Stock code: 2392

Cheng Uei Precision Industry Co., Ltd.

2025 Annual Report

Published on May 15, 2026

Annual report query URL:

- Market Observation Post System of TWSE website：http://mops.twse.com.tw
- The Company's website：http://www.foxlink.com

I. The Company's spokesperson and acting spokesperson

Spokesperson: Liu Su-Fang
Position: Special Assistant
Acting spokesperson: Luo Chi-Wei
Position: Director
Contact Phone: 02-2269-9888
Email address: contactus@foxlink.com

II. Company address and telephone

International headquarters: No. 18, Zhongshan Rd., Tu-Cheng Dist., New Taipei City
Phone: 02-2269-9888
Dingpu R&D Center: No. 49, Sec. 4, Zhongyang Rd., Tu Cheng Dist., New Taipei City
Phone: 02-2269-9888
R&D Branch Office (Hsinchu): No.8, Yanfa 1st Rd., East Dist., Hsinchu City 300
Phone: 03-564-3456
Taichung Office: 9F., No. 270, Sec. 1, Fusing Rd., South District, Taichung City
Phone: 04-2265-6258

III. Stock transfer agency

Name: Grand Fortune Securities Co., Ltd.
Address: 6th Floor, No. 6, Section 1, Zhongxiao West Road, Zhongzheng District, Taipei City
Phone: 02-2371-1658
Website: www.gfortune.com.tw

IV. The name, address, telephone number and website of the certified public accountant for the most recent financial report

Accountant names: Hsiao-Tzu, Chou and Yi-Chang, Liang
Name of accounting firm: PricewaterhouseCoopers (PwC)
Address: 27th Floor, No. 333, Section 1, Keelung Road, Taipei City
Phone: 02-2729-6666
Website: www.pwc.com.tw

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

The company has no overseas securities listed for trading as of the date of publication

VI. Address of the Company's website: www.foxlink.com

Table of Contents

I. Letter to Shareholders 1

1. **2025 Business Results** 2
2. **Business Plan Summary for 2026** 3
3. **Future Development Strategy for The Company** 4
4. **Effects of The External Competitive Environment, Regulatory Environment, and Overall Business Environment** 4

II. Corporate Governance Report 6

1. **Information on Directors, Supervisors, The General Manager, Deputy General Managers, Associate Managers, and Supervisors of Various Departments and Branches:** 6
2. **Remuneration Paid to Directors, Supervisors, The President, and Vice President(s) in The Most Recent Year** 25
3. **Corporate Governance Status** 31
4. **Information about CPA Professional Fees** 81
5. **Changes in Accountant Information** 81
6. **The Company's chairman, general manager, or the manager responsible for financing or accounting affairs, who has worked for the accounting firm to which CPAs belong or the affiliated enterprises in the past year.** 81
7. **Directors, Supervisors, Managers, and Shareholders Whose Shareholding Ratio Exceeds 10% Share Transfer and Share Pledge Changes in Status** 82
8. **Information about The Relationships among Top Ten Shareholders, Such as Related Parties, Spouses, or Relatives within The Second-Degree of Kinship** 83
9. **The number of shares and comprehensive shareholding ratio held in any single reinvested enterprise by the Company, its directors and supervisors, managerial officers, and any companies controlled either directly or indirectly by the Company, and consolidated calculation of comprehensive shareholding ratio** 85

III. Status of Fundraising 86

1. **Capital and Shares** 86
2. **Handling of Corporate Bonds** 98
3. **Disposal of Preferred Shares** 99
4. **Circumstances of Handling Overseas Depositary Receipts.** 99
5. **Handling of Employee Stock Options:** 99
6. **M&A or Transfer of Shares of Other Companies To Issue New Shares** 99
7. **Implementation Status of Fund Utilization Plan** 99

IV. Overview of Operations 100

1. **Business Content** 100
2. **Market and Production and Sales Overview** 115
3. **In the last two years and as of the printing date of the annual report, numbers of employees in terms of average length of service, average age, and distribution ratio of academic qualifications** 124
4. **Environmental protection expenditure information** 125
5. **Labor Relations** 125
6. **Information and Communication Security Management** 128
7. **Important contracts:** 132

V. Financial status and financial performance review analysis and risk issue.....134

1. **Review and analysis financial status**.....134
2. **Review and analysis of financial performance:**.....135
3. **Cash flow review and analysis** 135
4. **The impact of major capital expenditures in recent years on financial operations** 135
5. **Reinvestment policy in the most recent year, main reasons for its profit or loss, improvement plan and investment plan for the next year** 136
6. **Risk management** 136
7. **Other important matters:**.....144

VI. Special Disclosures.....147

1. **Related Party Information**.....147
2. **Private Placement of Securities as of the Most Recent Year and Date of Report Publication** 147
3. **Other Necessary Supplementary Information** 147
4. **Matters with a Significant Impact on Shareholder Equity or Stock Price as of the Most Recent Year and Date of Report Publication**.....147

I. Letter to Shareholders

The Company hereby reports its operating results for 2025 as follows:

The Company's consolidated net operating revenue for 2025 was NT$95,016,219 thousand, a decrease of 3.44% compared with consolidated net operating revenue of NT$98,397,461 thousand in 2024. Net loss after tax for 2025 was NT$3,065,624 thousand, and loss per share after tax was NT$6.62, representing a decrease of 281.70% compared with net income after tax of NT$1,687,146 thousand and earnings per share after tax of NT$3.65 in 2024.

For the Group, 2025 was a year full of challenges and key turning points. Although the Group maintained its consolidated revenue scale for the year, it recorded a loss in profitability. This was mainly due to major projects, including offshore wind power projects, undertaken by Foxwell Energy Corporation Ltd., a subsidiary under Shinfox Energy Co., Ltd., which is a subsidiary of the Company. Due to force majeure factors such as rising supply chain costs caused by geopolitical factors, reduced construction days due to extreme weather, and significant fluctuations in international engineering materials, construction costs exceeded the budget, resulting in a significant loss at this stage and further eroding the Company's consolidated profitability. In response to the above situation, the Company's subsidiary Shinfox Energy Co., Ltd. and its subsidiary Foxwell Energy Corporation Ltd. have continued to improve their financial structures and strengthen project risk controls. The relevant projects have continued to be reviewed in accordance with contractual mechanisms, and the companies have been actively negotiating with Taiwan Power Company, the project owner, to apply for additional project payments arising from force majeure factors, so as to safeguard the rights and interests of the Company, its subsidiaries, and all shareholders.

Despite the impact on the energy business, the Company's core 3C components and system products businesses continued to maintain stable profitability. The Company has actively developed AI-related application products and key components, and has invested in the development of next-generation high-speed transmission and high-power power management solutions in response to surging demand for high-performance computing and intelligent terminal applications. To ensure the effectiveness of its transformation, the Company has also strengthened management efficiency and operating mechanisms by introducing AI-powered intelligent systems, optimizing global capacity allocation, and strictly controlling operating costs, thereby enhancing overall asset profitability.

Although the operating environment has fluctuated, the Company's commitment to sustainable operations has never wavered. We will take the most proactive approach to resolving disputes over energy engineering projects and accelerate growth. We thank all shareholders for their understanding and support during difficult times. We will make every effort to turn the situation around as quickly as possible and fulfill the trust placed in us by all shareholders.

We wish all shareholders good health and all the best.

1. 2025 Business Results

1.1 Business Plan Implementation Results

Unit: NTD Thousand

Item	2025	2024	Growth Rate
Operating revenue	95,016,219	98,397,461	-3.44%
Operating costs	102,153,114	85,936,834	18.87%
Operating gross profit	(7,136,895)	12,460,627	-157.28%
Operating Expenses	9,259,426	8,975,244	3.17%
Operating profit	(16,396,321)	3,485,383	-570.43%
Non-operating income and expenses	(1,407,984)	519,677	-370.93%
Net profit before tax	(17,804,305)	4,005,060	-544.55%
Net profit for the period	(19,083,739)	2,522,380	-856.58%
Net after-tax of other comprehensive profits and losses for the current period	(617,235)	1,545,227	-139.94%
Total comprehensive income for the period	(19,700,974)	4,067,607	-584.34%

1.2 Budget Implementation

The Company did not prepared 2025 financial forecasts, so this is not applicable.

1.3 Financial Income and Expenditure Status

Unit: NTD Thousand

Item	2025	2024	Amount of Change
Net cash inflow (outflow) from operating activities	(2,713,714)	3,768,823	(6,482,537)
Net cash inflow (outflow) from investing activities	(8,758,213)	(18,632,739)	9,874,526
Net cash inflow (outflow) from financing activities	12,725,120	16,951,216	(4,226,096)

1.4 Profitability Analysis

Year		2025	2024
Return on assets (%)		-14.07	2.80
Return on shareholders' equity (%)		-58.55	6.54
Contribution to paid-in capital Percentage (%)	Operating profit	-320.04	68.66
	Net profit before tax	-347.52	78.17
Net profit margin (%)		-20.08	2.56
Earnings per share for the period (NTD) (Note)		-6.62	3.65

Note: Earnings per share is calculated based on the number of shares after retrospective adjustment.

1.5 Research and development status of the Company

The main research and development directions and strategies of the Company are:

(1) Closely integrate technology into products to generate differentiated competitive advantages.
(2) Integrate the technical fields of materials, machinery, electronics, optics, electroacoustics, etc.; e.g., through: optical inspection automation, engineering analysis capabilities, secondary processing electroplating technology, antenna design, and wire nano coating development.
(3) Build professional laboratories for high frequency technology, electroacoustic technology, surface technology, and so on.
(4) Lead and continue to develop various halogen-free, lead-free materials and application products that meet future environmental protection requirements.
(5) Participate in the development process of customers' new products to provide them with various solutions and technical support.
(6) Strengthen the ability to integrate existing technologies and evaluate and introduce new product development technologies.
(7) Integrate the technology platform of electro-optic sound to expand products and market share.
(8) Pay attention to the development of green technology, including energy-saving and carbon emission reduction technologies, renewable energy applications, and develop corresponding products and solutions, and create contributions to a sustainable environment.
(9) Develop cloud computing and edge computing technologies and modules, and provide related cloud services and data analysis solutions.
(10) Development of artificial intelligence (AI) related applications and products.
(11) The renewable energy engineering business continues to focus on mechanical and electrical system integration, enhancing project quality through process optimization and standardized operations. It also integrates energy-saving, energy storage, and energy generation technologies to provide reliable green energy services in response to energy transition needs.

2. Business Plan Summary for 2026

2.1 Business Strategy

2.1.1 Business Purpose:

With core capabilities in molds, forms, stamping, secondary processing, and automation, integrate materials, machinery, electronics, optics, electroacoustics, energy, assembly, and R&D technology. Establish a global marketing and supply chain management network to provide customers with high-quality products in a timely manner, oriented by consumer electronics, information, communications, and automotive market demand; and create value for customers by combining digital content, environmental protection, and energy saving. Constantly seek to surpass ourselves based on concepts of sincerity, a holistic view, and conscientiousness, using our team spirit to create an optimal business performance for the enterprise.

2.1.2 Business Philosophy:

(1) Sincerity: *Simplicity and pragmatism, and being as good as one's word*
Keeping promises is an important value to establish long-term cooperative relations with customers and suppliers, so as to take creation of long-term benefits for all three parties as a direction for our thinking.
(2) Holistic view:
Great things can only be achieved with tolerance, and small beginnings yield major trends
By applying technological innovation, accumulating practical experience, and constantly pursuing self-transcendence and accumulated achievements, only then can the Company become a representative of the high-tech industry.

(3) Conscientiousness: *Making an all-out effort, with a unity of knowledge and action*
From the capital, technology, and human resources used to coordinate our plans and from execution to assessment, there is a complete and consistent operational system that demonstrates its performance in a wide range of work functions; and the results of these joint efforts have created the Company's core competitiveness.

2.2 Expected Sales Volume And Its Basis

The Company's products are mainly components of information, communications and consumer electronics. With the active expansion of customers and the development of new products this year, it is expected that the sales volume of each product will reach a trend of steady growth.

2.3 Important Production And Sales Policies

Continuously improve internal management capabilities to reduce various production costs and provide customers with the best service and technical resources, establishing a good cooperative relationship with customers to achieve a win-win goal.

3. Future Development Strategy for The Company

(1) The Company will position itself under the OEM, ODM, and JDM models as it commits to consumer electronics, computers, communications, automotive electronics, digital content, and other product markets.
(2) We will utilize the Company's core capabilities: Development will center around molds, forms, stamping, secondary processing, and automation, and thereupon integrate technical fields encompassing materials, machinery, electronics, optics, electroacoustics, energy saving, and environmental protection. In this way, we can develop differentiated competitive advantages over our competitors.
(3) We will use our customer orientation, closeness to market leaders, and joint development of new products to create value for the Company.
(4) We will deeply cultivate existing customers, expand different product lines for current customers, and provide customers with diversified products and services.
(5) From materials, parts, components to system products, we will leverage and strengthen the company's vertically-integrated manufacturing advantages to reduce manufacturing costs and enhance competitiveness.
(6) In response to the diversified needs of the global supply chain, the Company established a production base in Da Nang, Vietnam, to enhance the global competitiveness.
(7) We will establish development and mass production manufacturing capabilities for key components in order to obtain an irreplaceable competitive advantage.
(8) We will develop the retail channel market, be close to consumers and grasp market demand and trends, and then combine the advantages of production and sales to develop a new niche for the Company. This will also establish an irreplaceable competitive advantage.
(9) Invest in renewable energy power plants, including solar, wind, water, and gas to facilitate the development of the green energy economic circular ecological chain, and develop energy-saving services, energy storage services, electromechanical engineering, power plant maintenance and operation, and green power trading platforms to create resource efficiency and a circular economy.
(10) The Company is establishing a new plant in Texas, U.S., to build a localized supply chain in North America, effectively diversify geopolitical risks, and strengthen operational resilience.

4. Effects of The External Competitive Environment, Regulatory Environment, and Overall Business Environment

In the face of rapidly changing external challenges in recent years, the Company's management team

has maintained agile responsiveness and turned potential risks into opportunities for transformation. The Company's specific response strategies are as follows:

(1) Deepen diversified global capacity deployment

Competition among modern enterprises has evolved from competition within a single region into a global competition, and is deeply affected by geopolitical variables. To reduce concentration risks associated with a single production location and the risk of supply chain disruption, the Company has expanded its production bases in Da Nang, Vietnam and Texas, U.S. Through diversified capacity allocation and localized supply, we are able to precisely and promptly meet the diverse needs of world-class customers.

In the end-consumer market, we continue to monitor changes in consumers' preferences and consumption habits for 3C technology products across different regions. By providing differentiated product portfolios and innovative service offerings, the Company strengthens its competitive advantages.

(2) Regulatory environment: overcome economic and trade barriers and lead ESG sustainability compliance

In the face of rising international trade protectionism and dynamic adjustments to tariff policies in various countries, the Company's overseas plant establishment strategy, including in North America, can effectively diversify risks from economic and trade barriers and tariff impacts, ensuring that products can enter core global markets smoothly and with cost advantages.

As governments around the world impose increasingly stringent regulations on net-zero carbon emissions, the Company not only actively integrates resources to develop forward-looking green energy products, but also introduces high-standard green manufacturing and carbon reduction design at its domestic and overseas plants.

(3) Overall business environment: continue to advance both "value creation" and "cost optimization".

In the face of inflation fluctuations and uncertainty in the global macroeconomic environment, we continue to strictly control fixed costs and improve production efficiency by introducing automation and smart manufacturing. At the same time, we continue to refine our product lines, with "creating product, service, and differentiated value" at the core, ensuring that the Company can steadily expand into new markets and create long-term profitability for shareholders amid a changing macroeconomic environment.

Responsible person: T.C. Gou Manager: T.C. Gou Accountant in charge: Chen-Phan Pu

II. Corporate Governance Report

1. Information on Directors, Supervisors, The General Manager, Deputy General Managers, Associate Managers, and Supervisors of Various Departments and Branches:

1.1 Directors and Independent Director:

Director Information (I)

March 31, 2026 Unit: Thousand shares

Job Title	Nationality	Name	Gender / Age	Date elected	Tenure	Initial selection Appointment date	Time of appointment Shareholding		Current Shareholding		Spouse and minor children current shares held		Shares held in the name(s) of others		Main educational and professional background	Office(s) concurrently held in the Company and other companies	Spouse or relatives within the second degree of kinship or closer acting as other supervisors, directors, or supervisors			Remarks
							Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Position	Name	Relationship	
Chairperson	ROC	Hsin Hung International Investment Co., Ltd.	–	2023. 05.31	3 years	1997. 01.17	100,535	19.62%	100,535	19.62%	0	0	0	0	–	–	–	–	–	–
		T.C. Gou (Note 1)	Male 71~75	2023. 05.31	3 years	1997. 01.17	6,009	1.17%	6,009	1.17%	46	0.01%	0	0	University graduate, President of Hon Hai Company	Note 6	–	–	–	Note 5
Director	ROC	Hsin Hung International Investment Co., Ltd.	–	2023. 05.31	3 years	1997. 01.17	100,535	19.62%	100,535	19.62%	0	0	0	0	–	–	–	–	–	–
		T.C. Wang (Note 1)	Male 71~75	2023. 05.31	3 years	1998. 06.11	24	0	24	0	0	0	0	0	University graduate, Chairperson of Quark Opto-Electronics	Note 6	–	–	–	–

Job Title	Nationality	Name	Gender / Age	Date elected	Tenure	Initial selection Appointment date	Time of appointment Shareholding		Current Shareholding		Spouse and minor children current shares held		Shares held in the name(s) of others		Main educational and professional background	Office(s) concurrently held in the Company and other companies	Spouse or relatives within the second degree of kinship or closer acting as other supervisors, directors, or supervisors			Remarks
							Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Position	Name	Relationship	
Director	ROC	Fu Lin International Investment Co., Ltd.	-	2023. 05.31	3 years	1997. 01.17	3,211	0.63%	3,211	0.63%	0	0	0	0	–	–	–	–	–	–
		James Lee (Note 2)	Male 61~70	2023. 05.31	3 years	2002. 05.30 (Note 4)	0	0	0	0	0	0	0	0	University graduate, Group General Manager of Communication System Business of Cheng Uei Company	Note 6	–	–	–	–
Director	ROC	Fu Lin International Investment Co., Ltd.	-	2023. 05.31	3 years	1997. 01.17	3,211	0.63%	3,211	0.63%	0	0	0	0	–	–	–	–	–	–
		Eric Huang (Note 2)	Male 61~70	2023. 05.31	3 years	2020. 06.19	8	0.00%	8	0.00%	0	0	0	0	Research institute graduate, Component Business Group General Manager of Cheng Uei Company	Note 6	–	–	–	–
Director	ROC	Foxlink Taiwan Industry Co., Ltd.	-	2023. 05.31	3 years	2023. 05.31	916	0.18%	916	0.18%	0	0	0	0	–	–	–	–	–	–
		Chen-Phan Pu (Note 3)	Male 71~75	2023. 05.31	3 years	2020. 12.13	32	0.01%	32	0.01%	63	0.01%	0	0	College graduate, Vice President of Cheng Uei Company	Note 6	–	–	–	–

Job Title	Nationality	Name	Gender / Age	Date elected	Tenure	Initial selection Appointment date	Time of appointment Shareholding		Current Shareholding		Spouse and minor children current shares held		Shares held in the name(s) of others		Main educational and professional background	Office(s) concurrently held in the Company and other companies	Spouse or relatives within the second degree of kinship or closer acting as other supervisors, directors, or supervisors			Remarks
							Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Position	Name	Relationship	
Independent Director	ROC	Randy Lee	Male 61~70	2023. 05.31	3 years	2014. 06.12	0	0	0	0	0	0	0	0	Master's Degree from Missouri University, U.S.A.; Chairman of ETtoday	Note 7	–	–	–	–
	ROC	Chien-Chung Fu	Male 51~60	2023. 05.31	3 years	2017. 06.08	0	0	0	0	0	0	0	0	Ph.D., Karlsruhe Institute of Technology, Germany Assistant Professor/Associate Professor/Professor, Institute of Nano Engineering and Microsystems, National Tsing Hua University	Note 7	–	–	–	–
	ROC	Jing-Mi Tang	Male 61~70	2023. 05.31	3 years	2017. 06.08	0	0	0	0	15	0	0	0	Ph.D. in Aerospace Engineering from Georgia Institute of Technology, U.S.A. Associate Professor	Note 7	–	–	–	–
	ROC	Chih-Yang Tseng	Male 41~50	2023. 05.31	3 years	2023. 05.31	0	0	0	0	0.2	0	0	0	PhD, Accounting, University of Maryland	Note 7	–	–	–	–

Note 1: Representative of Hsin Hung International Investment Co., Ltd.

Note 2: Representative of Fu Lin International Investment Co., Ltd.

Note 3: Representative: of Foxlink Taiwan Industry Co., Ltd.

Note 4: Served as a director of the Company from 2002.5.30 to 2014.6.11.

Note 5: **If the Company's chairman and general manager or equivalent (top manager) are the same person, or spouse or relative within one degree of kinship to the other, the reason, rationality, necessity and relevant information of the corresponding measures should be explained:**

The Chairman of the Company also serves as the President, mainly to improve the efficiency of operation and management and the execution of decision-making. At present, more than half of the members of the Board of Directors are not concurrently serving as employees of the Company, so the independence of the board of directors is secure. In addition, the Chairman of the Board of Directors also closely communicates with the directors about the Company's operating status and planning guidelines to implement corporate governance. In the future, the Company plans to increase one independent directors in 2023 to enhance the functions of the Board of Directors and strengthen the supervision function.

Note 6: The current positions held by the directors in the Company and other companies are listed in the table below.

Director	Company Name	Title
T.C. Gou	CENTRAL MOTION PICTURE BADE CO., LTD.	Chairperson
	CENTRAL MOTION PICTURE CORPORATION	Chairperson
	CENTRAL MOTION PICTURE INTERNATIONAL CORPORATION LIMITED	Chairperson
	CENTRAL MOTION PICTURE USA CORPORATION	Director
	CHENG UEI PRECISION INDUSTRY CO., LTD.	Chairperson
	CMPC CULTURAL & CREATIVE CO., LTD.	Chairperson
	CMPC CULTURAL & CREATIVE CO., LTD.	Chairperson
	DEEPWATERS DIGITAL SUPPORT INC.	Chairperson
	DU PRECISION INDUSTRY CO., LTD.	Chairperson
	FIT HOLDING CO., LTD.	Chairperson
	FOXLINK IMAGE TECHNOLOGY CO., LTD.	Chairperson
	FOXLINK INTERNATIONAL INVESTMENT LTD.	Chairperson
	GLORY SCIENCE CO., LTD.	Chairperson
	HSIN HUNG INTERNATIONAL INVESTMENT CO., LTD.	Chairperson
	PILOT TIME LIMITED	Director
	POWER QUOTIENT INTERNATIONAL CO., LTD.	Chairperson
	REMARKABLE FIRST LIMITED	Director
	SHIH FONG POWER CO., LTD.	Chairperson
	SHINFOX ENERGY CO., LTD.	Chairperson
	STUDIO A INC.	Chairperson
	WELL BENEFIT LIMITED	Director
	XUNQIANG COMMUNICATION TECHNOLOGY CO., LTD.	Chairperson

Director	Company Name	Title
T.C. Wang	CORE PACIFIC DEVELOPMENT CORPORATION	Chairperson
James Lee	MICROLINK COMMUNICATIONS INC.	Director / Executive Vice President & CEO
	CAPITAL CONCORD SECURITIES LTD.	Chairperson
Eric Huang	CEBG of CHENG UEI PRECISION INDUSTRY CO., LTD.	President
Pu Chen Phan	ASHOP CO., LTD.	Supervisor
	CAPITAL GUARDIAN LIMITED	Director
	CE LINK INTERNATIONAL LTD.	Director
	CENTRAL MOTION PICTURE CORPORATION	Supervisor
	CENTRAL MOTION PICTURE INTERNATIONAL CORPORATION LIMITED	Supervisor
	CHENG SHIN DIGITAL CO., LTD.	Supervisor
	CHENG UEI PRECISION INDUSTRY CO., LTD.	Chief Financial Officer (CFO)
	CHENG UEI PRECISION INDUSTRY CO., LTD.	Director
	CMPC CULTURAL & CREATIVE CO., LTD.	Supervisor
	CU INTERNATIONAL LTD.	Director
	CULINK INTERNATIONAL LTD.	Director
	DARTS TECHNOLOGIES CORPORATION	Supervisor
	DONGGUAN FUQIANG ELECTRONICS CO., LTD.	Director
	EASTERN RAINBOW GREEN ENERGY ENVIRONMENTAL TECHNOLOGY CO., LTD.	Director
	FOXLINK INDIA ELECTRIC PRIVATE LIMITED	Director
	FOXLINK INTERNATIONAL INC.	Director
	FOXLINK TAIWAN INDUSTRY INTERNATIONAL CO., LTD.	Supervisor
	FOXLINK TECHNOLOGY LIMITED	Director
	FOXLINK VIETNAM CO., LTD.	Director
	FOXWELL CERTIFICATION CO., LTD.	Supervisor
	FOXWELL ENERGY CORPORATION LTD.	Supervisor
	FOXWELL POWER CO., LTD.	Director
	FU GANG ELECTRONIC (NAN CHANG) CO., LTD.	Legal Representative / Director
	FU LIAN INTERNATIONAL INVESTMENT CO., LTD.	Supervisor
	FU LIN INTERNATIONAL INVESTMENT CO., LTD.	Supervisor
	FU QIANG ELECTRIC (YANCHENG) CO.,LTD.	Supervisor
	FU SHI XIANG ELECTRONICS (KUNSHAN) CO., LTD.	Supervisor
	FUGANG ELECTRIC (YANCHENG) CO.,LTD.	Supervisor
	FUGANG ELECTRIC (KUNSHAN) CO., LTD.	Director
	FUGANG ELECTRIC (XUZHOU) CO., LTD.	Legal Representative / Executive Director

Director	Company Name	Title
Pu Chen Phan	FUGANG ELECTRONIC (DONGGUAN) CO., LTD.	Legal Representative / General Manager
	FUGANG ELECTRONICS (TIANJIN) CO., LTD.	Director
	FUSHINENG ELECTRONICS (KUNSHAN) CO., LTD.	Legal Representative / Director
	GLOBAL WAY ELECTRONICS CO., LTD.	Director
	GLORY OPTICS (YANCHENG) CO., LTD.	Supervisor
	GLORYTEK (YANCHENG) CO., LTD.	Supervisor
	JIANGSU FOXLINK NEW ENERGY TECHNOLOGY CO., LTD.	Supervisor
	JING JING TECHNOLOGY CO., LTD.	Supervisor
	KUNSHAN FU SHI YOU TRADING CO., LTD.	Supervisor
	KUNSHAN FUGANG ELECTRIC TRADING CO., LTD.	Supervisor
	KUNSHAN FUGANG INVESTMENT CO., LTD.	Supervisor
	MICROLINK COMMUNICATIONS INC.	Supervisor
	NEW START INDUSTRIES LTD.	Director
	SHANGHAI FUGANG ELECTRIC TRADING CO., LTD.	Supervisor
	SHANGHAI STANDARD INFORMATION TECHNOLOGY CO., LTD	Supervisor
	SHIH FONG POWER CO., LTD.	Supervisor
	SHINFOX NATURAL GAS CO., LTD.	Supervisor
	SMART POWER SYSTEM CO., LTD.	Supervisor
	STRAIGHT A INC.	Supervisor
	STUDIO A INC.	Supervisor
	SUNTAIN CO., LTD.	Director
	SUZHOU KEYU RUI AUTOMOBILE TECHNOLOGY CO., LTD.	Supervisor
	TAIFU INTERNATIONAL INVESTMENT CO., LTD.	Supervisor
	UBILINK.AI CO., LTD.	Supervisor
	VA PRODUCT INC.	Supervisor
	WORLD CIRCUIT TECHNOLOGY CO., LTD.	Supervisor
	XUNQIANG COMMUNICATION TECHNOLOGY CO., LTD.	Supervisor
	YANCHENG YAOWEI TECHNOLOGY CO., LTD.	Supervisor

Note 7: The current independent directors hold positions in this company and other companies as listed in the table below.

Independent Director	Company Name	Title
Randy Lee	TOP INTERNATIONAL CO., LTD.	Director
Chien-Chung Fu	NATIONAL TSING HUA UNIVERSITY DEPARTMENT OF POWER MECHANICAL ENGINEERING	Professor
	SAUL TECH TECHNOLOGY CO.,LTD	Independent Director
Jing-Mi Tang	TAMKANG UNIVERSITY	Vice Professor
Chih-Yang Tseng	NATIONAL TAIWAN UNIVERSITY DEPARTMENT OF ACCOUNTING	Vice Professor

Major Shareholders of Corporate Shareholders

Names of Corporate Shareholders	Major Shareholders of Corporate Shareholders	Percentage of Shareholding
HSIN HUNG INTERNATIONAL INVESTMENT CO., LTD.	BRITISH VIRGIN ISLANDS SHANGLING CO., LTD.	84.7%
FU LIN INTERNATIONAL INVESTMENT CO., LTD.	BRITISH VIRGIN ISLANDS SHANGMEIJIA CO., LTD.	87.5%
DIRECTOR OF FOXLINK TAIWAN INDUSTRY CO., LTD.	TAI FU INTERNATIONAL INVESTMENT CO., LTD.	83.0%

Major Shareholders of Major Shareholders Who are Juridical Persons

Names of Corporations	Major Shareholders of Corporations	Percentage of Shareholding
BRITISH VIRGIN ISLANDS SHANGLING CO., LTD.	WELL BENEFIT LTD.	100%
BRITISH VIRGIN ISLANDS SHANGMEIJIA CO., LTD.	WELL BENEFIT LTD.	100%
TAI FU INTERNATIONAL INVESTMENT CO., LTD.	REMARKABLE FIRST LIMITED	62.1%
	HSIN HUNG INTERNATIONAL INVESTMENT CO., LTD.	37.9%

Director Information (II)

(1) Disclosure of Information on The Professional Qualifications of Directors and The Independence of Independent Directors:

Terms / Name	Professional Qualifications and Experience	Independence Criteria	Number of other public companies where he/she/it concurrently serves as an independent director
Chairperson T.C. Gou	Currently as the Chairman of the Company, FIT Holding Co., Ltd., Shinfox Energy Co., Ltd., and other publicly listed companies; has more than five years of work experience in business and finance, as well as experience needed to conduct the Company's business; has been committed to business operation in the electronic component industry for more than 30 years; possesses leadership, marketing, business management, and strategic planning abilities to lead the Company to become a pioneer in the industry and achieve sustainable development.	Non-Independent Director	None
Director T.C. Wang	Currently as the Chairman of Core Pacific Development Corporation; has more than five years of work experience in business and finance as well as experience needed to conduct the Company's business; has an international perspective, strategic planning ability, and global professional market competition judgment ability, and innovative leadership.		None
Director Eric Huang	As the General Manager of the Company's CEBG concurrently; has more than five years of work experience in business as well as experience needed to conduct the Company's business; has business management and strategic planning abilities; specializes in market strategy and has extensive experience in business promotion.		None
Director James Lee	As the General Manager of the Company's Communication Products Business Group concurrently and the President of Glory Science Co., Ltd.; has more than five years of work experience in business as well as experience needed to conduct the Company's business; has business management and strategic planning abilities; specializes in market strategy and has extensive experience in business promotion.		None
Director Chen-Phan Pu	As the Company's financial accounting supervisor concurrently; has more than five years of work experience in business, finance, and accounting, as well as experience needed to conduct the Company's business; specializes in corporate financial and accounting affairs; possesses professional leadership, business management, and strategic planning capabilities, and has extensive experience in business planning.		None

Terms / Name	Professional Qualifications And Experience	Independence Criteria	Number of other public companies where he/she/it concurrently serves as an independent director
Independent Director Randy Lee	As the convener of the Company's Audit Committee, Remuneration Committee, Corporate Governance and Sustainable Development Committee; used to be the Chief Operating Officer of Eastern Home Shopping & Leisure Co., Ltd., the Chairman of ETtoday, and the Vice President of the Ting Hsin International Group; has more than five years of work experience in business and finance as well as experience needed to conduct the Company's business; has an international perspective, global professional market competition judgment ability, and innovative leadership.	(1) Not an employee of the Company or its affiliates. (2) Not a director or supervisor of the Company or its affiliates. (3) No one percent or more of the total issued shares of the Company are held by him/her or his/her spouse, or minor children or on his/her behalf, or none of their shareholding percentage is among top ten shareholders. (4) Not a manager listed in (1) or spouse or relative within the second degree of kinship of (2) or (3) or immediate blood relation within the third degree of kinship. (5) Directors and supervisors who are indirect shareholders who hold more than 5% of the Company's total issued shares, the top five shareholders, or juristic person shareholders who appoint representatives to act as company directors or supervisors in accordance with Article 27, Paragraphs 1 or 2 of the Company Act, or an employee thereof. (6) Not a director, supervisor, or employee of another company controlled by the same person with more than half of the shares with voting rights on the Company's board of directors. (7) Not a director, supervisor, or employee of another company or institution whose chairman, general manager, or equivalent position is the same person as that of the Company, or the spouse thereof. (8) Not a director, supervisor, manager, or shareholder holding more than 5% of a	None
Independent Director Chien-Chung Fu	As a member of the Company's Audit Committee, Remuneration Committee, Corporate Governance and Sustainable Development Committee, a professor, Department of Power Machinery, National Tsing Hua University, and an independent director at Saultech Technology Co., Ltd.; has more than five years of experience in teaching relevant disciplines, including business and disciplines needed to conduct the Company's business as a professor at public and private colleges and universities; has more than five years of work experience in business as well as experience needed to conduct the Company's business; is committed to the nano-engineering research and provides professional advice on the Company's product development and sales.		1
Independent Director Jing-Mi Tang	As a member of the Company's Audit Committee, Remuneration Committee, Corporate Governance and Sustainable Development Committee and an associate professor, Department of Aerospace Engineering, Tamkang University; has more than five years of experience in teaching relevant disciplines, including business and disciplines needed to conduct the Company's business as a professor at public and private colleges and universities; has more than five years of work experience in business as well as experience needed to conduct the Company's business;		None

Terms / Name	Professional Qualifications And Experience	Independence Criteria	Number of other public companies where he/she/it concurrently serves as an independent director
	is committed to the aerospace engineering research and provides professional advice on the Company's product development and sales.	particular company or institution with financial or business dealings with the Company. (9) Not a partner, director, supervisor, manager, or spouse thereof of a company or institution that provides commercial, legal, financial, financial, accounting services or consultation to the Company or any affiliate of the Company for amounts exceeding NT$500,000 in the past two years. (10) He/she is not the spouse or relative within the second degree of kinship of another director. (11) He/she does not fall into the circumstances in the provisions of Article 30 of the Company Act. (12) No provision to be elected by a government or juristic person or their representative under Article 27 of the Company Act.	
Independent Director Chih-Yang Tseng	Member of the Company's Audit Committee, Remuneration Committee, and Corporate Governance and Sustainable Operation Committee. She is an associate professor of the Department of Accounting, National Taiwan University. She has more than five years of work experience in commerce, finance, accounting, and company operations, specializing in Corporate governance and accounting related affairs.		

(2) Board Diversity and Independence:

A. **Board Diversity**

- **The Company's Corporate Governance Best Practice Principles stipulates that the Company shall consider the principle of diversity for the composition of the Board of Directors and formulate an appropriate diversity policy based on its operation, operating model, and development needs. The policy should include but is not limited to the following two criteria:**
  (a) Basic criteria and values: gender, age, nationality, and culture.
  (b) Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.
- **The board members shall generally possess the knowledge, skills, and qualities needed to perform their duties. To achieve the ideal goals of corporate governance, the board of directors as a whole should possess the capabilities and skills below:**

(a)	Business judgment	(b)	Accounting and financial analysis
(c)	Business management	(d)	Crisis management
(e)	Industry knowledge	(f)	International perspective
(g)	Leadership	(h)	Decision-making
(i)	Sustainability		

- **The Company's Board of Directors consists of nine directors. The specific management goals and achieving status of the board diversity policy are as follows:**

  The 14th Board of Directors of the Company consists of nine directors, comprising business leaders from various industries, professional managers, and academic experts. The Board members possess the professional knowledge, extensive experience, and sound integrity required to perform their duties and are well-equipped to address economic, environmental, and social changes and challenges. Leveraging their professional expertise, industry insights, and managerial judgment, the directors maintain effective communication and interaction with the management team and provide timely professional advice on corporate strategy, risk management, and sustainable development, with the shared objective of maximizing shareholder value.

  In accordance with the Board Diversity Policy, the Company's directors possess diverse professional backgrounds in areas including finance and accounting, industrial operations, business management, technology, and sustainability governance. In addition, the directors generally demonstrate core competencies in operational judgment, business management, crisis management, industry knowledge, international market perspective, leadership and decision-making, and sustainable development, thereby enhancing the overall governance effectiveness and decision-making quality of the Board.

  The Company continuously monitors the achievement of its Board diversity objectives and places great emphasis on the independence and professionalism of the Board. Through the integration of diverse backgrounds and professional expertise, the Company strengthens the Board's supervisory functions and corporate governance quality, while maintaining a sound and effective Board operating mechanism.

- **Implementation of The Board Diversity Policy:**

Diversity Item / Name		Basic composition								Diversified core competencies								
		Nationality	Gender	As An Employee Concurrently	Age				Length Of Term Of Independent Directors (3 To 9 Years)	Business Judgment	Accounting And Financial Analysis	Business Management	Crisis Management	Industry Knowledge	International Perspective	Leadership	Decision-Making	Sustainability
					41–50 years old	51–60 years old	61–70 years old	71–75 years old										
Director	T.C. Gou	Republic of China	Male	V				V		V	V	V	V	V	V	V	V	V
	T.C. Wang		Male					V		V		V	V	V	V	V	V	V
	James Lee		Male				V			V		V	V	V	V	V	V	V
	Eric Huang		Male	V			V			V		V	V	V	V	V	V	V
	Chen-Phan Pu		Male	V				V		V	V	V	V	V	V	V	V	V
Independent Director	Randy Lee		Male				V		Note 1	V	V	V	V	V	V	V	V	V
	Chien-Chung Fu		Male			V			V	V			V	V	V	V	V	V
	Jing-Mi Tang		Male				V		V	V			V	V	V	V	V	V
	Chih-Yang Tseng		Male		V					V	V		V	V	V	V	V	V

Note 1: Independent Director Chuan-Wei Lee has experience in business and company operation management, which is of obvious benefit to the Company. Although Independent Director Lee has been re-elected for three terms, the Company still needs to take advantage of his expertise to supervise and provide professional opinions to the Board of Directors.

Note 2: As of the current year, the number of female directors on the Board has not yet reached one-third of the total seats. This is primarily because, during the Board re-election in 2023, the nomination process focused mainly on candidates' professional and technical backgrounds, industry experience, and potential contributions to the Company's operations, which resulted in not fully achieving the principle of gender diversity.

B. Independence of the Board of Directors:

(a) The Company added one independent director during the re-election of directors in 2023, and there were a total of 4 independent directors, accounting for 44% of the total number of directors; in addition, there were 5 outside directors, accounting for more than half of the seats of the directors in compliance with the Company's diversity and independence policies and requirements. However, this is only to meet the needs of future development. The Company will continue to examine the elements that make up diversity, and will continue to strengthen the goal of diversity for the board of directors in the next election.

(b) In order to maintain the independence of the Board of Directors, the Directors are not spouses or relatives within the second degree of kinship, and are not in the circumstances described in Paragraph 3 and 4, Article 26-3 of the Securities and Exchange Act.

1.2 Information on The General Manager, Deputy General Managers, Associate Managers, and Supervisors of Various Departments and Branches:

March 31, 2026 Unit: Thousand shares

Job Title	Nationality	Name	Gender	Date Assumed Office	Shareholding		Spouse And Minor Children Shares Held		Shares Held In The Name(S) Of Others		Principal Experience (Education)	Current Positions Concurrently Held In Other Companies	Spouse Or Relatives Within The Second Degree Of Kinship Or Closer Acting As Managerial Officers			Remarks
					Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Position	Name	Relationship	
Chairman & President	ROC	T.C. Gou	Male	1996. 01.01	6,009	1.17%	46	0.01%	0	0	Department of Law, National Chung Hsing University / President of Hon Hai Precision Industry Co., Ltd. Chairman of PQI	Please refer to Note 6 on page 9 for details.	–	–	–	Note 1
CSBG General Manager	ROC	James Lee	Male	1986. 07.14	0	0	0	0	0	0	Master's degree	Please refer to Note 6 on page 10 for details.	–	–	–	–
CBG General Manager	ROC	Eric Huang	Male	2013. 12.01	8	0	0	0	0	0	Master’s degree in Department of Aeronautics and Astronautics from National Cheng Kung University Research fellow, Material and Chemical Research Laboratories, ITRI	–	–	–	–	–
OIBG General Manager	ROC	Julius Chu	Male	2018. 05.16	0	0	0	0	0	0	Graduated from Soochow University Vice President, Cheng Uei Precision Industry Co., Ltd.	Note 2	–	–	–	–
Vice President	ROC	Chen-Phan Pu	Male	2002. 02.08	32	0.01%	63	0.01%	0	0	Graduated from Bank Management Department, Tamsui Oxford University College Manager of Cathay United Bank Special Assistant, Directors’ Office, Cheng Uei Company	Please refer to Note 6 on page 10-11 for details.	–	–	–	–

Job Title	Nationality	Name	Gender	Date Assumed Office	Shareholding		Spouse And Minor Children Shares Held		Shares Held In The Name(S) Of Others		Principal Experience (Education)	Current Positions Concurrently Held In Other Companies	Spouse Or Relatives Within The Second Degree Of Kinship Or Closer Acting As Managerial Officers			Remarks
					Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Position	Name	Relationship	
Vice President	ROC	Y.Y. Wu	Male	2014.12.22	290	0.06%	0	0	0	0	Graduated from Hosei University, Japan Assistant Vice President, Cheng Uei Company	-	-	-	-	-
Vice President	ROC	Spencer Yeh	Male	2019.03.04	0	0	0	0	0	0	PhD, National Cheng Kung University General Manager of NexPower Technology Corp. Assistant Vice President of Wah Hong Industrial Corp.	-	-	-	-	-
Vice-President	ROC	Gordon Lin	Male	2022.08.01	0	0	0	0	0	0	Master's degree from the Department of Automatic Control Engineering, Feng Chia University Assistant Vice-President of Cheng Uei Precision Industry Co., Ltd.	-	-	-	-	-
Vice-President	ROC	Jerry Hsu	Male	2025.11.01	0	0	0	0	0	0	Graduate, University of Texas Associate Vice President, Shenzhen Jiemei Technology Co., Ltd. Associate Vice President, CHENG UEI PRECISION INDUSTRY CO., LTD.	-	-	-	-	-
Vice-President	ROC	David Lin	Male	2025.11.01	0	0	0	0	0	0	Graduate, National Taiwan University Assistant Vice President, CHENG UEI PRECISION INDUSTRY CO., LTD.	-	-	-	-	-
Vice-President	ROC	Jack Wang	Male	2025.11.01	0	0	0	0	0	0	Graduate, National Taiwan University of Science and Technology Deputy Director, AcBel Polytech Inc.	-	-	-	-	-

Job Title	Nationality	Name	Gender	Date Assumed Office	Shareholding		Spouse And Minor Children Shares Held		Shares Held In The Name(S) Of Others		Principal Experience (Education)	Current Positions Concurrently Held In Other Companies	Spouse Or Relatives Within The Second Degree Of Kinship Or Closer Acting As Managerial Officers			Remarks
					Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %			Position	Name	Relationship	
Head of Corporate Governance	ROC	Kufn Lin	Male	2021. 03.26	582	0.11%	0	0	0	0	Department of Accounting, FJCU Special Assistant, Directors' Office, Cheng Uei Company	Note 4	－	－	－	－

Note 1: If the general manager or equivalent (top manager) and the chairperson is the same person, or spouse or relative within one degree of kinship to the other, the reason, rationality, necessity and relevant information of the corresponding measures should be disclosed (e.g., the number of independent directors should be increased, more than half of the directors should not be concurrent employees or managers, etc.)

The Chairman of the Company also serves as the President, mainly to improve the efficiency of operation and management and the execution of decision-making. At present, more than half of the members of the Board of Directors are not concurrently serving as employees of the Company, so the independence of the board of directors is secure. In addition, the Chairman of the Board of Directors also closely communicates with the directors about the Company's operating status and planning guidelines to implement corporate governance. In the future, the Company plans to increase one independent directors in 2023 to enhance the functions of the Board of Directors and strengthen the supervision function.

Note 3: Julius Chu currently serves as a director of both GLORYTEK (YANCHENG) CO., LTD. and GLORYTEK (SAZHOU) CO., LTD.

Note 4: The Chief Corporate Governance Officer currently holds the following positions in the Company and other companies, as listed in the table below.

Company Name	Title
ACCU-IMAGE TECHNOLOGY LIMITED	Director
BENEFIT RIGHT LTD.	Director
BILLION SUN ENERGY STORAGE TECHNOLOGIES INC.	Chairperson
CAPITAL GUARDIAN LIMITED	Director
CENTRAL MOTION PICTURE CORPORATION	Director
CENTRAL MOTION PICTURE INTERNATIONAL CORPORATION LIMITED	Director
CHANGPIN WIND POWER LTD.	Chairperson / General Manager
CHENG UEI PRECISION INDUSTRY CO., LTD.	Executive Assistant to Chairman
CMPC CULTURAL & CREATIVE CO., LTD.	Director
CMPC MANAGEMENT CONSULTANT CO., LTD.	Chairperson
CU INTERNATIONAL LTD.	Director
CULINK INTERNATIONAL LTD.	Director
CULINK TIANJIN CO., LTD.	Legal Representative / Director
DAHUA TECHNOLOGY USA INC.	Director
DARTS TECHNOLOGIES CORPORATION	Director
DEEPWATERS DIGITAL SUPPORT INC.	Director
DONG GUAN FU ZHANG PRECISION INDUSTRY CO., LTD.	Legal Representative / Chairperson
DONG GUAN HANYANG COMPUTER CO., LTD.	Legal Representative / Chairperson
DONGGUAN BANRIN ROBOT TECHNOLOGY COMPANY LIMITED	Chairperson
DONGGUAN FU WEI ELECTRONICS CO., LTD.	Legal Representative / Chairperson
DONGGUAN FUQIANG ELECTRONICS CO., LTD.	Legal Representative / Chairperson / General Manager
EASTERN RAINBOW GREEN ENERGY ENVIRONMENTAL TECHNOLOGY CO., LTD.	Director
FIT HOLDING CO., LTD.	Director
FOX NAM ENERGY CO., LTD	Legal Representative
FOXLINK DA NANG ELECTRONICS CO., LTD.	Legal Representative / Director / General Manager
FOXLINK DA NANG TECHNOLOGY COMPANY LIMITED	Director
FOXLINK ENERGY (TIANJIN) LTD.	Legal Representative / Director / General Manager
FOXLINK INDIA ELECTRIC PRIVATE LIMITED	Director
FOXLINK MYANMAR COMPANY LIMITED	Director
FOXLINK TAIWAN INDUSTRY INTERNATIONAL CO., LTD.	Director
FOXLINK TECHNICAL INDIA PRIVATE LIMITED	Director
FOXLINK TECHNOLOGY LIMITED	Director

Company Name	Title
FOXWELL ENERGY CORPORATION LTD.	Chairperson / General Manager
FOXWELL POWER CO., LTD.	Director
FRESH AIR MOVIE CORP LTD.	Chairperson
FU LIAN INTERNATIONAL INVESTMENT CO., LTD.	Director
FU LIN INTERNATIONAL INVESTMENT CO., LTD.	Director
FU SHI XIANG ELECTRONICS (KUNSHAN) CO., LTD.	General Manager
FU UEI INTERNATIONAL INVESTMENT LTD.	Chairperson
FUGANG ELECTRIC (MAANSHAN) CO., LTD.	Legal Representative / Director
FUGANG ELECTRONIC (DONGGUAN) CO., LTD.	Vice Chairman
FUQIANG ELECTRIC (MAANSHAN) CO., LTD.	Legal Representative / Director / CFO
FUSHINENG ELECTRONICS (KUNSHAN) CO., LTD.	General Manager
GLORY OPTICS (BVI) CO., LTD.	Director
GLORY OPTICS (YANCHENG) CO., LTD.	Legal Representative / Executive Director
GLORY TEK (BVI) CO., LTD.	Director
GLORY TEK (SAMOA) CO., LTD.	Director
GLORYTEK (SAZHOU) CO., LTD.	Legal Representative / Chairperson
GLORYTEK (YANCHENG) CO., LTD.	Legal Representative / Chairperson
GLORYTEK SCIENCE INDIA PRIVATE LIMITED	Director
GREAT SHOW CREATIVE & ENTERTAINMENT CO., LTD.	Chairperson
JING JING TECHNOLOGY CO., LTD.	Director
KUNSHAN FUGANG INVESTMENT CO., LTD.	Legal Representative / Executive Director / General Manager
KUNSHAN JIUWEI INFO TECH CO., LTD.	Legal Representative / Director / General Manager
LUMINYS SYSTEMS CORP.	Director
MICROLINK COMMUNICATIONS INC.	Chairperson
MICROLINK DA NANG COMMUNICATIONS COMPANY LIMITED	Director
NEW START INDUSTRIES LTD.	Director
POWER CHANNEL LIMITED	Director
POWER QUOTIENT TECHNOLOGY (YANCHENG) CO., LTD.	Director
SFE DEVELOPER COMPANY CORPORATION	Chairperson
SFE HERCULES COMPANY CORPORATION	Chairperson
SHANGHAI FUGANG ELECTRIC TRADING CO., LTD.	Director
SHARETRONIC DATA TECHNOLOGY CO., LTD.	Vice Chairman
SHIH FONG POWER CO., LTD.	Director
SHINFOX ENERGY CO., LTD.	General Manager

Company Name	Title
SHINFOX FAR EAST (TAIWAN) COMPANY PTE. LTD.	Chairperson
SHINFOX FAR EAST COMPANY PTE LTD.	Chairperson
SHINFOX NATURAL GAS CO., LTD.	Director
SINOBEST BROTHERS LIMITED	Director
SMART POWER SYSTEM CO., LTD.	Director
STRAIGHT A INC.	Director
STUDIO A INC.	Director
STUDIO A TECHNOLOGY LIMITED	Director
SYNERGY CO., LTD.	Director
TAIFU INTERNATIONAL INVESTMENT CO., LTD.	Director
TEGNA ELECTRONICS PRIVATE LIMITED	Director
TERABITCOM TECHNOLOGY CO., LTD.	Director
TRINITY INVESTMENT CORPORATION	Director
UBILINK.AI CO., LTD.	Director
VA PRODUCT INC.	Chairperson
VALUE SUCCESS LIMITED	Director
WEI HAI FU KANG ELECTRIC CO., LTD.	Legal Representative / Chairperson
WELL SHIN TECHNOLOGY CO., LTD.	Director
WORLD CIRCUIT TECHNOLOGY (HONG KONG) LIMITED	Director
WORLD CIRCUIT TECHNOLOGY CO., LTD.	Chief Accounting Officer (CAO)
XUNQIANG COMMUNICATION TECHNOLOGY CO., LTD.	Director
YANCHENG YAOWEI TECHNOLOGY CO., LTD.	Legal Representative / Executive Director
YOUDE WIND POWER CO., LTD.	Supervisor
XUNQIANG COMMUNICATION TECHNOLOGY CO., LTD.	Director

2. Remuneration Paid to Directors, Supervisors, The President, and Vice President(s) in The Most Recent Year

2.1 Remuneration Paid to Directors, Supervisors, The President, Vice President(s), etc., In 2025

2.1.1 Remuneration to Directors (Including Independent Directors)

Unit: NTD Thousand

Title	Name	Directors' Remuneration								Ratio Of The Total Amount Of A, B, C And D Vs. Net Profit After Tax		Remuneration Paid To Part-Time Employees								Ratio Of The Total Amount Of A, B, C, D, E, F And G Vs. Net Profit After Tax		Compensation From Parent Company And Business Investments Other Than Subsidiaries
		Remuneration (A)		Pension (B)		Remuneration for Directors (C)		Expenses for Execution of Business (D)				Wages, rewards, special allowances, etc. (E)		Retirement Pension (F)		Remuneration for Employees (G)						
																The Company		All Companies Included In The Financial Statements				
		The Company	All Companies Included In The Financial Statements	The Company	All Companies Included In The Financial Statements	The Company	All Companies Included In The Financial Statements	The Company	All Companies Included In The Financial Statements	The Company	All Companies Included In The Financial Statements	The Company	All Companies Included In The Financial Statements	The Company	All Companies Included In The Financial Statements	Cash Amount	Stock Amount	Cash Amount	Stock Amount	The Company	All Companies Included In The Financial Statements	
Director	Hsin Hung International Investment Co., Ltd. Corporate representative: T.C. Gou Corporate representative: T.C. Wang	0	80	0	0	0	751	480	630	480 -0.02%	1,461 -0.05%	37,872	58,818	449	817	0	0	0	0	38,801 -1.27%	61,096 -1.99%	0
Director	Fu Lin International Investment Co., Ltd. Corporate representative: James Lee Corporate representative: Eric Huang																					
Director	Foxlink Taiwan Industry International Co., Ltd. Corporate representative: Chen-Phan Pu																					
Independent Director	Randy Lee Chien-Chung Fu Jing-Mi Tang Chih-Yang Tseng	0	0	0	0	0	0	640	640	640 -0.02%	640 -0.02%	0	0	0	0	0	0	0	0	640 -0.02%	640 -0.02%	0

1. The policies, systems, standards and structure of independent directors' remuneration, and, according to the responsibilities, risks, time invested and other factors, describe the relevance to the remuneration amount:
The remuneration of independent directors of the company is based on the evaluation results of the Board of Directors Performance Evaluation Measures and the Remuneration Committee Charter. It considers individual responsibilities and time put in, and also refers to the individual performance achievement rate and contribution rate of independent directors to provide appropriate remuneration; and after the approval of the remuneration committee, it is submitted to the Board of Directors for approval.

2. **Except as disclosed in the above table, the remuneration for the services provided for all companies in the financial report by the directors of the Company in the most recent year (such as consultants who are not employees):** Nil.

3. Remuneration received in the most recent year by the Company's directors for services provided (such as acting as consultants to the parent company, any entities included in the financial statements, or invested enterprises, where such roles are not held as employees), other than those disclosed in the table above: Nil.

Note 1: The amount of retirement pensions for 2025 constitutes the total amount set out in accordance with the old and new pension systems.

- Table of Remuneration Scales

Unit: NTD

Range of remuneration paid to each director of the Company	Director Name			
	The total amount of the first four remuneration items (A+B+C+D)		The total amount of the first seven remuneration items (A+B+C+D+E+F+G)	
	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements
Less than 1,000,000	**Ordinary director:** T.C. Gou、Chen-Phan Pu、James Lee、Eric Huang、T.C. Wang、HSIN HUNG INTERNATIONAL INVESTMENT CO., LTD.、FU LIN INTERNATIONAL INVESTMENT CO., LTD.、FOXLINK TAIWAN INDUSTRY INTERNATIONAL CO., LTD. **Independent director:** Randy Lee、Chien-Chung Fu Jing-Mi Tang、Chih-Yang Tseng	**Ordinary director:** T.C. Gou、Chen-Phan Pu、James Lee、Eric Huang、T.C. Wang、HSIN HUNG INTERNATIONAL INVESTMENT CO., LTD.、FU LIN INTERNATIONAL INVESTMENT CO., LTD.、FOXLINK TAIWAN INDUSTRY INTERNATIONAL CO., LTD. **Independent director:** Randy Lee、Chien-Chung Fu Jing-Mi Tang、Chih-Yang Tseng	**Ordinary director:** James Lee、T.C. Wang、HSIN HUNG INTERNATIONAL INVESTMENT CO., LTD.、FU LIN INTERNATIONAL INVESTMENT CO., LTD.、FOXLINK TAIWAN INDUSTRY INTERNATIONAL CO., LTD. **Independent director:** Randy Lee、Chien-Chung Fu Jing-Mi Tang、Chih-Yang Tseng	**Ordinary director:** T.C. Wang、HSIN HUNG INTERNATIONAL INVESTMENT CO., LTD.、FU LIN INTERNATIONAL INVESTMENT CO., LTD.、FOXLINK TAIWAN INDUSTRY INTERNATIONAL CO., LTD. **Independent director:** Randy Lee、Chien-Chung Fu Jing-Mi Tang、Chih-Yang Tseng
1,000,000 (inclusive) ～ 2,000,000 (exclusive)				
2,000,000 (inclusive) ～ 3,500,000 (exclusive)				
3,500,000 (inclusive) ～ 5,000,000 (exclusive)				
5,000,000 (inclusive) ～ 10,000,000 (exclusive)			**Ordinary director:** Chen-Phan Pu	**Ordinary director:** Chen-Phan Pu
10,000,000 (inclusive) ～ 15,000,000 (exclusive)			**Ordinary director:** Eric Huang	**Ordinary director:** Eric Huang
15,000,000 (inclusive) ～ 30,000,000 (exclusive)			**Ordinary director:** T.C. Gou	**Ordinary director:** T.C. Gou、James Lee
30,000,000 (inclusive) ～ 50,000,000 (exclusive)	－	－	－	－
50,000,000 (inclusive) ～ 100,000,000 (exclusive)	－	－	－	－
Over 100,000,000	－	－	－	－
Total	12	12	12	12

2.1.2 Remuneration Paid to President and Vice President(s)

December 31, 2025 / Unit: NTD Thousand

Position	Name	Salary (A)		Pension (B)		Rewards And Special Expenses Etc. (C)		Employee Bonuses Amount (D)				Ratio Of The Total Amount Of A, B, C And D Vs. Net Profit After Tax (%)		Compensation From Parent Company And Business Investments Other Than Subsidiaries
		The Company	All Companies Included In The Financial Statements	The Company	All Companies Included In The Financial Statements	The Company	All Companies Included In The Financial Statements	The Company		All Companies Included In The Financial Statements		The Company	All Companies Included In The Financial Statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
President	T.C. Gou	29,254	40,648	1,229	1,597	41,358	57,842	0	0	0	0	71,841 -2.34%	100,087 -3.26%	0
Group General Manager	James Lee													
Group General Manager	Eric Huang													
Group General Manager	Julius Chu													
Vice President	Chen-Phan Pu													
Vice President	Malcolm Lin													
Vice President	Y.Y. Wu													
Vice President	Daniel Wu													
Vice President	Spencer Yeh													
Vice President	Luc Chu													
Vice President	PK Chou													
Vice President	Gordon Lin													
Vice President	Jack Wang													
Vice President	David Lin													
Vice President	Jerry Hsu													

Note 1: The amount of retirement pensions for 2025 constitutes the total amount set out in accordance with the old and new pension systems.

- **Table of Remuneration Scales**

Unit: NTD

Range of Remunerations Paid to President and Vice President(s)	Name of General Manager and Deputy General Manager(s)	
	The Company	All companies included in the financial statements
Less than 1,000,000	James Lee、Daniel Wu	Daniel Wu
1,000,000 (inclusive) ～ 2,000,000 (exclusive)	Jack Wang、David Lin、Jerry Hsu	Jack Wang、David Lin、Jerry Hsu
2,000,000 (inclusive) ～ 3,500,000 (exclusive)	Malcolm Lin、Luc Chu、PK Chou	Malcolm Lin、Luc Chu、PK Chou
3,500,000 (inclusive) ～ 5,000,000 (exclusive)	Y.Y. Wu、Spencer Yeh	Y.Y. Wu、Spencer Yeh
5,000,000 (inclusive) ～ 10,000,000 (exclusive)	Julius Chu、Chen-Phan Pu、Gordon Lin	Chen-Phan Pu、Gordon Lin
10,000,000 (inclusive) ～ 15,000,000 (exclusive)	Eric Huang	Eric Huang、Julius Chu
15,000,000 (inclusive) ～ 30,000,000 (exclusive)	T.C. Gou	T.C. Gou、James Lee
30,000,000 (inclusive) ～ 50,000,000 (exclusive)	-	-
50,000,000 (inclusive) ～ 100,000,000 (exclusive)	-	-
Over 100,000,000	-	-
Total	**15**	**15**

Names of Managerial Officers Entitled to Employee Bonuses and Amounts Entitled

Unit: NTD thousand

Item	Position	Name	Stock Bonus Amount	Cash Bonus Amount	Total	As Percentage of Income After Tax (%)
Manager	President	T.C. Gou	0	0	0	0
	Group General Manager	James Lee				
	Group General Manager	Eric Huang				
	Group General Manager	Julius Chu				
	Vice President	Chen-Phan Pu				
	Vice President	Malcolm Lin				
	Vice President	Y.Y. Wu				
	Vice President	Daniel Wu				
	Vice President	Spencer Yeh				
	Vice President	Luc Chu				
	Vice President	PK Chou				
	Vice President	Gordon Lin				
	Vice President	Jack Wang				
	Vice President	David Lin				
	Vice President	Jerry Hsu				

2.2 Amount of compensation paid in the last two years by the Company and all companies included in the consolidated financial statements to the Company's directors, supervisors, general manager, and deputy general managers, and the respective proportion of such compensation to the income after tax in parent company only or individual financial statement, as well as the policies, standards, and packages by which it was paid, the procedures through which the compensation was determined, and its association with business performance and future risk.

2.2.1 Proportion to net profits after tax of the total of the remuneration paid to directors, general managers and deputy general managers by the Company and all companies in the consolidated financial statements in the most recent two years

Item / Position	Proportion of Total Remuneration to Net Profit After Tax				Proportion of Increase (Decrease)	
	2025		2024			
	The Company	All Companies Included in The Financial Statements	The Company	All Companies Included in The Financial Statements	The Company	All Companies Included in The Financial Statements
Director	-0.04%	-0.07%	1.04%	1.20%	-1.08%	-1.27%
President & Vice Presidents	-2.34%	-3.26%	7.84%	8.82%	-10.18%	-12.08%

2.2.2 Correlation between the policies, standards and combinations of payment, procedures for determination of remuneration, business performance and future risks:

(1) Directors' Remuneration Policy

According to Article 23 of the Articles of Incorporation, "The board of directors shall authorize the remuneration of all directors to determine the remuneration in accordance with the standards in the industry". Article 26 of the Articles of Incorporation further provides that, "If the Company has a profit in the year, it shall allocate no more than 3% as the remuneration to directors". The performance evaluation of individual directors is conducted in the first quarter after the end of the following year in accordance with the "Procedures for Performance Evaluation of Directors" of the Company. The remuneration committee evaluates the remuneration of directors every year, and the recommendation is submitted to the board of directors for approval.

(2) Managerial Officers' Remuneration Policy

Remuneration for managerial officers includes fixed salaries, performance bonuses, and remuneration of employees. Salaries are determined with reference to industry standards, job title, job grade, educational background and work experience, professional capabilities, job responsibilities, and other factors. Remuneration is determined by evaluating the performance of managerial officers in accordance with the Company's "Performance Evaluation Management Regulations," which serve as the basis for determining individual remuneration. According to Article 26 of the Articles of Incorporation, "If the Company has a profit in the year, it shall allocate no more than 6% as the remuneration to directors".

(3) Procedures for determining remuneration:

The Company regularly evaluates the performance of directors and managerial officers in accordance with the "Rules for Performance Evaluation of the Board of Directors" and the "Performance Evaluation Management Regulations" applicable to managerial officers and employees. The evaluation results are used to regularly assess the remuneration of directors

and managerial officers. The proposed remuneration is reviewed by the Remuneration Committee and then submitted to the Board of Directors for resolution before distribution.

- The items for director performance evaluation include:
  Mastery of the Company's goals and mission, awareness of directors' duties, participation in the Company's operations, management of internal relations and communication, directors' professionalism and continuing education.
- The items for annual performance evaluation of managerial officers include:
  Contribution to the Company's performance, achievement rate of objectives and tasks, cross-evaluation of internal cooperation, professionalism and continuing education, implementation of the Company's core values, operating management capabilities, and other indicators.

(4) Correlation with operating performance and future risks:

The review of the payment standards and system related to the Company's remuneration policy is mainly based on the overall operation of the Company, and the performance achievement rate and contribution are reviewed to improve the overall organizational efficiency of the Board of Directors and management departments. In addition, reference is made to the remuneration standards in the industry to ensure that the remuneration of the Company's management is competitive in the industry, in order to retain outstanding management talents.

The Company's directors and managerial officers make important decisions after giving balanced consideration to various risk factors. The performance of such decisions is reflected in the Company's profitability, and the remuneration of directors and managerial officers is linked to the effectiveness of risk control.

3. Corporate Governance Status

4.1 Operation of the Board of Directors

The Board of Directors met 6 times in the most recent year (A) and directors' attendance was as follows:

Position	Name	Number of times actually attending (observing) (B)	Frequency of attendance	Actual attendance (observation) rate (%) [B/A]	Remarks
Chairperson	T.C. Gou	6	0	100%	Note 1
Director	T.C. Wang	6	0	100%	Note 1
Director	James Lee	6	0	100%	Note 2
Director	Eric Huang	6	0	100%	Note 2
Director	Chen-Phan Pu	6	0	100%	Note 3
Independent Director	Randy Lee	6	0	100%	-
Independent Director	Chien-Chung Fu	6	0	100%	-
Independent Director	Jing-Mi Tang	6	0	100%	-
Independent Director	Chih-Yang Tseng	6	0	100%	

Other matters to be recorded:

I. If any of the following occurs in the operation of the Board, specify the date, the session, the content of the motion, the opinions of the Independent Directors, and the response of the Company to the opinions of the Independent Directors:
   1. The circumstances referred to in Article 14-3 of the Securities and Exchange Act: For all the resolutions of the Board of Directors in 2025, please refer to pages 78 to 79. All resolutions on the matters listed in Article 14-3 of the Securities and Exchange Act have been approved by independent directors.
   2. Further to the aforementioned matters, any adverse opinion or qualified opinion of the Independent Directors against the resolutions of the Board: None.

II. For recusal of directors from motions due to conflicts of interest, specify the names of the Directors, the content of the motions, the reasons for recusal, and the participation in voting:
   1. On March 7, 2025, the Board of Directors resolved to purchase 100% equity interest in NANOSHIELD TECHNOLOGY CO., LTD. from Cheng Fa Investment Co., Ltd. and others for NT$10 million, and to separately inject NT$290 million as working capital. After the capital increase, the capital stock of NANOSHIELD TECHNOLOGY CO., LTD. would be NT$300 million, and it would be renamed "MICROLINK COMMUNICATIONS INC.". Except for Director James Lee, who recused himself from discussion and voting in accordance with laws due to a conflict of interest, the remaining directors in attendance approved the proposal without objection after discussion and resolution..
   2. On September 10, 2025, the Board of Directors resolved to approve the distribution of employee profit-sharing compensation to managerial officers for 2024. In regard to the remuneration of directors concurrently serving as staff T.C. Gou, Chen-Phan Pu, James Lee, and Eric Huang, all recused from discussion and voting in accordance with the law and based on their personal interests in the matter. After the remaining 8 directors passed the proposal without objection, the remuneration of the other managerial staff was approved by all the

directors present without objection.

III. The Board of Directors Status of Evaluation and Implementation

Assessment cycle	Assessment period	Assessment scope	Assessment method	Assessment content
Implemented once per year	2025.01.01 ∫ 2025.12.31	Board of Directors performance evaluation	Internal self-evaluation by the Board of Directors	1. Degree of participation in company operations 2. Improving the quality of board decisions 3. Board composition and structure 4. Election and continuing education of the directors 5. Internal Control
		Board member performance evaluation	Board member self-evaluation	1. Master the company's goals and tasks 2. Director's responsibilities 3. Degree of participation in company operations 4. Internal relationship management and communication 5. Director's professionalism and continuing education 6. Internal Control
		Audit Committee Performance Evaluation	Internal self-assessment of the committee.	1. Degree of participation in company operations 2. Recognition of functional committee responsibilities 3. Improving decision-making quality of functional committees 4. Functional committee composition and member selection 5. Internal Control
		Remuneration Committee Performance Evaluation		
		Corporate Governance and Sustainability Committee Performance Evaluation		

Evaluation Results Explanation:

1. The Company has completed the performance evaluation of the Board of Directors and each functional committee for 2025. The evaluation results were submitted and reported to the Board of Directors on March 16, 2026, serving as a basis for review and improvement.
2. The performance evaluation indicators of the Board of Directors include five major aspects and a total of 41 indicators. The total average of the evaluation results is 5 points (maximum score being 5 points). This shows that the Board of Directors has the responsibility to guide and supervise the company's strategy, major business and risk management, and can establish a proper internal control system. The overall operation situation is optimal and meets the requirements of corporate governance.
3. The performance evaluation indicators for board members include six major aspects and a total of 23 indicators. The overall average of the evaluation results is 4.98 points (maximum score being 5 points). This shows that the directors have positive comments on the efficiency and effectiveness of the operation of various indicators.
4. The functional committees include the Audit Committee, the Remuneration Committee, and the Corporate Governance and Sustainability Committee. The indicators include five major aspects. The total average of the evaluation results is 5 points (with the maximum score being 5 points). It shows that the overall operation of the functional committee is optimal and meets the requirements of corporate governance, effectively enhancing the functions of the Board of Directors.

Assessment cycle	Assessment period	Assessment scope	Assessment method	Assessment content
Implemented once every 3 year	2024.01.01 ∫ 2024.12.31	Board of Directors	External evaluation The external performance evaluation of the Company's Board of Directors was conducted by the Taiwan Cheng Cheng Management Association, a legally registered non-profit organization.	1. The professional functions of the Board of Directors (the composition and structure of the Board of Directors, the election and continuing education of directors) 2. Effectiveness of the Board of Directors' decision making (the degree of participation in the Company's operations, and the improvement of the quality of the Board of Directors' decision making) 3. The Board's emphasis on and oversight of internal controls 4. The Board of Directors' attitude to sustainable operation

Evaluation Results Explanation:

- Overall Observations:
  1. Board members of the evaluated company actively engage in information exchange and are provided with sufficient time to review agenda items, enabling them to gain a comprehensive understanding of the Company's management policies and offer valuable operational advice.
  2. The evaluated company regularly conducts internal control self-assessments. The internal audit unit compiles assessment reports, which are submitted to the Audit Committee for review and subsequently reported to the Board of Directors.
  3. The Company's directors recognize the importance of sustainable operations.
- Recommendations for Enhancement:
  1. Strengthen the diversity of board composition.
  2. Encourage the establishment of additional functional committees.
  3. Enhance the documentation of directors' statements in board meeting minutes.
  4. Increase the participation of the Audit Committee and independent directors in the whistleblower mechanism.
  5. Establish a succession plan for professional talent.
- Improvement Plan:
  Please refer to the Company's website for further details: https://www.foxlink.com/

IV. Assessment of objectives (e.g. setting up an Audit Committee, enhancing the transparency of information, etc.) and implementation status in respect of strengthening the powers of the Board of Directors for the current and immediately past years to be carried out:

1. The Company has established a Remuneration Committee, an Audit Committee and Corporate Governance and Sustainable Development Committee, respectively assisting the Board of Directors in performing their supervisory duties.
2. The Company takes the initiative to disclose important resolutions of the Board of Directors on the Company's website to enhance information transparency.
3. The Company has purchased liability insurance for directors and supervisors in accordance with the Articles of Incorporation to reduce and diversify the risk of material damage to the Company and shareholders, and regularly reviews the terms of the insurance policy to ensure that the insurance indemnity and coverage meet the needs, and reports to the Board of Directors as required.
4. Annual meeting agenda planned in advance.

Note 1: Corporate representative of Hsin Hung International Investment Co., Ltd.

Note 2: Corporate representative of Fu Lin International Investment Co., Ltd.

Note 3: Corporate representative of Foxlink Taiwan Industry Co., Ltd.

4.2 Information on operation of the Audit Committee

Five meetings have been held by the Audit Committee in the most recent year. Independent directors attended as follows:

Position	Name	Actual Attendance Frequency (B)	Frequency of Attendance	Actual attendance rate (%) (B/A) (Note)	Remarks
Convener	Randy Lee	5	0	100%	Independent Director
Committee member	Chien-Chun Fu	5	0	100%	Independent Director
Committee member	Jing-Mi Tang	5	0	100%	Independent Director
Committee member	Chih-Yang Tseng	5	0	100%	Independent Director

Other matters to be recorded:

I. If the operation of the Audit Committee falls into one of the circumstances, the date, session, the content of the proposal, independent directors' objections, reservations, or major suggestions, Audit Committee' resolution results, and the Company's response to such opinions shall be stated.

1. Matters listed in Article 14-5 of the Securities and Exchange Act: After the approval of the Audit Committee, they are reported to the Board of Directors.

Date	Proposal Content, Resolution Status, and Subsequent Handling
March 07, 2025 7th meeting of the 3rd term	I. Proposal content: 1. Discussed the Company's 2024 financial statements and business status 2. Discussed the Company's 2024 profit distribution 3. Approved the replacement of CPAs and the assessment of accountant independence and competency and their remuneration 4. Discussed the Company's investment in MICROLINK COMMUNICATIONS INC. 5. Discussed the Company's investment in India 6. Discussed the Company's investment in the US subsidiary Foxlink Arizona Inc. 7. Discussed the amendment to the lease agreement for the computing power center between the Company and its related party, Ubilink.AI CO., Ltd. 8. Discussed the proposal of the Company for applying for bank financing facilities. 9. Discussed the Evaluation of the Effectiveness of the Internal Control System and the Internal Control System Statement for 2024. 10. Discussed the amendments to the Company's payroll cycle and the definition of the scope of non-managerial employees. 11. Discussed the amendments to the Company's "Audit Committee Charter". II. Audit Committee resolution outcome: All members of the Audit Committee agreed to pass.

	III. The Company's handling of the Audit Committee's opinions: Submitted to the Board of Directors and approved by all directors present.
May 06, 2025 8th meeting of the 3rd term	I. Proposal content: 1. Discussed the Company's consolidated financial statements and operating status for the first quarter of 2025. 2. Discussed the capital increase in subsidiary and reinvestment in Da Nang, Vietnam. 3. Discussed the proposal of the Company for applying for bank financing facilities. II. Audit Committee resolution outcome: All members of the Audit Committee agreed to pass. III. The Company's handling of the Audit Committee's opinions: Submitted to the Board of Directors and approved by all directors present.
August 14, 2025 9th meeting of the 3rd term	I. Proposal content: 1. Discussed the Company's consolidated financial statements and operating status for the second quarter of 2025. 2. Discussed the proposal of the Company for applying for bank financing facilities. II. Audit Committee resolution outcome: All members of the Audit Committee agreed to pass. III. The Company's handling of the Audit Committee's opinions: Submitted to the Board of Directors and approved by all directors present.
Nov 03, 2025 3rd meeting of the 3rd term Special Audit Committee Meeting	I. Proposal content: Discussed the investment in the establishment of a new company in Texas, U.S. II. Audit Committee resolution outcome: All members of the Audit Committee agreed to pass. III. The Company's handling of the Audit Committee's opinions: Submitted to the Board of Directors and approved by all directors present.
Nov 14, 2025 10th meeting of the 3rd term	I. Proposal content: 1. Discussed the Company's consolidated financial statements and operating status for the third quarter of 2025. 2. Discussed the formulation of the Company's internal audit plan for 2026. 3. Discussed amendment to the Procedures for Asset Acquisition and Disposal II. Audit Committee resolution outcome: All members of the Audit Committee agreed to pass. III. The Company's handling of the Audit Committee's opinions: Submitted to the Board of Directors and approved by all directors present.

2. Further to the aforementioned matters, motions rejected by the Auditing Committee but passed by the Board at the consent of more than 2/3 of the Directors: **None.**

II. For recusal of independent directors from motions due to conflicts of interest, specify the names of the independent directors, the content of the motions, the reasons for recusal, and the participation in voting: None.

III. The communication between the independent directors and the audit supervisor and the CPAs

(materiality, means, and result of communication on the financial position and operation of the Company should be covered).

1. The Company's chief internal auditor attends each Audit Committee meeting to report on the implementation of internal audits, and communicates with the independent directors on material matters before each Audit Committee meeting. In 2025, the internal audit supervisor reported to the independent directors on the audit committee regarding the implementation of audit operations four times. After discussion and communication in the four meetings, the independent directors all had a grasp and understanding of the audit execution results. No other objections or suggestions were raised.
2. After being reviewed or checked by a certified public accountant, the financial statements of the Company are sent to the Audit Committee for discussion. And after its approval, a report or resolution is submitted to the Board of Directors. The certifying CPAs usually communicate and discuss matters with the independent directors by email. Each quarter, CPAs are arranged to communicate and discuss matters with each committee member before the Audit Committee meeting, and they attend Audit Committee meetings in person at least once or twice each year. On March 07, 2025, the Audit Committee arranged for the CPAs to attend in person, and report and communicate with independent directors on matters such as the financial statement audit plan, major financial reports, and the update of accounting and auditing laws and regulations. After discussion and communication, the independent directors had no opinion on the accountants' reports. Therefore, the independent directors of the Company have good communication with the CPAs.

IV. Annual working focus and operational status of the Audit Committee:

The Audit Committee of the Company held five meetings in 2025. All audit committee members attended each meeting, and their main working focus and authority were as follows:

1. Establishing or amending the internal control system in accordance with Article 14 of the Securities and Exchange Act.
2. Evaluation of the effectiveness of the internal control system.
3. Formulating or modifying the processing procedures for major financial business activities that acquire or dispose of assets, engage in derivative commodity transactions, lending of funds to others, endorse or provide guarantees to third parties.
4. Matters involving director self-interest.
5. Significant asset or derivative commodity transactions.
6. Significant capital loans, endorsements or guarantees.
7. Raising, issuing or private placement of equity securities.
8. Appointment, dismissal or remuneration of certified public accountants.
9. Appointment and removal of financial, accounting or internal audit supervisors.
10. Annual financial reports and quarterly financial reports.
11. Implementation of internal audit operations.
12. Other important matters specified by the Company or the competent authority.

4.3 Status of Corporate Governance, and Deviation from Corporate Governance Best-Practice Principles for TWSE/Tpex Listed Companies and Causes Thereof:

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
I. Has the Company prepared and disclosed the Corporate Governance Best Practice Principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies?	V		The Company has formulated a code of practice for corporate governance	No difference
II. The equity structure and shareholders' equity of the Company				No difference
(I) Does the Company have internal operating procedures in place to deal with shareholder recommendations, doubts, disputes and litigation matters according to the procedures?	V		The Company has a spokesperson, acting spokesperson, and stock affairs division responsible for handling shareholder suggestions, disputes, and other issues. There are also regulations for the management of external spokesperson activities to standardize related operations.	
(II) Does the Company have a list of the major shareholders who actually control the Company, and the ultimate controllers of the major shareholders?	V		The Company keeps track of shares held by directors, supervisors, managers, and major shareholders holding more than 5% of shares, and it reports such shareholdings in a timely manner.	
(III) Has the Company established and implemented the risk management, control and prevention mechanisms for affiliated companies?	V		The Company has established transaction procedures and risk control management measures for related enterprises to control various operating procedures and various risks, and to eliminate unconventional transactions.	
(IV) Has the Company established internal regulations that prohibit insiders from using unpublished information in the market to buy and sell securities?	V		Our company has established the "Procedures for Handling Material Inside Information" and relevant internal control systems. These measures prohibit corporate insiders from trading marketable securities using undisclosed market information. Furthermore, educational training on preventing	

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
			insider trading is conducted at least once a year for directors and managers. In addition, our Corporate Governance Best Practice Principles explicitly state that insiders are prohibited from trading company shares upon becoming aware of the company's financial reports or related earnings performance. Furthermore, prior to the announcement of financial reports for each quarter, the company proactively notifies directors regarding the regulations on the blackout period. Directors shall not trade their shares during the blackout periods, which comprise 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of each quarterly financial report, thereby strengthening regulatory compliance and preventing insider trading.	
III. Composition and duties of the Board of Directors				
(I) Has the Board of Directors formulated a Board diversity policy and specific management objectives and implemented them accordingly?	V		Article 20 of the Company's "Corporate Governance Best Practice Principles" explicitly states that the composition of the Board of Directors shall consider a diversification policy. An appropriate diversification strategy shall be formulated based on the Company's business model, development needs, future strategic direction, and the shareholding status of major shareholders. The selection of the Company's Board members is based on diversification principles, taking into account a comprehensive assessment of professional backgrounds, skills, industry experience, and practical needs. Board members possess	No difference

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
			expertise in areas such as industry experience, business management, finance and accounting, and sustainable governance. They also represent a diversity of genders, ages, and professional fields, thereby enhancing the overall operational efficiency of the Board. The Company also continuously monitors the achievement of its Board diversification goals. For details regarding the implementation status, please refer to pages 17 to 18 of the Annual Report.	
(II) Does the Company voluntarily set up other functional committees other than the Remuneration Committee and the Audit Committee according to law?	V		In addition to the Audit Committee and the Remuneration Committee established in accordance with the law, the Company has also established the Corporate Governance and Sustainable Development Committee. This initiative aims to strengthen the supervisory function of the Board of Directors and to implement the promotion of policies related to corporate governance, sustainable development, and corporate social responsibility.	
(III) Does the company formulate the board's performance assessment and evaluation method, conduct performance evaluation annually and regularly, and report the results of the performance evaluation to the board of directors, and apply it to individual directors' remuneration and nomination renewal?	V		The Company has formulated the "Regulations for Board of Directors Performance Evaluation." Each year, regular performance evaluations are conducted for the Board of Directors, individual board members, and functional committees. The evaluation results are reported to the Board of Directors to serve as an important reference for director nominations, reappointments, and remuneration. The methods for the Board of Directors performance evaluation include internal self-evaluation by the Board, self-evaluation by board members, and evaluations commissioned to external professional institutions, experts, scholars, or other	

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
			appropriate methods. It is explicitly stipulated that an external performance evaluation must be executed by an external professional independent institution or a team of external experts and scholars at least once every three years to continuously enhance the operational efficiency of the Board. The Company completed its external Board performance evaluation in 2024. For detailed evaluation results, please refer to page 33. The measurement items for the Board of Directors performance evaluation comprise the following five major aspects: 1. Degree of participation in the Company's operations. 2. Improvement of the quality of the Board's decision-making. 3. Composition and structure of the Board of Directors. 4. Election and continuing education of directors. 5. Internal control. The results of the 2025 Board of Directors performance evaluation indicate that the overall operation of the Board is functioning well, and board members demonstrate a high level of participation in matters such as the Company's strategic development, risk management, and sustainable governance. For detailed evaluation results, please refer to page 31.	
(IV) Has the Company assessed the independence status of the CPAs at regular intervals?	V		The Audit Committee and the Board of Directors of the Company regularly evaluate the independence and competence of the certifying certified public accountants (CPAs) every year. In the Audit Committee and Board of Directors meetings held on March 7, 2025, and March 16, 2026, the evaluation comprehensively referenced the diverse	

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
			dimensions of the Audit Quality Indicators (AQIs), and the "Statement of Independence and Audit Work" issued by the CPAs was obtained. Following a prudent evaluation, resolutions were passed confirming that the certifying CPAs met the independence and competence standards established by the Company. In addition, the Company's accounting department has established a comprehensive CPA independence evaluation mechanism in accordance with the "Certified Public Bookkeeper Act" and the "Statement of Quality Management Standards No. 10 (TW) issued by the Auditing Standards Committee." Furthermore, the rotation of certifying CPAs is conducted regularly pursuant to relevant laws and regulations to ensure audit quality and the credibility of financial reporting.	
IV. Is the TWSE / TPEx listed company equipped with qualified and appropriate number of corporate governance personnel, and appoint a corporate governance director responsible for corporate governance related matters (including but not limited to providing information needed by directors and supervisors to carry out business, assisting directors and supervisors to comply with laws and regulations, handling matters related to meetings of the Board of Directors and shareholders' meeting in accordance with the law, and producing minutes of board meetings and shareholders' meetings)?	V		To implement corporate governance and enable the Board of Directors to exercise its due functions to safeguard investor interests, the Company, by resolution of the Board of Directors on March 26, 2021, approved the establishment of the position of Corporate Governance Officer, and appointed Mr. Kufn Lin, Special Assistant of the Investment Strategy Department, to serve as the Corporate Governance Officer. The scope of authority of the Corporate Governance Officer includes handling matters relating to meetings of the Board of Directors and Shareholders' Meetings in accordance with the law; preparing minutes of the meetings of the Board of Directors and Shareholders' Meetings; assisting directors in their inauguration and continuing education; providing information required by directors for performing their duties;	No difference

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
			assisting directors in regulatory compliance; and other matters prescribed by the Articles of Incorporation or contracts. Furthermore, the Corporate Governance Officer continuously monitors domestic and international trends in corporate governance and sustainable development, and regularly participates in relevant continuing education courses to enhance the operational efficiency of corporate governance and the quality of information disclosure.	
V. Has the Company established channels for the communications with the stakeholders (including but not limited to the shareholders, employees, customers, and suppliers), and the section for the shareholders on the official website of the Company to respond to all concerns of the stakeholders on corporate social responsibility?	V		The Company places great emphasis on the rights and interests of stakeholders. We have established a dedicated Stakeholder Section on our corporate website and created multiple communication channels, with responsible units assigned to communicate with shareholders, employees, customers, suppliers, and other stakeholders. The Company regularly collects and analyzes the material topics of concern to stakeholders. These opinions serve as an important reference for our corporate governance, sustainable development, and information disclosure, thereby continuously enhancing the performance of our sustainable corporate operations.	No difference
VI. Has the Company appointed a professional share registration and investors service agent for handling matters pertaining to the Shareholders Meeting?	V		The Company has appointed a professional stock affairs agency, the Shareholders' Service Agency Department of Grand Fortune Securities Co., Ltd., to handle various stock affairs of the Company on its behalf	No difference
VII. Disclosure of Information (I) Has the Company installed a website for the disclosure of information on financial position and operation, as well as corporate governance?	V		The Company has established both Chinese and English corporate websites to regularly disclose relevant information on financial and business performance, corporate governance,	Except for the third item which is still under planning, there is no difference

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
			and sustainable development, thereby safeguarding the right to know of investors and stakeholders.	
(II) Has the Company adopted other means for disclosure (such as the installation of a website in the English language, appointment of designated persons for the collection and disclosure of information on the Company, the implementation of ae spokesman system, and videotaping institutional investor conferences)?	V		The Company has established a spokesperson system and assigned dedicated personnel to be responsible for the collection, disclosure, and updating of public information. This ensures the timeliness and accuracy of information disclosure, enhances corporate information transparency, and strengthens communication with investors. Furthermore, Chinese and English corporate websites have been set up to disclose investor conference information and other material updates for the convenience of investors' inquiries. Meanwhile, designated personnel have been assigned to handle the collection and disclosure of corporate information, fully implementing public information disclosure and the operation of the spokesperson system.	
(III) Does the Company announce and declare its annual financial report within two months after the end of the fiscal year, and announce and declare the first, second, and third quarter financial reports and the monthly operating situation as early as possible within the prescribed time limit?	V		The Company completes relevant financial statements and reports on monthly operating conditions within the specified time limits	
VIII. Is there any other essential information that would help understand the pursuit of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, the continuing education of the directors and	V		1. Employee rights: The Company has formulated multiple employee benefit policies and management procedures that comply with local regulations regarding labor relations, labor conditions, and social responsibility to safeguard all rights and interests of employees.	No difference

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
supervisors, the pursuit of a risk management policy and standard of risk assessment, the pursuit of a customer policy, and professional liability insurance coverage for the directors and supervisors)?			The Company also attaches great importance to employee rights and the workplace environment. All relevant systems conform to labor laws and international human rights principles. Furthermore, we continuously promote a friendly workplace, diversity, equity, and inclusion (DEI), and occupational safety and health management to maintain the legal rights and interests of employees and to foster a healthy work environment. 2. Employee care: The Company is committed to creating a healthy and friendly work environment. To enhance the diversity of employees' leisure activities, the Company subsidies employee club activities and has signed cooperation agreements with multiple leisure and sports centers to provide resources for physical fitness. Concurrently, regular employee health examinations are conducted and medical consultation services are provided to safeguard employees' physical and mental well-being. We also continuously improve the work environment to meet the requirements of relevant international standards. The Company values employee work-life balance, encouraging employees to engage in their work according to their volition and fully exert their professional capabilities, while ensuring a work environment free from psychological or physical coercion. Furthermore, the Company adheres to international human rights standards and does not practice any discrimination or differential treatment against employees based on factors	

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
			such as race, gender, age, religion, or political affiliation, thereby implementing a workplace culture of equality and respect. 3. Investor Relations: There is a stock affairs department and a spokesperson responsible for handling relevant stock affairs and shareholder suggestions and disputes. 4. Supplier relationships: The Company attaches great importance to supply chain management. All transactions with suppliers are conducted in accordance with relevant procurement procedures, and integrity commitments as well as non-disclosure agreements are signed to establish an honest, transparent, and sustainable supply chain cooperative relationship. 5. Stakeholder rights: The Company has established communication channels for stakeholders, who can contact the Company via the corporate website, email, telephone, and other methods. The relevant departments with designated authority and responsibility are in charge of responding to stakeholder concerns. When necessary, the Audit Committee, Independent Directors, or the Internal Audit Unit will assist in handling these matters to safeguard the rights and interests of stakeholders. 6. Continuing education of directors and supervisors: The Directors of the Company possess rich industry experience and professional management capabilities. They continuously participate in training courses related to corporate governance, sustainable development, risk	

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
			management, and relevant laws and regulations to enhance the professional functions and governance efficiency of the Board of Directors. 7. Pursuit of a risk management policy and standard of risk assessment: The Company has established risk management policies and mechanisms. Each department with designated authority and responsibility is in charge of identifying, assessing, and managing risk factors such as operations, finance, regulatory compliance, information security, and climate change, and regularly reports the status of risk management implementation to the Board of Directors. 8. Pursuit of a customer policy: The Company has operating bases both domestically and overseas. There is also a customer service department to provide channels for customer inquiries or services. 9. Professional liability insurance coverage for the directors: The Company has purchased liability insurance for all directors. 10. Information security management: The Company attaches great importance to information security management and has established information security management mechanisms and relevant control measures to ensure the confidentiality, integrity, and availability of information assets. Furthermore, we continuously conduct information security awareness campaigns and educational training to enhance employees' information security awareness.	

Evaluation item	Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies, and reasons
	Yes	No	Summary description	
IX. Corrective action taken in response to the result of the Corporate Governance Evaluation conducted by the Corporate Governance Center of Taiwan Stock Exchange Corporation, and the priority of action on issues pending for corrective action in the most recent year. (Not applicable for companies not evaluated by TSEC) The Company's Improvements in Response to Areas Identified as Incomplete in the Corporate Governance Evaluation Are as Follows: 1. The Company completed its external Board of Directors performance evaluation in 2024. For the relevant evaluation descriptions, please refer to page 33. 2. The Company has enhanced the completeness of information disclosure in its annual reports and public information, including the implementation status of resolutions passed at Shareholders' Meetings, as well as the remuneration policies and payment procedures for directors and managers. 3. The Company has disclosed its specific practices and implementation results in supporting domestic cultural development within the Sustainability Report. 4. The Company will continuously strengthen mechanisms related to corporate governance, risk management, information security, and sustainable development, and enhance the transparency of information disclosure to fulfill sustainable corporate operation goals.				

4.4 Composition and Operation of the Remuneration Committee and the Corporate Governance and Sustainability Committee

2.4.1 Information of Remuneration Committee Members

March 31, 2026

ID classification / Terms / Name		Professional Qualifications and Experience	Independence Criteria	Number Concurrently Serving As Members of The Remuneration Committees of Other Publicly Issued Companies
Independent Director (Convener)	Randy Lee	Please refer to pages 15 to 16 for the disclosure of independent directors' independence under Director information (II).		None
Independent Director	Chien-Chung Fu			1
Independent Director	Jing-Mi Tang			None
Independent Director	Chih-Yang Tseng			None

2.4.2 Information on the operation of the Remuneration Committee

- The Company's Remuneration Committee consists of 4 members
- **The current term of members:**

  May 31, 2023 to May 30, 2026; the Remuneration Committee met **2** times (A) in the most recent year and member qualifications and attendance are as follows:

Position	Name	Actual Number of Attendances (B)	Frequency of Attendance	Actual Attendance Rate (%) (B/A) (Note)	Remarks
Convener	Randy Lee	2	0	100%	Serving another term
Committee member	Chien-Chung Fu	2	0	100%	Serving another term
Committee member	Jing-Mi Tang	2	0	100%	Serving another term
Committee member	Chih-Yang Tseng	2	0	100%	Newly elected

Other matters to be recorded:

I. Remuneration Committee's scope of authority:

(I) Committee members should faithfully perform the following functions and powers with the attention of good managers, and be responsible to the Board of Directors as they submit their suggestions to the Board of Directors for discussion:

1. Formulate and regularly review the policies, systems, standards and structures of directors, supervisors, and managers' performance evaluation and remuneration.
2. Regularly evaluate and determine the remuneration of directors, supervisors, and managers.

(II) When the Committee performs the functions and powers of the preceding article, they should be based on the following principles:

1. The performance evaluation and remuneration of directors, supervisors, and managers should refer to the usual level of payment in the industry. Furthermore, they should consider

the reasonableness of the connection with personal performance, company operating performance and future risks.

2. Directors and managers should not be incentivized to engage in behaviors that exceed the Company's risk tolerance in pursuit of remuneration.
3. The ratio of dividends to directors and senior managers' short-term performance and the payment time of part of the variable salary shall be determined in consideration of industry characteristics and the nature of the Company's business.

(III) The salary remuneration referred to in the preceding two paragraphs includes cash remuneration, stock options, employee stock bonuses, retirement benefits or severance payments, various allowances, and other measures with substantial incentives.

II. If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, the date and period of the Board of Directors, the content of the proposal, the resolution of the Board of Directors, and the Company's handling of the opinions of the Remuneration Committee should be stated. (If the remuneration approved by the Board of Directors exceeds the recommendation of the Remuneration Committee, the differences and reasons should be stated): None.

III. On resolutions of the Remuneration Committee, if members have objections or reservations and have records or written declarations, the date, period, proposal content, opinions of all members and the handling of the opinions of the members shall be stated: None.

IV. Reasons for discussions and resolutions of the Remuneration Committee in 2024, and the company's handling of members' opinions:

Meeting Date	Proposal	Resolution Result	Company's Handling
1st meeting of 2025, March 07, 2025	The Company's remuneration plan for directors for 2024	Approved by all members present	Proposed to the Board of Directors and approved by all directors present
	The Company's remuneration plan for employees for 2024		
2nd meeting of 2025 Sep 10, 2025	The Company's distribution plan for directors' remuneration for 2024	Approved by all members present	Proposed to the Board of Directors and approved by all directors present
	The Company's distribution plan for manager and employee remuneration for 2024		

2.4.3 Corporate Governance and Sustainability Committee

- The Company's Corporate Governance and Sustainability Committee is composed of five directors, four of whom are independent directors.
- **The current term of members:**

  May 31, 2023 to May 30, 2026; the Corporate Governance and Sustainability Committee met **2** times (A) in the most recent year and member qualifications and attendance are as follows:

Position	Name	Actual Number of Attendances (B)	Frequency of Attendance	Actual Attendance Rate (%) (B/A) (Note)	Remarks
Convener	Randy Lee	2	0	100%	Serving another term
Committee member	Chen-Phan Pu	2	0	100%	Serving another term
Committee member	Chien-Chung Fu	2	0	100%	Serving another term
Committee member	Jing-Mi Tang	2	0	100%	Serving another term
Committee member	Chih-Yang Tseng	2	0	100%	Newly elected

Other matters to be recorded:

I. Scope of Responsibilities of the Corporate Governance and Sustainability Committee:

1. To supervise the implementation of corporate social responsibility and sustainability matters, and to assess the effectiveness of their execution.
2. To review and propose for Board approval the formulation and amendment of key policies and procedures, including the Code of Practice for Corporate Social Responsibility, the Corporate Governance Best-Practice Principles, and the Ethical Corporate Management Best-Practice Principles.
3. To review and propose for Board approval the formulation and amendment of important corporate regulations, such as the Articles of Incorporation, the Rules of Procedure for Shareholders' Meetings, the Procedures for Election of Directors, and the Rules of Procedure for Board Meetings.
4. To review and propose for Board approval the formulation and amendment of the organizational rules of the Board's functional committees.
5. To supervise and guide the Company's participation in various corporate governance evaluations, assess the results, and evaluate the performance of the Board of Directors, with findings to be submitted to the Board.
6. To assess the channels through which the Board of Directors obtains information, as well as the quality and timeliness of such information.
7. To review the governance relationships between the Company and its subsidiaries or other affiliated enterprises.
8. To handle other material matters stipulated by the Company or competent authorities.

II. Meeting Dates, Session Numbers, Agenda Items, Resolutions, and the Company's Handling of the Committee's Opinions in the Most Recent Year:

Meeting Date	Proposal	Resolution Result	Company's Handling
1st meeting of 2025, February 20, 2025	1. Discussed the implementation status of the work plan of the Company's Corporate Governance and Sustainability Team for the second half of 2024, and formulated the work plan for 2025. 2. Discussed the performance evaluation of the Company's Board of Directors and functional committees for 2024. 3. Discussed the tracking of the implementation of greenhouse gas inventory by the Company and its consolidated subsidiaries.	Approved by all members present	Proposed to the Board of Directors and approved by all directors present
2nd meeting of 2025, August 14, 2025	1. Discussed the implementation status of the work plan of the Company's Corporate Governance and Sustainability Team for the first half of 2025. 2. Discussed the tracking of the implementation of greenhouse gas inventory by the Company and its consolidated subsidiaries. 3. Discussed the Company's 2024 sustainable report.	Approved by all members present	Proposed to the Board of Directors and approved by all directors present

4.5 Status of Promotion of Sustainable Development and Deviation from The Sustainable Development Best Practice Principles for TWSE/Tpex Listed Companies and Reasons Thereof:

Evaluation Item	Operational Status			Differences and Reasons for Differences With Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Summary Description	
I. Has the Company established exclusively (or concurrently) dedicated units to promote sustainable development, and has the Board of Directors placed senior management personnel in charge of the promotion and monitored the promotion?	V		1. The Company established the Corporate Governance and Sustainability Committee in November 2021. 2. The committee is responsible for proposing and implementing policies or systems, such as promoting corporate governance, developing a sustainable environment, and maintaining social welfare. 3. The current term of the committee is composed of four independent directors and one director. There are a corporate governance team and a sustainability team under the jurisdiction of the committee, which shall be responsible for promoting corporate governance, humanistic care, sustainable environment, corporate value chain, and other ESG policies and goals. events. 4. Among them, the sustainable development team formulates the mid-term and long-term sustainable development plan, and submits it to the board of directors after deliberation. After the review and evaluation of the board of directors, the board will give appropriate suggestions to ensure that the sustainable development strategy is fully implemented in the daily operations of the company. 5. The Corporate Governance and Sustainability Management Committee reports the implementation results of sustainable development and future work plans to the Board of Directors every six months. The Board of	No difference

Evaluation Item	Operational Status			Differences and Reasons for Differences With Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Summary Description	
			Directors supervises the risks and opportunities of various issues assessed and managed by the Committee, and approves the policies and goals of sustainability-related issues and urge the management team to make adjustments in line with the Company's operating conditions. 6. The Company held a meeting on February 20, 2025 The contents of the motions included issues that require attention in the development of sustainable operation in 2025, and an implementation plan for 2025 was formulated; supervise the implementation of sustainable operation matters, and evaluate the implementation. 7. The Company has established a Sustainability and Corporate Social Responsibility Department under the General Administration Office. The department currently consists of 9 staff members and is responsible for formulating the Company’s annual CSR execution plans, conducting regular audits, promoting CSR initiatives, and compiling the Corporate Sustainability Report.	
II. Does the Company follow the principle of materiality, conduct risk assessments on environmental, social and corporate governance issues related to company operations, and formulate relevant risk management policies or strategies?	V		1. The Company has formulated the "Corporate Social Responsibility Policy," conducting risk assessments on environmental, social, and governance (ESG) issues in accordance with the principle of materiality, and incorporating them into the existing risk management policies. The operational status complies with the policy guidelines. 2. The Company has set up an Internal Audit Department to inspect and evaluate the effectiveness of the internal control system, and provide suggestions for improvement	No difference

Evaluation Item	Operational Status			Differences and Reasons for Differences With Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Summary Description	
			in a timely manner. It does so to ensure the continuous and effective implementation of various systems, and to assist the Board of Directors and management to achieve and set goals by evaluating and improving risk management. Through the establishment and maintenance of the Company's internal audit system, the improvement plan is developed thereby. 3. Based on the assessed risks, relevant risk management policies or strategies have been established as outlined in the attached remarks table.	
III. Environmental Issues (I) Has the Company established an appropriate environmental management system based on its industrial characteristics?	V		The Company has obtained various system certifications, including ISO 14001, ISO 14064, ISO 50001, QC 080000, UL 2799, and OHSAS 18001, demonstrating its commitment to environmental management policies. The ISO 14001 certificate is valid from November 11, 2022 to January 11, 2028. The ISO 50001 certificate is valid from February 6, 2023 to April 7, 2028.	No difference
(II) Has the Company committed itself to improving the utilization efficiency of various resources, and to using recycled materials with low impact on the environment?	V		The Company cooperates with suppliers to sell scrap materials and other byproducts generated after production to recycling vendors, thereby reducing the burden of environmental impacts. The implementation status of the introduction of recycled materials in 2025 is described below: ● 100% Recycled Gold: All new product developments have successfully introduced 100% recycled gold. ● 100% Recycled Tin: All new product developments utilize 100% recycled tin (solder balls). ● 100% Recycled Copper: 92.31% of new products utilize 100% recycled copper, representing a significant increase	No difference

Evaluation Item	Operational Status			Differences and Reasons for Differences With Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Summary Description	
			of 37.77% compared to 2024. ● 90% Recycled Stainless Steel: 83.33% of new products have introduced ● 90% Recycled stainless steel, representing an increase of 44.55% compared to 2024. ● Recycled Process Consumables and Packaging Materials: – 80% of new products utilize 100% recycled process consumables. – 100% of new products have introduced 100% recycled trays.	
(III) Does the Company assess the potential risks and opportunities of climate change for the Company now and in the future, and take measures to deal with climate-related issues?	V		1. To address climate change, the Company has adopted the TCFD framework to establish a comprehensive risk management system for identifying, assessing, and mitigating climate-related risks. The Company also conducts regular scenario analyses to simulate potential impacts under various climate change scenarios and adjusts its strategies accordingly. 2. The Company announced its participation in SBTi in December 2021 and commissioned PWC to assist in the formulation of science-based carbon targets. We set a carbon reduction target aligned with preventing temperatures from increasing 1.5°C by 2030, and the carbon reduction plan was officially certified by SBTi in November 2022.	No difference
(IV) Does the company count greenhouse gas emissions, water consumption and the volume of total waste in the past two years, and formulate policies for energy saving and carbon reduction, greenhouse	V		1. The Company is committed to energy-saving and carbon-reducing measures. The greenhouse gas emissions of each plant are checked in accordance with the ISO14064-1 standard, and obtain third-party verification;which is based on caring for the Earth and energy saving and	No difference

Evaluation Item	Operational Status			Differences and Reasons for Differences With Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Summary Description	
gas reduction, water management or other waste management?			environmental protection. In the future, we will continue to promote energy saving and greenhouse gas reduction policies. With the goal of continuous reduction, we hope to become a low-carbon enterprise with sustainable environmental development. 2. The company has established emission reduction policy goals for greenhouse gases, water usage, and other waste management. We are committed to achieving net-zero emissions by 2040 under the Climate Pledge. For further details, please refer to the sustainability report published on the company's website. 3. The Company announced its participation in SBTi in December 2021 and commissioned PWC to assist in the formulation of science-based carbon targets. We set a carbon reduction target aligned with preventing temperatures from increasing 1.5°C by 2030, and the carbon reduction plan was officially certified by SBTi in November 2022. 4. The company completed a greenhouse gas inventory in April 2025, which was verified by the external certification body, FAPIAO International Certification Co., Ltd., in April this year. The greenhouse gas verification statement was issued by FAPIAO International Certification Co., Ltd. in May.	
IV.Social Issues				
(I) Has the Company established related policies and procedures in accordance with applicable legal rules and the International	**V**		The Company deeply respects and safeguards the human rights of our employees. The relevant management policies and procedures are as follows:	No difference

Evaluation Item	Operational Status			Differences and Reasons for Differences With Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Summary Description	
Convention on Human Rights?			1. Policy Formulation: In accordance with the "United Nations Universal Declaration of Human Rights," the "International Labour Organization (ILO) Core Conventions," and domestic labor-related laws and regulations, the Company has formulated its "Human Rights Policy." This policy explicitly prohibits child labor, harassment, and discrimination, and bans forced labor, while safeguarding equal pay for equal work and the freedom of association. 2. Procedures and Mechanisms: The spirit of human rights is internalized into the corresponding management regulations. Furthermore, diverse and independent employee grievance channels have been established (including physical complaint mailboxes and dedicated digital grievance email hotlines). These channels are handled by the Human Resources Department as the designated responsible unit, with a strict commitment to maintaining the confidentiality of the complainant's identity.	
(II) Has the Company formulated and implemented reasonable employee welfare measures (including salary, vacation and other benefits, etc.), and appropriately reflects business performance or results in employee compensation?	**V**		The Company's internal regulations stipulate corporate ethics, and a reasonable salary and remuneration policy, as well as a clear performance appraisal, reward and punishment system, in line with corporate social responsibility policies.	No difference

Evaluation Item	Operational Status			Differences and Reasons for Differences With Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Summary Description	
(III) Has the Company provided a safe and healthy work environment for the employees, and related education on occupational safety and health for the employees at regular intervals?	V		1. In 2025, a total of 373 occupational health, safety, and hygiene training sessions were conducted, covering topics such as accident prevention and handling, fire safety, safe chemical usage, prevention of hazardous machinery, and electrical safety. A total of 10,617 participants attended the training. To strengthen emergency management, command, and handling of unforeseen events, and to continuously improve the emergency organizational management system, 105 emergency evacuation drills were held in 2025, with approximately 32,693 participants. These drills aim to enhance employees' self-rescue and mutual rescue abilities, ensuring that, in the event of an emergency, response actions are taken swiftly, accurately, and effectively to safeguard both lives and property. 2. In 2025, all 7 major manufacturing sites, both domestic and overseas, successfully passed the ISO 45001 Occupational Health and Safety Management System certification, with the Da Nang plant in Vietnam being newly certified during the year. Concurrently, the Taiwan headquarters passed the TOSHMS (Taiwan Occupational Safety and Health Management System) certification. 3. In 2025, the number of recordable work-related injuries was 48, and the total recordable injury rate (TRIR) was 1.22. This represents a slight increase in both the number and rate of recordable work-related injuries compared to 2024. The primary cause was a traffic accident involving a commuter shuttle bus and another vehicle on the way to work at the India plant, an incident for which the opposing	No difference

Evaluation Item	Operational Status			Differences and Reasons for Differences With Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Summary Description	
			party held full liability. (The recordable work-related injury rate is calculated per one million hours worked.) 4. There were no cases of major fires and no casualties due to fires in 2025.	
(IV) Has the Company provided effective training in career planning for employees?	**V**		The company currently trains personnel through on-the-job training to ensure that employees perform duties in existing positions and also learn to acquire necessary skills for promotion.	No difference
(V) Regarding customer health and safety, customer privacy, marketing and labeling of products and services, does the Company comply with relevant regulations and international standards, and formulate relevant consumer protection policies and appeal procedures?	**V**		The Company complies with the relevant regulations and international standards for marketing and labeling of products and services. There is also a special area for stakeholders, providing a channel for customer questions, appeals or suggestions. The Company upholds the principle of good faith to protect the rights and interests of consumers.	No difference
(VI) Has the Company formulated supplier management policies, where suppliers are required to follow relevant regulations on issues such as environmental protection, occupational safety and health or labor and their implementation?	V		In addition to committing to self-regulation according to the strictest standards, the company also promotes the adherence to social responsibility among its suppliers. Using RBA, laws and regulations, and customer requirements as standards or content, we have established the Hon Hai Supplier Social Responsibility Code of Conduct. We also adopt various methods to communicate social responsibility policies and regulations to suppliers. Based on this, we conduct social responsibility compliance audits for new and key suppliers in areas such as labor, human rights, ethics, and the environment, ensuring that all suppliers meet the social responsibility requirements.	No difference

Evaluation Item	Operational Status			Differences and Reasons for Differences With Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Summary Description	
V. Does the Company refer to the internationally-prepared reporting standards or guidelines, preparation of corporate social responsibility reports and other reports that disclose the company's non-financial information? Did the preliminary report obtain the confidence or assurance opinion of the third-party verification unit?	V		1. The Company compiles and issues its corporate social responsibility report in accordance with the GRI Standard of the Global Reporting Initiative (GRI). It thus discloses the Company's sustainability issues, strategies, goals and measures, and the achievement of various indicators, and so on. In addition to complying with international trends and meeting the needs of customers and investors, it also exposes non-financial information that is not presented in the annual financial report. The content includes achievements in the economic, social, environmental and other related fields. The corporate social responsibility report can be viewed on the Company's official website. 2. We completed the appointment of a third party to provide the Type 1 moderate-level assurance as per the AA1000 Assurance Standard for each sustainability report published by the Company from 2022 onwards. Sustainability reports published annually in the future shall also undergo third-party certification. For details, please refer to sustainability report announcements given on the Company's website.	No difference
VI. If the Company has formulated its own Sustainable Development Best Practice Principles in accordance with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe the difference between its operation and the established Principles: The Company has established its Corporate Social Responsibility Policies, and they have no major differences with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.				
VII. Other important information that facilitates the understanding of the efforts in promotion of sustainable development: The Company upholds the business philosophy of sincerity, macro, and responsibility, and continues to promote corporate governance, develop a sustainable environment, and maintain social welfare. In order to fulfill due corporate social responsibility, the Company must uphold integrity as the highest principle for its business operations and employee behaviors among its various codes of conduct; in the Company's system design or business				

Evaluation Item	Operational Status			Differences and Reasons for Differences With Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Summary Description	
strategies, sustainability is largely considered development-related issues and policies, in order to enable the Company to achieve stable and long-term sustainable development, and achieve the goal of social co-prosperity and symbiosis with the environment. 1. Social co-prosperity category: ● Caring for the elderly in the community: Holding elderlies warmth meal event. (The events was held on August 1nd and August 15th, 2025.) ● Blood Donation: The Bank donates blood three times a year. (The events was held on March 12th, July 09th, and December 18th, 2025.) 2. Environmental symbiosis: On October 18, 2025, the Group organized a special "Sugarcane Smallholder Experience Day," inviting employees and their families to Baoshan, Hsinchu, for an in-depth social engagement initiative. The activity integrated a sugarcane cultural guided tour, farming experiences, and hands-on interactions, allowing the Group's employees and their families to understand the sugarcane ecological cycle and the value of land sustainability, thereby fulfilling the corporate commitment to social responsibility and environmental education. This initiative aligned with the United Nations Sustainable Development Goals (SDGs), specifically SDG 11 (Sustainable Cities and Communities), SDG 13 (Climate Action), and SDG 15 (Life on Land), implementing the philosophy of sustainable co-prosperity through actual planting activities and collaboration with local industries.				

- **Remarks**

The company conducts risk assessments related to environmental, social, and corporate governance (ESG) issues that are relevant to its operations, following the principle of materiality. Based on these assessments, the company establishes relevant risk management policies or strategies.

Category	Sustainability Theme	Mitigation Measures / Response Policies
Governance	Corporate Governance	In accordance with domestic and international regulatory requirements, strengthen the functions of the board of directors, regularly hold functional committees, and report to shareholders' meetings to enhance transparency and protect the interests of stakeholders.
	Financial Performance	Continuously strengthen the company’s competitive advantage in research and development and technology based on business objectives, invest in the development and design of new products and technologies, while improving efficiency, reducing costs, and minimizing environmental impacts from products and processes to maintain competitiveness and provide employees with a stable working environment for sustainable business operations.

Category	Sustainability Theme	Mitigation Measures / Response Policies
	Integrity Management	Adopt a zero-tolerance attitude toward any behavior or activities that violate regulations. Actively audit according to internal policies, accept reports, and implement anti-corruption policies for both employees and suppliers.
	Information Security	Conduct regular internal cybersecurity audits, reinforce security measures, and address vulnerabilities in information systems to maintain smooth system operations. Internal cybersecurity meetings are held to strengthen the organization's resilience against cybersecurity incidents and threats.
	Supplier Management	Build a supplier management platform, develop a hierarchical approach for supplier sustainability documentation, conduct surveys on major suppliers' green qualifications, and investigate suppliers' global locations, collecting information on sustainable local procurement points.
Social	**Employee Rights and Diversity & Inclusion**	Comply with local labor laws, the Responsible Business Alliance (RBA) Code of Conduct, and relevant international conventions. Foster a harmonious and equitable workplace, thereby enhancing overall business performance.
	Employee Training and Development	Foxlink emphasizes the development of employees' personal potential and professional interests. Through long-term initiatives such as industry-academia collaboration and campus recruitment programs, the company cultivates the next generation of technical professionals. Online management courses are offered to diversify learning opportunities for employees.
	Occupational Health & Safety	The Group implements an international occupational health and safety management system, continuously improving the intrinsic safety of equipment and facilities, and strengthening change management requirements. Plans and implements regular self-inspections of mechanical equipment.
Environmental	**Climate Change & Greenhouse Gas Management**	**Business Continuity:** Maintain ongoing operational plans to ensure effective backup operations during emergencies, and obtain appropriate insurance coverage to transfer losses resulting from disasters **Regulatory Tracking and Response:** Environmental Sustainability Team and relevant departments closely monitor domestic and international laws, policies, and guidelines, holding regular discussions and reports to enable early response and reduce potential impacts. **Net-Zero Transition:**

Category	Sustainability Theme	Mitigation Measures / Response Policies
		Participate in international sustainability initiatives, actively conduct carbon inventories, and adopt measures such as improving energy and resource efficiency, investing in renewable energy, generating carbon asset opportunities, and enhancing corporate reputation to support emissions reduction and transition goals.
	Quality Management	Foxlink is committed to product quality, maintaining a comprehensive quality management system to ensure the safety of products and services while meeting customer and regulatory requirements. Environmental impact is considered at the design stage, including avoiding the use of hazardous raw materials, improving product performance, and designing for easy disassembly or recycling.

● Climate Related Information of TWSE/Tpex-Listed Companies

1. Implementation Status of Climate-Related Information

Item	Implementation Status
1. Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and management.	■ The Board of Directors appointed the Sustainable Development Committee to manage climate issues. Based on the climate-related risk topics collected, the Committee uses the Recommendations of the Task Force on Climate-related Financial Disclosures to identify, analyze and track the implementation of climate change related plans/actions. The possibility and degree of impact of climate risks, and appropriate mitigation and adjustment measures are taken. Led by the Environmental Sustainability Team of the Sustainable Development Task Force, we identify the priority of risks and opportunities according to “level of impact” and “likelihood of occurrence.” Regarding the management process of risks and opportunities prioritization, we ensure that material climate-related risks/mechanisms are all properly grasped and assessed. Identify the impacts and risks faced by the Group in response to carbon neutrality, and formulate response strategies and management systems to reduce operational risks caused by climate change. ■ The Company established a Corporate Governance and Sustainable Development Committee and elected Mr. Randy Lee as the committee convener while concurrently establishing a Corporate Governance Task Force and Sustainable Development Task Force, to be convened, respectively, by Kufn Lin and Vice-President Spencer Yeh. Among them, the Sustainable Development Task Force leads the supervision and governance of Cheng Uei's internal climate-related risks and opportunities. Task force members include the heads of the production departments and the heads of the central manufacturing site units. ■ The Committee reports implementation results, climate-related risk response strategies, and annual operating guidelines to Board of Directors every six months. At the same time, internal meetings are held regularly every month with meeting topics to include responses to major customer requirements, monitoring risk events, reviewing energy saving and emission reduction targets and annual budgets and overseeing the implementation performance of each department. ■ In cases involving climate and major capital investment, including energy-saving technological transformation projects, in accordance with the internal construction

Item	Implementation Status
	project contracting operation management measures, a bid review committee shall be established for a certain amount or more to review relevant materials and propose a bid award proposal. The Audit Committee composed of independent directors of the Company will then review the case and decide the bid.
2. Describe how the identified climate risks and opportunities will affect the Company's business, strategy, and finances (in the short, medium and long term).	■ The Company committed to setting science-based targets in 2021 and passed the Science Based Target Initiative (SBTi) compliance review in 2022. ■ Referring to the schedule of carbon reduction targets, we have set 2021 as the base year and the short term is defined as 1 to 3 years; the medium-term is 4 to 6 years; and the long term is more than 6 years. ■ Short-, medium- and long-term risks: 1. Short term: Increased cost of raw materials; stricter environmental and energy regulations; extreme weather such as typhoons and floods. 2. Medium term: Increased cost of renewable energy acquisition; cost of transition to a low-carbon economy. 3. Long term: fuel/energy tax or carbon tax; net-zero emission trend; long-term difficulty in obtaining renewable energy. ■ Short-, medium- and long-term opportunities: 1. Short term: the development of new products and circular economy innovation of raw materials; improving the natural disaster response and defense mechanism; and reducing the use of water resources. 2. Medium term: participation in renewable energy projects, carbon trading markets and energy-consuming equipment renovations. 3. Long term: improvement of energy resource production efficiency; investment in renewable energy; generation of opportunities for carbon assets and enhancement of our corporate reputation.
3. Describe the financial impact of extreme climate events and transformational actions.	■ The Company identifies risks and opportunities covering products and services, supply chains, adaptation and mitigation activities, R&D investment, and operations and assesses the probability and extent of events according to each risk and opportunity. ■ The Company further analyzes the operating costs and revenues, capital expenditures and allocations, capital acquisitions, acquisitions and asset carve-out acquisitions that will result from the event to understand the financial impact of the event on the organization and develop response strategies.

Item	Implementation Status
4. Describe how the identification, assessment and management processes of climate risks are integrated into the overall risk management system.	■ The Board of Directors appointed the Sustainable Development Committee to manage climate issues. Based on the climate-related risk issues collected by the committee, we have adopted the Recommendations of the Task Force on Climate-related Financial Disclosures risk framework while identifying, analyzing and tracking the implementation status of climate change-related plans/actions, and take appropriate mitigation and adaptation measures depending on the likelihood of climate risk and the level of impact. ■ Led by the Environmental Sustainability Team of the Sustainable Development Task Force, we identify the priority of risks and opportunities according to “level of impact” and “likelihood of occurrence.” Regarding the management process of risks and opportunities prioritization, we ensure that material climate-related risks/mechanisms are all properly grasped and assessed.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be explained.	■ The scenario analysis reflects the Company's establishment of 2022 as the base year, adopting an emission scenario where the absolute carbon reduction must at least meet the 1.5°C target with the Absolute Contraction Approach under IPCC AR5 (2014) serving as the baseline scenario. The main financial impact comes from the payment of carbon fees, the increase in operating costs due to the purchase of renewable energy electricity certificates and the increase in the installation and operation costs of carbon reduction equipment.
6. If there is a transition plan to address climate-related risks, describe the content of the plan and the indicators and objectives used to identify and manage physical and transition risks.	■ In 2025, the Company completed energy-saving technical renovation projects at its main production base, the South China plant site. By renovating electric motor water pumps and replacing Tier 3 energy-efficiency motors with Tier 2 energy-efficiency motors to enhance efficiency, the project was successfully completed in February 2025. It is estimated to save 680,000 kWh of electricity annually. ■ In 2025, the renewable energy usage rate reached 57.38%. The Group has committed to achieving net-zero emissions by 2040 and has formulated a carbon reduction pathway. Renewable energy usage already reached 50% in 2022, and the renewable energy usage rate is projected to reach 60% by 2030, fulfilling the reduction target requirements of the Science Based Targets initiative (SBTi). ■ The Company enhances the recycling rate of metal materials and increases the proportion of recycled gold, copper, and stainless steel used, achieving responsible sourcing. Furthermore, the main production plant sites have passed the UL 2799

Item	Implementation Status
	certification, increasing recycling and reuse rates while reducing operational costs.
7. If internal carbon pricing is used as a planning tool, the basis for setting prices should be stated.	■ Completed the formulation of internal carbon pricing, adopting a uniform global carbon price of USD 50 / tCO2e (Shadow Price, utilized as a consideration factor for carbon reduction decision-making). Implementation Scope: Scope 1 and Scope 2.
8. If there are climate-related targets, they should state the activities covered, the scope of greenhouse gas emissions, the planning period and the progress of achieving each year. If carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant target, the source and amount of carbon reduction credits or the number of RECs should be stated.	■ Through STBi, Cheng Uei is committed to reducing absolute Scope 1 and Scope 2 emissions in the target year of 2030 by 42% compared with the base year of 2021. Scope 3 emissions from the use of goods and services purchased and sold were reduced by 25% compared to the base year of 2021. ■ Net zero emissions by 2040. ■ In 2025, the renewable energy usage rate (comprising environmental rights / Renewable Energy Certificate [REC] procurement + photovoltaic [PV] power generation) reached 57.8%. The Company plans to procure carbon sinks in 2027 to execute Scope 1 offsets.
9. Greenhouse gas inventory, assurance status, and reduction targets, strategies, and concrete action plans (please fill in 1-1 and 1-2 separately)	■ In accordance with the "Greenhouse Gas Protocol" (GHG Protocol), the Company conducts inventories of its direct greenhouse gas emissions (Scope 1) and indirect emissions (Scope 2). In 2025, the Foxlink Taiwan plant sites (Headquarters, DingPu, and Minquan plants), Hsinchu Science Park plant, FIT, Foxlink Image, the South China plant sites, Kunshan plant sites, Xuzhou plant sites, India plant sites, Vietnam Ho Chi Minh plant sites, and Vietnam Da Nang plant sites, as well as subsidiaries (Fugang Electronic [Qingxi] / Fuzhang Electronic [Qingxi], and Yancheng Yaolink Technology Co., Ltd.), which comprise the SBTi scope plant sites, successfully passed the ISO 14064-1 greenhouse gas inventory verification. ■ From 2023, Scope 3 inventory will be conducted with reference to GHG Protocol Scope 3, including emissions from the purchase of goods and services and the use of products sold. For the relevant greenhouse gas inventory results, please refer to the sustainability report published on the Company's official website.

1-1 GHG Inventory and Assurance in The Last 2 Years

Basic Information of The Company	In Accordance with The Regulations of The Sustainable Development Road Map of Listed Companies, Disclosed at a Minimum
☐ Companies with capital of more than NTD 10 billion and those in the steel industry and cement industry ■ Companies with capital of more than NTD 5 billion but less than NTD 10 billion ☐ Companies with capital of less than NTD 5 billion	☐ Standalone inventory of parent company ■ Standalone confirmation for parent company ■ Inventories of subsidiaries in the consolidated financial statements ☐ Confirmation of subsidiaries in the consolidated financial statements

Year	Scope 1	Total Emissions (CO2e mt)	Intensity (tons of CO2e/NTD million)	Confirming Agency	Description of Assurance
2025	Parent Company	181.0932	0.0056	BUREAU VERITAS CERTIFICATION TAIWAN CO., LTD.	The parent company obtained the Verification Statement issued by Bureau Veritas on April 27, 2026.
	Subsidiary	7,337.1603	0.1170		
	Total	7,518.253	0.0791		
2024	Parent Company	254.1908	0.0046	BUREAU VERITAS CERTIFICATION TAIWAN CO., LTD.	The parent company obtained the Verification Statement issued by Bureau Veritas on June 2, 2025.
	Subsidiary	–	–		
	Total	254.1908	0.0046		

Year	Scope 2	Total emissions (CO2e mt)	Intensity (CO2e mt/NTD million)	Confirming agency	Description of assurance
2025	Parent company	2,031.0379	0.0629	BUREAU VERITAS CERTIFICATION TAIWAN CO., LTD.	The parent company obtained the Verification Statement issued by Bureau Veritas on April 27, 2026.
	Subsidiary	158,019.7228	2.5189		
	Total	160,050.76007	1.6845		
2024	Parent company	1,406.6156	0.0240	BUREAU VERITAS CERTIFICATION TAIWAN CO., LTD.	The parent company obtained the Verification Statement issued by Bureau Veritas on June 2, 2025.
	Subsidiary	–	–		
	Total	1,406.6156	0.0240		
Year	**Scope 3**	**Total emissions (CO2e mt)**	**Intensity (CO2e mt/NTD million)**	**Confirming Agency**	**Description of Assurance**
2025	Parent company	19,061.6221	0.5904	BUREAU VERITAS CERTIFICATION TAIWAN CO., LTD.	The parent company obtained the Verification Statement issued by Bureau Veritas on April 27, 2026.
	Subsidiary	517,417.7994	8.2480		
	Total	536,479.4215	5.6462		
2024	Parent company	17,291.5562	0.1368	BUREAU VERITAS CERTIFICATION TAIWAN CO., LTD.	The parent company obtained the Verification Statement issued by Bureau Veritas on June 2, 2025.
	Subsidiary	–	–		
	Total	17,291.5562	0.1368		

1-2 Greenhouse gas reduction goals, strategies and concrete action plans

Foxlink established the Corporate Governance and Sustainability Committee in 2021, which includes a subcommittee on Environmental Sustainability. This subcommittee is responsible for formulating greenhouse gas reduction targets, emission reduction strategies, and specific action plans. The progress of these plans, along with the achievements in emissions reduction, is reported to the board of directors every six months. In 2021, Foxlink committed to establishing science-based carbon reduction targets and underwent a compliance review by the Science Based Targets initiative (SBTi) in 2022. Foxlink's commitment includes an absolute reduction of 42% in Scope 1 & 2 emissions by 2030 compared to the 2021 baseline year. Additionally, in Scope 3 emissions related to purchased goods and services and emissions from product use and sales, Foxlink aims to achieve a 25% reduction by 2030 compared to the 2021 baseline year. Furthermore, in 2023, Foxlink made a commitment to achieve net zero emissions by 2040 under The Climate Pledge.

To fully master the Group's greenhouse gas (GHG) emissions data and ensure the accuracy and transparency of the inventory information, the Company promoted scope expansion in 2025, newly completing the ISO 14064-1 GHG verification for the India plant site and the Da Nang plant site in Vietnam. Furthermore, to further optimize the carbon management of Scope 3 within the supply chain, the Company officially launched the "Supplier Greenhouse Gas Inventory Platform" in the fourth quarter of 2025. To date, 35 core suppliers have completed data entry and disclosure, assisting the Company in more accurately tracking the overall carbon reduction progress of the value chain. In 2024, the Company's performance in the CDP Climate Change and Water Security questionnaires maintained a "B" (Management) level, demonstrating Foxlink's emphasis on and dedication to carbon reduction and climate issues.

In 2025, total GHG emissions decreased compared to the 2021 base year (detailed GHG inventory data will be disclosed in the Sustainability Report to be published this year). The achievements in GHG reduction are attributed to Foxlink's long-term commitment to advancing energy-saving and carbon-reduction performance through practices such as autonomous energy conservation, self-generation and self-consumption via self-built solar power generation systems, and environmental rights procurement (green power and renewable energy certificates). In 2025, the renewable energy usage rate reached 57.38%. The Group has committed to achieving net-zero emissions by 2040 and has formulated a carbon reduction pathway. Renewable energy usage already reached 50% in 2022, and the renewable energy usage rate is projected to reach 60% by 2030, fulfilling the reduction target requirements of the Science Based Targets initiative (SBTi).

4.6 Ethical Business Performance Conditions, As Well As Differences and Reasons for Differences with Ethical Corporate Management Best Practice Principles for TWSE / GTSM Listed Companies

Evaluation Items	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the Reason
	Yes	No	Summary Description	
I. Formulation of ethical management policy and plans (I) Has the Company specified its policy and method for the implementation of ethical corporate management in its internal rules and regulations and external documents, and have the Board and the management of the Company promised to pursue the policy of ethical corporate management?	V		The Company has formulated the "Corporate Social Responsibility and Ethical Corporate Management Best Practice Principles" and relevant internal regulations approved by the Board of Directors. The Board of Directors and senior management have jointly committed to implementing the ethical management policy. To strengthen corporate governance and sustainable development, the Company has established the Corporate Governance and Sustainable Development Committee, which is responsible for supervising matters related to ethical management, regulatory compliance, and sustainable development, and regularly reports the implementation status to the Board of Directors. Concurrently, a Corporate Governance Task Force and a Sustainable Development Task Force have been set up to promote ethical management policies, prevention programs, and relevant educational campaigns, thereby continuously deepening the culture of corporate integrity. The "Corporate Governance and Sustainable	No difference

Evaluation Items	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the Reason
	Yes	No	Summary Description	
			Development Committee" meets at least twice a year to regularly report its implementation status to the Board of Directors. At the beginning of each year, each task force submits its implementation plan for the current year, and presents implementation progress reports semi-annually. The aforementioned plans and reports must be reviewed by the Committee before being submitted to the Board of Directors for deliberation. In 2025, the Committee held meetings on February 20, 2025, and August 14, 2025, respectively, to review the annual work plan and the semi-annual implementation results. The relevant review contents were submitted to the Board of Directors meetings held on the same days.	
(II) Has the Company established an assessment mechanism for the risk of dishonesty, regularly analyzing and evaluating business activities with a high risk of dishonesty in the business scope, and formulated a plan to prevent dishonesty, and cover at a minimum the preventive measures for various acts under Article 7, Paragraph 2 of “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?”	V		When conducting daily verifications, the internal audit unit will also include in the verification whether there is any dishonest behavior internally. When an employee demonstrates dishonest behavior, he or she shall be punished in accordance with the Employee Reward and Punishment Measures based on the circumstances and impact.	
(III) Does the Company specify the operating procedures, behavior guidelines, disciplinary penalties and grievance system in the plan to prevent dishonesty, and implement it, and regularly review and revise the pre-	V		In order to ensure the implementation of ethical management, all employees of the corporate Group have signed its Integrity Commitment Agreement. Furthermore, the occurrence of unethical business	

Evaluation Items	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the Reason
	Yes	No	Summary Description	
disclosure plan?			activities, bribery, and kickbacks through the verification mechanisms of the internal audit unit.	
II. Implementation of Ethical Corporate Management				
(I) Does the Company assess a trading counterpart's ethical management record and expressly state the ethical management clause in the contract to be signed with the trading counterpart?	V		Both the Company and its suppliers sign a Supplier Integrity Commitment Agreement. When entering into the Agreement, the rights and obligations of both parties are specified in detail, and it is clearly stipulated that all suppliers should abide by it.	No difference
(II) Has the Company set up a special unit under the board of directors to promote corporate ethical management, and regularly reports (at least once a year) to the board of directors on its ethical management policies and plans to prevent dishonesty and supervision and implementation?	V		The Company's stock affairs unit is responsible for the formulation and supervision of the implementation of the corporate ethical management policy and prevention programs. It reports the implementation status to the Board of Directors at least once a year. The most recent report was to the Board of Directors on September 10, 2025. For the status of implementation of ethical management for 2025, please refer to Page 78 of this annual report.	
(III) Has the Company developed a policy to prevent conflicts of interest, provided a proper presentation channel, and put such policy in place?	V		All employees of the company signed an Employee Integrity Commitment Agreement and there is a channel for appeals. For any violations or appeals, employees may report to their direct supervisors, human resources, or the audit unit.	
(IV) Has the Company established an effective accounting system for the implementation of ethical management, internal control system, and the evaluation result of the risk of dishonesty by the internal audit unit, to formulate relevant audit plans, and check the	V		The Company has established an effective accounting system and internal control system, and formulates an internal audit plan every year. The internal audit unit performs various audit operations in accordance with the audit plan, and will arrange additional special	

Evaluation Items	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the Reason
	Yes	No	Summary Description	
compliance with the plan to prevent dishonesty, or entrusted an accountant to perform the audit?			audits when special circumstances occur.	
(V) Does the Company hold education training in ethical corporate management inside and outside the Company on a regular basis?	V		The Company has established its Ethical Corporate Management Best Practice Principles, and the Company's employees and suppliers have signed Integrity Commitment Agreements. The Company also promotes relevant norms for ethical management from time to time.	
III. Operation of the Company's reporting system (I) Has the Company put in place the specific whistle-blowing and reward system, established a convenient reporting channel, and assigned appropriate personnel to deal with whistle-blowing?	V		The Company has a complaint hotline and mailbox, and has dedicated personnel to handle related affairs as well as rules for conducting fraud inspections.	
(II) Has the Company established standard operating procedures for accepting complaints, follow-up measures to be taken after the investigation is completed, and relevant confidentiality mechanisms?	V		The Company has established a whistleblowing process, and the identity of an informant and the content of ant report will be kept confidential.	No difference
(III) Has the Company taken measures to protect whistle-blowers from retaliation due to reporting?	V		The Company has established internal and external whistleblowing procedures and fraud detection regulations; It also expressly adopts measures to protect informants from improper handling as a result of a report.	
IV. Strengthening information disclosure Has the Company, on its website and on the Market Observation Post System, disclosed the content and promotion effectiveness of its Ethical Corporate Management Best Practice Principles?	V		The Company discloses its corporate culture and business policies on the Company's website, and discloses ethical management information on the Market Observation Post System.	No difference

Evaluation Items	Status			Deviation from Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and the Reason
	Yes	No	Summary Description	
V. If the Company has enacted the Ethical Corporate Management Best Practice Principles in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, please describe the difference between its operation and the Principles: The Company has enacted its Ethical Corporate Management Best Practice Principles, and there are no major differences with the Ethical Corporate Management Best Practice Principles for TWSE / GTSM Listed Companies.				
VI. Other information that enables a better understanding of the Company's ethical corporate management (for example, the Company's review and revision the Ethical Corporate Management Best Practice Principles, etc.): ● In adherence with the November 7, 2014 letter Taizheng Zhili Zi No. 1030022825 of the Taiwan Stock Exchange Corporation, the Company has revised relevant provisions of its Ethical Corporate Management Best Practice Principles. In addition, in order to implement its ethical management policies and prevent dishonest behavior, the Company also regularly organizes internal education and training courses on ethical management. ● The Company continuously aligns with the regulations of the competent authorities and practical trends, reviewing and amending the "Ethical Corporate Management Best Practice Principles" and relevant internal regulations in a timely manner. ● The Company requires suppliers to sign the "Supplier Integrity Commitment" and the "Supplier Social Responsibility Commitment" to jointly implement ethical management and corporate social responsibility. ● The Company regularly conducts educational campaigns for employees on ethical management and regulatory compliance standards to deepen the culture of integrity and enhance regulatory compliance awareness. ● The Company continuously promotes ethical management and anti-corruption management, integrating the philosophy of integrity into corporate culture and daily operational management to establish a fair, transparent, and responsible business environment. ● The Company continuously strengthens supply chain management, requiring suppliers to comply with relevant standards regarding ethical management, labor human rights, environmental protection, and occupational health and safety, thereby jointly fulfilling sustainable corporate development goals.				

4.7 Other important information that is sufficient to improve the understanding of corporate governance operations that must be concurrently disclosed: None.

4.8 Implementation Status of Internal Control System:

(1) Internal Control System Statement:

Cheng Uei Precision Industry Co., Ltd.
Internal Control System Statement

Date: March 16, 2026

For the Company's Internal Control System of 2025, based on the results of self-assessment, the following is hereby declared:

I. The Company acknowledges and understands that the establishment, implementation and maintenance of the internal control system are the responsibility of the Board and managerial officers of the Company, and that such a system has been implemented within the Company. The purpose of the system is to reasonably ensure that the effectiveness and efficiency of operations (including profits, performance, and protecting the security of assets), reliability, timeliness, transparency, and regulatory compliance of reporting, as well as the compliance with applicable laws, regulations, and bylaws are achieved.

II. The internal control system is designed with inherent limitations. No matter how perfect the internal control system is, it can only provide a reasonable assurance to the fulfillment of the three objectives referred to above. Moreover, the effectiveness of the internal control system could be affected by the changes of environment and circumstances. However, the company's internal control system has a self-supervision mechanism. Once the missing element is recognized, the company takes corrective action.

III. The Company evaluates the design and execution of its internal control system based on the criteria specified in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations") to determine whether the existing system continues to be effective. The criteria defined in "the Regulations" include five elements depending on the management control process: 1. environment control, 2. risk assessment, 3. control process, 4. information and communication, and 5. supervision. Each constituent contains several criteria. Please refer to "the Regulations" for details.

IV. The Company has adopted the said criteria to validate the effectiveness of its internal control system design and execution.

V. Based on the results of examination, the Company believes that the design and implementation of its internal control system dated December 31, 2025 (including supervising and managing its subsidiaries), consisting of the effectiveness and efficiency of business operations, the preparation of reliable, timely and transparent financial statements, and their compliance with the relevant rules and regulations, are effective, and reasonably assure the achievement of the aforementioned goals.

VI. This Statement will be a major part of the Company's annual report and prospectus, and will be made publicly available. The Company shall be held liable for misrepresentation or nondisclosure in the above content, according to Articles 20, 32, 171, and 174 of the Securities and Exchange Act.

VII. This Statement has been approved by the Company's Board of Directors at the meeting held on March 16, 2026, at which this Statement was unanimously endorsed by all 9 attending directors with 0 individuals having opposing opinions.

Cheng Uei Precision Industry Co., Ltd.

Chairman: T.C. Gou

President: T.C. Gou

(2) If it is necessary to entrust an accountant to review the internal control system, the accountant's review report shall be disclosed: None

4.9 In the most recent year and as of the printing date of the annual report, important resolutions of the shareholders meeting and Board of Directors:

(1) Board resolutions in 2025 and through March 31, 2026

Date	Resolution Matters
March 07, 2025	1. Discussed the Company's 2025 business plan. 2. Discussed the 2024 proposal for remuneration to directors and employees as reviewed by the Company's Remuneration Committee. 3. Discussed the Company's 2024 financial statements and business status 4. Discussed the Company's 2024 profit distribution 5. Approved the replacement of CPAs and the assessment of accountant independence and competency and their remuneration 6. Discussed the Company's investment in MICROLINK COMMUNICATIONS INC. 7. Discussed the Company's investment in India 8. Discussed the Company's investment in the US subsidiary Foxlink Arizona Inc. 9. Discussed the amendment to the lease agreement for the computing power center between the Company and its related party, Ubilink.AI CO., Ltd. 10. Discussed the proposal of the Company for applying for bank financing facilities. 11. Discussed the Evaluation of the Effectiveness of the Internal Control System and the Internal Control System Statement for 2024. 12. Discussed the amendments to the Company's payroll cycle and the definition of the scope of non-managerial employees. 13. Discussed the proposed amendments to the Company's "Articles of Incorporation". 14. Discussed the proposed amendments to the Company's "Rules of Procedure for Board of Directors Meetings". 15. Discussed the amendments to the Company's "Audit Committee Charter". 16. Discussed the convening of the Company's 2025 annual general meeting and its proposals.
May 06, 2025	1. Discussed the Company's consolidated financial statements and operating status for the first quarter of 2025. 2. Discussed the capital increase in subsidiary and reinvestment in Da Nang, Vietnam. 3. Discussed the proposal of the Company for applying for bank financing facilities.
August 14, 2025	1. Discussed of the Company's 2025 second quarter financial statements and business status. 2. Discussed the proposal of the Company for applying for bank financing facilities. 3. Discussed the Company's 2024 sustainable report.
Sep 10, 2025	1. Reports on important financial and business information of the Company: a. Report on the Company's financial and business information. b. Report on the implementation status of internal audit operations. c. Report on the operational status of the Company's risk management policies, information security, ethical management, intellectual property management, and communication with stakeholders. 2. Discussed the allocation of 2024 Directors' remuneration, which was reviewed and approved by the Company's Remuneration Committee. 3. Discussed the allocation of 2024 employees' compensation for managerial officers, which was reviewed and approved by the Company's Remuneration Committee.

Date	Resolution Matters
Nov 3, 2025	Discussed the investment in the establishment of a new company in Texas, U.S.
Nov 14, 2025	1. Discussed the Company's 2025 third quarter consolidated financial statements and operations. 2. Discussed the formulation of the Company's 2026 internal audit plan. 3. Discussed amendment to the Procedures for Acquisition and Disposal of Assets.
January 27, 2026	Discussed the proposed dissolution of the Company's Central Taiwan Science Park (CTSP) Branch.
March 16, 2026	1. Discussed the Company's 2026 Business Plan. 2. Discussed the Company's 2025 unaudited financial statements. 3. Discussed the change of certified public accountants (CPAs), the assessment of CPA independence and competence, and the CPA audit fees. 4. Discussed the 2025 "Assessment of Internal Control System Effectiveness" and the "Internal Control System Statement." 5. Discussed the amendment to the scope defining the Company's non-managerial full-time employees (base-level employees). 6. Discussed the Company's application for credit lines from financial institutions and foreign exchange hedging lines from banks. 7. Discussed the capital increase in the subsidiary, FOXLINK TEXAS INC. 8. Discussed the formulation of the Company's "Tax Management System."
March 31, 2026	1. Discussed the Company's 2025 Financial Statements and Business Report. 2. Discussed the Company's 2025 Earnings Distribution proposal. 3. Discussed the proposal for the re-election of the Company's Directors. 4. Discussed the convening of the Company's 2026 Annual General Shareholders' Meeting and its proposed agenda.

(2) Resolution matters and implementation status passed by all shareholders present at the General Meeting of Shareholders of May 30, 2024

Resolution matters	Implementation status
The 2024 business final account statement and profit distribution statement of the Company	● The relevant financial statements have been filed with the competent authority for reference, announcement and declaration in accordance with the Company Act and other relevant laws and regulations. ● The cash dividend per share was NTD 2.5 per share (in which cash dividends were distributed by resolution of the board of directors and reported to the shareholders' meeting), the ex-dividend date was set on July 26, 2025, and the cash distribution dividends was made on August 15, 2025.
Amendment to the Articles of Incorporation	● This proposal has been resolved and approved by the Shareholders' Meeting, and the amendment to the Articles of Incorporation along with the corporate alteration registration procedures have been successfully completed in accordance with relevant laws and regulations.

4.10 In the most recent year and up to the date of publication of the annual report, the major contents of the opposition to or qualified opinions expressed by directors or supervisors about the significant resolutions passed by the Board of Directors that have been noted in the records or declared in writing: None.

4. Information about CPA Professional Fees

4.1 Information about CPA Professional Fees

Unit: NTD Thousand

CPA matters Firm name	Accountants Name	Accountant audit period	Audit fees	Non-audit fees	Total	Remarks
Pricewaterhouse Coopers, Certified Public Accountants	Hsiao-Tzu, Chou	2025/01/01~ 2025/12/31	13,780	3,077 (Note)	16,857	-
	Yi-Chang, Liang					

Note: Other non-audit fees are mainly tax consulting fees.

4.2 If the accounting fees paid during the year when the accounting firm is replaced are less than the previous year, the amount, proportion and reasons for the reduction of audit fees should be disclosed: **The Company has not changed its accounting firm**.

4.3 If the audit fees are reduced by more than 10% compared with the previous year, the amount, proportion and reasons for the reduction in the audit fees shall be disclosed:
Audit fees for this year decreased by less than 10% compared with the previous year.

5. Changes in Accountant Information: None

6. The Company's chairman, general manager, or the manager responsible for financing or accounting affairs, who has worked for the accounting firm to which CPAs belong or the affiliated enterprises in the past year: None.

7. Directors, Supervisors, Managers, and Shareholders Whose Shareholding Ratio Exceeds 10% Share Transfer and Share Pledge Changes in Status:

7.1 Changes to the shares held by directors, supervisors, managers and majority shareholders:

Unit: Thousand shares

Position	Name	2025		As of March 31, 2026	
		Number of shareholding Number increased (decreased)	Number of pledged shares Number increased (decreased)	Number of shares held Number increased (decreased)	Number of pledged shares Number increased (decreased)
Director	Hsin Hung International Investment Co., Ltd.	0	0	0	0
Chairman and President	Corporate representative: T.C. Gou	0	0	0	0
Director and Vice President	Corporate representative: Chen-Phan Pu	0	0	0	0
Director	Corporate representative: T.C. Wang	0	0	0	0
Director	Fu Lin International Investment Co., Ltd.	0	0	0	0
Director and Group President	Corporate representative: James Lee	0	0	0	0
Director and Group President	Corporate representative: Eric Huang	0	0	0	0
Independent Director	Randy Lee	0	0	0	0
Independent Director	Chien-Chung Fu	0	0	0	0
Independent Director	Jing-Mi Tang	0	0	0	0
Independent Director	Chih-Yang Tseng	0	0	0	0
Group General Manager	Julius Chu	0	0	0	0
Vice President	Malcolm Lin	-5	0	0	0
Vice President	Y.Y. Wu	0	0	0	0
Vice President	Daniel Wu	0	0	0	0
Vice President	Spencer Yeh	0	0	0	0
Vice President	Luc Chu	0	0	0	0
Vice President	PK Chou	3	0	0	0
Vice President	Gordon Lin	0	0	0	0
Vice President	Jack Wang	0	0	0	0
Vice President	David Lin	0	0	0	0
Vice President	Jerry Hsu	0	0	0	0
Corporate Governance Officer	Kufn Lin	0	0	0	0

7.2 The counterparties of equity transfers and equity pledges are related parties: No such situation.

8. Information about The Relationships among Top Ten Shareholders, Such as Related Parties, Spouses, or Relatives within The Second-Degree of Kinship:

March 31, 2026

Name	Self Shareholding		Spouse and Minor Children Holding Shares		Total Holding of Shares in The Names of Others		Name of A Related Party, Spouse or Second-Grade Relative, and Relationships Among Top Ten Shareholders		Remarks
	Shares (thousand shares)	Shareholding Percentage of Ownership	Shares	Percentage of Ownership	Shares	Percentage of Ownership	Name or Designation	Relationship	
Hsin Hung International Investment Co., Ltd. Representative: T.C. Gou	100,535	19.62%	0	0	0	0	Central Motion Picture Corporation Foxlink Image Technology Co., Ltd.	Chairperson the same individual	—
	6,009	1.17%	46	0.01%	0	0		Chairperson of the company	—
Foxlink Image Technology Co., Ltd. Representative: T.C. Gou	49,503	9.66%	0	0	0	0	Hsin Hung International Investment Co., Ltd. Central Motion Picture Corporation	Chairperson the same individual	—
	6,009	1.17%	46	0.01%	0	0		Chairperson of the company	—
Central Motion Picture Corporation Representative: T.C. Gou	32,584	6.36%	0	0	0	0	Hsin Hung International Investment Co., Ltd. Foxlink Image Technology Co., Ltd.	Chairperson the same individual	—
	6,009	1.17%	46	0.01%	0	0		Chairperson of the company	—
T.C. Gou	6,009	1.17%	46	0.01%	0	0	Hsin Hung International Investment Co., Ltd. Central Motion Picture Corporation Foxlink Image Technology Co., Ltd.	Chairperson of the company	—
Standard Chartered Bank (Taiwan) Ltd. in custody for Advanced Starlight Fund Series-Advanced Total International Stock Index Fund Investment Account	3,829	0.75%	N/A						

March 31, 2026

Name	Self Shareholding		Spouse and Minor Children Holding Shares		Total Holding of Shares in The Names of Others		Name of A Related Party, Spouse or Second-Grade Relative, and Relationships Among Top Ten Shareholders		Remarks
	Shares (thousand shares)	Shareholding Percentage of Ownership	Shares	Percentage of Ownership	Shares	Percentage of Ownership	Name or Designation	Relationship	
Standard Chartered Bank (Taiwan) Ltd. in custody for Emerging Market Fund Investment Account of Vanguard Group Corporation	3,823	0.64%	N/A						
FU LIN INTERNATIONAL INVESTMENT CO., LTD.	3,211	0.63%	0	0	0	0	T.C. Gou	The Chairman is an immediate family member within the second degree of kinship.	—
CHIA CHI INVESTMENT CO., LTD.	1,658	0.32%	N/A						
HSBC Bank (Taiwan) Limited in custody for Goldman Sachs International Investment Account	1,562	0.31%	N/A						
Standard Chartered Bank (Taiwan) Ltd. in custody for Advanced Trust Company Corporate Perfect International Equity Market Index Trust II Investment Account	1,486	0.29%	N/A						

9. The number of shares and comprehensive shareholding ratio held in any single reinvested enterprise by the Company, its directors and supervisors, managerial officers, and any companies controlled either directly or indirectly by the Company, and consolidated calculation of comprehensive shareholding ratio:

December 31, 2025 Unit: Thousand shares

Reinvested business	The Company's Investment		Directors, Supervisors, Managers And Direct Or Indirect Control Of Investment In The Business		Comprehensive Investment	
	Shares	Percentage of Shareholding	Shares	Percentage of Shareholding	Shares	Percentage of Shareholding
CU INTERNATIONAL LTD.	493,550	100.00%	0	0	493,550	100.00%
CULINK INTERNATIONAL LTD.	33,528	100.00%	0	0	33,528	100.00%
Foxlink International Investment Ltd.	495,750	100.00%	0	0	495,750	100.00%
Well Shin Technology Co., Ltd.	22,282	18.84%	40	0.03%	22,322	18.87%
Fu Uei International Investment Ltd.	445,000	100.00%	0	0	445,000	100.00%
Darts Technologies Corporation	92,894	97.00%	0	0	92,894	97.00%
DU Precision Industry Co., Ltd.	1,000	100.00%	0	0	1,000	100.00%
FOXLINK TECHNOLOGY LTD.	86,700	100.00%	0	0	86,700	100.00%
Suntain Co., Ltd.	23,529	100.00%	0	0	22,374	100.00%
FOXLINK ARIZONA INC.	29,170	100.00%	0	0	29,170	100.00%
SINOBEST BROTHERS LIMITED	20,704	85.19%	3,600	14.81%	24,304	100.00%
UBILINK.AI CO., LTD.	8,200	53.75%	2,640	13.20%	10,840	66.95%
MICROLINK COMMUNICATIONS INC.	30,000	100.00%	0	0	30,000	100.00%
FOXLINK TEXAS INC.	20,000	100.00%	0	0	20,000	100.00%
LUMINYS SYSTEMS CORPORATION	0.31	31%	0	0	0.31	31%

III. Status of Fundraising

1. Capital and Shares

1.1 Sources of Equity

1.1.1 Source of Share Capital

March 31, 2026 Units: NTD thousand, thousand shares

Year Month	Issued Price (Ntd)	Approved Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Number of Shares	Amount	Source of Share Capital	Property Other Than Cash Contributed As Equity Capital	Others
1986.07	1,000	18	18,000	18	18,000	Initial capital	None	Note 1
1995.12	10	19,000	190,000	19,000	190,000	Cash capital increase of NTD 172,000 thousand	None	Note 2
1996.10	10	36,000	360,000	36,000	360,000	Cash capital increase of NTD 170,000 thousand	None	Note 3
1997.07	10	42,100	421,000	42,100	421,000	Capitalization of retained earnings of NTD 54,000 thousand; capitalization of employee bonuses of NTD 7,000 thousand	None	Note 4
1998.07	15	100,000	1,000,000	71,600	716,000	Cash capital increase of NTD 200,000 thousand, capitalization of retained earnings of NTD 84,200 thousand; capitalization of employee bonuses of NTD 10,800 thousand	None	Note 5
1999.08	10	100,000	1,000,000	81,800	818,000	Capitalization of retained earnings of NTD 90,216 thousand; capitalization of employee bonuses of NTD 11,784 thousand	None	Note 6
2000.01	109	100,000	1,000,000	100,000	1,000,000	Cash capital increase of NTD 182,000 thousand	None	Note 7

March 31, 2026 Units: NTD thousand, thousand shares

Year Month	Issued Price (Ntd)	Approved Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Number of Shares	Amount	Source of Share Capital	Property Other Than Cash Contributed As Equity Capital	Others
2000.08	10	160,000	1,600,000	117,000	1,170,000	Capitalization of retained earnings of NTD 150,000 thousand; capitalization of employee bonuses of NTD 20,000 thousand	None	Note 8
2001.07	10	225,000	2,250,000	143,500	1,435,000	Capitalization of retained earnings of NTD 234,000 thousand; capitalization of employee bonuses of NTD 31,000 thousand	None	Note 9
2002.02	10	225,000	2,250,000	152,720	1,527,203	Exchange of warrants for common shares, NTD 92,203 thousand	None	Note 10
2002.04	10	225,000	2,250,000	169,335	1,693,355	Exchange of warrants for common shares, NTD 166,152 thousand	None	Note 11
2002.07	10	305,000	3,050,000	200,521	2,005,207	Capitalization of retained earnings of NTD 254,003 thousand; capitalization of employee bonuses of NTD 57,000 thousand, and exchange of warrants for common shares, NTD 849 thousand	None	Note 12
2003.01	10	305,000	3,050,000	201,307	2,013,071	Exchange of warrants for common shares, NTD 7,864 thousand	None	Note 13
2003.07	10	305,000	3,050,000	228,238	2,282,378	Capitalization of retained earnings of NTD 201,307	None	Note 14

March 31, 2026 Units: NTD thousand, thousand shares

Year Month	Issued Price (Ntd)	Approved Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Number of Shares	Amount	Source of Share Capital	Property Other Than Cash Contributed As Equity Capital	Others
						thousand; capitalization of employee bonuses of NTD 68,000 thousand		
2004.07	10	400,000	4,000,000	258,762	2,587,616	Capitalization of retained earnings of NTD 228,238 thousand; capitalization of employee bonuses of NTD 77,000 thousand	None	Note 15
2005.07	10	400,000	4,000,000	292,638	2,926,377	Capitalization of retained earnings of NTD 258,761 thousand; capitalization of employee bonuses of NTD 80,000 thousand	None	Note 16
2005.10	10	400,000	4,000,000	296,005	2,960,045	Conversion of overseas convertible bonds to common shares, NTD 33,668 thousand	None	Note 17
2006.01	10	400,000	4,000,000	309,181	3,091,814	Conversion of overseas convertible bonds to common shares, NTD 78,436 thousand; transfer of shares, NTD 53,333 thousand	Darts Technologies stock, 25,600 thousand shares	Note 18
2006.04	10	400,000	4,000,000	321,520	3,215,201	Conversion of overseas convertible bonds to common shares, NTD 123,387 thousand	None	Note 19
2006.07	10	400,000	4,000,000	331,566	3,315,658	Conversion of overseas convertible bonds to common shares, NTD 100,457 thousand	None	Note 20
2006.09	10	400,000	4,000,000	373,221	3,732,207	Capitalization of	None	Note 21

March 31, 2026 Units: NTD thousand, thousand shares

Year Month	Issued Price (Ntd)	Approved Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Number of Shares	Amount	Source of Share Capital	Property Other Than Cash Contributed As Equity Capital	Others
						retained earnings of NTD 322,303 thousand; capitalization of employee bonuses of NTD 73,500 thousand; and conversion of overseas convertible bonds into ordinary shares, NTD 20,746 thousand		
2007.08	10	550,000	5,500,000	401,582	4,015,817	Capitalization of retained earnings of NTD 186,610 thousand; capitalization of employee bonuses of NTD 97,000 thousand	None	Note 22
2008.09	10	550,000	5,500,000	437,461	4,374,609	Capitalization of retained earnings of NTD 200,791 thousand; capitalization of employee bonuses of NTD 158,000 thousand	None	Note 23
2009.09	10	550,000	5,500,000	453,965	4,539,655	Capitalization of retained earnings of NTD 87,492 thousand; capitalization of employee bonuses of NTD 348,217 thousand	None	Note 24
2010.04	10	550,000	5,500,000	456,689	4,566,891	Executed subscription of employee stock option certificates, NTD 27,236 thousand	None	Note 25
2010.07	10	550,000	5,500,000	456,801	4,568,007	Executed subscription of employee stock	None	Note 26

March 31, 2026 Units: NTD thousand, thousand shares

Year Month	Issued Price (Ntd)	Approved Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Number of Shares	Amount	Source of Share Capital	Property Other Than Cash Contributed As Equity Capital	Others
						option certificates, NTD 1,116 thousand		
2010.09	10	550,000	5,500,000	463,509	4,635,093	Capitalization of retained earnings of NTD 45,680 thousand; capitalization of employee bonuses of NTD 99,413 thousand	None	Note 27
2011.01	10	550,000	5,500,000	464,381	4,643,807	Executed subscription of employee stock option certificates, NTD 8,713 thousand	None	Note 28
2011.04	10	550,000	5,500,000	465,556	4,655,557	Executed subscription of employee stock option certificates, NTD 11,751 thousand	None	Note 29
2011.07	10	550,000	5,500,000	466,752	4,667,523	Executed subscription of employee stock option certificates, NTD 11,966 thousand	None	Note 30
2011.08	10	550,000	5,500,000	474,313	4,743,125	Capitalization of retained earnings of NTD 46,577 thousand; capitalization of employee bonuses of NTD 198,589 thousand	None	Note 31
2011.10	10	550,000	5,500,000	476,447	4,764,469	Executed subscription of employee stock option certificates, NTD 21,343 thousand	None	Note 32
2012.01	10	550,000	5,500,000	476,762	4,767,622	Executed subscription of employee stock option certificates,	None	Note 33

March 31, 2026 Units: NTD thousand, thousand shares

Year Month	Issued Price (Ntd)	Approved Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Number of Shares	Amount	Source of Share Capital	Property Other Than Cash Contributed As Equity Capital	Others
						NTD 3,154 thousand		
2012.04	10	550,000	5,500,000	481,367	4,813,668	Executed subscription of employee stock option certificates, NTD 46,045 thousand	None	Note 34
2012.07	10	550,000	5,500,000	481,643	4,816,426	Executed subscription of employee stock option certificates, NTD 2,758 thousand	None	Note 35
2012.08	10	550,000	5,500,000	489,404	4,894,040	Capitalization of retained earnings of NTD 48,137 thousand; capitalization of employee bonuses of NTD 173,949 thousand	None	Note 36
2012.10	10	550,000	5,500,000	492,376	4,923,762	Executed subscription of employee stock option certificates, NTD 29,722 thousand	None	Note 37
2013.01	10	550,000	5,500,000	493,683	4,936,829	Executed subscription of employee stock option certificates, NTD 13,067 thousand	None	Note 38
2013.04	10	550,000	5,500,000	494,166	4,941,659	Executed subscription of employee stock option certificates, NTD 4,830 thousand	None	Note 39
2013.07	10	550,000	5,500,000	494,444	4,944,439	Executed subscription of employee stock option certificates, NTD 2,780 thousand	None	Note 40
2013.10	10	550,000	5,500,000	495,035	4,950,347	Executed subscription of employee stock	None	Note 41

March 31, 2026 Units: NTD thousand, thousand shares

Year Month	Issued Price (Ntd)	Approved Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Number of Shares	Amount	Source of Share Capital	Property Other Than Cash Contributed As Equity Capital	Others
						option certificates, NTD 5,908 thousand		
2014.01	10	550,000	5,500,000	502,010	5,020,095	Executed subscription of employee stock option certificates, NTD 69,748 thousand	None	Note 42
2014.04	10	550,000	5,500,000	505,556	5,055,557	Executed subscription of employee stock option certificates, NTD 35,462 thousand	None	Note 43
2014.07	10	550,000	5,500,000	506,624	5,066,237	Executed subscription of employee stock option certificates, NTD 10,680 thousand	None	Note 44
2014.10	10	550,000	5,500,000	509,209	5,092,087	Executed subscription of employee stock option certificates, NTD 25,850 thousand	None	Note 45
2015.01	10	550,000	5,500,000	512,327	5,123,269	Executed subscription of employee stock option certificates, NTD 31,182 thousand	None	Note 46

Note 1: Initial capital of NTD 18,000 thousand
Note 2: Cash capital increase of NTD 172,000 thousand
Note 3: October 21, 1996 (85) Taizaizheng (1) No. 62330 letter of approval
Note 4: July 7, 1997 (86) Taizaizheng (1) No. 53139 letter of approval
Note 5: July 10, 1998 (87) Taizaizheng (1) No. 58945 letter of approval
Note 6: August 4, 1999 (88) Taizaizheng (1) No. 72110 letter of approval
Note 7: December 13, 1999 (88) Taizaizheng (1) No. 103975 letter of approval
Note 8: June 27, 2000 (89) Taizaizheng (1) No. 55031 letter of approval
Note 9: June 26, 2001 (90) Taizaizheng (1) No. 140540 letter of approval
Note 10: January 29, 2002 Jingshoushangzi No. 09101035860 letter of approval
Note 11: April 10, 2002 Jingshoushangzi No. 09101122510 letter of approval
Note 12: June 18, 2002 Taizaizheng 1 No. 0910133030 letter of approval
Note 13: January 27, 2003 Jingshoushangzi No. 09201030380 letter of approval

Note 14: June 30, 2003 Taizaizheng 1 No. 0920128786 letter of approval
Note 15: June 23, 2004 Taizaizheng 1 No. 0930127828 letter of approval
Note 16: June 30, 2005 Taizaizheng 1 No. 0940126320 letter of approval
Note 17: October 13, 2005 Jingshoushangzi No. 09401203760 letter of approval
Note 18: December 26, 2005 Jinguanzheng 1 No. 0940155501 letter of approval
Note 19: April 14, 2006 Jingshoushangzi No. 09501067660 letter of approval
Note 20: July 20, 2006 Jingshoushangzi No. 09501150100 letter of approval
Note 21: July 5, 2006 Taizaizheng 1 No. 0950128616 letter of approval
Note 22: July 2, 2007 Jinguanzheng 1 No. 0960033542 letter of approval
Note 23: July 7, 2008 Jinguanzheng 1 No. 0970033755 letter of approval
Note 24: June 25, 2009 Jinguanzheng Fazi No. 0980031734 letter of approval
Note 25: April 12, 2010 Jingshoushangzi No. 09901069630 letter of approval
Note 26: July 15, 2010 Jingshoushangzi No. 099001158420 letter of approval
Note 27: June 29, 2010 Jinguanzheng Fazi No. 0990033598 letter of approval
Note 28: January 17, 2011 Jingshoushangzi No. 10001008210 letter of approval
Note 29: April 21, 2011 Jingshoushangzi No. 10001075290 letter of approval
Note 30: July 20, 2011 Jingshoushangzi No. 10001159720 letter of approval
Note 31: August 29, 2011 Jingshoushangzi No. 10001199230 letter of approval
Note 32: October 18, 2011 Jingshoushangzi No. 10001238620 letter of approval
Note 33: January 13, 2012 Jingshoushangzi No. 10101006390 letter of approval
Note 34: April 16, 2012 Jingshoushangzi No. 10101066520 letter of approval
Note 35: July 12, 2012 Jingshoushangzi No. 10101141200 letter of approval
Note 36: August 9, 2012 Jingshoushangzi No. 10101163460 letter of approval
Note 37: October 16, 2012 Jingshoushangzi No. 10101212660 letter of approval
Note 38: January 14, 2013 Jingshoushangzi No. 10201007940 letter of approval
Note 39: April 15, 2013 Jingshoushangzi No. 10201067800 letter of approval
Note 40: July 18, 2013 Jingshoushangzi No. 10201140890 letter of approval
Note 41: October 15, 2013 Jingshoushangzi No. 10201209790 letter of approval
Note 42: January 21, 2014 Jingshoushangzi No. 10301010950 letter of approval
Note 43: April 22, 2014 Jingshoushangzi No. 10301069490 letter of approval
Note 44: July 18, 2014 Jingshoushangzi No. 10301146670 letter of approval
Note 45: October 17, 2014 Jingshoushangzi No. 10301217070 letter of approval
Note 46: January 14, 2015 Jingshoushangzi No. 10401004720 letter of approval

1.1.2 Class of Issued Shares

March 31, 2025 Unit: Shares

Shares Type	Approved Share Capital			
	Issued and Outstanding Shares (Note)	Unissued Shares	Reserved for Issuance of Employee Stock Option Certificates	Total
Common stock	512,326,940	137,673,060	50,000,000	700,000,000

Note: Listed shares

1.1.3 Information concerning the collective reporting system: Not applicable

1.2 List of Major Shareholders

March 31, 2025 Unit: Shares

Shares / Name of major shareholders	Number of Shares Held	Percentage 0f Shareholding
HSIN HUNG INTERNATIONAL INVESTMENT CO., LTD.	100,535,228	19.62%
FOXLINK IMAGE TECHNOLOGY CO., LTD.	49,503,000	9.66%
CENTRAL MOTION PICTURE CORPORATION	32,584,000	6.36%
T.C. GOU	6,009,184	1.17%
Standard Chartered Bank (Taiwan) Ltd. in custody for Advanced Starlight Fund Series-Advanced Total International Stock Index Fund Investment Account	3,828,595	0.75%
Standard Chartered Bank (Taiwan) Ltd. in custody for Emerging Market Fund Investment Account of Vanguard Group Corporation	3,282,673	0.64%
FU LIN INTERNATIONAL INVESTMENT CO., LTD.	3,210,621	0.63%
CHIA CHI INVESTMENT CO., LTD.	1,658,000	0.32%
HSBC Bank (Taiwan) Limited in custody for Goldman Sachs International Investment Account	1,562,342	0.31%
Standard Chartered Bank (Taiwan) Ltd. in custody for Advanced Trust Company Corporate Perfect International Equity Market Index Trust II Investment Account	1,486,000	0.29%

1.3 Company dividend policy and implementation status:

(1) Dividend Policy:

The Company operates in information and communication-related industries, and is in the growth stage of the Company's life cycle. Therefore, in order to match the overall environment and the characteristics of industry growth, and to achieve the Company's goal of sustainable operations and stable operating performance, the Company's dividend policy directs that not more than 90% of the company's distributable earnings will be distributed to shareholders in the form of dividends. Furthermore, and in line with the future capital expenditure budget and capital demand situation, the cash dividend portion of the Company's dividends will not be less than 20%.

(2) Proposed cash dividend distribution in this instance

The Company allocated NTD512,326,940 from 2024 earnings as cash dividends, and distributed NTD 1 per share. This proposal was approved by the Board of Directors and authorized the Chairman to set separate matters such as the ex-dividend record date, distribution date, and other related matters.

1.4 The influence of stock dividends planned to the paid in the Shareholders Meeting of this year on the operation performance and earnings per share of the Company:

Unit: NTD Thousand

<table>
<tr><th colspan="3">Item / Year</th><th>2025</th></tr>
<tr><td colspan="3">Paid-in capital amount at the beginning of the period</td><td>5,123,269</td></tr>
<tr><td rowspan="3">Cash and stock dividends to be distributed in the current year (Note)</td><td colspan="2">Cash dividend per share</td><td>1 per share (NTD)</td></tr>
<tr><td colspan="2">Capitalization of retained earnings to be distributed per share</td><td>None</td></tr>
<tr><td colspan="2">Capitalization of capital reserves to be distributed per share</td><td>None</td></tr>
<tr><td rowspan="8">Change in business performance</td><td colspan="2">Operating profit</td><td rowspan="14">The Company did not prepare 2025 financial forecasts, so this is not applicable</td></tr>
<tr><td colspan="2">Increase (decrease) ratio of operating profit over the same period last year</td></tr>
<tr><td colspan="2">Net profit after tax</td></tr>
<tr><td colspan="2">Increase (decrease) ratio of net profit after tax compared with the same period last year</td></tr>
<tr><td colspan="2">Earnings per share (NTD) (Before retrospective adjustment)</td></tr>
<tr><td colspan="2">Earnings per share increase (decrease) ratio over the same period last year</td></tr>
<tr><td colspan="2">Annual average return on investment (the reciprocal of the annual average P/E ratio)</td></tr>
<tr><td rowspan="6">Proposed earnings per share and P/E ratio</td><td rowspan="2">Any capitalization of retained earnings is to be fully allocated to cash dividends</td><td>Projected earnings per share (NTD)</td></tr>
<tr><td>Proposed annual average return on investment</td></tr>
<tr><td rowspan="2">If capitalization of capital reserves has not been carried out</td><td>Projected earnings per share (NTD)</td></tr>
<tr><td>Proposed annual average return on investment</td></tr>
<tr><td rowspan="2">If the capitalization of retained earnings has not been handled and the capitalization of retained earnings has been paid by cash dividend</td><td>Projected earnings per share (NTD)</td></tr>
<tr><td>Proposed annual average return on investment</td></tr>
</table>

Note: the 2024 profit distribution proposal, approved by the Board of Directors.

1.5 Remuneration of Employees and Directors

(1) The percentage or scope of remuneration for employees, directors, and supervisors as set out in the Articles of Incorporation:

If the Company makes a profit during the year, it should allocate no less than 6% for employee remuneration and no more than 3% for directors' and supervisors' remuneration. However, when the Company has accumulated losses, the reserves for covering the losses shall be retained in advance.

Employee remuneration as per the preceding paragraph can be paid in stock or cash, and can be directed to employees of the Company and employees of affiliated companies. The remuneration of directors and supervisors can only be paid in cash.

(2) The amount of remuneration for employees, directors and supervisors estimated and presented in the current period shall be calculated based on the number of shares distributed to employees as remuneration, or actual amount paid to employees if different from the estimated amount:

If the Company makes a profit during the year (referring to profit before tax minus the profit before the distribution of employee remuneration and director and supervisor remuneration), it should allocate no less than 6% for employee remuneration and no more than 3% for directors' and supervisors' remuneration. However, when the Company has accumulated losses, the reserves for covering the losses shall be retained in advance.

The calculation basis of the number of shares to be distributed for employee stock dividends is based on the closing price on the day before the Board of Directors' resolution. However, if there is a discrepancy between the calculation basis of the number of shares and the actual distribution amount of the employee remuneration for stock distribution and the estimated amount, it will be regarded as a change in accounting estimates and listed as the actual distribution year's profit and loss.

(3) Distribution of remuneration adopted by the Board of Directors:

A. Amount of the remuneration paid to employees, directors and supervisors in cash or stock. If there is a discrepancy with the annual estimated amount of recognized expenses, the number of discrepancies, reasons and handling circumstances should be disclosed:
   No employees' compensation or directors' and supervisors' remuneration was distributed for the current year; therefore, there is no difference from the originally estimated amounts.
B. The amount of employee bonuses distributed by stocks and its proportion to the total net profit and total employee bonuses in the parent company only financial report for the current period:
   No employee remuneration was distributed by stocks in this instance.

(4) The actual payment of remuneration to the employees and the directors and supervisors in the previous year (including the number of distributed shares, amounts, and stock price). If there is a difference with the recognized amount of remuneration for employees and directors and supervisors, the number of differences, the reasons and the handling circumstances should be stated.

In 2024, the recognized amounts for employees' compensation and directors' remuneration were NT$208,093,000 and NT$18,000,000, respectively.

The actual amounts distributed for the year were NT$208,093,000 for employees' compensation and NT$18,000,000 for directors' remuneration. There is no difference between the actual distributed amounts and the recognized amounts.

1.6 Repurchase of shares by the Company: None.

2. Handling of Corporate Bonds

1.1 Information on Corporate Bonds

Corporate Bond Type		First Domestic Issue of Guaranteed General Corporate Bonds In 2020
Issuance (handling) date		July 29, 2020
Par value		NTD 1 million
Issuing price		Fully issued at par value
Total		NTD 3.6 billion
Interest rate		Fixed annual interest rate of 0.65%
Term		5 year maturity Maturity date: July 29, 2025
Guarantee agency		CTBC Bank, Taiwan Cooperative Bank, Hua Nan Bank, Agricultural Bank of Taiwan, Mega International Commercial Bank
Trustee		Bank Sinopac Company Limited
Underwriting agency		CTBC Bank Co., Ltd.
Certifying attorney		Attorney Yang Wen-Yuan, Baker McKenzie
Certified public accountant		Accountant Lin Se-Kai, PricewaterhouseCoopers
Method of repayment		One-time principal repayment
Outstanding principal		NTD 3.6 billion
Redemption or prepayment terms		None
Restrictive covenants		None
Credit rating agency name, rating date, company debt rating results		None
Other rights attached	Amounts of ordinary shares, overseas depositary receipts, or other securities that have been converted (exchanged or subscribed) as of the publication date of the annual report	Not applicable
	Issuance and conversion method (exchanged or subscribed)	Not applicable
Issuance and conversion, exchange or subscription methods, issuance conditions, possible dilution of equity, and impact on existing shareholders' equity		None
Name of the depository institution of the exchange target		Not applicable

1.2 Information on conversion of corporate bonds: None.

1.3 Information on corporate bond exchange: None.

1.4 General declaration and issuance of corporate bonds: None.

1.5 Information on corporate bonds with stock options: None.

3. Disposal of Preferred Shares: None.

4. Circumstances of Handling Overseas Depositary Receipts: None.

5. Handling of Employee Stock Options:

A. In respect to the Company's unexpired employee stock options, their handling status and impact on shareholders' rights and interests up to the date of publication of the annual report should be disclosed: The Company currently has no outstanding employee stock options.

B. The names, acquisitions, and subscription status of managers obtaining employee stock option certificates and the top ten employees who can subscribe for stock option certificates accumulated through the printing date of the annual report: **None**.

C. Handling of restricted employee shares: **Up to now, no restricted employee shares have been issued**.

D. The names, acquisitions, and subscription status of managers obtaining restricted employee shares and the top ten employees who can subscribe for stock option certificates accumulated through the printing date of the annual report: **None**.

6. M&A or Transfer of Shares of Other Companies To Issue New Shares: None.

7. Implementation Status of Fund Utilization Plan: None.

IV. Overview of Operations

1. Business Content

1.1 Business Scope

1.1.1 The Company's Principal Business Activities

The Company's business scope mainly covers the manufacturing, sales, and service of various connectors, cable products, batteries, and power products in the information industry, communications industry, automation equipment industry, precision machinery industry, and consumer electronics industry.

The product range currently produced by the Company encompasses:

(1) CA02010 Manufacture of Metal Structure and Architectural Components
(2) CB01010 Mechanical and Equipment Manufacturing
(3) CB01030 Pollution Controlling Equipment Manufacturing
(4) CB01990 Other Machinery Manufacturing
(5) CC01020 Electric Wires and Cables Manufacturing
(6) CC01030 Electrical Appliances and Audiovisual Electronic Products Manufacturing
(7) CC01040 Lighting Equipment Manufacturing
(8) CC01060 Wired Communication Mechanical Equipment Manufacturing
(9) CC01070 Wireless Communication Mechanical Equipment Manufacturing
(10) CC01080 Electronics Components Manufacturing
(11) CC01090 Manufacture of Batteries and Accumulators
(12) CC01101 Restrained Telecom Radio Frequency Equipment and Materials Manufacturing
(13) CC01110 Computer and Peripheral Equipment Manufacturing
(14) CC01990 Other Electrical Engineering and Electronic Machinery Equipment Manufacturing
(15) CD01030 Motor Vehicles and Parts Manufacturing
(16) CD01040 Motorcycles and Parts Manufacturing
(17) CD01050 Bicycles and Parts Manufacturing
(18) CD01990 Other Transport Equipment and Parts Manufacturing
(19) CE01010 General Instrument Manufacturing
(20) CE01030 Optical Instruments Manufacturing
(21) CE01990 Other Optics and Precision Instrument Manufacturing
(22) CI01010 Rope, Cable and Net Manufacturing
(23) CQ01010 Mold and Die Manufacturing
(24) E601020 Electric Appliance Installation
(25) E603090 Lighting Equipment Construction
(26) E701010 Telecommunications Engineering
(27) E801010 Indoor Decoration
(28) F107990 Wholesale of Other Chemical Products
(29) F111090 Wholesale of Building Materials
(30) F113050 Wholesale of Computers and Clerical Machinery Equipment
(31) F118010 Wholesale of Computer Software
(32) F207990 Retail Sale of Other Chemical Products
(33) F211010 Retail Sale of Building Materials
(34) F213030 Retail Sale of Computers and Clerical Machinery Equipment
(35) F214030 Retail Sale of Motor Vehicle Parts and Motorcycle Parts, Accessories
(36) F214040 Retail Sale of Bicycle and Component Parts Thereof
(37) F214990 Retail Sale of Other Traffic Means of Transport and Component Parts Thereof
(38) F218010 Retail Sale of Computer Software

(39) F401021 Restrained Telecom Radio Frequency Equipment and Materials Import
(40) G801010 Warehousing and Storage
(41) I102010 Investment Consulting
(42) I301010 Software Design Services
(43) J101050 Sanitary and Pollution Controlling Services
(44) J101060 Wastewater (Sewage) Treatment
(45) ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval.

1.1.2 Distribution of Business Volume

Unit: NTD Thousand

Product item	Business volume	Ratio
3C components	22,681,684	23.87%
System and peripheral products	33,555,483	35.32%
Retail sale of 3C products	12,734,296	13.40%
Energy service management	26,044,756	27.41%
Total	95,016,219	100.00%

Note: The above business volumes constitute operating revenues from the consolidated financial statements

1.1.3 Current goods (services) of the Company

The Company's main products are 3C components, system products, 3C product retail channels, and green energy related engineering services. The main products are as follows:

A. Cable assemblies:
On the consumer end, the Company mainly provides USB Type-C, Lightning, and HDMI cables, as well as various signal adapter cables (dongles). In the data center and AI server fields, the Company focuses on the development of high-bandwidth and high-speed transmission cables, including active electrical cables (AEC), active optical cables (AOC), and high-frequency internal server cables, such as MCIO and PCIe.

B. Connectors:
The Company mainly manufactures precision receptacles and connectors for various devices. Common consumer electronics products include Type-C receptacles that support customized specifications such as waterproofing, Pogo Pins used in true wireless earbuds and smart wearable devices, and traditional audio, video, and data receptacles. In addition, for specialized and industrial applications, the Company produces battery connector modules for mobile devices and automotive connectors required for electric vehicles.

C. Power management modules:
Mainly used in consumer electronics, communications, and the green energy industry, the products include power adapters ranging from low-power mobile phone fast chargers to high-power notebook computer adapters. The Company has fully introduced GaN (gallium nitride) technology to achieve products with smaller form factors and better heat dissipation. The Company also provides internal power supply modules for game consoles and network communications equipment. The Company has also developed battery monitoring and balancing modules for electric two-wheelers to ensure the service life and safety of battery packs.

D. System products:
These mainly include game console peripherals and gaming equipment, smart pens and noise-cancelling headphones, AR/VR and AI smart video systems, electric bicycles (E-Bikes), and charging piles.

E. Retail channels: There are retail channels for 3C electronic products.

F. Energy service management

The main business is engineering, technical services, and electricity sales.

- Engineering services include the provision of development and turnkey engineering services for solar, wind, and hydropower plants, covering processes such as planning and design, equipment procurement, construction and installation, grid connection, and meter installation. The Company also undertakes various mechanical and electrical engineering projects and IT server room construction, providing system-integrated engineering solutions.
- Technical services include energy conservation services, regular maintenance and servicing for server rooms and power plants, and the design and development of renewable energy sites. Through energy management and professional operations and maintenance mechanisms, the Company improves energy use efficiency and the stability of equipment operations.
- Electricity sales refer to the electricity revenue generated by green energy generation.

1.1.4 New products planned for development

A. 4D View stereoscopic image recording and modeling
B. Low pollution and carbon reduction production technology
C. PCIE 6.0 connector and high-speed wiring harness
D. Smart edge monitoring IoT project
E. 3.3 kW high-power digital power product design technology
F. High power density digital power supply design technology
G. High power density planar transformer design
H. Robotic arm virtual-physical integrated control project
I. Cable final inspection AOI module development project
J. Project to establish CAE simulation technology for the adhesive dispensing process
K. Continue evaluating development opportunities in small hydropower.
L. Continue monitoring the development of the offshore wind power market and evaluating participation opportunities.
M. Continue accumulating experience in renewable energy engineering and operations and maintenance.
N. Monitor technological developments related to the intermittency of renewable energy supply.

1.2 Industry Overview

1.2.1 Current status and development of the industry

The Company is mainly engaged in the manufacturing of various connectors and cables for the information, communication and consumer electronics industries, the manufacturing of 3C components such as power management modules for mobile phones and NB-use, as well as system products such as joysticks for game consoles, smart pens and Bluetooth headsets sales and service. Due to the wide variety of products, the following is an analysis of industries such as connectors, power management modules, game console joysticks, earphones, 3C product retail channels, and new energy.

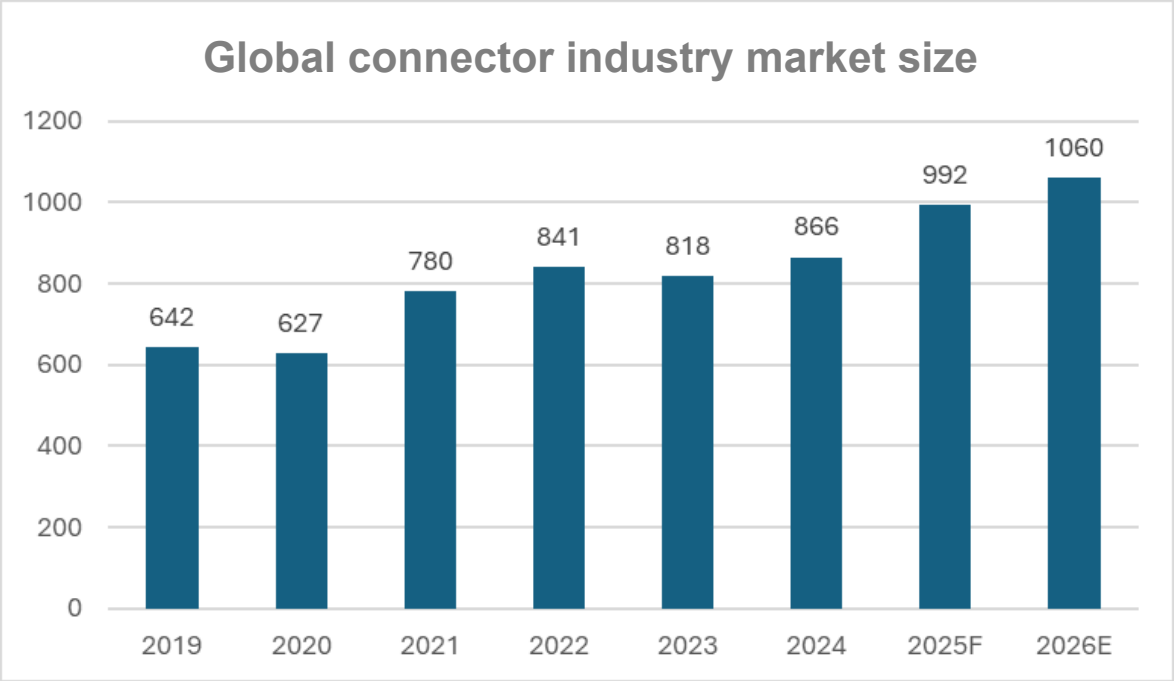
(1) Connector

Connectors are mainly used for the connection between components and are important bridges between connecting circuits and signals. Their quality affects the reliability of signal transmission, which in turn affects the quality of the entire electronic machine’s operation. Therefore, to maintain the normal and stable functions of electronic products, the quality of the connector is very important. High-quality connector products must feature low contact resistance, high mating-cycle durability, enhanced environmental resistance, and excellent high-frequency stability. In particular, amid the trend toward slimmer, lighter, and more compact mobile devices, fine-pitch and SMT applications have become basic industry requirements.

Connectors have a wide range of applications, and have been applied to personal computers and their peripheral products, communication products, instrumentation equipment, military, aerospace, medical equipment, automotive transportation, consumer electronics and other products. In other words, under the current wave of automation and digitalization, nearly all electrical fields rely on connectors to achieve system integration.

With continued economic growth and the ongoing introduction of new electronic products, according to statistics from Bishop & Associates, the global output value of connector products reached US$81.8 billion in 2023, representing a decrease of 2.7% from 2022 due to the slowdown in global economic growth. In 2024, as the industry recovered, the output value was expected to reach US$86.6 billion, representing growth of 5.8%. In 2025, the global connector industry benefited from the growth driven by AI infrastructure and recorded strong growth, with output value estimated at US$99.2 billion. In 2026, despite uncertainties in trade policies and the impact of tariffs, Bishop & Associates still forecasts that the industry will maintain growth, with output value expected to exceed US$100 billion.

Unit: USD billion



Source of data: Bishop & Associate

(2) Power management module

In 2026, the power management module industry is moving toward technological changes focused on “extreme power density” and “high-efficiency conversion”. With the widespread adoption of third-generation semiconductor gallium nitride (GaN) technology, adapter products are developing toward extreme miniaturization, high-frequency operation, and high efficiency. At present, the size of 100W to 240W high-power chargers has been significantly reduced by more than 40%, which not only greatly improves portability, but also effectively reduces heat generated during operation.

In terms of applications, adapters featuring GaN technology have expanded from traditional personal computers to a broader range of high-end fields:

- High-end gaming and handheld devices: To meet the computing performance requirements of AAA game titles, high-power adapters combined with the USB-PD 3.1 standard provide stable and fast power supply.
- Professional medical and industrial equipment: With the trend toward mobile healthcare, compact power modules with high electromagnetic compatibility and high reliability have

become core components of portable ultrasound devices and precision testing instruments.

- Smart transportation and the Internet of Things: Demand for outdoor adapters with high protection ratings continues to grow in E-Bikes and smart city sensing terminals.

At the same time, stringent global requirements for high-power supply in AI computing facilities have also driven specification upgrades across the power electronics industry. The industry is accelerating its transition toward 800V high-voltage DC systems, driving power transmission components toward high-voltage and high-current standards. Through the integration of digital power technologies featuring intelligent temperature control and low standby power consumption, power management modules have become key components driving communications, computing, and sustainable green energy products toward energy savings and lightweight design.

(3) Smart Pen

As a core accessory for tablet computers, the development path of smart pens is highly linked to the evolution of tablet computer specifications. As market demand shifts, tablet computers have developed a polarized structure of “high-end professional use” and “affordable mass adoption”. High-end models have transformed into productivity tools through the adoption of OLED displays, high-performance Arm-based chips, and edge AI computing capabilities, meeting the needs of professional drawing and business creation. Affordable models continue to focus on the education and general entertainment markets, providing stable basic performance. Smart pens have also been differentiated accordingly into professional-grade products featuring advanced pressure sensitivity and haptic feedback, and entry-level options emphasizing high cost-performance value.

After global macroeconomic adjustments and inventory clearance in 2023, the tablet computer market steadily recovered in 2024. Entering 2026, generative AI has become the core driver of market growth. The popularization of AI tablets has not only shortened consumers’ replacement cycles, but also given smart pens new functions, enabling them to evolve from traditional writing and drawing tools into intelligent agents with AI assistant dialogue, real-time visualization of handwritten text, and cross-device gesture operation capabilities. As mainstream brands fully incorporate AI applications as standard features, the penetration rate and technical specifications of smart pens will continue to rise, jointly building a more intuitive human-machine collaboration ecosystem with tablet computers.

(4) Game console

Since 2022, as the world entered the post-pandemic era, the benefits of the stay-at-home economy gradually faded. Coupled with the challenges of global inflation and macroeconomic uncertainty, the gaming industry entered a growth plateau. However, benefiting from the deepening digitalization trend and continuous innovation in software and hardware technologies, the industry has continued to demonstrate strong development resilience.

Entering 2026, the global gaming industry has officially begun a new growth cycle. This is benefiting from the production capacity ramp-up of next-generation consoles such as Nintendo Switch 2. In terms of key peripherals, game controllers have transformed into “intelligent human-machine interface terminals”. Among them, Hall effect sensors have become a standard mid- to high-end technology for resolving the traditional joystick drift issue. Combined with advanced haptic feedback and ultra-low-latency wireless transmission, they are reshaping player immersion. As cloud gaming and edge AI technologies mature, the boundaries between game consoles and mobile devices are becoming increasingly blurred. Hardware peripherals featuring high precision, cross-platform compatibility, and intelligent dynamic load adjustment have become factors driving growth in the output value of the global gaming industry in 2026.

(5) Headphones

In 2026, the headphone industry is undergoing a qualitative transformation from “mobile phone accessories” to “smart personal terminals”, with TWS true wireless earbuds continuing to serve as the growth engine and accounting for more than 60%.

The core driver comes from the deep integration of AI into terminal devices. Modern headphones can not only achieve sub-millisecond-level adaptive noise cancellation, but have also evolved into smart assistants with real-time translation, gesture control, and environmental awareness capabilities. In addition, the widespread adoption of LE Audio and Auracast™ technologies has ushered in the era of “audio broadcasting”, allowing users to seamlessly share audio across multiple devices in public spaces such as airports and gyms.

Notably, “hearing health” has become a key area of product differentiation. As biosensors and hearing assistance algorithms mature, headphones are integrating across sectors with healthcare, providing functions such as heart rate monitoring, posture reminders, and over-the-counter hearing assistance. At the same time, due to the influence of the retro trend and cost considerations, wired headphones unexpectedly saw a slight rebound in 2026, indicating continued consumer demand for headphones with pure sound quality and high cost-performance value. Overall, headphones have become personalized audio hubs connecting the physical world, digital entertainment, and personal health.

(6) 3C retail channels

In recent years, iPhone and Android series mobile phones have begun to fully support high-power charging, and the wireless fast charging function has become increasingly popular. In addition, tier-one mobile device brands no longer ship with chargers in response to environmental protection requirements. This has led to increased demand for high-power charging related accessories shipment volume. In addition, the USB IF Association has launched a new generation of PD3.1, which pushes the original maximum power of 100W to 240W and provides more diverse charging applications for products. Notebooks equipped with USB C can also share high wattage with mobile phones. Therefore, the charging products launched by 3C retail channels need to have diversified output methods, fast speed, and high power.

(7) New energy

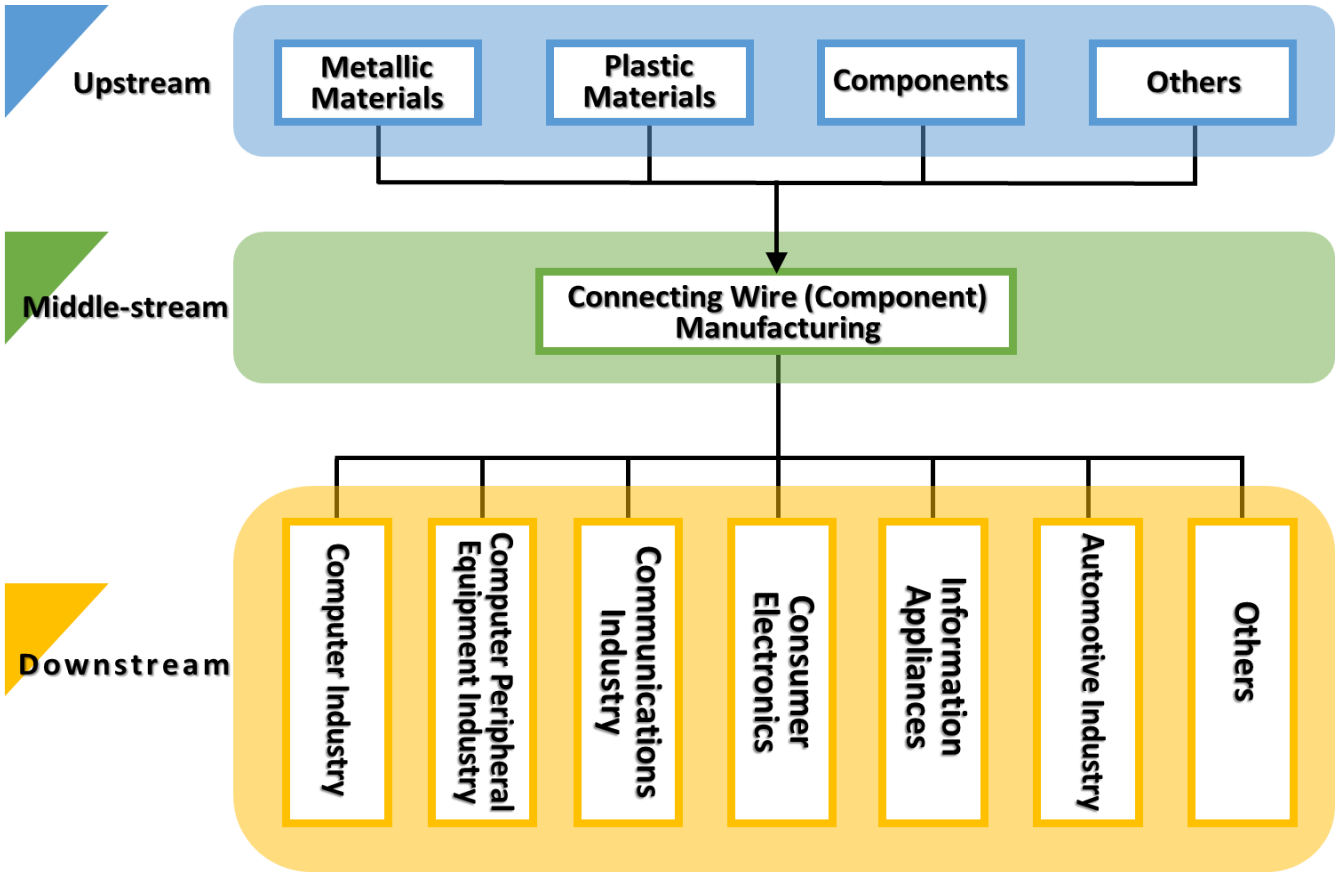
With industrial upgrading and increasingly complex engineering requirements, mechanical and electrical engineering has gradually transformed from a traditional single-discipline specialty into integrated and systematic services, and is developing toward turnkey (EPC) and cross-disciplinary cooperation models to improve execution efficiency and reduce project risks. As project scale and integration complexity increase, market requirements for engineering quality and project management capabilities continue to rise, and domestic operators are also continuing to strengthen their system integration and turnkey capabilities. Driven by the promotion of public infrastructure and industrial development, the overall industry still has growth potential.

Amid the trends of net-zero emissions and energy transition, the renewable energy and energy services industries continue to develop. Government policy promotion and rising demand for green electricity have driven growth in power plant investment and the energy services market, and have extended to applications such as energy storage and energy management. The overall industry has medium- to long-term development potential. However, amid changes in the market environment, operators generally adopt prudent investment strategies.

1.2.2 Relationships with upstream, middle-stream, and downstream industries:

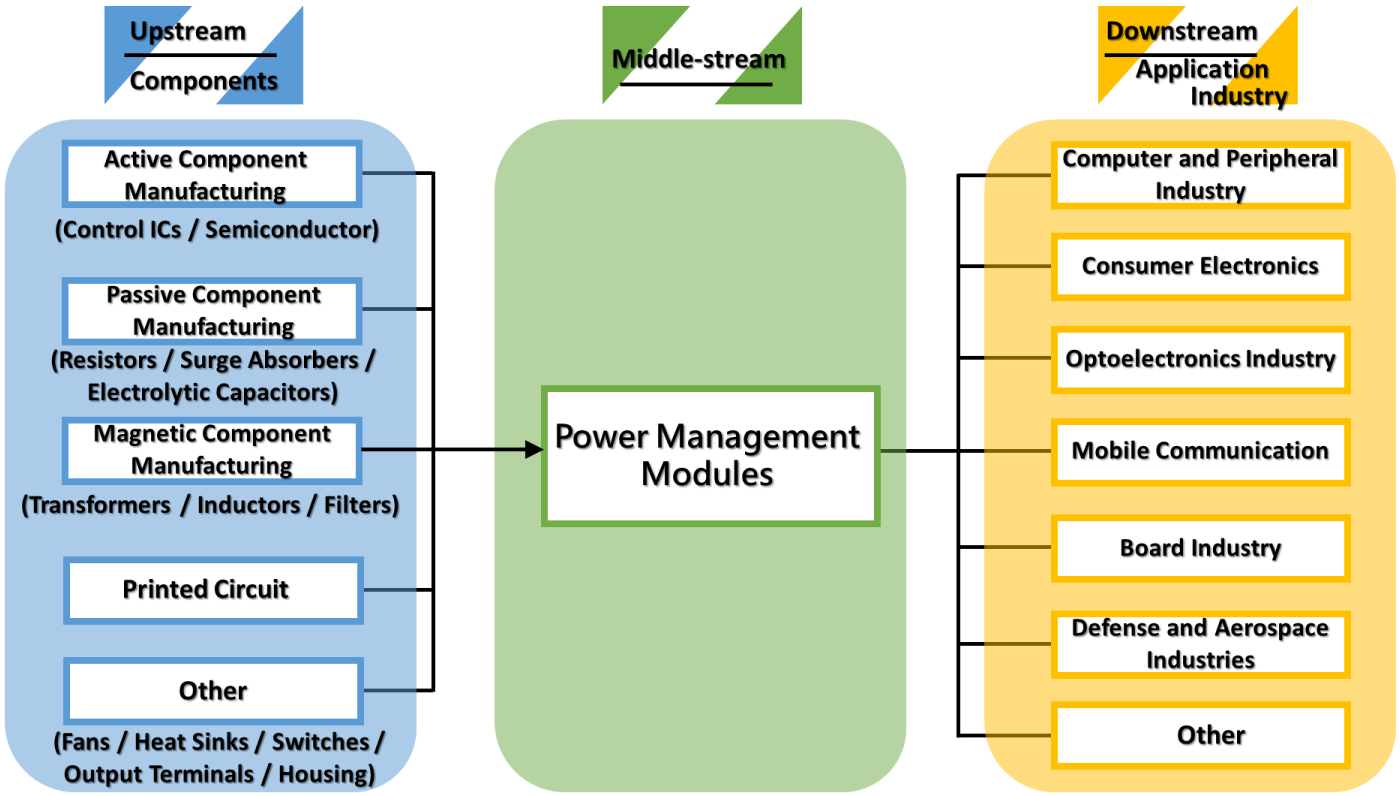
(1) Connectors

The connector industry is characterized by a high degree of vertical integration. Core upstream materials include metals, engineering plastics, and electroplating materials. Midstream manufacturers convert materials into electronic components with high-frequency transmission and high-voltage resistance characteristics through precision stamping, injection molding, and automated assembly. Downstream applications are highly extensive. In addition to traditional computer peripherals and consumer electronics, connectors have now deeply penetrated 800G high-speed computing centers, 5G/6G communication base stations, and high-voltage power systems for electric vehicles. Benefiting from the stability of upstream materials and downstream smart technology trends, the industry has become a key bridge driving the development of the global electronic information sector. The industry's upstream, midstream, and downstream relevance are as follows:



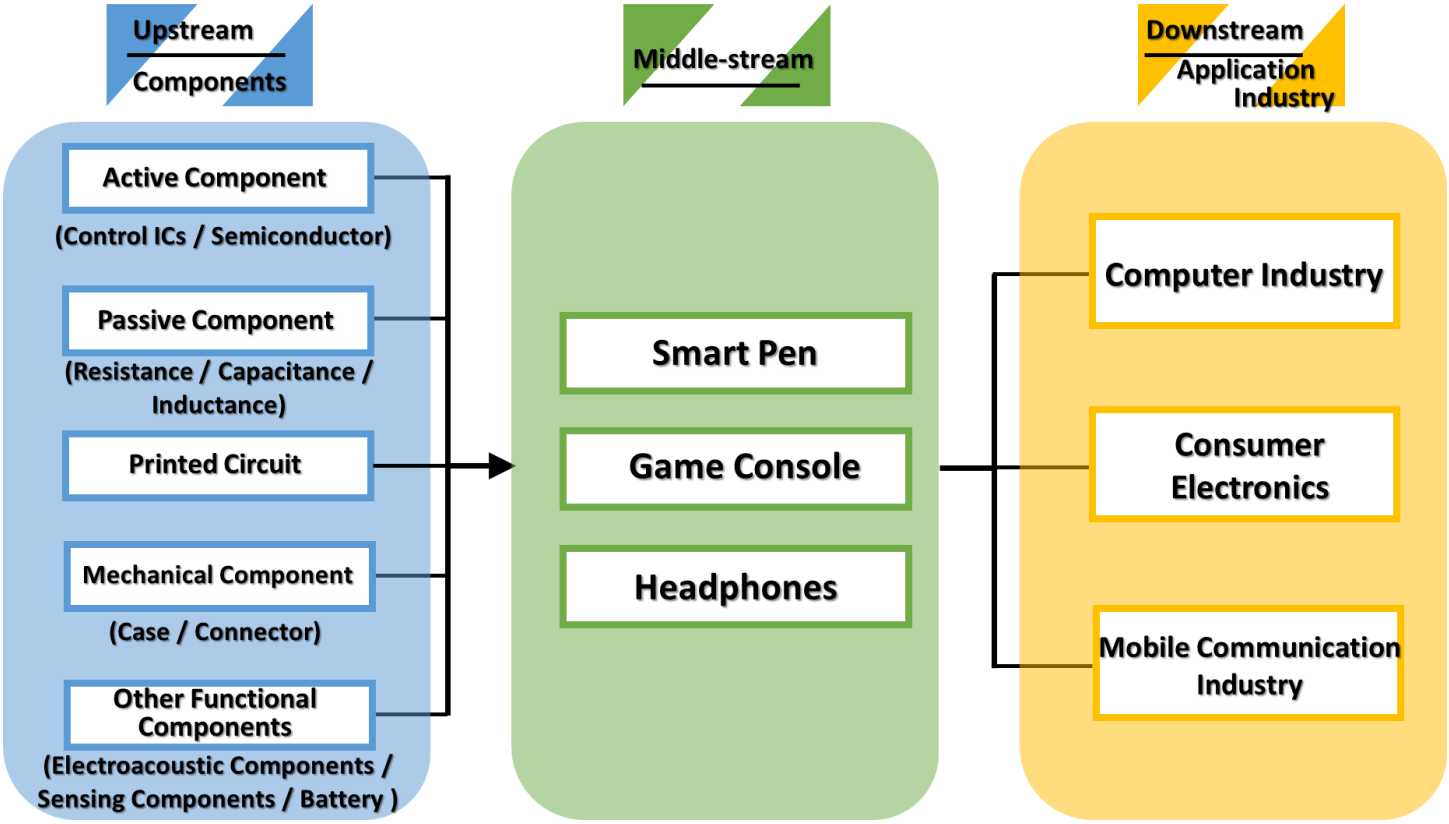
(2) Power management module

Power management modules are a key segment of the electronics industry and have a closely structured vertical division of labor. Upstream manufacturing is based on power semiconductors, as active components, magnetic components, such as transformers and inductors, passive components, and printed circuit boards, which determine the conversion efficiency and heat dissipation performance of the modules. Midstream manufacturers integrate the above components and realize stable voltage regulation functions through precision circuit design and packaging technology. Downstream applications are highly extensive. In addition to traditional information and communications technology and consumer electronics products, power management modules have now deeply penetrated AI data centers, electric vehicle power systems, and the energy storage and green energy sectors. The industry's upstream, midstream, and downstream relevance are as follows:



(3) Smart pen/game controller/headset

Accessories such as smart pens, game controllers, and headphones are key bridges connecting digital devices and users. The upstream segment centers on active components, passive components, and printed circuit boards, and also includes “mechanical and functional components” that determine tactile feel and durability, such as sensors, motors, and micro switches. Midstream manufacturers are responsible for precision assembly and miniaturized packaging to achieve high product stability and low-latency performance. Downstream applications are broadly connected to global brand customers and retail channels in the computer, game console, and mobile communications industries. The up-stream, mid-stream and down-stream are as follows:

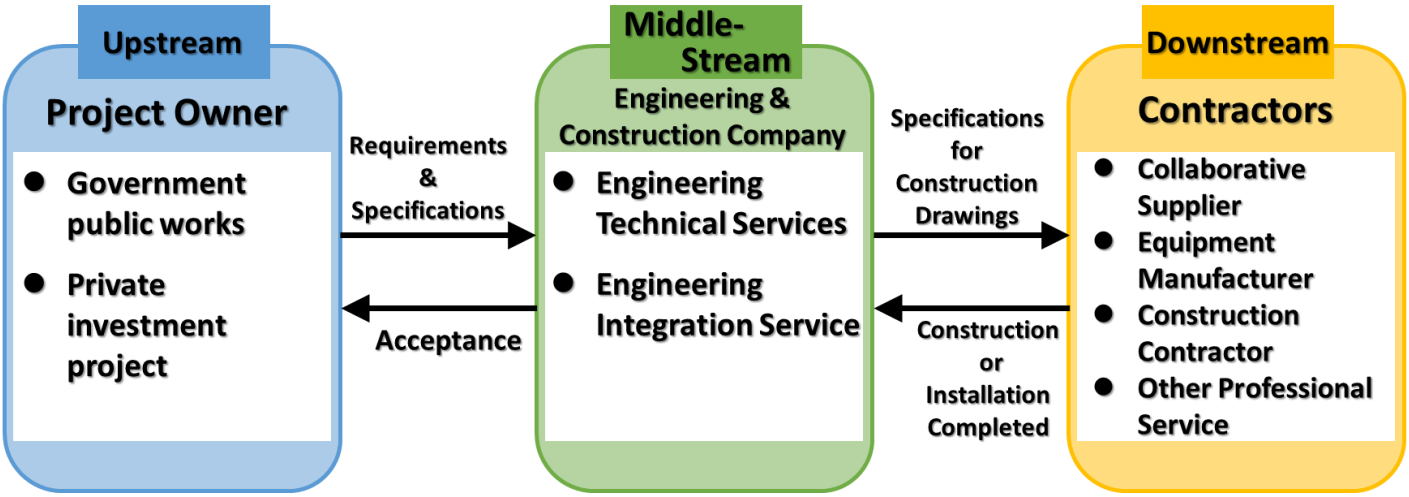


(4) Distribution channel

(5) New energy

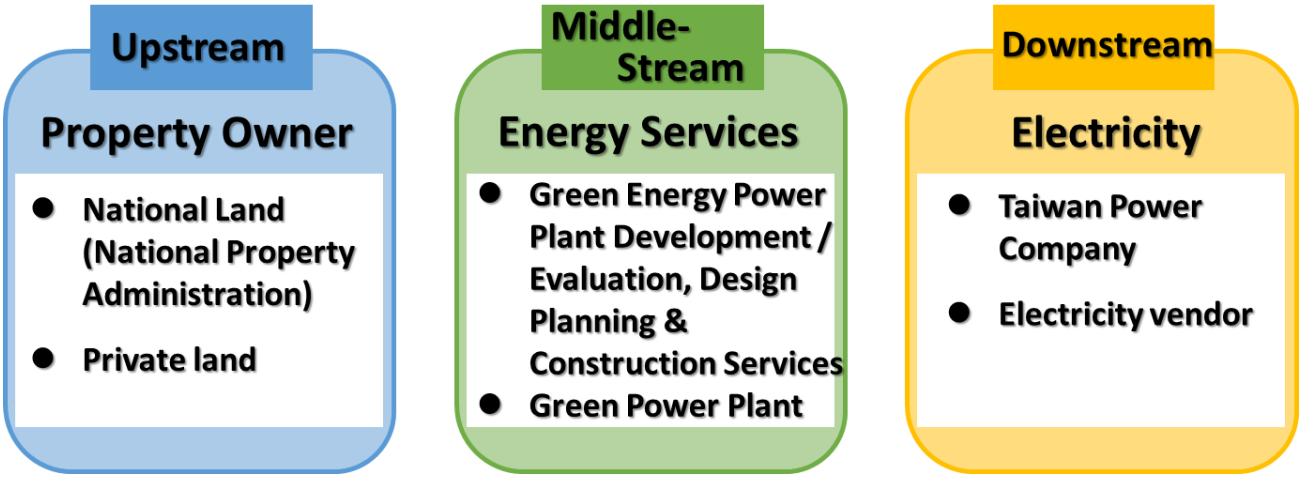
- **Engineering business**

Shinfox mainly provides services such as feasibility analysis, planning, design, procurement services, equipment supply, construction and commissioning of customers' projects, refer to as the midstream of the industry. The upstream industry refers to the owners with construction needs, and the turnkey companies are located in the middle reaches of the industry. The downstream industry refers to the third parties. The correlation between the upstream, midstream and downstream industries is as follows:



- **Solar energy and wind power plant investment and energy service industry**

Shinfox Energy has been entrusted by the Client to carry out feasibility study, survey, design, procurement, construction, and trial operation of energy projects. The general contracting enterprise is fully responsible for the quality, safety, construction duration, and cost of contracted projects. The property owner and the investor sell the electricity generated by renewable energy to Taiwan Power Company or the electricity retailer in accordance with the electricity sales contract. The up-stream, mid-stream and down-stream are as follows:



1.2.3 Product trends

As our company's various products are primarily used in mobile communications, consumer electronics, lithium battery packs, and peripheral industries, with the trend of electronic products moving towards portability and intelligence, it necessitates that products such as connectors, power management modules, smart pens, game controllers, and headphones, all adapt and undergo adjustments in line with the prevailing market product development trends.

A. Connectors

The connector industry is undergoing dual transformations toward “ultra-high-speed transmission” and “high-power integration”. With the rapid increase in demand for AI computing, data center connectors are moving comprehensively toward 800G/1.6T high-frequency speeds, while integrating liquid cooling and blind-mate technologies to optimize heat dissipation. On the consumer end, USB4 2.0 and Thunderbolt 5 are becoming mainstream, doubling transmission bandwidth to 80 to 120 Gbps and supporting 240W high-power fast charging, thereby enabling multi-functionality through a single interface.

In addition, vehicle electrification is driving a surge in demand for 800V high-voltage and high-speed automotive Ethernet connectors, with product designs evolving toward high temperature resistance, vibration resistance, and miniaturization. Amid the trends of green energy and automation, “smart connectors” with sensing functions and environmentally friendly recycled materials have also become new market standards. Overall, connectors are evolving from simple physical interfaces into precision sensing terminals that support low latency, high computing power, and sustainable development.

B. Power management module

High efficiency and energy conservation have become an inevitable trend in the development of power management modules. As third-generation semiconductor technologies such as gallium nitride and silicon carbide mature, their high-frequency, high-voltage, and low-loss characteristics are significantly increasing the power density of modules and substantially reducing power consumption. This materials revolution not only reduces device size, but also gives power supplies higher conversion efficiency and intelligent regulation capabilities. In the future, combined with digital power control technology, power management modules will continue to evolve comprehensively toward intelligent development featuring high power density, miniaturization, and sustainable energy conservation.

C. The product development trends of smart pens, headsets and game controllers are as follows:

- Enhance interactivity: Smart accessories are evolving from “input tools” into “sensory extensions”. Smart pens will integrate more advanced haptic feedback and tilt sensing to simulate the resistance of real pen-on-paper writing. Game controllers, meanwhile, provide immersive motion-sensing experiences through millimeter-level motion sensing and adaptive triggers. Headphones are also comprehensively adopting head tracking and spatial audio technologies, allowing users to obtain real-time and intuitive interactive experiences in virtual environments.
- Enhancement of intelligent functions: AI-driven automated services and on-device AI are becoming standard features in accessories. Smart headphones feature real-time voice translation and adaptive intelligent noise cancellation, and can automatically switch audio modes according to the environment. Smart pens support real-time handwriting transcription and optimized drawing assistance. Game controllers use AI algorithms to predict player behavior and reduce connection latency, while integrating voice assistants to further optimize operation and daily convenience.
- Improved compatibility: Seamless connection across cross-platform ecosystems. “Device interconnection” allows smart accessories to no longer be limited to a single system. Through Bluetooth LE Audio and next-generation cross-platform communication protocols, headphones and controllers can switch instantly among computers, game consoles, and mobile devices.

Smart pens have also strengthened multi-device compatibility with Windows, iPadOS, and Android, breaking down brand barriers and building a more flexible digital lifestyle ecosystem.

D. 3C retail channels

- Completeness of brand product lines: As the development of 3C products becomes more and more mature and the technology advances with each passing day, it is necessary to develop more diversified product lines, and the completeness of the product can increase the customer's recognition of the brand.
- Social media management: In recent years, online marketing has played a very important role in the retail industry. The establishment of a brand community and the maintenance of positive interactions with fans are of great help to the management of the brand image.

E. New energy engineering business

With industrial upgrading and increasingly complex engineering requirements, engineering contracting models have gradually transformed from traditional division of labor into integrated and systematic services, and are developing toward turnkey engineering and cross-disciplinary cooperation to improve execution efficiency and reduce project risks. As the government continues to promote forward-looking infrastructure and public works investment, demand for related construction in transportation, water environments, green energy, and other areas has grown. The overall engineering market has steadily expanded, providing continued development opportunities for the mechanical and electrical system integration and turnkey engineering services industry.

F. Power plant investment and energy service industry

In response to global trends in carbon reduction and energy transition, Taiwan continues to promote renewable energy development and power market reform, with a policy target of renewable energy accounting for 20% of power generation by 2025, thereby driving the development of industries such as solar photovoltaics and wind power. At the same time, the green electricity trading mechanism and the obligation system for major electricity users have promoted growth in corporate demand for green electricity and gradually stimulated market activity. With policy support and the gradual maturation of market mechanisms, demand for power plant investment, engineering construction, operations and maintenance management, and energy services continues to expand, and has extended to application areas such as energy conservation, energy storage, and energy management. The overall industry has medium- to long-term growth potential.

1.2.4 Market competition

Customers increasingly require suppliers to provide fast and high-quality services, including product design, manufacturing, quality control, and after-sales service. Therefore, we can stand out only by meeting the requirements of customers. In order to meet the needs of all customers, the company’s OEM/ODM team uses professional R&D and manufacturing services, from components to complex assembly integration, to carry out projects, propose solutions or technical support. This ensures that the product can be accurately completed in the shortest time from samples to formal production.

A. Connectors

The connector industry is highly globalized and technology-intensive. The Company’s products are mainly positioned in high-growth fields such as mobile 3C devices and automotive electronics. The connector market currently features a competitive landscape in which large players remain dominant while regional specialization also exists. The Company not only faces large multinational enterprises with economies of scale and patent barriers, but must also respond to regional peers with cost flexibility. As product life cycles for electronic products shorten and technological replacement accelerates, competition among manufacturers has shifted from simply “competing on price” to a contest of comprehensive strengths in “technological leadership, stable quality, and timely service”.

B. Power management module

The power management module industry has entered a mature stage, with the market showing a competitive landscape characterized by scale-driven dominance and application specialization. The global market is mainly led by benchmark multinational enterprises such as Delta Electronics, Lite-On, AcBel, and Chicony, which have established high competitive barriers through economies of scale and substantial patent barriers. Driven by technological replacement and carbon reduction trends, the core of competition has shifted from simple price competition to a comprehensive technological contest centered on high conversion efficiency, extreme power density, and AI-enabled smart power management. This has forced small and medium-sized manufacturers to turn to more segmented niche markets and maintain competitive advantages through deep technical integration and customization capabilities.

C. 3C peripheral accessories

The market for peripherals for 3C products is fiercely competitive. There are competitors for products ranging from entry-level to high-end. High-end products have more powerful performance and functions, as well as stylish appearance design and exquisite workmanship. The market for the Company's smart pen, game controller and headset products is mainly aimed at OEM orders from high-end brands. Through cooperation with high-end brands, the Company can promote exchanges of technology and innovation, which will help enhance the Company's research and development capabilities and product standards in order to meet the ever-changing market demand

Under current conditions of rapid industrial integration, the development trend of "the big getting bigger" is quite clear. The low-cost advantages enjoyed by small and medium-sized enterprises have gradually been lost. In fact, if they fail to establish their own core values, they will be eliminated by the market in the future. Therefore, under the effect of market globalization, the Company will be guided by market leaders, approach international customers, and understand their needs. Further, we should gradually shift from the past OEM model to ODM or JDM, developing new products with customers and providing them with diversified products and technical services. Only in this way can the Company justify its existence and create new opportunities for long-term development.

D. 3C retail channels

The competition in the 3C retail market is fierce. It is necessary to strengthen the integrity of the brand product line, manage social media, build a brand community and maintain positive interaction with fans, and strengthen existing members. Brand-related activities help to increase member stickiness and keep paying attention to new product launch news.

E. New energy engineering business

Shinfox has adopted a stable strategy - customer-oriented, to provide more effective and more satisfactory services to specific customers, while achieving low cost and differentiation, and maintaining the organization's return on investment. Shinfox's expertise and track record in the integration of related electrical and mechanical engineering systems and in energy technology engineering are superior to those of its peers in terms of expanding and obtaining case opportunities.

F. New energy power plant investment and energy service industry

With the promotion of renewable energy policies and the gradual liberalization of the electricity market, demand for power plant investment and energy services continues to grow. The Company and its subsidiaries have invested in fields such as solar photovoltaic and wind power generation, and have accumulated experience in development and construction. They also conduct investment management through special purpose vehicles (SPVs) to improve the efficiency of capital utilization. At the same time, the Company integrates its engineering construction and operations and maintenance capabilities, and has expanded into green electricity sales and energy services, forming a complete industrial chain layout. In response to market competition and environmental changes, the Company adopts prudent investment and strengthened operations management strategies to maintain long-term development momentum.

1.3 Technology and R&D Overview

The company's invested research and development expenses and successfully developed technologies or products are as follows:

Unit: NTD Thousand

Differentiation	2025	2026 (through 2026.03.31)
Expenses	2,062,215	477,749
Successful Development New Products or New Technology	1. High-speed dynamic stereoscopic vision technology project 2. Medium-range eye-tracking technology project for glasses-free 3D displays and video conferencing 3. ANSYS software upgrade project 4. High-power-density planar transformer design technology project 5. Establishment of digital power control technology 6. AI+AOI system development 7. Robotic arm Omniverse simulation system development, including robots 8. VR joystick with 6DoF positioning 9. Application of ultrasonic sensors in game triggers 10. Fast-charging mouse using supercapacitors 11. Green power sharing cloud service	1. High power density digital power supply design technology development project 2. 153W/460W Digital PSU technology development 3. Robotic arm virtual-physical integrated control project 4. Development of PCIE&MCIO 5.0 high-speed wiring harness and production line construction project 5. 8K Hz high report rategaming mouse 6. Green power sharing cloud service 7. Cloud platform

1.4 Long-term and short-term business development plans

In response to future industry development trends and the overall economic environment, the Company formulates long-term and short-term plans to map out its future business direction and from there enhance its competitiveness. A summary of the company's short-term and long-term plans is given as follows:

(1) Short-term business development plan

A. Improve achievement rates, profitability, product differentiation, technical capabilities, product quality, and management capabilities.
B. Reduce costs, expenses, product delivery, inventory, product development time, and so on.
C. Take advantage of vertical integration to strengthen the integration of Group resources.
D. For the main product categories with outstanding sales, extend the product series to penetrate existing customers. Through diversified product choices, increase the revenue contribution of each customer.
E. In line with the government’s promotion of renewable energy policies, the Company will continue to monitor development opportunities in solar, wind, hydropower, and other clean energy sectors, and will prudently assess the timing of investments based on the overall market environment and funding conditions. At the same time, the Company will focus on strengthening existing engineering project management, enhancing operations and maintenance service capabilities, and reinforcing cost control, in order to improve operating efficiency and stabilize its overall business foundation.

(2) Long-term business development plan

A. Continue to promote with core products and capabilities in line with support of optics, increasing market size and creating benefits of high-value output.
B. Expand market operations and develop diversified products and services.
C. Get a feel for market trends and make good use of the Group’s technical resources.
D. Continuously cultivate and develop human talent.
E. The 3C products in Taiwan are over-competitive and the market is saturated. We are targeting at the growing demand for small personal appliances. We are actively expanding new product lines, increasing sales of high value-added products, and stepping into the field of small home appliances based on individual needs. In addition, there is no delay in the development of overseas markets. In the early stage, under the agent model, we will actively promote the PQI brand at exhibitions in the future, and the early stage goal is to develop markets in Central and South America and Southeast Asia.
F. In the future, the Company will continue to monitor development trends in the renewable energy industry and prudently evaluate integration opportunities in related businesses such as power plant development, construction, operations and maintenance, and energy trading, so as to gradually build a comprehensive energy service system. At the same time, in line with the Company’s overall operating strategy and resource allocation, the Company will assess opportunities for strategic cooperation and market expansion as appropriate, in order to enhance its long-term competitiveness.

2. Market and Production and Sales Overview

2.1 Market Analysis

2.1.1 Main product sales areas

Unit: NTD Thousand

Region	2025	
	Amount	Proportion
TAIWAN	33,702,627	35.47%
MAINLAND	15,928,041	16.76%
UNITED STATES	22,684,508	23.88%
VIETNAM	3,351,527	3.53%
HONG KONG	4,745,809	4.99%
INDIA	2,645,226	2.78%
OTHERS	11,958,481	12.59%
TOTAL	95,016,219	100.00%

Note: The above amounts constitute revenues from the consolidated financial statements

2.1.2 Market share and future market supply and demand status and growth of the market

(1) Market share

- The Company sells a wide range of 3C components and peripheral products, including connectors and cables, power management modules, smart pens, game controllers, and earphones etc.

  According to the statistics of Bishop & Associates, the global connector product output value will reach US$86.6 billion in 2024, and it is expected to reach US$99.2 billion in 2025, with a growth of 4.5%. Our company's connector products include cable connectors and communication connectors. In the global connector industry, connector products have a wide range of applications. In 2025, the total global connector industry value reached $99.2 billion. The market share of the company's connectors and connecting wires is only about 0.6% in the global connector market. For other products, there is no complete and objective market share data, so they are not listed.
- The sales of 3C peripherals include physical distribution channels and trading services, and it is not easy to estimate an accurate market share. In addition, other products are diversified, so it is difficult to accurately estimate the market share.
- Shinfox Energy’s engineering services are mainly focused on the domestic market, with contracted projects covering renewable energy power plants and various mechanical and electrical turnkey projects. As mechanical and electrical system integration services span diverse industries, and the areas of specialization of different operators vary significantly, it is difficult to measure overall market share based on a single market or product. Therefore, the Company’s market share cannot yet be reasonably calculated on a consistent basis.

(2) Future market supply and demand and growth

- The global economy has been affected by intensified geopolitical conflicts, resulting in significant fluctuations in international energy prices and deepening inflation concerns. Production and logistics costs have also risen accordingly, indirectly suppressing the recovery momentum of the end-consumer market. Despite the challenging overall environment, the electronics industry has demonstrated strong resilience amid the AI technology wave. As AI PCs and smart mobile devices enter a large-scale replacement

cycle, market demand for high-performance and intelligent precision components has increased rapidly, driving related products into a peak period of specification upgrades and replacement.

- On the supply side, global supply chains are undergoing profound structural reshaping, with companies shifting their focus from solely pursuing efficiency to building “supply chain resilience” and “localized” deployment. In response to geopolitical risks and the normalization of tariffs, the Company actively mitigates regional risks through diversified global production lines, while introducing AI-driven automated decision-making and smart production systems to optimize manufacturing yield and ease pressure from rising energy and labor costs.
- 3C peripheral products are a product category with a rapid product life cycle, and they are also accessories for electronic products. The company's products are all available for shelf sales in mainstream sales channels, allowing users of electronic products at all levels to find the products they need in appropriate channels.
- In terms of market supply and demand and growth potential for Shinfox Energy’s engineering services industry, mechanical and electrical system integration engineering is a technology- and experience-intensive industry with certain entry barriers. With the continued promotion of public infrastructure and increasing demand for industrial investment, overall market demand is expected to maintain steady growth, and the industry has certain room for development.
- Shinfox Energy’s renewable energy-related businesses are mainly focused on the domestic market, covering areas such as power plant investment, engineering construction, and energy services. With the trend of energy transition and the promotion of government policies, the scale of renewable energy installations, such as solar photovoltaic and wind power generation, continues to expand, driving growth in market demand. In terms of supply and demand, driven by policies and increasing corporate demand for green electricity, demand for power plant investment, engineering construction, and energy services continues to grow, and has extended to application areas such as energy conservation, energy storage, and energy management. Overall, supported by policies and driven by market demand, the industry has medium- to long-term potential for stable growth.

2.1.3 Advantages and disadvantages of our competitive niche, development prospects, and countermeasures

(1) Competitive Niche

- Close cooperation with international manufacturers

  The Company has been deeply involved in the field of 3C product components for many years and has rich experience in production and manufacturing. Because the product quality and technology are deeply trusted by customers, coupled with a sound financial structure, our sales targets are mostly internationally renowned first-line manufacturers. Moreover, we have been with each other for many years and we have a good understanding of cooperation and a high degree of trust. The Company thus enjoys a good reputation in the industry, and it is also an important supplier of 3C components that is indispensable for major international manufacturers. The Company has accumulated very significant product design capabilities based on its close cooperative relationship with major international manufacturers, and our new product development can quickly gain recognition from existing customers. In addition, as we have won the trust and recognition of international customers, we have thus laid out a niche for the Company's future business expansion and this is also conducive to striving to gain the business of potential new customers.
- Joint research and development

In order to meet the needs of all customers, the company's OEM/ODM team uses professional R&D and manufacturing services, from components to complex assembly integration, to carry out projects, propose application solutions, or offer technical support. By using 24-hour R&D and manufacturing services to jointly develop new products with customers, and by providing customers with creativity and service support, this ensures that the product can be accurately completed in the shortest time from samples to formal production.

- Quality advantages

  In the spirit of excellence, the company is committed to pursuing the highest internationally recognized benchmarks for quality. Through an excellent quality management system, every work item is subject to strict control, evaluation, and analysis as we undertake continuous improvement to improve operational efficiency. Furthermore, we have implemented the ISO/TS 16949 quality management system to build a more complete customer oriented process as we strive to reach the ultimate goal of customer satisfaction.

- Diversified products, high added value

  The Company's product structure includes related components for information, communications, and portable electronic products. In response to the needs of the market, the Company continues to develop towards high-end, high value-added products, as a complete product portfolio will benefit the flexibility of the company's operations and increase the ability to respond to rapid product changes.

- Possessing vertically integrated manufacturing capabilities, providing customers with diversified services

  The Company has deep vertical integration capabilities in the production of 3C product components ranging from cable, product design, mold development, stamping, electroplating and molding to processing and assembly and so on. As these can be manufactured in our Company's factories, we therefore have the advantages of cost and quality. In addition, the company's product structure covers related components of communications, information, and portable electronic products. The products are diversified, which can meet the customers' demand for one-time purchases.

- Actively investing in the development of new products and technologies

  Due to ongoing changes in technology, consumer preferences, and market trends, it is essential to rapidly introduce updated and improved products. In order to align with this trend, our company initially started with the production of connectors and cable products and has since expanded to include power management modules. Looking ahead, our research and development center will focus primarily on the development of wireless communication, high-speed transmission, as well as optical, acoustic, and high-current products. Therefore, in the future the Company will take the integration of optoelectronics as its development goal as it cooperates with the development and expansion of the wireless transmission field, making full use of the advantages of the Group and establishing a diversified product portfolio.

- Shinfox New energy

  (j) Shinfox Energy has cross-disciplinary engineering integration capabilities and has long been engaged in the fields of mechanical and electrical system integration and renewable energy engineering. It has accumulated extensive experience in rail engineering, power systems, energy engineering, and other areas, and possesses comprehensive project planning and execution capabilities. The company has a professional and stable management team and technical professionals, enabling it to effectively control project progress and construction quality. It continues to strengthen project management and technical capabilities in response to market changes.

  (k) In terms of customers and services, Shinfox Energy has long served major domestic

customers, and its engineering quality and contract performance capabilities have been recognized by the market. It also possesses integrated service capabilities covering power plant development, engineering construction, and operations and maintenance management, providing one-stop energy solutions. At the same time, through its cooperative relationships with subcontractors, Shinfox Energy strengthens its procurement and cost control mechanisms and continues to optimize resource allocation, so as to maintain operational stability and enhance its overall competitive advantages.

(2) Favorable factors for development prospects

- Product application areas such as mobile phones, game consoles, electric vehicle products and data center are booming, driving the continuous growth of peripheral industries.
- With our product design capabilities, we can quickly develop new products to meet customer needs.
- Having won the trust and recognition of international customers, this is conducive to future business expansion and offers endless growth potential.
- Deep vertical integration extends from mold development to stamping, electroplating, forming and assembly; all these can be produced on their own with cost and quality advantages.
- Active expansion of product application areas ensures sources of growth momentum.
- Early development of process technology and material applications that meet future environmental regulations will improve competitive advantages and added value.
- Joint development of new products with major international manufacturers and accumulation of considerable technical and product design capabilities.
- The Jingshi subsidiary's Apple product channel in Hong Kong has a certain scale, which is attractive to accessories suppliers. It can accelerate the introduction of peripheral accessories, enrich the types of accessories, and form a virtuous circle of business growth in this part.
- As global energy transition and carbon reduction trends continue to advance, the renewable energy industry has long-term development potential. Countries around the world are actively promoting green energy policies, driving continued growth in demand for renewable energy such as solar and wind power. Taiwan has also continued to promote transportation construction and green energy-related projects through forward-looking infrastructure and energy transition policies, driving market demand for mechanical and electrical system integration and energy engineering. In addition, as industry consolidation and market mechanisms are gradually adjusted, the overall industry structure is becoming more sound, which helps improve market order and the long-term development environment. With years of accumulated engineering experience, technical capabilities, and a professional team, the Company has established a solid market foundation and possesses competitive advantages for continuing to participate in related engineering and energy businesses.

(3) Unfavorable factors for development prospects

- It is not easy to train and develop human resources in R&D.
- Prices of upstream materials have risen, reducing product profitability.
- Primary competitors are world-class manufacturers and competitive pressure is high.
- 3C retail channels
  A. Large fluctuations in exchange rates: The international exchange rates fluctuate greatly, which affects cost control.
  B. The entry threshold for 3C brands is too low.
- Shinfox New energy

  In the course of industry development, intensified market competition and increasing

pricing pressure, together with fluctuations in raw material prices, rising labor costs, and changes in project execution conditions, have posed certain challenges to project cost control and contract performance management. In addition, renewable energy development is also subject to constraints such as land resources, environmental conditions, and relevant regulations, while power plant investment involves higher capital expenditures and funding requirements, all of which affect overall operations.

(4) Countermeasures

- We cooperate with various universities and colleges for industry-university cooperation to cultivate and train talent in various disciplines over the long term. At the same time, we are improving employee welfare measures and strengthening professional training in order to improve manpower quality and reduce the turnover rate of personnel.
- We are taking advantage of the Group's bulk purchase capabilities to reduce the cost of input materials and maintain product profitability.
- We are introducing new automated production equipment and testing equipment and are committed to the improvement of production technology and process quality, to improve production efficiency and quality stability and thus become more competitive than our peers.
- We are enhancing our vertically integrated manufacturing capabilities and cooperating with precision mold development and automated processing testing technology to reduce costs and enhance our competitive advantages.
- We continue to develop new products and new technologies to reduce the impact of rising material prices, enhancing product profitability.
- We are enhancing our vertically integrated manufacturing capabilities and cooperating with precision mold development and automated processing testing technology to reduce costs and enhance our competitive advantages.
- We continue to promote process and production management improvement plans, introducing advanced production management technology to reduce production costs and enhance competitiveness.
- 3C retail channels
  A. Closely observe the price fluctuations in the foreign exchange market and use various hedging methods to minimize potential risks.
  B. Considering that there are many brands in the market, the prices are uneven, and consumers are more selective. Jing-shi continues to develop new products and control costs and prices to become more competitive in the market and improve the overall product profitability.
- Shinfox New energy

  Shinfox Energy will continue to strengthen its project management and risk control mechanisms, and improve execution efficiency through supply chain integration, cost control, and value engineering. It will also prudently evaluate investment plans and resource allocation, while developing diversified development models and strategic cooperation opportunities to enhance capital utilization efficiency and operational flexibility, so as to respond to changes in the industry environment and maintain long-term competitiveness.

2.2 Important uses and production processes of main products

2.2.1 Important applications of major products

(1) The Company's main products are divided into cable connectors, board connectors, power management modules, and accessories for 3C products such as smart pens, earphones, and game controllers.

USB Type-C connectors for cable connections are primarily used in transmission cables for various consumer electronics products, including smartphones and other consumer

electronic devices. Board-to-board connectors mainly include products such as lightning connectors, USB Type-C connectors, audio jack connectors, and memory card connectors. Network connectors are used to connect network peripheral devices, while game console connectors are used on the main console and controller ends to connect to other peripherals. The main purpose of the power management module is to enable the electronic equipment to obtain a stable, safe and effective power supply, and to provide various protection functions to ensure the normal operation of the electronic equipment.

The accessories of 3C products are mainly the medium between the user and the host for inputting instructions, operating and realizing interaction. These accessories include smart pens, headphones, game controllers, etc. They are usually connected to the host of electronic devices (e.g., smart phones, tablets, game consoles, etc.), through which users can perform various operations and interactions, thus realizing a richer user experience.

(2) 3C retail channels

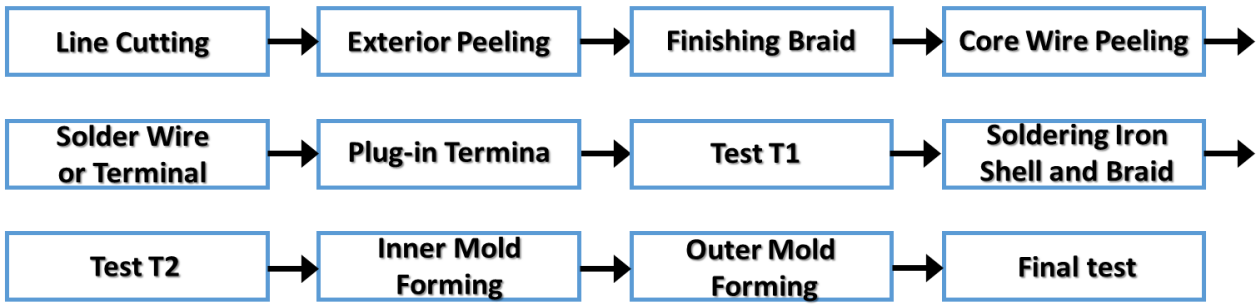
- Mobile peripherals:
  Consumer communication products and entertainment or data processing equipment used by individuals or businesses. Support the use of various consumer entertainment products, communication products, data processing equipment, and outdoor/outdoor products.
- Memory products:
  Used in personal computers, printers and other information products and as data access or transmission equipment

(3) Shinfox New energy

Major Products	Purpose
Construction revenue	We provide comprehensive engineering contracting services, including various professional technical services such as feasibility studies and planning, engineering design, equipment supply, equipment manufacturing, engineering construction, construction supervision, and testing.
Technical service revenue	We evaluate and plan the utilization of energy-efficient lighting, variable frequency technology, network monitoring, contract electricity, etc., to provide energy-saving and emission reduction technical services for large shopping malls and department stores. We offer maintenance and upkeep services for various electrical substations, transformer stations, and telecommunications equipment rooms.
Electricity sales revenue	The generated electrical energy is supplied to various electricity demands through the Taiwan Power Company (Taipower) grid, including industrial and residential electricity needs.

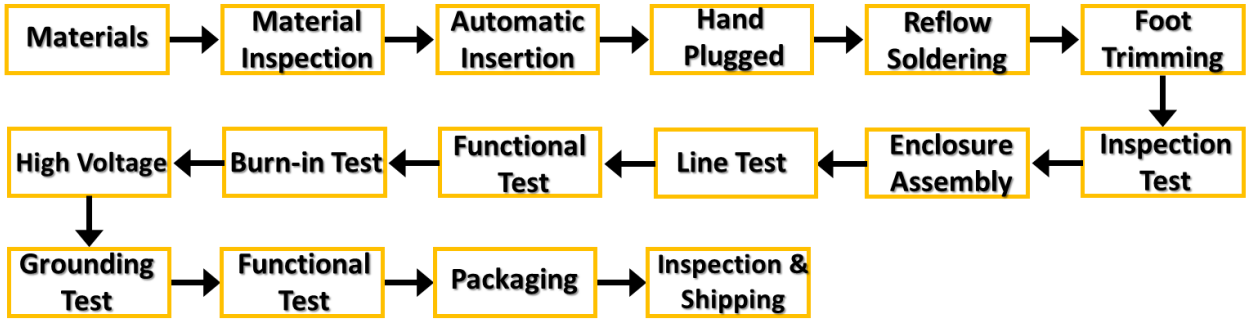
2.2.2 Production procedures of major products

A. Cable Products

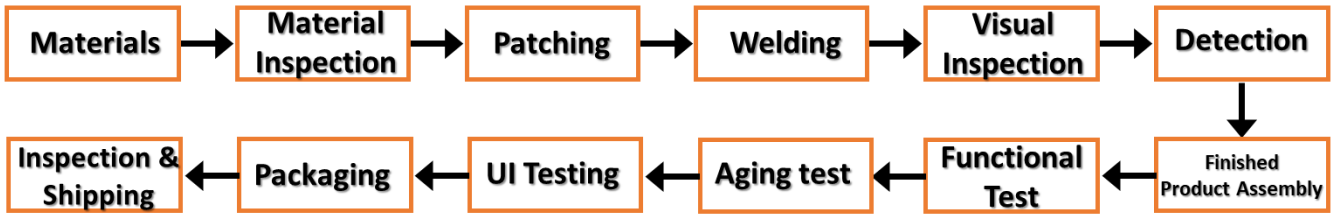


B. Connectors

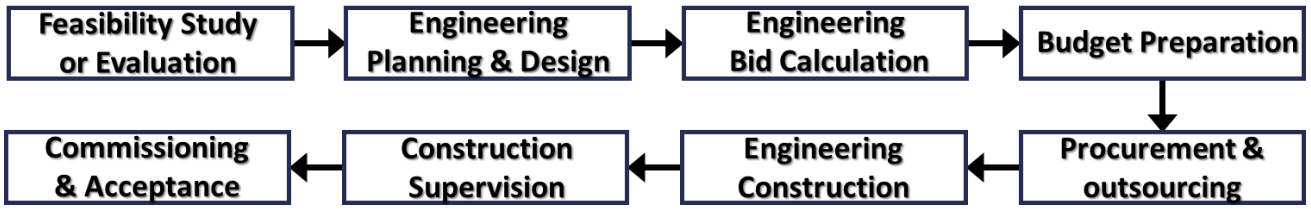
C. Power Management Module



D. Peripheral Accessories



E. Shinfox Construction Business



F. Shinfox Energy technical services

We evaluate and plan the utilization of energy-efficient lighting, variable frequency technology, network monitoring, contract electricity, etc., to provide energy-saving and emission reduction technical services for large shopping malls and department stores.

Shinfox Energy performs regular servicing and maintenance for various types of power plants, substations, and telecommunications equipment rooms, and conducts rigorous inspections of mechanical and electrical equipment to help maintain the safety and performance of power plants, substations, and telecommunications equipment rooms in optimal condition.

G. Shinfox Energy electricity sales

Solar and wind power systems are mainly developed independently by personnel of the Power Plant Business Division, or suitable installation sites are introduced by system providers. After actuarial evaluation by the Finance Department and submission for approval, system providers are engaged to carry out construction and installation. Upon completion of construction, applications are submitted to the relevant authorities for meter installation, after which operations may commence. The Company's power plants are equipped with monitoring systems that allow the Company to monitor power generation status at any time. For power plants with abnormal power generation, personnel are dispatched to investigate, and module cleaning and maintenance are performed based on the power generation status of each power plant to ensure sound power generation efficiency.

2.3 Supply status of main raw materials

The Company's main raw materials include copper materials, plastic materials, cables, batteries, capacitors, ICs, and PCBs. The Company has established a stable supply cooperative relationship with various suppliers. For purchases of major components, purchasing sources are dispersed as much as possible to ensure smooth purchasing.

2.4 Names of customers who accounted for more than 10% of total purchases (sales) in any of the most recent two years and their purchase (sales) amounts and proportions, and reasons for increase or

decrease

2.4.1 Information on major suppliers in the last two years:

Unit: NTD Thousand

Year	2024				2025			
Item	Designation	Amount	Percentage Of Total Annual Net Purchases (%)	Relationship With Issuer	Designation	Amount	Percentage Of Total Annual Net Purchases (%)	Relationship With Issuer
1	Company A	10,945,189	15%	None	Company A	10,149,040	12%	None
2	Company E	5,296,454	7%	None	Company F	9,908,282	11%	None
Others		47,824,621	78%	-	Others	66,000,242	77%	-
Net Purchase		63,543,361	100%	-	Net Purchase	86,057,564	100%	-

Reasons for increase or decrease: Supplier A's purchase amount accounted for 3% less of the total in 2025 compared to 2024, primarily due to a decrease in overall sales, leading to a reduction in purchases from Supplier A. Supplier E's purchase amount reached 12% in 2025, mainly due to providing professional services for the new energy business, resulting in an increase in purchase amount.

2.4.2 Information on major sales customers in the last two years

Unit: NTD Thousand

Year	2024				2025			
Item	Designation	Amount	Percentage Of Total Annual Net Purchases (%)	Relationship With Issuer	Designation	Amount	Percentage of Total Annual Net Purchases (%)	Relationship With Issuer
1	Company "Four"	20,461,823	21%	None	Company "Five"	22,400,351	24%	None
2	Company "Five"	16,528,678	11%	None	Customer "Four"	16,906,593	18%	None
Others		61,406,960	62%	-	Others	55,709,275	58%	-
Net Sales		98,397,461	100%	-	Net Sales	95,016,219	100%	-

Reasons for increase or decrease: For Customer "Five", due to the recognition of engineering revenue, its proportion of sales in 2025 increased by 7 percentage points compared with 2024. For Customer D, its proportion of sales in 2025 decreased by 3 percentage points compared with 2024 due to a decrease in sales.

3. In the last two years and as of the printing date of the annual report, numbers of employees in terms of average length of service, average age, and distribution ratio of academic qualifications

March 31, 2026

Year		2024	2025	2026 through March 31
Number of Employees Number of Individuals	Staff	8,176	7,998	7,873
	Operational Staff	16,236	12,024	12,245
	Total	24,412	20,022	20,118
Average Age		32.6	33.9	33.9
Average Years Of Service		4.5	5.5	5.5
Education Distribution Ratio	Ph.D.	0.07%	0.11%	0.12%
	Master's Degree	2.09%	2.66%	2.73%
	College And University	19.86%	24.83%	24.14%
	High School	11.00%	16.80%	15.30%
	Below High School	66.98%	55.60%	57.71%

4. Environmental protection expenditure information

4.1 The total amount of losses and penalties due to environmental pollution in the most recent year and up to the date of the annual report, and disclose the estimated amount that may be incurred currently and in the future and corresponding measures:
The Company did not and being punished in the most recent year and up to the publication date of the annual report.

4.2 Explanation of pollution prevention measures:
The Company is mainly engaged in the R&D and production of consumer electronic products, and no hazardous substances causing significant environmental pollution are generated during the production process. To implement environmental protection, the Company has established comprehensive waste and wastewater management mechanisms. For industrial waste generated during the production process, the Company strictly screens and engages waste clearance and disposal service providers that have been evaluated and qualified by the competent government authorities, and implements source tracking and online reporting for each reporting period in accordance with the Waste Disposal Act. The Company's wastewater discharge from its plants has obtained certificates for connection to the industrial park wastewater treatment system, and all wastewater is centrally treated through the industrial park sewage treatment system. Therefore, the Company's business activities do not give rise to any pollution.

4.3 The Company upholds the principle of responsible production and strictly complies with domestic and foreign environmental regulations and customer requirements. Through systematic management such as ISO 14001, the Company effectively controls air pollution, hazardous waste, and noise impacts during the production process, and further strengthens energy conservation and emission reduction measures. In terms of climate strategy, the Company has aligned with international standards and completed the validation and announcement of its science-based carbon reduction targets (SBTi), ensuring that its carbon reduction progress is consistent with global temperature control targets and actively responding to the high standards required by international customers. In addition, the Company regularly conducts environmental protection training to enhance the governance knowledge and capabilities of all employees, and fulfills its commitments to low-carbon transition and sustainable operations by strengthening its environmental management system.

5. Labor Relations

The Company has an Employee Welfare Committee to facilitate the promotion of various welfare measures. The company has always treated employees with integrity, establishing a good relationship of mutual trust and mutual dependence with employees through a welfare system that enriches and stabilizes their lives and providing a good education and training system. Although there is no industrial union organization, over the years, the employees of the company have nonetheless also been able to demonstrate team spirit, cooperate with Company decisions, cooperate seamlessly with one another, and create an atmosphere of harmony between labor and management. Following are specific measures taken by the Company to work towards harmonious labor-management relations:

5.1 Labor Retirement Reserve Supervision Committee
The Labor Retirement Reserve Supervision Committee was established in December 1989 in order to check the amount of labor retirement reserves, deposits and expenditures, payment and other matters, ensuring labor rights and interests.

5.2 Benefits provided by the Company
(1) Year-end commendation meeting to commend outstanding units and individuals.
(2) Congratulations and condolences are given out by the Company when the employee experiences marriage, childbirth, hospitalization, or a death (including the employee's

immediate family members).

(3) All employees participate in labor insurance, group insurance, and so on.
(4) There is a staff canteen providing staff lunches and evening buffets.
(5) Staff uniforms are provided.
(6) Health diagnosis subsidies are provided as well as medical consultations.
(7) Awards and scholarships are provided to employees and their children every semester.
(8) Colorful social gatherings are held.
(9) Employee birthday bonuses are given out every month.
(10) Various societies have been established, and subsidies provided for their activities.

5.3 Continuing education and training

The Company values the Group's operating strategies and the development of employees' professional skills, and provides a comprehensive training system. Through annual strategic directions and feedback from training needs surveys, the Company addresses both departmental and individual training needs, enhances employees' competencies and achievement of departmental goals, and creates a mutually beneficial outcome. Based on employees' professional job families and job grades, the Company plans training categories including new employee onboarding, management competency training at each plant, professional competency training, self-development, and external professional training. In 2025, the Group's employee education and training hours totaled 254,473 hours, with total training attendances of 170,224. The training categories are described as follows:

(1) New employeeorientation

Training content includes key knowledge such as the Group's business purpose, rules and regulations, RBA Code of Conduct requirements, information systems, and other general courses. Through abundant resources provided after onboarding, the Company enhances employees' basic competencies and stability. Approximately 8,000 new employees have completed the orientation within the Group, totaling about 86,000 training hours.

(2) Management competency training

Based on different needs such as management trends, jurisdictions, and management levels, the Company provides hundreds of internal and external management competency courses, enabling managers to become familiar with local systems and enhancing supervisors' professional management skills in leadership, planning, execution, and other areas. These courses meet the basic to professional management competency needs of supervisors and further improve their management capabilities. The Group's management courses provided training to nearly 28,000 attendances, with approximately 24,000 training hours.

(3) Profession competency training

In line with the development strategies of each business unit and professional job family requirements, the Company plans and implements professional training courses. Course categories cover a wide range of professional fields, including R&D engineering, production processes, patents and intellectual property, and information systems, cultivating tens of thousands of employees across the Group in Taiwan and overseas. Professional courses provided training to approximately 82,000 attendances, with approximately 110,000 training hours.

(4) Self-development training

The Company organizes and procures diverse external courses, providing adaptive training courses on industry trends, office skills, physical and mental adjustment, digital learning, and other topics. In addition to strengthening employees' self-learning, these courses also enhance employee well-being and physical, mental, and spiritual development, promote work-life balance, improve work efficiency, and support the Company's sustainability goals. Self-development-related learning totaled approximately 51,000 attendances, with approximately 33,000 total training hours.

5.4 Protective measures for working environment and employees' personal safety

(1) Occupational safety and health management system and policy

The Company implements the ISO 45001 Occupational Health and Safety Management System and strictly complies with labor and occupational safety and health laws and regulations in the locations where it operates. The Company has established a management system covering all employees and contractors, and has deeply integrated its environmental, health, and safety policies into production and manufacturing processes. Through the dynamic cycle of "planning, training, prevention, control, evaluation, and continuous improvement (PDCA)", the Company actively pursues the transformation goals of "zero injuries, zero occupational diseases, and zero accidents". No major occupational accidents occurred in 2025.

(2) Emergency Response and Disaster Prevention

To strengthen the Group's risk resilience, a Safety and Disaster Prevention Center has been established at the international headquarters to integrate real-time safety information from each plant and achieve risk analysis, anticipation, and prevention. The Company regularly holds occupational safety seminars and various emergency response drills each year, and provides evacuation, chemical disaster response, and other training for response personnel, with the aim of improving emergency response effectiveness, ensuring that recovery mechanisms can be activated promptly in the event of a disaster, and effectively avoiding the risk of operational interruption. Avoid operational interruptions caused by various risks.

(3) Occupational health

The Company has established a dedicated occupational safety and health department, which conducts risk identification each year in accordance with the "Annual Occupational Safety and Health Management Plan", and performs comprehensive inspections of physical and chemical hazard factors in each unit. The Company has formulated a "Work Environment Monitoring Plan" including sampling strategies in accordance with the law, and regularly engages third-party professional institutions to conduct monitoring. The monitoring results for the most recent year were all better than regulatory standards, and the results were posted at the plants to actively maintain the health quality of employees' work environment.

(4) Education training

The Company continues to build a diversified training system. In addition to developing an online learning platform to improve learning convenience, the Company also adopts a dual-track model combining online and offline training to strengthen employees' hazard awareness and prevention knowledge and capabilities.

Drill items: The Company conducts various special drills in accordance with the law, including fire evacuation, chemical leakage, and emergency response for environmental protection facilities.

2025 performance: The Group conducted a total of 478 safety and health training sessions and drills, with total participation reaching 43,310 attendances. Through practical drills, the Company strengthened employees' self-rescue and mutual rescue capabilities and implemented a workplace safety culture.

5.5 Retirement system

The Company's retirement system is implemented in accordance with Taiwan's Labor Standards Act and the Labor Pension Regulations, including:

(1) Seniority under the Labor Standards Act (old system): defined benefit pension system

A. Employee retirement application:

Employees must self-retire under conditions of "having worked for more than 15 years and reached the age of 55," "having worked for more than 25 years," or "having worked for more than 10 years and have reached the age of 60."

B. Employee pension payment:

The average salary of one month when the approved employee retires is used as the calculation standard for the employee pension base. Calculation of the standard of payment is based on the employee's working experience, with two units granted for every one year of work through the first fifteen years, and one unit for one year of work for every

year thereafter for a maximum of 45 units. For years of seniority less than half a year, they will be counted as one year; for years of seniority of over half a year, they will be counted as one year. However, according to Article 54 of the Labor Standards Act, employees who qualify for mandatory retirement due to the performance of their duties are subject to a 20% increase in their retirement pension according to the aforementioned regulations.

C. Supervision of employee pensions:
The Labor Retirement Reserve Supervision Committee was established in accordance with the law in December 1989 and the Committee is re-elected every four years; it reviews matters such as the amount of labor retirement reserves, deposits and expenditures, and payments to ensure labor rights and interests.

(2) Seniority under the Labor Pension Act (old system): defined contribution pension system

A. The Company allocates 6% to retirement pensions on a monthly basis: In accordance with the Scale Tables of Monthly Deposit for Labor Pension issued by the Bureau of Labor Insurance, appropriating 6% of an employee's wages to the employee's personal pension account every month.

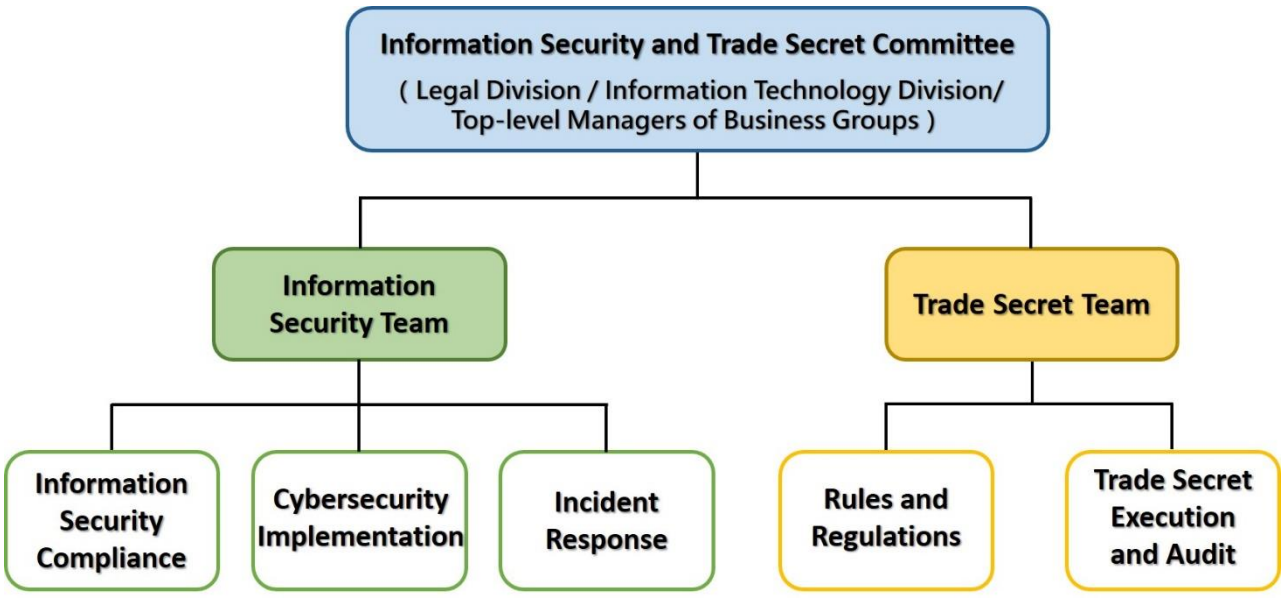
B. Voluntary contribution to an employee's personal pension: Employees may also voluntarily contribute up to 6% of their monthly wages according to their own preferences.

5.6 Whether there are any labor agreements or labor disputes suffered losses in the most recent year and up to the date of publication of the annual report:
In the most recent fiscal year and up to the date of printing of the annual report, the Company had no material labor-management disputes or labor disputes.

6. Information and Communication Security Management

6.1 Specify the information security risk management framework, the information and communication security policy, the specific management plan, and the resources invested in the information security management.

(1) Information security management organizational structure



(2) Information and communication security policy
The information and communication security policy formulated by the Group is to maintain the integrity, availability, and confidentiality of information that belongs to the companies under the group, actively avoid damage caused by human beings or natural and other external forces, and reduce the impact on the Company's operations and the losses to the Company.

At the same time, the Company fully recognizes that information security incidents and data breaches not only affect operations, but may also cause actual and potential negative impacts on the economy, the environment, and people, including customer privacy, supplier confidentiality, and the human rights of stakeholders. Therefore, the Company is committed to protecting customer privacy and data security as its core principles. If negative impacts arise from its operating activities or business relationships, the Company will actively adopt prevention and mitigation measures. (Corresponding to GRI 3-3-a and 3-3-c)

We enhance various information security measures and modify vulnerabilities in information facilities through regular internal information security audits, to maintain the normal operation of information systems. We also hold internal information security meetings to strengthen information security emergency response capabilities and reinforce and adjust annual information security management targets.

Goals and actions:

- Short-term goals:
  A. In 2026, the Company will continue to improve the FoxKM intelligent management platform, enabling each unit to become more familiar with using the FoxKM platform. Through the smart generation feature, enhance the utilization of the company's data assets.
  B. In 2026, the Company assessed that two external-facing websites need to be included under Web Application Firewall (WAF) system management. At present, eight websites have been completed: AgentFlow, FOXKM, PHRVN, PHRTW, GHGSUPPLIER, Tableau, IDP, and SSP.
  C. In 2026, the Company will continue to deepen cybersecurity controls at overseas plants, and strengthen core network protection mechanisms and user-end response capabilities.
  D. In 2026, the Company will regularly conduct email social engineering drills and protection awareness campaigns to strengthen employees' ability to identify and remain alert to malicious phishing emails, effectively prevent potential social engineering attacks at endpoints, and enhance the Company's overall cybersecurity awareness.
- Mid- and long-term goals:
  A. A. Continue to deepen the internal Artificial Intelligence (AI) platform and knowledge management (KM) system to improve the effectiveness of smart application and knowledge sharing.
  B. B. Establish a Security Operations Center (SOC) to enhance cybersecurity monitoring and management effectiveness.

(3) Specific management plan, and the resources invested in the information security management:

- Information security organization's performance:
  In the past, the cybersecurity organization was responsible for the review and execution of cybersecurity work items. Regularly conduct information security inventory and review, and strengthen the control of sensitive data. In the office environment, terminal control is implemented along with related control mechanisms to ensure that employees receive information security protection while working. On a regular basis, information is shared through announcements to keep employees informed of cybersecurity news, fostering cybersecurity awareness in the workplace. This has been a significant achievement since the establishment of the cybersecurity organization.
- Internal audit of information security:
  The cybersecurity team conducts audits of each unit based on the resolutions of the Trade Secret Committee and internal audit matters, provides improvement measures, and reports the audit and improvement results to the Trade Secret Committee and the Board of Directors.
  To track the effectiveness of the actions taken, the Company has established relevant evaluation indicators, such as the system vulnerability remediation rate and the information security incident occurrence rate, for ongoing monitoring. At the same time, the Company incorporates experience gained from daily management and audits into its operating policies and procedures, and continues to optimize its protection mechanisms. In terms of stakeholder engagement, the Company regularly verifies information security notification procedures with customers and

collects feedback, which directly informs and strengthens the design of its specific actions and response drills, ensuring the effectiveness of its management actions. (Corresponding to GRI 3-3-e and 3-3-f)

- Specific management plans:
  A. Network security
     * Implement network segmentation to separate the office network from the production environment, preventing the spread of malicious attacks across different plant areas.
     * Set up next-generation firewalls, intrusion detection systems, and internet usage monitoring solutions to enforce anomaly reporting and incident handling.
     * Restrict access from the office network to the production environment to reduce cybersecurity risks to the production line systems.
  B. Terminal security
     * Coordinate with system vendors to update and patch computer equipment, and install antivirus software for regular scans.
     * Enhance the information security of the workshop production systems by establishing a log center and conducting regular vulnerability scans and patches.
  C. Data security and protection
     * Encrypt and control access to engineering design files, with all data access having traceable records.
     * Implement anti-spam control for emails, with flexible strategy adjustments for external malicious emails.
  D. Information security notification and awareness improvement
     * Strengthen employees' awareness of email social engineering attacks and phishing websites, enhancing their cybersecurity consciousness.
     * Regularly verify cybersecurity reporting procedures with customers to improve response capabilities in communication with clients.
     * Join cybersecurity alliance organizations and the Taiwan Cybersecurity Executive Alliance to stay informed about threat intelligence and ensure effective internal communication within the Group.
  E. Implement vulnerability scanning and repair
     * Implement a vulnerability scanning program, conducting monthly scans of core information systems and arranging for vulnerability patches.
     * Enhance the security of production environment systems to ensure the normal operation of production systems.
- Information security and customer information security management results:
  The Group is a multinational enterprise. We establish cybersecurity regulations based on the cybersecurity laws and policies of various countries, including our own, and implement related risk controls. At the same time, we conduct cybersecurity management reviews in accordance with our clients' requirements regarding our cybersecurity policies and privacy rights. We have been meeting customers' information security audit requirements for many years. Measures for improvement after testing the business continuity plan and conducting penetration testing on critical information systems. The specific achievements obtained since 2025 are as follows:
  A. In 2025, the Company will continue to join the TWCERT of the Cyber Security Alliance to amend the vulnerability of the information security notification system.
  B. In 2025, the Company passed the information security audit of key customers (supplier security and privacy guarantee).
  C. In 2025, the Company will continue to participate in the Taiwan Cyber Security Alliance to strengthen information security exchanges and cooperation.
  D. In 2025, the Company will conduct information security awareness promotion, arrange to participate in information security training, and enable employees to obtain information security training certification.
  E. In 2025, the Group continued to place its external websites under Web Application Firewall

(WAF) controls.

F. Performance and results of the use of the Knowledge Management System (KM) in 2025.
   * Enhance the sharing efficiency of internal knowledge:
     Establish a corporate knowledge management system, promote the sharing of knowledge among employees, accelerate the efficiency of problem solving and decision-making.
   * Enhance innovation ability:
     Collect and share innovative ideas and solutions through the KM system to promote cross-department cooperation and inspire corporate innovation.
   * Enhance the professional development of employees:
     Provide systematic knowledge management training to strengthen the professional skills of employees and enhance overall competitiveness.

G. The performance and results of the introduction of Artificial Intelligence (AI) in 2025.
   * Optimize business process:
     Use AI technology to optimize business process, improve operational efficiency and reduce the burden of manual work.
   * Enhance user experience:
     Use AI to analyze data and respond to user needs more precisely and personalized services.

6.2 Please specify the losses and potential impacts caused by material information security incidents and countermeasures in the last year and up to the publication date of the annual report. If it cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be specified: None.

6.3 Supplementary Explanations

To respond to the disclosure requirements for the material topic of customer privacy, the Company also reviewed relevant complaints and incidents. (Corresponding to GRI 418)
Based on the review:

(1) The total number of substantiated complaints received from outside parties concerning breaches of customer privacy during the year was 0.
(2) The total number of complaints from regulatory authorities was also 0.
(3) The total number of identified leaks, thefts, or losses of customer data was 0.
(4) The organization did not identify any related complaints during this period.

7. Important contracts:

Contract Nature	Counterparty	Contract Duration	Main Content	Restrictive Clauses
Manufacturing and Sales Agreement	AA Co.	2011/07/03~ Until Termination 2014/07/01~ Until Termination	OEM Manufacturing	1. Confidentiality Clause 2. Intellectual Property Warranty Clause
Manufacturing and Sales Agreement	AB Co.	2005/09/07~ Until Termination	OEM Manufacturing	1. Confidentiality Clause 2. Intellectual Property Warranty Clause
Manufacturing and Sales Agreement	AC Co.	2018/10/01~ Until Termination	OEM Manufacturing	1. Confidentiality Clause 2. Intellectual Property Warranty Clause
Manufacturing and Sales Agreement	AD Co.	2012/06/27~ Until Termination	OEM Manufacturing	1. Confidentiality Clause 2. Intellectual Property Warranty Clause
Procurement Agreement	ASUS	2024/05/27~ Until Termination	Procurement of Business Equipment	None
Lease Agreement	UBILINK.AI CO., LTD.	2025/01/01~ 2032/12/31	Factory Lease Agreement	None
Credit Facility Agreement	Mega International Commercial Bank and six other banks	2024/06/14~ 2029/06/14	Credit Facility Amount: NT$6.0 Billion	None
Credit Facility Agreement	KGI COMMERCIAL BANK CO., LTD.	2025/06/25~ 2027/06/24	Credit Facility Amount: NT$2.0 Billion	None
Credit Facility Agreement	TAIPEI FUBON COMMERCIAL BANK	2025/07/16~ 2028/05/31	Credit Facility Amount: NT$2.2 Billion	None
Credit Facility Agreement	BANK OF TAIWAN CO., LTD.	2025/08/20~ 2026/08/20	Credit Facility Amount: USD120 Million	None
Investment Agreement	AE Co.	2025/02/04~ 2025/02/12	Investment Agreement	None
OEM Agreement	BA Co.	2013/11/01~ Until Termination	OEM Manufacturing	OEM Manufacturing by the Company
OEM Agreement	BB Co.	2013/12/10~ Until Termination	OEM Manufacturing	OEM Manufacturing by the Company
OEM Agreement	BC Co.	2017/01/20~ Until Termination	OEM Manufacturing	OEM Manufacturing by the Company
Licensing Agreement	BD Co.	2019/03/15~ Until Termination	Authorized Sales Agreement	1. Confidentiality Clause 2. Intellectual Property Warranty Clause
Construction Contract	TAIWAN POWER COMPANY	2020/06/15~ 2030/12/31	Phase II Offshore Wind Power Project	Non-transferability Clause, Default Clause, Confidentiality Clause

Contract Nature	Counterparty	Contract Duration	Main Content	Restrictive Clauses
Construction and Procurement Agreement	IA Co.	2021/06/03~ Until Expiration of Warranty Period	Engineering Works and Equipment Procurement for the Phase II Offshore Wind Power Project	Non-transferability Clause, Default Clause, Confidentiality Clause
Construction and Procurement Agreement	IB Co.	2024/10/11~ Until Termination	Installation Works Agreement and Equipment Procurement Agreement	None
Letter of Intent	IE Co.	2025/04/01~ Until Termination	Joint Investment and Contracting Cooperation	None
Credit Facility Agreement	BANK SINOPAC CO., LTD.	2025/12/17~ 2026/12/16	Credit Facility Amount: NT$2.2 Billion	None
Credit Facility Agreement	KING'S TOWN BANK CO., LTD.	2025/06/10~ 2027/02/26	Credit Facility Amount: NT$2.3 Billion	None
Procurement Agreement	IC Co.	2025/05/29~ Until Termination	Equipment Procurement	None
Construction Contract	ID Co.	2025/08/11~ Until Termination	Water Diversion Tunnel and Vertical Shaft Construction Contract	None
Credit Facility Agreement	Bank SinoPac	2025/12/18~ 2026/12/30	Credit Facility Amount: NT$2.98 Billion	None
Credit Facility Agreement	KGI Commercial Bank / Shin Kong Commercial Bank / Land Bank of Taiwan	2025/03/21~ 2040/03/21	Credit Facility Amount: USD150 Million	None

V. Financial status and financial performance review analysis and risk issue

1. Review and analysis financial status

Comparative analysis table of financial status

Unit: NTD Thousand

Item \ Year	2025	2024	Difference	
			Amount	%
Current Assets	65,959,979	79,927,392	(13,967,413)	-17.48%
Property, Plant And Equipment	34,926,902	31,445,503	3,481,399	11.07%
Intangible Assets	1,795,860	1,306,213	489,647	37.49%
Other Assets	19,355,247	17,832,520	1,522,727	8.54%
Total Assets	122,037,988	130,511,628	(8,473,640)	-6.49%
Current Liabilities	75,701,520	42,120,726	33,580,794	79.73%
Non-Current Liabilities:	21,446,288	48,087,819	(26,641,531)	-55.40%
Total Liabilities	97,147,808	90,208,545	6,939,263	7.69%
Equity Attributable To Owners Of Parent	22,010,120	26,211,294	(4,201,174)	-16.03%
Capital Stock	5,123,269	5,123,269	-	0.00%
Additional Paid-In Capital	11,379,482	10,814,659	564,823	5.22%
Retained Earnings	7,954,261	12,280,163	(4,325,902)	-35.23%
Other Equity Interest	(1,824,118)	(1,384,023)	(440,095)	-31.80%
Treasury Shares	(622,774)	(622,774)	-	0.00%
Non-Controlling Interests	2,880,060	14,091,789	(11,211,729)	-79.56%
Total Equity	24,890,180	40,303,083	(15,412,903)	-38.24%

Reasons For Increases Or Decreases In Amounts In The Last Two Years.

1. The increase in intangible assets by 37.49% was primarily due to the addition of a business combination transaction, resulting in the acquisition of the pre-existing intangible assets of said subsidiary.
2. The increase in current liabilities by 79.73% was primarily due to the increase in long-term liabilities due within one year.
3. The decrease in non-current liabilities by 55.40% was primarily due to long-term liabilities maturing within one year, which were reclassified to current liabilities based on liquidity.
4. The decrease in retained earnings by 35.23% and non-controlling interests by 79.56% was primarily due to a significant decrease in net income in 2025.
5. The decrease in other equity by 31.8% was primarily due to the decrease in cumulative translation adjustments resulting from foreign exchange rate fluctuations.
6. The decrease in total equity by 38.24% was primarily due to the factors explained in items 4 and 5 above.

2. Review and analysis of financial performance:

Unit: NTD Thousand

Item \ Year	2025	2024	Difference	
			Amount	%
Operating revenue	95,016,219	98,397,461	(3,381,242)	-3.44%
Operating costs	102,153,114	85,936,834	16,216,280	18.87%
Operating gross profit	(7,136,895)	12,460,627	(19,597,522)	-157.28%
Operating Expenses	9,259,426	8,975,244	284,182	3.17%
Operating profit	(16,396,321)	3,485,383	(19,881,704)	-570.43%
Non-operating income and expenses	(1,407,984)	519,677	(1,927,661)	-370.93%
Net profit before tax	(17,804,305)	4,005,060	(21,809,365)	-544.55%
Income tax expense	1,279,434	1,482,680	(203,246)	-13.71%
Net profit for the period	(19,083,739)	2,522,380	(21,606,119)	-856.58%

Reasons for increases or decreases in amounts in the last two years.

1. The decreases in gross profit and operating income by 157.28% and 570.43%, respectively, were primarily due to a significant decline in profitability from energy service management.
2. The decrease in non-operating income and expenses by 370.93% was primarily due to the recognition of impairment losses on non-financial assets.
3. As a result of the combined impact of the factors mentioned above, income before income tax and net income for the current period decreased by 544.55% and 856.58%, respectively.

3. Cash flow review and analysis

Unit: NTD Thousand

Beginning cash balance	Annual net cash flows from operating activities	Annual cash outflows from investment and financing activities	Effect of exchange rate fluctuations	Cash surplus (insufficiency) amount	Remedial measures for cash shortages	
					Investment plan	Financing plan
17,806,585	(2,713,714)	3,966,907	739,296	19,799,074	-	-

1. Analysis of the changes in cash flows for the most recent year:
   (1) Operating activities: NTD (2,713,714) thousand
   (2) Investing activities: NTD (8,758,213) thousand
   (3) Financing activities: NTD 12,725,120 thousand
2. Remedial measures and liquidity analysis for cash shortage: None.
3. Analysis of cash liquidity in the coming year: The cash balance stands at approximately NT$19.8 billion, ensuring no liquidity concerns for cash turnover in the coming year.

4. The impact of major capital expenditures in recent years on financial operations

Unit: NTD Thousand

Year	Capital expenditure items	Sources of funds	Total funds	Effect on financial operations
2025	Acquisition of property, plant and equipment	Own funds and bank financing	12,511,624	To construct and expand plant buildings, and acquire production and vessel equipment, thereby expanding the scale of production and sales to satisfy market and customer demands.

5. Reinvestment policy in the most recent year, main reasons for its profit or loss, improvement plan and investment plan for the next year

The Company's reinvestment under equity method is for long-term strategic purpose. In 2025, the reinvestment profit under the equity method was NTD 892,458 thousand. In the future, the Company's reinvestments under equity method will continue to be long-term strategic investments, and will focus on expanding production capacity in response to market demands, and will continue to prudently evaluate them.

6. Risk management

6.1 Most recent year impact of interest rate, exchange rate changes, and inflation on the Company's profit and loss and future countermeasures:

(1) The amount of bank borrowings in 2025 increased compared with 2024. Although market interest rates did not change significantly, full-year interest expense was NT$1,641,885 thousand, still representing an increase from interest expense of NT$979,747 thousand in 2024. The Company will regularly evaluate deposit and borrowing interest rates between banks and maintain good relationships with correspondent banks to obtain more favorable borrowing rates. At the same time, we will pay close attention to changes in interest rates to maintain the flexibility of financial operations.

(2) The Company's foreign exchange loss in 2025 was NT$43,354 thousand, mainly due to the depreciation of the U.S. dollar. However, as market views on exchange rate movements vary, it is difficult to accurately predict the future direction of exchange rates. Therefore, the Company has consistently adopted the principle of reducing net positions exposed to exchange rate fluctuation risks, while closely monitoring market exchange rate fluctuations. For exposed positions, the Company conducts forward foreign exchange transactions for hedging purposes to reduce the impact of exchange rate fluctuations on the Company's profit or loss.

(3) In recent years, international crude oil and base metal prices have been affected by multiple factors and have shown high volatility, posing significant challenges to the Company's cost control and operational planning. Since the domestic electricity price increase in 2024, prices have continued to rise. The Company will closely monitor price changes and formulate medium- to long-term procurement strategies to reduce the impact of inflation on the Company's profit or loss.

6.2 In the past year, policies for engagement in high risk and high leverage investment, loaning funds to others, guarantees/endorsements, and derivative trade, the main reason for profit or loss, and the response in the future:

(1) Since its establishment, the Company has been committed to operations in its industry and has not engaged in high risk and high leverage investment behavior.

(2) The Company's conduct of loans of funds to others and of endorsements and guarantees are all handled in accordance with the company's Operational Procedures for Loaning Funds to Others and Implementation Measures for Endorsements and Guarantees.

(3) The Company did not engage in derivative operations in 2025. Any future derivative transactions will be for the purpose of hedging and will be handled in accordance with the Procedures for the Acquisition or Disposal of Assets.

6.3 The most recent annual research and development plans, current progress of ongoing R&D plans, R&D expenses to be reinvested, estimated time before mass production is completed, and main factors influencing the success of future R&D:

(1) The main future research and development directions and strategies of the Company will be:

A. Closely integrate technology into products to generate differentiated competitive advantages.

B. Integrate the technical fields of materials, machinery, electronics, optics, electroacoustics, etc.; e.g., through: optical inspection automation, engineering analysis capabilities, secondary

processing electroplating technology, antenna design, and wire nano coating development.

C. Build professional laboratories for high frequency technology, electroacoustic technology, surface technology, and so on.
D. Lead and continue to develop various halogen-free, lead-free materials and application products that meet future environmental protection requirements.
E. Participate in the development process of customers' new products to provide them with various solutions and technical support.
F. Strengthen the ability to integrate existing technologies and evaluate and introduce new product development technologies.
G. Integrate the technology platform of electro-optic sound to expand products and market share.
H. Pay attention to the development of green technology, including energy-saving and carbon emission reduction technologies, renewable energy applications, and develop corresponding products and solutions, and create contributions to a sustainable environment.
I. Develop cloud computing and edge computing technologies and modules, and provide related cloud services and data analysis solutions.
J. Development of artificial intelligence (AI) related applications and products.
K. The renewable energy engineering business continues to focus on mechanical and electrical system integration, enhancing project quality through process optimization and standardized operations. It also integrates energy-saving, energy storage, and energy generation technologies to provide reliable green energy services in response to energy transition needs.

(2) Cases that have been developed and completed as of the first quarter of this year:
A. Development of high power density digital power supply design technology.
B. 153W/460W Digital PSU technology development.
C. Development of PCIE&MCIO 5.0 high-speed wiring harness and production line construction project/
D. 8K Hz high report rategaming mouse.
E. Green power sharing cloud service.
F. Cloud platform.

(3) This year’s planned development of ongoing cases is as follows, and it is expected that mass production and shipments will be attained by the end of this year.
A. 4D View stereoscopic image recording and modeling
B. Low pollution and carbon reduction production technology
C. PCIE 6.0 connector and high-speed wiring harness
D. Smart edge monitoring IoT project
E. 3.3 kW high-power digital power product design technology
F. High power density digital power supply design technology
G. High power density planar transformer design
H. Robotic arm virtual-physical integrated control project
I. Cable final inspection AOI module development project
J. Project to establish CAE simulation technology for the adhesive dispensing process
K. Continue evaluating development opportunities in small hydropower.
L. Continue monitoring the development of the offshore wind power market and evaluating participation opportunities.
M. Continue accumulating experience in renewable energy engineering and operations and maintenance.
N. Monitor technological developments related to the intermittency of renewable energy supply

(4) The Company’s actual consolidated R&D expenses in 2025 were NT$2,062,215 thousand, accounting for approximately 2.17% of consolidated operating revenue for the year. R&D expenses for 2026 are currently planned at NT$2.37 billion. The Company will invest R&D expenses in accordance with the above R&D plans and objectives, and will make adjustments depending on operating conditions.

6.4 In the past year, the impact of important domestic and foreign policies and legal changes on the Company's financial business and corresponding measures:

The Company has a legal unit that keeps an eye on important domestic and foreign policies and changes in laws to propose impact assessments and response plans. At the same time, the Company has also appointed external legal counsel to make inquiries and deal with legal issues related to the Company.

6.5 Effect of changes in technology (including information and communication security risks) and industrial changes on the Company's financial operations and countermeasures:

(1) The advancement of science and technology is set to transform human life as well as impact the ecology of the industry. The changes in and rise and fall of the industry are closely related to the Company's future development. In the past, our Company has developed from its start in the information industry to take its place in the communications industry, and is now set to expand into the consumer electronics industry. The Company has thus always been able to keep abreast of technological information and changes in this industry to understand market needs and trends in this industry, so as to set out strategies that are beneficial to the Company's long-term development.

(2) Information security risk assessment analysis

The Company has formulated an information security policy to strengthen information security management, ensuring the confidentiality, integrity, and availability of the information assets. It has done so in order to provide an information environment for the continuous operation of the Company's business, as well as freedom from internal and external threats whether deliberate or accidental. The Company has also formulated information security risk assessment procedures and conducts regular annual assessments.

A. Information security policy scope
   - Personnel management and information security education and training
   - Internet security.
   - System access control, application program security.
   - Information asset security management.
   - Physical and environmental safety management.
   - Business continuity planning and management.
   - Data protection and privacy.
   - Information Security Audit Management

B. Information security policy responsibilities
   - The Company has established an inter-departmental information security management team. The staff work of this group is the responsibility of the information unit, coordinating matters related to information security management.
   - Supervisors at all levels of the Company should actively participate in and support the information security management system, and achieve cost policies through the relevant standards and procedures that have been established.
   - All personnel of the company, outsourced service vendors and visitors should abide by these policies.
   - When any personnel of the Company or outsourced service providers discover an information and security incident, the contact person of the information security team should be notified, and the person in charge of the information security team should be informed. At the same time, the information security contact person should report information security incidents or discovered weaknesses through the notification mechanism, and should also record them.
   - Any act that endangers information security will be investigated for civil, criminal and administrative responsibilities according to the seriousness of the circumstances or will be dealt with in accordance with the relevant regulations of the Company.
   - The information security team's operations are to be implemented in accordance with the Company's procedures to ensure data integrity and security. As the results of the

information security risk assessment are still optimal, the Company's information security has therefore experienced no major adverse effects and no major operational risks in the most recent year and as of the publication date of the annual report.

6.6 In the most recent year, the impact of corporate image change on corporate crisis management and countermeasures:

The Company has been committed to operations in its industry and with the goal of establishing a positive social image of the Company and exerting its social responsibility. Nothing has happened that would damage our corporate image.

6.7 Expected benefits and possible risks of mergers and acquisitions and countermeasures:

In the most recent year and up to the date of publication of the annual report, the Company has not had any mergers or acquisitions.

6.8 Expected benefits and possible risks of plant expansion and countermeasures:

In order to meet the needs of future business growth, the company will continue to expand the production capacity of each production base to expand its market share.

6.9 Risks arising from purchase or sales concentration and countermeasures:

(1) Sales:

As the company's products are diversified, including cables, connectors, batteries, power modules and other system products, the application scope of terminal products covers communication and consumer electronics products and the sales target is mainly international brand manufacturers; therefore, risk is relatively low. At the same time, the company's products have gradually changed from OEM and ODM to JDM (joint design manufacturing with customers) in recent years, thus providing customers with multiple technical resources. Therefore, the close integration of customer relationships also greatly enhances the Company's R&D strength and competitiveness; and even in the face of an oligopolistic market for end products, the Company can also expand various new product areas and achieve the goal of stable growth in its annual performance.

(2) Purchasing:

Except for agency sales involving finished products bought back from subsidiaries, the Company requires a wide range of raw materials in view of the diversified nature of its products. As a result, actual purchasing counterparties are quite spread out and there is no risk of concentration.

6.10 The influence and risk of the massive transfer of shares or the replacement of the directors, supervisors, or major shareholders holding more than 10% of the shares issued by the Company, and the response:

In the most recent year and up to the date of publication of the annual report, the Company has not faced the aforementioned situation.

6.11 The impact, risks and countermeasures of a change of management rights on the Company:

In the most recent year and up to the date of publication of the annual report, there has not been such a concern.

6.12 Litigation or non-litigation events:

(1) The Company's current major litigation or non-litigation events or administrative disputes still being adjudicated:

Our Company	Counterparty	Dispute Commencement Year	Summary of Facts	Jurisdiction Authority
SHIH FONG POWER CO., LTD.	Citizens of the Earth, Taiwan	Year 2021	**Case Summary:** Citizen of the Earth, Taiwan submitted a citizen notification letter to the Environmental Protection Administration in respect to an environmental impact assessment event, requesting the Administration to order the Company to submit a surprise analysis of the current environmental situation and a review report on countermeasures for the development plan, submitting it to the Administration for review. In accordance with the letter from the Environmental Protection Administration of June 9, 2021, the development plan has passed the environmental impact assessment and environmental impact review, and there is no basis for a second environmental impact assessment in accordance with the law. Citizen of the Earth, Taiwan filed an administrative suit (against defendant EPA) on August 6, 2021, alleging administrative inaction. Referred to as the "Environmental Impact Assessment." **Case Status** The plaintiffs' claims were dismissed by the Taipei High Administrative Court, and the plaintiffs filed an appeal. The case is currently pending before the Supreme Administrative Court. As of June 24, 2024, the Company had petitioned to intervene in the litigation, and the court is continuing the proceedings.	Taipei High Administrative Court, Supreme Administrative Court

Our Company	Counterparty	Dispute Commencement Year	Summary of Facts	Jurisdiction Authority
SHIH FONG POWER CO., LTD.	Shanli Tribe, Taiping Tribe, and other Indigenous Peoples	Year 2023	**Case Summary:** Administrative appeal filed by Shanli Tribe, Taiping Tribe, Indigenous peoples, and others for suspension of execution and revocation of the disposition regarding the "2023" work permit issued by the Bureau of Energy, Ministry of Economic Affairs to SHIH FONG POWER CO., LTD.'s power plant. **Case Status:** (1) Case concerning suspension of execution of the 2023 work permit: On September 28, 2023, the Supreme Administrative Court ruled to dismiss the petition for suspension of execution, setting aside the original ruling of the Taipei High Administrative Court. (2) Case concerning revocation of the 2023 work permit: On February 6, 2024, the Secretary-General of the Executive Yuan issued a letter stating that the case would not be accepted, on the ground that individual Indigenous persons may not initiate the litigation. On March 28, 2024, the applicants filed administrative litigation with the Taipei High Administrative Court. On June 17, 2024, the Company petitioned to intervene in the litigation. As of February 5, 2025, the second preparatory proceeding had been held, and the court is continuing the proceedings.	Taipei High Administrative Court / Supreme Administrative Court

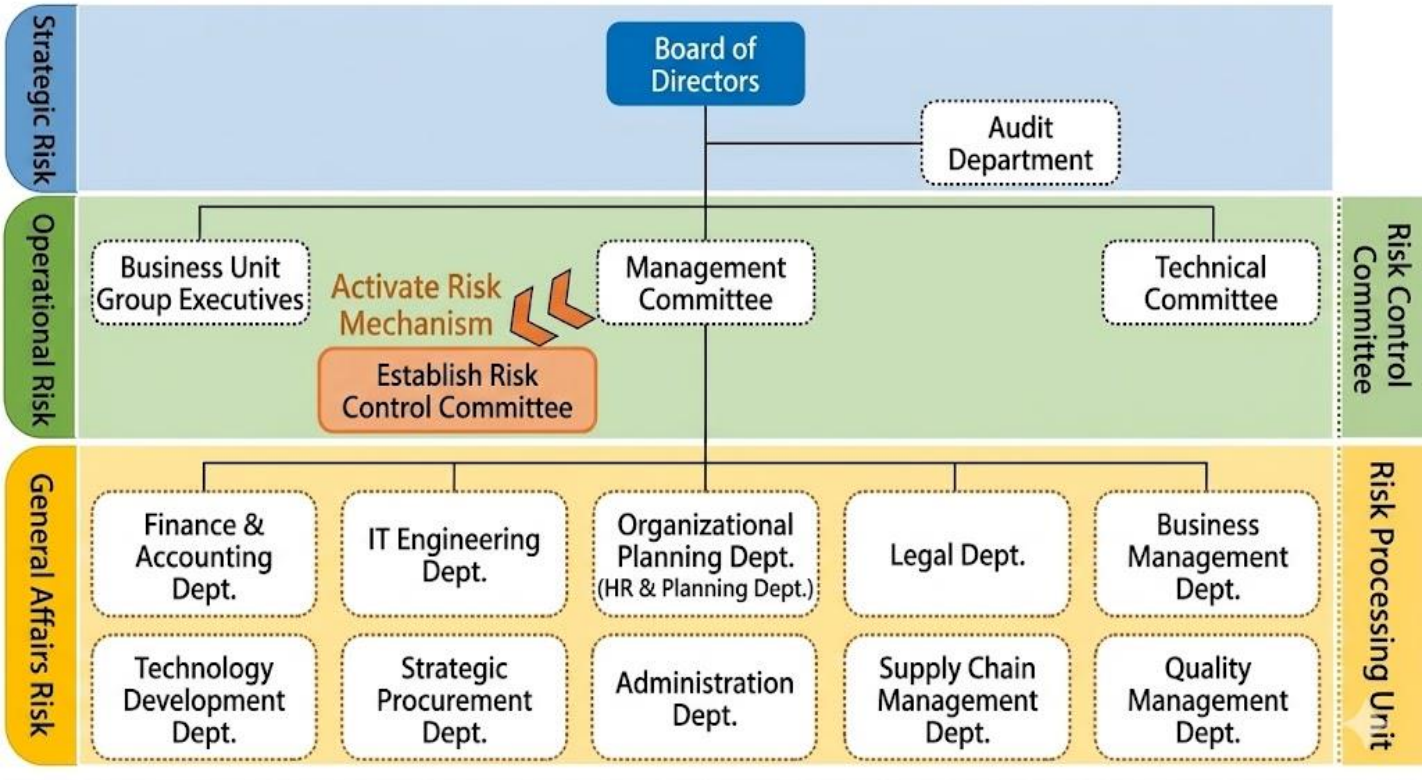
Our Company	Counterparty	Dispute Commencement Year	Summary of Facts	Jurisdiction Authority
SHIH FONG POWER CO., LTD.	Shanli Tribe, Taiping Tribe, and other Indigenous Peoples	2024	**Case Summary:** Administrative appeal filed by Shanli Tribe, Taiping Tribe, Indigenous peoples, and others for suspension of execution and revocation of the disposition regarding the "2024" work permit issued by the Bureau of Energy, Ministry of Economic Affairs to SHIH FONG POWER CO., LTD.'s power plant **Case Status:** (1) Suspension of Execution of the 2024 Work Permit ● On August 5, 2024, the Executive Yuan rejected the petition for suspension. ● On October 22, 2024, the petitioners filed an administrative lawsuit with the Taipei High Administrative Court. ● On December 2, 2024, our company filed a motion to intervene in the lawsuit. ● As of December 4, 2024, the court has held an evidence investigation hearing, and the trial is ongoing. (2) Revocation of the 2024 Work Permit: ● The appeal is under review as of July 9, 2024. ● On September 30, 2024, our company filed a motion to participate in the administrative appeal.	Appeals Review Committee, Executive Yuan / Taipei High Administrative Court

(2) Major litigation or non-litigation events impacting the Company and its directors, supervisors, general managers, substantive persons in charge, and major shareholders whose shareholding ratio exceeds 10%, and major litigation or non-litigation events or administrative disputes confirmed or still being adjudicated for affiliated companies, where the outcomes may have a significant impact on shareholders' equity or the price of securities: **None.**

6.13 Other important risks and countermeasures: None.

(1) Risk management policy of the Company:
In order to strengthen its risk management mechanisms and improve internal response to various risk issues, the Company has formulated its Risk Management Measures. These clearly define risk items, risk levels, notification and management procedures, risk control management organizational structure, supervision and tracking rights and responsibilities, and so on. This is done to enhance the Company's internal risk management awareness and reduce the possibility of risk. It is further hoped that the impact of risk items can be reduced so as to achieve the Company's vision and business goals.

(2) Risk management organization framework:



(3) Functional description of each organizational unit:

- Management Committee: Comprehensively coordinates the operation of various functional organizations; discuss and suggest optimal countermeasures
- Finance and Accounting Division: Financial risk assessment and control
- Information Division: Evaluation and control of information systems and computer hardware and software equipment
- Administrative Management Division: Evaluation and control of general affairs and industrial safety system planning
- Human Resources Division: Evaluation and control of talent cultivation and personnel management
- Legal Affairs Division: Evaluation and control of legal risks
- Spokesperson: The Company's unified external contact window

7. Other important matters:

7.1 Status of advanced training for directors:

Position	Name	Training date		Organizer	Course title	Training hours
		From	Until			
Director	T.C. Gou Chen-Phan Pu James Lee Eric Huang	2025/12/02	2025/12/02	Taiwan Investor Relations Association	Global business deployment strategies for Taiwanese businesses: matters to note when Taiwanese businesses withdraw from Mainland China or reduce their operating scale	3
		2025/12/16	2025/12/16		Analysis of the risks of outbound fund remittance from Mainland China and potential response strategies	3
Director	T.C. Wang	2025/05/07	2025/05/07	Taiwan Institute of Directors	SAP NOW AI Tour Taiwan "Business AI: Winning the Future with Intelligence"	3
Director	T.C. Wang	2025/12/02	2025/12/02	Taiwan Investor Relations Association	Global business deployment strategies for Taiwanese businesses: matters to note when Taiwanese businesses withdraw from Mainland China or reduce their operating scale	3
Independent Director	Randy Lee	2025/03/20	2025/03/20	Taiwan Academy of Banking and Finance	Latest tax regulations and developments in Taiwan and internationally	3

Position	Name	Training date		Organizer	Course title	Training hours
		From	Until			
Independent Director	Randy Lee	2025/07/04	2025/07/04	Taiwan Corporate Governance Association	The path to sustainable succession and AI-driven application transformation	3
Independent Director	Chien-Chung Fu	2025/07/09	2025/07/09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6
Independent Director	Chien-Chung Fu	2025/07/24	2025/07/24	Taiwan Securities and Futures Market Development Fund Foundation	The future of AI and enterprise AI transformation	3
Independent Director	Jing-Mi Tang	2025/06/04	2025/06/04	Accounting Research and Development Foundation	How to apply Robotic Process Automation (RPA) to enhance the effectiveness of internal controls	6
Independent Director	Chih-Yang Tseng	2025/05/14	2025/05/14	Taiwan Securities and Futures Market Development Fund Foundation	Enhance ranking competitiveness in the Corporate Governance Evaluation and Sustainable Finance Evaluation	3
Independent Director	Chih-Yang Tseng	2025/05/15	2025/05/15		Relevant laws and regulations that the Board of Directors should note amid the ESG trend	3

7.2 On-the-job training of the corporate governance officer:

Position	Name	Training date		Organizer	Course title	Training hours
		From	Until			
Corporate Governance Officer	Kufn Lin	2025/04/28	2025/04/28	Accounting Research and Development Foundation	Common Deficiencies of "Financial Report Review" and Practical Analysis of Important Internal Control Regulations	6
		2025/06/30	2025/06/30		Practical training program on the preparation and reporting of sustainability information	6
		2025/10/03	2025/10/03		Analysis of sustainability policies and practical application of sustainability disclosure standards	6
		2025/12/02	2025/12/02	Taiwan Investor Relations Association	Global business deployment strategies for Taiwanese businesses: matters to note when Taiwanese businesses withdraw from Mainland China or reduce their operating scale	3
		2025/12/16	2025/12/16		Analysis of the risks of outbound fund remittance from Mainland China and potential response strategies	3

7.3 Personnel involved in financial information transparency, participating in training or obtaining licenses:

(1) Participation in training:

Year	Organizer	Course title	Course hours	Number of company participants
2025	Accounting Research and Development Foundation	Internal auditors (professional training course on practical analysis of internal controls related to sustainability information management)	6	1
2025		Professional training course on the latest amendments to the “Regulations Governing Establishment of Internal Control Systems by Public Companies” and practical legal compliance for internal audit and internal control related to financial statement preparation	6	1
2025		Professional training course on IFRS 18 “Presentation and Disclosure in Financial Statements” and practical analysis	6	1
2025	Internal Audit Association of the Republic of China	Power BI: Risk assessment and visual analysis	6	1

(2) Circumstances of obtaining licenses: **None**.

VI. Special Disclosures

1. Related Party Information

The organizational chart of related parties, basic information of each related party, details of directors, supervisors, and general managers, as well as the operational overview of related parties, can be found in the "Related Party Three Reports and Financial Statements" on the Market Observation Post System. Please refer to the following link: https://mops.twse.com.tw/

2. Private Placement of Securities as of the Most Recent Year and Date of Report Publication: None.

3. Other Necessary Supplementary Information: None.

4. Matters with a Significant Impact on Shareholder Equity or Stock Price as of the Most Recent Year and Date of Report Publication: None.

Cheng Uei Precision Industry Co., Ltd.

Chairman: T.C. Gou