and parent-company- only financial statements. ● Approval of proposal on 2025 business report. ● Approval of proposal on earnings distribution in 2025. ● Approval of proposal on releasing the prohibition on directors from participation in competitive business. ● Approval of proposal on time, location and causes for convening of the general shareholders' meeting in 2026. ● Approval of proposal on change in the Head of Corporate Governance.

(X) In the most recent year and as of the publication date of this report whether there are Directors having different opinions on the important resolutions passed by the Board of Directors with records or written announcements: None.

III. Information on CPA Professional Fees

Unit: NT\$ Thousand

Independent Auditors' Firm	Name of CPA		CPA Audit Period	Audit Fees	Non-Audit Fees	Total	Note
KPMG Taiwan	Chia-Chien Tang	Ya-Ling Chen	2025.01.01 ~ 2025.12.31	5,290	2,040	7,330	Note 2

Note 1. The company does not have the following circumstances mentioned in Article 10, Paragraph 4 of the Regulations Governing Information to be Published in Annual Reports of Public Companies:

- (1) In the case of changing an accounting firm and the audit fees paid in the year of the change are less than those in the year preceding the change, the decreased amount of audit fees shall be disclosed: None.
- (2) Where accounting fee paid for the year was more than 10% of the previous year, the sum, proportion, and cause of the reduction shall be disclosed: None.

Note 2. Non-audit services include tax certification, transfer pricing services, the Group master file, and country-by-country reporting, among others.

IV. Information on Replacement of CPAs:

If the Company replaced the CPAs in the last two years and subsequent periods:

(I) Information regarding the former CPAs

Date of replacement	Approved by the Board of Director on March 6, 2026		
Replacement reasons and explanations	To response to the internal organizational adjustment of KPMG Taiwan, the CPAs of the financial statements of the 1st quarter of 2026 were changed to Chia-Chien Tang and Yun-Chu Yang, which was approved by the Board of Directors on March 6, 2026.		
Whether the Company terminated or the CPAs terminated or did not accept the engagement	Related Parties	CPAs	The Company
	Circumstances		
	Voluntary Termination of the engagement	Not applicable	Not applicable
	No longer accepted (discontinued) the engagement	Not applicable	Not applicable
Specify the opinions and reasons if the CPAs issued an audit report expressing any opinion other than an “unqualified opinion in the last two years	Not applicable		
Disagreement with the Company	None	Accounting principles or practices	
	None	Disclosure of financial reports	
	None	Audit scope or steps	
	None	Others	
Other Disclosures (Any matters required to be disclosed under sub-items d to g of Article 10.6.A of the “Regulations Governing Information to be Published in Annual Reports of Public Companies”)	None		

(II) About the successor CPAs

Name of accounting firm	KPMG Taiwan
Name of CPAs	Chia-Chien Tang, Yun-Chu Yang
Date of Appointment	Approved by the Board of Directors on March 6, 2026
Prior to the appointment, consultation should be made on the accounting treatment or principles for specific transactions and on the possible issuance of opinions on financial reports and the results thereof	Not applicable
Written opinion of the successor accountant on matters on which the predecessor accountant disagreed	Not applicable

(III) The former accountant's response to the third bullet point of paragraph 6(1) and (2) of Article 10 of this Standard: Not applicable.

V. Where the Company's Chairman, General Manager, or Managerial Officers from Finance or Accounting Departments Who have Worked in the CPAs' Audit Firm or its Affiliate Companies in the Last Fiscal Year: None.

VI. Equity Transfer or Changes in Equity Pledge of Directors, Managerial Officers, and Shareholders with Shareholding Percentage of 10% or More

(I) Change in the equities of the directors, managerial officers and substantial shareholders

Unit: Shares

Title	Name	2025		As of March 29, 2026	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Chairperson of the Board	Chin-Tsai Chen	—	(Note 1)	1,000,000	(Note 1)
Director	Hsin-Hui Tsai	—	—	—	—
Director	WIN Semiconductors Corp.	—	—	—	—
	Representative: Ching-Tsou Tsen	—	—	—	—
Director	WIN Semiconductors Corp.	—	—	—	—
	Representative: Yun-An Yu	—	—	—	—
Director	Hui-Fen Chan	—	—	—	—
Independent Director	Chen-En Ko	—	—	—	—
Independent Director	Chao-Zon Yang	—	—	—	—
Independent Director	Po-Chiao Chou	—	—	—	—
Independent Director	Wei-Lung Chen	—	—	—	—
CEO and General Manager	Hsin-Hui Tsai	—	—	—	—
Marketing OEM Center for Non- Mainland Area Deputy General Manager	Sang-Yu Lu	—	—	—	—
Deputy General Manager	Sheng-Yen Wu	—	—	—	—
Financial/Accounting Manager	Jung-Tsan Chou	10,000	—	—	—
Head of Corporate Governance	Li-Chen Wu (Note 2)	1,000	—	—	—
Head of Corporate Governance	Tai-Ming Chen (Note 3)	Not applicable	Not applicable	—	—
Major Shareholder	Tien Ho Industrial Co., Ltd.	—	—	—	—

Note 1. Chairperson Chin-Tsai Chen pledged 3,584,000 shares and released 4,500,000 shares in 2025; as of March 29, 2026, 1,000,000 shares were released from pledge.

Note 2. Senior Manager Li-Chen Wu resigned from the position of Head of Corporate Governance on February 26, 2026. Changes in shareholding were calculated for the relevant period up to that date.

Note 3. Assistant Manager Tai-Ming Chen was appointed as Head of Corporate Governance on March 6, 2026. Changes in shareholding were calculated starting from that date.

(II) Information on stock transfers: None.

(III) Pledge information: None.

VII. Information on relationships among the Company's top ten shareholders, including whether any of them are related parties, spouses, or relatives within the second degree of kinship

March 29, 2026

Name	Shareholding		Shares Held By Spouse and Minor Children		Total shares held in the name of other persons		The title or name and relations of the top 10 shareholders who are related parties, spouses, or relatives within the second degree of kinship as defined in Financial Accounting Standards Bulletin No. 6.		Note
	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Name (or Names)	Relationship	
WIN Semiconductors Corp.	65,408,733	17.99	—	—	20,932,496	5.76	(Note 1)	(Note 1)	N/A
Representative: Chin-Tsai Chen	6,084,000	1.67	—	—	—	—	(Note 2)	(Note 2)	N/A
Tien Ho Industrial Co., Ltd.	43,034,591	11.84	—	—	—	—	Chin-Tsai Chen	Within second degree of relationship with its major shareholder	N/A
Representative: Yu-Wen Chen	3,237	0.00	Information unavailable				N/A	N/A	N/A
WIN Venture Capital Corp.	8,767,271	2.41	—	—	—	—	(Note 1)	(Note 1)	N/A
Representative: Chin-Tsai Chen	6,084,000	1.67	—	—	—	—	(Note 2)	(Note 2)	N/A
WIN Chance Investment Corp.	7,934,954	2.18	—	—	—	—	(Note 1)	(Note 1)	N/A
Representative: Chin-Tsai Chen	6,084,000	1.67	—	—	—	—	(Note 2)	(Note 2)	N/A
Chin-Tsai Chen	6,084,000	1.67	—	—	—	—	Tien Ho Industrial Co., Ltd. (Note 2)	Within second degree of relationship with its major shareholder (Note 2)	N/A
Mitsubishi Ufj Morgan Stanley Securities Co. Ltd.-Equity Trading Division (Proprietary Trading Desk) For Tri-Party Sbl Trading	5,793,000	1.59	—	—	—	—	N/A	N/A	N/A
Formosa Opportunity Limited-Ug Hidden Dragon Special Opportunity Fund	5,643,000	1.55	—	—	—	—	N/A	N/A	N/A
Morgan Stanley & Co. International Plc	5,267,636	1.45	—	—	—	—	N/A	N/A	N/A

Name	Shareholding		Shares Held By Spouse and Minor Children		Total shares held in the name of other persons		The title or name and relations of the top 10 shareholders who are related parties, spouses, or relatives within the second degree of kinship as defined in Financial Accounting Standards Bulletin No. 6.		Note
	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Name (or Names)	Relationship	
UBS Europe SE	5,218,650	1.44	—	—	—	—	N/A	N/A	N/A
Merrill Lynch Intl-Main Trading-Fia	5,209,421	1.43	—	—	—	—	N/A	N/A	N/A

Note 1: WIN Venture Capital Corp., WIN Chance Investment Corp., Ltd. and WIN Earn Investment Corp. were whole owned by WIN Semiconductors Corp.

Note 2: Chin-Tsai Chen is the representative of WIN Semiconductors Corp., WIN Venture Capital Corp., WIN Chance Investment Corp., Ltd. and WIN Earn Investment Corp.

VIII. The Number of Shares Held by the Company, the Company's Directors and Managers as well as the Businesses Directly or Indirectly Controlled by the Company in the Same One Investment Business, and the Consolidated Comprehensive Shareholding Ratio

March 31, 2026 Unit: Thousand shares, %

Reinvestment business	Ownership of the Company (1)		and Directly or indirectly held by the Company's directors, managerial officers (2)		Total Ownership (1)+(2)	
	Number of Shares	Shareholding Ratio (%)	Number of Shares	Shareholding Ratio (%)	Number of Shares	Shareholding Ratio (%)
BangMao Investment Co., Ltd. (Note 1)	100	100	0	0	100	100
ITEQ International Ltd. (Note1)	56,820	100	0	0	56,820	100
ITEQ Holding Ltd.	56,820	100	0	0	56,820	100
Ever Smart International Corporation Ltd.	10,750	100	0	0	10,750	100
International Partners Ltd.	1,000	100	0	0	1,000	100
Inspire Investments Ltd.	1,000	100	0	0	1,000	100
Eagle Great Investments Ltd.	3,600	100	0	0	3,600	100
ITEQ (Hong Kong) Ltd.	51,500	100	0	0	51,500	100
ITEQ (Dongguan) Corporation	—	100	—	0	—	100
ITEQ (Wuxi) Electronic Technologies Co., Ltd.	—	100	—	0	—	100
ITEQ (Huangjiang) Corporation	—	100	—	0	—	100
ITEQ (Guangzhou) Corporation Co., Ltd.	—	100	—	0	—	100
ITEQ (Jiangxi) Electronic Technologies Co., Ltd.	—	100	—	0	—	100
MGC-ITEQ Technology Co., Ltd. (Note1)	4,900	49	0	0	4,900	49
ITEQ Corporation (Thailand) Ltd. (Note1)	10,000	100	—	0	10,000	100

Note1: Directly held by the Company.

Chapter III. Capital Overview

I. Capital and Shares

(I) Source of Capital

1. Source of Capital

Year/ Month	Issuance Price (NT\$)	Authorized Capital		Paid-in Capital		Note		
		Number of Shares (thousand shares)	Amount (NTD in Thousands)	Number of Shares (thousand shares)	Amount (NTD in Thousands)	Source of Capital	Capital Increase by Assets Other than Cash	Others
1997.04	10	50,000	500,000	22,000	220,000	Establishment of Capital	None	-
1997.08	15	50,000	500,000	32,000	320,000	10,000,000 shares by capital increase in cash	None	Note 1.
1999.04	15	50,000	500,000	45,000	450,000	13,000,000 shares by capital increase in cash	None	Note 2.
2001.03	NT\$15 per share from cash capital increase; NT\$10 per share from capitalization of earnings and capital surplus.	70,000	700,000	62,450	624,500	10,000,000 shares by capital increase in cash 7,450,000 shares by capital increase transferred from earnings and capital surplus	None	Note 3.
2001.09	10	74,000	740,000	71,144	711,440	8,694,000 shares by earnings and capital surplus	None	Note 4.
2002.03	10	100,000	1,000,000	81,144	811,440	10,000,000 shares by capital increase in cash	None	Note 5.
2003.10	10	100,000	1,000,000	83,578	835,783	2,434,320 shares by capital increase transferred from earnings	None	Note 6.
2004.02	10	125,000	1,250,000	102,531	1,025,306	18,952,252 shares converted from corporate bonds	None	-
2004.03	18	125,000	1,250,000	112,531	1,125,306	10,000,000 shares by capital increase in cash	None	Note 7.
2004.04	10	125,000	1,250,000	112,626	1,126,258	95,238 shares converted from corporate bonds	None	-
2004.09	10	184,000	1,840,000	126,072	1,260,718	13,445,969 shares transferred from earnings	None	Note 8.
2004.10	10	184,000	1,840,000	146,276	1,462,762	20,204,445 shares converted from corporate bonds	None	-
2005.02	10	184,000	1,840,000	151,797	1,517,966	5,520,412 shares converted from corporate bonds	None	-
2005.05	10	184,000	1,840,000	153,452	1,534,516	1,654,963 shares converted from corporate bonds	None	-
2005.08	10	248,000	2,480,000	153,522	1,535,218	70,174 shares converted from corporate bonds	None	-
2005.08	14.5	248,000	2,480,000	161,522	1,615,218	8,000,000 shares by capital increase in cash	None	Note 9.
2005.10	10	248,000	2,480,000	182,932	1,829,313	21,409,529 shares transferred from earnings	None	Note 10.
2005.12	10	248,000	2,480,000	184,590	1,845,899	518,560 shares converted from corporate bonds 1,140,000 shares converted from employees' warrants	None	-
2006.03	10	248,000	2,480,000	191,465	1,914,654	5,895,574 shares converted from corporate bonds 980,000 shares converted from employees' warrants	None	-
2006.05	10	248,000	2,480,000	193,505	1,935,054	1,849,997 shares converted from corporate bonds 190,000 shares converted from employees' warrants	None	-
2006.09	10	248,000	2,480,000	221,045	2,210,451	5,119,826 shares converted from corporate bonds 22,419,852 shares transferred from earnings	None	Note 11.

Year/ Month	Issuance Price (NT\$)	Authorized Capital		Paid-in Capital		Note		
		Number of Shares (thousand shares)	Amount (NTD in Thousands)	Number of Shares (thousand shares)	Amount (NTD in Thousands)	Source of Capital	Capital Increase by Assets Other than Cash	Others
2006.11	NT\$21 per share from cash capital increase; NT\$10 per share from other sources.	300,000	3,000,000	233,441	2,334,410	205,878 shares converted from corporate bonds 190,000 shares converted from employees' warrants 12,000,000 shares by capital increase in cash	None	Note 12
2007.04	10	300,000	3,000,000	234,341	2,343,410	900,000 shares converted from employees' warrants	None	-
2007.07	10	300,000	3,000,000	234,581	2,345,810	240,000 shares converted from employees' warrants	None	-
2007.10	10	350,000	3,500,000	274,850	2,748,499	4,337,684 shares converted from corporate bonds 35,931,268 shares by capital increase transferred from earnings	None	Note 13
2007.12	10	350,000	3,500,000	275,718	2,757,182	48,240 shares converted from corporate bonds 820,000 shares converted from employees' warrants	None	-
2008.02	10	350,000	3,500,000	272,023	2,720,232	877,500 shares converted from employees' warrants Cancellation of 4,000,000 treasury shares	None	-
2008.05	10	350,000	3,500,000	272,258	2,722,582	235,000 shares converted from employees' warrants	None	-
2008.10	10	350,000	3,500,000	294,679	2,946,793	22,421,136 shares by capital increase transferred from earnings	None	Note 14
2009.04	10	350,000	3,500,000	286,679	2,866,793	Cancellation of 8,000,000 treasury shares	None	-
2011.04	10	350,000	3,500,000	286,679	2,866,787	Cancellation of 624 treasury shares	None	-
2011.09	10	350,000	3,500,000	302,877	3,028,775	16,198,778 shares by capital increase transferred from earnings	None	Note 15
2012.09	10	350,000	3,500,000	332,365	3,323,652	29,487,747 shares by capital increase transferred from earnings	None	Note 16
2012.12	10	400,000	4,000,000	332,365	3,323,652	Increase in authorized capital	None	-
2014.09	10	400,000	4,000,000	327,365	3,273,652	Cancellation of 5,000,000 treasury shares	None	-
2015.01	10	400,000	4,000,000	317,957	3,179,572	Cancellation of 9,408,000 treasury shares	None	-
2015.07	10	400,000	4,000,000	312,957	3,129,572	Cancellation of 5,000,000 treasury shares	None	-
2015.11	10	400,000	4,000,000	307,957	3,079,572	Cancellation of 5,000,000 treasury shares	None	-
2016.03	10	400,000	4,000,000	302,957	3,029,572	Cancellation of 5,000,000 treasury shares	None	-
2019.08	10	500,000	5,000,000	302,957	3,029,572	Increase in authorized capital	None	-
2020.04	110	500,000	5,000,000	332,957	3,329,572	30,000,000 shares by capital increase in cash	None	Note 17
2021.09	130	500,000	5,000,000	382,957	3,829,572	50,000,000 shares by capital increase in cash	None	Note 18
2022.11	10	500,000	5,000,000	362,957	3,629,572	Cancellation of 20,000,000 treasury shares	None	-
2025.11	10	500,000	5,000,000	363,157	3,631,572	200,000 ordinary shares converted from execution of employee stock option certificates	None	
2026.02	10	500,000	5,000,000	363,417	3,634,172	260,000 ordinary shares converted from execution of employee stock option certificates	None	

Note 1. Registration became valid as per TCZ (I) No. 76179 document issued by the Securities and Futures Commission under the Ministry of Finance in 1997.

Note 2. Registration became valid as per (88) TCZ (I) No. 32318 document issued by the Securities and Futures Commission under the Ministry of Finance on April 12, 1999.

Note 3. Registration became valid as per (89) TCZ (I) No. 88295 document issued by the Securities and Futures Commission under the Ministry of Finance on October 26, 2000.

The extension of the fundraising time for capital increase in cash was approved by (90) TCZ (I) No. 105835 document issued by the Securities and Futures Commission under the Ministry of Finance on February 5, 2001.

Note 4. Registration became valid as per (90) TCZ (I) No. 150371 document issued by the Securities and Futures Commission under the Ministry of Finance on August 8, 2001.

Note 5. Registration became valid as per (91) TCZ (I) No. 180171 document issued by the Securities and Futures Commission under the Ministry of Finance on January 9, 2002.

Note 6. Registration became valid as per TCZ (I) No. 0920134252 document issued by the Securities and Futures Commission under the Ministry of Finance on July 29, 2003.

Note 7. Registration became valid as per TCZ (I) No. 0920154649 document issued by the Securities and Futures Commission under the Ministry of Finance on November 25, 2003.

The change to issuance price was approved by TCZ (I) No. 0920158101 document issued by the Securities and Futures Commission under the Ministry of Finance on December 11, 2003.

Note 8. Registration became valid as per JGZYZ No. 0930132397 document issued by the Securities and Futures Bureau under the Financial Supervisory Commission of Executive Yuan on July 21, 2004.

Note 9. Registration became valid as per JGZYZ No. 0940117501 document issued by the Securities and Futures Bureau under the Financial Supervisory Commission of Executive Yuan on May 20, 2005.

Note 10. Registration became valid as per JGZYZ No. 0940131480 document issued by the Securities and Futures Bureau under the Financial Supervisory Commission of Executive Yuan on August 2, 2005.

Note 11. Registration became valid as per JGZYZ No. 0950128058 document issued by the Financial Supervisory Commission of Executive Yuan on July 3, 2006.

Note 12. Registration became valid as per JGZYZ No. 0950130656 document issued by the Financial Supervisory Commission of Executive Yuan on July 21, 2006.

Note 13. Registration became valid as per JGZYZ No. 0960036403 document issued by the Financial Supervisory Commission of Executive Yuan on July 13, 2007.

Note 14. Registration became valid as per JGZYZ No. 0970032597 document issued by the Financial Supervisory Commission of Executive Yuan on July 4, 2008.

Note 15. Registration became valid as per JGZYZ No. 1000032827 document issued by the Financial Supervisory Commission of Executive Yuan on July 14, 2011.

Note 16. Registration became valid as per JGZYZ No. 1010032361 document issued by the Financial Supervisory Commission of Executive Yuan on July 20, 2012.

Note 17. Registration became valid as per JGZYZ No. 1080342357 document issued by the Financial Supervisory Commission of Executive Yuan on January 16, 2020.

Note 18. Registration became valid as per JGZYZ No. 1100343449 document issued by the Financial Supervisory Commission of Executive Yuan on May 28, 2021.

2. Share Type

Unit: shares; As of March 31, 2026

Share Type	Authorized Capital (Note 1)			Note
	Issued Shares (Note 2)	Unissued Shares	Total	
Registered Ordinary Shares	363,562,218	136,437,782	500,000,000	

Note 1: The authorized capital includes 5,000,000 shares for employees' stock warrants.

Note 2: Listed stocks.

- Registration system related provisions: No securities were issued through shelf registration and institutional fundraising with approval.

(II) List of Major Shareholders

March 29, 2026

Name of Major Shareholders	Shares	Shareholding (Shares)	Shareholding Ratio (%)
WIN Semiconductors Corp.		65,408,733	17.99%
Tien Ho Industrial Co., Ltd.		43,034,591	11.84%
Wenying Venture Capital Co., Ltd.		8,767,271	2.41%
Whenzhan Investment Co., Ltd.		7,934,954	2.18%
Chin-Tsai Chen		6,084,000	1.67%
Mitsubishi Ufj Morgan Stanley Securities Co. Ltd.-Equity Trading Division (Proprietary Trading Desk) For Tri-Party Sbl Trading		5,793,000	1.59%
Formosa Opportunity Limited-Ug Hidden Dragon Special Opportunity Fund		5,643,000	1.55%
Morgan Stanley & Co. International Plc		5,267,636	1.45%
UBS Europe SE		5,218,650	1.44%
Merrill Lynch Intl-Main Trading-Fia		5,209,421	1.43%

(III) The Company's Dividend Policy and Its Implementation Status

1. Dividend Policy

In accordance with the Company's Articles of Incorporation, if there is net income for the year, the Company shall first pay corporate income tax in accordance with applicable laws and offset accumulated losses of previous years. Thereafter, 10% of the remaining profits shall be appropriated as a legal reserve, and a special reserve shall be appropriated or reversed in accordance with relevant regulations. The remaining earnings, if any, shall be distributed as follows: (1) No less than 2% shall be distributed as employees' compensation. (2) No more than 2% shall be distributed as directors' remuneration. (3) After retaining a portion of earnings as appropriate, the remainder shall be distributed as shareholders' dividends. Such distribution, together with any undistributed earnings from previous years, shall be proposed by the Board of Directors and resolved by the Shareholders' Meeting.

The Corporation authorizes the distributable dividends and bonuses, or legal reserve and special surplus reserve, in whole or in part may be paid in cash after a resolution has been adopted by a majority vote at a meeting of the Board of Directors attended by two-thirds of the total number of Directors; and in addition, thereto a report of such distribution shall be submitted to the shareholders' meeting.

To seek sustainable operating, the Company adopts dividend balance policy by considering long-term financial planning and capital needs; As for the distribution of dividends, the Board of Directors shall draft earnings distribution plan based on the Company's capital needs. Where the number of dividends for distribution in current year is no less than 30% of the cumulative earnings available for distribution, among which cash dividends are no less than 20% of total dividends, cash dividends payment ratio may be increased depending on the earnings of current year if the Company has a large amount of earnings or sufficient funds.

The Company's dividends were distributed in the most recent three years as follows:

Year	Cash Dividend per Share	Ex-dividend Trading Date	Payment Date
2022	3.00	July 10, 2023	August 7, 2023
2023	1.50	July 11, 2024	August 7, 2024
2024	1.80	July 3, 2025	August 8, 2025

2. Distribution of dividends

Unit: NT\$

Year of Dividends	Approved by the Resolution of the Board of Directors Dividend Distribution Date	Cash Dividends to Shareholders	Directors' Remuneration	Cash Remuneration to Employees
2025	March 6, 2026	1,090,401,654 (NT\$3.0 per share)	19,623,091	78,492,361

Note: The distribution ratio per share shall be calculated based on the 363,467,218 shares outstanding as of March 6, 2026.

3. Estimated significant change in the dividend policy: There's no estimated significant change in the dividend policy.

(IV) Impact of the proposed pro bono rights offering on the Company's operating performance and earnings per share: not applicable.

(V) Directors' Remuneration and Employees' Remuneration

1. Percentage or range of employees' remuneration and Directors' remuneration under the Articles of Incorporation: Please refer to the above-mentioned (III).
2. The estimation basis for current employees' remuneration and Directors' remuneration, the calculation basis for the number of shares for distribution of share dividends, and the accounting treatment for any discrepancy between actually distributed amount and estimated amount

Estimation Basis	Calculation Basis for the Number of Shares	Actually Distributed Amount and Estimated Amount Accounting Treatment for Any Discrepancy
In accordance with Article 27 of the Articles of Incorporation, the Company shall set aside no less than 2% and no more than 2% of its net profits before tax before deducting the distribution of employees' remuneration and Directors' remuneration as employees' remuneration and Directors' remuneration respectively. Of the aforementioned amount of employees' compensation, no less than 5% shall be allocated to grassroots employees. The employees' remuneration and Directors' remuneration for 2025 are estimated respectively based on 4.0% and 1.0% of the said net profits before tax, which shall be distributed and paid in cash by the resolution to be made at the Shareholders' Meeting on March 6, 2026.	No employees' shares remuneration will be distributed as proposed by the Board of Directors.	If there's any significant change in the amount to be distributed as resolved by the Board of Directors, the change shall be incorporated in the former annual expenses set aside.

3. Information about the distribution of remuneration of directors and employees as approved by the Board of Directors

Unit: NT\$

Remuneration year	Date of Approval by the Resolution of the Board of Directors	Directors' Remuneration	Employees' Remuneration		Proposed Distribution Amount of Employees' Shares Remuneration		Estimated Earnings per Share after Considering Proposed Distribution Amount of Employees' Remuneration and Directors' Remuneration
			Amount of Cash Remuneration (a)	Amount of Shares Remuneration (b)	Percentage of Net Profit After Tax (%)	Ratio in Total Employees' Remuneration (%)	
2025	March 6, 2026	19,623,091	78,492,361	—	—	—	4.16

Note: There is no difference between the proposed distribution amount of employees' remuneration and Directors' remuneration and the estimated amount of the year in which the amount is recognized.

4. The actual distribution of employees' remuneration and Directors' remuneration in the previous year

Unit: NT\$

Item	Proposed Distribution Resolved by the Board of Directors	Actual Distribution Resolved by the Shareholders' Meeting			Difference, Reason and Handling
	Amount	Amount	Number of Shares That can be Converted	Equity Dilution Ratio (%)	
Employees' Remuneration (Cash)	49,431,540	49,431,540	—	—	None
Directors' Remuneration (Cash)	12,357,885	12,357,885	—	—	None
Total	61,789,425	61,789,425	—	—	None

(VI) Buyback of the Company's shares by the Company: None.

II. Issuance of Corporate Bonds:

None.

III. Issuance of Preferred Shares:

None.

IV. Issuance of Global Depositary Receipts:

None.

V. Issuance of Employees Stock Option:

(I) The Company's outstanding employee stock option should disclose the status of

processing and the impact on shareholders' equity as of the date of printing of the annual report:

March 31, 2026

Type of employees stock option	The 1st employees stock option in 2021
Filing Effective Date	July 21, 2021
Issuance Date	July 30, 2021
Number of units issued	1,000 units, each warrant entitles the holder to subscribe for 1,000 common shares.
Number of shares issued for subscription as a percentage of the total outstanding shares (Note 1)	0.27506 %
Subscription Period	July 30, 2023~July 29, 2026
Performance Method	Issuance of new shares
Restricted subscription period and rate (%)	Issuance for 2 years or more: 60% Issuance for 3 years or more: 80% Issuance for 4 years or more: 100%
Number of shares executed	605,000 shares
Amount of executed warrants	NT\$51,062,000
Number of outstanding stock options	55,000shares
Subscription price per share for outstanding stock options	NT\$ 84.4
Number of outstanding warrants to the total number of shares in issue (%)	0.01513%
Impacts on shareholder equity	No major impact

Note 1: Based on the number of 363,562,218 shares as of the date of publication of the annual report.

(II) The names of managers and the top ten employees who acquired stock options as of the date of publication of the annual report, and the acquisition and subscription status of the stock options:

March 31, 2026; Unit: NT\$, share

	Title	Name	Number of share options acquired	Number of share options acquired to the total number of shares in issue	Executed				Unexecuted			
					Number of shares subscribed	Exercise price	Amount of shares subscribed	Ratio of number of shares subscribed to total number of shares in issue	Number of shares subscribed	Exercise price	Amount of shares subscribed	Ratio of number of shares subscribed to total number of shares in issue
Employee	Deputy General Manager	I-Sheng Meng (Note 2)	275,000	0.07564%	125,000	84.4	10,550,000	0.03438%	30,000	84.4	2,532,000	0.00825%
	Deputy General Manager	Tao Liu (Note 2)										
	Deputy Director	Ju-Wei Hsiung (Note 2)										
	Project Manager	Jui-Ming Hu (Note 2)										
	Deputy Director	Hong-Fei Wang (Note 2)										
	Project Manager	Chun-Jie Liu										
	Deputy Director	Ke Chang										
	Assistant Manager	Hsiao-Chiang Chin (Note 2)										
	Special Assistant	Li-Ping Chu										
	Senior Manager	Cheng-Hui Tu										

Note 1: No managerial officer of the Company obtained employee stock options.

Note 2: Resigned.

VI. Issuance of Employee Restricted Shares: None.

VII. M&A or Acceptance of the New Shares Issued by Other Companies: None.

VIII. Implementation of Fund Utilization Plan: None.

Chapter IV. Operational Highlights

I. Business Activities

(I) Businesses Scope

1. Major Business Activities

Manufacturing, processing, sale and purchase of copper clad laminate, PP, multilayer board and flexible CCL.

2. (The Group's) Revenues from major products in 2025

Unit: NT\$ Thousand

Product	2025	
	Amount	Percentage of Revenue (%)
CCL	23,898,219	72.20
PP	9,170,555	27.71
Other	29,509	0.09
Total	33,098,283	100.00

3. The Company's (Group's) current product portfolios

- (1) CCL
- (2) PP
- (3) FPC CCL
- (4) MLB
- (5) Other

4. New products planned to be developed

- (1) Extreme Low Loss, Ultra-High-Speed Halogen-Free Laminate for AI Servers
- (2) Next-Generation High-Density Multilayer Ultra-High-Speed Halogen-Free Laminate
- (3) Next-Generation Halogen-Free Laminate with High Dimensional Stability for PCIe
- (4) Super Ultra Low Loss, High-Layer Count Laminate
- (5) Super Ultra Low Loss Laminate with High Dimensional Stability
- (6) Halogen-Free Automotive Laminate with High CTI, High Voltage, and CAF Resistance
- (7) Next-Generation Ultra-Low CTE Substrate-Like PCB (SLP) Laminate
- (8) Porous Low Dk FCCL
- (9) Ultra-low Loss Fluorine-based FCCL
- (10) TPI Coverlay Material

(II) Status and Development of the Industry

1. Current industry situation

Global PCB Industry

Year	2022	2023	2024	2025E	2028F
Output Value (USD\$M)	\$81,740	\$69,517	\$73,565	\$84,891	\$109,258
YoY Growth Rate	+1.0%	-15.0%	+5.8%	+15.4%	+28.7%

Source: Prismark (February, 2026), Market survey of the Company.

- (1) With the rapid development of the global technology industry, the advancements of artificial intelligence (AI), cloud computing, high-

performance computing (HPC), electrification of electric vehicles, autonomous driving technology and semiconductor packaging technology have become the main driving force of the electronics industry in 2025. These trends have not only driven the growth of the market demand for PCBs and copper clad laminates (CCLs), but also pushed the development of material technologies towards a high-frequency, high-speed, low-loss, environment-friendly and sustainable direction.

- (2) Driven by the strong momentum of the AI industry, the demand for HPC and AI servers will further increase. Enterprises and data centers in the world have begun making large-scale investments in liquid-cooled servers and AI computing equipment, to support the high-speed computing demand of generative AI, machine learning, and large language models (LLMs). This trend leads to the substantial increase of demand of the PCB industry for materials with low dielectric constant (Dk) and low dissipation factor (Df), to ensure the stability and efficiency of high-speed data transmission.
- (3) The rapid expansion of the electric vehicle market has also brought opportunities for growth to the PCB and CCL industries. The high-voltage fast-charging technology will become the mainstream in the market, and major auto companies have successively engaged in the development of high-voltage electric vehicle systems, to shorten the charging time and improve energy efficiency, which has raised higher requirements for the PCB industry. The future electric vehicle circuit design will rely more on CCL materials that resist high voltage and high thermal conductivity, to ensure the stability under a high-power output environment. In addition, with the autonomous driving technology advanced to level 3 or above, vehicles will be equipped with more millimeter-wave radars, LiDAR and V2X (vehicle-to-everything) communication systems. These new technologies will drive the application of high-frequency and high-speed PCBs and highly heat-resistant materials, thereby further expanding the demand for automotive electronics market.
- (4) On the other hand, the progress of semiconductor technology has made advanced packaging (Chiplet, 3D IC) a market focus in 2025. With the continual increase of the computing speed of AI chips, PCB industry will embrace a new wave of technical upgrading. Additionally, given the stricter requirements of advanced-packaged AI chips for PCB materials, copper foils with ultra-low profile and highly heat-resistant and low-warpage CCLs will become the highlights in the market development.
- (5) With respect to supply chain, the global electronics manufacturing industry will face the continual changes in the geopolitics in 2025, with governments of different countries raising increasingly clear requirements for decentralization of the supply chain. The production capacity of the PCB and CCL industries is expanding at an accelerated speed. Vietnam, Thailand, Malaysia, etc. have become new production bases, and many enterprises are actively adjusting their supply chains to lower their reliance on single markets. Furthermore, with the strengthening of ESG standards, major electronics companies are introducing halogen-free and recyclable electronic materials with low carbon emissions to meet the requirements of global environmental protection regulations and drive a sustainable CCL market.

2. Development of the Industry

Global data usage is growing at an accelerating rate every year. Under such a

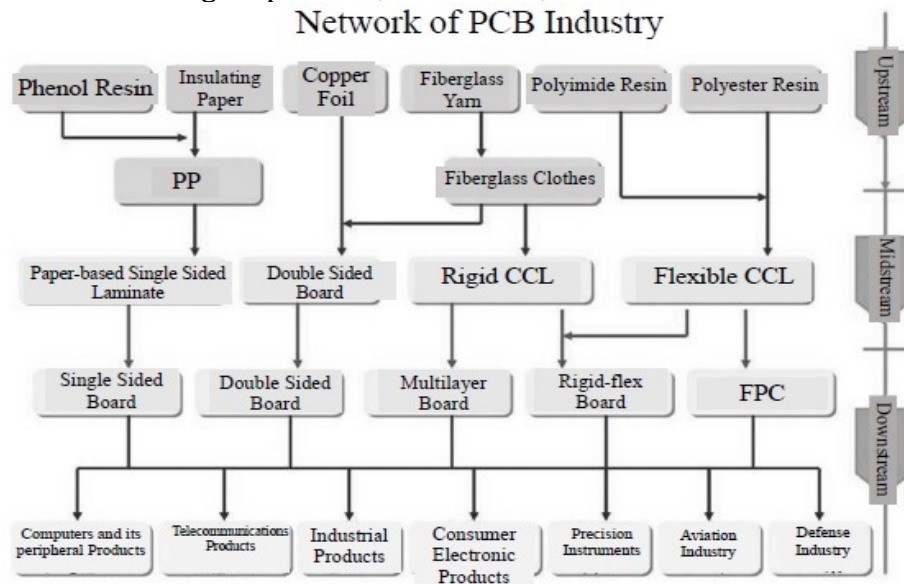
rapidly expanding demand, drive the semiconductor instruction cycle evolution, high-precision electronic packaging, electronic assembly of high-speed data transmission and high-frequency and high-speed copper clad laminate material technology process. According to statistics, global PCB suppliers will advance at a compound annual growth rate of more than 6% in the high-performance computing market.

Infrastructure products such as high-speed network communications have always been an important growth driver. The requirements for information transmission speed and quality have increased. Driven by the accelerated development of the AI ecosystem supply chain, major companies are continuing to upgrade product specifications; the trend of automotive electrification and the trend of many electronic products moving towards high-frequency and high-speed transmission are established, which continues to expand the demand for material upgrades; applications such as hyperscale data centers and advanced automotive computing will be the main axis of the booming development of the electronics industry.

Looking ahead, the global data traffic will increase significantly, driving equipment upgrades to meet the needs of low latency, high reliability and high-speed computing processing. The demand for high-speed and lower-loss high-end materials will accelerate. High-speed and extremely low-loss copper clad laminates will continue to be the focus of future development of Taiwan's copper clad laminate industry.

In addition to the existing consumer CCLs, high-speed copper clad laminates, carrier-like copper clad laminates, carrier copper clad laminates, and composite electronic materials are all important development directions for the industry.

3. Relation amongst upstream, midstream, and downstream of the industry



4. Product development trends and competition situation

(1) Development of the industry

In response to the development of electronic industry, the copper clad laminate materials will be developed in the direction of low dielectric loss, high insulation and high heat resistance, low shrinkage and low warpage. The company also cooperates with domestic and foreign suppliers of advanced chemical resins and glass fiber cloth to jointly develop advanced raw materials and processes in the direction of highly automatic control and

precise dust-free control, providing the most advanced solutions for the most advanced networking, infrastructure and automotive electronics products in the global electronics industry.

(2) Competition situation

Our current products, including CCL, and PP, not only have excellent cost/performance ratio, but also have superior market competitiveness as high-end materials and have been widely recognized by our customers.

In recent years, many new players have entered the competition, but the main production capacity is for traditional FR-4 products. The Company is serving massive customers with the high-quality products. In the high-end product competition, the Company is committed to the high-end niche market with scale products of a high price/performance ratio to realize a more strategic advantage in the high-end product competition in the United States and Japan.

(III) Overview of Technology and R&D

Focusing on “Innovation Driven, Sustainability Leading” as its R&D core, ITEQ actively plans the high-end AI electronic material field in response to the hardware architecture changes driven by the doubling of computing power demand of generative AI.

Breakthroughs in high-end transmission technologies and materials:

To satisfy the ultra-high-speed transmission needs of data centers for upgrading to 800G/1.6T high-speed switches and PCIe Gen6/Gen7, ITEQ provides ultra-low-loss and signal integrity solutions. Facing the tremendous computing power demand of AI and in consideration of the pain points of dimensional instability and warpage in board materials with high layer count, we have successfully researched and developed multiple materials with low dielectric coefficient and low CTE, thereby substantially improving the thermal reliability of multilayer boards under high-temperature lamination. Additionally, our industry-leading mass-produced RCC technology has effectively resolved the problems of heat dissipation and space restriction in high-density packaging, relying on its thinness, light weight, low impedance and high thermal conductivity.

Cross-domain applications and smart deployment:

ITEQ continues to deepen new material research and development. Through close cooperation with top global clients, ITEQ has taken the lead in developing AI cellphone/AI PC edge computing, 5G-Advanced/6G communication, and smart automotive electronics. For flexible boards, we not only optimize the existing low-loss materials, but also deeply develop ultra-low-loss materials needed for substrates with high bending resistance used in foldable devices, new energy vehicle-borne battery management system (BMS) and ADAS radar sensing (millimeter-wave/radar), to ensure technological leadership amidst the evolution of high-speed computing and intelligent automation.

R&D governance and sustainable production:

To consolidate its advanced technological advantages, ITEQ has established a rigorous intellectual property protection and trade secret control mechanism and reports to the Board of Directors on a yearly basis. At the same time, to achieve sustainable production, we have gradually adopted AI systems to conduct R&D and optimize production energy efficiency, thereby assisting in the reduction of development cycle and precise carbon reduction. In response to the goal of Net-Zero by 2050, our R&D team has actively implemented in-depth collaboration with supply chain partners to develop low-carbon raw materials and optimize product full lifecycle carbon footprints. By increasing R&D expenses and improving laboratory measurement capabilities, we not only create more environment-friendly production processes, but also convert sustainability indicators to our green competitiveness in high-end markets.

R&D expenses invested in the most recent year

Unit: NT\$ thousand

Year	R&D Expense	Ratio in Operating Revenue
2024	653,492	2.22%
2025	812,944	2.46%

1. Technologies or products successfully developed in the most recent year

2024	2025
1. High-speed AI server halogen-free PCB 2. PCIe Gen7 halogen-free PCB 3. High CTI high voltage CAF automotive halogen-free PCB 4. High-density high multilayer dimensional stability PCB 5. High dielectric, low loss communication equipment PCB 6. High thermal dissipation, low dielectric loss, high dimensional stability PCB 7. Dicing Tape 、 Lift off Tape 、 BG Tape etc 8. Build Up Film 9. Packing Materials 10. High Tg low-loss bonding sheet and coverlay materials for consumer electronics 11. Low loss 2-Layer single side laminate material for foldable screen 12. Low-loss domestic LCP FCCL 13. Ultra-low loss coverlay with PI adhesive	1. 1.6T High-Speed Halogen-Free Laminate for AI Servers 2. 800G High-Speed Halogen-Free Laminate for AI Servers 3. PCIe Gen7 Halogen-Free Laminate with High Dimensional Stability 4. Super Low Loss, High-Density and High-Layer Count Laminate 5. Super Low Loss Laminate with High Dimensional Stability 6. Halogen-Free Automotive Laminate with High CTI, High Voltage, and CAF Resistance 7. 7.3-Layer FCCL Material with High MOT 8. FRCC Material with High Fold-Resistance 9. Coating 2-Layer Single Side FCCL with High Fold-Resistance for Foldable Screen

2. R&D investment plans and progress

Unit: NT\$ Thousand

Item/Plan	Estimated Investment R&D Expenses	Expected R&D Investment Benefit
Extreme Low Loss, Ultra-High-Speed Halogen-Free Laminate for AI Servers	703,715	Increase the proportion of revenue from high-end products, enhance the added value of products and increase profits.
Next-Generation High-Density Multilayer Ultra-High-Speed Halogen-Free Laminate		
Next-Generation Halogen-Free Laminate with High Dimensional Stability for PCIe		
Super Ultra Low Loss, High-Layer Count Laminate		
Super Ultra Low Loss Laminate with High Dimensional Stability		
Halogen-Free Automotive Laminate with High CTI, High Voltage, and CAF Resistance		
Next-Generation Ultra-Low CTE Substrate-Like PCB (SLP) Laminate		
Low-loss Domestic LCP FCCL		
3-Layer FCCL Material with High MOT		
Low-cost 2-Layer FCCL		
Extra-Low Loss Bondingsheet		

3. Short-term and long-term business development plans

Short-term business development plans	Long-term business development plans
1. To conduct division of labor and integration in and between Taiwan and mainland China, so as to control manufacturing costs and maximize economic scale and benefits.	1. To strive for becoming a leading professional electronic material manufacturer with brand influence in the world. 2. To become one of the top three multi-layer

2. To serve customers from near locations, provide customers with flexible production systems, and proactively make deployment and strategies.	lamine material manufacturers and the top four professional high-end multi-layer board OEMs in the world.
3. Introduce new equipment to improve the quality and efficiency of existing equipment and improve production yields.	3. To continue to develop green, high-end and high value-added products, actively strive for orders from overseas international large-scale manufacturers; continuously adjust product portfolio and create greater profits and increase market share.
4. Expanding production capacity to meet the growing total market demand and are actively developing and marketing high-density interconnect materials and markets.	4. To obtain funds by utilizing the financing tools in domestic and overseas capital markets to deal with the expansion of operating scale.
5. To cooperate with the strategic partners in the upstream and downstream to develop products to be applied in the special high-end materials, such as high-frequency and millimeter-wave radars etc., for 5G products.	5. To strengthen the recruitment and training of talents, make succession plans, and create a high-performance and cross-functional work team in the spirit of sustainable operating.
6. To develop the LCP and low-loss materials to be widely applied in the PCB design of high-end products.	6. To develop to more overseas PCB markets and more end customers by utilizing the production capacity and R&D strength of Taiwan plants.
	7. Expand the supply chain under the geo-economics and enhance the Company's risk tolerance ability.

II. Market Analysis and Status of Goods Production and sales

(I) Market Analysis

1. Sales regions and amount of the Company's major products

Unit: NT\$ Thousand

Item \ Year		2024		2025	
		Sales Amount	%	Sales Amount	%
Domestic Sales		464,026	1.58	615,849	1.86
Overseas Sales	Asia	28,701,618	97.70	32,292,822	97.57
	Europe	145,459	0.50	137,075	0.41
	North America	268	0.00	391	0.00
	Others	66,306	0.22	52,146	0.16
	Sub-total	28,913,651	98.42	32,482,434	98.14
Total		29,377,677	100.00	33,098,283	100.00

2. Market Share

There are many CCL suppliers worldwide, mainly in the United States, Japan, Korea, Mainland China and Taiwan. ITEQ Corporation is a global leader in laminates with advanced production technologies and will continue to implant its green genes in all key processes and developments. According to a report published by Prismark in 2025, ITEQ Corporation ranked second in the global market share of high-end specialty laminates (market share: 16%).

3. Supply and demand in the market and possible future growth

While the era of high-speed and high performance computing is coming, the long-term demand for products such as AI computing, hyperscale data centers/cloud products, automotive industry, Internet of Vehicles/Internet of Things, electric vehicles, smart homes, etc. is becoming increasingly strong, and countries around the world are promoting energy-saving policies. In addition to actively developing

high-end materials, our company has taken its social responsibility of making our materials halogen-free so that our products can meet the requirements for environmental protection.

Currently, the PCB industry is still concentrated in mainland China, and Taiwanese companies still maintain a significant market influence in the supply chain of the PCB industry in mainland China. Our Company's production capacity and R&D capabilities in Taiwan can also provide and meet the needs of overseas customers; but under the influence of geo-economics, customers from all countries strongly demand a balanced geo-location of the supply chain. The circuit board industry and copper foil laminate industry have also launched large-scale expansion discussions in Southeast Asia to achieve customers' continuous supply plan strategies, to enhance the risk resistance of each company to future geopolitical risks. The Company is also actively deploying in Southeast Asia and has started construction of a new plant in Thailand, increasing the Company's risk resistance advantages under geo-economic conditions.

4. Competition Advantages

Various Advantages	Description
Market Advantages	• We have a complete product line layout in both sides of the Taiwan Strait and three regions, as well as a complete global sales channel and technical service system. • Continued capacity expansion has resulted in the scale effect of economy. • We have cooperated with upstream and downstream strategic partners for stable raw materials supply. • The Company improves customer services, meets delivery dates and a small number of diverse demands, and provides one-stop integrated services from materials to OEM.
Product Advantages	• The Company's ability to develop the core field of "resin formulation and coating technology" can meet the requirements of new generation products in the market for applications. • The Company has a rigorous product manufacturing system and quality control ability. • The Company positions its products clearly, and has complete high-end materials, special specifications and other advantageous product portfolios. • We have developed new product lines of high-end high-density interconnect materials and carrier materials to meet more diversified market needs with a more comprehensive range of materials.
Technology Advantages	• The Company has a strong technical service team for providing complete solutions from materials to internal OEM. • The Company makes schedules for R&D, launch and mass production of new products, and diversifies the proportion of products to reduce the risks of fluctuation in material prices. • We are capable of developing high-end CCLs for high-frequency, high-speed and millimeter-wave radars, as well as developing flexible CCLs, LED thermal modules, high-density interconnect boards and carrier boards. • The Company has a strong technical team and ability to design and develop products together with end customers.
Management Advantages	• The Company's professional management team has more than a decade of rich experience in the industry. • The Company makes business-oriented capacity plans and adopts concentrated management to maintain a high capacity and utilization. • The Company uses flat organization and elite labors to keep a high level of operational efficiency. • The Company will continue to recruit talents from both inside and outside the

Various Advantages	Description
	industry to strengthen our marketing capabilities in various product areas.

5. Advantageous and disadvantageous factors for future development and countermeasures

Future Development	Description
Advantageous Factors	• The demand for energy-saving and carbon-reducing products continues, and the demand for eco-friendly laminates increases. • The Company has strong R&D abilities, has the key technologies of "resin formulation and coating technology", and has cost advantages for key materials. • The Company has a good ability to control costs and improve processes, and can meet customers' demands for flexible production. • The Company has complete material product lines from low-end to high-end, and can provide one-stop services. • The Company can judge the price trends of raw materials with a high accuracy, and has bargaining power and purchasing advantage with economic scale. • The Company cooperates with ITRI closely to develop new products jointly in the form of entrustment of projects, and has complete product R&D abilities.
Disadvantageous Factors	• Base raw material prices remain high and cost pressure is not easily passed on, affecting the company's profitability. • The expansion of production capacity in the high-end raw materials market is slow, and the supply of raw materials in the market is insufficient to meet the demand, affecting the quantity of goods supplied. • The sales markets are concentrated in various regions, and the proportion of sale in other regions shall be increased. • There is an increase in the costs of production, including salaries and wages, new corporate income tax systems, environmental protection regulations, and labor contract laws...etc.
Countermeasures	• To diversify the sources of raw materials, avoid concentration on the same supplier, and improve bargaining ability; develop key raw materials independently to reduce costs and avoid the risk of being short of materials; strive to make communication and coordination, and appropriately change the costs of response; continue to research and develop the proportion of material formulation and adjust production processes to decrease costs and increase profits. • To improve an overseas sales team to develop and strengthen North America, Europe and other overseas markets. • To improve environment, save energy, reduce wastes, improve environmental protection equipment, comply with environmental protection regulations and industrial safety requirements, increase the proportion of automated production equipment, increase yield, and control staff operating costs. • To adjust product structure, reduce the proportion of consumer electronic products, and increase the ratio of the production and sales of high-end materials to optimize gross profits. • Expand production capacity in Southeast Asia to enhance scale economies effect and improve resilience to geopolitical risks.

(II) Important Uses and Manufacturing Processes of Major Products

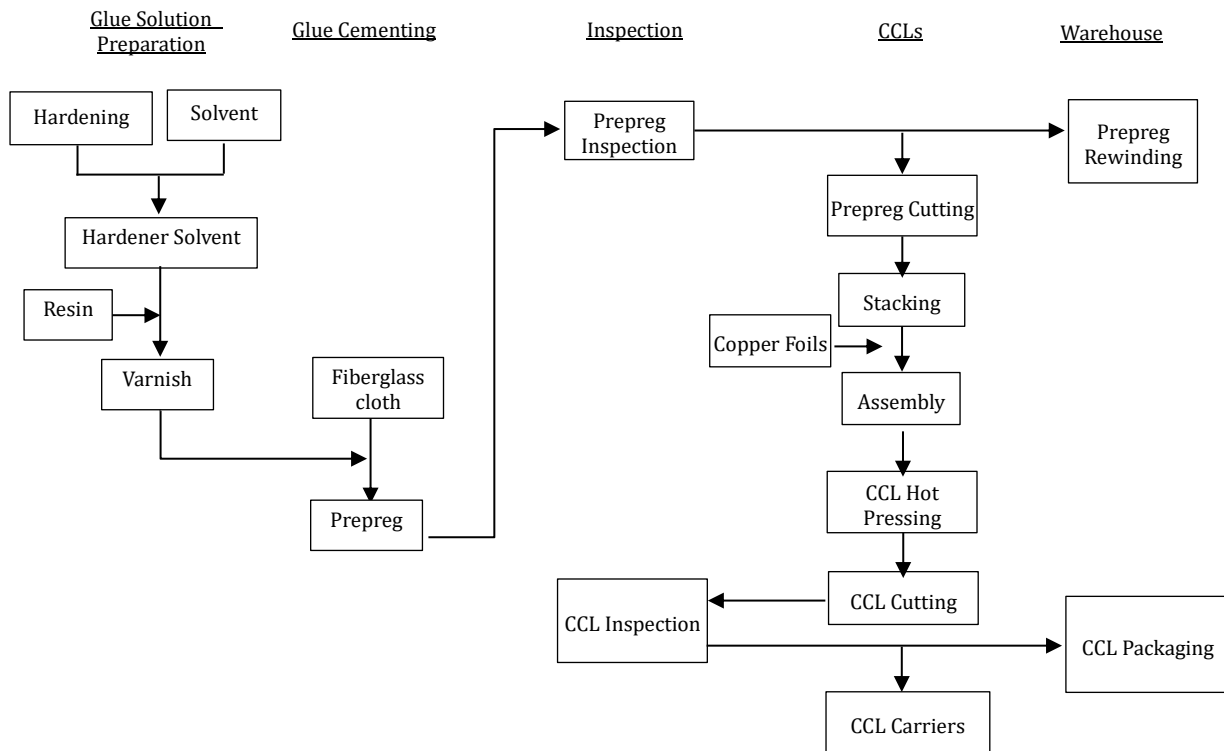
1. Important uses

Product or Service	Major Uses or Functions
CCL	It is the main raw material of PCBs. The internal structure of PCB is mainly composed of the CCL in the inner layer and the copper foil in the outer layer. The CCLs must have not only the mechanical processing strength and electrical insulation performance required for manufacturing PCBs, but also good thermal conductivity, chemical resistance, high temperature resistance or other special performances according to the requirements for PCBs with different functions.
PP	

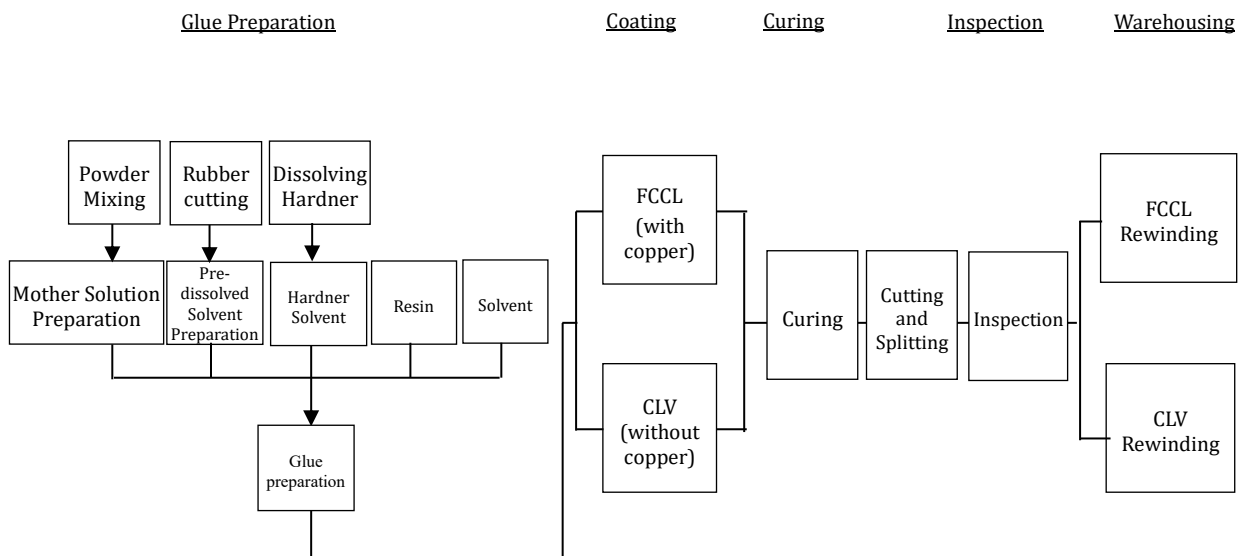
	PPs are used as insulating materials between CCLs and copper foils.
MLB	It is the front-end process for multi-layered PCB, and it is manufactured from internal circuits and internal dry films and then pressed to form.

2. Manufacturing process

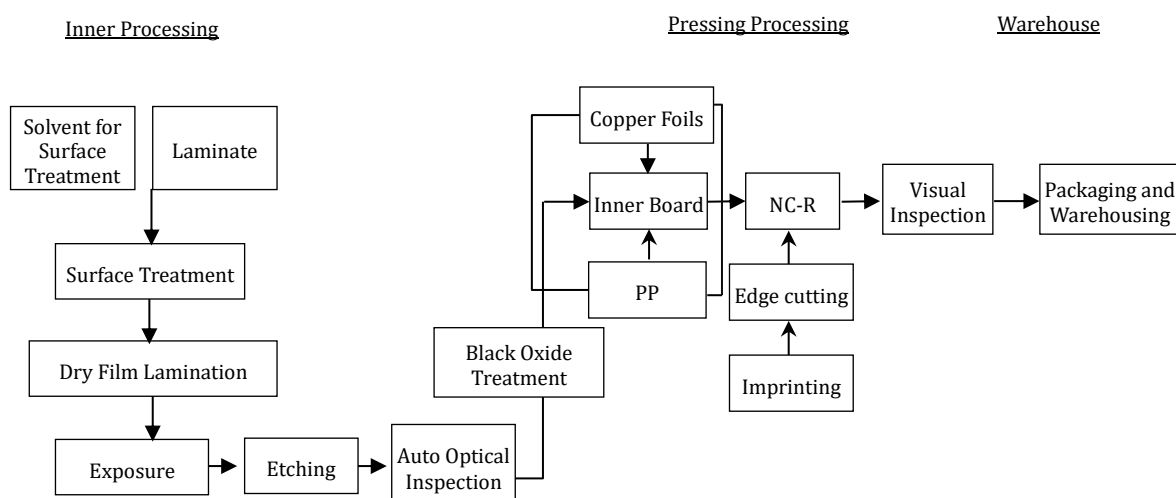
Manufacturing process of CCLs:



Manufacturing process of FPC CCLs:



Manufacturing process of MLBs:



(III) Supply Status of Key Materials

The major raw materials produced by the Company are fiberglass clothes, epoxy resin and copper foils, etc. Its suppliers are all well-known domestic and overseas manufacturers with a certain good quality.

The Company's procurement sources of various raw materials are diversified. In addition to cooperation with various suppliers for many years, the Company maintains good cooperative relations with them, and actively develops new procurement sources, thus, there's no shortage suffered by it.

(IV) List of Major Suppliers and Customers

1. Data of the suppliers from which over 10% of goods were supplied in the most recent two years

Unit: NT\$ Thousand

Item	2024				2025			
	Name	Amount	%	Relation with the Company	Name	Amount	%	Relation with the Company
1	Company B	6,109,548	26.35	N/A	Company B	7,025,382	26.05	N/A
2	Company A	4,349,602	18.76	N/A	Company A	4,945,779	18.34	N/A
	Other	12,726,627	54.89	—	Other	14,994,584	55.61	—
-	Net purchase amount	23,185,777	100.00	—	Net purchase amount	26,965,745	100.00	—

Description of the reason for the increase or decrease: The purchasing demand was adjusted in consideration of the demand of customers, prices of raw materials and inventories, to result in the increase in the net worth of the total purchased goods in 2025.

2. Data of the customers to whom over 10% of goods were sold in the most recent two years

Unit: NT\$ Thousand

Item	2024				2025			
	Name	Amount	%	Relation with the Company	Name	Amount	%	Relation with the Company
1	Company AA	4,217,548	14.36	N/A	Company AA	4,208,962	12.72	N/A
	Other	25,160,129	85.64	—	Other	28,889,317	87.28	—
-	Net sales amount	29,377,677	100.00	—	Net sales amount	33,098,283	100.00	—

Description of the reason for the increase or decrease: The net sales amount was increased compared to the previous year due to recovery of market demand in 2024.

III. Employees

Year		2024	2025	2026.03.31
Number of Employees	Director labor	2,531	2,851	2,763
	Indirect labor	677	573	577
	Total	3,208	3,424	3,340
Average Age		36.26	35.51	36.48
Average Service Year		6.13	6.38	7.30
Education Background Ratio (%)	PhD	0.14	0.10	0.10
	Master	2.47	2.36	2.29
	Junior college	37.87	41.33	40.83
	High school	34.69	34.42	33.78
	Below high school	24.82	21.34	22.99

IV. Environmental Protection Expenditure

- (I) The total amount of losses (including compensation) arising out of environmental pollution in 2025: None.
- (II) Countermeasures in future (including improvement measures) and possible expenditures:

Due to the increased awareness of environmental protection, the Company, as a member of the society, shall respond to the requirements for environmental protection quality. Nowadays, various standards for discharge of pollutions are becoming stricter and stricter. In response to this trend, the Company has continuously invested a lot of manpower and funds in recent years to expand and maintain pollution prevention equipment, so as to meet the standards stipulated by government. The plants promoted environment safety and health management system. After its establishment, Xinpu plant passed ISO14001: and ISO45001, TOHSMS certifications in 2014. Other plants passed reassessment every year, and continued environment safety and health management. They changed their attitudes from passive compliance with environment safety and health laws and regulations in the past into the pro-active and conscious compliance through implementation of environment safety and health management system, which will facilitate the Company to show its performance in environment safety and health and improve its corporate system and competitiveness in the market, so as to improve the Company's image and further achieve the goal of sustainable management.

- (III) Protective measures for work environment and employees' personal safety
- ITEQ Corporation provides a safe and healthy working environment for its employees to protect their lives and health, and implements regular safety and health activities:
- Safety, health and hazard awareness training for new employees.
 - The relevant departments implement weekly and monthly environmental and facility inspections.
 - General on-the-job safety and health training for employees.
 - The training for special operation employees, such as first aid personnel, the personnel testing organic solvent, noise, carbon dioxide and lighting every six months in free radiation operation workplace, organic solvent operation supervisor or forklift operators, the environmental safety work skills

certification shall be carried out according to the law.

Work safety inspection		
Cycle	Inspection team	Inspection times
Day	Work safety and health inspection Inspection at gate for work safety and health	Irregular 8:00~8:30 every day
Day, week	Field supervisor inspection 7S inspection	Day-to-day inspection at department level 2 weekly inspections at division level
Day, week	Construction inspection for work safety and health	Day-to-day inspection below department level 2 weekly inspections at division level
Irregular	Joint inspection of the administration department	Irregular plant area inspection

Item	Description	Result
Establishment of a safety and health management unit	Establish a safety and health management unit (Work Safety and Health Department) in accordance with Labor Safety and Health Act.	The Company has established Work Safety and Health Department being responsible for promoting labor safety and health management.
Formulation of the rules for staff safety and health at work as well as safety and health management plans	Specify safety and health duties for employees to follow safety and health matters, and include them in daily inspection to ensure safe operation in the plants.	- The Company has established the Rules for Workers' Safety and Health at Work and reported it to the Ministry of Labor for reference. - The plants are equipped with work safety and health persons to conduct safety inspections and audits in the workplaces of the plants to maintain the safety and health of workers.
Self-inspection and environment management	- Inspect various machines and operating points, and conduct regular maintenance, safety inspection and management on and for hazardous machinery and equipment. - Test and assess operating environment on semiannual basis. - Conduct public safety inspection on buildings annually.	- There are dedicated persons conducting patrol inspection on dangerous equipment every day, and conducting safety inspection regularly. - The Company entrusts the safety inspection institution recognized by the Ministry of Labor to carry out regular safety inspection every year. All results in 2025 complied with safety regulations. - The Company inspects operating environment semiannually. All results comply with operating environment standards.
Establishment of dedicated persons, education and training	- Establish supervisors and professional persons for special operation in accordance with Safety and Health Act. - Arrange persons to receive internal trainings and external license trainings to improve the professional quality of personnel. - Receive regular retraining by the supervisors and professional persons for special operation.	- The Company will conduct safety trainings for new employees immediately upon enrollment. - The Company arranges persons to receive external trainings irregularly, including trainings for organic solvent operating supervisors, stacker operators and dangerous equipment operators.
Fire Safety and Management	Establish fire-fighting and fire alarm systems, as well as fire-extinguishing facilities, and	The fire-fighting facilities of the Group's branches are established in accordance with local fire-fighting

Item	Description	Result
	regularly inspect and maintain them. ● Entrust a qualified organization to conduct fire safety inspection every year. ● Conduct firefighting training every six months to train personnel's fire-fighting knowledge and response ability.	laws and regulations. ● Fire-fighting facilities are inspected and tested by fire-fighting department every month, and the Company entrusts a professional company to carry out inspection and testing every year. ● The plants regularly implement trainings on fire-fighting knowledge as well as the operation and use of fire extinguishers. ● The plants have established emergency response organizations, and conduct drills and training for the response organizations every year to deal with accidents.

V. Employment Relations Management

(I) The Company's staff benefit measures, continuing education, training, retirement systems, and their implementation status, labor-management agreements, and measures for safeguarding staff rights and interests

1. The Company provides various complete safety systems, and offers retirement and labor health insurance, complete education and trainings, incentive remuneration, etc. Its relevant benefit policies are as follows:

(1) Staff benefit measures

- If annual business goals are met: pay dividends and year-end bonuses.
- Pay performance bonuses according to the production and operating conditions of every month.
- Encourage employees to subscribe shares, and participate in the Company's operating jointly.
- Retirement systems: implemented in accordance with Labor Standards Act.
- Provide Labor Insurance, National Health Insurance, Employee Group Insurance (Term, Accident and Medical Insurances), Business Travelling Group Injury Insurance.
- Organize employees for regular health checkup
- Provide various staff trainings and regularly hold book clubs.
- Provide meals for staff free of charge.
- Provide staff with uniforms for free.
- Provide dormitories and traffic vehicles, and establish basketball and tennis courts, as well as recreational green spaces in plant area.
- Allocate a certain amount as staff benefits for Staff Benefit Committee to handle various subsidies (marriage, childbirth, employee retirement, bereavement and family member bereavement and other subsidies) and staff culture, health, sports, and other leisure activities.

(2) Employee education and training

- Have planned a complete talent development system, and formulated "Annual Education and Training Plan", including pre-job training for new employees, management functions training, professional functions training, external training, staff self-development, etc., in order to cultivate the professional talents needed by the Company, and develop the professional skills and management functions of employees.
- Effectively promote new employees' understanding of the Company's business philosophy, corporate culture, product awareness and quality control, labor safety and health, environment protection concepts, etc., and conduct pre-job training to cultivate outstanding employees for ITEQ.
- Arrange training courses for the professional knowledge and skills needed by employees at all levels, cultivate management persons concerning their professional quality and ability to communicate with leaders, develop personal learning and development blueprints, promote the "Professional and

Management Functions" training program, and implement "Professional Talents Certification" system.

Type of Course	Number of Persons	Training Hours	Training Costs (NT\$ Thousand)
New employee training	18,036	21,840	2,667
Supervisor ability training	542	1,880	
Quality and profession training	17,443	34,812	
Environment safety and health training	15,506	26,704	
Technical engineering training	2,694	5,047	
Professional functions training	21,932	41,631	
Corporate culture and general knowledge training	12,109	15,395	
Total	88,262	147,309	

(3) Employee health

The Company attaches importance to employee health and welfare measures and has set up an industrial safety and health department. In addition to regular annual employee health checkups, safety education and health seminars are held from time to time to prevent occupational accidents in order to maintain the physical and mental health of employees and improve their productivity and satisfaction at work.

Object	Affected Object	Topics	Evaluation/ Communication Channel	Mitigation Measure
Employee	All Employees	Health Promotion	1. Annual Health Examination 2. Occupational Disease Prevention 3. Employee Health Protection Plan 4. Occupational Safety and Health Committee	1. According to the results of employee health checkups, we provide health information and consultation with doctors. 2. Work environment monitoring and inspection for prevention of occupational diseases. 3. Improvement of the working environment and organization of health lectures. 4. Monthly occupational physician consultation to assist in implementing health programs. 5. Execution of the four major plans.

(4) Work-family balance of employees

In order to promote the balanced physical and mental development of employees and the concept of a healthy workplace, we provide various insurance benefits and pension contributions in accordance with local laws or practices, as well as group insurance that is better than the law to protect the safety of employees at work and in life. We also encourage our employees to get married and provide them with car parking spaces, breastfeeding rooms, maternity leave, paternity leave, family care leave, wedding leave and maternity gifts from the Welfare Committee.

2. Retirement system and its implementation status

Retirement System	Old system	New system
Applicable laws	Labor Standards Act, a defined benefit retirement plan.	Labor Pension Act, a defined allocation and retirement plan managed by government
How to allocate	The accumulated contributions to the Labor Retirement Reserve Fund are	The Company allocates 6% to their individual dedicated

	sufficient to cover the Labor Retirement Reserve Fund.	pension accounts of the Labor Insurance Bureau according to each employee's insurance level.
Contribution amount	As of the end of 2025, the fair value of the plan assets reached NT\$ 57,883 thousand, and the pension assets accruable after deduction of the define benefit obligations amounted to NT\$ 36,899 thousand.	The pension expense for 2025 was NT\$13,625 thousand.

Subsidiaries operating in the mainland China participate in a social security program administered and coordinated by local government agencies in mainland China. The program is on a defined contribution basis, and pension insurance premiums paid to the government-administered social security program are accrued as a percentage of wages in accordance with the standards set by the local government. In 2025, the pension expenses already set aside reached NT\$ 139,223 thousand.

3. Labor-management agreements and measures for safeguarding staff rights and interests

The Company has a harmonious labor-management relation, and employees have a high cohesion force for the Company. In addition to strengthening the communication between employees and employer, teamwork, attaching importance to employees' opinions and complaints, as well as establishment of an Employee Benefit Committee to be responsible for the planning for staff benefits, the Company establishes "Suggestion Box" in its plants for its staff opinions to be delivered to General Manager and Chairman directly, holds regular employees' meetings, and implements sexual harassment prevention and punishment rules.

(II) Losses arising from labor disputes in the most recent year as of the publication date of the Annual Report, and disclosure of current and future possible losses and countermeasures

1. Current and future possible countermeasures: None.
2. Current and future possible loss: None.

(III) Employees' Code of Conduct

Have formulated Code of Conduct and Employees' Code of Conduct to clearly deliver the rules to ITEQ Directors, Managerial Officers and employees for them to follow. Their contents are as follows:

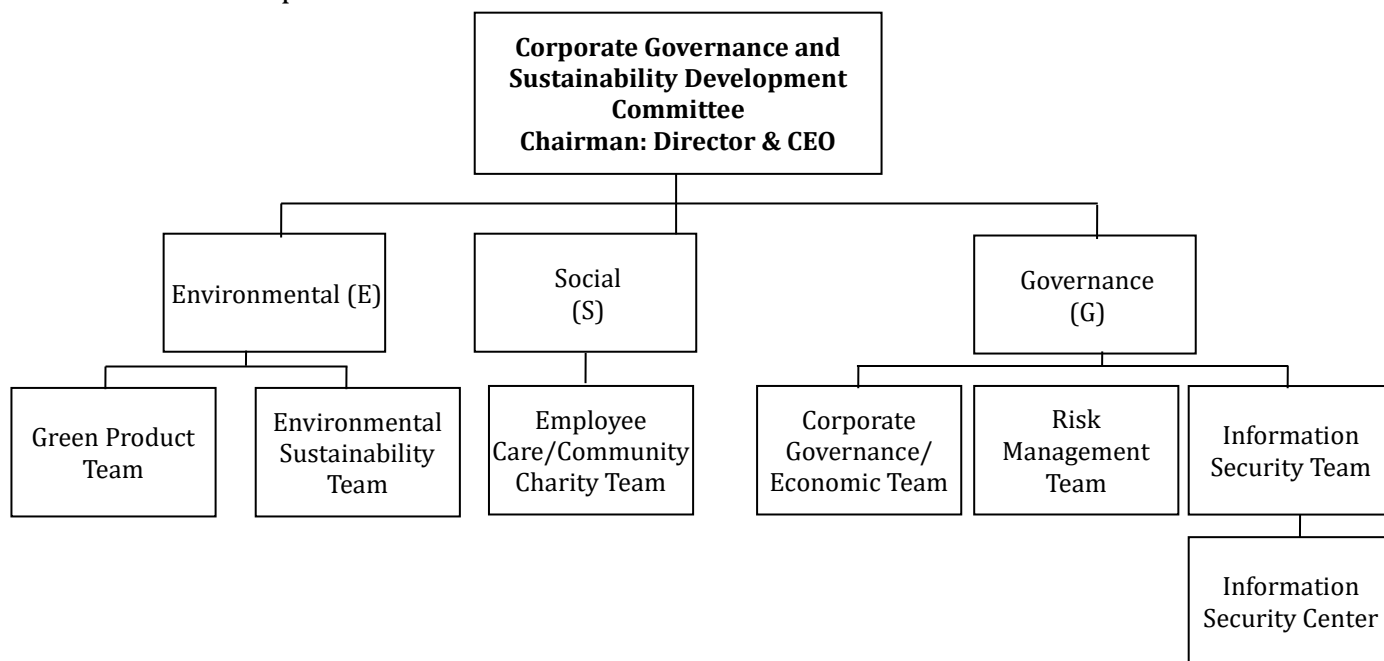
1. All employees' acts shall be honest and ethical. All employees shall avoid benefiting themselves in case of any conflict of interest between themselves and the Company.
2. The Company's confidential information shall be kept confidential.
3. Treat employees, customers, suppliers, and competitors in a fair manner.
4. Protect the Company's assets for effective utilization.
5. Comply with government laws, rules and regulations, including insider trading-related laws and regulations.
6. Have the measures for dealing with and imposing penalties on any violation or possible violation of regulations.

VI. Information and Communication Security

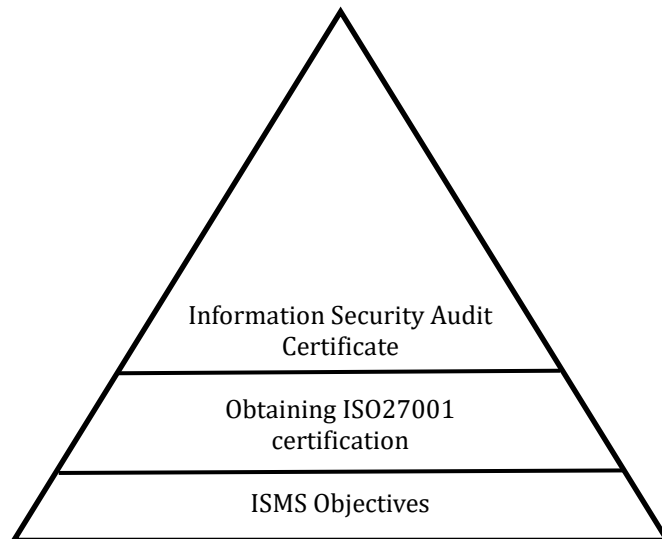
(I) Describe the information security risk management framework, information security policies, specific management plans and resources devoted to information security management.

1. Information Security Organization: In 2007, the Company established the "IC Security Committee" which was renamed "Information Security Management Group" to coordinate and promote information security management affairs, to coordinate and promote information security management in order to maintain the security of the Company's information assets. The information security-related management rules, system management and new technology evaluation and research are the responsibility of the Information Management

Department.



2. Information Security Policy:
 - (1) To establish information security management standards that meet regulatory and customer needs.
 - (2) To protect the confidentiality, integrity and availability of valuable information of the Company.
 - (3) To make employees aware of information security and reach a consensus that everyone is responsible for information security.
3. Information Security Objective:
 - (1) "Information Security Management System (ISMS) Construction Counseling and ISO27001 Certification Acquisition"
 - (2) Establishment of ISMS complying with ISO27001:2013:
 - (A) Strengthen the technical protection capability of information and communication security operation and environment in the project area.
 - (B) To strengthen the implementation and integrity of the system.
 - (1) To assist in reviewing the various protection measures for information and communication security and propose improvement plans to meet the various regulations and requirements of specific non-public authorities under Level A of the Information and Communication Security Responsibility.
 - (2) In accordance with the selected scope of certification, we will assist in passing the third-party verification by an internationally recognized certification authority and obtaining the ISO27001:2022 international safety certificate.
 - (3) In 2024, we assisted the information management colleagues in acquiring ISO 27001 Lead Auditor Certificate.
 - (4) To enhance employees' awareness of information security protection and professional ability of information security management and technology.



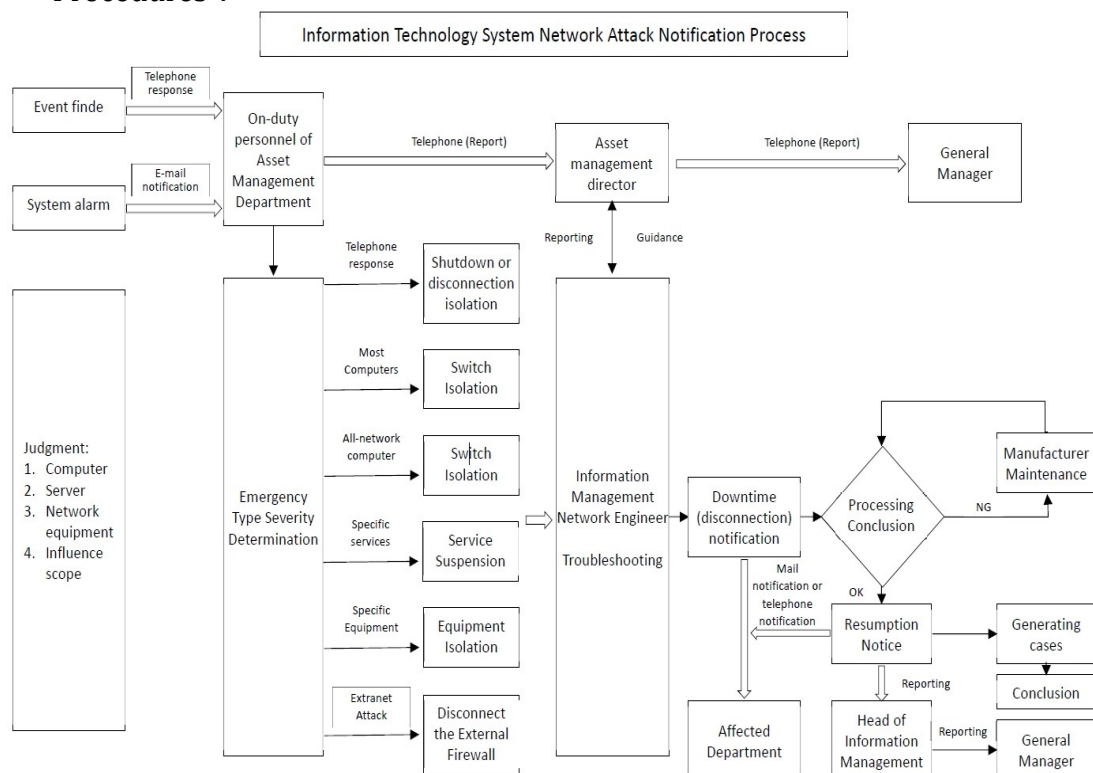
4. In order to strengthen information security management and ensure the security of data, systems, equipment and network, the Company has established information security management measures. The specific measures are as follows:

Risk Items	Management unit	Countermeasures
Education, training and propaganda	Administration Department Asset Management Department	Conduct the education, training and propaganda of asset management security Fixed term, establish the staff's conception of information security and strengthen the awareness of information security, and be responsible for the system's authentication, password control, access authorization and periodic weakness scanning.
Network threat	Asset Management Department	To establish multi-level defense system for network, such as IPS, firewall, next-generation firewall, and two-factor VPN, and build control mechanisms, such as computer virus detection, spam filtering, outgoing mail release control, Internet behavior management, and portable electronic storage media to reduce network threats.
Asset management	Asset Management Department	Information software/hardware assets are registered and controlled, and personnel operation-related privileges must be applied for and approved before use under authorization. Information software/hardware assets are registered and controlled, and personnel operation-related privileges must be applied for and approved before use under authorization. Access to the Company's internal network is prohibited to avoid the possibility of sensitive data leakage.
Redundancy mechanism	Asset Management Department	Maintain redundancy and remote backup of essential services and data to ensure uninterrupted service and data loss. Implement annual backup recovery drills for critical systems.
File encryption	Asset Management Department	Use document preservation and encryption technology to protect important confidential information inside the Company, distinguish different roles and authorities and avoid unauthorized outflow of confidential and sensitive documents.
Operation Continuity	Asset Management Department	Evaluate annually the impact of various man-made and natural disasters on business operations, review emergency response and recovery procedures and the rights and responsibilities of relevant personnel, and rehearse and adjust updated plans.

Operation Audit	Audit Department, and all units	To ensure the implementation of daily operations, annual audits of information security operations shall be conducted by the Audit Department in conjunction with all relevant units.
Information Security Incident Handling	Asset Management Department	Make a disaster recovery plan. Perform 2 to 4 restoration drills per year. Prepare report on the implementation of the disaster recovery plan to review and improve it afterwards.

5. Information Security Incident Notification Process:

In case of a suspected information security incident, the discoverer shall notify the responsible unit and the information security handling team in accordance with the "Information Security Emergency Response Plan and Handling Procedures".



6. Establishment of Network and Computer Related Information Security Protection Measures:

In 2024, ITEQ Corporation became a member of "Taiwan Computer Emergency Response Team/Coordination Center" to receive and transmit the information security intelligence from "Taiwan Information Sharing and Analysis Center (TW-ISAC)". We also joined information security organizations like "Taiwan Chief Information Security Officer (CISO) Alliance", to achieve vertical and horizontal information security joint defense and improve overall information security protection energy. However, to ensure that any external third-party malicious hackers are prevented from illegally invading our internal network system to undermine the Company's operating results and financial position, pry into and steal confidential information and personal data, implement malicious software for extortion, and conduct other activities that harm the Company's goodwill and interests. The Company will continually review and evaluate information security rules and procedures, ensure their appropriateness and effectiveness, and continue to take the following cybersecurity related protection measures, to lower possible damages caused

by information security risks as much as possible. As a result, we can maintain normal corporate operation, and safeguard the interests and rights of important related parties like customers, shareholders, suppliers and employees.

7. Information security-related education and training:
In 2025, the Group adopted a dual-track model of “In-depth Education” and “Real-time Publicity”. Five in-person/online professional courses were held with duration of 14.5 hours, with 307 person-times trained. The course contents covered three dimensions from “policy awareness” to “practical defense”:
 - (1) Infrastructure and policy regulations
Information safety policy publicity: Strengthening employees’ compliance with company rules and regulations.
Information security and corresponding risks: Establishing a systematic risk assessment concept.
 - (2) Common threats and hacking techniques
Identification of hacking and cybersecurity threats: Analyzing the evolution of external attacks.
Wireless router attacks: Security protection for remote work and office environments.
 - (3) Social engineering and personal defense
Social engineering email attacks: Improving the ability to identify phishing emails.
Password security: Implementing the strong password policy and identification protection.
Information security incident sharing: Obtaining practical experience through actual case study.
Furthermore, 63 thematic email alerts were supplemented with contents covering the latest topics such as LINE voting fraud and fake .gov website identification, thereby building a comprehensive information security defense culture. At least one alert (63 alerts/52 weeks) was released every week on average to ensure that the employees maintained security vigilance without becoming sluggish due to business operations.
8. The Company's investment in information security resources: approximately NT\$8.29 million.

Category	Key projects and plants
Protection and certification reinforcement	The Xipu plant made the most investment, including multi-factor authentication (MFA/IDE), mobile device VPN, EDR_MDR antivirus renewal, and domain DNS hosting.
Contract maintenance and compliance	Xipu plant implemented ISO 27001 annual review, social engineering drills, vulnerability scanning and IR incident response services.
Infrastructure and maintenance	All plants (Xipu, Wuxi, Jiangxi, Dongguan, and Guangzhou) conducted renewal or maintenance of firewalls, servers, databases, email systems, and telephone exchanges.
Data backup and management	Wuxi plant and Jiangxi plant emphasized on backup software (BE/Veritas) renewal and intranet management (IPGuard); Dongguan plant and Guangzhou plant executed equipment renewal and Internet-surfing behavior management.

- (II) In the most recent year, the loss suffered due to a major information security incident, the possible impact and the measures taken.

1. The Company has no significant information security incidents that could cause business damage.
2. We will continue to implement specific measures for information security management in order to protect the security of our information assets.

VII. Material Contracts

Type of Contract	Related Parties	Contract Duration	Contract Content	Restrictions
Plant leasing contract	WIN Semiconductors Corp.	2013.01.09~ 2028.12.31	The Company rented 14 lands and plants, including No. 244 land plot, Xinpu Town, Hsinchu County, from WIN Semiconductors Corp.	None
Long-term borrowing contract	KGI Commercial Bank	2024.03.12~ 2027.03.12	NT\$500 million of credit line	-
Long-term borrowing contract	Agricultural Bank of Taiwan	2025.08.15~ 2028.08.15	NT\$500 million of credit line	-
Long-term borrowing contract	Bank of China	2025.05.26~ 2027.05.21	US\$25 million of credit line	-
Long-term borrowing contract	Shanghai Commercial Bank	2025.09.25~ 2030.08.30	NT\$260 million of credit line	-
Long-term borrowing contract	The Export-Import Bank of the R.O.C.	2024.03.22~ 2029.03.22	NT\$450 million of credit line	-
Long-term borrowing contract	Bank of China	2023.01.09~ 2028.01.09	RMB\$300 million of credit line	-

Chapter V. Review and Analysis on Financial Status and Performance, and Risks

I. Review and Analysis on Financial Status

Main reasons for and impact of significant changes in assets, liabilities and equity in the most recent two years, future countermeasures shall be specified in case of significant effect.

(I) Financial Statements (Consolidated) - International Financial Reporting Standards (IFRS)

Unit: NT\$ Thousand

Item \ Year	2024	2025	Difference Amount	Change (%)
Current assets	22,258,591	25,972,248	3,713,657	16.68%
Property, plant and equipment	9,649,449	9,081,628	(567,821)	-5.88%
Right-of-use assets	240,753	165,177	(75,576)	-31.39%
Intangible assets	9,664	9,365	(299)	-3.09%
Other assets	2,685,732	2,984,915	299,183	11.14%
Total assets	34,844,189	38,213,333	3,369,144	9.67%
Current liabilities	11,385,054	13,560,663	2,175,609	19.11%
Long-term borrowing	1,592,257	2,101,889	509,632	32.01%
Other Liabilities	1,220,931	1,283,751	62,820	5.15%
Total Liabilities	14,198,242	16,946,303	2,748,061	19.35%
Share capital	3,629,572	3,631,572	2,000	0.06%
Advance receipts for share capital	—	21,944	21,944	—
Capital surplus	9,227,074	9,248,735	21,661	0.23%
Retained earnings	7,430,650	8,290,035	859,385	11.57%
Other items of shareholders' equity	358,651	74,744	(283,907)	-79.16%
Total shareholder equity	20,645,947	21,267,030	621,083	3.01%

Analysis and description of increase (decrease) over 20%:

1. Decrease in the right-of-use assets: Mainly due to the termination of the factory leases.
2. Decrease in long-term borrowings: mainly caused by the repayment of long-term borrowings and the reclassification of long-term liabilities due within one year as current liabilities.
3. Decrease in other equity: mainly caused by exchange differences arising from the translation of foreign financial statements due to exchange rate fluctuations.

Impact of the changes in the financial status of the most recent two years: No significant effect on financial status.

Future countermeasures: N/A.

II. Review and Analysis on Financial Performance

Main reasons for the changes in the operating revenue, net operating income and net pre-tax profit of the most recent two years, estimated sales volume and its basis, possible effect on the Company's finance and business in the future, and plans in response.

(I) Financial Statements (Consolidated) - International Financial Reporting Standards (IFRS)

Unit: NT\$ Thousand

Item \ Year	2024	2025	Difference Amount	Change (%)
Net operating revenue	29,377,677	33,098,283	3,720,606	12.66%
Operating costs	25,687,715	28,313,757	2,626,042	10.22%
Operating gross profit	3,689,962	4,784,526	1,094,564	29.66%
Operating expenses	2,339,295	2,401,780	62,485	2.67%
Operating Income	1,350,667	2,382,746	1,032,079	76.41%
Non-operating income and expense	(33,342)	(16,149)	17,193	151.57%
Income before Tax	1,317,325	2,366,597	1,049,272	79.65%
Income tax expense	495,538	856,378	360,840	72.82%
Net profit for the year	821,787	1,510,219	688,432	83.77%

Analysis and description of increase or decrease over 20%:

1. Operating gross profit, operating income, income before tax, and net profit for the year increased, primarily attributable to higher market demand in 2025, which drove revenue growth and improved capacity utilization, resulting in increased profitability.
2. Non-operating income and expenses increased: mainly caused by higher subsidy income in 2025 and the capitalization of interest expenses as the Thailand plant has not yet commenced operations.
3. Income tax expense increased: mainly caused by the increase in income before tax in 2025.

Estimated sales volume and its basis, as well as possible effect on the Company's finance and business in the future, and plans in response:

The Company has not disclosed financial estimates, but only established internal goals based on the industrial environment, market supply and demand conditions as well as the Company's operating conditions. The Company will continue to invest more resources in innovation of technologies, improvement of quality and reduction of manufacturing costs, in order to achieve profit goals.

III. Review and Analysis on Cash Flow

(I) Analysis on the changes in the cash flow in 2025

Unit: NT\$ Thousand

Opening Cash Balance	Net Cash Flows from Operating Activities	Net Cash Inflows (Outflows) from Investing and Financing Activities	Cash Balance (Deficit)	Remedial Measures for Cash Deficit	
				Investing Plan	Financing Plan
4,583,412	2,269,352	(1,863,387)	4,989,377	-	-
Analysis on the changes in the cash flows:					
(1) Operating activities: mainly due to the cash inflows generated from operating income.					
(2) Investment activities: mainly due to the expenditure of expanding new plants.					
(3) Financing activities: cash outflows resulted from payment of cash dividends and repayment of bank loans.					

(II) Improvement plans for insufficient liquidity: There was no insufficient cash liquidity.

(III) Cash liquidity analysis for the following year:

Unit: NT\$ Thousand

Opening Cash Balance	Net Cash Flows from Operating Activities	Net Cash Inflows (Outflows) from Investing and Financing Activities	Cash Balance (Deficit)	Remedial Measures for Cash Deficit	
				Investing Plan	Financing Plan
4,989,377	2,650,000	(2,502,000)	5,137,377	-	-
Analysis on the changes in the cash flows:					
(1) Operating activities: Increase in estimated cash inflows was mainly caused by operating income.					
(2) Investing activities: The estimated cash outflow is mainly due to investment in new plants.					
(3) Financing activities: The estimated cash inflows was mainly due to increase in the bank loans.					

IV. Impact of Significant Capital Expenditures on Finance and Business in the Most Recent Year:

(I) Application of significant capital expenditures and sources of funds

In 2025, the capital expenditure of the Group reached approximately NT\$ 1,539,391 thousand and it was mainly used to the construction of the new Thailand Plant, purchasing and repair of machinery equipment of each plant; the main capital sources include self-owned capital and financial support from financial institutions.

V. Investment Policy in the Most Recent Year, Main Reasons for Profits or Losses Generated Thereby, Improvement Plans, and Investment Plans for Coming Year

The Company's investment focuses on long-term strategic purposes. However, if the Company evaluates that an investment no longer has significant strategic value, the Company may view it as a financial investment. In 2025, the Company's loss from the reinvestment recognized using equity method was NT\$6,495 thousand, which was mainly caused by the undesirable market sales. In the future, the Company will continue to focus on long-term strategic investments and carefully assess investment plans.

VI. Risks

(I) Impact of changes in interest or exchange rate, as well as inflation on the Company's profits (losses), and future countermeasures

1. Changes in interest rate and future countermeasures

The Company pays attention to the change trend of interest rate at any time, maintains close contact with banks, and obtains better interest rate to reduce the Company's interest costs.

Unit: NT\$ Thousand

Item	2024		2025		Change to the Proportion in Revenue
	Amount	Proportion in Revenue	Amount	Proportion in Revenue	
Financial costs	173,606	0.59%	145,290	0.44%	-0.15%

2. Changes in interest rate and future countermeasures

The Company pays attention to the change trend of exchange rate at any time, and balances the Group's foreign exchange exposure positions to reduce the related risks in the Company's exchange rate.

Unit: NT\$ Thousand

Item	2024		2025		Change to the Proportion in Revenue
	Amount	Proportion in Revenue	Amount	Proportion in Revenue	
Exchange profit (loss)	(86,265)	(0.29%)	6,379	0.02%	0.31%

3. Inflation

The rising prices of base metals, energy and other raw materials and high freight rates have pushed up operating costs and expenses, and cost control and quotes will be appropriately adjusted to reflect the impact of inflation.

- (II) Policies for High-Risk and High-Leverage Investments, Loans to Others, Endorsements, Guarantees, and Derivatives Transactions, the Main Reasons for the Profits/Losses Generated Thereby, and Future Countermeasures
The Company has formulated the “Operational Procedures for Making Endorsements/Guarantees”, “Procedures for Lending Funds to Others”, and “Procedures Governing Acquisition and Disposal of Assets” (covering the rules for derivatives transactions) in accordance with the related laws and regulations issued by the Securities and Futures Bureau. The Company did not make high-risk or high-leverage investments, nor engaged in derivatives transaction, in the most recent year as of the publication date of the Annual Report. Loans to others and endorsements/guarantees are made in accordance with relevant regulations, regularly audited and announced in accordance with laws.
- (III) Future R&D plans and scheduled investment in R&D
Please refer to “Overview of Technology and R&D” in “Operational Highlights” (page 81) for details.
- (IV) Impact of the changes in domestic and overseas important policies and laws on the Company's finance and business, and countermeasures
The Company consults relevant professional units, such as attorneys and CPAs etc., for matters related to the changes in important policies and laws both at home and abroad. The Company also asks them to make evaluation, suggestions and plans on and for countermeasures as necessary, so as to comply with laws and reduce any adverse impacts on its finance and business. The Company's finance and business are not impacted by any changes in the important policies and laws both at home and abroad in the most recent year as of the publication date of the Annual Report.
- (V) Impact of changes in science, technologies and industry on the Company's finance and business, and countermeasures
The Company's finance and business are not impacted by any changes in science, technologies and industry in the most recent year as of the publication date of the Annual Report. And, the Company usually pays close attention to the industrial status and related emerging technologies in the industry it engages in, so as to respond to any changes in science, technologies and industry at any time. In addition to continued increasing investment in R&D, it also makes appropriate adjustment to its management to maintain a stable and flexible financial management, so as to meet the challenges to be brought by the changes in technologies.
- (VI) Impact of changes in corporate image on corporate crisis management, and countermeasures
The Company always uphold the principles of professionalism and ethical corporate management, attaches importance to corporate image and risk control, and implements corporate governance, and it has established Operation Management Committee to coordinate its cross-departmental utilization of resources and build consensus, and understand the Company's capital operation, business status and significant capital expenditures, and proposes improvements and suggestions, which can facilitate the integration of operations and the improvement of efficiency and effectiveness, in order to implement the Company's vision and strategies by giving play to implementation. The Company introduces excellent management talents, which has positive effect on its corporate image, and facilitate effective management on corporate crisis.
- (VII) Expected benefits of, possible risks in, and countermeasures for plant expansion
The Company has no M&A plan up to now.
- (VIII) Expected benefits of, possible risks in, and countermeasures for plant expansion

In response to the trend of supply chain shift and customer demand, a new plant in Thailand will be constructed by stages according to the investment plan.

(IX) Risks associated with concentrated sale or purchase, and countermeasures

1. Purchase

At present, as for the sources of purchase, major raw materials are supplied by multiple suppliers, and the Company continues to develop different suppliers to diversify risks. Therefore, there is no risk of concentrated purchase if required raw materials are obtained in time.

2. Sales

The sales targets are mainly well-known PCB manufacturers both at home and abroad with strong continuous competitiveness. At present, there is no excessive concentrated sale situation and risk; in addition, in response to the great amount demands for the Internet of Vehicles, IoT, smart homes, smart phones, tablets, servers and other products brought by Cloud computing, the Company adjusts its purchase and supply structure, and pro-actively expands its market scale and develops new customers to minimize possible risks.

(X) Impact on the Company of significant transfer of or change in the equity of Directors or the major shareholders holding over 10% shares, risks and countermeasures

There's no significant equity transferred by the Company's major shareholders holding over 10% shares and Directors in the most recent year as of the publication date of the Annual Report. In addition, the Company usually keeps in touch with the shareholders holding many shares at any time, so that they can reduce the shares held by them in a manner of minimizing the possible adverse impacts on the Company's share price and other shareholders.

(XI) Impact of the changes in management power on the Company, risks and countermeasures

There was no change in the Company's management right occurred in the most recent year as of the publication date of the Annual Report.

(XII) Litigation or non-litigation event: No major litigation event.

(XIII) Other significant risks, and countermeasures

Please refer to the "Implementation of Risk Management Policies and Risk Measurement Standards (page 53) in the "Other Important Information That Facilitate Understanding of the Implementation of Corporate Governance".

VII. Other Important Matters:

None.

Chapter VI. Special Disclosure

I. Relevant Information about Affiliates

Please refer to the Market Observation Post System (<http://mops.twse.com.tw>) and navigate to: Home > Company Information > Electronic Document Download > Business Reports Section.

II. Private Placement of Securities in the Most Recent Year as of the Publication Date of the Annual Report: None.

III. Other Supplementary Description: None.

IV. Any Events in the Most Recent Year as of the Publication Date of the Annual Report that Had Significant Impacts on Shareholders' Equity or Security Prices as Stated in Subparagraph 2, Paragraph 3 of Article 36 of the Securities and Exchange Act: None.

ITEQ CORPORATION



Chairperson: Chin-Tsai Chen