

Stock Code: 2423

GOOD WILL INSTRUMENT CO., LTD

2025

Annual Report

Published on March 31, 2026

Annual report enquiry website: <http://mops.twse.com.tw>

The Company's website: www.gwinstek.com

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Tel: 0512-6661-7177
- III. Authority for handling stock transfer:
Name: Taishin Securities Co., Ltd.
Address: Ground 1st Floor, No. 96, Section 1, Founding North Road, Taipei
Tel: (02) 2504-8125
Website: www.tssco.com.tw
- IV. CPA for the most recent annual financial report:
Firm name: Ernst & Young
Name of CPA: Chang, Chiao-Ying, CPA. Chen, Chih-Chung, CPA.
Address: 9th Floor, No.333, Section 1, Keelung Road, Taipei City
Tel: (02) 2757-8888
Website: www.ey.com/taiwan
- V. The name of the trading place where overseas negotiable securities are listed and traded and the way to inquire about the information of the overseas negotiable securities:
None
- VI. The Company's website: www.gwinstek.com

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One. Report to the Shareholders

Dear Shareholders,

The operational results for 2025 and the business plan for 2026 are reported as follows:

I. Operational Results for 2025

(1) Operating Performance

In 2025, amid global economic fluctuations, supply chain adjustments, and rapid shifts in industry demand, the Company continued to focus on emerging industries and high value-added products. By strengthening relationships with key customers, enhancing channel development, and improving productivity and cost efficiency, the Company maintained stable operations and competitiveness. The Company's consolidated operating revenue for 2025 amounted to NT\$2,943,203 thousand, representing an increase of 5.5% compared to 2024.

(2) Research & Development

During the year, R&D resources were continuously focused on power electronics and system-level testing, while also covering product lines such as oscilloscopes, safety testing, and measurement instruments to enhance product portfolio completeness and market penetration. Products launched in 2025 included power supplies, oscilloscopes, and measurement instruments, such as PEL-3000A/PEL-3000AH, GDS-912/912G, and GDM-904X.

(3) Production Management

During the year, the Company continued to focus on improving productivity and reducing costs. Through resource integration and cost optimization, collaboration efficiency across locations was enhanced. Production and cost indicators were incorporated into management mechanisms for continuous monitoring.

(4) Other Significant Activities

1. **50th Anniversary Celebration of the Group:** Completed the exterior renovation and landscaping of the headquarters building, and launched a series of anniversary events and community engagement initiatives, enhancing corporate cohesion and social participation.
2. **Education and Training:** Promoted legal training programs to strengthen workplace integrity and legal risk awareness, and launched AI-related general courses (including automation tools, AI agents, and large language model applications) to enhance organizational digital capabilities.
3. **Sustainability and Corporate Governance:** Continued to promote carbon inventory initiatives, regularly held investor conferences, and issued intellectual property reports to enhance corporate governance transparency and international communication effectiveness.
4. **Information Technology and Cybersecurity:** Established an environmental control platform and enhanced data center security. Completed the upgrade of the turnkey e-invoice system to comply with the latest formats and regulations. Successfully upgraded to ISO/IEC 27001:2022 with zero nonconformities, and enhanced endpoint security from

passive defense to proactive defense, strengthening threat detection and incident response capabilities.

(5) Budget Execution

The company did not publicly disclose financial forecasts for 2025.

(6) Financial Performance and Profitability Analysis

		Unit: NT\$ thousand; %		
Item/Year		2025	2024	Change %
Financial Revenue	Operating Revenue	2,943,203	2,788,781	5.5
	Gross Profit	1,557,825	1,439,869	8.2
	Net Profit after Tax	424,091	351,131	20.8
Profitability	Return on Assets (%)	11.66	9.61	21.3
	Return on Equity (%)	14.68	12.64	16.1
	Net Profit Margin (%)	14.41	12.59	14.5
	Earnings per Share (NTD)	2.92	2.42	20.7

II. Business Plan for 2026

(1) Management Strategies & Expected Sales

1. **Strengthening Key Customer Relationships:** Focus on industries such as AI, renewable energy, and electric vehicles, with emphasis on markets in Taiwan and China. Enhance customer engagement through solution-based products such as power supplies, ATS, battery testing systems, and environmental testing equipment.
2. **Pursuing Growth and Productivity:** Use revenue per employee and contribution margin (gross profit/expenses) as key management indicators to drive improvements in both efficiency and profitability.
3. **Market Development:** In response to the rapid expansion of AI data centers and increasing demand for liquid cooling validation, the Company will leverage its expertise in power electronics and system integration to strengthen its product portfolio and application deployment in high-power solutions.

(2) Expansion of Overseas Markets

1. **Strengthening Channel Development:** Recruit senior executives and professionals in regions such as the United States, Europe, Korea, and India to enhance local market penetration and industry connections.
2. **Expanding Distributor Channels:** Strengthen solution-based channel strategies to accelerate entry into AI, renewable energy, and electric vehicle supply chains.

(3) Key Production & Sales Policies

1. **Product Strategy Focus:** Promote strategic product programs and establish incentive mechanisms to increase the proportion of strategic products.
2. **Product Lifecycle Management:** Adopt flexible pricing and resource allocation strategies for declining or legacy products to maintain customer relationships while avoiding marginalization.

3. **Production and Supply Chain Planning:** Establish demand-driven planning processes to facilitate early-stage procurement, and improve production scheduling and modular manufacturing through production management optimization.

III. Future Development Strategy and Impact of External Environment

(1) Future Development Strategy

1. **R&D Strategy:** Continue to strengthen R&D capabilities in high-power power supplies and regenerative power systems, expand R&D resources at the Nanjing R&D center, and accelerate upgrades of electronic load products (including OEM and investment) to enhance product competitiveness.
2. **Measurement Product Development:** Accelerate product development approvals, closely monitor global industry trends, and enhance product iteration speed to meet market demand.
3. **Manufacturing Transformation:** Implement process improvements and upgrade production equipment with guidance from the China Productivity Center. Establish a centralized procurement unit to integrate cross-location advantages, optimize component selection strategies, and promote localization and second-source development for IC semiconductors to reduce supply risks.

(2) Impact of External Environment

1. **External Competition and Macroeconomic Environment:** Geopolitical factors and market uncertainties persist. While demand from emerging industries continues to grow, customers are placing higher requirements on delivery schedules, costs, and reliability. The Company will enhance its ability to respond to such challenges through product differentiation, channel development, and supply chain resilience.
2. **Regulatory Environment:** The Company will continue to comply with domestic and international regulations and closely monitor trends in cybersecurity, environmental protection, and sustainability disclosures. Through systematic management, the Company aims to reduce compliance risks and enhance the completeness and timeliness of information disclosure.

We sincerely appreciate the continued support and trust from our shareholders. Looking ahead to 2026, demand in the global electronics industry will continue to be driven by emerging applications such as AI, renewable energy, and electric vehicles. The Company will continue to strengthen its products and operations while enhancing functionality and market presence.

We believe that with the collective efforts of all colleagues, the company will achieve even greater success in the coming year. Lastly, we wish all shareholders good health and prosperity.

Chairman:
Lin, Ching-Chang

Managerial Officer:
Chang, Chao-Ming

Chief Accounting Officer:
Chen, Che-Cheng

Two. Corporate governance report

I. Information on directors, supervisors, Presidents, Vice Presidents, assistants, department and branch administrators:

(I) Directors and supervisors:

1. Information on directors and supervisors

March 29, 2026

Title (Note 1)	Nationality or registration place	Name	Gender age (Note 2)	Date of election / appointment to current term	Term of office	Date of initial appointment (Note 3)	Number of shares held at time of election		Number of shares currently held		Shares currently held by spouse and minor children		Shares held in the name of others		Principal work experience and academic qualifications (Note 4)	Positions held concurrently in the company and/or in any other company	Other administrators, directors, or supervisors with spouse or within the second degree of kinship			Remarks (Note 5)
							Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %			Title	Name	Relationship	
Chairman	Taiwan	Lin, Ching-Chang	Male 70-85 years old	May 30, 2024	3 years	September 17, 1975	5,365,029	3.70%	5,365,029	3.70%	201,403	0.14%	25,346,504	17.47%	Master in Business Administration, International East-West University in the United States Taiwan Medical System Technologies Co., Ltd. - Manager Kyoritsu Electronics Co., Ltd. - Manager	Famiter Co., Ltd. - Chairman TingHao Co., Ltd. - Chairman	President Director Vice President Vice President	Chang, Chao-Ming Lin, Hsiao-Chen Lin, Yen-Chih Lin, Hsin-I	In-law Father and daughter Father and son Father and daughter	- - - -
Vice Chairman	Taiwan	Chang, Chao-Ming	Male 70-85 years old	May 30, 2024	3 years	September 17, 1975	2,168,478	1.50%	2,168,478	1.50%	13,149	0.01%	9,270,400	6.39%	NEWPORT UNIVERSITY - Master in Business Administration	Good Will Instrument Co., Ltd. - President	Chairman Assistant	Lin, Ching-Chang Chang, Chao-Lin	In-law Father and son	- -
Director	Taiwan	Lin, Ching-Wen	Male 70-85 years old	May 30, 2024	3 years	November 28, 1996	3,917,228	2.70%	3,917,228	2.70%	320,428	0.22%	13,228,800	9.12%	HONOLULU University - Master in Business Planning	-	Director Assistant	LIN, YEN CHIH Lin, Yu-Cheng	Father and son Father and son	- -
Director	Singapore	LIN, YEN CHIH	Male 40-55 years old	May 30, 2024	3 years	June 10, 2009	1,041,098	0.72%	1,041,098	0.72%	0	0.00%	0	0.00%	Certified Public Accountants in Singapore and UK	Wesley Business Consulting Pte. Ltd. - Executive director	Director Assistant	Lin, Ching-Wen Lin, Yu-Cheng	Father and son Brothers	- -
Director	Taiwan	Lin, Hsiao-Chen	Female 40-55 years old	May 30, 2024	3 years	June 15, 2006	479,782	0.33%	479,782	0.33%	0	0.00%	1,400,000	0.97%	Master of Food Science, University of Illinois Champaign, USA	TaiMed Biologics Senior Manager	Chairman Vice President Vice President	Lin, Ching-Chang Lin, Yen-Chih Lin, Hsin-I	Father and daughter Brother and sister Sisters	- - -
Director	Taiwan	Hu, Hui-Sen	Male 55-70 years old	May 30, 2024	3 years	May 30, 2024	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master of Information Management from National Taiwan University Executive Director of Taiwan Electrical and Electronics Industry Association Executive Director of China-Indonesia Cultural and Economic Association Policy Advisor of Taiwan Federation of Industry and Commerce Vice Chairman of the Solar Photovoltaic Power Generation System Business Association of the Republic of China Chairman of the Renewable Energy Business Association of the Republic of China	Director of SFI Electronics Technology Inc Independent director of EBM Technologies Inc. Director of Gudeng Precision Industrial Co., LTD Director of UNICON OPTICAL CO. LTD. Director of APEX Wind Power Equipment Manufacturing CO., LTD.	-	-	-	-
Independent director	Taiwan	Teng, Syh-Tang	Male 55-70 years old	May 30, 2024	3 years	July 28, 2021	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Institute for Fiscal Studies, National Chengchi University - Master Teng Syh-Tang Accounting Firm	Grandsys Incorporation - Independent Director Ten Ren Tea Co., Ltd. - Independent director	-	-	-	-

Title (Note 1)	Nationality or registration place	Name	Gender age (Note 2)	Date of election / appointment to current term	Term of office	Date of initial appointment (Note 3)	Number of shares held at time of election		Number of shares currently held		Shares currently held by spouse and minor children		Shares held in the name of others		Principal work experience and academic qualifications (Note 4)	Positions held concurrently in the company and/or in any other company	Other administrators, directors, or supervisors with spouse or within the second degree of kinship			Remarks (Note 5)
							Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %	Number of shares	Shareholding percentage %			Title	Name	Relationship	
															- CPA CEO of Ernst & Young Professional Associate Professor, Soochow University					
Independent director	Taiwan	Pan, Ching-Tsai	Male 70-85 years old	May 30, 2024	3 years	May 30, 2024	0	0.00%	0	0.00%	0	0.00%	0	0.00%	National Cheng Kung University Electrical Engineering, Bachelor's Degree Texas Tech University Master and Ph.D Chairperson and Dean of the Department of Electrical Engineering, National Tsing Hua University Director of the Institute of Electronics Engineering, National Tsing Hua University Director of the Computer Center, National Tsing Hua University Director of the Computer Center, Ministry of Education Independent Director of Dafon Electronics	Vice Chairperson of the Electrical Engineering Terminology Review Committee, Ministry of Education Consultant of the Taiwan Product Testing and Certification Center, a corporate foundation Review Committee Member for the Energy Research and Development Commissioned Projects, Energy Bureau	-	-	-	-
Independent director	Taiwan	Lai, Yen-Shin	Male 55-70 years old	May 30, 2024	3 years	May 30, 2024	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Ph.D. in Electrical and Electronic Engineering, University of Bristol, England Lifetime Distinguished Chair Professor at National Taipei University of Technology President of the Power Electronics Association, Republic of China	Lifetime Distinguished Chair Professor at National Taipei University of Technology National Taipei University of Technology Educational Foundation- Director Allis Electric Co., Ltd - Independent director Chicony Power Technology Co., Ltd.- Independent director	-	-	-	-

Note 1: For those who are representatives of corporate shareholders, the name of the corporate shareholder shall be indicated and the form "Major Shareholders of Corporate Shareholders" shall be filled out.

Note 2: Please state the actual age, or, alternatively, state the age interval into which the actual age falls, e.g., 41~50 years, 51~60 years.

Note 3: Specify the time the person first began to serve as a director or supervisor of the Company. If there has been any break within a term or between terms, add a note specifying the circumstances.

Note 4: Specify experience and qualifications related to the current position. If during a period specified above the person has served in a position at a CPA firm that serves as external auditor/attestor, specify the position held and the duties for which the person was responsible.

Note 5: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g., increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer).

2. Disclosure of professional qualifications of directors and independence of independent directors:

Qualification Name	Professional qualifications and experience (Note1)	Independence situation (Note2)	Number of other public companies at which the person concurrently serves as an independent director
Chairman Lin, Ching-Chang	Master in Business Administration from International East-West University in the United States Taiwan Medical System Technologies Co., Ltd. - Manager Kyoritsu Electronics Co., Ltd. - Manager Good Will Instrument Co., Ltd. - Chairman Have work experience, professional knowledge and skills required for commercial affairs, finance, accounting, and company business. There are no circumstances under Article 30 of the Company Act.	Not applicable	0
Vice Chairman Chang, Chao- Ming	NEWPORT UNIVERSITY - Master in Business Administration Good Will Instrument Co., Ltd. - Vice Chairman Good Will Instrument Co., Ltd. - President Have work experience, professional knowledge and skills required for commercial affairs, finance, accounting, and company business. There are no circumstances under Article 30 of the Company Act.	Not applicable	0
Director Lin, Ching-Wen	HONOLULU UNIVERSITY - Master in Business Planning Have work experience, professional knowledge and skills required for commercial affairs, finance, accounting, and company business. There are no circumstances under Article 30 of the Company Act.	Not applicable	0
Director LIN, YEN CHIH	Accounting Department of Nanyang Technological University Certified Public Accountants in Singapore and UK Wesley Business Consulting Pte.Ltd. - Executive director Have work experience, professional knowledge and skills required for commercial affairs, finance, accounting, and company business. There are no circumstances under Article 30 of the Company Act.	Not applicable	0
Director Lin, Hsiao-Chen	University of Illinois Champaign, USA Have work experience, professional knowledge and skills required for commercial affairs, finance, accounting, and company business. There are no circumstances under Article 30 of the Company Act.	Not applicable	0
Director Hu, Hui-Sen	Master of Information Management from National Taiwan University Director of the Friends of the Police Association of the Republic of China Executive Director of Taiwan Electrical and Electronics Industry Association Executive Director of China-Indonesia Cultural and Economic Association Executive Director of Tsinghua University Taiwan Alumni Association	Not applicable	1

Qualification Name	Professional qualifications and experience (Note1)	Independence situation (Note2)	Number of other public companies at which the person concurrently serves as an independent director
	Policy Advisor of Taiwan Federation of Industry and Commerce Vice Chairman of the Solar Photovoltaic Power Generation System Business Association of the Republic of China Chairman of the Renewable Energy Business Association of the Republic of China Have work experience, professional knowledge and skills required for commercial affairs, finance, accounting, and company business. There are no circumstances under Article 30 of the Company Act.		
Independent director Teng, Syh-Tang	Department of Business Studies, National Taiwan University Institute for Fiscal Studies, National Chengchi University CEO of Ernst & Young Professional Associate Professor, Soochow University Have work experience, professional knowledge and skills required for commercial affairs, finance, accounting, and company business. There are no circumstances under Article 30 of the Company Act.	I have not served as an employee, director, or supervisor of the Company or any of its affiliated enterprises during the two years prior to my election and throughout my term of office. None of my spouse, relatives within the second degree of kinship, or direct blood relatives within the third degree of kinship is an employee, director, supervisor, or managerial officer of the Company or any of its affiliated enterprises. Neither I nor my spouse or minor children, nor any person acting in another's name, holds any shares of the Company. I do not serve as a director, supervisor, or employee of any company having a specific relationship with the Company. I have not received any remuneration in the past two years for providing business, legal, financial, accounting, or other services to the Company or any of its affiliated enterprises. I do not have any spousal relationship or kinship within the second degree with any other director, nor have I been elected as a representative of the government, a juristic person, or its representative in accordance with Article 27 of the Company Act.	2
Independent director Pan, Ching-Tsai	National Cheng Kung University Electrical Engineering, Bachelor's Degree Texas Tech University Master and Ph.D Chairperson and Dean of the Department of Electrical Engineering, National Tsing Hua University Director of the Institute of Electronics Engineering, National Tsing Hua University Director of the Computer Center, National Tsing Hua University Director of the Computer Center, Ministry of Education Independent Director of Dafon Electronics Have work experience, professional knowledge and skills required for commercial affairs, finance, accounting, and company business. There are no circumstances under Article 30 of the Company Act.	I have not served as an employee, director, or supervisor of the Company or any of its affiliated enterprises during the two years prior to my election and throughout my term of office. None of my spouse, relatives within the second degree of kinship, or direct blood relatives within the third degree of kinship is an employee, director, supervisor, or managerial officer of the Company or any of its affiliated enterprises. Neither I nor my spouse or minor children, nor any person acting in another's name, holds any shares of the Company. I do not serve as a director, supervisor, or employee of any company having a specific relationship with the Company. I have not received any remuneration in the past two years for providing business, legal, financial, accounting, or other services to the Company or any of its affiliated enterprises. I do not have any spousal relationship or kinship within the second degree with any other director,	0

Qualification Name	Professional qualifications and experience (Note1)	Independence situation (Note2)	Number of other public companies at which the person concurrently serves as an independent director
		nor have I been elected as a representative of the government, a juristic person, or its representative in accordance with Article 27 of the Company Act.	
Independent director Lai, Yen-Shin	Ph.D. in Electrical and Electronic Engineering, University of Bristol, England Lifetime Distinguished Chair Professor at National Taipei University of Technology President of the Power Electronics Association, Republic of China Have work experience, professional knowledge and skills required for commercial affairs, finance, accounting, and company business. There are no circumstances under Article 30 of the Company Act.	I have not served as an employee, director, or supervisor of the Company or any of its affiliated enterprises during the two years prior to my election and throughout my term of office. None of my spouse, relatives within the second degree of kinship, or direct blood relatives within the third degree of kinship is an employee, director, supervisor, or managerial officer of the Company or any of its affiliated enterprises. Neither I nor my spouse or minor children, nor any person acting in another's name, holds any shares of the Company. I do not serve as a director, supervisor, or employee of any company having a specific relationship with the Company. I have not received any remuneration in the past two years for providing business, legal, financial, accounting, or other services to the Company or any of its affiliated enterprises. I do not have any spousal relationship or kinship within the second degree with any other director, nor have I been elected as a representative of the government, a juristic person, or its representative in accordance with Article 27 of the Company Act.	2

Note 1: Professional qualifications and experience: Specify the professional qualifications and experience of each director and supervisor. If a member of the Audit Committee, specify their accounting or finance background and work experience. Additionally, specify whether any circumstance under any subparagraph of Article 30 of the Company Act exists with respect to a director or supervisor.

Note 2: Describe the status of independence of each independent director, including but not limited to the following: did they or their spouse or any relative within the second degree serve as a director, supervisor, or employee of the Company or any of its affiliates? ; specify the number and ratio of shares of the Company held by the independent director and their spouse and relatives within the second degree (or through nominees); do they serve as a director, supervisor, or employee of any company having a specified relationship with the Company (see Article 3, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies)?; specify the amount(s) of any pay received by the independent director for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years.

3. Diversity and independence of the Board of Directors:

(1) Diversity of the Board of Directors:

Pursuant to Article 20 of the Company's Corporate Governance Best Practice Principles, members of the Board of Directors shall generally possess the knowledge, skills, and professional competence necessary to perform their duties. To achieve the ideal goals of corporate governance, the Board as a whole shall possess the following capabilities:

- a. Operational judgment
- b. Accounting and financial analysis
- c. Business management
- d. Crisis management
- e. Industry knowledge
- f. International market perspective
- g. Leadership
- h. Decision-making

To further strengthen corporate governance and promote the sound development of the Board's composition and structure, the Company has stipulated in its Board Diversity Policy that, in order to achieve sustainable and balanced development and enhance board diversity, the composition of the Board shall be determined by taking into consideration various aspects of diversity, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and length of service. All Board appointments are based on meritocracy. In selecting candidates, due consideration is given to the importance of Board diversity based on objective criteria.

The nomination and selection of the Company's directors are conducted in accordance with the Articles of Incorporation. In addition to evaluating the academic and professional qualifications of each candidate, stakeholders' opinions are also taken into account. The process complies with the Regulations for Election of Directors and the Corporate Governance Best Practice Principles to ensure both diversity and independence of the Board. The current Board of Directors consists of nine directors, including six non-independent directors and three independent directors. The directors possess practical experience in corporate management of listed companies or have held managerial positions in government agencies. All directors possess leadership, decision-making, crisis management capabilities, and an international market perspective.

Among the three independent directors:

- Mr. Syh-Tang Teng has served as CEO of Ernst & Young and as a Professional Associate Professor at Soochow University.
- Mr. Ching-Tsai Pan serves as Vice Chairperson of the Electrical Engineering Terminology Review Committee, Ministry of Education.
- Mr. Yen-Shin Lai is a Lifetime Distinguished Chair Professor at National Taipei University of Technology.

These three independent directors bring professional expertise in financial accounting, industry knowledge, and operational judgment, respectively.

Among the six non-independent directors, including Chairman Ching-Chang Lin, Vice Chairman Chao-Ming Chang, Director Ching-Wen Lin, Director Hui-Sen Hu, Director Yen Chih Lin, and Director Hsiao-Chen Lin, all have experience serving as chairpersons, general managers, or senior executives. They also possess the knowledge, skills, and professional competence required for fulfilling directors' duties.

Currently, independent directors account for 33.3% of the Board. Two independent directors, Mr. Ching-Tsai Pan and Mr. Yen-Shin Lai, have served for less than three years, while Mr. Syh-Tang Teng has served between three and six years.

In terms of gender diversity, male directors account for 88.9% (8 members) and female directors account for 11.1% (1 member). The Company places importance on gender equality in Board composition and will continue to increase the proportion of female directors in a gradual manner.

The Company's specific objectives for board diversity and the status of achievement are as follows:

Objective	Status of Achievement
More than half of the independent directors have served no more than three consecutive terms	Achieved
At least two female directors	In progress

To enhance gender diversity on the Board of Directors, the Company will adopt the following measures:

- When nominating candidates for directors, the Company will give priority consideration to female professionals. Under the premise of meeting the required professional capabilities and experience, the Company will actively seek potential female candidates with backgrounds in finance, law, technology, marketing, and related industries.
- The Company will strengthen the internal development and succession planning of female talent by gradually building a talent pool of female executives with board potential, and by providing relevant training and board competency-oriented courses.
- The Company will continue to review and assess the composition and gender ratio of the Board of Directors, set medium- and long-term improvement targets, and gradually move towards compliance with legal requirements and balanced gender representation.

The 17th Board of Directors	Basic conditions					Professional background									
Multicultural core item	Gender	Nationality	Under 55 years old	55-70 years old	70-85 years old	Law	Accounting	Industry	Finance	Marketing	Technology	Operation management	Crisis handling	Leadership ability	Decision-making ability
Name of director															
Chairman Lin, Ching-Chang	Male	Taiwan			v			v	v	v	v	v	v	v	v
Vice Chairman Chang, Chao-Ming	Male	Taiwan			v			v	v	v	v	v	v	v	v
Director Lin, Ching-Wen	Male	Taiwan			v			v	v	v	v	v	v	v	v
Director LIN, YEN CHIH	Male	Singapore	v				v	v	v	v	v	v	v	v	v
Director Lin, Hsiao-Chen	Female	Taiwan	v					v	v	v	v	v	v	v	v
Director Hu, Hui-Sen	Male	Taiwan		v				v		v	v	v	v	v	v

The 17th Board of Directors	Basic conditions					Professional background									
Multicultural core item	Gender	Nationality	Under 55 years old	55-70 years old	70-85 years old	Law	Accounting	Industry	Finance	Marketing	Technology	Operation management	Crisis handling	Leadership ability	Decision-making ability
Name of director															
Teng, Syh-Tang, independent director	Male	Taiwan		v		v	v	v	v	v	v	v	v	v	v
Pan, Ching-Tsai, independent director	Male	Taiwan			v			v			v	v	v	v	v
Lai, Yen-Shin, independent director	Male	Taiwan		v				v			v	v	v	v	v

(2) Independence of the Board of Directors:

The current Board of Directors of the Company consists of nine directors, including six non-independent directors and three independent directors, with independent directors accounting for 33.3% of the Board. There are no circumstances as specified in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act for the current Board of Directors.

(II) Information on Presidents, Vice Presidents, assistants, department and branch administrators:

March 29, 2026

Title(Note1)	Nationality	Name	Gender	Date of appointment to position	Number of shares currently held		Shares currently held by spouse and minor children		Shares held in the name of others		Principal work experience and academic qualifications (Note2)	Positions concurrently held in other companies at present	Managers with spouses or within the second degree of kinship			Remarks (Note 3)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
President	Taiwan	Chang, Chao-Ming	Male	January 1, 2001	2,168,478	1.50%	13,149	0.01%	9,270,400	6.39%	NEWPORT UNIVERSITY - Master in Business Administration	None	Chairman Assistant	Lin, Ching-Chang	In-law Father and son	-
Headquarters of Taiwanese special dealers - Vice President	Taiwan	Lin, Chin-Tu	Male	September 1, 2006	407,745	0.28%	44,939	0.03%	0	0.00%	Master of International Advanced Business Management, National University of Kaohsiung	None	-	-	-	-
First Business Headquarters - Vice President	Taiwan	Lin, Yen-Chih	Male	March 22, 2012	0	0.00%	0	0.00%	4,254,550	2.93%	Master of Enterprise Management, University of California, USA	None	Chairman Vice President	Lin, Ching-Chang	Father and son Brother and sister	-
Third Business Headquarters - Vice President	Taiwan	Teng, Tsung-Hui	Male	April 29, 2015	307,690	0.21%	82,073	0.06%	0	0.00%	Private Shih Hsin Senior Industrial and Commercial Vocational School	None	-	-	-	-
Corporate Planning Department - Vice President	Taiwan	Lin, Hsin-I	Female	April 29, 2015	0	0.00%	0	0.00%	1,519,746	1.05%	Master of Baruch College, the City University of New York Master of Science in Information Management, National Taiwan University	None	Chairman Vice President	Lin, Ching-Chang	Father and daughter Brother and sister	-
Assistant of the Second R&D Division	Taiwan	Tsai, Ming-Chieh	Male	May 1, 2008	498	0.00%	0	0.00%	0	0.00%	Bachelor of Electronic Engineering, National Taiwan University of Science and Technology	None	-	-	-	-
Assistant of the Third R&D Division	Taiwan	Liao, Yüeh-Ju	Male	March 1, 2004	180,000	0.12%	0	0.00%	0	0.00%	Master of Electronic Engineering, National Taiwan University of Science and Technology	None	-	-	-	-
Information Management Office - Assistant	Taiwan	Chang, Tsang-Hai	Male	March 1, 2004	0	0.00%	0	0.00%	0	0.00%	Bachelor of Computerized Accounting, Soochow University	None	-	-	-	-
Suzhou Plant - Assistant	Taiwan	Chen, Hsing-Chiao	Male	April 1, 2008	3,043	0.00%	106,286	0.07%	0	0.00%	MBA, University of South Australia	None	-	-	-	-
Finance Office - Assistant	Taiwan	Chen, Cheng	Male	August 1, 2007	7,352	0.01%	18,719	0.01%	0	0.00%	Master of Accounting, National Cheng Kung University	None	-	-	-	-
Assistant of Security and Protection Division	Taiwan	Hsiao, Chin-Chih	Male	April 1, 2008	0	0.00%	0	0.00%	0	0.00%	Department of Electrical Engineering, Ming Chi University	None	-	-	-	-

Title(Note1)	Nationality	Name	Gender	Date of appointment to position	Number of shares currently held		Shares currently held by spouse and minor children		Shares held in the name of others		Principal work experience and academic qualifications (Note2)	Positions concurrently held in other companies at present	Managers with spouses or within the second degree of kinship			Remarks (Note 3)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Title	Name	Relationship	
											of Technology					
Production Headquarters - Assistant	Taiwan	Fu, Kuo-Cheng	Male	March 1, 2011	0	0.00%	0	0.00%	0	0.00%	Department of Electronic Engineering, Minghsin University of Science and Technology	None	-	-	-	-
First Business Headquarters - Assistant	Taiwan	Lin, Yu-Cheng	Male	March 15, 2019	703,390	0.48%	0	0.00%	0	0.00%	Master of Industrial Engineering, Mississippi State University, USA	None	Vice Chairman	Lin, Ching-Wen	Father and son	-
Third Business Headquarters - Assistant	Taiwan	Chang, Chao-Lin	Male	January 6, 2020	1,648,006	1.14%	0	0.00%	0	0.00%	Incompletion of Master's Degree in Business Administration from Pace University Bachelor of Information Management, Providence University	None	President	Chang, Chao-Ming	Father and son	-
Assistant of the First R&D Division	Taiwan	Li, Wan-Chien	Male	March 8, 2019	20,383	0.01%	1,000	0.00%	0	0.00%	Department of Electronic Engineering, Pei Teh Industrial and Home Economics Vocational High School	None	-	-	-	-
Operation and Expansion Office - Assistant	Taiwan	Wu, Chün-Hsien	Male	March 20, 2019	0	0.00%	0	0.00%	0	0.00%	Department of Electrical Engineering, Asia Eastern University of Science and Technology	None	-	-	-	-
Assistant of Good Will Instrument Co., Ltd. in Southeast Asia	Taiwan	Kuo, Kuo-Tung	Male	April 29, 2015	10,000	0.01%	0	0.00%	0	0.00%	Master from National Taipei University of Technology	None	-	-	-	-
Assistant of the First R&D Division	Taiwan	Chuang, Yao-Chuan	Male	March 11, 2021	12,517	0.01%	0	0.00%	0	0.00%	Master of Department of Electrical Engineering, National Taiwan University of Science and Technology	None	-	-	-	-
First Business Headquarters - Assistant	Taiwan	Hsu, Ju-Yeng	Male	Jan.12.2024	0	0.00%	0	0.00%	0	0.00%	Bachelor's degree from Taiwan Industrial Technology Institute	None	-	-	-	-
First Business Headquarters - Assistant	Taiwan	Tseng, Jen-Yu	Male	April 19, 2021	0	0.00%	0	0.00%	0	0.00%	Master of Enterprise Management, Royal Roads University, Canada	None	-	-	-	-

Note 1: The information in this table should be disclosed for the general manager, assistant general managers, deputy assistant general managers, and the chiefs of all the company's divisions and branch units, including all persons in positions equivalent to general manager, assistant general manager, or deputy assistant general manager, regardless of job title.

Note 2: Specify experience and qualifications related to the current position. If during a period specified above, the person has served in a position at a CPA firm that serves as external auditor/attestor, specify the position held and the duties for which the person was responsible.

Note 3: If the general manager or person of an equivalent post (the highest level manager) and the chairperson of the board of directors of a company are the same person, spouses, or relatives within the first degree of kinship, an

explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g. increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer).

II. Remuneration paid to directors, supervisors, Presidents, and Vice Presidents in the most recent year

(I) Remuneration of directors and independent directors

Unit: Thousand NTD
December 31, 2025

Title	Name	Remuneration to directors								Total amount of four items A, B, C and D and their proportion to net profit after tax (%) (Note10)		Remuneration received by directors for concurrent service as an employee								Total amount of seven items A, B, C, D, E, F and G and their proportion to net profit after tax (%) (Note10)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note11)
		Base compensation (A) (Note2)		Retirement pension (B)		Directors' remuneration (C) (Note3)		Business execution expenses (D) (Note4)				Salaries, bonuses, and special disbursements (E) (Note5)		Retirement pension (F)		Employee remuneration (G) (Note6)						
		The Company	All companies in the financial report (Note7)	The Company	All companies in the financial report (Note7)	The Company	All companies in the financial report (Note7)	The Company	All companies in the financial report (Note7)	The Company	All companies in the financial report (Note7)	The Company	All companies in the financial report (Note7)	The Company	All companies in the financial report (Note7)	The Company		All companies in the financial report (Note7)		The Company	All companies in the financial report (Note7)	
																Cash amount	Stock amount	Cash amount	Stock amount			
Chairman	Lin, Ching-Chang	0	0	0	0	11,326	11,326	525	525	11,851 2.79%	11,851 2.79%	17,401	17,401	0	0	8,832	0	8,832	0	38,084 8.98%	38,084 8.98%	None
Vice Chairman	Chang, Chao-Ming																					
Director	Lin, Ching-Wen																					
Director	LIN, YEN CHIH																					
Director	Lin, Hsiao-Chen																					
Director	Hu, Hui-Sen																					
Independent director	Teng, Syh-Tang																					
Independent director	Pan, Ching-Tsa																					
Independent director	Lai, Yen-Shin																					

1. Please describe the policy, system, standards and structure in place for paying remuneration to directors and describe the relationship of factors such as the duties and risks undertaken and time invested by the directors to the amount of remuneration paid: Pursuant to Article 29 of the Company's Articles of Incorporation: "If the Company records a profit for the year, it shall appropriate no more than 2% of its annual net income before deducting employees' compensation and directors' compensation to directors' compensation. However, if the Company still has accumulated losses (including the amount of adjusted undistributed earnings), the Company shall reserve the amount to make up for the losses." Based on the Company's profitability for 2025 and as resolved by the Board of Directors, directors' remuneration will be distributed in cash. In addition, pursuant to Article 25 of the Company's Articles of Incorporation: "The remuneration of the Company's directors is authorized to be paid by the Board of Directors at the usual rate for the industry. In addition, the Company may purchase liability insurance for the directors within the scope of their liability under the law for the performance of their business."
2. In addition to what is disclosed in the above table, please specify the amount of remuneration received by directors in the most recent fiscal year for providing services (e.g., for serving as a non-employee consultant): None

Remuneration Range Table

Ranges of remuneration paid to each of the Company's directors	Name of directors			
	Total remuneration for the first four items (A+B+C+D)		Total remuneration for the first seven items (A+B+C+D+E+F+G)	
	The Company(Note8)	All companies in the financial report H (Note9)	The Company(Note8)	All companies in the financial report I (Note9)
Less than NT\$ 1,000,000				
NT\$ 1,000,000 (inclusive) ~ NT\$ 2,000,000 (exclusive)	Lin, Ching-Chang/Chang, Chao-Ming/Lin, Ching-Wen/LIN, YEN CHIH /Lin, Hsiao-Chen /Hu, Hui-Sen /Teng, Syh-Tang/Pan, Ching-Tsai/Lai, Yen-Shin	Lin, Ching-Chang/Chang, Chao-Ming/Lin, Ching-Wen/LIN, YEN CHIH /Lin, Hsiao-Chen /Hu, Hui-Sen /Teng, Syh-Tang/Pan, Ching-Tsai/Lai, Yen-Shin	LIN, YEN CHIH /Lin, Hsiao-Chen /Hu, Hui-Sen /Teng, Syh-Tang/Pan, Ching-Tsai/Lai, Yen-Shin	LIN, YEN CHIH /Lin, Hsiao-Chen /Hu, Hui-Sen /Teng, Syh-Tang/Pan, Ching-Tsai/Lai, Yen-Shin
NT\$ 2,000,000 (inclusive) ~ NT\$ 3,500,000 (exclusive)				
NT\$ 3,500,000 (inclusive) ~ NT\$ 5,000,000 (exclusive)				
NT\$ 5,000,000 (inclusive) ~ NT\$ 10,000,000 (exclusive)			Chang, Chao-Ming/Lin, Ching-Wen	Chang, Chao-Ming/Lin, Ching-Wen
NT\$ 10,000,000 (inclusive) ~ NT\$ 15,000,000 (exclusive)			Lin, Ching-Chang	Lin, Ching-Chang
NT\$ 15,000,000 (inclusive) ~ NT\$ 30,000,000 (exclusive)				
NT\$ 30,000,000 (inclusive) ~ NT\$ 50,000,000 (exclusive)				
NT\$ 50,000,000 (inclusive) ~ NT\$ 100,000,000 (exclusive)				
NT\$ 100,000,000 or more				
Total	9 persons	9 persons	9 persons	9 persons

Note 1: The name of each director shall be stated separately (for a corporate shareholder, the names of the corporate shareholder and its representative shall be stated separately) and the names of the ordinary directors and independent directors shall be stated separately, based on the amount of the aggregated remuneration items paid to each. If a director concurrently serves as a general manager or an assistant general manager, please complete this Table and Table 3-1, or Tables 3-2-1 and 3-2-2.

Note 2: This refers to director base compensation in the most recent fiscal year (including director salary, duty allowances, severance pay, and various rewards and incentives, etc.).

Note 3: Please fill in the amount of director profit-sharing compensation approved by the board of directors for distribution for the most recent fiscal year.

Note 4: This refers to director expenses and perquisites in the most recent fiscal year (including travel expenses, special disbursements, stipends of any kind, and provision of facilities such as accommodations or vehicles, etc.). If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the Company to the driver, but do not include it in the calculation of

the director remuneration.

Note 5: This includes any remuneration received by a director for concurrent service as an employee in the most recent year (including concurrent service as general manager, assistant general manager, other managerial officer, or non-managerial employee) including salary, duty allowances, severance pay, rewards, incentives, travel expenses, special disbursements, stipends of any kind, and provision of facilities such as accommodations or vehicles, etc. If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the Company to the driver, but do not include it in the calculation of the director remuneration. Additionally, salary expenses recognized as share-based payment under IFRS 2—including employee share subscription warrants, new restricted employee shares, and participation in share subscription under a rights offering, etc.—should be included in the calculation of remuneration.

Note 6: This refers to employee profit-sharing compensation (including stocks and cash) received by a director for concurrent service as an employee in the most recent fiscal year (including concurrent service as general manager, assistant general manager, other managerial officer, or non-managerial employee). Disclose the amount of profit-sharing compensation approved or expected to be approved by the board of directors for distribution for the most recent fiscal year. If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. Table 1-3 should also be completed.

Note 7: Disclose the total amount of remuneration in each category paid to the directors of the Company by all companies in the consolidated financial report (including the Company).

Note 8: Disclose the names of the directors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each director by the Company.

Note 9: Disclose the names of the directors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each director of the Company by all companies in the consolidated financial report (including the Company).

Note 10: Net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 11:a. In this column, specifically disclose the amount of remuneration received by the directors of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state “None”).

b. If directors of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column I of the Remuneration Range Table, and the name of that column shall be changed to “Parent company and all investee enterprises.”

c. Remuneration means remuneration received by directors of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

* This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

Remuneration for Presidents and Vice Presidents

December 31, 2025												Unit: Thousand NTD		
Title	Name	Salary (A)(Note2)		Retirement pension (B)		Bonuses, and special disbursements (C) (Note3)		Employee compensation amount (D) (Note4)				Total amount of four items A, B, C and D and their proportion to net profit after tax (%) (Note8)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note9)
		The Company	All companies in the financial report (Note5)	The Company	All companies in the financial report (Note5)	The Company	All companies in the financial report (Note5)	The Company		All companies in the financial report (Note5)		The Company	All companies in the financial report (Note5)	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Chang, Chao-Ming	17,298	17,298	447	447	1,339	1,339	6,594	0	6,594	0	25,678 6.05%	25,678 6.05%	None
Vice President	Lin, Chin-Tu													
Vice President	Teng, Tsung-Hui													
Vice President	Lin, Yen-Chih													
Vice President	Lin, Hsin-I													

Note: In 2025, the actual payment of "Retirement Pension" was NT\$ 447 thousand.

* Disclosures must be made for all persons in positions equivalent to general manager or assistant general manager, regardless of job title (e.g., president, chief executive officer, chief administrative officer...etc.)

Remuneration Range Table

Ranges of remuneration paid to each of the Company's President and Vice President	Names of Presidents and Vice Presidents	
	The Company(Note6)	All companies in the financial report E (Note7)
Less than NT\$ 1,000,000		
NT\$ 1,000,000 (inclusive) ~ NT\$ 2,000,000 (exclusive)		
NT\$ 2,000,000 (inclusive) ~ NT\$ 3,500,000 (exclusive)	Teng, Tsung-Hui	Teng, Tsung-Hui
NT\$ 3,500,000 (inclusive) ~ NT\$ 5,000,000 (exclusive)	Lin, Hsin-I/Lin, Yen-Chih /Lin, Chin-Tu	Lin, Hsin-I/Lin, Yen-Chih /Lin, Chin-Tu
NT\$ 5,000,000 (inclusive) ~ NT\$ 10,000,000 (exclusive)	Chang, Chao-Ming	Chang, Chao-Ming
NT\$ 10,000,000 (inclusive) ~ NT\$ 15,000,000 (exclusive)		

NT\$ 15,000,000 (inclusive) ~ NT\$ 30,000,000 (exclusive)		
NT\$ 30,000,000 (inclusive) ~ NT\$ 50,000,000 (exclusive)		
NT\$ 50,000,000 (inclusive) ~ NT\$ 100,000,000 (exclusive)		
NT\$ 100,000,000 or more		
Total	5 persons	5 persons

Note 1: The name of each general manager and assistant general manager shall be stated separately, based on the amount of the aggregated remuneration items paid to each. If a director concurrently serves as a general manager or an assistant general manager, please complete this table and Table (1-1), or Tables (1-2-1) and (1-2-2).

Note 2: This includes salary, duty allowances, and severance pay to the general manager(s) and assistant general manager(s) in the most recent fiscal year.

Note 3: This includes the amounts of all types of rewards, incentives, travel expenses, special disbursements, stipends of any kind, provision of facilities such as accommodations or vehicle, and other compensation to the general manager(s) and assistant general managers(s) in the most recent fiscal year. If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the company to the driver, but do not include it in the calculation of the director remuneration. Additionally, salary expenses recognized as share-based payment under IFRS 2—including employee share subscription warrants, new restricted employee shares, and participation in share subscription under a rights offering, etc.—should be included in the calculation of remuneration.

Note 4: This refers to employee profit-sharing compensation (including stocks and cash) received by the general manager(s) and assistant general manager(s) as approved or expected to be approved by the board of directors for the most recent fiscal year (including concurrent service as general manager, assistant general manager, other managerial officer, or non-managerial employee). If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. Table 1-3 should also be completed.

Note 5: Disclose the total amount of remuneration in each category paid to the general manager(s) and assistant general manager(s) by all companies in the consolidated financial report (including the Company).

Note 6: Disclose the names of the general manager(s) and assistant general manager(s) in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each general manager and assistant general manager by the Company.

Note 7: Disclose the names of the general manager(s) and assistant general manager(s) in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each general manager and assistant general manager of the Company by all companies in the consolidated financial report (including the Company).

Note 8: Net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 9:a. In this column, specifically disclose the amount of remuneration received by the general manager(s) and assistant general manager(s) of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state “None”).

b. If general manager(s) or assistant general manager(s) of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column E of the Remuneration Range Table, and the name of that column shall be changed to “Parent company and all investee enterprises.”

c. Remuneration means remuneration received by the general manager(s) and assistant general manager(s) of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

* This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

Name and distribution status of the manager who distributes employee remuneration

December 31, 2025

Unit: Thousand NTD

	Title(Note1)	Name(Note1)	Amount in stock	Amount in cash	Total	Proportion of total amount to net profit after tax (%)
Manager	Chairman	Lin, Ching-Chang	0	18,905	18,905	4.46%
	Director	Lin, Ching-Wen				
	Vice Chairman and President	Chang, Chao-Ming				
	Vice President	Teng, Tsung-Hui				
	Vice President	Lin, Chin-Tu				
	Assistant	Lin, Yu-Cheng				
	Assistant	Tsai, Ming-Chieh				
	Assistant	Liao, Yüeh-Ju				
	Vice President	Lin, Yen-Chih				
	Assistant	Kao, Ming-Cheng(Term Expiration Date: Mar.19, 2025)				
	Assistant	Chang, Tsang-Hai				
	Assistant	Chen, Hsing-Chiao				
	Assistant	Chen, Che-Cheng				
	Assistant	Hsiao, Chin-Chih				
	Assistant	Chang, Chao-Lin				
	Assistant	Wu, Chün-Hsien				
	Vice President	Lin, Hsin-I				
	Assistant	Kuo, Kuo-Tung				
	Assistant	Li, Wan-Chien				
	Assistant	Fu, Kuo-Cheng				
	Assistant	Chuang, Yao-Chuan				
	Assistant	Tseng, Jen-Yu				
	Assistant	Hsu, Ju-Yeng				

Note 1: Names and job titles should be disclosed individually, but profit distributions received may be disclosed in aggregate.

Note 2: Fill in the amount of employee profit-sharing compensation (including stocks and cash) received by the managerial officers as approved or expected to be approved by the board of directors for the most recent fiscal year. If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. If the Company has already adopted the IFRS, net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 3: The applicable scope of "managerial officers" is defined under the 27 March 2003 FSC Order No. Tai-Cai-Zheng-III-0920001301 as persons in the following positions:

- (1) General manager(s) and equivalent level positions
- (2) Assistant general manager(s) and equivalent level positions
- (3) Deputy assistant general manager(s) and equivalent level positions
- (4) Chief officer of the finance division
- (5) Chief officer of the accounting division
- (6) Other persons who have the power to manage affairs and sign for the Company

Note 4: If any director, general manager, or assistant general manager receives profit-sharing compensation (including stocks or cash), complete this table in addition to Table 1-2.

- (III) Compare and explain the proportion of the total remuneration paid to directors, supervisors, Presidents, and Vice Presidents of the Company and all companies in the consolidated financial statements in the past two years to the net profit after tax of individual or several financial reports, and explain the policies, standards, and combinations of remuneration paid, the procedures for setting remuneration, and the correlation with operation performance and future risks.

Unit: Thousand NTD		
	2024	2025
	The Company	The Company
Net profit after tax (Thousand NTD)	351,131	424,091
Proportion of directors' remuneration	10.31%	8.98%
Proportion of remuneration for supervisors	0.00%	0.00%
Proportion of remuneration for Presidents and Vice Presidents	6.83%	6.05%

1. The directors' remuneration in 2025 increased by NT\$ 1,870 thousand compared with the directors' remuneration in 2024.
2. The remuneration of the general manager and deputy general manager in 2025 increased by NT\$ 1,681 thousand compared with that in 2024, and the net income after tax in 2024 increased by 20.78% compared with that in 2024.
3. The policy of remuneration for directors is stipulated in the Articles of Incorporation of the Company and approved by the shareholders' meeting; The remuneration for Presidents and Vice Presidents shall be based on their position, contribution, performance, and consideration of the Company's future risks, and shall be reviewed by the Remuneration Committee and submitted to the Board of Directors for resolution.
4. The remuneration of the Chairman, President and Vice President includes salary, bonus and employee dividend, etc., which are determined according to their position, responsibilities, performance, and consideration of future risk factors, with reference to the level of peers. According to laws and regulations, the payment amount shall be disclosed in the annual report, and future risks shall be limited.

III. Corporate governance operation:

(I) Operation of the Board of Directors:

The number of board meetings held in the most recent fiscal year was: 6 (A)

The attendance by the directors and supervisors was as follows:

Title	Name (Note1)	Number of Meetings Attended in Person (B)	Number of Meetings Attended by Proxy	Actual In-person Attendance Rate (%) [B/A](Note2)	Remarks
Chairman	Lin, Ching-Chang	5	1	83.3%	-
Vice Chairman	Chang, Chao-Ming	6	0	100.0%	-
Director	Lin, Ching-Wen	6	0	100.0%	-
Director	LIN, YEN CHIH	6	0	100.0%	-
Director	Lin, Hsiao-Chen	6	0	100.0%	-
Director	Hu, Hui-Sen	5	1	83.3%	-
Independent director	Teng, Syh-Tang	6	0	100.0%	-
Independent director	Pan, Ching-Tsai	6	0	100.0%	-
Independent director	Lai, Yen-Shin	6	0	100.0%	-

Other information required to be disclosed:

I. If any of the following circumstances exists, specify the board meeting date, meeting session number, content of the motion(s), the opinions of all the independent directors, and the measures taken by the Company based on the opinions of the independent directors:

(I) Any matter under Article 14-3 of the Securities and Exchange Act: The company has established an Audit Committee and is not applicable to the provisions of Article 14-3 of the Securities and Exchange Act. Please refer to the operation of the Audit Committee for relevant information in this annual report.

(II) In addition to the matters referred to above, any dissenting or qualified opinion of an independent director that is on record or stated in writing with respect to any board resolution: None.

II. The status of implementation of recusals of directors with respect to any motions with which they may have a conflict of interest, specify the director's name, the content of the motion, the cause for recusal, and whether and how the director voted: please refer to Attached List 1 for details.

III. For a TWSE or TPEx listed company, disclose information including the evaluation cycle and period(s) of the board of directors' self-evaluations (or peer evaluations) and the evaluation method and content. Additionally, complete Table 2(2) Implementation of Evaluations of the Board of Directors: please refer to Attached List 2 for details.

IV. Give an evaluation of the targets that were adopted for strengthening of the functions of the board during the current and immediately preceding fiscal years (e.g., establishing an audit committee, increasing information transparency, etc.) and the measures taken toward achievement thereof:

(I) In order to implement corporate governance and enhance the functions of the Board of Directors, the Company has established the "Board of Directors Performance Evaluation Method" on December 25, 2019, and conducts annual performance evaluation of the overall Board of Directors and individual directors in accordance with this method. Please refer to Attached List 2 for the evaluation results in 2025.

(II) To strengthen corporate governance, the Company established the Audit Committee on July 28, 2021; the Remuneration Committee on November 18, 2011; and the Sustainable Development Committee on May 11, 2022. Furthermore, on January 27, 2026, the Board of Directors resolved to rename the Remuneration Committee as the Remuneration and Nomination Committee.

(III) In order to continuously enhance the knowledge and skills of the Board members necessary for the execution of their duties, the Company has conducted two educational training sessions on different topics in 2025:

Class date	Course topics	Course instructor	Class hours
August 8, 2025	International Trends in Carbon Management	Ernst & Young CPA Roger Tseng	3 hours
August 22, 2025	2025 Taishin Net Zero Summit	Brenda Hu and others	3 hours

Note 1: For a director or supervisor that is a juristic person (corporate entity), disclose the name of the corporate shareholder and the name of its representative.

Note 2: (1) If any director or supervisor left office before the end of the fiscal year, specify the date that they left office in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of board meetings held and the number they attended in person during the period they were in office.

(2) If any by-election for directors or supervisors was held before the end of the fiscal year, the names of the

new and old directors and supervisors should be filled in the table, with a note stating whether the director or supervisor left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of board meetings held and the number attended in person during the period of each such person's actual time in office.

Attached List 1: Implementation of recusal of directors from interest proposals:

Date of Board meeting (Period)	Name of Director	Proposal content	Reasons for interest recusal	Participation in voting
January 16, 2025 (1st in 2025)	Lin, Ching-Chang Chang, Chao-Ming Lin, Ching-Wen	Approved the 2024 year-end bonus distribution for managerial officers.	In accordance with the law, directors with a conflict of interest shall recuse themselves from the discussion and voting in accordance with the law	The Chairman, Lin Ching-Chang, the Director, Chang Chao-Ming, and the Director, Lin Ching-Wen, recused themselves from the discussion and voting in accordance with the law, and the rest of the directors present raised no objection and approved the proposal.
August 8, 2025 (4th in 2025)	Directors with a relationship to interested parties	Approved the salary adjustment for managerial officers for 2025.	In accordance with the law, directors with a conflict of interest shall recuse themselves from the discussion and voting in accordance with the law	The directors with a relationship to interested parties individually recused themselves from the discussion and voting in accordance with the law, and the rest of the directors present raised no objection and approved the proposal.
January 27, 2026 (1st in 2026)	Lin Ching-Chang Chang Chao-Ming Lin Ching-Wen	Approved the 2025 year-end bonus distribution for managerial officers.	In accordance with the law, directors with a conflict of interest shall recuse themselves from the discussion and voting in accordance with the law	The Chairman, Lin Ching-Chang, the Director, Chang Chao-Ming, and the Director, Lin Ching-Wen, recused themselves from the discussion and voting in accordance with the law, and the rest of the directors present raised no objection and approved the proposal.

Attached List 2: Implementation of board evaluation

Evaluation cycle (Note 1)	Evaluation period (Note 2)	Scope of evaluation (Note 3)	Method of evaluation (Note 4)	Evaluation content (Note 5)
Once a year	January 1, 2025~December 31, 2025	Performance Evaluation of the overall Board of Directors, Individual Directors, and Functional Committees (Audit Committee and Remuneration Committee)	Self-assessment by Board members using an internal questionnaire for internal self-rating.	- The measurement items for the self performance evaluation of the Board of Directors include: ● Level of involvement in the Company's operations ● Improving the quality of board decisions ● Composition and structure of the Board of Directors ● Election and continuing education of directors ● Internal control - The measurement items for the self performance evaluation of the Board members include: ● Mastery of the Company's objectives and tasks ● Awareness of the directors' responsibilities ● Level of involvement in the Company's operations ● Internal relationship management and communication ● Professional and continuing education of directors ● Internal control - The measurement items for the self performance evaluation of the Functional Committee include: ● Level of involvement in the Company's operations ● Awareness of the Functional Committee's responsibilities ● Improving the quality of decision-making in Functional Committee ● Composition and member selection of Functional Committee ● Internal control - Evaluation results:

Evaluation cycle (Note 1)	Evaluation period (Note 2)	Scope of evaluation (Note 3)	Method of evaluation (Note 4)	Evaluation content (Note 5)
				Overall Board of Directors : 97.0 points Board members : 98.0 points Audit Committee : 99.0 points Remuneration Committee : 98.0 points Scores are classified as follows: 95–100: Excellent; 85–94: Good; below 85: Improvement Required. The performance evaluation results for 2025 were all rated as “Excellent.” The evaluation results were approved by the Board of Directors on January 27, 2026.
once every three years	October 1, 2024 to September 30, 2025	Performance evaluation of the overall Board of Directors	The Company engaged the Taiwan Investor Relations Institute to conduct the evaluation through document review, questionnaires, and virtual interviews	1. The measurement items for the performance evaluation include: ● Composition and professional development of the Board of Directors ● Quality of Board decision-making ● Effectiveness of Board operations ● Internal control and risk management ● Board participation in corporate social responsibility 2. Evaluation results and recommendations: ● Establish a Nomination Committee ● Plan to increase the proportion of female directors to at least one-third of the Board seats ● Formulate concrete measures to enhance corporate value and submit them to the Board of Directors ● Report on the implementation of risk management to the Board of Directors at least once annually The evaluation results were approved by the Board of Directors on January 27, 2026.

Note 1: Fill in the cycle on which the board evaluations are performed, for example: performed once per year.

Note 2: Fill in the period covered by the board evaluation, for example: An evaluation was performed of the performance of the board of directors from 1 January 2019 to 31 December 2019.

Note 3: The scope of the evaluation should cover the performance of the board as a whole, the individual directors, and the functional committees.

Note 4: The performance evaluation methods may include internal evaluation by the board, self-evaluations by individual board members, peer evaluations by board members, evaluations external organizations or experts engaged for that purpose, or other suitable method.

Note 5: The evaluation content shall include at least the following based on the scope of the evaluation:

- (1) Evaluation of the performance of the board should include at least the following: degree of the board's participation in the operation of the company; the quality of the board's decision making; composition and structure of the board; election and continuing education of the directors; internal control.
- (2) Evaluation of the performance of individual directors should include at least the following: familiarity with the goals and missions of the company; awareness of the duties of a director; participation in the operation of the company; management of internal relationships and communication; the director's professionalism and continuing education; internal control.
- (3) Evaluation of the performance of the functional committees: degree of participation in the operation of the company; awareness of the duties of the functional committee; quality of decisions made by the functional committee; makeup of the functional committee and election of its members; internal control.

(II) Operation of the Audit Committee:

The number of audit committee meetings held in the most recent fiscal year was: 5 (A)

The attendance by the independent directors was as follows:

Title	Name	Number of Meetings Attended in Person (B)	Number of Meetings Attended by Proxy	Actual In-person Attendance Rate (%) [B/A] (Note 1, Note 2)	Remarks
Independent director	Teng, Syh-Tang	5	0	100%	-
Independent director	Pan, Ching-Tsai	5	0	100%	-
Independent director	Lai, Yen-Shin	5	0	100%	-

To strengthen corporate governance, the Company established the Audit Committee on July 28, 2021. The Audit Committee of the Company is composed of three independent directors. The comprehensive re-election of directors was held on May 30, 2024, and Mr. Teng Syh-Tang, an independent director, was elected as the convener of the Audit Committee.

For the professional qualifications and experience of the members of the Audit Committee, please refer to “disclosure of professional qualifications of directors and independence of independent directors” on page 7.

Duties of the Audit Committee:

1. Establish or amend the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
2. Evaluate the effectiveness of the internal control system.
3. Establish or amend procedures for major financial and business activities, including the acquisition or disposal of assets, derivatives trading, lending of funds to others, and endorsements or guarantees for others, in accordance with Article 36-1 of the Securities and Exchange Act.
4. Matters involving directors' own interests.
5. Significant asset transactions or derivatives trading.
6. Significant lending of funds, endorsements, or provision of guarantees.
7. Offering, issuance, or private placement of equity-related securities.
8. Appointment, dismissal, or remuneration of the certified public accountants.
9. Appointment or dismissal of financial, accounting, or internal audit officers.
10. Annual financial reports signed or sealed by the Chairperson, managerial officers, and accounting officer, and second-quarter financial reports that are required to be audited and attested by certified public accountants.
11. Other material matters as required by the Company or the competent authority.

Summary of Key Activities of the Audit Committee in 2025:

- Review of financial reports and the business report
- Proposal for earnings distribution
- Amendments to the internal control system, formulation of internal audit plans, and review of internal audit implementation
- Significant asset transactions
- Significant lending of funds and endorsements/guarantees
- Evaluation of the independence and competence of the certified public accountants, approval of the list of non-assurance services, and review of audit fees

Other information required to be disclosed:

- I. If any of the following circumstances exists, specify the audit committee meeting date, meeting session number, content of the motion(s), the content of any dissenting or qualified opinion or significant recommendation of the independent directors, the outcomes of audit committee resolutions, and the measures taken by the Company based on the opinions of the audit committee:
 - (I) Any matter under Article 14-5 of the Securities and Exchange Act: Please refer to Attached List 1 for details.
 - (II) In addition to the matters referred to above, any matter that was not approved by the audit committee but was approved by a two-thirds or greater majority resolution of the board of directors: None.
- II. Implementation of recusals of independent directors with respect to any motions with which they may have a conflict of interest, specify the independent director's name, the content of the motion, the cause for recusal, and whether and how the independent director voted: None.
- III. Communication between the independent directors and the chief internal audit officer and the CPAs that serve as external auditor (including any significant matters communicated about with respect to the state of the company's finances and business and the method(s) and outcomes of the communication.)
 - (I) After the audit report and tracking report are presented, by the end of the month following the completion of the audit items, the audit supervisor of the Company delivered audit reports and tracking reports to each independent directors and reported at the Audit Committee meetings with smooth communication between the two parties. The audit supervisor of the Company has also maintained a smooth communication channel with the CPA, and has, in accordance with the regulations of the competent authority, submitted a copy of the audit plan for the following year, the implementation of the annual audit plan for the previous year, and the improvement of internal control deficiencies and irregularities for the year to the CPA for review after the completion of the reporting operation.
 - (II) The Company invites its CPAs to sit on the Audit Committee to report and communicate with the independent directors on the results of the review or audit of quarterly and annual financial statements, critical audit matters, and the impact of IFRSs reporting amendments or other legal releases on the Company.
 - (III) The communication scenarios for 2025 are as follows:

Date	Present members	Communication matters	Resolution results
First Audit Committee in 2025 (February 26, 2025)	Teng, Syh-Tang, independent director	● CPA communicate important financial and business matters with the company's governance and management team. ● Internal audit execution results for November–December 2024 and January–February 2025.	The proposal was approved without objection
	Pan, Ching-Tsai, independent director		
	Lai, Yen-Shin, independent director		
	Liu, Hui Yuan, CPA		
	Yang, Chih-Huei, CPA		
	Lai, Yun-Hsiang, internal audit supervisor		
Third Audit Committee in 2025 (August 8, 2025)	Teng, Syh-Tang, independent director	● CPA communicate important financial and business matters	The proposal was approved without objection
	Pan, Ching-Tsai, independent director		

		Lai, Yen-Shin, independent director	with the company's governance and management team. ● Internal audit execution results for the second quarter in 2025	
		Chang, Chiao-Ying, CPA		
		Lai, Yun-Hsiang, internal audit supervisor		

Note 1: If any independent director left office before the end of the fiscal year, specify the date that they left office in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of audit committee meetings held and the number they attended in person during the period they were in office.

Note 2: If any by-election for independent directors was held before the end of the fiscal year, the names of the new and old independent directors should be filled in the table, with a note stating whether the independent director left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of board meetings held and the number attended in person during the period of each such person's actual time in office.

Attached List 1: Matters listed in Article 14-5 of the Securities and Exchange Act:

Date and period of Audit Committee	Proposal content	Content of the objections, reservations or major recommendations of the independent directors	Resolution results of Audit Committee	The Company's handling of the opinions of the Audit Committee
February 26, 2025 1st in 2025	1. Approved the Company's 2024 Business Report and Financial Statements. 2. Approved the 2024 Earnings Distribution Proposal. 3. Approved the Statement on the Internal Control System for 2024. 4. Approved the amendment to the Internal Control System—Payroll Cycle 5. Approved the change of the certified public accountants. 6. Approved the review of audit fees for the certified public accountants for 2025. 7. Approved the establishment of the policies and procedures for pre-approval of non-assurance services provided by Ernst & Young and its affiliates, as well as the list of non-assurance services. 8. Approved the renewal of the credit facility upon expiration with Mega International Commercial Bank.	None	After the Chair's inquiry, the directors present raised no objection and approved the proposal.	Submitted to the second meeting of the Board of Directors for resolution and implemented in accordance with the Board's resolution.
May 12, 2025 2nd in 2025	1. Approved the consolidated financial report for the first quarter of 2025. 2. Approved the renewal of the endorsement and guarantee credit line for TTC upon expiration.	None	After the Chair's inquiry, the directors present raised no objection and approved the proposal.	Submitted to the third meeting of the Board of Directors for resolution and implemented in accordance with the Board's resolution.
August 8, 2025 3rd in 2025	1. Approved the consolidated financial report for the second quarter of 2025. 2. Approved the renewal of the bank credit facility upon expiration. 3. Approved the application for a credit facility with E.SUN Commercial Bank. 4. Approved the renewal of the credit facility applied for by the Netherlands subsidiary with Mega International Commercial Bank, with the Company providing a guarantee.	None	After the Chair's inquiry, the directors present raised no objection and approved the proposal.	Submitted to the fourth meeting of the Board of Directors for resolution and implemented in accordance with the Board's resolution.
September 10, 2025 4th in 2025	1. Approved the investment proposal in Power Tank Energy Ltd.	None	After the Chair's inquiry, the directors present raised no objection	Submitted to the fifth meeting of the Board of Directors for resolution and implemented in

Date and period of Audit Committee	Proposal content	Content of the objections, reservations or major recommendations of the independent directors	Resolution results of Audit Committee	The Company's handling of the opinions of the Audit Committee
			and approved the proposal.	accordance with the Board's resolution.
November 11, 2025 5th in 2025	1. Approved the financial report for the third quarter of 2025. 2. Approved the internal audit plan for 2026. 3. Approved the assessment of the independence and competence of the certified public accountants.	None	After the Chair's inquiry, the directors present raised no objection and approved the proposal.	Submitted to the sixth meeting of the Board of Directors for resolution and implemented in accordance with the Board's resolution.

(III) Implementation Status of corporate governance and the differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons.

Evaluation item	Implementation status (Note 1)			Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
I. Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	V		The Company has established the "Code of Practices on Corporate Governance," which are disclosed on the Corporate Governance section of the Company's website for investors' reference.	None
II. Shareholding Structure and Shareholders' Rights				
(I) Does the Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	V		The Company has established a spokesperson, a proxy spokesperson and a shareholder affairs unit with dedicated staff to handle shareholder proposals and disputes.	None
(II) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	V		The Company keeps track of the shareholdings of its directors, managers and substantial shareholders holding more than 5% of the shares and reports the shareholdings of its substantial shareholders on a regular basis.	None
(III) Has the Company built and implemented a risk management system and a firewall between the Company and its affiliates?	V		The Company's operation, business and financial transactions with its affiliates are governed by relevant operational procedures, such as subsidiary management procedures, to establish risk control mechanisms with affiliated companies, and auditors regularly monitor their implementation.	None

Evaluation item	Implementation status (Note 1)			Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
(IV) Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	V		The Company has established the “Procedures for Handling Material Inside Information and Preventing Insider Trading” to prevent the occurrence of insider trading.	None
III. Composition and responsibilities of the board of directors				
(I) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	V		Pursuant to Article 20 of the Company’s Corporate Governance Best Practice Principles, the Board as a whole shall possess the following capabilities: Operational judgment, Accounting and financial analysis, Business management, Crisis management, Industry knowledge, International market perspective, Leadership, and Decision-making. The “Board Diversity Policy” stipulates that, when determining the composition of the Board of Directors, the Company shall consider diversity from multiple aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and length of service. For details regarding the Board diversity of the Company, specific management objectives, and implementation status, please refer to the “(1) Diversity of the Board of Directors” on page 8.	None
(II) Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee?	V		In addition to the Remuneration Committee and the Audit Committee in accordance with the law, the Company's corporate governance operations are the responsibility of various departments in accordance with their respective roles and responsibilities, and the Sustainable Development Committee was established in 2022. Furthermore, on January 27, 2026, the Board of Directors resolved to rename the	None

Evaluation item	Implementation status (Note 1)			Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
(III) Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?	V		Remuneration Committee as the Remuneration and Nomination Committee. On December 25, 2019, the Board of Directors of the Company approved the establishment of the Board of Directors Performance Evaluation Method. The Act, which became effective on January 1, 2020, stipulate that the Board of Directors of the Company shall conduct an internal performance evaluation at least once a year and submit the results of the performance evaluation to the Board of Directors as a reference for independent directors' remuneration and nomination for reappointment. In addition, an external evaluation shall be conducted at least once every three years by an independent external professional institution or a panel of external experts and scholars. For the relevant results of the Board performance evaluation, please refer to "Implementation of board evaluation" on page 22.	None
(IV) Does the Company regularly evaluate its external auditors' independence?	V		The Audit Committee evaluates the independence and competence of the certified public accountants annually and reports the evaluation results to the Board of Directors for resolution. The most recent annual evaluation was approved by both the Audit Committee and the Board of Directors on November 11, 2025. In addition to obtaining the auditors' "Statement of Independence" and "Audit Quality Indicators (AQIs)," the Company conducts the assessment based on the following criteria and 13 AQI indicators. It has been confirmed that, except for audit and tax-related service fees, the auditors have no other financial interests or business relationships with the Company, and the auditors' family members do not violate	None

Evaluation item	Implementation status (Note 1)			Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary description	
			independence requirements. Furthermore, based on AQI information, it is confirmed that the auditors and audit firm outperform the industry average in terms of audit experience and training hours. The Company has also continuously adopted digital audit tools in recent years to further enhance audit quality. Independence evaluation items include: ● Whether the CPA has a direct or material indirect financial interest relationship with the Company. ● Whether the CPA has financing or guarantee relationships with the Company or its directors. ● Whether the CPA has close business relationships or potential employment relationships with the company. ● Have CPAs and their audit team members served or have served within the past two years as directors, managerial officers, or positions that may significantly influence the audit. ● Whether the CPA has provided any non-audit services to the Company that may directly affect the audit. ● Whether the CPA acts as an intermediary for the issuance of stocks or other securities of the company. ● Whether the CPA has acted as the Company's advocate or coordinated conflicts with other third parties on behalf of the Company. ● Whether the CPA is related to a director, manager or person who has significant influence over the audit of the Company. All the above evaluation results are negative, complying with independence. Competence evaluation items	

Evaluation item	Implementation status (Note 1)			Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
			include: ● The CPA completes the Company's financial statements and independent auditors' (review) reports for each reporting period as scheduled. (The auditors provide financial audit reports in a timely manner.) ● The accuracy of the audit and preparation of financial statements for each reporting period. (The financial statements, including the four primary financial statements, are prepared accurately in accordance with applicable standards.) ● Whether the CPA frequently interacts with the Company's management (such as internal audit personnel) and maintains proper records of such interactions. (The auditors maintain frequent interaction and effective coordination with the Company.) ● Whether the CPA has appropriate interactions with the Audit Committee prior to audit planning and issuance of the audit opinion, and maintains proper records of such interactions. (The auditors communicate key audit matters and audit completion results with the Audit Committee.) ● Whether the CPA provides proactive recommendations regarding the Company's systems and internal control audits, and maintains proper documentation. (The auditors communicate findings and recommendations with internal audit personnel and relevant units.) ● Whether annual tax returns and filing documents are completed before the statutory deadline in the following year. (The auditors provide tax audit reports and filings in a timely manner.) ● Whether the CPA assists the Company with tax planning. (The auditors review the Company's	

Evaluation item	Implementation status (Note 1)			Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
			tax planning and provide recommendations.) ● Whether the CPA provides solutions for tax-related matters. (The auditors assist the Company in responding to inquiries from tax authorities.) ● Whether the CPA regularly and proactively updates the Company on tax regulations, securities regulations, and IFRS standards. (The auditors provide relevant training, including updates on newly adopted IFRS standards.) ● Communication and responsiveness to inquiries. (The auditors respond promptly to the Company's questions.) ● Assistance in communication and coordination with regulatory authorities. (The auditors provide timely and appropriate responses to inquiries from competent authorities.) All the above evaluation results are affirmative, complying with competence.	
IV. Does the TWSE/TPEX listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?	V		The Company has a full-time (part-time) unit to promote corporate social responsibility and corporate governance, which is coordinated by the supervisor of Corporate Governance, and is responsible for matters relating to meetings of the Board of Directors and shareholders, preparation of minutes of the Board of Directors and shareholders' meetings, assisting in the appointment of directors, continuing education and compliance with laws and regulations, and providing information necessary for directors and insiders to carry out their business.	None
V. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders,	V		A spokesperson and a proxy spokesperson are also available on the Company's website and relevant contact information is posted on the	None

Evaluation item	Implementation status (Note 1)			Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
employees, customers, suppliers, etc.) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?			Market Observation Post System in accordance with regulations. We also publish financial and stock information on the Market Observation Post System and the Company's website to establish a good communication channel with investors.	
VI. Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	V		The Company appointed Taishin Integrated Securities Company Limited, a professional stockbroker, to act for the Company on various shareholding matters.	None
VII. Information Disclosure (I) Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?	V		The Company has established a corporate website to disclose information on its financial and business operations as well as corporate governance.	None
(III) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?	V		The Company has designated dedicated personnel responsible for the collection and disclosure of corporate information, and has established a spokesperson system in accordance with applicable regulations to handle external communications. Audio and video recordings of investor conferences have been duly disclosed on the Market Observation Post System in compliance with relevant requirements.	None
(III) Does the company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?	V		The Company announced and submitted its annual financial report within two months after the end of the accounting year (February 24, 2026), and the quarterly financial reports and monthly operations were announced well in advance of the prescribed deadline.	None
VIII. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations,	V		1. Employee rights and employee care: please refer to the "Labor-capital relationship" on page 90. 2. Investor relations: The Company has appointed a spokesperson and an acting spokesperson to handle shareholders' suggestions.	None

Evaluation item	Implementation status (Note 1)			Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary description	
supplier relations, rights of stakeholders, directors' and supervisors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors and supervisors)?			3. Supplier relations; the Company has always maintained good relations with its suppliers. 4. Stakeholders' rights: The Company has established a dedicated Stakeholder section on its corporate website, through which stakeholders may communicate with the Company and provide suggestions to safeguard their legitimate rights and interests. 5. Continuing Education of Directors: All directors of the Company possess professional industry backgrounds and practical experience in business management, and they participate in continuing education on an annual basis. 6. Implementation of risk management policies and risk measurement standards: Various internal regulations are established in accordance with the law to carry out various risk management and assessment. 7. Implementation of customer policies: The Company maintains a stable and good relationship with its customers. 8. The Company's purchase of liability insurance for directors and supervisors: The Company has taken out liability insurance for directors and supervisors and managers. 9. Intellectual Property Management Plan : Please refer to the supplementary information below.	
IX. Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement. Improvement Status: The Company's Sustainability Report has been prepared and submitted to the Board of Directors for approval. An Intellectual Property Management Plan aligned with the Company's operational objectives has been established. English versions of interim financial reports have been disclosed. Matters and measures that have not yet been improved but are prioritized for strengthening:				

Evaluation item	Implementation status (Note 1)			Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
External verification of the greenhouse gas inventory is planned.				
Supplementary Information :				
■ Intellectual Property Management Plan : The Company reported its Intellectual Property (IP) management plan and its implementation status to the Board of Directors on November 11, 2025. A summary is as follows:				
<u>Intellectual Property Management Strategy</u>				
In order to comply with corporate governance regulations, and in accordance with Article 37-2 of the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” as well as requirement 2.27 of the Corporate Governance Evaluation Indicators, the Company has established an intellectual property management plan aligned with its business objectives. The plan aims to enhance employees’ awareness of intellectual property management, strengthen innovation and R&D activities, reinforce the protection of trade secrets and intellectual property rights, and continuously accumulate intellectual property assets to improve quality and create economic value, thereby strengthening the Company’s competitive advantage.				
With respect to its intellectual property portfolio, the Company has classified, established inventories and databases, and regularly updates relevant records. The Company also reviews and adjusts its IP utilization strategies and evaluates cost-effectiveness of IP maintenance in response to market conditions, product and technology trends, and changes in intellectual property laws.				
<u>Intellectual Property Management Measures</u>				
●The Company has established relevant internal regulations governing patent application, examination, maintenance, and incentive mechanisms. ●The Company has established trademark management regulations covering creation, use, licensing, and protection. ●The Company has implemented confidentiality management rules governing personnel control, confidential documents, and restrictions on computer systems and devices. ●Employees are required to sign relevant agreements stipulating intellectual property protection obligations.				
<u>Implementation Status and Achievements for 2025</u>				
<u>Implementation Status for 2025</u>				
●In order to comply with requirement 2.27 of the Corporate Governance Evaluation Indicators, the Company has established an intellectual property management plan aligned with its business objectives. ●In accordance with the IP management plan, relevant intellectual property matters were reported to the Board of Directors on November 11, 2025.				
<u>Intellectual Property Portfolio and Achievements</u>				
GOOD WILL INSTRUMENT CO., LTD. (Parent Company):				
The Company has obtained a total of 60 patents, including 41 invention patents and 19 utility model patents, with an additional 21 invention patent applications under examination. In terms of trademarks, the Company has registered a total of 37 trademarks.				
GOOD WILL INSTRUMENT (SUZHOU) CO., LTD.:				
The Company has obtained a total of 52 patents in Mainland China, including 8 invention patents and 44 utility model patents. In addition, 4 applications are under examination, including 2 invention patents and 2 utility model patents. The Company also holds 7 registered software copyrights and 2 integrated circuit layout design patents.				

Note: Regardless of whether “Yes” or “No” is ticked regarding the implementation status, an explanation should still be provided in in the explanation column for each item.

(IV) Composition and operation of the Remuneration Committee (renamed as the Remuneration and Nomination Committee following the Board of Directors' resolution on January 27, 2026):

1. Information on Members of the Remuneration Committee (renamed as the Remuneration and Nomination Committee)

March 31, 2026

Capacity (Note1)	Qualifications Name	Professional qualifications and experience (Note2)	Independence situation (Note3)	Number of other public companies at which the person concurrently serves as remuneration committee member
Convener and independent director	Teng, Syh-Tang	Refer to Page 7 for disclosure of professional qualifications of directors and independence of independent directors.	(1) Employees who are not employees of the Company or its affiliated companies. (2) Directors and supervisors who are not employees of the Company or its affiliated companies. (3) A natural person shareholder who holds more than 1% of the total number of issued shares or the top 10 shareholdings in the name of someone other than oneself or his/her spouse, minor children or in the name of another person. (4) Spouses of managers not listed in (1) or persons listed in (2) and (3), relatives within the second degree or lineal relatives within the third degree. (5) A director, supervisor or employee of a corporate shareholder who does not directly hold more than 5% of the total number of issued shares of the Company, who is one of the top five holders of shares or who has designated a representative to act as a director or supervisor of the Company in accordance with Paragraph 1 or 2 of Article 27 of the Company Act.	2
Independent director	Pan, Ching-Tsai		(6) A director, supervisor or employee of another company that is not controlled by the same person as the Company in respect of more than half of the number of directorships or voting shares. (7) A director, supervisor or employee of another company or institution which is not the same person or the spouse of the chairman, President or equivalent person of the Company.	0
Independent director	Lai, Yen-Shin		(8) A director, supervisor, manager or shareholder holding more than 5% of the shares of a specified company or institution that does not have financial or business dealings with the Company. (9) Professionals, sole proprietors, partnerships, business owners, partners, directors (directors), supervisors (supervisors), managers and their spouses of the Company or institution who do not provide business, legal, financial, accounting, and other related services related to auditing or remuneration obtained for the Company or affiliated enterprises in the past two years. (10) There is no spouse or second degree kinship relationship with other directors.	2

Note 1: Please specifically fill in the number of years of relevant work experience, and the professional qualifications and experience, and the status of independence, of each remuneration committee member. If the member is an independent director, you may add a note directing readers to refer to the relevant information in Table 1 Information on Directors and Supervisors (1) on p. _____. For "Capacity," please specify whether the member is an independent director or other (if the member is the convener, please note that fact).

Note 2: Professional qualifications and experience: Describe the professional qualifications and experience of each member of the remuneration committee.

Note 3: Independence analysis: Describe the status of independence of each remuneration committee member, including but not limited to the following: whether the member or their spouse or relative within the second degree of kinship serves or has served as a director, supervisor, or employee of the Company or any of its affiliates; the number and ratio of shares of the Company held by the member, their spouse, and their relatives with the second degree (or through their nominees); whether the member has served as a director, supervisor or employee of a "specified company" (see Article 6, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); the amount(s) of any pay received by the remuneration committee member for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years.

2. Operation of the Remuneration Committee (renamed as the Remuneration and Nomination Committee)

I. The Company's remuneration committee (renamed as the Remuneration and Nomination Committee) has a total of 3 members.

II. The term of the current members is from May 30, 2024 to May 29, 2027. The number of remuneration committee meetings held in the most recent fiscal year was: 3(A). The attendance by the members was as follows:

Title	Name	Number of Meetings Attended in Person (B)	Number of Meetings Attended by Proxy	Actual In-person Attendance Rate (%) [B/A](Note)	Remarks
Convener and independent director	Teng, Syh-Tang	3	0	100%	Remuneration Committee (prior to the renaming): Meeting date: January 16, 2025, February 26, 2025, August 08, 2025
Independent director	Pan, Ching-Tsai	3	0	100%	
Independent director	Lai, Yen-Shin	3	0	100%	

The Company established the Remuneration Committee on November 18, 2011. The Committee is composed of three independent directors. The comprehensive re-election of directors was held on May 30, 2024, and Mr. Teng Syh-Tang, an independent director, was elected as the convener.

On January 27, 2026, the Board of Directors resolved to rename the Remuneration Committee as the Remuneration and Nomination Committee.

Duties of the Remuneration Committee (prior to the renaming):

The Committee shall exercise the due care of a prudent administrator and faithfully perform the following duties, and submit its recommendations to the Board of Directors for discussion:

1. To establish and periodically review the policies, systems, standards, and structure for the performance evaluation and remuneration of directors and managerial officers.
2. To periodically evaluate and determine the remuneration of directors and managerial officers.

Duties of the Remuneration and Nomination Committee (after the renaming):

The Committee shall exercise the due care of a prudent administrator and faithfully perform the following duties, and submit its recommendations to the Board of Directors for discussion:

1. To establish and periodically review the policies, systems, standards, and structure for the performance evaluation and remuneration of directors and managerial officers.
2. To periodically evaluate and determine the remuneration of directors and managerial officers.
3. To identify, review, and nominate candidates for directors.

Summary of Key Activities of the Remuneration Committee (prior to the renaming) for 2025:

- Year-end bonuses for managerial officers and adjustments to salary structure
- Distribution of employees' and directors' remuneration

Meeting Information of the Remuneration Committee (prior to the renaming) for 2025:

Date and period of Remuneration Committee	Proposal content	Resolution results of Remuneration Committee	The Company's handling of the opinions of the Remuneration Committee
January 16, 2025 (1st in 2025)	Approved the 2024 year-end bonus distribution for managerial officers.	After the Chair's inquiry, the directors present raised no objection and approved the proposal.	Submitted to the Board of Directors for resolution. The Chairman, Lin Ching-Chang, the Director, Chang Chao-Ming, and the Director, Lin Ching-Wen, recused themselves from the discussion and voting in accordance with the law, and the rest of the directors present raised no objection and approved the proposal.
February 26, 2025 2nd in 2025	Approved the distribution of employees' and directors' remuneration for 2024.	After the Chair's inquiry, the directors present raised no objection and approved the proposal.	Submitted to the Board of Directors for resolution. The directors present raised no objection and approved the proposal.
August 8, 2025	Approved the	After the Chair's	Submitted to the Board of Directors for resolution.

(3rd in 2025)	salary adjustment for managerial officers for 2025.	inquiry, the directors present raised no objection and approved the proposal.	The directors with a relationship to interested parties individually recused themselves from the discussion and voting in accordance with the law, and the rest of the directors present raised no objection and approved the proposal.
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Other information required to be disclosed:

- I. If the board of directors does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the salary/compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons): None.
- II. With respect to any matter for resolution by the remuneration committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the remuneration committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion: None.

Note:

- (1) If any remuneration committee member left the committee before the end of the fiscal year, specify the date that they left the committee in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of remuneration committee meetings held and the number they attended in person during the period they were on the committee.
- (2) If any by-election for remuneration committee members was held before the end of the fiscal year, the names of the new and old committee members should be filled in the table, with a note stating whether the member left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of remuneration committee meetings held and the number attended in person during the period of each such person's actual time on the committee.

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

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
I. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	V		1. Describe the Company's governance framework for the promotion of sustainable development. The Company elevated the Sustainability Committee to a board-level committee in 2022, with the aim of enhancing the Board of Directors' oversight of the Company's sustainable development through active participation by directors. To address environmental, social, and corporate governance (ESG) aspects of sustainable development, the Sustainability Committee has established functional sub-groups. Relevant departments are responsible for collecting stakeholders' concerns on environmental protection, occupational safety, supply chain management, labor rights, operational performance, and corporate governance. In line with its commitment to respecting stakeholders' rights and interests, the Company has established a dedicated stakeholder section on its website to appropriately respond to key sustainability issues of concern.	None

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons											
	Yes	No	Summary description												
			Board of Directors Convener: Vice President Director General Head of Corporate Governance Environmental Sustainability Group • Purchasing Department • Quality Assurance Department • General Affairs Division • Production Department • R&D Unit Social Inclusion Group • Promotion of Business Department • Purchasing Department • Quality Assurance Department • Occupational Safety and Health Office • Management Department Stewardship Governance Group • Financial Department • Information Department • Business Development Unit 2. Describe the Company’s organizational departments responsible for implementing sustainability efforts, including but not limited to: (1) Name of the exclusively (or concurrently) dedicated unit, the time of its establishment, and the authorization given to it by the board of directors. The Company elevated the Sustainability Committee to a board-level committee in 2022, with the aim of enhancing the Board of Directors’ oversight of the Company’s sustainable development through active participation by directors. (2) Composition of the staff members of the unit promoting sustainability, the state of its operation, and the status of implementation in the current year (e.g., its work plan and the tasks it is charged with). The Sustainability Committee is composed of three independent directors and the Vice President of the Administration Division, who serves as the Convener. To facilitate the execution of its responsibilities, the Sustainability Committee has established three functional sub-groups: the Environmental Sustainability Group, the Social Inclusion Group, and the Stewardship Governance Group. <table><tr><th colspan="2">Members of the Sustainability Committee</th></tr><tr><th>Title</th><th>Name</th></tr><tr><td>Convener/ Vice President of the Administration Division</td><td>Lin, Hsin-I</td></tr><tr><td>Independent director</td><td>Teng, Syh-Tang</td></tr><tr><td>Independent director</td><td>Pan, Ching-Tsai</td></tr><tr><td>Independent director</td><td>Lai, Yen-Shin</td></tr></table> Issues related to each group of the Sustainable Development Committee	Members of the Sustainability Committee		Title	Name	Convener/ Vice President of the Administration Division	Lin, Hsin-I	Independent director	Teng, Syh-Tang	Independent director	Pan, Ching-Tsai	Independent director	Lai, Yen-Shin
Members of the Sustainability Committee															
Title	Name														
Convener/ Vice President of the Administration Division	Lin, Hsin-I														
Independent director	Teng, Syh-Tang														
Independent director	Pan, Ching-Tsai														
Independent director	Lai, Yen-Shin														

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons						
	Yes	No	Summary description							
			<table><tr><td>Stewardship Governance Group</td><td>Operational Risk Management, Internal Audit, Financial Performance, Information Security Board Governance Practices</td></tr><tr><td>Environmental Sustainability Group</td><td>Green products, supply chain environmental assessment, energy saving and carbon reduction, energy resource use, greenhouse gas inventory, climate change management</td></tr><tr><td>Social Inclusion Group</td><td>Salary and benefits, education and training, manpower structure, occupational safety and health, product safety, customer service, employment relations, supply chain social responsibility, social welfare activities</td></tr></table> Meetings of the Sustainability Committee in 2025: On May 12, 2025, the Sustainability Committee reviewed and approved the 2024 Sustainability Report, which was subsequently submitted to the Board of Directors and approved on the same date. (3) The frequency with which the unit promoting sustainability reports to the board of directors (at least once per year) or the date of its report to the board in the current year. Dates on which the Sustainability Development Implementation Progress and Greenhouse Gas Inventory Status were reported to the Board of Directors in 2025: February 26, 2025 (2nd Board Meeting) May 12, 2025 (3rd Board Meeting) August 8, 2025 (4th Board Meeting) November 11, 2025 (6th Board Meeting) 3. Describe the board of directors’ oversight of sustainable development, including but not limited to formulating management guidelines and concrete promotional plans and carrying out review measures. During the Sixth Board Meeting on August 6, 113, the Chairman instructed that the company will aim for sustainable business operations and take on the responsibility of contributing to societal development through more concrete action plans.	Stewardship Governance Group	Operational Risk Management, Internal Audit, Financial Performance, Information Security Board Governance Practices	Environmental Sustainability Group	Green products, supply chain environmental assessment, energy saving and carbon reduction, energy resource use, greenhouse gas inventory, climate change management	Social Inclusion Group	Salary and benefits, education and training, manpower structure, occupational safety and health, product safety, customer service, employment relations, supply chain social responsibility, social welfare activities	
Stewardship Governance Group	Operational Risk Management, Internal Audit, Financial Performance, Information Security Board Governance Practices									
Environmental Sustainability Group	Green products, supply chain environmental assessment, energy saving and carbon reduction, energy resource use, greenhouse gas inventory, climate change management									
Social Inclusion Group	Salary and benefits, education and training, manpower structure, occupational safety and health, product safety, customer service, employment relations, supply chain social responsibility, social welfare activities									
II. Does the company conduct risk assessments of	V		1. Specify the boundaries of the risk assessment (the scope of the subsidiaries covered). In addition, the	None						

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons											
	Yes	No	Summary description												
environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Note 2)			risk assessment boundaries of this item should be the same as the boundaries of each subsequent environmental and social topic in this Table. If there is any difference, the boundaries should be described in each such item. The risk assessment boundaries for 2025 will be primarily based on the parent company. 2. Specify the assessment standards and processes used by the Company in its ESG materiality assessment to describe significant ESG issues, the results of the assessment, and the risk management policies or strategies adopted. The risk management policy for significant issues is as follows: <table><tr><th>Major issues</th><th>Risk evaluation item</th><th>Risk management policy</th></tr><tr><td>Environment</td><td>Environmental Impact and Management</td><td>The Company has obtained ISO 14001 certification for its Environmental Management System. The company has established various environmental protection and monitoring management systems, ensuring compliance with regulations set by the authorities. Efforts are made to raise employee awareness on energy conservation, carbon reduction, water and electricity saving, and waste classification and reduction. The goal is to minimize pollution emissions and the environmental impact caused.</td></tr><tr><td rowspan="2">Society</td><td>Occupational safety</td><td>The company conducts regular fire drills and occupational safety training every year to cultivate employees' emergency response and self-safety management skills. Additionally, annual health check-ups are arranged for all employees.</td></tr><tr><td>Product Safety</td><td>In compliance with ISO 14001 and RBA-related management requirements, the company adheres to RoHS/REACH directives</td></tr></table>	Major issues	Risk evaluation item	Risk management policy	Environment	Environmental Impact and Management	The Company has obtained ISO 14001 certification for its Environmental Management System. The company has established various environmental protection and monitoring management systems, ensuring compliance with regulations set by the authorities. Efforts are made to raise employee awareness on energy conservation, carbon reduction, water and electricity saving, and waste classification and reduction. The goal is to minimize pollution emissions and the environmental impact caused.	Society	Occupational safety	The company conducts regular fire drills and occupational safety training every year to cultivate employees' emergency response and self-safety management skills. Additionally, annual health check-ups are arranged for all employees.	Product Safety	In compliance with ISO 14001 and RBA-related management requirements, the company adheres to RoHS/REACH directives	
Major issues	Risk evaluation item	Risk management policy													
Environment	Environmental Impact and Management	The Company has obtained ISO 14001 certification for its Environmental Management System. The company has established various environmental protection and monitoring management systems, ensuring compliance with regulations set by the authorities. Efforts are made to raise employee awareness on energy conservation, carbon reduction, water and electricity saving, and waste classification and reduction. The goal is to minimize pollution emissions and the environmental impact caused.													
Society	Occupational safety	The company conducts regular fire drills and occupational safety training every year to cultivate employees' emergency response and self-safety management skills. Additionally, annual health check-ups are arranged for all employees.													
	Product Safety	In compliance with ISO 14001 and RBA-related management requirements, the company adheres to RoHS/REACH directives													

Item	Implementation status (Note 1)					Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons	
	Yes	No	Summary description				
					on hazardous substance restrictions. We do not use metals sourced from armed conflict, illegal mining, or poor working conditions. The company also meets the EU WEEE requirements and applies the internal PDCA (Plan-Do-Check-Act) cycle to reduce or minimize the seven major types of waste.		
				Corporate governance	Regulatory Compliance		By establishing a governance structure and implementing internal control mechanisms, the company ensures that all operations effectively comply with relevant laws and regulations.
				Strengthening Board Functions			Annual training is arranged for the board of directors, and directors are provided with Directors' and Officers' (D&O) liability insurance. Additionally, efforts are made to strengthen board diversity.
				Stakeholder Communication			Various communication channels have been established to actively engage with stakeholders, with designated spokespersons and alternate spokespersons responsible for handling and responding to inquiries.
III. Environmental Issues (I) Has the Company set an environmental management system designed to industry characteristics?	V		1. Specify how the Company implements an effective environmental management system, and the laws and regulations on which it is based. The company has established an ISO 14001 environmental policy, consistently promoting the importance of environmental protection. Additionally, management review committees are held regularly to assess and improve the system. 2. Specify the relevant international certification standards adopted by the company (which should be valid as at the date of printing of the annual report) and the scope of their coverage. The Company's Environmental Management System is certified to ISO 14001, with the current certificate valid from June 3, 2023 to June 2, 2026.			None	

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
(II) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V		Describe the Company's policies to improve energy efficiency and use renewable materials, including but not limited to base year data, promotion measures, targets and achievements. In 2025, the Company continued to implement various energy-saving measures, including replacing conventional lighting with high-efficiency LED fixtures and installing an automated air-conditioning control system, with a target of achieving a 1% annual electricity-saving rate. Total electricity consumption in 2025 was 2,874,200 kWh, representing an increase of 127,800 kWh compared to 2,746,400 kWh in 2024. The increase was primarily attributable to higher electricity usage resulting from overtime operations on production lines. The Company uses raw materials that comply with the RoHS regulations of the European Union, and the production unit actively handles material recycling and manufacturing processes to reduce pollution, in order to reduce environmental impact. The power supply design of the new product adopts a high energy efficiency exchange type power supply, and the packaging materials mainly comply with protection standards to reduce unnecessary excessive packaging. It is confirmed that the use of product design materials meets the weight ratio requirements of Reuse, Recycling, and Recovery in the Waste Electrical and Electronic Equipment Directive (WEEE). Implement 5S management, lead-free process management, and ISO-14001 related management requirements in the production process, and avoid the discharge of process wastewater during water washing to reduce the impact of the process on the environment.	None
(III) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V		Describe how the Company assesses the current and emerging potential risks and opportunities of climate change for its business, its assessment results, and the relevant response measures taken. The Company organizes operations through the Sustainable Development Committee to implement integrated risk management related to environmental, social, and governance aspects of sustainable operations. The extreme climate caused by global warming, as well as the impact of energy and climate change issues have become increasingly important in recent years. In accordance with the climate-related financial disclosure recommendations (Task Force on Climate-related Financial Disclosures (TCFD)) structure, which is divided into governance, strategy, risk management, indicators and goals, etc., each member of the Sustainable Development Committee has identified climate-related risks and opportunities	None

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons								
	Yes	No	Summary description									
			and formulated follow-up response strategies, and annually regularly reported to the board of directors. The board of directors monitors the implementation effect. Climate-related impact and responses <table><tr><th>Risk and Opportunity Item</th><th>Financial impact and responses</th></tr><tr><td>Increase pricing on greenhouse gas emissions</td><td>According to the Climate Change Response Act, Taiwan will impose a carbon fee on direct or indirect high-emitting industries in 2025. The possible impact of this aspect of risk on finance is the increase in operating costs, but at this stage the Company is not a high-carbon emission industry, so it will not have a great impact on the overall operating financial impact. Considering the future, in addition to confirming that the Company will implement a comprehensive greenhouse gas inventory in 2024, it will also carry out assessment operations for the purchase of green electricity, biomass energy, and carbon rights, and set carbon reduction targets</td></tr><tr><td>Changes in rainfall (water) patterns and extreme changes in climate patterns</td><td>Due to the increase in extreme weather events, the frequency of typhoons and rainstorms has increased, which may cause flooding of the factory buildings and affect the Company's operations. After assessment, it may cause low financial losses. The Company's response measures are to implement the maintenance of the drainage system and establish emergency response plans for typhoons and heavy rains to reduce immediate risks. The building has completed the waterproofing project, natural disaster insurance, additional purchase of retaining walls, and monthly maintenance of pumping motor drainage facilities, so the risk will not have a great impact on the overall operation.</td></tr><tr><td>Rising cost of raw materials</td><td>Due to climate change, including the EU's trial implementation of carbon tax in 2023, the production cost of raw materials and transportation costs of bulk</td></tr></table>	Risk and Opportunity Item	Financial impact and responses	Increase pricing on greenhouse gas emissions	According to the Climate Change Response Act, Taiwan will impose a carbon fee on direct or indirect high-emitting industries in 2025. The possible impact of this aspect of risk on finance is the increase in operating costs, but at this stage the Company is not a high-carbon emission industry, so it will not have a great impact on the overall operating financial impact. Considering the future, in addition to confirming that the Company will implement a comprehensive greenhouse gas inventory in 2024, it will also carry out assessment operations for the purchase of green electricity, biomass energy, and carbon rights, and set carbon reduction targets	Changes in rainfall (water) patterns and extreme changes in climate patterns	Due to the increase in extreme weather events, the frequency of typhoons and rainstorms has increased, which may cause flooding of the factory buildings and affect the Company's operations. After assessment, it may cause low financial losses. The Company's response measures are to implement the maintenance of the drainage system and establish emergency response plans for typhoons and heavy rains to reduce immediate risks. The building has completed the waterproofing project, natural disaster insurance, additional purchase of retaining walls, and monthly maintenance of pumping motor drainage facilities, so the risk will not have a great impact on the overall operation.	Rising cost of raw materials	Due to climate change, including the EU's trial implementation of carbon tax in 2023, the production cost of raw materials and transportation costs of bulk	
Risk and Opportunity Item	Financial impact and responses											
Increase pricing on greenhouse gas emissions	According to the Climate Change Response Act, Taiwan will impose a carbon fee on direct or indirect high-emitting industries in 2025. The possible impact of this aspect of risk on finance is the increase in operating costs, but at this stage the Company is not a high-carbon emission industry, so it will not have a great impact on the overall operating financial impact. Considering the future, in addition to confirming that the Company will implement a comprehensive greenhouse gas inventory in 2024, it will also carry out assessment operations for the purchase of green electricity, biomass energy, and carbon rights, and set carbon reduction targets											
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Rising cost of raw materials	Due to climate change, including the EU's trial implementation of carbon tax in 2023, the production cost of raw materials and transportation costs of bulk											

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons																													
	Yes	No	Summary description																														
			commodities will increase, which in turn will affect operations. The solution is to minimize the use of raw materials by minimizing the design of modules, and strengthen the proportion of localized procurement in the supply chain to reduce the cost increase of raw materials and transportation. It is planned to implement product carbon footprint from 2025 and reduce carbon through green design and environmental protection design cost.																														
(IV) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	V		1. State the statistical data, intensity (e.g., per unit of product, service, or turnover) and scope of coverage (e.g., all factories and subsidiaries) for the following items in the last two years: (1) Greenhouse gases: including carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, nitrogen trifluoride and others announced by the competent central authorities, distinguishing between direct emissions (domain 1, i.e., emissions directly from sources owned or controlled by the Company), emissions from indirect energy choices (domain 2, i.e., indirect greenhouse gas emissions from intaken electricity, heat, or steam) and other indirect emissions (domain 3, i.e., emissions from company activities that are not indirect energy emissions, but originate from sources owned or controlled by other companies). The Company has completed inventories for Scope 1 and Scope 2 greenhouse gas (GHG) emissions for the most recent two years. The data coverage includes the Taiwan parent company of the Group. <table><tr><th>Category</th><th>Emission source</th><th>2024</th><th>2025</th></tr><tr><td rowspan="4">Scope 1 (metric tons CO2e)</td><td>Stationary</td><td>0.5107</td><td>0.5107</td></tr><tr><td>Mobile</td><td>16.9540</td><td>19.5253</td></tr><tr><td>Fugitive</td><td>42.1122</td><td>40.6147</td></tr><tr><td>Total</td><td>59.5769</td><td>60.6507</td></tr><tr><td>Scope 2 (metric tons CO2e)</td><td>Electricity</td><td>1,301.7936</td><td>1,362.3708</td></tr><tr><td>Scope 1+Scope 2 (metric tons CO2e)</td><td>Total emissions</td><td>1,361.3705</td><td>1,423.0215</td></tr><tr><td>Scope 1+Scope 2 (metric tons CO2e/million revenue)</td><td>Emission intensity</td><td>0.49</td><td>0.48</td></tr></table>	Category	Emission source	2024	2025	Scope 1 (metric tons CO2e)	Stationary	0.5107	0.5107	Mobile	16.9540	19.5253	Fugitive	42.1122	40.6147	Total	59.5769	60.6507	Scope 2 (metric tons CO2e)	Electricity	1,301.7936	1,362.3708	Scope 1+Scope 2 (metric tons CO2e)	Total emissions	1,361.3705	1,423.0215	Scope 1+Scope 2 (metric tons CO2e/million revenue)	Emission intensity	0.49	0.48	None
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Scope 1+Scope 2 (metric tons CO2e/million revenue)	Emission intensity	0.49	0.48																														

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons																					
	Yes	No	Summary description																						
			(2) Volume of water consumption : The Company has completed inventories of water consumption for the most recent two years. The data coverage includes the Taiwan parent company of the Group. <table><tr><td></td><td>2024</td><td>2025</td></tr><tr><td>Volume of water consumption (Unit: Metric ton)</td><td>14,175</td><td>13,734</td></tr></table> (3) Waste: Distinguish the total weight of hazardous waste and non-hazardous waste. If not in the manufacturing industry, it is not necessary to make this distinction, and it is sufficient to disclose the total weight of waste and additionally describe the statistical methods adopted based on the characteristics of the industry: The Company has completed inventories of waste generation for the most recent two years. The data coverage includes the Taiwan parent company of the Group. Amount of waste output in recent years (Unit: Metric ton) <table><tr><td>Waste type</td><td>2024</td><td>2025</td></tr><tr><td>General industrial waste (waste transformer, waste capacitor)</td><td>0.048</td><td>0.044</td></tr><tr><td>Household waste</td><td>33.49</td><td>62.6</td></tr><tr><td>Hazardous industrial waste (waste electronic components, printed circuit board waste)</td><td>0.414</td><td>0.449</td></tr><tr><td>Total</td><td>33.95</td><td>63.093</td></tr></table> 2. Describe the policies for greenhouse gas reduction, water use reduction or other waste management, including but not limited to base year data, reduction targets, promotion measures and achievements. (1) Greenhouse gases: In accordance with ISO 14064-1, the Company conducts annual GHG inventories and is progressively establishing an emissions data management system across its subsidiaries to identify and analyze emission reduction initiatives and targets. The Company is committed to developing high-efficiency, low power consumption products through the adoption of new technologies, thereby		2024	2025	Volume of water consumption (Unit: Metric ton)	14,175	13,734	Waste type	2024	2025	General industrial waste (waste transformer, waste capacitor)	0.048	0.044	Household waste	33.49	62.6	Hazardous industrial waste (waste electronic components, printed circuit board waste)	0.414	0.449	Total	33.95	63.093	
	2024	2025																							
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Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			reducing emissions throughout the product lifecycle. Based on the results of annual GHG inventories, the Company continues to invest in energy-efficient facilities and equipment, encourages employees to adopt environmentally friendly practices in their daily activities, and implements its Environmental Management System to mitigate environmental impacts. The Company's key GHG reduction strategies focus on electricity management, reducing electricity consumption, and lowering diesel usage. In response to climate change and to achieve its GHG reduction targets, the Company has successfully implemented various energy-saving and emission reduction measures over the past three years, including: motion-sensor lighting in common areas, energy efficiency improvements to chilled water air-conditioning systems, full replacement of lighting fixtures with LED lights, installation of circulation fans to reduce air-conditioning demand, turning off office lighting during lunch breaks, enabling power-saving modes for water dispensers and office equipment, and scheduled rooftop water spraying to reduce cooling loads. (2) Water consumption : The Company's facilities are located in an industrial zone that is not within ecologically sensitive areas. All water is supplied by the municipal water utility and is primarily used for domestic purposes. In response to climate change and increasing water scarcity, the Company continues to promote water conservation awareness among employees and has installed water-saving devices to reduce water usage, with a target of achieving a 1% annual reduction in water consumption. Total water consumption in 2025 was 13,734 metric tons, representing a decrease of 441 metric tons compared to 14,175 metric tons in 2024, thereby achieving the annual reduction target of 1%. (3) Waste: The Company is a low-pollution electronics manufacturing industry, and the product-related processes do not produce waste water, waste gas, etc. Zero waste is also the ultimate goal of GW Instek's waste management under the premise of sustainable management. Take waste reduction and recycling as the management strategy, and take recycling as the goal to replace the past end-of-end disposal mode, transform waste into reusable resources, waste	

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			management in the factory. In addition to introducing ISO 14001 environmental management systematically, in compliance with relevant environmental regulations and in accordance with the requirements of the law, completed the industrial waste cleanup plan and submitted it to the New Taipei City Environmental Protection Bureau for review and approval. A dedicated person is responsible for reporting the output and storage capacity on the Internet on a monthly basis to meet the statutory requirements. All waste generated from operations is properly treated in compliance with applicable laws and regulations. Waste is sorted and recycled at the source, and the primary approach to process waste management includes collection, classification, reduction, and recycling. Recycling is prioritized over landfill and incineration to reduce environmental impact and enhance resource reuse efficiency. 3. State the certification status of each piece of information (should be valid as of the date of publication of the annual report) and the scope of coverage of the information. The company's greenhouse gas emissions, volume of water consumption, and the total weight of waste have not yet been verified by an external third-party independent organization.	
IV. Social Issues (I) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		Describe the policies and specific management plans for the protection of human rights (such as human rights assessment, human rights risk mitigation measures, relevant education and training, etc.), and the relevant laws and regulations and international human rights conventions on which they are based. Human Rights Protection and Policy: The Company recognizes and voluntarily adheres to internationally recognized human rights standards, including the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the standards set by the International Labour Organization (ILO). The Company acknowledges internationally recognized fundamental human rights, including respect for employees' freedom of association, care for disadvantaged groups, prohibition of child labor, elimination of all forms of forced labor, elimination of discrimination in employment, prevention of any acts that infringe upon or violate human rights, promotion of gender equality, and fair treatment of all employees. In accordance with applicable labor laws and	None

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			regulations, human rights conventions, and occupational safety and health regulations, the Company has established relevant policies and procedures, including the Recruitment, Selection and Hiring Policy, Work Rules, Sexual Harassment Prevention and Disciplinary Measures, and the Prevention Plan for Illegal Infringement in the Course of Duty, to safeguard employees' rights and ensure their health and safety. Specific Management Programs: 1. Legal Compliance The Company complies with labor and human rights laws and regulations in all locations where it operates. It communicates important information on human rights protection and labor rights to both new hires and current employees. In addition, the Company has established reporting channels for employees. Reports are handled by designated personnel and subject to due investigation, with strict confidentiality of the whistleblower's personal information. The Company commits that no adverse action will be taken against whistleblowers where allegations are substantiated. In 2025, the Company recorded no incidents of human rights violations. 2. Safe and Healthy Working Environment The Company provides a safe and healthy working environment, along with necessary health and first-aid facilities, to eliminate potential hazards that may affect employees' health and safety and to reduce occupational risks. The Company actively monitors abnormal workloads to prevent excessive working hours and regularly conducts occupational safety and health training programs. 3. Right Person in the Right Position The Company upholds the principle of equal treatment of employees and has established transparent performance evaluation, reward, and disciplinary systems to foster a fair and positive competitive environment. This encourages employees to devote greater effort to their work and helps build a corporate culture that attracts and retains talent, while strengthening employee engagement and participation in Company affairs. In terms of career development, promotion opportunities are openly communicated. Employees with strong performance are given opportunities for advancement, fostering a culture of benchmarking and continuous improvement, and enabling the Company to cultivate outstanding talent. The Company also implements training and development programs to support employees in enhancing their professional skills and achieving	

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons																
	Yes	No	Summary description																	
			personal growth. In addition, multiple communication channels are in place to facilitate dialogue with employees, allowing them to express their opinions in a timely manner, to which the Company responds constructively, thereby maintaining a harmonious and trust-based labor-management relationship.																	
(II) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	V		1. The employee welfare measures that should be described include but are not limited to employee salary/compensation, workplace diversity and equality (including but not limited to the proportion of female employees and senior managers), leave, allowances, gift money, and subsidies, etc. The employee benefits offered by the company are as follows: <table><tr><th>Item</th><th>Benefit content</th></tr><tr><td>Insurance and retirement protection</td><td>Labor insurance, national health insurance and new and old labor pension appropriation</td></tr><tr><td>Medical insurance</td><td>Group insurance, occupational accident insurance and annual physical examination</td></tr><tr><td>Activities</td><td>Year-end gala and employee lottery, employee travel, subsidies for multiple clubs, fitness courses and irregular karaoke or ball games.</td></tr><tr><td>Gift money, condolence money</td><td>Gift money for three festivals, birth gift money, wedding gift money, funeral condolence money, children's education subsidies</td></tr><tr><td>Facilities</td><td>Employee restaurant, employee dormitory, gym, breastfeeding room, multimedia center, karaoke center, car and motorcycle parking spaces, sky garden, coffee bar, vending machine</td></tr><tr><td>Emergency assistance</td><td>Consolation money for major injuries and illnesses, pensions for casualties on duty</td></tr><tr><td>Other benefits</td><td>Salary adjustments or bonuses for employees who pass the foreign language tests, annual recognition and bonuses for outstanding personnel, Top Sales recognition, incentives and hospitality travel, senior employee recognition, weight loss competitions, labor health service physician monthly on-site consultation services, English and Japanese grammar and conversation classes</td></tr></table> Employee Compensation, Workplace Diversity and Equality: The Company adopts a transparent compensation policy and aims to maintain average employee compensation at a level above the industry median. Salary adjustments are conducted annually based on regular compensation surveys to benchmark market conditions and ensure the	Item	Benefit content	Insurance and retirement protection	Labor insurance, national health insurance and new and old labor pension appropriation	Medical insurance	Group insurance, occupational accident insurance and annual physical examination	Activities	Year-end gala and employee lottery, employee travel, subsidies for multiple clubs, fitness courses and irregular karaoke or ball games.	Gift money, condolence money	Gift money for three festivals, birth gift money, wedding gift money, funeral condolence money, children's education subsidies	Facilities	Employee restaurant, employee dormitory, gym, breastfeeding room, multimedia center, karaoke center, car and motorcycle parking spaces, sky garden, coffee bar, vending machine	Emergency assistance	Consolation money for major injuries and illnesses, pensions for casualties on duty	Other benefits	Salary adjustments or bonuses for employees who pass the foreign language tests, annual recognition and bonuses for outstanding personnel, Top Sales recognition, incentives and hospitality travel, senior employee recognition, weight loss competitions, labor health service physician monthly on-site consultation services, English and Japanese grammar and conversation classes	None
Item	Benefit content																			
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Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary description	
			Company's competitiveness in remuneration. The Company upholds gender equality and ensures that compensation is not differentiated on the basis of gender. All employees are subject to 100% performance evaluation, and salaries are determined in accordance with the Company's internal salary grading system. Overall compensation standards take into account employees' job position, job grade, education and work experience, as well as years of service. The Company's retirement policy and pension contribution status are disclosed in the labor-capital relationship section on page 90. 2. Describe the policies for reflecting business performance or results in employee salary/compensation and the status of their implementation. The Company adopts a transparent compensation policy and aims to maintain average employee compensation at a level above the industry median. Salary adjustments are conducted annually based on regular compensation surveys to benchmark market conditions and ensure the Company's competitiveness in remuneration. Article 29 of the Articles of Incorporation: The Company shall appropriate 3% to 15% of its annual net income before deducting employees' compensation and directors' compensation to employees' compensation and not more than 2% to directors' compensation. At the same time, an additional 0.3%~2.0% will be allocated to adjust the salary of grassroots employees. However, if the Company still has accumulated losses (including the amount of adjusted undistributed earnings), the Company shall reserve the amount to make up for the losses. On February 24, 2026, the Board of Directors resolved to appropriate employee compensation of NT\$39,642 thousand and director compensation of NT\$11,326 thousand for fiscal year 2025. In addition, NT\$6,576 thousand was allocated for base-level employees' salary adjustments.	
(III) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	V		1. Describe the measures taken for a safe and healthy working environment for employees, and the education policy for employees and its implementation. Since 2010, the company has established the "Environmental Safety and Health Management Committee," with the Vice Chairman serving as the Chairman. The committee is responsible for decision-making regarding environmental, safety, and health management. The Associate General Manager of the Third R&D Division and the	None

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			Associate General Manager of the Management Department serve as the Environmental, Safety, and Health Management Representatives, overseeing and coordinating the implementation of safety and health management across various units. Labor representatives are also invited to participate in proposals and discussions. The Company is committed to promoting occupational safety, health, and employee well-being. To reduce the occurrence of occupational accidents, the Company complies with applicable occupational safety and health regulations and international standards on corporate social responsibility. It continuously improves a safe and healthy working environment, prevents occupational injuries and diseases, and reduces workplace hazards. The Company aims to comply with all relevant occupational safety and health laws and regulations and to create a high-quality, safe, and healthy workplace. The Company has established the Regulations on Prevention of Sexual Harassment and Disciplinary Measures and the Prevention Plan for Illegal Infringement in the Course of Duty to prevent workplace sexual harassment and bullying, and to safeguard employees' rights and interests. In the event of an incident, employees may file complaints through the Company's internal reporting mechanism. With respect to occupational safety and health training, the Company conducts training in accordance with its annual training plan. In addition to mandatory refresher courses (for safety managers, safety officers, supervisors, first aid personnel, forklift operators, and organic solvent operation supervisors) and new employee orientation, two sessions of occupational safety, health, and wellness training are held annually in May and November. All in-house training and awareness programs are provided free of charge. To ensure training effectiveness, certain programs include post-training assessments, such as new employee training. The implementation status for 2025 is provided in the labor-capital relationship section on page 94, under "Measures for the Protection of Employee Personal Safety and Working Environment and Their Implementation." 2. The relevant certifications obtained by the company (which should be valid as of the date of publication of the annual report) and the scope covered. The company has not obtained relevant verification from an external third party.	

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			3. State the number of cases of occupational accidents and the number of employees involved in the given year, and the ratio to the total number of employees, and related improvement measures. The company did not have any employee occupational injury incidents in the year 2025. 4. State the number of fire incidents and the number of casualties in the given year, and the ratio of the number of casualties to the total number of employees, and improvement measures related to fire incidents. The company did not experience any fire incidents in the year 2025.	
(IV) Has the Company established effective career development training programs for employees?	V		Describe the aspects (such as newcomer training, ongoing professional training, manager training, etc.) and scope (such as: managers at all levels, colleagues, etc.) of the training programs and the status of their implementation. The Company attaches great importance to the functional development of employees, and plans an education and training system based on the challenges that each job level may face and the abilities required by each department. At the same time, in order to enable employees to perform their most suitable functions according to their career development stage, we provide opportunities for job rotation of internal personnel and administrator. In addition, we encourage employees to improve themselves and provide incentive measures for further education and foreign language proficiency exams. Good Will Instrument Co., Ltd. has a set of education and training system, the core of which is the utilization of talents. Only when they are qualified and suitable can they exert their maximum function benefits. 1. Construct an education and training system with corporate vision development as its core: make an annual training plan according to corporate vision and annual goals, and carry out it according to its plan. 2. Leading system for new employees: Use the leading system of new employees to reach an accelerated learning curve, reduce recruitment costs, and promote the early stabilization of new employees. (1) On the day of registration, provide the "Employee Handbook" and the personal account of the E-campus of the online learning system Good Will Instrument Co., Ltd., so that new employees can view the handbook or learn online at any time to know the Company and understand the system. (2) After three months on duty, HR understands the adaptation status of new employees and the need	None

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			for assistance through the appraisal form for expiration of probation period. 3. Shaping a complete talent cultivation architecture system: Cultivate professional ability, general knowledge ability and administrator management ability based on hierarchy and demands. Each functional department puts forward training plans according to its professional functional requirements. In addition to training by internal lecturers or external expert lecturers, on-the-job training (OJT) in planning work and internal training courses (such as general common core courses and business/R&D/production courses, etc.) in order to implement professional functional training, according to position particularity and professional skill demands, employees are also arranged to receive external training from relevant training institutions to absorb external professional knowledge. A practicing lawyer from a law firm is commissioned to teach legal literacy courses to instill legal knowledge in employees and enable them to cultivate a spirit of abiding by the laws and disciplines. 4. Diversified learning: Employees can enrich their personal learning career anytime and anywhere through diversified learning channels; At present, employees improve their professional competences through internal training (offline courses and online courses), external training and communication between superior administrators/colleagues, and enhance the depth and breadth of employees' experience through opportunities such as job rotation, technical exchange of overseas subsidiaries, and assignment to important jobs overseas. In 2025, the total training hours for employees were 7492 hours. The Company applies annually for the Corporate Human Resources Development Program, offering training programs that cover emerging topics and new knowledge in recent years. These programs not only enable employees to stay informed of industry trends and changes, but also help them acquire new skills and build capabilities to adapt to evolving market developments.	
(V) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	V		Specify the laws and regulations and international standards that followed for each matter, and state the names, contents, and complaint procedures of the policies protecting the rights and interests of consumers or customers. To achieve the long-term goal of sustained operations and growth, and to unlock the key to market success—customer satisfaction—the company focuses on enhancing customer satisfaction. In line with this	None

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			philosophy, the company leverages five key management systems: Customer Relationship Management (CRM), Global After-Sales Service Management (RMA), Enterprise Resource Planning (ERP), Advanced Planning and Scheduling (APS), and Supply Chain Management (SCM). These systems are used to provide a win-win philosophy for customers, suppliers, and the company, optimizing cost, quality, and service, while creating better performance through a mutually beneficial process.	
(VI) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	V		1. Describe the supplier management policies and related rules and regulations for compliance. The content should have positive and specific requirements for suppliers in environmental protection, occupational safety and health or labor rights (e.g., requirements to pass relevant certifications). The company conducts comprehensive supplier evaluations based on four key criteria: Quality (Q), Cost (C), Delivery (D), and Service (S). Through data stream integration and intelligent systems, the performance of each supplier is displayed, enabling effective management of the supply chain ecosystem. Supplier evaluations foster commitments between the company and its suppliers, aiming to establish a long-term, stable supply chain system. Additionally, the company has established the "Gowin Electronics Supplier Code of Conduct" in accordance with the RBA (Responsible Business Alliance) Code of Conduct, focusing on labor rights, occupational safety, and environmental protection. This approach combines supplier evaluations with two-way communication on ESG (Environmental, Social, and Governance) principles, ensuring both existing and new suppliers work collaboratively with Gowin to improve ESG performance, creating the best service and sustainable value. The Company requires all qualified suppliers to sign the EU RoHS Declaration and the Conflict Minerals Commitment Letter, ensuring that suppliers comply with applicable international regulations and the Company's requirements throughout the supply period. In addition, all qualified suppliers are required to sign a Supplier Corporate Social Responsibility (CSR) Commitment Letter, committing to the protection of fundamental human rights, compliance with labor laws and regulations, and adherence to principles of integrity in business operations, including anti-corruption and anti-bribery practices. 2. Describe the implementation of the supplier	None

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			management policies and related legal compliance (e.g., the implementation of supplier self-assessment, guidance or education, performance evaluation, etc.). The company has established "Supplier Evaluation Guidelines" for new raw material suppliers in accordance with ISO 9001. When on-site evaluations are necessary, a team composed of representatives from procurement, quality assurance, biotechnology, and R&D is assembled to conduct the assessment. The evaluation is based on five key areas: raw material source, production capacity and technology, quality control, delivery and cooperation, and factory management. The evaluation team fills out the "Supplier Evaluation Report" based on on-site inspection findings. Suppliers with a rating of C or above are considered qualified suppliers, and the report is then signed off by the quality assurance department before proceeding with further transactions. To ensure the quality (Q), cost (C), delivery (D), and service (S) of incoming materials, and to strengthen the long-term collaboration and stability between suppliers and the company while establishing a mutually beneficial partnership, the company has established the "Qualified Supplier Delivery and Quality Assessment Procedures." Suppliers are evaluated monthly, focusing on quality aspects, and annually. Suppliers with a score below 65 are classified as C-level suppliers, placed under observation, and provided with corrective improvement suggestions. Corrective action measures are implemented, and if the supplier fails to meet the company's standards, their qualification as a qualified supplier will be revoked, and future transactions will be prohibited.	
V. Does the company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the company obtain third party assurance or certification for the reports above?	V		1. Specify the international reporting standards or guidelines that it refers to and specify the reports that it prepares disclosing non-financial information. The content of this sustainability report includes the disclosure of sustainability indicators such as corporate governance, economy, society and environment. In order to fully disclose the effectiveness the Company's sustainable development and present the results of communication with stakeholders, we referred to the latest "GRI Standards", Sustainability Accounting Standards (SASB), Climate-Related Financial Disclosures (TCFD) and the demand of competent government authorities for the preparation of the "Operational Measures for the Preparation and Submission of Corporate Sustainability Reports by Listed Companies" to	None

Item	Implementation status (Note 1)			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			compile this report. The report also aligned with "United Nations Sustainable Development Goals" (SDGs) to report to stakeholders in a responsible manner in terms of environmental and social strategies and activities to demonstrate the Company's determination to implement social responsibility and sustainable development. 2. If it obtains third party assurance or certification, specify the name of the certifying organization providing the assurance or certification, and the items or scope certified and the standards that are followed. The company's sustainability report has not yet been verified by an external independent third party.	
VI. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviation from the principles in the Company's operations: The Company has established a Sustainable Development Committee in 2022 and will establish code of sustainable development as a guideline for future operations. On November 13, 2024, the Sustainability Development Committee held a meeting to approve the company's Sustainability Information Management Code.				
VII. Other important information to facilitate better understanding of the company's promotion of sustainable development: 1. In April 2025, the Company participated in the New Taipei City Government's "Plant One Million Trees" initiative, carrying out tree planting within the plant premises and adopting 27 street trees. 2. In September 2025, the company continued to donate NT\$300,000 to the "Boyo Social Welfare Foundation" to help disadvantaged children in remote areas escape poverty. For other related information on public welfare activities, please refer to the Company's website: https://www.gwinstek.com/zh-TW/3/index				

Note 1: If "Yes" is ticked in the "Implementation status" column, please concretely describe the major policies, strategies, and measures adopted and the status of their implementation. If "No" is ticked in the "Implementation status" column, please explain the deviations and the reasons in the "Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons" column and explain the Company's plans for adoption of related policies, strategies, and measures in the future. However, for Items 1 and 2, the TWSE/TPEX listed company shall describe its governance and supervisory framework for sustainable development, including but not limited to management policy, strategy and goal formulation, review measures, etc. It additionally shall describe the company's risk management policies or strategies for operations-related environmental, social, and corporate governance issues, and their assessment status.

Note 2: The materiality principle refers to focusing on environmental, social and corporate governance issues likely to have a material impact on the Company's investors and other stakeholders.

Climate-Related Information

I. Implementation of Climate-Related Information

Item	Implementation status		
I. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Company organizes operations through the Sustainable Development Committee to implement integrated risk management related to environmental, social, and governance aspects of sustainable operations. The extreme climate caused by global warming, as well as the impact of energy and climate change issues have become increasingly important in recent years. In order to mitigate the impact of climate change on the Company's operations, we starting from 2021, in accordance with the climate-related financial disclosure recommendations (Task Force on Climate-related Financial Disclosures (TCFD) structure, which is divided into governance, strategy, risk management, indicators and goals, etc., each member of the Sustainable Development Committee has identified climate-related risks and opportunities and formulated follow-up response strategies, and annually regularly reported to the board of directors. The board of directors monitors the implementation effect.		
II. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Climate Change Risk Issues	Risk Level	Time period
	Increase pricing on greenhouse gas emissions	High	Short-term, Medium-term
	Strengthen emissions reporting obligations	Medium	Short-term, Medium-term, Long-term
	Requirements and regulations for existing products and services	Medium	Short-term
	Replace existing products and services with low-carbon commodities	Medium	Medium-term, Long-term
	Costs of transition to low-carbon technologies	Medium	Short-term, Medium-term
	Customer behavior changes	Medium	Short-term, Medium-term
	Changes in rainfall (water) patterns and extreme changes in climate patterns	High	Medium-term, Long-term
	Increased severity of extreme weather events such as typhoons and floods	Medium	Medium-term
	Rising cost of raw materials	High	Short-term, Medium-term, Long-term
	Average temperature rise	Medium	Medium-term, Long-term
	Sea-level rise	Medium	Medium-term, Long-term
	Climate Change Opportunity Issues	Risk Level	Time period
	Reduce water consumption and consumption	Medium	Medium-term, Long-term
	Use more efficient production and distribution processes	Medium	Medium-term, Long-term
	Recycle	Medium	Medium-term, Long-term
	Use more efficient buildings	Medium	Medium-term, Long-term
	Adopt more efficient transportation methods	Medium	Short-term, Medium-term, Long-term
	Use low-carbon energy	Medium	Medium-term, Long-term

Item	Implementation status		
			term
	Adopt a rewarding policy	Medium	Medium-term, Long-term
	Use new technology	Medium	Medium-term, Long-term
	Participate in the carbon trading market	Medium	Medium-term, Long-term
	Shift to decentralized energy	Low	Medium-term, Long-term
III. Describe the financial impact of extreme weather events and transformative actions.			
	Risk and Opportunity Item	Financial impact and responses	
	Increase pricing on greenhouse gas emissions	According to the Climate Change Response Act, Taiwan will impose a carbon fee on direct or indirect high-emitting industries in 2025. The possible impact of this aspect of risk on finance is the increase in operating costs, but at this stage the Company is not a high-carbon emission industry, so it will not have a great impact on the overall operating financial impact. Considering the future, in addition to confirming that the Company will implement a comprehensive greenhouse gas inventory in 2024, it will also carry out assessment operations for the purchase of green electricity, biomass energy, and carbon rights, and set carbon reduction targets	
	Changes in rainfall (water) patterns and extreme changes in climate patterns	Due to the increase in extreme weather events, the frequency of typhoons and rainstorms has increased, which may cause flooding of the factory buildings and affect the Company's operations. After assessment, it may cause low financial losses. The Company's response measures are to implement the maintenance of the drainage system and establish emergency response plans for typhoons and heavy rains to reduce immediate risks. The building has completed the waterproofing project, natural disaster insurance, additional purchase of retaining walls, and monthly maintenance of pumping motor drainage facilities, so the risk will not have a great impact on the overall operation.	
	Rising cost of raw materials	Due to climate change, including the EU's trial implementation of carbon tax in 2023, the production cost of raw materials and transportation costs of bulk commodities will increase, which in turn will affect operations. The solution is to minimize the use of raw materials by minimizing the design of modules, and strengthen the proportion of localized procurement in the supply chain to reduce the cost increase of raw materials and transportation. It is planned to implement product carbon footprint from 2025 and reduce carbon through green design and environmental protection design cost.	
IV. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management	The company has established internal control and internal audit systems, and operates through a Sustainability Committee to implement integrated risk management related to environmental, social, and governance aspects of sustainable operations. With the increasing importance of issues such as extreme weather caused by global warming and energy and climate change in		

Item	Implementation status			
system.	recent years, the company aims to mitigate the impact of climate change on its operations. Since the fiscal year 2021, we have been following the framework of the Task Force on Climate-related Financial Disclosures (TCFD), which includes governance, strategy, risk management, indicators, and targets. Committees under the Sustainability Committee identify climate-related risks and opportunities, formulate response strategies, and report regularly to the Board of Directors, which monitors the effectiveness of implementation.			
V. 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 described.	Governance	Strategy	Risk management	Indicator and target
	GW Instek's governance of climate-related risks and opportunities	Business, strategic and financial planning, actual and potential climate-related shocks	Climate-related Risk Management Process	Indicators and targets for assessing and managing climate-related issues
	Climate risk and opportunity governance situation and annual sustainable risk management issues are reported to the board of directors by the sustainable development committee every year, and the board of directors supervises the implementation effect.	Refer to the 2022 short, medium and long term climate risk and opportunity table	Step1 ●The members of the ESG committee complete the collection of climate and environment background data ●Climate Risk and Operational Scope Assessment Step2 ●Create a climate risk and opportunity project inventory ●Create an Internal Operational Shock Questionnaire Step3 ●ESG committee implements climate risk opportunity and operational impact analysis ●Determine major risk items Step4 ●Establish execution strategy and goal setting Step5 ●Annually review the effectiveness of implementing strategies and	● Continue to implement greenhouse gas inventory and increase website and public information disclosure ● Annual power saving rate of 1% ● To obtain third-party verification of the greenhouse gas (GHG) inventory.
	The vice president shall act as the chairman of climate risk and opportunity governance, and each first-level unit shall be in charge of risk identification, assessment, and treatment.	With reference to climate-related shocks		Scope 1 emissions in 2025 were 60.6507 metric tons of CO ₂ e; Scope 2 emissions were 1,362.3708 metric tons of CO ₂ e

Item	Implementation status									
			goals through the ESG committee meeting							
		The Company discussed the 2° C scenario (2DS) in the meeting of the Sustainability Committee, and simultaneously used the tools provided by TCCIP (Climate Change Integration Service Platform) as a reference for the assessment of climate change entity risk scenarios, and finally chose to adopt 2DS / RCP2. 6 scenario as the Company's climate change entity risk scenario. In this scenario, the subject descriptions of climate change risks and opportunities are carried out for entity risks, regulatory transition risks, etc.	The Company's risk management approach has incorporated climate risks and opportunities into the operations of each unit.	Carbon neutral by 2045						
VI. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	<table><tr><th colspan="2">Climate-related Financial Impacts and Responses</th></tr><tr><th>Risk and Opportunity Item</th><th>Financial impact and responses</th></tr><tr><td>Increase pricing on greenhouse gas emissions</td><td>According to the Climate Change Response Act, Taiwan will impose a carbon fee on direct or indirect high-emitting industries in 2025. The possible impact of this aspect of risk on finance is the increase in operating costs, but at this stage the Company is not a high-carbon emission industry, so it will not have a great impact on the overall operating financial impact. Considering the future, in addition to confirming that the Company will implement a comprehensive greenhouse gas inventory in 2024, it will also carry out assessment operations for the purchase of green electricity, biomass energy, and carbon rights, and set carbon</td></tr></table>				Climate-related Financial Impacts and Responses		Risk and Opportunity Item	Financial impact and responses	Increase pricing on greenhouse gas emissions	According to the Climate Change Response Act, Taiwan will impose a carbon fee on direct or indirect high-emitting industries in 2025. The possible impact of this aspect of risk on finance is the increase in operating costs, but at this stage the Company is not a high-carbon emission industry, so it will not have a great impact on the overall operating financial impact. Considering the future, in addition to confirming that the Company will implement a comprehensive greenhouse gas inventory in 2024, it will also carry out assessment operations for the purchase of green electricity, biomass energy, and carbon rights, and set carbon
Climate-related Financial Impacts and Responses										
Risk and Opportunity Item	Financial impact and responses									
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Item	Implementation status	
		reduction targets
	Changes in rainfall (water) patterns and extreme changes in climate patterns	Due to the increase in extreme weather events, the frequency of typhoons and rainstorms has increased, which may cause flooding of the factory buildings and affect the Company's operations. After assessment, it may cause low financial losses. The Company's response measures are to implement the maintenance of the drainage system and establish emergency response plans for typhoons and heavy rains to reduce immediate risks. The building has completed the waterproofing project, natural disaster insurance, additional purchase of retaining walls, and monthly maintenance of pumping motor drainage facilities, so the risk will not have a great impact on the overall operation.
	Rising cost of raw materials	Due to climate change, including the EU's trial implementation of carbon tax in 2023, the production cost of raw materials and transportation costs of bulk commodities will increase, which in turn will affect operations. The solution is to minimize the use of raw materials by minimizing the design of modules, and strengthen the proportion of localized procurement in the supply chain to reduce the cost increase of raw materials and transportation. It is planned to implement product carbon footprint from 2025 and reduce carbon through green design and environmental protection design cost.
VII. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The company has not yet utilized internal carbon pricing as a planning tool.	
VIII.If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Implementation plan to achieve the 2045 carbon neutrality goal 1. Through green procurement, purchase infrastructure equipment with environmental labels (implementation period: 2023~2025) 2. Purchase energy storage and power regulation systems to improve energy efficiency (implementation period: 2026~2030) 3. Increase the utilization rate of renewable energy to 20% (2030~2040) 4. Purchase carbon rights (2040~2045)	
IX. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	Please refer to the following 1-1 and 1-2.	

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

The Company has completed inventories for Scope 1 and Scope 2 greenhouse gas (GHG) emissions for the most recent two years. The data coverage includes the Taiwan parent company of the Group.

Category	Emission source	2024	2025
Scope 1 (metric tons CO ₂ e)	Stationary	0.5107	0.5107
	Mobile	16.9540	19.5253
	Fugitive	42.1122	40.6147
	Total	59.5769	60.6507
Scope 2 (metric tons CO ₂ e)	Electricity	1,301.7936	1,362.3708
Scope 1+Scope 2 (metric tons CO ₂ e)	Total emissions	1,361.3705	1,423.0215
Scope 1+Scope 2 (metric tons CO ₂ e/million revenue)	Emission intensity	0.49	0.48

Note 1: Direct emissions (scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e., indirect greenhouse gas emissions from electricity, heat, or steam) and other indirect emissions (scope 3, i.e., emissions from company activities that are not indirect energy emissions, but originate from sources owned or controlled by other companies).

Note 2: The data coverage scope for direct emissions and indirect energy emissions shall comply with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. Other indirect emissions information may be voluntarily disclosed.

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

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least the data calculated in terms of revenue (NT\$ 1 million) shall be disclosed.

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.

The company has not yet implemented greenhouse gas assurance.

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. If the Company has not obtained a complete greenhouse gas assurance opinion by the date of printing of the annual report, it shall note that "Complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it shall note that "Complete assurance information will be disclosed on the Market Observation Post System (MOPS)," and shall disclose the complete assurance information in the annual report of the following fiscal year.

Note 2: The assurance institutions shall meet the directions regarding assurance of sustainability reports prescribed by the TWSE and the TPEx.

Note 3: When preparing the disclosure content, the Company may refer to the best practice reference examples on the TWSE Corporate Governance Center website.

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.

The Company will comply with the requirements set forth in the "Sustainability Roadmap for TWSE- and TPEx-Listed Companies." For listed companies with paid-in capital of less than NT\$5 billion, the Company will disclose consolidated greenhouse gas (GHG) inventory information for fiscal year 2026 in the annual report issued in 2027, and will also establish a GHG reduction baseline year, along with related data, reduction targets, strategies, and specific action plans.

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations.

Note 2: The base year shall be the fiscal year in which the greenhouse gas inventory is completed based on the consolidated financial reporting boundary. For example, under the order issued under Article 10, paragraph 2 of the Regulations, a company with capital of NT\$10 billion shall complete the inventory for its fiscal 2024 annual consolidated financial report in 2025, so the base year will be 2024. If a company has disclosed its inventory in

its consolidated financial report in an earlier year, it may take the earlier fiscal year as its base year. Also, the data for the base year may be calculated based on a single fiscal year or the average of multiple fiscal years.

Note 3: When preparing the disclosure content, the Company may refer to the best practice reference examples on the TWSE Corporate Governance Center website.

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

Evaluation item	Implementation status (Note)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
I. Establishment of ethical corporate management policies and programs				
(I) Does the company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?	V		On March 20, 2015, the Board of Directors approved the establishment of the “Procedures for Ethical Management and Guidelines for Conduct,” with the aim of fostering a corporate culture of integrity and ensuring sound business development. The Company explicitly states its integrity management policy in its internal regulations and external documents. On January 27, 2026, the Board of Directors was presented with the implementation status of ethical management for 2025.	No differences.
(II) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies?	V		In the “Procedures for Ethical Management and Guidelines for Conduct,” the Company has established measures to address business activities within its operational scope that carry a higher risk of unethical conduct. These measures include the prevention of bribery and receipt of bribes, as well as the prohibition of providing illegal political contributions.	No differences.
(III) Does the company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?	V		The “Procedures for Ethical Management and Guidelines for Conduct” specify in detail the matters that the Company’s personnel shall observe when performing their duties, including operational procedures, conflict of interest avoidance, whistleblowing, complaint handling, and disciplinary mechanisms. These provisions are duly implemented in the Company’s business operations.	No differences.
II. Ethical Management Practice				
(I) Does the company assess the ethics records of those it		V	The Company reviews the transaction status of customers and manufacturers from	No distinct differences.

Evaluation item	Implementation status (Note)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary description	
has business relationships with and include ethical conduct related clauses in the business contracts? (II) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and does it regularly (at least once a year) report to the board of directors on its ethical corporate management policy and program to prevent unethical conduct and monitor their implementation?		V	time to time, and will terminate the transaction with them if any abnormal transaction is found. The Administration Management Division serves as the dedicated unit responsible for formulating and supervising the Company's ethical management policies and preventive measures. The Company continuously monitors developments in domestic and international ethical business conduct regulations and encourages directors, managerial officers, and employees to provide suggestions for review and improvement, in order to enhance the effectiveness of the Company's ethical management practices. The implementation status of ethical management for 2025 was reported to the Board of Directors on January 27, 2026. Implementation in 2025 The company has established the "Code of Ethical Conduct" and the "Procedures for Ethical Management and Guidelines for Conduct" to fulfill its responsibility for ethical business practices. The Board of Directors and management are committed to implementing ethical management policies, which are effectively enforced in internal management and operational activities. In addition, anti-corruption and business ethics training was incorporated into new employee orientation programs during the year. A total of 67 new employees received training, amounting to 268 training hours in 2025. From January 1 to December 31, 2025, the Company did not receive any complaints or whistleblowing reports related to violations of ethical conduct or any unlawful activities arising from business operations or employee behavior.	No distinct differences.
(III) Has the company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?	V		The Company's "Ethical Management Code" explicitly sets forth policies to prevent conflicts of interest. Personnel attending Board of Directors meetings shall recuse themselves from discussions and resolutions on any agenda items in which they have a direct or indirect interest. Employees may consult the Administration Division at any time when they have concerns regarding their conduct or work-related matters.	No differences.
(IV) Does the company have effective accounting and	V		The auditors of the Company shall schedule the audit items every year	No differences.

Evaluation item	Implementation status (Note)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits? (V) Does the company provide internal and external ethical corporate management training programs on a regular basis?	V		according to the regulations and submit them to the Audit Committee for review. The Company engaged WTW-Taipei Commercial Law Firm to conduct a legal seminar on ethical business practices, with the aim of enhancing employees' legal awareness. In addition, anti-corruption and business ethics training was included in the new employee orientation program during the year. In 2025, a total of 67 new employees received training, amounting to 268 training hours.	No differences.
III. Implementation of Complaint Procedures				
(I) Has the company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistleblowers?	V		The management department of the Company can accept the operation of whistleblowing and appeal at any time.	No differences.
(II) Has the company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner?		V	The Company has not yet established standardized operating procedures for handling whistleblowing cases, nor related confidentiality mechanisms for investigations.	The Company will formulate such procedures and mechanisms as needed based on actual operational requirements.
(III) Has the company adopted proper measures to protect whistle-blowers from retaliation for filing complaints?	V		The Company take measures to protect the whistleblower from improper treatment as a result of the whistleblowing.	No differences
IV. Strengthening Information Disclosure				

Evaluation item	Implementation status (Note)			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
Does the company disclose its ethical corporate management policies and the results of their implementation on its website and the Market Observation Post System (MOPS)?	V		The “Procedures for Ethical Management and Guidelines for Conduct” and the “Code of Ethical Conduct for Employees” are disclosed on the Corporate Governance section of the Company’s website, and the annual implementation status of ethical management is regularly updated.	No differences.
V. If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviations between the principles and their implementation: None.				
VI. Other important information to facilitate a better understanding of the status of operation of the company’s ethical corporate management policies (e.g., the company’s reviewing and amending of its ethical corporate management best practice principles): None.				

Note: Regardless of whether “Yes” or “No” is ticked regarding the implementation status, an explanation should still be provided in the explanation column for each item.

(VII) Other important information that can enhance the understanding of the operation of corporate governance may be disclosed together: None.

(VIII) Implementation situation of internal control system

1. Statement of internal control

Please refer to the Market Observation Post System (MOPS) at the following link:
<https://mops.twse.com.tw/mops/#/web/t06sg20>

2. If a CPA is entrusted to audit the internal control system on a special basis, the CPA’s audit report shall be disclosed: None.

(IX) In the latest year and up to the printing date the annual report, the important resolution of Shareholder’s Meeting and Board of Directors:

Important resolution items and implementation of 2024 annual general meeting of shareholders

Date	Meeting type	Important resolution items	Situation of execution
May 29, 2025	Shareholders’ Meeting	1. Approved the Company’s 2024 Business Report and Financial Statements. 2. Approved the 2024 Earnings Distribution Proposal. 3. Approved the amendment to certain provisions of the Articles of Incorporation.	Not applicable. The distribution was fully completed on July 18, 2025, with a cash dividend of NT\$2.0 per share, totaling NT\$290,094,578. The amendments have been completed and duly implemented in accordance with the resolution.

Important resolutions of the Board of Directors for the year 2024 and up to the printing date the Annual Report

Date	Meeting type	Important resolution items
January 16, 2025 (1st in 2025)	Board of Directors	Reported on the implementation status of the Integrity Management for 2024. Reported that there were no material sales/purchase transactions or acquisition/disposal of assets with related parties for 2024. Approved the 2025 Business Plan. Approved the execution report on the self-assessment of performance evaluation for the Board of Directors and functional committees of the Company.

Date	Meeting type	Important resolution items
		Approved the 2024 year-end bonus distribution for managerial officers. Approved the amendment to the “Rules of Procedure for Board of Directors Meetings.” Approved the renewal of the bank credit facility for TTC upon expiration. Approved the change of the information security supervisor. Reported on the implementation status of the Information Security Policy.
February 26, 2025 (2nd in 2025)	Board of Directors	Reported on communications between the independent auditors and the Company regarding corporate governance and management. Reported on the execution status of internal audit operations for November–December 2024 and January–February 2025. Reported on the progress of ESG implementation and greenhouse gas inventory. Reported that there were no accounts receivable related to fund lending exceeding approved credit limits during the current quarter. Approved the Company’s 2024 Business Report and Financial Statements. Approved the 2024 Earnings Distribution Proposal. Approved the distribution of employees’ and directors’ remuneration for 2024. Approved matters relating to the convening of the 2025 Annual General Meeting of Shareholders. Approved the Statement on the Internal Control System for 2024. Approved the amendment to the Articles of Incorporation. Approved the amendment to the internal control system—Payroll Cycle. Approved the change of the certified public accountants. Approved the review of audit fees for the certified public accountants for 2025. Approved the establishment of the policies and procedures for pre-approval of non-assurance services provided by Ernst & Young and its affiliates, as well as the list of non-assurance services. Approved the renewal of the credit facility with Mega International Commercial Bank upon expiration. Approved the change of the spokesperson.
May 12, 2025 (3th in 2025)	Board of Directors	Reported on the first-quarter operating results, as well as the status of loans to others and endorsements and guarantees. Reported on the internal audit operations for the first quarter. Reported on the progress of greenhouse gas inventory. Reported that there were no accounts receivable related to fund lending exceeding approved credit limits during the current quarter. Approved the financial statements for the first quarter. Approved the 2024 Sustainability Report. Approved the renewal of the bank credit facility for TTC. Approved the purchase of Directors’ and Officers’ Liability Insurance.
August 08, 2025 (4th in 2025)	Board of Directors	Reported on communications between the independent auditors and the Company regarding corporate governance and management. Reported on the second-quarter operating results, as well as the status of loans to others and endorsements and guarantees. Reported on the internal audit operations for the second quarter. Reported on the progress of ESG implementation and greenhouse gas inventory. Reported that there were no accounts receivable related to fund lending exceeding approved credit limits during the current quarter. Approved the financial statements for the second quarter. Approved the salary adjustment for managerial officers for 2025. Approved the renewal of the bank credit facility. Approved the application for a credit facility with E.SUN Commercial Bank. Approved the renewal of the credit facility applied for by the Netherlands subsidiary with Mega International Commercial Bank, with the Company providing a guarantee.
September 10, 2025 (5th in 2025)	Board of Directors	Approved the investment proposal in Power Tank Energy Ltd.
November 11,	Board of	Reported on the third-quarter operating results, as well as the status of loans to

Date	Meeting type	Important resolution items
2025 (6th in 2025)	Directors	others and endorsements and guarantees. Reported on the internal audit operations for the third quarter. Reported on the progress of ESG implementation and greenhouse gas inventory. Reported on the plan to enhance corporate value. Reported that there were no accounts receivable related to fund lending exceeding approved credit limits during the current quarter. Approved the financial statements for the third quarter. Approved the 2025 Intellectual Property Management Plan. Approved the internal audit plan for 2026. Approved the assessment of the independence and competence of the certified public accountants. Approved the remittance of earnings from the subsidiary.
January 27, 2026 (1st in 2026)	Board of Directors	Reported on the implementation status of the Integrity Management for 2025. Reported that there were no material sales/purchase transactions or acquisition/disposal of assets with related parties for 2025. Approved the 2026 Business Plan. Approved the execution status of the external performance evaluation of the Board of Directors and the self-assessment of functional committees. Approved the 2025 year-end bonus distribution for managerial officers. Approved the renaming of the “Remuneration Committee” and the establishment of its organizational charter. Approved the renewal of the bank credit facility for TTC. Reported on the implementation status of the Information Security Policy.
February 24, 2026 (2nd in 2026)	Board of Directors	Reported on communications between the independent auditors and the Company regarding corporate governance and management. Reported on the status of internal audit operations for the period from November 2025 to February 2026. Reported on the progress of ESG implementation and greenhouse gas inventory. Reported that there were no accounts receivable related to fund lending exceeding approved credit limits during the current quarter. Approved the Company’s 2025 Business Report and Financial Statements. Approved the 2025 Earnings Distribution Proposal. Approved the distribution of employees’ (including grassroots employees) and directors’ remuneration for 2025. Approved matters relating to the convening of the 2026 Annual General Meeting of Shareholders. Approved the Statement on the Internal Control System for 2025. Approved the review of audit fees for the certified public accountants for 2026. Approved the establishment of the policies and procedures for pre-approval of non-assurance services provided by Ernst & Young and its affiliates, as well as the list of non-assurance services. Approved the renewal of the credit facility with Mega International Commercial Bank upon expiration.

- (X) In the latest year and as of the printing date the annual report, if directors or supervisors have different opinions on important resolutions passed by the Board of Directors and there are recorded or written statements, the main contents: None.

IV. Information on CPA Professional Fees

(I) Information on CPA Professional Fees

Unit: NT\$ Thousands

Name of accounting firm	Names of CPAs	Period covered by the CPA audit	Audit fees	Non-audit fees	Total	Remarks
Ernst & Young	Chang, Chiao-Ying Chen, Chih-Chung	January 1, 2025 ~ December 31, 2025	5,510	951	6,461	-

Non-audit public expenses include income tax on profit-making undertakings/undistributed surplus/Four Books service fee of related person/document typing and binding fee/transportation/postage and other expenses totaling NT\$ 951 thousand.

Note: If the company changed its CPAs or accounting firm during the fiscal year, list the audit periods before and after the change separately, and specify the reason for the change in the "Remarks" column and disclose sequentially the audit and non-audit fees paid. For non-audit fees, additionally specify the content of the services.

1. If the accounting firm is changed and the audit public expense paid in the year of change is less than that in the previous year, the amount, proportion and reason of the reduction of audit public expense shall be disclosed: None.
2. If the audit public expense is reduced by more than 10% from the previous year, the amount, proportion and reasons for the reduction shall be disclosed: None.

V. Information on Replacement of CPAs:

(I) Information regarding the former CPAs

Date of replacement	Approved by the Board of Directors on February 26, 2025.		
Reason for replacement and explanation	In line with the internal rotation policy of Ernst & Young, the Company's independent auditors were changed starting from 2025. The audit engagement was transferred from CPAs Liu Hui-Yuan and Yang Chih-Huei g to CPAs Chang, Chiao-Ying and Chen, Chih-Chung.		
Describe whether the Company terminated or the CPAs terminated or did not accept the engagement	Parties	CPAs	The Company
	Circumstances		
	Terminated the engagement	NA	NA
	No longer accepted (discontinued) the engagement	NA	NA
If the CPAs issued an audit report expressing any opinion other than an unqualified opinion during the 2 most recent years, specify the opinion and the reasons	NA		
Disagreement with the Company?	Yes		Accounting principles or practices
			Disclosure of financial reports
			Audit scope or steps
			Other
	No	V	
	Specify details	Not applicable	

Other disclosures (Any matters required to be disclosed under sub- items d to g of Article 10.6.A)	None
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(II) Information Regarding the Successor CPAs

Name of accounting firm	Ernst & Young, Taiwan
Names of CPAs	CPAs Chang, Chiao-Ying and Chen, Chih-Chung
Date of engagement	Approved by the Board of Directors on February 26, 2025.
Subjects discussed and results of any consultation with the CPAs prior to the engagement, regarding the accounting treatment of or application of accounting principles to any specified transaction, or the type of audit opinion that might be issued on the company's financial report	NA
Successor CPAs' written opinion regarding the matters of disagreement between the Company and the former CPAs	NA

(III) The reply letter from the former CPA regarding the Company's disclosures regarding the matters under Article 10.6.A and 10.6.B(c) of the Regulations.

- VI. If the Chairman, President, or manager in charge of financial or accounting affairs of the Company has worked in the firm to which the CPA belongs or its affiliated enterprises within the last year, his/her name and title and the period during which he/she worked in the firm to which the CPA belongs or its affiliated enterprises shall be disclosed: None.

VII. Changes in equity transfer and equity pledge of directors, supervisors, managers and shareholders holding more than 10% of the shares in the latest year and as of the printing date the annual report:

(I) Changes in shareholdings of directors, supervisors, managers and major shareholders:

Unit: Number of shares

Title (Note1)	Name	2025		Current year as of March 29	
		Sharehold ing increase (or decrease)	Pledged sharehold ing increase (or decrease)	Sharehold ing increase (or decrease)	Pledged sharehold ing increase (or decrease)
Chairman	Lin, Ching-Chang	0	0	0	0
Vice Chairman/ President	Chang, Chao-Ming	0	0	0	0
Director	Lin, Ching-Wen	0	0	0	0
Director	Lin, Hsiao-Chen	0	0	0	0
Director	LIN, YEN CHIH	0	0	0	0
Director	Hu, Hui-Sen	0	0	0	0
Vice President	Lin, Chin-Tu	0	0	0	0
Vice President	Teng, Tsung-Hui	0	0	0	0
Vice President	Lin, Yen-Chih	0	0	0	0
Vice President	Lin, Hsin-I	0	0	0	0
Assistant	Kao, Ming-Cheng (Term Expiration Date: Mar.19, 2025)	0	0	Not applicable	Not applicable
Assistant	Liao, Yüeh-Ju	0	0	0	0
Assistant	Chang, Tsang-Hai	0	0	0	0
Assistant	Chen, Hsing-Chiao	0	0	0	0
Assistant	Hsiao, Chin-Chih	0	0	0	0
Assistant/ Chief Financial supervisor	Chen, Che-Cheng	0	0	0	0
Assistant	Tsai, Ming-Chieh	0	0	0	0
Assistant	Fu, Kuo-Cheng	0	0	0	0
Assistant	Kuo, Kuo-Tung	0	0	0	0
Assistant	Li, Wan-Chien	0	0	0	0
Assistant	Lin, Yu-Cheng	(26,000)	0	0	0
Assistant	Wu, Chün-Hsien	0	0	0	0
Assistant	Chang, Chao-Lin	(60,000)	0	0	0
Assistant	Chuang, Yao-Chuan	0	0	0	0
Assistant	Tseng, Jen-Yu	0	0	0	0
Assistant	Hsu, Ju-Yeng	0	0	0	0
Major shareholder	Lin, Ching-Chang	0	0	0	0
Independent director	Teng, Syh-Tang	0	0	0	0
Independent director	Lai, Yen-Shin	0	0	0	0
Independent director	Pan, Ching-Tsai	0	0	0	0
Major shareholder	Famiter Co.,Ltd.	0	0	0	0
Major shareholder	TingHao Co., Ltd.	0	0	0	0

Note 1: Any shareholder holding more than 10 percent of the Company's total share capital shall be noted as a major shareholder, and such shareholders shall be listed individually.

Note 2: If the counterparty of a transfer of shareholding or a pledge of shareholding is a related party, additionally complete the table below.

(I) Information on Transfers of Shareholding (the counterparty is a related party): None.

(II) Information on Pledges of Shareholding (the counterparty is a related party): None.

VIII. Information on the relationship among the top ten shareholders in terms of shareholding ratio:

March 29, 2026

Name (Note1)	Shareholding		Shareholding of spouse and minor children		Total shareholding by the name of others		The names or names and relationships of the top ten shareholders who are related to each other in Financial Accounting Standards Bulletin No. 6 or are spouses or second degree kinship relationship. (Note3)		Remarks
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Name	Relationship	
Famiter Co., Ltd.	27,560,000	19.00%	0	0.00%	0	0.00%	-	-	-
Responsible person of Famiter Co., Ltd.: Lin, Ching-Chang	5,365,029	3.70%	201,403	0.14%	25,346,504	17.47%	Jiayang Investment Co., Ltd.	The Chairman of the Company is a relative within the second degree of kinship	Chairman of the Company
TingHao Co., Ltd.	27,560,000	19.00%	0	0.00%	0	0.00%	-	-	-
Responsible person of TingHao Co., Ltd.: Lin, Ching-Chang	5,365,029	3.70%	201,403	0.14%	25,346,504	17.47%	Jiayang Investment Co., Ltd.	The Chairman of the Company is a relative within the second degree of kinship	Chairman of the Company
Jiayang Investment Co., Ltd.	11,754,458	8.10%	0	0.00%	0	0.00%	-	-	-
Responsible person of Jiayang Investment Co., Ltd.: Lin, Hsin-I	0	0.00%	0	0.00%	1,519,746	1.05%	Famiter Co., Ltd. TingHao Co., Ltd.	The Chairman of the Company is a relative within the second degree of kinship	-
Gallant Precision Machining Co., Ltd.	6,242,000	4.30%	0	0.00%	0	0.00%	-	-	-
Lin, Ching-Chang	5,365,029	3.70%	201,403	0.14%	25,346,504	17.47%	Jiayang Investment Co., Ltd.	The Chairman of the Company is a relative within the second degree of kinship	Chairman of the Company
Lin, Ching-Wen	3,917,228	2.70%	320,428	0.22%	13,228,800	9.12%	-	-	Directors of the Company
Lin, Chun-Hui	2,594,524	1.79%	0	0.00%	0	0.00%	-	-	-

Name (Note1)	Shareholding		Shareholding of spouse and minor children		Total shareholding by the name of others		The names or names and relationships of the top ten shareholders who are related to each other in Financial Accounting Standards Bulletin No. 6 or are spouses or second degree kinship relationship. (Note3)		Remarks
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Name	Relationship	
C SUN MFG. LTD.	2,447,000	1.69%	0	0.00%	0	0.00%	-	-	-
Chang, Chao-Ming	2,168,478	1.50%	13,149	0.01%	9,270,400	6.39%	-	-	President of the Company
Hsu, Ming-Chieh	1,938,298	1.34%	0	0.00%	0	0.00%	-	-	-

Note 1: All of the top 10 shareholders should be listed, and the names of corporate/juristic person shareholders and their representatives should be listed separately.

Note 2: The shareholding ratio (%) is calculated as the total numbers of shares respectively held by the shareholder, their spouse and minor children, or through nominees.

Note 3: Disclose the relationships among the above-listed shareholders, including corporate/juristic person shareholders and natural person shareholders, in accordance with the provisions of the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

IX. The number of shares held by the Company, its directors, supervisors, managers and enterprises directly or indirectly controlled by the Company in the same reinvested undertakings, and the comprehensive shareholding ratio shall be calculated together:

Unit: Share; %

Investee enterprise (Note)	Investment by the Company		Investment by the Directors, Supervisors, Managerial Officers and Directly or Indirectly Controlled Entities of the Company		Total investment	
	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio
GOOD WIL INSTRUMENT (SEA) SDN.BHD.	1,000,000	100%	-	-	1,000,000	100%
INSTEK AMERICA CORP.	750,000	100%	-	-	750,000	100%
INSTEK ELECTRONIC (SHANGHAI) CO., LTD.	-	100%	-	-	-	100%
INSTEK (SAMOA)CO., LTD.	10,000,000	100%	-	-	10,000,000	100%
GOOD WILL INSTRUMENT (SUZHOU) CO., LTD.	-	100%	-	-	-	100%
GOOD WILL INSTRUMENT KOREA CO., LTD	52,750	100%	-	-	52,750	100%
TEXIO TECHNOLOGY CORPORATION	1,800	100%	-	-	1,800	100%
GOOD WILL INSTRUMENT EURO B.V.	500,000	100%	-	-	500,000	100%
GW INSTEK INDIA LLP	14,000,000	100%	-	-	14,000,000	100%
Coreslink Corp., Ltd.	2,500,000	25%	-	-	2,500,000	25%

Note: This refers to investee enterprises in which the Company makes long-term investment calculated according to the equity method.

Three. Fundraising situation

I. Capital and shares

(I) Sources of Capital:

Month/year	Issued price	Authorized capital		Paid-in capital		Remarks		
		Shares (Thousand shares)	Amount (NT\$ 1,000)	Shares (Thousand shares)	Amount (NT\$ 1,000)	Sources of capital	Capital paid in by assets other than cash	Others
September 1975	1,000	1	1,000	1	1,000	Cash establishment	None	---
April 1980	1,000	3	3,000	3	3,000	Cash capital increase	None	---
December 1982	1,000	5	5,000	5	5,000	Cash capital increase	None	---
March 1985	1,000	10	10,000	10	10,000	Cash capital increase	None	---
August 1986	1,000	40	40,000	40	40,000	Cash capital increase	None	---
December 1990	1,000	80	80,000	80	80,000	Cash capital increase	None	---
November 1993	10	11,000	110,000	11,000	110,000	Conversion of undistributed earnings to capital increase NT\$15 million Conversion of capital reserves to capital increase NT\$15 million	None	---
November 1996	10	15,400	154,000	15,400	154,000	Cash capital increase	None	---
December 1996	10	19,592.1	195,921	19,592.1	195,921	Cash capital increase	None	---
June 1997	10	34,000	340,000	34,000	340,000	Conversion of undistributed earnings to capital increase NT\$ 41,282,440 Conversion of undistributed earnings to cash capital increase NT\$ 102,796,560	None	(Note 1)
May 1998	10	61,200	612,000	40,800	408,000	Conversion of capital reserves to capital increase NT\$68,000,000	None	(Note 2)
July 1999	10	61,200	612,000	59,570	595,700	Cash capital increase NT\$100,000,000 Conversion of undistributed earnings to capital increase NT\$53,020,000 Conversion of capital reserves to capital increase NT\$34,680,000	None	(Note 3)
July 2000	10	120,000	1,200,000	69,125.5	691,255	Conversion of undistributed earnings to capital increase NT\$35,985,000 Conversion of capital reserves to capital increase NT\$59,570,000	None	(Note 4)
June 2001	10	120,000	1,200,000	76,788.05	767,880.5	Conversion of undistributed earnings to capital increase NT\$28,237,650 Conversion of capital reserves to capital increase NT\$48,387,850	None	(Note 5)
June 2002	10	120,000	1,200,000	83,427.15	834,271.5	Conversion of undistributed earnings to capital increase NT\$27,997,010 Conversion of capital reserves to capital increase NT\$38,394,020	None	(Note 6)
June 2004	10	120,000	1,200,000	88,668.5	886,685	Conversion of employee bonuses to capital increase NT\$10,700,000 Conversion of capital reserves to capital increase NT\$41,713,580	None	(Note 7)
June 2007	10	120,000	1,200,000	94,452.9	944,529	Conversion of undistributed earnings to capital increase NT\$44,334,260 Conversion of employee bonuses to capital increase NT\$13,510,000	None	(Note 8)
July 2008	10	120,000	1,200,000	100,807.5	1,008,075	Conversion of undistributed earnings to capital increase	None	(Note 9)

Month/year	Issued price	Authorized capital		Paid-in capital		Remarks		
		Shares (Thousand shares)	Amount (NT\$ 1,000)	Shares (Thousand shares)	Amount (NT\$ 1,000)	Sources of capital	Capital paid in by assets other than cash	Others
						NT\$47,226,470 Conversion of employee bonuses to capital increase NT\$16,320,000		
July 2010	10	120,000	1,200,000	105,847.9	1,058,479	Conversion of undistributed earnings to capital increase NT\$50,403,790	None	(Note 10)
July 2011	10	150,000	1,500,000	111,140.3	1,111,403	Conversion of undistributed earnings to capital increase NT\$52,923,980	None	(Note 11)
June 2012	10	150,000	1,500,000	116,690.6	1,166,906	Conversion of undistributed earnings to capital increase NT\$55,502,680	None	(Note 12)
June 2013	10	150,000	1,500,000	122,518.4	1,225,184	Conversion of undistributed earnings to capital increase NT\$58,277,810	None	(Note 13)
July 2014	10	150,000	1,500,000	131,562.1	1,315,621	Conversion of undistributed earnings to capital increase NT\$91,787,560	None	(Note 14)
July 2015	10	150,000	1,500,000	138,140.2	1,381,402	Conversion of undistributed earnings to capital increase NT\$65,781,090	None	(Note 15)
August 2016	10	150,000	1,500,000	145,047.2	1,450,473	Conversion of undistributed earnings to capital increase NT\$69,070,140	None	(Note 16)
July 2019	10	180,000	1,800,000	145,047.2	1,450,473	Increase in Authorized capital	None	(Note 17)

Note 1: Approved by the Securities and Exchange Commission on June 27, 1997 (97) TCZ (I): No. 49424.
Note 2: Approved by the Securities and Exchange Commission on May 22, 1998 (98) TCZ (I): No. 44895.
Note 3: Approved by the Securities and Exchange Commission on June 5, 1999 (99) TCZ (I): No. 48146.
Note 4: Approved by the Securities and Exchange Commission on May 31, 2000 (00) TCZ (I): No. 47192.
Note 5: Approved by the Securities and Exchange Commission on May 30, 2001 (01) TCZ (I): No. 133390.
Note 6: Approved by the Securities and Exchange Commission on June 7, 2002 (02) TCZ 1 ZI: No. 0910131071
Note 7: Approved by the Securities and Futures Bureau on June 29, 2004 (04) TCZ 1 ZI: No. 0930128659
Note 8: Approved by the Financial Supervisory Commission R.O.C (Taiwan), Executive Yuan on June 29, 2007 JGZ 1 ZI No. 0960033205
Note 9: Approved by the Financial Supervisory Commission R.O.C (Taiwan), Executive Yuan on July 1, 2008 JGZ 1 ZI No. 0970032775
Note 10: Approved by the Financial Supervisory Commission R.O.C (Taiwan), Executive Yuan on July 7, 2010 JGZ FA ZI No. 0990035174
Note 11: Approved by the Financial Supervisory Commission R.O.C (Taiwan), Executive Yuan on July 7, 2011 JGZ FA ZI No. 1000031540
Note 12: Approved by the Financial Supervisory Commission R.O.C (Taiwan), Executive Yuan on June 22, 2012 JGZ FA ZI No. 1010027821
Note 13: Approved by the Financial Supervisory Commission R.O.C (Taiwan) on June 27, 2013 JGZ FA ZI No. 1020025074
Note 14: Approved by the Financial Supervisory Commission R.O.C (Taiwan) on July 15, 2014 JGZ FA ZI No. 1030026953
Note 15: Approved by the Financial Supervisory Commission R.O.C (Taiwan) on July 15, 2015 JGZ FA ZI No. 1040026647
Note 16: Effective as reported by the Financial Supervisory Commission R.O.C (Taiwan) on August 15, 2016.
Note 17: Approved by the Ministry of Economic Affairs on July 05, 2019 JING SHOU SHANG ZI No. 10801082800

Unit: Share

Type of stock	Authorized Capital			Remarks
	Outstanding shares (listed shares)	Unissued shares	Total	
Common shares	145,047,289	34,952,711	180,000,000	-

- (II) List of major shareholders: If there are less than 10 shareholders with an equity ratio of 5% or more, the names, shareholding amount and proportion of shareholders with an equity ratio ranking top 10 shall be disclosed:

Unit: Share

Name of major shareholders	Shares	Shareholding (shares)	Shareholding ratio
Famiter Co., Ltd.		27,560,000	19.00%
TingHao Co., Ltd.		27,560,000	19.00%
Jiayang Investment Co., Ltd.		11,754,458	8.10%
Gallant Precision Machining Co., Ltd.		6,242,000	4.30%
Lin, Ching-Chang		5,365,029	3.70%
Lin, Ching-Wen		3,917,228	2.70%
Lin, Chun-Hui		2,594,524	1.79%
C SUN MFG. LTD.		2,447,000	1.69%
Chang, Chao-Ming		2,168,478	1.50%
Hsu, Ming-Chieh		1,938,298	1.34%

- (III) Dividend policy and implementation of the Company:

- (1) Dividend policy: In order to maintain the shareholders' return on investment, the ratio of cash dividends to stock dividends is determined by the Company's earnings for the year and the Company's capital planning, taking into account the shareholders' equity. The amount of dividends to shareholders shall not be less than 40% of the current year's earnings, including cash dividends, which shall not be less than 10% of the total dividends.

The Company's industry is in the growth stage. The dividend distribution policy is based on the current and future investment environment, capital requirements, domestic and international competition and capital budget, taking into account the interests of shareholders, the balance of dividends and the Company's long-term financial planning and others. The Board of Directors shall prepare a proposal for distribution each year in accordance with the law and submit it to the shareholders meeting.

- (2) The proposed dividend distribution situation of this shareholders meeting: The Company's 2025 earnings distribution has been resolved by the Board of Directors on February 24, 2026, issuing dividends of NT\$2.5 per share in cash, and authorizing the Chairman to set the base date for interest deduction.
- (3) Description of expected major changes in dividend policy: None.

- (IV) The impact of the stock dividends proposed at this shareholders' meeting on the Company's business performance and earnings per share: there is no proposed stock dividends at this shareholders' meeting.

- (V) Remuneration of employees, directors and supervisors:

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

If there is any after-tax profit in the Company's annual accounts, the Company shall first make up for prior years' losses (including adjustments to undistributed earnings) and then set aside 10% as legal reserve, except when the legal reserve has reached the total capital. The Company shall also appropriate or reverse the special reserve as required by law or the competent authority. If there is any unappropriated earnings, the unappropriated earnings at the beginning of the period (including the amount of adjusted unappropriated earnings) shall be consolidated into the accumulated earnings available for distribution to shareholders. The Board of Directors shall prepare a proposal for appropriation of earnings and submit it to the

shareholders for resolution.

The Company shall appropriate 3% to 15% of its annual net income before deducting employees' compensation and directors' compensation to employees' compensation and not more than 2% to directors' compensation. At the same time, an additional 0.3%~2.0% will be allocated to adjust the salary of grassroots employees. However, if the Company still has accumulated losses (including the amount of adjusted undistributed earnings), the Company shall reserve the amount to make up for the losses.

In order to maintain the shareholders' return on investment, the ratio of cash dividends to stock dividends is determined by the Company's earnings for the year and the Company's capital planning, taking into account the shareholders' equity. The amount of dividends to shareholders shall not be less than 40% of the current year's earnings, including cash dividends, which shall not be less than 10% of the total dividends.

When employee compensation is distributed in the form of stock or cash, the Board of Directors shall resolve by a resolution of at least two-thirds of the directors present and a majority of the present directors agreeing, and report to the shareholders' meeting.

- (2) If there is any difference between the valuation basis of the amount of remuneration of employees, directors and supervisors, the calculation basis of the number of shares of employee remuneration distributed by shares and the actual distribution amount and the valuation amount, then the accounting treatment: The remuneration of employees, directors and supervisors in this year is the net profit before tax in the current period before deducting the remuneration of employees, directors and supervisors in 2025, 6.99% for employee remuneration and 2.00% for director remuneration, if the actual allotment amount subsequently resolved by the Board of Directors differs from the estimated amount, it is recorded as profit or loss in the following year. In accordance with Article 29 of the Company's Articles of Incorporation, an additional 1.16% has been allocated for salary adjustments for grassroots employees.
- (3) Distribution of remuneration approved by the Board of Directors:
 1. The amount of employee remuneration and director remuneration distributed in cash or stock. If there is a difference between the annual estimated amount of the recognized cost, the difference number shall be disclosed; the reasons and the treatment shall be stated: The Board of Directors' meeting held on February 24, 2026 approved the proposed employee remuneration of NT\$39,641,672 and director remuneration of NT\$11,326,192. There is no difference between this amount and the amount recognized in the current year for the remuneration of employee remuneration and directors' remuneration. In accordance with Article 29 of the Company's Articles of Incorporation, an additional 1.16% has been allocated for salary adjustments for grassroots employees, amounting to NT\$6,576,000. There is no difference between this amount and the amount recognized in the current year.
 2. Amount of employee remuneration distributed in stock and percentage of total individual or individual financial report net income after tax and total employee remuneration for the period: None.
- (4) If the actual distribution (including the number of shares distributed, the amount and the share price) distribute employees, directors and supervisors is different from the recognized remuneration of employees, directors and supervisors, the difference amount, the reasons and the treatment shall be stated: The actual amount of cash remuneration for employees was NT\$33,657,785 and the amount of remuneration for directors and supervisors was NT\$9,616,510 in 2024. The difference of NT\$907,263 between this amount and the amount of NT\$44,181,558 recognized in the current year for employee remuneration and directors' remuneration will be treated as a change in estimate and recorded as profit or loss in 2025.

(VI) The Company repurchases its shares: None.

- II. Handling of company bonds: None.
- III. Handling of preferred stocks: None.
- IV. Handling of overseas depositary receipts: None.
- V. Handling of employee stock option certificate: None.
- VI. Handling of new shares with restricted employee rights: None.
- VII. Handling of issuance of new shares by acquiring and transferring the shares of other companies: None.
- VIII. Implementation of capital utilization plan
 - (I) Contents of the plan: None.
 - (II) Analysis of implementation and benefit: None.

Four. Operation profile

I. Business content

(I) Scope of business

1. Main contents of the Company's business:

Electronic measuring instruments, environment test facility, safety specification test equipment, public address system, fire protection monitoring system, visual intercom and design, manufacture, sale, installation, maintenance, import and export and agency business of related software, hardware and ancillary equipment.

2. Current product items and their business proportion:

Product \ Year	2024	2025
	Percentage	Percentage
Instruments	93%	93%
Video security	5%	5%
Materials	0%	0%
Others	2%	2%
Total	100%	100%

3. New products planned for development:

In order to meet the market demand, the Company is committed to the improvement of various production technology and process, and through the planning of international technical cooperation and strategic alliance, to obtain advanced technology, develop high-tech products, and increase market competitiveness. The new products planned for development are as follows:

- DAQ 240 CH Data Acquisition
- 4-channel Power Meter
- New Safety Analyzer
- GDS-3000HD Series Digital Storage Oscilloscopes
- Slim-type Programmable AC/DC Power Supply
- 30 kW High-Power Bidirectional DC Power Supply
- 24 kVA Regenerative Grid Simulator
- High-Speed DC Electronic Load
- GDS-912 Series Digital Storage Oscilloscopes

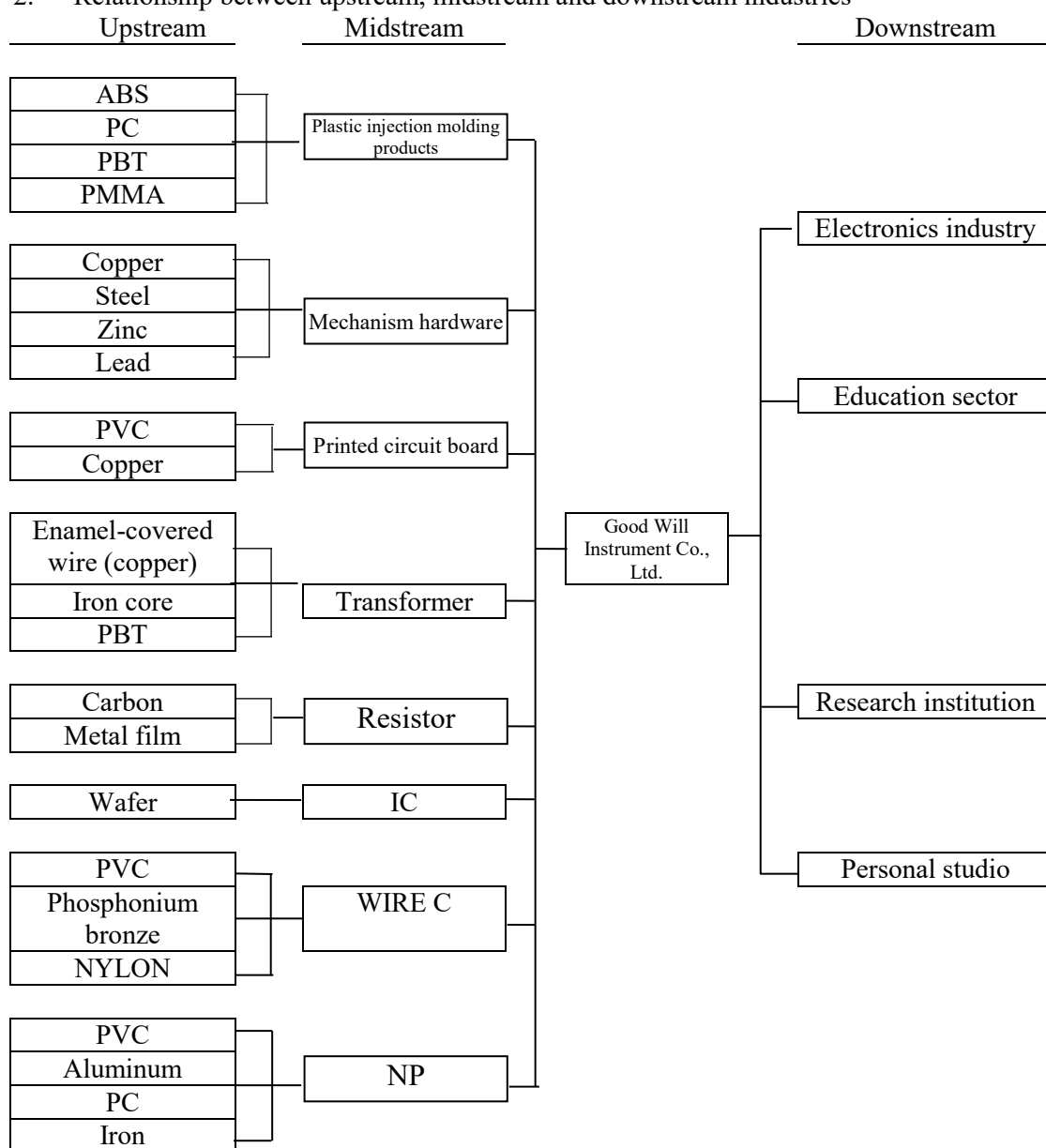
(II) Industry profile:

1. Status and development

With the rapid development of science and technology, the electronic industry has become more and more prosperous in the upstream, midstream and downstream stages of the industry, such as raw materials, original parts, active and passive electronic components and other retail resistance industry made revolutionary breakthroughs because of the impact of new technology, but also created a variety of product combinations between the upstream, midstream and downstream modules and finished products, creating more lightweight and convenient multifunctional products, and these industries in the research and development, manufacturing, quality control and product inspection, must rely on measurement instruments to test, analyze and adjust to ensure the quality of the final product, so there is a long-term and continuous demand for measurement instruments.

Another reason for the importance of electronic measurement instruments in the electronics industry is that electronic measurement instruments are based on cutting-edge electronic technology and combined with mechanical structure engineering technology crystalline products, are widely used in semiconductor, communications, optoelectronics, computers and peripherals, consumer electronics and aviation development industries, with the characteristics of performing measurement tasks to provide accurate data for user analysis, so the current development of electronic measurement instruments industry booming countries such as the United States, Germany, Japan, etc. are technologically advanced countries, the global electronic measurement instruments market, whether in the supply side or demand side, is still dominated by the United States, Europe and Japan and other major technology countries, this phenomenon and the regional industry technology level has a considerable correlation, showing that the advancement of industry technology will directly affect and drive the development of the electronic measurement instrument industry.

2. Relationship between upstream, midstream and downstream industries



3. Development trends and competition situation of products

(1) Instrument industry

A. Development trends

In the future, the trend of the world precision instrument industry is online use and medical examination, and the trend of industrial measurement instruments is computer connection and online testing, and the product trend is towards:

- Miniaturization and digitization to reduce costs and increase production.
- Interface development with computer (systematic automatic testing).
- The requirements and certifications of various standards and regulations (e.g. UL, IEC, EMC, etc.).
- Special-purpose integrated circuit development can reduce costs and protect intellectual property rights.
- The modular system makes the instrument easy to use and convenient for system upgrade.

B. Competition situation

Electronic measuring instruments is a very complex system of industry, a wide range of products, divided into scientific and industrial measuring instruments, optical physicochemical analyzers, medical equipment industry and other precision instruments, so the main products between the same industry are different, and Good Will Instrument Co., Ltd. mainly produces scientific and industrial measuring instruments, has a complete private brand global marketing channel, the construction of a core technology research and development team and the price competitiveness of the global multi-point production division of labor.

(2) Video security industry

A. Development trends

In the security surveillance market, video surveillance is an important part of security management, and video surveillance systems have evolved to digitization and networked control systems. Digitalization brings excellent convenience to remote control, allowing data storage time to be extended, making it easier to access, read, and search data, and especially reducing the cost of cable pulling and the large space required for data storage in traditional analog systems.

B. Competition situation

The video security division of the Company is engaged in the research and development of MatriVideo, a complete digital video network surveillance system solution, and has been actively involved in various public construction projects over the years, a number of MRT bids have been completed.

This system is different from the general stand-alone (HDVR), MatriVideo has powerful integration capability, and can provide monitoring capability of more than 4,000 Cameras at the same time for large system customers such as public transportation, government agencies, large stores and casinos, schools and other open spaces.

Different from most manufacturers' WINDOWS operating system architecture, MatriVideo is built on top of LINUX operating system, which effectively enhances the ability to prevent virus hacking. In addition, the systematic monitoring market is different from the general stand-alone market. The use

environment of system users is often more severe. Most of them operate in poor ventilation and high temperature environment, and the dependence on quality is relatively high.

(III) Overview of technology and R&D

1. R&D expenses as a percentage of operating revenues

Unit: Thousand NTD; %

Item \ Year	2024	2025	March 31, 2026
R&D expenses	261,868	274,148	64,463
Operating revenue	2,788,781	2,943,203	820,800
As a percentage of operating revenues	10%	9%	8%

The data of 2026 are self-reported and have not been reviewed by the CPA.

The estimated proportion of R&D expenses as a percentage of operating revenues in 2026 is 8%.

2. Successfully developed technologies or products

In recent years, the Company has been actively investing in the development of high-tech products and new technologies, and has combined overseas and domestic technologies, and has invested considerable resources in order to create higher added value with high-end products to enhance the Company's global competitive advantage. The technologies or products that have been successfully developed are as follows:

- 60 A Multi-channel Power Meter
- 2000 V 6½-digit Precision Multimeter
- GDS-3104A High-Bandwidth 1 GHz and 5 GS/s High-Speed Sampling Oscilloscope
- 15 kW High-Power DC Power Supply – PHU Series
- 5 kVA / 6.6 kVA Mid-to-High Power AC/DC Power Supply – ASR-6500/6660 Series

(IV) Long-and short-term business development plans

1. Short-term business development plans

- With the product policy of "downward rooting and upward development", the Company will maintain the market share of its existing products and further develop high-end products to expand the development space.
- The Company will intake the mainland market, and enhance its scale advantage in order to take the global high ground.
- With GW complete product line and DSO, SA competitive advantage, absorb and strengthen the distribution channel.
- Improve the accuracy of delivery and provide customer satisfaction delivery service.
- Promote and deepen the operating mechanism of the product business to formulate effective product strategies.
- Based on the existing ERP, the function of the management information system is refined to provide more correct and timely decision support tools.

2. Long-term business development plans

With many years of management, Good Will Instrument Co., Ltd. is based on the three advantages of "a complete global marketing channel of its own brand, " "a R&D team with core technology " and " price competitiveness of global multi-base production division", as long as it cooperates with the implementation of various short-term business development plans, GW is confident that it can become the development vision of "leading Chinese brand and the largest instrument supplier in Mainland China and one of the top three integrated electronic instrument manufacturers in the world".

II. Analysis of market, production and marketing overview:

(I) Analysis of market:

1. Main products (commodities)
 - A. Electronic test instrument equipment
 - B. Video security, audio-visual equipment
2. Sales region analysis

Unit: Thousand NTD

Region \ Year	2024		2025	
	Net sales	%	Net sales	%
Taiwan	413,206	14.82	464,268	15.77
Mainland China	990,230	35.51	986,440	33.52
Japan	350,320	12.56	339,887	11.55
United States	278,764	10.00	286,557	9.74
Europe	301,807	10.82	319,205	10.84
Others	454,454	16.30	546,846	18.58
Total	2,788,781	100.00	2,943,203	100.00

3. Market share

The Company is the leading manufacturer of mid-range test instruments in the world, and the leader of comprehensive test instruments in Taiwan, with our own brand GW INSTRON marketing worldwide. The product line of the Company covers digital / analog oscilloscopes, spectrum analyzers, signal generators, component test instruments, linear / switched power supplies and related basic test instruments. The main product lines are used in the educational market, factory production and maintenance services, as the Company offers world-class product features and quality, reasonable price and a complete product line. In addition to selling products of the Company through our own subsidiaries in Taiwan, China's mainland, the United States, Japan, Korea, the Netherlands, India and Malaysia, we also cooperate with world-renowned manufacturers through ODM methods and market the GW INSTRON brand worldwide through distributors in more than 50 countries.

With a complete product line and marketing system, the Company enjoys a good reputation and a certain market share in the global education, manufacturing, and after-sales service markets for our comprehensive test instruments, especially in the education market is in the leading manufacturer status.

4. Future market supply and demand situation and growth

After the inauguration of the new U.S. President, Donald Trump, economic policies prioritizing American interests have been implemented, including raising tariffs, strengthening trade protectionism, and promoting the reshoring of manufacturing. These measures may introduce uncertainties and disruptions to the global trade order and the technology industry supply chain. As a result, the global economic outlook is expected to become increasingly complex, posing greater operational challenges for businesses.

Nevertheless, with the rapid advancement of AI, high-performance computing, electric vehicles, and the green energy sector, the electronics industry continues to experience steady growth, driving an increasing demand for testing and measurement equipment. In response to potential geopolitical risks and changes in trade policies, our company will remain attentive to global economic and trade developments, flexibly adjusting strategies and regional supply chain as needed.

5. Competitive niche

A. Global competition strategy

To ensure long-term competitive advantage, the Company has developed two sets of product strategies, for traditional instruments: continued maintenance of price competitiveness and product series development to ensure market share and leading position in the traditional instrument field. On the other hand, to grasp the market trend, to upgrade the technology level of instrument products, to enter the high-end and mainstream market area, to create higher added value with high-end products, to widen the gap between the leading industry and to enhance the Company's global competitive advantage.

B. Continuously invest in the development of mainstream high-end products in the market

In order to continue to advance in the field of high-end products, the Company has been actively investing in the development of high-tech and new technologies in recent years. The GDS-3000A digital oscilloscope, GPP-6030 three-channel programmable DC power supply, PPX-3603 high-precision DC power supply, and GSM-20H10 digital source meter which have been developed in succession, have been awarded the 2021 Taiwan Excellence Award, strengthening the Company's overall competitiveness and brand image in the global instrument market.

C. Strengthened global marketing mechanism to respond quickly to market demand

The Company understands that grasping the pulse of the market, understanding the needs of our customers, and responding quickly to market demands is the only way for the Company to become a major international instrument manufacturer.

The Company has integrated its subsidiaries in Taiwan, China, the United States, Europe, Japan, Korea, India, and Malaysia and distribution networks in more than 50 countries worldwide to build a global marketing and service support system that meets the needs of our customers and to integrate global marketing information to understand the actual needs of our end-users.

The Company expects to create higher product value with innovative core technology, strict quality control, provide a comprehensive price, complete global marketing and service layout.

6. Advantages, disadvantages and countermeasures for future business development prospect

✧ Advantages

A. Own brand, long marketing history

The company has been established over 50 years. and its marketing strategy has always been based on our own brand "GW". The quality of our products has always been highly appreciated by our customers, in 1993 passed ISO-9002, in 1998 passed the ISO-9001 quality certification, but also on the quality of the product quality, plus a layer of guarantee. Nowadays, GW brand is not only well known in the Taiwan market, but also has a position in the international market, which is a very favorable factor for the future development of the Company.

B. Focus on R&D, leading the industry in technology

Over the years, the Company has maintained R&D expenses at more than 8% of sales to keep new products coming out to serve our customers. In 1993, the Company was

awarded the 2nd Excellent Industrial Science and Technology Development Excellence Award, and in 1994, was awarded the 3rd National Rock Award of Outstanding SMEs. In 2011, the Company won the Taiwan Excellence Award for four major projects, including the digital oscilloscope GDS-1000-U series, the arbitrary wave function signal generator AFG-3000 series, the programmable DC electronic load PEL-2000 series, and the six-and-a-half-digit dual display digital electric meter GDM-8261. In 2014, GDS-300 full touch digital oscilloscope also won the 2014 Technology Innovation Award (Gold Award). In 2015, GDS-300/200 series, PEL-3000 series won the 2015 Taiwan Excellence Award. In the same year, GDS-2000E digital oscilloscope and PEL-3031E DC electronic load won the 2015 Technology Innovation Award. 2016 GDS-2000E series digital oscilloscope won the 2016 Taiwan Excellence Award. In 2017, GSP-9330 3.25GHz spectrum analyzer was awarded the Taiwan Excellence Award and C-1100 ASK/FSK tester was awarded the 2017 AIoT Innovative Smart Application Competition Enterprise Excellence and Innovation Award. 2019 SKTS-5000 PKE/RKE test system and GPT-12000 safety analyzer were awarded the 2020 Taiwan Excellence Award. In 2021, GDS-3000A digital oscilloscope, GPP-6030 three-channel programmable DC power supply, PPX-3603 high-precision DC power supply and GSM-20H10 digital source meter were awarded the 2021 Taiwan Excellence Award.

C. The international marketing system is complete

The Company's marketing strategy has always been based on the international market as its planning blueprint. In addition to the three direct sales bases from north to south in Taiwan, there are subsidiaries in Malaysia, the United States, Japan, South Korea, Europe and China to keep abreast of customer needs and provide prompt service. Up to now, overseas agents or distributors are present in more than 50 countries and regions, laying a solid foundation for the international sales of products of the Company.

D. High quality of employees, high and stable centripetal force

The Company has always regarded talents as one of the important assets in the Company's operation. In order to improve business performance, on the one hand, it absorbs high-quality employees to enter the Company's services, and on the other hand, it also actively carries out the education and training for employees. At present, more than 85% of the employees of the head office have a college degree or higher, and the average length of service has reached 14 years. This shows that the employees have a high degree of recognition for the Company, which will significantly contribute to the Company's operating results in the future.

E. Active participation in public works construction, brand recognition by the government

In recent years, the Company has been actively developing public address systems for local MRT systems and has been involved in projects for the MRT Tamsui Line, Xindian Line, Zhonghe Line and Nangang Line, and believes that in the future, whether striving for the development of high-speed rail and other rapid transit projects in the country or looking ahead to the public construction projects in the developing countries in Asia, which will soon enter into high growth, we will be able to provide an additional guarantee of quality.

F. Implementation of fire regulations to expand market demand

Since the new domestic fire regulations have been implemented since July, 1998, all public places such as buildings and stores have the need to install public address systems, which will greatly benefit the sales of video security products in the future.

✧ Disadvantages

A. Some of the products with lower technology level are facing competition from the industry by cutting prices, and at the same time, the cost of various domestic products is rising, which makes the competitiveness gradually decline, causing some

manufacturers to move out or close down, which is unfavorable to the development of the industry.

Countermeasures: Strengthen the R&D of high technology level products, such as the 1GHz key IC parts completed in cooperation with ITRI, which will be applied to higher level electronic instruments in the future, and can close the technical level with foreign manufacturers.

- B. Due to the lack of human resources integration and insufficient capital, domestic instrument manufacturers are small-scale operations, making it difficult for them to compete with large foreign manufacturers, at the same time, the ability to respond to the boom cycle is obviously insufficient, affecting the future development of the industry.

Countermeasures: Actively cultivate R&D talents through education training and cooperation with academic institutions to improve the quality of employees. At the same time, with the rich operation experience of the Company currently in the international market, the Company will strengthen deep cultivation to diversify market risks, and strengthen the development of low-cost capital channels to expand the scale of its operations, so as to become one of the world's leading instrument manufacturers in the future.

- C. The difficulty in acquiring key components and technologies has made it difficult to upgrade the technology of the domestic industry and affected the development of the industry.

Countermeasures: Through the alliance with foreign enterprises and the maintenance of long-term relations, can break through the current predicament. In the future, the Company will strengthen independent development and reduce dependence on foreign technological capabilities to enhance industrial technological capabilities and increase market competitiveness.

- D. Energy recovery and storage battery test equipment market expansion is not easy.

Countermeasures: Due to the high degree of customization of the equipment, not easy to mass production, it is necessary to strengthen the R&D capability and reduce the manufacturing process to enhance the production scale.

(II) Important usages and manufacturing process of main products

1. Important usages of main products

(1) Instrument part:

- A. Oscilloscope: observe the working voltage, transmission or amplification signal of various electronic circuits.
- B. Signal generator: produce a variety of electronic signals and waveforms to provide circuit amplification or experiment.
- C. DC power supply: produce various sizes of voltage and current, provide a variety of electronic products trial or test power supply.
- D. Electronic load: as a variety of AC and DC power supply load.
- E. Digital electric meter: as a measurement of DC voltage / current, AC voltage / current, resistance test.
- F. Withstand voltage, insulation and grounding impedance tester: withstand voltage, Insulation and grounding Impedance test of various electrical appliances to determine

whether they meet safety regulations.

G. Circuit board online tester: as a printed circuit board of various electronic products or to confirm whether the parts are correct, whether the solder is short circuit or open circuit, in order to improve production efficiency and achieve the purpose of automation.

H. Spectrum analyzer: as a test of wireless communication products, including the measurement of spectrum and power.

(2) Video security part:

A. Security surveillance system: with a decentralized, high expansion capacity of the system architecture, the use of low-risk Linux operating platform and DOM architecture design, to ensure the safety of the system long-term and low maintenance costs, provide image surveillance accuracy, immediacy and application value.

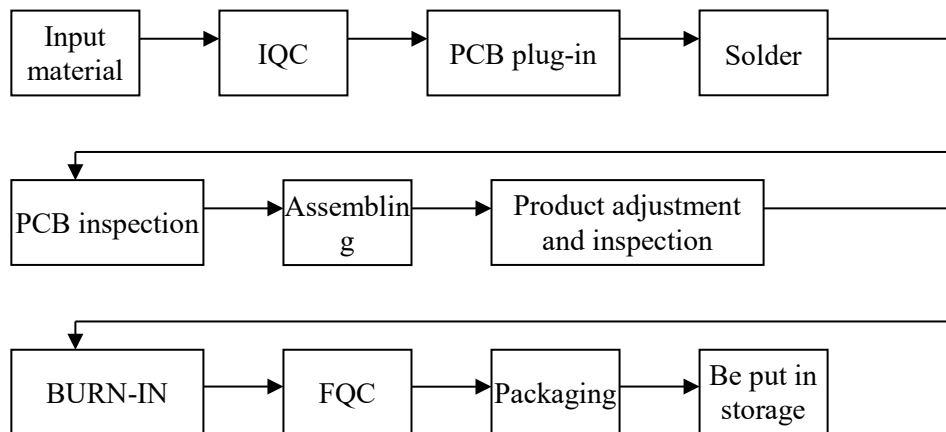
B. Digital intercom: digitally transmit the dialogue between each floor of the home and the door, and control and manage.

C. Visual intercom: in addition to the dialogue between the homes or floors, and can have a TV screen to monitor the entry and exit personnel, and to manage and monitor.

D. Security system : as the monitoring and management of fire prevention, anti-theft and other access control of each house and building.

E. Public address system: provide public places such as department stores, schools, airports, stations, carriages and other broadcasting system.

2. Manufacturing process



(III) Supply of main raw materials

The Company's main raw materials are transformers, integrated circuits, housings, printed circuit boards, oscilloscope tubes, etc., and our suppliers have a long history and good reputation, the supply and delivery of raw materials can be coordinated, so the supply is smooth.

(IV) List of major purchases and sales in recent two years

1.Information on Major Suppliers for the Most Recent 2 Years:

Unit: Thousand NTD

Year Ranking	2024				2025				The first quarter of 2026 (Note 2)			
Item	Name	Amount	Percentage of annual net purchases (%)	Relationship with the issuer	Name	Amount	Percentage of annual net purchases (%)	Relationship with the issuer	Name	Amount	Percentage of annual net purchases (%)	Relationship with the issuer
1	HITACHI	126,937	13.82	None	Cosmopia	173,209	14.09	None				
	Others	791,411	86.18	-	Others	1,056,039	85.91	-				
	Net purchases	918,348	100	-	Net purchases	1,229,248	100	-				

Note 1: List all suppliers accounting for 10 percent or more of the Company's total procurement amount in the 2 most recent fiscal years and the amounts bought from each and the percentage of total procurement accounted for by each. If the company is prohibited by contract from revealing the name of a supplier, or a trading counterparty is an individual person who is not a related party, it may use a code in place of the actual name.

Note 2: Up to the publication date of the annual report, if there is any financial data audited and attested or reviewed by a CPA for the most recent period, it shall also be disclosed. The financial information for the first quarter of 2026 has not yet been reviewed by CPA.

Note 3: Reason for increase or decrease: Hitachi sold its environmental testing equipment business to Cosmopia. Starting from October 2024, the Company began selling Cosmopia-branded products and subsequently placed orders directly with Cosmopia.

2.Information on Major Customers for the Most Recent 2 Fiscal Years:

Unit: Thousand NTD

Year Ranking	2024				2025				The first quarter of 2026(Note 2)			
Item	Name	Amount	Percentage of annual net sales (%)	Relationship with the issuer	Name	Amount	Percentage of annual net sales (%)	Relationship with the issuer	Name	Amount	Percentage of annual net sales (%)	Relationship with the issuer
1	Others	2,788,781	100	None	Others	2,943,203	100	None				
	Net sales	2,788,781	100	-	Net sales	2,943,203	100	-				

Note 1: List all customers accounting for 10 percent or more of the Company's total sales amount in the 2 most recent fiscal years and the amounts sold to each and the percentage of total sales accounted for by each. However, there were no customers whose sales accounted for more than 10% in the past two years.

Note 2: Up to the publication date of the annual report, if there is any financial data audited and attested or reviewed by a CPA for the most recent period, it shall also be disclosed. The financial information for the first quarter of 2026 has not yet been reviewed by CPA.

Note 3: Reason for increase or decrease: There was no change in the main customers in the past two years.

III. Employees in the recent two years and up to the printing date of the annual report

Summary \ Year		2024	2025	Current year as of March 31, 2026
Number of employees	Direct employees	183	143	145
	Indirect employees	567	579	576
	Total	750	722	721
Average age		45.18	45.61	45.63
Average years of service		14.54	12.47	12.57
Educational distribution ratio	Doctor	0	0	0
	Master	108	105	103
	College	469	454	454
	Senior high school	136	129	130
	Below senior high school	37	34	34
	Total	750	722	721

IV. Environmental expenditure information

Any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:

The Company did not incur any losses due to environmental pollution during the most recent fiscal year or up to the date of publication of this annual report, and it is not expected to incur any such expenditures in the future.

V. Labor-capital relationship

- (I) The Company's various employee welfare measures, further education, training, and retirement systems and their implementation, as well as labor management agreements and various employee rights protection measures:

1. Employee welfare measures

※Environment :

- Large and small gymnasium :

Encourage employees to exercise and maintain health while working.

- Breastfeeding room :

Provide a quiet space for mothers. [Awarded the 2018 New Taipei City Excellent Breastfeeding Room]

- KTV, audio-visual center:

Fixed update tracks, providing employees with leisure and entertainment.

- Free motor vehicle parking lot:

Be at work, not worried about not finding a parking space and additional parking expenses.

- Free transportation :

Provide transportation to and from work and after overtime for colleagues in need.

- Employee dormitory :

Provide far away colleagues to save the trouble of renting a house.

※System :

- Free regular employee (cancer prevention) checkups, exclusive physician health consultations, and health and weight management activities.

[Awarded the 2016 Ministry of Labor Work-Life Balance Award - Health and Happiness Group]

[Awarded the 2018 Health and Welfare Ministry Health Activation Badge]

[Awarded the 2023 Taiwan i Sports Sports Enterprise Certification]

- Average gift of 1.5 months' salary for Dragon Boat Festival, Mid-Autumn Festival and Year-end Festival; fixed annual salary adjustment review mechanism;

Performance appraisal excellent staff operating bonuses; R&D team project development results bonuses; wedding and funeral benefits

- Academic advancement awards :

During the term of employment, employees who have improved their academic qualifications will adjust their salary bonuses.

- Education and training grants :

In addition to internal training courses, all approved external training is fully subsidized by the Company. Language verification, in addition to the subsidy registration fee, the qualified person, according to the work function, adjust the salary bonuses or give the bonuses

[Awarded Bronze Medal in the 2018 Ministry of Labor Talent Development Quality Management System]

- Provide flexible on and off work 30 ~ 60 minutes system, and 14 days of personal leave, 30 days non-hospital sick leave deductible wage system.

The Company's regulations on home independent health management measures are exempt from wage deductions.

- The rest of the welfare system are based on the Labor Standards Act, Employee Welfare Fund Act... and other relevant laws and regulations.

2. Further education and training

The Company focuses on the training of human capital and has defined the education and training management procedures and related methods in ISO to achieve the following three objectives:

Short-term: Implement quality policy, reduce environmental impact, improve enterprise quality, and improve professional skills.

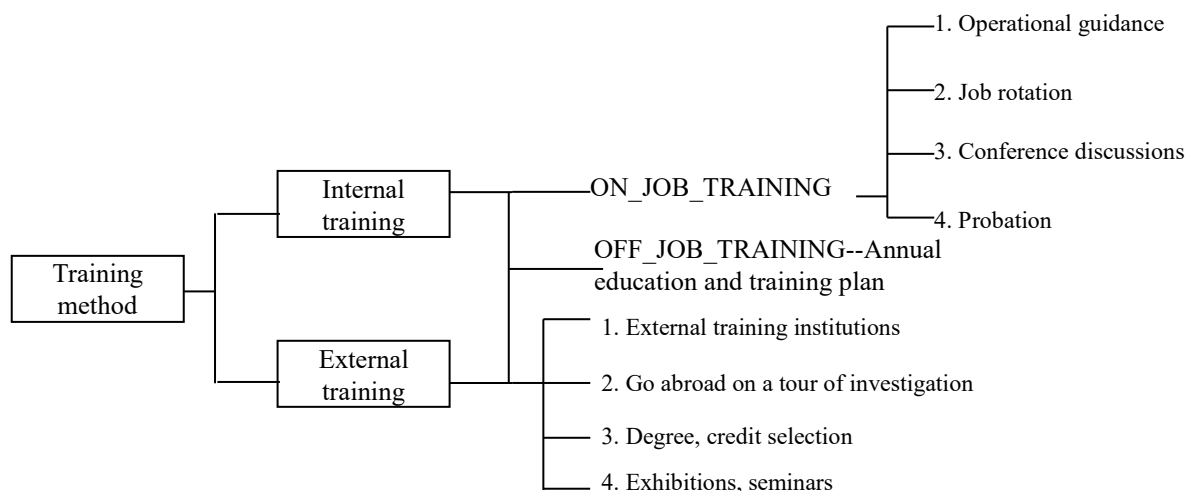
Medium-term: to meet the future long-term human resources development needs, to cultivate various professional talents, in order to achieve the goal of creating the best profit for the enterprise.

Long-term : to achieve sustainable operation, the ideal of giving back to the society.

The total internal training hours of the Company in 2025 were 7157.5 hr, and the external training hours were 334.5 hr, a total of 7492 hr.

The cost of education and training was NT\$707,010.

The training methods of employee cultivation are divided into internal training and external training, as shown in the following figure:



The Company attaches great importance to the functional development of employees, and plans an education and training system based on the challenges that each job level may face and the abilities required by each department. At the same time, in order to enable employees to perform their most suitable functions according to their career development stage, we provide opportunities for job rotation of internal personnel and administrator. In addition, we encourage employees to improve themselves and provide incentive measures for further education and foreign language proficiency exams. Good Will Instrument Co., Ltd. has a set of education and training system, the core of which is the utilization of talents. Only when they are qualified and suitable can they exert their maximum function benefits.

(1)Construct an education and training system with corporate vision development as its core: make an annual training plan according to corporate vision and annual goals, and carry out it according to its plan.

(2)Leading system for new employees:

Use the leading system of new employees to reach an accelerated learning curve, reduce recruitment costs, and promote the early stabilization of new employees.

On the day of registration, provide the "Employee Handbook" and the personal account of the E-campus of the online learning system Good Will Instrument Co., Ltd., so that new employees can view the handbook or learn online at any time to know the Company and understand the system.

After three months on duty, HR understands the adaptation status of new employees and the need for assistance through the appraisal form for expiration of probation period.

(3)Shaping a complete talent cultivation architecture system:

Cultivate professional ability, general knowledge ability and administrator management ability based on hierarchy and demands. Each functional department puts forward training plans according to its professional functional requirements. In addition to training by internal lecturers or external expert lecturers, on-the-job training (OJT) in planning work and internal training courses (such as general common core courses and business/R&D/production courses, etc.) in order to implement professional functional training, according to position particularity and professional skill demands, employees are also arranged to receive external training from relevant training institutions to absorb external professional knowledge. A practicing lawyer from a law firm is commissioned to teach legal literacy courses to instill legal knowledge in

employees and enable them to cultivate a spirit of abiding by the laws and disciplines.

(4) Diversified learning:

Employees can enrich their personal learning career anytime and anywhere through diversified learning channels; At present, employees improve their professional competences through internal training (offline courses and online courses), external training and communication between superior administrators/colleagues, and enhance the depth and breadth of employees' experience through opportunities such as job rotation, technical exchange of overseas subsidiaries, and assignment to important jobs overseas.

The Company applies annually for the Corporate Human Resources Development Program, offering training programs that cover emerging topics and new knowledge in recent years. These programs not only enable employees to stay informed of industry trends and changes, but also help them acquire new skills and build capabilities to adapt to evolving market developments.

3 Retirement system

- Employee retirement application overview

There are three types of retirement systems applicable to the Company's employees: the old system, the old-to-new system, and the new labor retirement system.

In 2026, a total of 117 employees were eligible for retirement, of whom 8 are currently applying for retirement.

- Old system pension allocation

2 % of the labor retirement reserve will be set aside to the retirement account on a monthly basis. As of 2025, NT\$277,426 thousand has been allocated.

The Company recognized expenses of NT\$1,552 thousand under the defined benefit plan (old pension system) in 2025.

- New labor retirement system retirement pension payment

The Company contributes 6% of each individual employee's salaries or wages to individual pension accounts for employees covered under the Labor Pension Act.

The Company recognized expenses of NT\$20,248 thousand under the defined contribution plan (new system) in 2025.

4. Agreements Between Labor and Management and Measures for Protecting Employee Rights

- A. Comply with the provisions of Article 5 of the "Employment Service Act" to protect equal employment opportunities.
- B. Comply with the provisions of Articles 44, 45, 47, 48 and 69 of the Labor Standards Act relating to child labor.
- C. The part of salary and remuneration complies with Article 21 of the Labor Standards Act and shall not be lower than the minimum wage.
- D. Regular communication mechanism: In order to establish a good communication channel with employees and encourage employees to make suggestions, the Company can communicate with relevant colleagues through email.
- E. Complaint channels: The Company has set up an employee complaint mailbox, and employees can choose to make complaints anonymously or non-anonymously.

5. Personal Data Protection Policy and Implementation

Job applicants are required to fill out a "Candidate Resume Form" during interviews. For those not hired, their information is securely destroyed. All new employees must sign a "Consent Form for the Collection, Processing, and Use of Personal Data" upon onboarding to protect the consenting individuals and regulate the use of their personal information.

6. Employee Satisfaction Survey

Approximately every three years, the company conducts satisfaction surveys on various topics. The statistical results are shared with all employees, and areas with lower satisfaction scores are reviewed by management to develop improvement strategies.

7. Measures for the Protection of Employee Personal Safety and Working Environment and Their Implementation

The Company is committed to promoting occupational safety, health, and employee well-being. To reduce the occurrence of occupational accidents, the Company complies with applicable occupational safety and health regulations and international standards on corporate social responsibility. It continuously improves a safe and healthy working environment, prevents occupational injuries and diseases, and reduces workplace hazards. The Company aims to comply with all relevant occupational safety and health laws and regulations and to create a high-quality, safe, and healthy workplace.

The Company has established the Regulations on Prevention of Sexual Harassment and Disciplinary Measures and the Prevention Plan for Illegal Infringement in the Course of Duty to prevent workplace sexual harassment and bullying, and to safeguard employees' rights and interests. In the event of an incident, employees may file complaints through the Company's internal reporting mechanism. Since the implementation of these policies, no cases of sexual harassment or workplace bullying were reported in 2025.

With respect to occupational safety and health training, the Company conducts training in accordance with its annual training plan. In addition to mandatory refresher courses (for safety managers, safety officers, supervisors, first aid personnel, forklift operators, and organic solvent operation supervisors) and new employee orientation, two sessions of occupational safety, health, and wellness training are held annually in May and November. All in-house training and awareness programs are provided free of charge. To ensure training effectiveness, certain programs include post-training assessments, such as new employee training.

Implementation in 2025:

- (1) In October 2025, annual health examinations were conducted for all employees, accompanied by health questionnaires covering musculoskeletal symptoms, overwork, and workplace violence.
 - (2) Occupational safety and health training conducted in 2025 included: one safety manager refresher course (12 hours), new employee training for 38 employees (4 hours), general safety and health training for 83 employees (1 hour), and two fire drill sessions involving a total of 91 employees (4 hours).
- (II) Any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided.

Up to now, the Company did not suffered losses due to labor disputes, the possibility of future labor management disputes will be extremely unlikely.

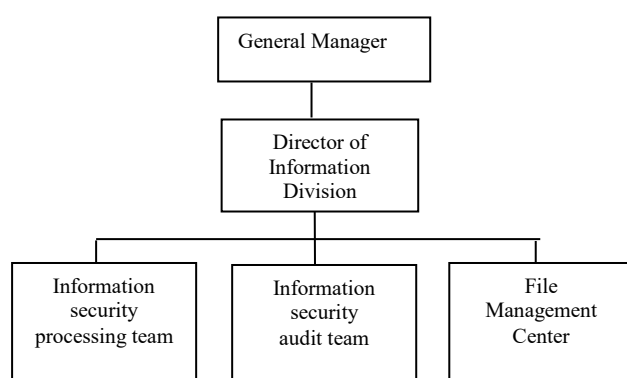
(III) Measures to improve employee benefits or rights compared to the previous year:

1. Salary adjustments, along with increases in performance bonuses, year-end bonuses, and employee compensation based on the company's operational performance and profit.
2. Addition of fitness facilities and related sports equipment.
3. Continuation of various welfare measures: group insurance, birthday bonuses, education subsidies, bonuses for Labor Day, Dragon Boat Festival, and Mid-Autumn Festival, club activities, regular health check-ups, travel subsidies, employee restaurants, coffee bars, employee dormitories, lactation rooms, performance bonuses, year-end bonuses, employee compensation, and other periodic welfare programs.

VI Information and communication security management:

- (I) State the information communication security risk management structure, the information communication security policy, the specific management plan and the resources invested in the information communication security management, etc.:

1. Information and security risk management structure:



In order to strengthen corporate sustainability development and information security governance, the Company has established an Information Security Department. The information security supervisor reports annually to the Board of Directors on the status of information security governance, including major security issues, the effectiveness of protective measures, and future plans. Through regular Board oversight mechanisms, the Company ensures that its information security policies remain up to date and capable of effectively addressing emerging cyber threats.

The information security supervisor reported the execution status of the information security policy to the Board of Directors on January 27, 2026.

2. Information and communication security policy:

The Company's information security policy is guided by the principles of "compliance with information security regulations, business continuity, regular security awareness promotion, and effective implementation of information security." Based on the five core functions of the NIST Cybersecurity Framework (CSF), the Company has developed a comprehensive protection system centered on information security, cybersecurity, and privacy protection, ensuring the confidentiality, integrity, and availability of information assets. In terms of governance, the Company has obtained ISO/IEC 27001:2022 Information Security Management System

certification. The certificate is valid from September 4, 2025, to December 27, 2028, ensuring that the Company's information security management complies with international standards.

3. Specific management measures:

(1) Identify

- Continuously participate in the TWCERT/CC cybersecurity information-sharing mechanism to stay informed of the latest cyber threat intelligence.
- Strictly comply with domestic and international information security laws and regulatory requirements.
- Establish and maintain asset inventory and risk assessment mechanisms to continuously evaluate risks of critical assets.
- Conduct regular risk assessments and internal audits to identify and mitigate potential security risks.

(2) Protect

- Strengthen physical security of data centers, including environmental monitoring, power backup systems, air conditioning, and fire protection systems.
- Establish a multi-layered network defense architecture, including firewalls, endpoint protection, and email security systems to effectively defend against malicious attacks.
- Adopt encrypted cross-border dedicated lines to ensure secure data transmission.
- Conduct regular cloud backups to ensure data availability and disaster recovery capability.
- Implement regular information security training and awareness programs to enhance employee security awareness.
- Require suppliers to comply with information security confidentiality requirements to strengthen supply chain security management.

(3) Detect

- Deploy endpoint detection systems with signature-based and behavioral analysis capabilities to identify and block abnormal activities in real time.
- Regularly analyze Intrusion Prevention System (IPS) logs to identify malicious IP addresses and attack patterns.
- Conduct regular vulnerability scans and penetration testing of core systems to proactively identify security weaknesses.
- Conduct periodic social engineering drills to enhance employees' awareness of suspicious emails and attacks.

(4) Respond

- Establish an information security incident classification and reporting mechanism, activating corresponding response procedures based on severity and conducting internal/external reporting as required.
- Issue real-time security alerts and preventive recommendations to remind employees of emerging threats and attack methods.
- Conduct root cause analysis and corrective action tracking for security incidents to reduce recurrence risk.

(5) Recover

- Establish Business Continuity Plans (BCP) and Disaster Recovery Plans (DRP), defining Recovery Time Objectives (RTO) and Recovery Point Objectives (RPO) for critical systems.
- Conduct regular backup restoration and system failover drills to validate recovery effectiveness.
- Continuously improve recovery procedures and response capabilities based on post-incident reviews.

By implementing the ISO/IEC 27001:2022 standard, the Company will continue to enhance its cyber resilience and lay a solid foundation for sustainable operations.

4. Resources invested in information and communication security management.

2025 Implementation Results

(1) Information Security Governance Investment

- Information security personnel: 3 (information security supervisor, information security personnel, and consultant, one each)
- Information security governance meetings: 12 times
- Security awareness training sessions: 12 times
- Threat intelligence collection: 12 times
- Cybersecurity alliance reporting: 1 time

(2) Security Protection Measures

- Internal network computers are identity-verified and subject to firewall-based whitelist internet access control
- Full deployment of Endpoint Detection and Response (EDR) across internal network devices
- Core system vulnerability scans: 3 times
- Core system recovery drills: 4 times
- Email social engineering simulation exercises: 4 times

(3) Security Effectiveness

- 100% coverage of immediate training following email social engineering simulation exercises
- 100% antivirus software installation rate across all employees
- 100% information security training completion rate for new employees

- (II) In the most recent year and up to the printing date of the annual report, if the loss, possible impact and countermeasures of a major information communication security incident cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated: None.

VII. Significant contracts: None.

Five Review, analysis and risk issues of financial situation and performance

I. Financial situation:

Comparative analysis table of financial situation

Unit: Thousand NTD

Item	Year	2025	2024	Difference	
				Amount	%
Current assets		2,422,190	2,260,527	161,663	7.15%
Property, plant and equipment		762,503	731,677	30,826	4.21%
Non-current assets		553,324	569,879	(16,555)	(2.91%)
Total assets		3,738,017	3,562,083	175,934	4.94%
Current liabilities		653,183	623,648	29,535	4.74%
Long-term liabilities		0	0	0	0.00%
Other non-current liabilities		121,118	125,462	(4,344)	(3.46%)
Total liabilities		774,301	749,110	25,191	3.36%
Share capital		1,450,472	1,450,472	0	0.00%
Capital reserve		4,157	4,157	0	0.00%
Retained earnings		1,632,956	1,489,990	142,966	9.60%
Other items in shareholders' equity		(123,869)	(131,646)	7,777	5.91%
Total shareholders' equity		2,963,716	2,812,973	150,743	5.36%
(I) In the last two years, the assets, liabilities and shareholders' equity have changed by more than 20% before and after the period, and the amount of change has reached more than NT\$ 10 million: None.					
(II) If the above reasons have a significant impact, the future plan shall be stated: None.					

II. Financial performance:

(I) Main reasons for significant changes in operating revenue, net operating profit and net profit before tax in the last two years

Unit: Thousand NTD

Item	2025	2024	Increase (decrease) amount	Variable proportion (%)
Operating revenue	2,943,203	2,788,781	154,422	5.54%
Operating cost	1,385,378	1,348,912	36,466	2.70%
Operating margin	1,557,825	1,439,869	117,956	8.19%
Operating expense	1,021,836	1,027,818	(5,982)	(0.58%)
Operating profit	535,989	412,051	123,938	30.08%
Non-operating income and expenses	(6,397)	34,024	(40,421)	(118.80%)
Net profit before tax	529,592	446,075	83,517	18.72%
Income tax expense	105,501	94,944	10,557	11.12%
Net profit for the current period	424,091	351,131	72,960	20.78%
Explanation of analysis on change of increase/decrease ratio:				
1. Operating Profit: Operating profit for the current period increased by 30.08%, primarily due to effective control of operating costs, which led to a 8.19% increase in gross profit. In addition, operating expenses were also effectively managed.				
2. Non-operating Income and Expenses: The change was mainly attributable to exchange loss of NT\$20,974 thousand for the current period, which decreased by NT\$37,165 thousand compared to the same period of the prior year.				
3. Net profit for the current period: The increase in net profit for the current period was primarily driven by the increase in operating profit, as described above.				

(II) Expected sales volume and its basis

The Company sets annual sales targets based on annual plans, taking into account production and sales plans and past operating performances.

(III) Possible impact on the Company's future business and response plan: None.

III. Cash flow:

(I) Analysis of changes in cash flows for the most recent year (2025)

Unit: Thousand NTD

Annual cash balance (1)	Cash flow from operating activities for the whole year (2)	Cash flows from investing activities for the whole year (3)	Cash flows from financing activities for the whole year (4)	The impact of exchange rate changes on cash and cash equivalents (5)	Cash balance (insufficient) amount (1)+(2)+(3)+(4)+(5)	Response measures for cash over and short	
						Investment plan	Financial plan
482,256	463,157	(158,073)	(298,912)	10,178	498,606	-	-
Analytic explanation: (1) Analysis of Recent Year's Cash Flow Variations: Operating activities: The net cash inflow from operating activities was primarily derived from operating profit after adding back non-cash expenses such as depreciation and amortization. Investing activities: The net cash outflow from investing activities was mainly used for the acquisition of property, plant and equipment, as well as financial assets. Financing activities: The net cash outflow from financing activities was mainly attributable to the payment of cash dividends and the repayment of borrowings, partially offset by proceeds from new borrowings. (2) Remedial measures and liquidity analysis of expected cash shortages: Investment plan: None. Financial plan: None.							

(II) Improvement plan for lack of mobility

The Company's cash flow from operating activities in FY2025 was a net inflow, and there is no shortage of liquidity at present.

(III) Cash flow analysis for the coming year

Unit: Thousand NTD

Opening cash balance①	Expected full-year net cash flows from operating activities②	Expected full-year cash inflow (outflow)③	Expected surplus (shortfall) of cash①+②—③	Remedial measures for expected cash shortage	
				Investment plan	Financial plan
498,606	445,174	(388,677)	555,103	-	-
Analysis of changes in cash flows during the year: (1) Operating activities: Revenue is expected to grow steadily, and operating activities will maintain stable net cash inflows. (2) Investing activities: Mainly related to the acquisition of fixed assets. (3) Financing activities: Expected payment of cash dividends. Remedial measures and liquidity analysis of expected cash shortage: No cash shortage is expected. Investment plan: None. Financial plan: None.					

IV. Impact of significant capital expenditures on financial business in the most recent year: None.

V. The reinvestment policy in the latest year and the main reasons for its profit or loss, its improvement plan and the investment plan in the next year:

As a result of the strategic cooperation with CoresLink Corp., Ltd., the Company invested a 25% shareholding ratio in CoresLink Corp., Ltd. amounting to NT\$ 10,000 thousand.

CoresLink Corp., Ltd. recorded a 57.2% increase in operating revenue in 2025 compared to the previous year and turned from a loss to profitability. The Company recognized an investment gain of NT\$423 thousand, primarily attributable to the significant growth in operating revenue.

VI. Risk management and assessment for the most recent year and up to the date of printing of the annual report

(I) The impact of interest rate, exchange rate changes and inflation on the Company's profit and loss and future countermeasures:

The trend of interest rate in the most recent year has risen, and there is no risk of inflation. Due to the sufficiency of its own funds, the Company attaches the first importance to the management of security in the allocation of funds, and regularly assesses the reasonable rate of return on funds. The Company also regularly assesses the bank borrowing interest rate, and closely contacts with the bank to obtain a more favorable borrowing interest rate; In terms of exchange rate, the Company closely monitors foreign exchange changes to conduct necessary foreign exchange operations, and will continue to follow this risk management philosophy in the future.

(II) The Company's policy on high-risk, high-leverage investments, lending of funds to others, endorsement guarantees and derivative transactions, the main reasons for profit or loss and future countermeasures:

1. The Company adopts a prudent operational strategy and has no high-risk or high-leverage investments.

2. The Company did not extend any lending of funds to others in 2025.

3. Endorsement and guarantee:

Due to the need of operating turnover, Texio Technology Corporation has a loan limit of JPY 330 million from Sumitomo Mitsui Banking Corporation - Shin Yokohama Branch and a loan limit of JPY 150 million from Mizuho Bank, Ltd. for a total of JPY 480 million, which is guaranteed by the Company for the same amount.

For Good Will Instrument Euro B.V, due to the need of refundable deposits in office residence, Mega Bank will open a guarantee letter of credit line of EUR 11 thousand, serving as the guarantee amount provided by the Company.

4. The Company did not engage in any transactions involving derivative financial instruments.

(III) R&D expenses for future R&D plans and expected investments:

1. Future R&D plans:

- DAQ 240 CH Data Acquisition
- 4-channel Power Meter
- New Safety Analyzer
- GDS-3000HD Series Digital Storage Oscilloscopes
- Slim-type Programmable AC/DC Power Supply
- 30 kW High-Power Bidirectional DC Power Supply

- 24 kVA Regenerative Grid Simulator
- High-Speed DC Electronic Load
- GDS-912 Series Digital Storage Oscilloscopes

Expected investment in research and development: The expected investment in research and development for this year is about 7% ~ 10% of the operating revenue.

- (IV) The impact of significant domestic and foreign policy and legal changes on the Company's financial business and the corresponding measures:

The Company conducts its various operations in accordance with important domestic and international policies and legal regulations. We continuously monitor the development trends of key policies and legal changes both domestically and internationally, and respond promptly to market environment changes by adopting appropriate countermeasures. For the most recent fiscal year and up to the date of the annual report publication, the company has not been affected by any significant changes in domestic or international policies or laws that could impact its financial or business operations.

- (V) The impact of technological changes and industry changes on the Company's financial business and the corresponding measures:

The company operates in the measurement instrument industry, where product and technology life cycles change rapidly. In order to adapt to market changes and meet customer demands, it is necessary to continuously optimize manufacturing processes and invest in research and development resources to accelerate the time-to-market for new products.

With a comprehensive global presence, the company can mitigate the impact of regional risks. Additionally, by strengthening cost control and cash management, the company aims to maintain its competitive advantage and manage the impact on its financial and business operations.

To ensure the security of information, systems, equipment, and network communications, the company works to effectively reduce risks related to human error, intentional actions, or natural disasters that could result in the theft, misuse, leakage, alteration, or destruction of information assets. The company ensures the confidentiality, integrity, and availability of business information by implementing the ISO 27001 Information Security Management System and establishing information security policies.

In accordance with the ISO 27001 requirements, the company conducts annual reviews of information security performance through information security management review meetings to ensure the security of information and communication systems.

- (VI) The impact of corporate image change on corporate crisis management and response measures: None.

- (VII) Expected benefits and possible risks of the merger and acquisition: None.

- (VIII) Expected benefits and possible risks of plant expansion: None.

- (IX) Risks faced by centralized procurement or sales: None.

- (X) The impact and risks of a substantial transfer or replacement of equity by directors, supervisors, or major shareholders holding more than 10% of the shares on the Company: None.

- (XI) Impact and risk of change of operation right on the Company: None.

- (XII) For litigious or non-litigious events, the Company and its directors, supervisors, President, substantive responsible persons, major shareholders holding more than 10% of the shares and affiliated companies shall list the major litigious, non-litigious or administrative litigation events that have been decided or are still in the process of being affiliated. If the result may have a material impact on shareholders' rights and interests or securities prices, the disputed facts, the subject amount, the commencement date of the litigation, the main litigious parties involved and the handling situation up to the printing date of the annual report shall be disclosed:

On September 10, 2025, the Company received service of a complaint delivered by the Intellectual Property and Commercial Court, in which Chroma ATE Inc. (“Chroma”) alleged that the product name and interface of the Company’s automatic test system for switching power supplies, the “ATS-8000,” infringed Chroma’s patent and sought damages. On September 24, 2025, the Company also filed a lawsuit against Chroma, asserting that Chroma had disseminated false information accusing the Company of infringement, in violation of the Fair Trade Act, thereby damaging the Company’s business reputation. The outcome of the aforementioned case is still pending court adjudication. The Company’s present obligation has not yet been confirmed, and the amount of such obligation cannot be reliably estimated at this time. Based on the Company’s assessment, the case is not expected to have a material impact on the Company’s financial position or operations.

(XIII) Other significant risks: None.

VII. Other important items: None.

Six. Special records

I. Related information of affiliated enterprises

(I) Please refer to the Market Observation Post System (MOPS) for the consolidated business reports of related companies at the following link: https://mopsov.twse.com.tw/mops/web/t57sb01_q10

(II) The Company that shall be included in the preparation of consolidated financial statements for affiliated enterprises is the same as the Company that shall be included in the preparation of consolidated financial statements for parent-subsidiary companies in accordance with Article 10 of the IFRS. Therefore, the Company shall not prepare the consolidated financial statements of affiliated enterprises separately.

(III) Relationship report: Not applicable.

II. Handling of privately offered negotiable securities in the latest year and as of the printing date of the annual report: None.

III. Other necessary supplementary explanations: None.

Seven. Matters that have a significant impact on shareholders' equity or securities prices

I. In the most recent fiscal year and as of the printing date of the annual report, if any of the events prescribed in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act has a significant impact on shareholders' equity or securities prices: None.