

(Stock Code: 4551)



GLOBAL PMX CO., LTD.

2025 Annual Report

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I. Letter to Shareholders

Dear Shareholders,

Thank you for your long-term support and encouragement.

In 2025, under the three major trends of easing inflation, supply chain restructuring, and the transformation of AI technology, the precision manufacturing industry underwent structural transformation. Leveraging technological advancement, cross-disciplinary integration, and the concerted efforts of all employees, Global PMX CO., LTD. continued to demonstrate resilience amid changing challenges. The Company achieved consolidated revenue of **NT\$7.82 billion** (an annual growth rate of 1.7%), Operating Income NT\$ 1.048 billion (an annual growth rate of 32.7%), and earnings per share after tax of NT\$6.04. The Board of Directors resolved to distribute a cash dividend of NT\$4.2 per share for 2025. This achievement was hard-earned and reflects the Company's efforts in product portfolio optimization, market expansion, and internal management efficiency.

In each of our major business areas, the Company's development trends for 2026 are as follows:

Automotive Business: As the global automotive market undergoes structural shifts, the sales of Hybrid and Extended Range Electric Vehicles (EREV) have demonstrated strong momentum. The growth of these products not only supports the company's smooth transition from Internal Combustion Engines (ICE) to hybridization and electrification but also serves as the most critical technological bridge and profit engine during this transitional period.

As the core of our operations, our automotive components business continues to deepen its presence in the New Energy Vehicle (BEV, PHEV) sector. We are collaborating closely with global Tier 1 suppliers to develop air suspension systems, electronic braking systems (such as One-box), and key thermal management components for NEVs. Furthermore, we plan to initiate mass production for several product lines in 2026 in alignment with customer projects, ensuring the company maintains its leadership position amidst the industry's transformation.

Medical Business: Demand for high-precision medical device components continues to grow. Leveraging our long-standing core competencies in ultra-precision cutting, grinding, and complex material processing (such as titanium alloys and stainless steel) from the automotive sector, alongside our integrated manufacturing and quality management strengths, the company has successfully expanded into the high-barrier market of surgical robot transmission components.

We have established significant technical barriers and customer loyalty through international certifications such as ISO 13485 and FDA. Currently, development progress for implantable components and various new products is proceeding as scheduled, demonstrating our vertical integration capabilities—from mold development to precision machining—particularly in emerging fields like minimally invasive surgery and intelligent surgical robots. Our long-term strategic positioning in this sector, including the development of surgical instruments and implantable components, is expected to become a pillar of future profit growth. Together with our semiconductor and AI server businesses, this will serve as a dual engine driving the company's profitability.

Electronics and Sports Business: Benefiting from the AI wave driven by computing power and massive data storage requirements, market demand for AI cloud drives and high-capacity servers has undergone a structural explosion. Production capacity for high-capacity hard drives has already been fully allocated through the end of 2026.

Simultaneously, the comprehensive implementation of Heat-Assisted Magnetic Recording (HAMR) technology for large-capacity drives is driving specification upgrades and higher unit prices for key internal components. Consequently, the company is seeing strong order momentum for hard drive and semiconductor equipment precision parts. Driven by the expansion of AI infrastructure and the need to optimize Total Cost of Ownership (TCO) in data centers, we expect the Electronics Business Unit's revenue to climb steadily as the proportion of high-end product shipments increases.

Semiconductor Equipment & AI Thermal Management — Dual Growth Engine : The Company achieved major technological breakthroughs in 2025, demonstrating strong growth momentum.

Semiconductor Precision Manufacturing: Deepening Global Supply Chain

Benefiting from surging semiconductor fab construction demand in the US market, related equipment orders continued to grow. Beyond solid existing semiconductor equipment part shipments, the Company deepened cooperation with European and American semiconductor equipment makers, with high-precision key part shipments hitting new highs, sustaining double-digit semiconductor revenue growth. Orders continue to grow. Beyond solid existing semiconductor equipment part shipments, the Company deepened cooperation with European and American semiconductor equipment makers, sustaining double-digit semiconductor revenue growth.

AI Data Centers: Entering the Liquid Cooling Thermal Management Market

For AI server liquid cooling systems, the Company successfully developed high-precision thermal components and was qualified into the supply chains of major international manufacturers. These products feature high reliability and precision leak-proof technology,

significantly elevating the electronics business product level, and the Company has formally entered AI the AI data center thermal management market.

Looking ahead to 2026, GLOBAL PMX CO., LTD. maintains a stance of cautious optimism. The Automotive segment is benefiting from the transition toward new energy and intelligence; high-value-added safety systems and new projects are entering peak mass production, providing clear order visibility. In the Medical sector, demand continues to grow, and new projects with major global players are transitioning to mass production, which will significantly contribute to revenue and optimize gross margins. Meanwhile, Semiconductor and Thermal Management are expected to see strong momentum, driven by the rising penetration of liquid cooling technology.

To deepen our global strategic footprint and strengthen supply chain resilience, the company is actively advancing its investment plan in Vietnam. Following the selection of a site in Ha Nam Province and the completion of subsidiary registration between late 2025 and early 2026, construction is proceeding steadily according to plan. Factory construction and the installation of high-precision machinery are currently underway, with production expected to commence in Q2 2026. The establishment of this site will effectively diversify production risks associated with a single region, optimize regional capacity allocation, and build a more flexible global supply system to respond nimbly to shifting international dynamics.

GLOBAL PMX CO., LTD. will continue to uphold its core values of “Innovation, Efficiency, and Sustainability,” integrating green manufacturing and long-term goals of energy conservation and environmental protection into its operations. We will further deepen our strategic presence in the three major areas of new energy vehicles, medical technology, and emerging semiconductor fields. At the same time, we remain committed to the highest standards of integrity, striving for greater transparency and efficiency in corporate governance, and creating greater long-term value for shareholders, customers, employees, and society, living up to the expectations and trust of all our shareholders.

1. The 2025 Annual Operating Report

2025 Business Plan Implementation Results:

(1) Operating results in 2025:

In 2025, amidst the continued impact of inflation and slow destocking in the manufacturing sector, the global economy is facing a gloomy outlook, however, with the full support of shareholders and the dedication of all colleagues our performance still remains excellent compared to peers: the consolidated revenue in 2025 was 7,822,899 thousand NTD, Net profit was 696,380 thousand NTD. The after-tax earnings per share was NT\$6.04 in 2025.

Unit: NT\$ thousands

Item	2025	2024	Change ratio
Net sales	7,822,899	7,691,073	1.71%
Gross profit	1,810,221	1,562,156	15.88%
Operating income	1,047,541	789,256	32.73%
Pre-tax income	950,694	1,233,697	-22.94%
Net income	696,380	955,244	-27.10%

(2) Budget implementation:

According to the laws and regulations, the company has not disclosed the 2025 financial forecast. The overall operation and actual performance are roughly equivalent to the business plans developed within the company.

(3) Financial revenue, expenditure, and profitability analysis:

Item		2025	2024
Financial structure	Debt to asset ratio %	35.57	36.42
	Long-term capital to property, plant and equipment %	266.40	240.70
Solvency	Current ratio %	229.53	214.55
	Quick ratio %	181.97	166.71
Profitability	Return on total assets %	5.20	7.45
	Return on shareholders' equity %	7.82	11.39
	Profit ratio %	8.90	12.42
	Earnings per share (NT\$)	6.04	8.29

(4) Research and Development status:

The company is a professional precision metal component processing manufacturer, the main technology lies in the development of CNC lathes, milling machines, turning and milling composite automatic lathes, grinding machines, surface treatment and etc. To achieve optimal production and quality with systematic measurement control management for quality feedback. Therefore, in the development of new products, the

selection of machinery and equipment, the design of the manufacturing process, the development and production of the fixtures required in the process, and the innovation of the measurement and inspection tools are the focus of research and development. To cooperate with the introduction of automation into production optimally. The developed technology can be applied to the processing of metal products in various industries, such as manufactures and assembles products such as surgical, orthopedic and other related medical parts, automotive brake safety systems, fuel injection nozzle systems, transmission system, steering system, temperature control systems, hiking bicycle with front and rear suspension systems, semiconductor equipment flow controller systems, Cloud and high-capacity hard disk precision parts, industrial and optical precision metal parts, AI server cooling quick connectors, and so on.

The research and development for the implementation of the short-term, medium-term and long-term plans are as follows:

- **Short term** : Automotive sector: Driven by strong demand for new energy vehicles from key customers, the Company is accelerating the development of core components for electric vehicle (EV) motors, including rotors and bearings, as well as safety-critical components for hydrogen-powered vehicles. In addition, production capacity optimization is being carried out for high-technical-threshold modules such as one-box braking systems and air suspension systems.
AI server cooling quick connectors: In response to the rapid growth of AI applications, the Company is focusing on the mass production of key components for quick disconnect (UQD) connectors used in liquid cooling systems for AI servers.
Medical and sports sectors: Leveraging its FDA certification advantages in surgical automatic stapler components, the Company is conducting pilot production of precision components for smart medical devices. In the sports sector, the Company continues to develop lightweight structural components for high-end mountain bike suspension systems.
- **Medium term** : The Company will focus on the co-development of key precision machined components for new energy vehicles and hybrid electric vehicles, strengthening its co-development capabilities with customers. It will also enhance high value-added process integration capabilities, including stamping, forging, and multi-axis, multi-station machining, to improve vertical integration synergies.
In the field of medical surgical components, the Company will collaborate with new customers on new product development, capacity planning, sample development, and mass production preparation. The Company will provide integrated manufacturing service modules, covering front-end processes such as stamping, forging, injection molding, and casting; mid-stage machining processes including turning, milling, and multi-axis machining; as well as back-end surface treatment and assembly services.
- **Long term** : In response to global trends in energy conservation and carbon reduction, as well as net-zero emission policies (including the 2050 net-zero targets and the tightening of carbon trading mechanisms), the Company

will continue to deepen its presence in the new energy vehicle precision components supply chain and actively integrate into the core supply systems of global automotive brands and Tier 1 suppliers.

Looking ahead, the Company will continue to invest in advanced automation equipment and smart manufacturing systems, integrating cutting-edge machinery performance with digital management capabilities to develop more diversified precision machining and modular assembly capabilities. By promoting green manufacturing and low-carbon product design, the Company aims to enhance its ESG performance and global competitiveness.

With a long-term goal of increasing the proportion of high value-added products, the Company aspires to become a world-class leader in precision metal manufacturing and integrated services.

2. 2026 Business Plan Summary:

GLOBAL PMX CO., LTD will implement the following business strategies to continue creating value for shareholders, customers, and employees.

(1) Operating strategy

1. Annual Objectives: Achieve dual growth in both revenue and profitability. We aim to strategically increase the revenue contribution from the Medical and Semiconductor Divisions (including AI server liquid cooling components), deepen long-term partnerships with global Tier-1 automotive suppliers, and optimize our product mix to enhance overall gross margins.
2. Intelligent Cost Management: Leverage digital transformation to strengthen internal cost controls and lean inventory management. We seek to improve capital turnover rates and execute precision investments in high-growth product lines (such as UQD Quick Disconnects) to ensure optimal resource allocation efficiency.
3. Balanced Stability and Agility: Adopt a disciplined financial strategy by strictly managing capital expenditures (CAPEX), while maintaining flexibility in R&D and capacity planning for emerging industries, including UQD, hydrogen-powered vehicles, and surgical robotics.
4. Talent Development: Actively cultivate talent with expertise in multinational operations, AI applications, and high-precision R&D. We are accelerating our 'Talent Cultivation Program' to build an international professional team capable of meeting the demands of diverse industries.

(2) Sales Quantity forecast and its basis

The Company's shipment volume for 2026 is expected to increase significantly compared to 2025, driven by the surge in demand for AI server cooling components, increased penetration of semiconductor equipment parts, and the gradual ramp-up of new products in the new energy vehicle and surgical stapler segments into mass production.

The projected increase in shipment volume for the current year is based on customers' long-term order forecasts, the progress of ongoing projects, customer validation timelines, and the Company's global capacity deployment planning.

(3) Important production and marketing policy

- <1> Production policy : Continuously improving the quality management system with the aim of achieving zero defect and zero scrap rates.

Ongoing process optimization, accelerated mass production of new products, enhanced equipment utilization rates, and improved production efficiency have collectively contributed to cost reduction.

<2> Marketing Policy : To meet the needs of existing customers, and actively strive for new orders. To manage potential customers, and fully cooperate with new customers to develop the required resources.

3. The Future development strategy of the Company:

- (1) To reduce the proportion of auto parts with low traditional additional value, and increase industrial products such as high additional value automobiles, medical supplies, high-tech industries and environmental green energy.
- (2) Increase R&D investment in AI server liquid cooling systems (UQD quick connectors), advanced semiconductor equipment components, and high-end medical surgical consumables. Through enhancing technological capabilities and product sophistication, the Company aims to mitigate risks arising from fluctuations in any single industry.
- (3) To integrate critical processes vertically, and to enhance high additional value processes such as stamping, forging and multi-axis machining processes, front-end material and back-end surface treatment capabilities and equipment investment.

4. Influences of the external competitive environment, regulatory environment and the overall business environment:

In response to the normalization of geopolitical tensions and the rise of trade protectionism, the Company has actively implemented strategies centered on “local-for-local supply” and risk diversification. In addition to optimizing existing production capacity, the Company continues to enhance the mass production efficiency of its Vietnam operations, while accelerating the establishment and validation of overseas sites, including its Mexico facility, to build a more resilient global supply chain. These efforts aim to mitigate tariff fluctuations and logistics risks. Amid evolving end-market demand structures and cyclical industry dynamics, the Company continuously reviews its product portfolio and resource allocation efficiency, exercises prudent control over capital expenditures and operating costs, and gradually allocates resources to application areas with higher growth potential and stronger technological barriers, thereby optimizing its margin structure and overall operational quality.

The Company will also continue to prepare its financial reports and disclosures in accordance with the latest International Financial Reporting Standards (IFRS) and relevant regulatory requirements, while strengthening its internal control systems and risk management mechanisms to ensure timely, complete, and transparent information disclosure, thereby safeguarding the rights and interests of investors and stakeholders. By strictly complying with all applicable regulations governing public companies and financial reporting standards, the Company remains committed to sound corporate governance and the protection of shareholders’ interests. In a rapidly changing global political and economic environment, the Company will adhere to the core principles of prudent investment, steady operations, and risk diversification, and will continue to enhance its operational resilience and industry positioning to create sustainable, long-term value for shareholders, customers, employees, and other stakeholders.

GLOBAL PMX CO., LTD.

Chairman: Sixxon Tech Co., Ltd.

Legal Representative : Lin, Zheng-Sheng

General Manager: Lin, Ci-Qing

Chief Accounting Officer: Huang, Yao-Ling

II. Corporate Governance Report

1. Information of Directors, General Managers, Deputy General Managers, Deputy Assistant General Managers, and the Supervisors of All the Company's Divisions and Branch Units

(1) Information of Directors and Supervisors

i. Information of Directors

March 24 2026; Unit: Shares; %

Title	Nationality or Place of Registration	Name	Gender Age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Current Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Current Positions at the Company and Other Companies	Executives, Directors or Supervisors who are Spouses or within Two Degrees of Kinship			Re-mark
							Shares	Ratio	Shares	Ratio	Shares	Ratio	Shares	Ratio			Title	Name	Relation	
Chairman	ROC	SIXXON TECH. CO., LTD.	-	2023.07.28	3	2013.08.12	12,256,900	10.64	12,256,900	10.64	0	0	0	0	—	—	—	—	—	—
Legal representative	ROC	Lin, Zheng-Sheng (Note 1)	Male 81~85	2023.07.28	3	1999.10.01	389,000	0.34	327,000	0.28	158,000	0.14	5,386,600	4.67	Sheng-Te Christian College Chairman of SIXXON TECH CO., LTD. Chairman of Sixxon Precision Machinery Co., Ltd. Chairman of Global PMX Co., Ltd.	Legal representative of subsidiaries of the Company Chairman of JYT Technology Co., Ltd. Director of New Alliance Group Limited. Chairman of Sixxon Precision Machinery Co., Ltd.(Cayman Islands) Chairman and General Manager of Sixxon Precision Machinery Co., Ltd. Chairman of SIXXON TECH CO., LTD Director of An Yong Co., Ltd. Chairperson of Sixxon Precision Machinery (Kunshan) Co., Ltd. Chairperson of Sixxon Precision Machinery	—	—	—	—

Title	Nationality or Place of Registration	Name	Gender Age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Current Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Current Positions at the Company and Other Companies	Executives, Directors or Supervisors who are Spouses or within Two Degrees of Kinship			Remark
							Shares	Ratio	Shares	Ratio	Shares	Ratio	Shares	Ratio			Title	Name	Relation	
																Co., Ltd.(BVI)				
Director	ROC	He, Rui-Zheng (Note 2)	Male 81~85	2023.06.20	3	2009.5.20	356,000	0.31	226,000	0.20	0	0	5,376,700	4.67	Master of Management of National Cheng Kung Engineering and Science University	Director of SIXXON TECH CO., LTD. Director of Sixxon Precision Machinery Co., Ltd. (Cayman)	—	—	—	—
Director	ROC	Lin, Ci-Qing	Female 51-60	2023.06.20	3	2023.06.20	17,000	0.01	17,000	0.01	0	0	0	0	Master of Science in International Business, National Taiwan University The Manchester Metropolitan University Marketing Management Sales and Marketing Assistant Vice President of Global PMX Co., Ltd.	General Manager of Global PMX Co., Ltd. Factory Chief of Seamax Manufacturing Pte., Ltd.(Dongguan)	—	—	—	—
Independent director	ROC	Tsai, Chia-Yu	Female 41~50	2023.06.20	3	2014.01.06	0	0	0	0	0	0	0	0	Graduate of Accounting Institute of Tamkang University Project manager of Accton Technology Co., Ltd.	Partner accountant of We Win CPAs Firm Independent director of Taiwan Green Environment Technology Inc.	—	—	—	—

Title	Nationality or Place of Registration	Name	Gender Age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Current Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Current Positions at the Company and Other Companies	Executives, Directors or Supervisors who are Spouses or within Two Degrees of Kinship			Re-mark
							Shares	Ratio	Shares	Ratio	Shares	Ratio	Shares	Ratio			Title	Name	Relation	
Independent director	ROC	Huang, Fung-Ting	Male 51~60	2023.06.20	3	2023.06.20	0	0	0	0	0	0	0	0	Information Engineering, Feng Chia University Sr. GCM, Dell Director of strategic sourcing, TPK	Country Manager of NEXT Biometrics Taiwan	—	—	—	—
Independent director	ROC	Chen, Chun-Yuan	Male 51~60	2023.06.20	3	2023.06.20	0	0	0	0	0	0	0	0	Master's Degree, Agricultural Economics, National Taiwan University. Section Manager Of Far East Engineering Co., Ltd.	General Manager of Ai Wei Hsiang Food Corporation Director of Chennq Faah Enterprise Corp.	—	—	—	—
Independent director	ROC	Lin, Paiwen	Male 51~60	2023.06.20	3	2023.06.20	0	0	0	0	0	0	0	0	Graduate Institute of Environmental Engineering National Taiwan University Deputy Engineer at the Environmental Technology Development Center of CTCI Foundation	Chairperson of Protect-eco Technology & Consultants Co.,Ltd General Manager of Honest Safety Engineering Consultants Co.,Ltd	—	—	—	—

Note 1: Lin, Zheng-Sheng has 100% ownership of the overseas company New Alliance Group Limited, holding 5,386,600 shares of the Company, with a shareholding ratio of 4.67%.

Note 2 : He, Rui-Zheng has 33.33% of the overseas company Elna Technology Co., Ltd, holding 5,376,700 shares of the Company, with a shareholding ratio of 4.67%.

ii. Major Shareholders of Institutional Shareholders:

March 24, 2026

Name of Institutional Shareholder	Major Shareholders	Ratio
SIXXON TECH. CO., LTD.	Hetong Investment Co., Ltd.	18.18%
	Huakete Co., Ltd.	18.18%
	Dingsheng Investment Co., Ltd.	18.18%
	Zhengjiue Investment Co., Ltd.	18.18%
	Jason Co., Ltd.	18.18%
	Bojia Co., Ltd.	9.10%

Note: Unable to obtain information in a timely manner for unlisted companies

iii. Major shareholders of the Company's major institutional shareholders

March 24, 2026

Name of Institutional Shareholder	Major Shareholders	Ratio
Hetong Investment Co., Ltd.	Wang, Jian-Zhen	45.07%
	Wang, Qiao-Zhen	0.69%
	Ge, Jhong-Lin	43.59%
	Ge, Da-Lin	0.69%
	Ge, Li-Kai	9.96%
Huakete Co., Ltd.	He, Rui-Zheng	50%
	Liu, Jun-Ching	50%
Dingsheng Investment Co., Ltd.	Han, Kuang-Hsiang	28.80%
	Lee, Li-Hua	36.00%
	Han, Chi	16.40%
	Han, Lin	16.40%
	Han, Liang	1.2%
	Lyu, YI	1.2%
Zhengjiue Investment Co., Ltd.	Lu, Jing-Wei	40.4%
	Huang, Ling-Ling	40.4%
	Lu, Yan-Ru	9.6%
	Lu, Jing-Ru	9.6%
Jason Co., Ltd.	Lin, Zheng-Sheng	38%
	Huang, Cheng-chiu	38%
	Lin, Chia-Shen	18%
	Huang, Hui-Ying	6%
Bojia Co., Ltd.	Lin, Hon-Gze	34.96%
	Lai, Li-Wei	65.04%

iv. Information disclosure of the professional qualifications of directors and independence of independent directors:

Criteria Name	Professional Qualification and Experience (Note 1)	Independence Attribute (Note 2)	Number of holding concurrent independent director position in other public companies
Chairman: Sixxon Tech Co., Ltd. Legal Representative: Lin, Zheng-Sheng	Formerly served as the Chairman of the Company, currently severing as the chairman and General Manager of Sixxon Precision Machinery Co., Ltd., an important subsidiary of the company, and the chairman of SIXXON TECH CO., LTD. With more than 40 years of industrial experience in precision metal parts processing, production, technology research and development, marketing and leadership capabilities. Not under any circumstances as stipulated in Article 30 of the Company Act.	—	None
Director He, Rui-Zheng	With more than 40 years of industrial experience in precision metal parts processing, production, technology research and development, and the ability in practical factory management. Not under any circumstances as stipulated in Article 30 of the Company Act.	—	None
Director Lin, Ci-Qing	Currently serves as a General Manager of the company and with more than 20 years of industrial experience in precision metal parts processing, has the international market perspective, specializes in international marketing, business promotion, and the cross-strait operation management of China, Taiwan and Hong Kong. Not under any circumstances as stipulated in Article 30 of the Company Act.	—	None
Independent Director Tsai, Chia-Yu	Serves as a convener of the company's audit committee, and the member of remuneration committee, has gained and passed the National Examination of Qualification certification of professional and technical required by accountants. Also serves as a certified public accountant of We Win CPAs Firm, having more-than-five-years' experience in commerce, accounting, corporate business and specializes in tax and accounting, and has extensive experience in the industry. Not under any circumstances as stipulated in Article 30 of the Company Act.	An independent director who is in compliance with the criteria for independence, not a director, or employee of the Company or its affiliates; including but not limited to the person himself/herself, spouses or second-degree relatives; not holding shares of the Company; not serving as a director, supervisor or an employee of a company with which the Company has a specific relationship; not having received any remuneration for commercial,	1

		legal, financial and accounting services provided by the Company or its affiliates in the past two years.	
Independent Director Huang, Fung-Ting	Serves as a convener of the company's Remuneration Committee, and the member of audit committee and Sustainable Development Committee, possessing practical qualifications in international corporate procurement, marketing, and management, with more than five years of experience in commerce, accounting, and corporate business. Not under any circumstances as stipulated in Article 30 of the Company Act.	An independent director who is in compliance with the criteria for independence, not a director, or employee of the Company or its affiliates; including but not limited to the person himself/herself, spouses or second-degree relatives; not holding shares of the Company; not serving as a director, supervisor or an employee of a company with which the Company has a specific relationship; not having received any remuneration for commercial, legal, financial and accounting services provided by the Company or its affiliates in the past two years.	None
Independent Director Chen, Chun-Yuan	Serves as a member of the company's audit committee, and Remuneration Committee, and currently is the General Manager of Ai Wei Hsiang Food Corporation. With nearly two decades of experience in industry operations, specializing in corporate management, market marketing, and business promotion, and having more than five years of experience in commerce, accounting, and corporate business. Not under any circumstances as stipulated in Article 30 of the Company Act.	An independent director who is in compliance with the criteria for independence, not a director, or employee of the Company or its affiliates; including but not limited to the person himself/herself, spouses or second-degree relatives; not holding shares of the Company; not serving as a director, supervisor or an employee of a company with which the Company has a specific relationship; not having received any remuneration for commercial, legal, financial and accounting services provided by the Company or its affiliates in the past two years.	None
Independent Director Lin, Paiwen	Serves as a member of the company's audit committee, and Remuneration Committee, and the convener of Sustainable Development Committee, and currently is the Chairman of Protect-eco Technology & Consultants Co., Ltd. With nearly two decades of experience in the environmental pollution prevention and control industry, specializing in corporate management, market marketing, and business promotion, and having more than five years of experience in commerce, accounting, and corporate business. Not under any circumstances as stipulated in Article 30 of the Company Act.	An independent director who is in compliance with the criteria for independence, not a director, or employee of the Company or its affiliates; including but not limited to the person himself/herself, spouses or second-degree relatives; not holding shares of the Company; not serving as a director, supervisor or an employee of a company with which the Company has a specific relationship; not having received any remuneration for commercial, legal, financial and accounting services provided by the Company or its affiliates in the past two years.	None

- Note 1: Professional qualifications and experience: Specify the professional qualifications and experience of individual directors and supervisors. If the person is a member of the Audit Committee with accounting or financial expertise, their accounting or financial background and work experience shall be specified; while stating whether it meets the circumstances provided in Article 30 of the Company Act.
- Note 2: For independent directors, their state of independence must be specified, including but not limited to whether they, their spouses, second-degree relatives serve as a director, supervisor or employer in the Company or affiliates; the proportion of shares held by the independent director himself/herself, their spouses or second-degree relatives (or in the name of others); whether the independent director serves as a director, supervisor or an employee of a company with which the Company has a specific relationship (refer to Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and amount of remuneration receive for commercial, legal, financial and accounting services provided by the Company or its affiliates in the past two years.

(2) Information of General Managers, Deputy General Managers, Assistant General Managers and other Department and Branch Managers:

March 24 2026 ; Unit: Share: %

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Current Shareholding		Current Shareholding by Nominee Arrangement		Experience (Education)	Current Positions at the Company and Other Companies	Executives, Directors or Supervisors who are Spouses or within two Degrees of Kinship			
					Share	Ratio	Share	Ratio	Share	Ratio			Title	Name	Relationship	Note
General Manager	ROC	Lin, Ci-Qing	Female	2024.07.28	17,000	0.01	0	0	0	0	Master of Science in International Business, National Taiwan University The Manchester Metropolitan University Marketing Management Sales and Marketing Assistant Vice President of Global PMX Co., Ltd.	General Manager of Global PMX Co., Ltd. Factory Chief of Seamax Manufacturing Pte., Ltd.(Dongguan)	None	None	None	-
Deputy General Manager	ROC	Lin, Zhong-Yong	Male	2025.01.01	39,000	0.03	0	0	0	0	Department of Mechanical Engineering of National Yunlin University of Science and Technology Assistant Vice President of Global PMX Co., Ltd.	Factory Chief of Global PMX Co., Ltd.(Zhejiang) Factory Chief of Global PMX Co., Ltd.(Jiaxing)	None	None	None	-
Assistant Vice President	ROC	Yan, Rui-Quan (Note 1)	Male	2011.11.01	0	0	0	0	0	0	Master of Science and Technology Management of National Chengchi University Assistant Vice President of Global PMX Co., Ltd.	Supervisor of subsidiaries of Global PMX Co., Ltd.(Zhejiang), Seamax Manufacturing Pte., Ltd.(Dongguan), Global PMX Co., Ltd. (Jiaxing), Sixxon Precision Machinery Co., Ltd.	None	None	None	-
Accounting Supervisor	ROC	Huang, Yao-Ling	Female	2017.05.01	0	0.	0	0	0	0	Department of Information Management of Tutung University Manager of Department of accounting	None	None	None	None	-

Title	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Current Shareholding		Current Shareholding by Nominee Arrangement		Experience (Education)	Current Positions at the Company and Other Companies	Executives, Directors or Supervisors who are Spouses or within two Degrees of Kinship			
					Share	Ratio	Share	Ratio	Share	Ratio			Title	Name	Relationship	Note
Financial Supervisor	ROC	Xu, Xue-Lian	Female	2017.05.01	1,000	0.00	0	0	0	0	Department of International Trade of National Taipei University of Business Manager of Department of Finance	None	None	None	None	-
Corporate Governance Officer	ROC	Chao, Kun-Xin	Male	2026.05.02	0	0	0	0	0	0	MBA in Finance, National Chengchi University. Accounting Manager, Advantech Co., Ltd. Business Management Manager, Hon Hai Precision Industry Co., Ltd. (Foxconn) Supervisor, Sharp (Taiwan) Electronics Corporation Chief Financial Officer (CFO), Strength Master Fitness Tech Co., Ltd.	None	None	None	None	-

Note 1: Yan, Rui-Quan resigned on January 1, 2026.

2. Most Recent Remuneration of Directors, Supervisors, General Managers, Deputy General Managers

(1) Remunerations of Directors (including independent directors)

Unit: NT\$ Thousands

Title	Name	Remuneration								Amount and Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Relevant Remuneration Received by Directors Who are also Employees								Amount and Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income		Compensation Paid from an Invested Company other than The Company's Subsidiary
		Base Compensation (A)		Severance Pay (B)		Directors Compensation (C) (Note 1)		Allowances (D)				Salary, Bonuses and Allowances (E)		Severance Pay (F)		Employee Compensation (G) (Note 2)						
		The Company	All Companies in the Consolidated Financial Statement	The Company	All Companies in the Consolidated Financial Statement	The Company	All Companies in the Consolidated Financial Statement	The Company	All Companies in the Consolidated Financial Statement	The Company	All Companies in the Consolidated Financial Statement	The Company	All Companies in the Consolidated Financial Statement	The Company	All Companies in the Consolidated Financial Statement	Cash	Stock	Cash	Stock	The Company	All Companies in the Consolidated Financial Statement	
Chairman	SIXXON TECH. CO., LTD. Representative : Lin, Zheng-Sheng	0	0	0	0	9,016	9,016	36	36	9,052 1.30%	9,052 1.30%	4,066	24,088	0	0	6,298	0	6,298	0	19,416 2.79%	39,438 5.66%	None
Director	He,Rui-Zheng Lin, Ci-Qing																					
Independent Director	Tsai, Chia-Yu	2,400	2,400	0	0	0	0	48	48	2,448 0.35%	2,448 0.35%	0	0	0	0	0	0	0	0	2,448 0.35%	2,448 0.35%	None
	Huang, Fung-Ting																					
	Chen, Chun-Yuan																					
	Lin, Paiwen																					

1. Please describe the policies, systems, standards and structure of independent directors' remuneration, and explain the relevance with the amount of remuneration based on their responsibilities, risks, and time investment.

The company independent directors' remunerations are based on the board of directors' participation and the company value contribution by reference to the discretion of the board of directors. It also considers his personal attendance at the board of directors, serving on the functional committee such as the remuneration committees and the audit committees, and taking risks into account of the standard approval criteria.

2. Besides the figures shown in the table above, the remuneration to all the directors served for all the companies within the consolidated financial statement (For example, serving as a consultant for a non-employee of the parent company/companies included in the financial statements/investment businesses) in the most recent fiscal year: None.

Range of Remuneration

Range of Remuneration	Names of Directors			
	Total of (A+B+C+D)		Total of ((A+B+C+D+E+F+G)	
	The Company	All Companies in the Consolidated Financial Statement	The Company	All Companies in the Consolidated Financial Statement
Under NT\$ 1000,000	Tsai, Chia-Yu 、Huang, Fung-Ting、Chen, Chun-Yuan、Lin、Paiwen	Tsai, Chia-Yu 、Huang, Fung-Ting、Chen, Chun-Yuan、Lin、Paiwen	Tsai, Chia-Yu 、Huang, Fung-Ting、Chen, Chun-Yuan、Lin、Paiwen	Tsai, Chia-Yu 、Huang, Fung-Ting、Chen, Chun-Yuan、Lin、Paiwen
NT\$1,000,000 (included) ~ NT\$2,000,000 (excluded)	—	—	—	—
NT\$2,000,000 (included) ~ NT\$3,500,000 (excluded)	SIXXON TECH. CO., LTD., (Representative:Lin, Zheng-Sheng), He, Rui-Zheng, Lin, Ci-Qing	SIXXON TECH. CO., LTD., (Representative:Lin, Zheng-Sheng), He, Rui-Zheng, Lin, Ci-Qing	SIXXON TECH. CO., LTD., (Representative;Lin, Zheng-Sheng) 、He, Rui-Zheng	SIXXON TECH. CO., LTD., (Representative;Lin, Zheng-Sheng) 、 He, Rui-Zheng
NT\$3,500,000 (included) ~ NT\$5,000,000 (excluded)	—	—	—	—
NT\$5,000,000 (included) ~ NT\$10,000,000(excluded)	—	—	—	—
NT\$10,000,000 (included)~ NT\$15,000,000(excluded)	—	—	—	—
NT\$15,000,000 (included)~ NT\$30,000,000(excluded)	—	—	Lin, Ci-Qing	Lin, Ci-Qing
NT\$30,000,000 (included) ~ NT\$50,000,000(excluded)	—	—	—	—
NT\$50,000,000 (included) ~ NT\$100,000,000(excluded)	—	—	—	—
Over NT\$100,000,000	—	—	—	—
Total	7 persons	7 persons	7 persons	7 persons

(2) Remunerations of Supervisors: Not applicable (The auditor's authority of the Company is acted upon by the audit committee established by the independent director).

(3) Remunerations of the President and Deputy General Manager:

Unit: NT\$ Thousands

Title	Name	Salary (A)		Severance Pay (B)		Bonus and Allowances (C)		Employee Compensation (D) (Note)				Amount and Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Compensation paid from an Invested Company other than The Company's Subsidiary
		The Company	All Companies in the Consolidated Financial Statement	The Company	All Companies in the Consolidated Financial Statement	The Company	All Companies in the Consolidated Financial Statement	The Company		All Companies in the Consolidated Financial Statement		The Company	All Companies in the Consolidated Financial Statement	
								Cash	Stock	Cash	Stock			
General Manager	Lin, Ci-Qing	4,710	7,680	178	178	1,074	6,794	8,798	0	8,798	0	14,760 2.12%	23,450 3.37%	None
Deputy General Manager	Lin, Zhong-Yong													

Range of Remuneration

Range of Remuneration Paid to the General Managers and Deputy General Managers	Names of President and Deputy General Manager	
	The Company	All Companies in the Consolidated Financial Statement
Under NT\$ 1,000,000	—	—
NT\$1,000,000 (included) ~ NT\$2,000,000 (excluded)	—	—
NT\$2,000,000 (included) ~ NT\$3,500,000 (excluded)	—	—
NT\$3,500,000 (included) ~ NT\$5,000,000 (excluded)	Lin, Zhong-Yong	—
NT\$5,000,000 (included) ~ NT\$10,000,000 (excluded)	—	Lin, Zhong-Yong
NT\$10,000,000 (included) ~ NT\$15,000,000 (excluded)	Lin, Ci-Qing	—
NT\$15,000,000 (included) ~ NT\$30,000,000 (excluded)	—	Lin, Ci-Qing
NT\$30,000,000 (included) ~ NT\$50,000,000 (excluded)	—	—
NT\$50,000,000 (included) ~ NT\$100,000,000 (excluded)	—	—
Over NT\$100,000,000	—	—
Total	2 persons	2 persons

(4) Employees' Profit Sharing Granted to the Managerial Officers Team:

Unit: NT\$ Thousand

Item	Title	Name	Stock	Cash (Note1)	Total	Ratio of Total Amount to Net Profits after Tax (%)
Executive officers	General Manager	Lin, Ci-Qing	0	18,636	18,636	2.68%
	Deputy General Manager	Lin, Zhong-Yong				
	Assistant Vice President	Yan, Rui-Quan				
	Accounting Supervisor	Huang, Yao-Ling				
	Financial Supervisor	Xu, Xue-Lian				
	Corporate Governance Officer	Chao, Kun-Xin				

* It is the amount of compensation (including stocks and cash) of the employees who have been appointed by the board of directors in the most recent fiscal year. If it is not possible to estimate, the amount of this year is calculated based on the proportion of the actual distribution amount last year. After-tax net profit refers to the net profit after tax in the most recent fiscal year. The International Financial Reporting Standard has been adopted, the net profit after tax is the net profit of individual or individual financial reports in the most recent fiscal year.

Note 1: Based on the amount of employee compensation distributed by the board of directors on March 10, 2026.

(5) Analysis of the Proportion of the Total Remuneration of Directors, Supervisors, General Managers and Deputy General Managers of the Company Paid the Company and All Companies in the Consolidated Financial Statement to Net Profit After Tax in Individual Financial Statements of the Recent Two Years. Explanation of Remuneration Policies, Standards and Packages, the Procedure for Determining Remuneration, and Its Linkage to Operating Performance and Future Risk Exposure:

i. Analysis of the proportion of the total remuneration of directors, supervisors, general managers and deputy general managers of the Company paid the Company and all companies in the consolidated financial statement to net profit after tax in individual financial statements of the recent two years.

Title	2024		2025	
	The Company	All Companies in the Consolidated Financial Statement	The Company	All Companies in the Consolidated Financial Statement
Director	2.51%	2.64%	3.14%	6.01%
General Manager and Deputy General Manager	1.44%	1.44%	2.12%	3.37%

ii. The policy, standards and combination of remuneration, the procedure for setting remuneration, and the correlation with business performance and future risks. :

1. Explanation of remuneration policies, standards and packages

(1) Remuneration of the Company's director:

In accordance with the Article 15 of the "Articles of incorporation", the compensations of all directors perform their duties shall be given regardless of business profit or loss. The compensation is based on the value of their participation and contribution to the company's operations, and the company's long-term operating performance, and comprehensive consideration of the company's operating risks, authorizing the board of directors to pay according to the standard terms in the industry. If there is profit in the year, the compensation will be distributed in accordance with the Article 17-1 of this article, and Directors' compensation should be deducted less than 2.24%.

(2) Remuneration of the Company's managerial officers:

The salary policy of the company's employees is based on personal competence and duties, their performance, contribution to the company, and the company's operation. According to Article 17-1 of the company's articles of incorporation, if the company gains profits in the year, the appropriation shall not be lower than 2% of the employees' salary.

2. The Company's procedures for determining the remuneration:

The evaluation of the directors is executed based on the yearly "Performance of the Board of Directors Regulation". "Employees Performance Management Regulation" is applied to managerial officers for evaluation, and the salary refers to the whole company's operating performance, the average salary in the industry, personal contribution to the company's operating goal to provide a reasonable salary. The reasonableness of the directors' and managerial officers' salaries is evaluated audited by the Remuneration Committee and Board of Directors every year, and the commission system is evaluated and reviewed properly depending on the actual operation.

The 2025 annual self-evaluation of performance result of the Board of Director, director members and members of each functional committee are A, and the 2025 managerial officers performance evaluation shows that the performance of all the managers have achieved the requirement that the company regulates.

3. The correlation between business performance and future risks

(1) The review of the payment standards and systems related to the Company's remuneration policy is based on the overall operational status of the Company, and payment standards are determined based on performance achievement rates and contribution degrees to enhance the overall organizational effectiveness of the Board of Directors and management departments. Furthermore, reference to industry salary standards is made to ensure that the compensation of our management is competitive within the industry and retain outstanding managerial talents.

(2) The performance goals of the Company's management are all combined with "risk control" to ensure that the risks within the scope of their responsibilities are

managed and prevented. And the results of the performance evaluations are considered according to the actual performance which linked to the relevant human resources and compensation policies. The important decisions made by the Company's management are balanced with various risk factors, and the performance of these decisions reflects the Company's profitability, which is further linked to the management's compensation and risk control performance."

3. The State of the Company's Implementation of Corporate Governance

(1) The state of operations of the board of directors

- i. The board of directors has held 4 meetings in the fiscal year of 2025; the attendance of directors is as shown below (A):

Title	Name	Attendance in Person (A)	By Proxy	Attendance in Person (%)	Remarks
Chairman	SIXXON TECH. CO., LTD. Representative: Lin, Zheng-Sheng	4	0	100%	—
Director	He, Rui-Zheng	4	0	100%	—
Director	Lin, Ci-Qing	4	0	100%	—
Independent director	Tsai, Chia-Yu	4	0	100%	—
Independent director	Huang, Fung-Ting	4	0	100%	—
Independent director	Chen, Chun-Yuan	4	0	100%	—
Independent director	Lin, Paiwen	4	0	100%	—

Other mentionable items:

1. If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the Company's response should be specified:

- (1) Matters specified in Article 14.3 of Taiwan Securities and Exchange Act: Not applicable. The Company has set up an audit committee and is applicable to relevant matters of Article 14.5 of Taiwan Securities and Exchange Act. Please refer to the operation of the Audit Committee of the annual report.

- (2) Besides what is mentioned above, other Independent Directors who expressed opposition or qualified opinions that were recorded or declared in writing as: None. Independent directors have no objection or reservation this year.

2. To avoid conflict of interest among directors, the Director's name, meeting content, and reason for avoiding conflict of interest and participation in the voting process must be properly recorded:

Meeting Date	Meeting Content	Name of Directors	Reason for Avoiding Conflict of Interest	Voting Participation
March 10, 2025	The compensation of employees and directors of the Company of 2024.	SIXXON TECH. CO., LTD. Representative Lin, Zheng-Sheng Directors He, Rui-Zheng, Lin, Ci-Qing	Persons of conflict of interest	To avoid conflict of interest, the Directors aforementioned did not participate in the voting process. The remaining Directors present approved the case with no dissenting opinion.
March 10, 2025	Appoint members of the “Sustainability Development Committee.”	Director Lin, Ci-Qing Independent director Lin, Paiwen, Independent director Huang, Fung-Ting	Persons of conflict of interest	To avoid conflict of interest, the Directors aforementioned did not participate in the voting process. The remaining Directors present approved the case with no dissenting opinion.
November, 10 2025	Approval for reviewing the year-end bonus of the Company’s 2025 executive business directors and managers.	Director Lin, Ci-Qing	Persons of conflict of interest	To avoid conflict of interest, the Directors aforementioned did not participate in the voting process. The remaining Directors present approved the case with no dissenting opinion.

3. Strengthening the functions of the board in the current and recent fiscal years and conducting performance assessment:

(1) Enhance the transparency of information

The Company has established the “Regulations on Board Meetings” in accordance with the “Regulations Governing Procedure for Board of Directors Meetings of Public Companies” and has published the attendance of Board of Directors Meetings on Public Information Observatory. The Company has set up an Internal Significant Message Management Mechanism to avoid improper disclosure of information and ensure the consistency and accuracy

of the Company's information to outside. The Company has also established an Internal Significant Information Operating Procedures which was announced within the Company, and is also incorporated into the Company's internal control system to implement the fairness principle of information symmetry.

(2) Implementation of the Corporate Governance Act

To enhance the directors and managers' understanding of Securities Management Act and to continue to strengthen the promotion of corporate governance of related laws and regulations, in addition to providing information on recent amendments to the Board of Directors, the Board of Supervisors actively participated in the discussions on corporate governance of the competent authorities. The Company also regularly arranges courses on Corporate Governance Act to improve the benefits of the promotion and the goal of effective corporate governance.

(3) Improve the Company's remuneration system

The Company has established a remuneration committee, which is responsible for implementing the recommendations, evaluating and supervising the Company's overall remuneration policy, also the remuneration level of directors and managers, as well as the distribution of employee compensation. In the year of 2025, the Company has completed a regular review of the performance appraisal and remuneration policies, systems, standards and structures of its directors. In the future, the Company shall continue to review the improvement of relevant system to improve the remuneration system of the Company.

(4) Establishment of the Sustainability Development Committee

The Company has established a Sustainability Development Committee to promote and implement sustainability policies and sustainable business practices, and to advance economic, environmental, and social progress in order to achieve sustainable development goals, while aligning with international ESG trends. It is proposed to establish the "Sustainability Development Committee" and to adopt the "Organizational Charter of the Sustainability Development Committee."

In 2025, the Company has completed the regular operation and implementation of sustainability (ESG) initiatives. Going forward, the Company will continue to monitor and review related matters for improvement in order to strengthen its sustainable development.

- ii. TWSE/TPEX listed companies shall disclose information such as evaluation cycle and period, evaluation scope, method and content of evaluation of the self-evaluation (or peer evaluation) of the Board of Directors: (1) Evaluation implementation status of the Board of Directors:

Evaluation implementation status of the Board of Directors:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once per year	2025.1.1~2025.12.31	Performance evaluation of	1. Internal evaluation of	1.The criteria for Board performance evaluation

		the overall board of directors, individual board members, and functional committees (audit committee and remuneration committee)	the Board. 2. Self-evaluation by individual Board members.	cover the following six aspects: (A) The degree of participation in the Company's operations. (B) Improvement in the quality of decision making by the board of directors. (C) The composition and structure of the board of directors. (D) The election of the directors and their continuing education. (E) Internal controls. 2. The criteria for evaluating the performance of the board members cover the following six aspects: (A) Understanding of the Company's goals and missions. (B) Knowledge about director's duties. (C) The degree of participation in the Company's operations. (D) Internal relation building and communication. (E) Directors' professionalism and continuing education. (F) Internal controls. 3. The criteria for functional committees' performance evaluation cover the following five aspects: (A) The degree of participation in the Company's operations. (B) Knowledge of duties of the functional committees. (C) Improvement of the decision-making quality of the functional committees. (D) Composition and election of members of the functional committees. (E) Internal controls.
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To implement corporate governance and boost the efficacy of the Board of Directors and functional committees, the company has accomplished 2025 self-evaluation of the performance of the Board of Directors and functional committees, and the result is as follows:

1. The indicators include five dimensions, with a total of 45 indicators. The overall average score of the self-assessment of the board of directors' performance is 4.68 points (The full score is 5 points), indicating that the overall operation of the board of directors is good and meets the requirements of corporate governance.
2. The indicators include six dimensions, with a total of 23 indicators. The overall average score of the self-evaluation of the board members is 5.00 points (The full score is 5 points), indicating that the board members fully agree with the efficiency of the self-evaluation indicators and comply with the requirements of corporate governance.
3. The indicators include five dimensions, with a total of 24 indicators, and the overall average score of the functional committees' self-evaluation of performance is 4.49 points (The full score is 5 points), indicating that the Audit Committee is operating well as a whole and comply with corporate governance requirements.
4. The indicators include five dimensions, with a total of 24 indicators, and the overall average score of the functional committees' (Including the Audit Committee, the Remuneration Committee, and the Sustainability Development Committee.) self-evaluation of performance is 4.48 points (The full score is 5 points), indicating that the Remuneration Committee is operating well as a whole and comply with corporate governance requirements.

(2) The state of operations of the audit committee or attendance of supervisor at board meetings

The operations of the Audit Committee

The Company Audit Committee was duly established on January 6, 2014. It is currently composed of 4 independent directors, and elected the independent director, Tsai, Chai-Yu, to serve as the convener. The Audit Committee convenes the meeting at least once every quarter. It is responsible for reviewing the proper presentation of the Company's financial statements, evaluation of the selection (dismissal), independence and performance of the Certified Public Accountant, evaluation of the effective implementation of the Company's internal control, the Company's compliance with relevant laws and the Company's control over existing or potential risks. Its primary authorities are as follows:

- (1) To establish or modify the internal control system as prescribed in Article 14 of the Securities and Exchange Act;
- (2) To evaluate the effectiveness of the internal control system;
- (3) To establish or modify the procedures for material financial business behaviors such as acquiring or disposing assets, engaging in derivative commodity transactions, lending capital to others, endorsing or providing guarantees for others as prescribed in Article 36-1 of the Securities and Exchange Act;
- (4) Matters concerning the directors' personal interests;

- (5) Material assets or derivative commodities transactions;
- (6) Material capital lending, endorsement or provision of guarantees;
- (7) Offering, issuance or private placement of equity securities;
- (8) Appointment, dismissal or remuneration of Certified Public Accountant;
- (9) Appointment or dismissal of chief financial officer, chief accounting officer or chief audit executive;
- (10) Annual financial statements and semi-annual financial statements; and
- (11) Other matters required by the Company or the competent authority

The Audit Committee has held 4 meetings (A) in the fiscal year of 2025 (A); the attendance of independent directors is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Ratio (%) (B/A)	Remarks
Independent Director	Tsai, Chia-Yu	4	0	100%	—
Independent Director	Huang, Fung-Ting	4	0	100%	—
Independent Director	Chen, Chun-Yuan	4	0	100%	—
Independent Director	Lin, Paiwen	4	0	100%	—

Other mentionable items:

1. For Audit Committee meetings that meet any of the following descriptions, state the date and session of the Audit Committee meeting held, the discussed topics, the content of the objections, reservations or material recommendations of independent directors, the Audit Committee's resolution, and how the company has responded to Audit Committee's opinions:

(1) Matters specified in Article 14.5 of Taiwan Securities and Exchange Act:

Audit Committee Meeting Date	Content and Response	Independent director's opinions or objections	Resolution of the Audit Committee	The Company's response to the opinion of the Audit Committee
Mar 10, 2025 1 st time	1. The Company's business report and financial statements for 2024.	None	Approved by all Committee members present in The meeting.	Submitted the first board meeting resolution of 2025 and proceed in accordance with the
	2. Distribution of 2024 Earnings of cash dividend.	None		
	3. The Company's 2024 annual earnings distribution.	None		

	4. The Company's "Internal Control System Statement" for 2024.	None		Boards resolutions
	5. The 2025 annual review and assess the competence and independence of the CPA.	None		
	6. Change the Company's certifying CPA and to evaluate the CPA's independence.	None		
	7. The Company and its subsidiaries applied for a comprehensive credit line from the financial institutions make the endorsements and guarantees for subsidiaries.	None		
	8. Internal audit report for the fourth quarter of 2024.	None		
	9. For the accounts receivable (including related parties and non-related parties) with significant amounts that are beyond the normal credit period more than of three months, the nature is not loans to others.	None		
May 12, 2025 2nd time	1. The Company's financial statements for the first quarter of 2025.	None	Approved by all Committee members present in The meeting.	Submitted the Second board meeting resolution of 2025 and proceed in accordance with the Boards resolutions
	2 The Company and its subsidiaries applied for a comprehensive credit line from the financial institutions make the endorsements and guarantees for subsidiaries.	None		
	3. Internal audit report for the first quarter of 2025.	None		
Aug 8, 2025 3rd time	1. Financial statements for the second quarter of 2025.	None	Approved by all Committee	Submitted the third board meeting

	2. The Company and its subsidiaries applied for a comprehensive credit line from the financial institutions and make the endorsements and guarantees for subsidiaries.	None	members present in The meeting.	resolution of 2025 and proceed in accordance with the Boards resolutions
	3. Internal audit report for the second quarter of 2025.	None		
	4. To establish and revise the Company's "Internal Control System."	None		
	5. To invest in Vietnam and establish a sub-subsidiary through the Company's Singapore subsidiary.	None		
	6. To conduct a cash capital increase for the Singapore subsidiary, Global PMX PTE. LTD.	None		
Nov 10, 2025 4 th time	1. Financial statements for the third quarter of 2025.	None	Approved by all Committee members present in The meeting.	Submitted the 4th board meeting resolution of 2025 and proceed in accordance with the Boards resolutions
	2. The Company's operating plan and operating budget for 2026.	None		
	3. The Company's audit plan for 2026.	None		
	4. Remuneration of CPA for the Year 2026.	None		
	5. The Company and its subsidiaries applied for a comprehensive credit line from the financial institutions and make the endorsements and guarantees for subsidiaries.	None		

	6.For the accounts receivable (including related parties and non-related parties) with significant amounts that are beyond the normal credit period more than of three months, the nature is not loans to others.	None		
	7.Internal audit report for the third quarter of 2025.	None		

(2) Besides the matters above, other resolutions adopted with the approval of two-thirds or more of all Directors, without having been passed by the Audit Committee: No such incident occurred.

2. The independent directors, the content of the resolutions, the reasons for conflict of interest, and the participation in the voting: None.

3. Communication between independent directors and internal auditors (which should include audit materials, methods, and results pertaining to corporate finances and/or operations, etc.): The Company invites CPA, independent directors and audit supervisors to hold meetings to communicate and advise on the Company’s financial auditing conditions, and finance, business conditions and the audit result of internal control as well. The internal audit supervisor also provides audit reports on a regular basis. Each quarterly report is submitted to the audit committee for discussion and approval.

(一) Summary of past communications among the CPA, independent directors, and the chief of internal audit. :

Date	Description	Recommendations and results.
2025/11/10	1. The CPA explained the audit planning for the 2025 consolidated financial statement audit, including the key focus areas, scope, and methodology of the group audit, as well as the key audit matters identified based on the assessment of significant risks. 2. The CPA reminded the Company of the requirements under the IFRS S1 and S2 sustainability disclosure standards, and recommended that the sustainability information disclosure working group and relevant work plans be arranged in advance. 3. Matters for attention regarding information management, etc.	Independent Director Lin, Pai-Wen inquired about the differences between "Sustainability Disclosure" and "Sustainability Reporting." Following the accountant's explanation, all independent directors present had no further objections. Independent Director Chen, Chun-Yuan inquired whether there had been communication with senior management regarding information management precautions. Following the accountant's explanation, all independent directors present had no further objections.

(二)Summary of past communications between Independent Directors and the Chief Internal Auditor. :

Date	Attendees	Matters for Communication	Communication Results
2025/03/10 Audit Committee Pre-meeting.	Independent director, Tsai, Chia-Yu Independent director, Huang, Fung-Ting Independent director, Chen, Chun-Yuan Independent director, Lin, Paiwen	Report on the implementation status of the 2024 (Q4) Audit Plan.	No objections or comments were raised during this meeting
2025/05/12 Audit Committee Pre-meeting	Independent director, Tsai, Chia-Yu Independent director, Huang, Fung-Ting Independent director, Chen, Chun-Yuan Independent director, Lin, Paiwen	Report on the implementation status of the 2025(Q1) Audit Plan.	No objections or comments were raised during this meeting

2025/08/08 Audit Committee Pre-meeting	Independent director, Tsai, Chia-Yu Independent director, Huang, Fung-Ting Independent director, Chen, Chun-Yuan Independent director, Lin, Paiwen	Report on the implementation status of the 2025 (Q2) Audit Plan.	No objections or comments were raised during this meeting
2025/11/10 Audit Committee Pre-meeting	Independent director, Tsai, Chia-Yu Independent director, Huang, Fung-Ting Independent director, Chen, Chun-Yuan Independent director, Lin, Paiwen	Report on the implementation status of the 2025 (Q3) Audit Plan.	No objections or comments were raised during this meeting

4. Annual key functions and operations :

(1) Annual Key functions

- A. Review financial reports.
- B. Assessment of the effectiveness of internal control system.
- C. Review the hiring, dismissal, compensation concerning CPAs °
- D. Evaluate the independence and performance of the CPA.
- E. Review the Company's operational procedures and material transactions of assets, derivatives, and endorsement/guarantees.
- F. Communicate with CPA periodically over financial statement review or audit results, and internal audit items.
- G. Communicate with head of internal audit periodically over the results of the implement the annual audit plans.

(2).2025 Operations:

Proposals of the Audit Committee meetings have all been approved by members of the Audit Committee with no dissent from any of the Independent Directors.

(3) The state of the Company’s implementation of corporate governance, any departure of such implementation from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for any such departure:

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
1. Does the Company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	V		The Company has established its “Corporate Governance Best Practice Principles”. All operations are handled in accordance with the Code. So far, there has not been any significant difference. The Code has been disclosed on the Market Observation Post System and the Company’s website.	No difference.
2. Shareholding structure & shareholders’ rights				
(1) Does the company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement based on the procedure?	V		(1) The Company has a spokesperson and a deputy spokesperson to handle matter such as shareholder suggestions, doubts, disputes and an Email on the website for investor relations, through which shareholders can contact the Company. Shareholders’ suggestions, doubts, disputes, and litigation matters are all handled in accordance with relevant operating procedures.	(1) No difference.
(2) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	V		(2) The Company has designated specific personnel who possesses the list of its major shareholders as well as the ultimate owners of those shares and maintains close relationship with them.	(2) No difference.
(3) Does the Company	V		(3) The Company’s personnel,	(3) No difference.

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
establish and execute the risk management and firewall system within its conglomerate structure? (4) Does the Company establish internal rules against insiders trading with undisclosed information?	V		assets and financial management responsibilities are clearly and independently related to the Company, and the Company has set up the “Subsidiary Company Monitoring Operations”, monthly financial and business management reports of subsidiaries, and implementation of risk control mechanism for subsidiaries. (4) The Company has established “Procedures for Handling Material Inside Information” in order to avoid improper disclosure of information. It also expressly stipulates stock trading control measures for insiders from the time they become aware of the Company’s financial reports or related performance information, including (but not limited to) that directors are prohibited from trading their shares during the closed period of 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of each quarterly financial report. In addition, the Company provides quarterly reminders to insiders via email.	(4) No difference.
3. Composition and Responsibilities of the Board of Directors (1) Has the Board formulated a diversity policy and	V		(1) The Company has established the “Corporate Governance	(1) No difference.

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
specific management objectives, and have they been implemented			Practices and Principles” to ensure diversity in the Board of Directors. At present the Company’s Board of Directors has 7 members (including 4 independent directors). The members have professional background, professional skills and industry experiences. In addition, for the gender equality for the composition of the board of directors, the Company also pays attention to this issue. The Company’s target is to have at least two female directors on the board. (Note 2) For the director composition ratio, The number of directors concurrently holding managerial positions does not exceed one-third of the total board seats, 57% is independent directors, and 29% is general directors. Two director is female, accounting for 29% of the total number of directors. Current Gender Diversity Status and Explanation for Not Meeting the One-Third Threshold and Director Diversity Policy, please refer to pages 49~50 for the explanation.	
(2) Does the Company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?		V	(2)The Company has established the Remuneration Committee and Audit Committee. To promote and implement sustainable development policies and practices, advance economic, environmental, and	(2) No Nomination Committee Has Been Established. Currently, the nomination and appointment process for company

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
			social progress, and achieve the goal of sustainability while aligning with international ESG trends, the Board of Directors approved the establishment of the Sustainability Development Committee on March 10, 2026.	directors is conducted in accordance with the Company Act and the company's Articles of Incorporation. The relevant responsibilities are jointly undertaken by the Board of Directors. Additionally, the establishment of other functional committees is still under deliberation.
(3) Does the Company establish a standard to measure the performance of the Board, and implement it annually?	V		(3) The Company has established “Rules and Procedures for the Board of Directors’ Performance Assessment”. It conducts regularly scheduled performance assessments every year and will be reviewed by the Remuneration Committee which will determine the distribution of annual compensation for directors and individual details. 「The Board of Directors’ Performance Assessment」 Please refer to pages 27 for the Annual Report.	(3)No difference.
(4) Does the Company regularly evaluate the independence of CPAs?	V		(4)The Company regularly evaluates the annual CPA service according to the “Accounting Assessment and Performance Evaluation Measure” set by the Board of Directors each year, and based on Audit Quality Indicators	(4) No difference.

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
			(AQIs) provided by Deloitte, No.47 of Certified Public Accountant Act and No.10 of “The Norm of Professional Ethics for Certified Public Accountant of the Republic of China” (Evaluation is based on the criteria in Note 4), and the Company also obtained the statement of independence signed by the accountant. After the evaluation, it will be submitted to the Audit Committee and the Board of Directors for discussion and resolution. The annual CPA assessment results of 2025 were reviewed and approved by the Audit Committee on March 5, 2026 and Board of Directors on March 5, 2026.	
4. Whether TWSE/TPEX listed companies have deployed appropriate numbers of suitable corporate governance personnel, and designated corporate governance directors responsible for corporate governance-related matters (including but not limited to providing directors, supervisors with information required to perform business, assisting directors, supervisors in complying with laws, handled matters related to meetings of the board of	V		The company has been approved by the board of directors to establish a corporate governance officer, which is responsible for corporate governance and relevant matters such as providing the information required by the directors to conduct business, handling matters related to the meetings of the Board of Directors and shareholders, handling company registration and changes of registration, constructing Directors and shareholders’ meetings, safeguarding shareholders’ rights and strengthening the functions of the Board of Directors. Business implementation in 2025: (1) Assist independent directors	No difference.

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
directors and shareholders' meeting on the basis of the laws, and prepared the minutes of the board of directors and shareholders' meetings, etc.?			and general directors to perform their duties, provide necessary data and arrange directors' further training: <1> It provides and regularly updates the latest amendments and developments of laws and regulations related the Company's business field and corporate governance for the directors when they are appointed. <2> It reviews the confidentiality level of relevant information, provides the company information required by the directors, and maintains effective communication between directors and business executives. <3> It arranges related meetings if the independent directors need to communicate with the internal audit supervisor or CPA individually to understand the Company's financial and business status in accordance with the Corporate Governance Best Practice Principles. <4> It formulates the annual continuing education plans and courses for the independent directors and general directors based on the Company's industrial characteristics, education and experience background of the directors. (2) Assist in meeting procedures	

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
			and resolutions on regulatory compliance matters during the board meeting and shareholder’s meeting: <1> It reports to the Board of Directors independent directors, and Audit Committee on the operations of the Company's corporate governance and confirms whether the shareholder's meeting and board meeting of the Company are held in compliance with relevant laws and corporate governance codes. <2> Assist and remind the directors that they should follow the laws and regulations when performing business or making a formal resolution of the Board of Directors, and propose suggestions when the Board of Directors is going to make an illegal resolution. <3> It reviews the matters related to release of major information upon the important resolutions of the Board of Directors after the meeting, so as to ensure the regulatory compliance and correctness of the material information. This is to ensure the trading information equivalence of investors. (3) It drafts the agenda for the board meeting and notifies the	

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
			directors seven days in advance; convenes the meeting and provides the meeting information reminds the avoidance if any issue involves the conflict of interest, and completes the board meeting minutes within 20 days after the meeting. (4) It handles the registration before the shareholder's meeting under laws, prepares the meeting notice, the handbook for the meeting, and the meeting minutes within the statutory period, and handle the matters of registration changes in case of amendments on the Articles of Association or the re-election of directors. The corporate governance officer had taken the 2025 course, the information was disclosed on the company website.	
5. Does the Company establish communication channels and dedicate section for stakeholder (including but not limited to the shareholders, employees, clients and suppliers) on its website to respond to important issues of corporate social responsibility concerns?	V		The Company has set up a stakeholder area on its website, and discloses the contact phone number and E-mail of the spokesperson and deputy spokesperson. It also provides an address and contact window for stakeholders' complaints. The Company maintains good communication channels with its stakeholders and allows stakeholders to have sufficient information to judge and defend their rights.	No difference.

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
6. Does the Company appoint a professional shareholder service agency to deal with shareholder affairs?	V		The Company authorized “SinoPac” Securities as shareholder services agent.	No difference.
7. Disclosure of information				
(1) Does the Company have a corporate website to disclose both financial standings and the status of corporate governance?	V		(1) The Company has established a website with dedicated person responsible for maintaining and updating important financial, business and corporate governance information, and enquire by MOPS for shareholders and stakeholders.	(1)No difference.
(2) Does the Company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information on collection and disclosure, creating a spokesperson system, webcasting investor conferences)?	V		(2) The Company has designated personnel to be responsible for information collection and disclosure. There is also a spokesperson who is responsible for the external speeches, and the relevant information of the legal person briefing is disclosed in the investor area on the MOPS for public to enquire.	(2)No difference.
(3) Whether the Company announced and reported the annual financial report within two months after the end of the fiscal year, and announced and reported the first, second and third quarter financial reports and operation of each month in advance before the prescribed period.	V		(3) On March 5, 2026, the Company has reported the 2025 Annual Financial Report, and announced the completion of the first, second and third quarter of 2025 financial reports and the operation of each month before the provided period.	(3)No difference

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
8. Is there any other important information to facilitate a better understanding of the Company’s corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ and supervisors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	V		As follows: (1)Interests and rights of employees and care for employees: all measures of the Company’s employees’ interest and rights and labor relations are in accordance with relevant laws and regulations, to which the implementation is sound. Any new or revised measures concerning employee rights and labor relations are agreed by both employers and employees, therefore no disputes have occurred. The Company’s employee welfare, retirement system and labor agreement implementation are described as follows: <1> Employ welfare measures and their implementation: guaranteed employee salary and employee bonus, provide labor and health insurance, issue birthday/Mid-Autumn Festival/Chinese New Year/labor monies, provide allowances for weddings and funerals as well as domestic and overseas holidays, hold end-of-year parties etc., to establish employee leave measures in accordance with the provisions of the Law of Labor, implement on-the-job training for employees, adhering to the concept of lifelong learning, provide employees with facilities for	(1) No difference.

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
			learning software and hardware which has achieved the goal of whole-person education. Establish an employee welfare committee to coordinate employee welfare measures and provide employee benefits on a monthly basis. <2> Retirement system and its implementation: The company currently has full pensions based on the Labor Standard Laws. The pension has been fully funded using the old system, and since July 1, 2005 the new system has been adopted which mean a 6% of the salary is paid into the employee’s individual retirement account according to the Labor Pension Statutes. An actuary will assess whether the proposal is adequate regarding the old system at the end of each year, if there is a shortage it shall be made up. <3> Agreement between labor and management: The rights and obligations of both employers and employees are handled in accordance with the provisions of the Company’s working rules. The Company’s labor relations are harmonious, and there have not been any major disputes or loss between labor and management.	

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
	V		<4> Implement the employee dividend system to enhance employees’ coherence. <5> Designate relevant personnel to participate in safety and health topics. The implementation of health checkups and health promotion activities for all employees will provide a safe and healthy working environment for employees.	
	V		(2) Investor relations: In addition to regularly disclosing the Company’s important operating information, the Company continues to enhance the transparency of information, so that investors can grasp the Company’s business development and development plans, in 2025, the Company issued 15 announcements, 43 material information disclosures each in Chinese and English, and participated in 12 investor conferences.	(2) No difference.
	V		(3)Supplier relations: The Company maintains long-term good cooperative relations with suppliers.	(3) No difference.
	V		(4)Relations with stakeholders: The Company has established various good and smooth communication channels in order to protect to interests of stakeholders, adheres to the principle of honesty, and a	(4) No difference.

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
			responsible attitude in order to fulfill corporate social responsibility.	
	V		(5)Continuing education opportunities for directors: According to the rules on “Continuing Education for Directors and Supervisors of TWSE/TPEX-listed Companies”, there will be training courses on the Securities & Exchange Act based on the required training house. (Note 3)	(5) No difference.
	V		(6)Implementation of risk management policy and risk measurement standards: Various internal regulations are created according to the law for risk management and evaluation.	(6) No difference.
	V		(7)Implementation of customer policies: The Company is committed to quality improvement and professional technology to provide customers with best services and products.	(7) No difference.
	V		(8)The Company has procured directors’ and officers’ liability insurance for its directors and key officers, and has reported the relevant insurance coverage to the Board of Directors.	(8) No difference.
9. According to the latest result of the Corporate Governance Evaluation System by the Corporate Governance Center of TWSE, explains the amendments or propose the priority measurements to the items which have not been improved (unnecessary for the excluded companies): (1)According to the results of the 11th Corporate Governance Evaluation in 2024, the				

Evaluation Item	Implementation Status (Note 1)			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
company's ranking is 36%~50%. In order to maintain the investors' rights and interests, the website of the company has provided more detailed explanation of the company profile, financial and business information, shareholders' meeting information, corporate governance and stakeholder information to be used as reference. The company strives to improve continuously and enhance the operation of corporate governance (As of the date of publication of the annual report, the results of the 12th Corporate Governance Evaluation for 2025 have not yet been announced). (2)The company is going to continue assess the poor items to make the action plans to enhance the corporate governance. The priority improvement measures for 2026 are as follows: The Company plans to hold its Annual General Shareholders' Meeting on May 22, 2026. The Company plans to complete the establishment of an English-language website in 2026, which will disclose information on major shareholders, financials, business operations, and corporate governance.				

Note 1: Regardless of whether “Yes” or “No” is checked, it should be specified in the Description column.

Note 2: Does the Board of Directors develop and implement a diversified policy for the composition of its members.

Note 3: Continuing education opportunities for directors.

Note 2: The status and policy of diversified board members

1. The policy of diversified board members:

The Company has adopted “Corporate Governance Best-Practice Principles” which requires a diversified manner when forming the board of directors. A director who is also a manager of a company should not exceed one-third of the board of directors. To formulate its operation, operational type and development needs, the basic qualifications and the diversification of professional knowledge and skills, the Company’s “Corporate Governance Best-Practice Principles” Article 20 on the diversity board member is listed as follows:

“The board structure of the Company shall be determined on the Company’s business development and its shareholdings of major shareholders, considering the need for practical operation, it is necessary to determine the appropriate board of directors for more than five persons. A director who is also a manager of a company should not exceed one-third of the board of directors. To formulate its operation, operational type and development needs with diversification shall include but not limited to the following two standards:

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

Board members should generally have the knowledge, skills and literacy to perform their duties. In order to achieve the ideal goal of corporate governance, the overall ability of the board of directors should be as follows.

- (1) The ability to make judgments about operations.
- (2) Accounting and financial analysis ability.
- (3) Business management ability.
- (4) Crisis management ability.
- (5) Knowledge of industry.
- (6) An International market perspective.
- (7) Leadership ability.
- (8) Decision-making ability.
- (9) Risk management and knowledge capability.

The Company, in electing directors, not only emphasizes candidates' professional backgrounds and experiences but also considers the diversity of the Board as an important factor to strengthen its overall function and enhance operational effectiveness.

As of the publication date of the annual report, the Board of Directors consists of 7 members, including 4 independent directors. The overall composition is as follows:

- Directors concurrently serving as employees: 14% (directors concurrently serving as managers do not exceed one-third of all director seats)
- General directors: 29% (The corporate directors account for 14%, which does not exceed one-third.)
- Independent directors: 57% (Independent directors account for more than one-half.)
- Age distribution: 29% aged above 70, and 71% aged between 50 and 60.

The Board members' professional backgrounds cover fields such as accounting and industrial management, with diverse industry knowledge and expertise. They are able to provide professional advice from multiple perspectives, significantly contributing to the Company's operational performance and management efficiency.

Current Gender Diversity Status and Explanation for Not Meeting the One-Third Threshold. Currently, the Company has 2 female directors, accounting for 29% of all Board seats. Although the proportion of female directors has already exceeded the target of 2 female directors. However, this still falls short of the new regulation promulgated by the Financial Supervisory Commission (FSC), which requires that starting from 2025, the number of directors of either gender must not be less than one-third of the Board seats. The reasons are as follows:

- The current Board members were elected at the 2024 Annual General Meeting, with a term from June 20, 2023, to June 19, 2026. At the time of election, there was no mandatory regulation regarding gender diversity;
- Due to the nature of the industry in which the Company operates, there is a relative scarcity of female executives and professionals qualified to serve as directors, resulting in limited sources of female candidates and the inability to meet the one-third threshold.

Specific Plans and Measures to Enhance Gender Diversity

To comply with gender diversity requirements and to strengthen Board diversity, the Company has established and continues to promote the following measures:

1. Incorporating gender diversity as a formal policy in the director nomination process, with a commitment to improving the proportion of female directors;
2. Actively considering and prioritizing the nomination of female candidates with professional competence and industry experience during the director nomination and selection processes;
3. Enhancing the development and talent pool of internal female senior executives to create a broader source of future director candidates;

4. Regularly reviewing the composition of the Board and continuously strengthening gender and professional diversity in future director elections, aligning with the Company's sustainable development strategy.

2.The formation of diversified board members:

2. The formation of diversified board members.

Core Diversification Standard Director Name	Basic Information						Industry Experience				Professional Competence						
	Nationality	Gender	Concurrent employee	age			Independent director tenure			Precision Metal Part	Automobile	Electric Machinery	Accounting and asset management	Accounting and Financial Analysis	Operating and Management	Mechanical engineering	Risk Management
				40 ~ 55	55 ~ 70	70 UP	Under 3 years	3 to 9 years	9 Years or more								
SIXXON TECH. CO., LTD. Representative: Lin, Zheng-Sheng	ROC	Male				V				V	V	V			V	V	V
He, Rui-Zheng	ROC	Male				V				V	V	V			V	V	V
Lin, Ci-Qing	ROC	Fe- male	V	V						V	V	V	V	V	V		V
Tsai, Chia-Yu	ROC	Fe- male		V					V				V	V	V		V
Huang, Fung-Ting	ROC	Male			V		V						V		V		V
Chen, Chun-Yuan	ROC	Male		V			V						V		V		V
Lin, Paiwen	ROC	Male		V			V						V		V		V

2-1. Directors' industry expertise and related situation :

Expertise	Affiliation with the company	Number of directors
Board of directors/Committee leadership	Management leadership experience considered as the Board of directors and functional committees' strategic assets.	7
Related industry experience	Support in reviewing the company's business operations, financial, and investments.	3
Financial and account	Regulatory Compliance	2
Business management	Support in reviewing the company's business operations, financial, and investments.	7

Risk management	Boards responsibility encompasses the risk and regulatory compliance	7
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2-2. Directors composition

The proportion of employees to directors :

Employee identity	14%
General director	29%
Independent director	57%

The proportion of female directors

Female	29%
Male	71%

2-3.The specific management objectives and achievement of the director diversity policy

No.	Management objective	Achievement
1.	The number of directors who hold a concurrent post as manager of the company shall not exceed one-third of the number of directors.	Achieved
2.	The target ratio of female directors exceed two female directors.	Achieved
3.	The continuous tenure of half independent director must not exceed three consecutive terms	Achieved
4.	According to the Financial Supervisory Commission's regulation, starting from 2026, the number of directors of either gender on the board must not be less than one-third of the total number of board seats.	Not Achieved (Please refer to pages 49 for the explanation.)

Note 3. The status of continuing education for directors in 2025

Title	Name	Date of Education	Organizer	Name of Course	Hours of Education
Chairman	Legal representative: Lin, Zheng-Sheng	2025/5/12	Taiwan Corporate Governance Association,	Artificial Intelligence (AI) and Corporate Governance	3H
Director	He, Rui-Zheng Lin, Ci-Qing	2025/11/10		A Comprehensive Guide to High-Asset Financial Allocation and Tax Management	3H
Independent Director	Tsai, Chia-Yu Huang, Fung-Ting Chen, Chun-Yuan Lin, Paiwen				

Note 4: Assessment table of independence of Certified Public Accountant

Item	Description	Result (Y/N)	Independence (Y/N)
1.	Whether Certified Public Accountant has direct or significant indirect financial interests with the Company.	☐ Y ☒ N	☒ Y ☐ N
2.	Whether or not Certified Public Accountant has any financing or guarantees of conduct with the Company or the directors of the Company.	☐ Y ☒ N	☒ Y ☐ N
3.	Whether Certified Public Accountant has a close business relationship and potential employment relationship with the Company	☐ Y ☒ N	☒ Y ☐ N
4.	Whether Certified Public Accountant or members of their audit team had any positions in the Company as directors, managers of significant influence on the audit during the audit period.	☐ Y ☒ N	☒ Y ☐ N
5.	Whether Certified Public Accountant has any non-audit services to the Company which may directly affect the audit work.	☐ Y ☒ N	☒ Y ☐ N
6.	Whether Certified Public Accountant has an intermediary to issue shares or other securities of the Company.	☐ Y ☒ N	☒ Y ☐ N
7.	Whether Certified Public Accountant has acted as the Company's defender or on behalf of the Company to coordinate conflicts with other third parties.	☐ Y ☒ N	☒ Y ☐ N
8.	Whether Certified Public Accountant has a kinship with the directors, managers of the Company or persons who have a significant influence on the audit work.	☐ Y ☒ N	☒ Y ☐ N

(4) Composition, responsibilities and operation status of the Remuneration Committee:

i. Information on members of the Remuneration Committee

Identity (Note 1)	Condition Name	Professional Qualification and Experience	Independence Attribute	Concurrent Remuneration Committee position in other publicly listed companies
Convener	Huang, Fung-Ting	Please refer to page 13~15 for further information about independent directors	Please refer to page 13~15 for further information about independent directors	None
Member	Tsai, Chia-Yu			1

Identity (Note 1)	Condition	Professional Qualification and Experience	Independence Attribute	Concurrent Remuneration Committee position in other publicly listed companies
	Name			
Member	Chen, Chun-Yuan			None
Member	Lin, Paiwen			None

Note : Compliance of the criteria for independence: For independent directors, their state of independence must be specified, including but not limited to whether they, their spouses, second-degree relatives serve as a director, supervisor or employer in the Company or affiliates; the proportion of shares held by the independent director himself/herself, their spouses or second-degree relatives (or in the name of others); whether the independent director serves as a director, supervisor or an employee of a company with which the Company has a specific relationship (refer to Subparagraphs 5 to 8, Paragraph 1, Article 6 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); and amount of remuneration receive for commercial, legal, financial and accounting services provided by the Company or its affiliates in the past two years.

ii. Operation status of the Remuneration Committee

A. There are 4 members in the Company's Remuneration Committee.

B. Current Term: From June 20, 2024 to June 19, 2026. The Remuneration Committee held 2 meetings in the recent year(2025).

C. The qualifications and attendance of the Committee are shown as below (A):

Title	Name	Attendance in Person (B)	By Proxy	Attendance in Person Rate (%) (B/A) (Note)	Remarks
Convener	Huang, Fung-Ting	2	0	100%	None
Independent Director	Tsai, Chia-Yu	2	0	100%	None
Independent Director	Chen, Chun-Yuan	2	0	100%	None
Independent Director	Lin, Paiwen	2	0	100%	None

Other mentionable items:

1. If the board of directors declines to adopt or modifies a recommendation of the Remuneration Committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the Remuneration Committee's opinion (e.g., the remuneration passed by the Board of Directors exceeds the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified): None.
2. Resolutions of the Remuneration Committee objected by members or to which reservation was expressed and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinions should be specified:

Remuneration Committee Meeting Date	Discussion	Resolution
March 10, 2025 1st time	1. The 2024 annual performance evaluation review of the board of directors (including Functional Committee). 2. The compensation distribution of employees and directors of the Company of 2024. 3. The compensation disbursement of employees and directors of the Company of 2024. 4. Amendments to the "Regulations for the Administration of Overseas Personnel" and the "Employee Compensation Management Regulations".	Resolution of the Remuneration Committee meeting (March 10, 2025): All members of Remuneration Committee have all approved. The Company's response to Remuneration Committee: All members of Remuneration Committee have all approved, therefore it's not applicable.
November 10 2nd time	1. The 2025 Year-End bonus of Managers Officers. 2. Remuneration Plan for the Company's Corporate Governance Officer	Resolution of the Remuneration Committee meeting (November 10, 2025): All members of Remuneration Committee have all approved. The Company's response to Remuneration Committee: All members of Remuneration Committee have all approved, therefore it's not applicable.

Note 1: Those who resign from the Remuneration Committee before the end of the year shall specify the date or resignation in the Remarks column. The in-person attendance (%) is calculated based on the number of meetings Remuneration Committee hold during their employment and their actual attendance.

Note 2: Before the end of the year, if the Remuneration Committee is re-elected, the members of the new and old Remuneration Committee shall be specified whether it is old, new and date of the re-election in the Remarks column. The actual attendance rate (%) is calculated based on the number of meetings Remuneration Committee hold during its incumbency and their actual attendance.

(5) Implementation of sustainable development promotion and difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
1. Has the company constructed a governance structure to promote sustainable development and established a dedicated (part-time) unit for the promotion of sustainable development, which is managed by senior management by authorization of the Board of Directors and is supervised by the Board of Directors?	V		(1) To promote and implement sustainable development policies and practices, advance economic, environmental, and social progress, and achieve the goal of sustainability while aligning with international ESG trends, the Board of Directors approved the establishment of the Sustainability Development Committee on March 10, 2026. The committee is convened by an independent director. We have established an "ESG Promotion Team" in the General Manager's office, composed of senior executives from various subsidiaries within the group, as well as relevant personnel from environmental safety departments and management departments. This team is responsible for formulating medium to long-term sustainable development plans, aligning with regulatory agencies' net-zero policies, proposing specific policies and their execution, preparing annual ESG reports, monitoring sustainability and climate change trends, and promoting various sustainable development initiatives. We aim to integrate corporate sustainable development into our operational policies and lead relevant department personnel to fulfill corporate sustainable development goals systematically and in an organized manner. And we will report to the Board of Directors on the progress and effectiveness of the implementation. The agenda includes: (1) Continuously	No difference.

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			identifying sustainable-related issues and formulating corresponding action plans; (2) Revising goals and policies related to sustainability issues; (3) Supervising the implementation of sustainable operating matters. (2) Main duties of the ESG Committee: To develop sustainability policies, systems, or related management guidelines. To oversee the specific promotion plans and the implementation of sustainable development. To regularly evaluate the effectiveness of the implementation of the Company's sustainable development plan and report the results to the Board of Directors on a regular basis (at least once a year). To review the ESG Reports. To handle other matters resolved by the Board of Directors for the Committee. (3) The management must propose strategies to the board, which evaluates the feasibility of the proposed strategies. The most recent report was submitted to the Board on August 8, 2025. The management team shall develop and revise strategies based on the board's recommendations and adjust them according to implementation circumstances. So The Board of Directors' supervision of sustainable development, that is The Board of Directors will formulate and review measures for the sustainable development management policies, strategies and goals reported by the ESG Committee, and when necessary, will make suggestions to the ESG	

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
2. Whether the Company have conducted risk assessments of environmental, social and corporate governance issues related to its operations in accordance with the materiality principles, and formulated relevant risk management policies or strategies? (Note 2)	V		Committee or request the ESG Committee for discussion. 2. The boundary data for this risk assessment primarily focuses on the Company's operations in Taiwan, with other operational bases as secondary considerations. The data covers the sustainable development performance of the Company in major operational locations for the year 2025. The company follows the "Sustainable Development Best Practice Principles", and advocates to build a corporate culture of integrity. All of the employees have signed a Confidentiality Undertaking. The major suppliers have signed the letter of commitment for honesty and integrity, in which the supplies are required to conduct business transaction activities in a transparent, fair and honest way without corruption. For political contributions, it is subject to the related provisions of "Integrity Operation Procedures and Guidelines". In terms of environmental issues, most subsidiaries has established an ISO14001 management system. It conducts environmental inspections and risk assessments in daily work, and pays close attention to and abides by the product inspection standards established by the legislation of the countries. Promoting Sustainable Development Risk Assessment. The Board of Directors of the company is the highest-positioned section of risk management policy, assures the efficacy of risk management and is responsible for the final responsibility. The supervisor of the management office serves as the chairperson	No difference.

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof						
	Yes	No	Abstract Explanation							
			of the risk management team under the management office, and the team is the competent authority for executing risk management, and should convene more than one meeting every year and report the risk management result to the Board of Directors regularly. The company has reported to the board of directors on the implementation of the company's risk management on November 10, 2025. The company had passed formulating “Risk Management Policy and Procedure” as the governing principle of risk management to establish effective risk management system. The company evaluates risks related to important issues based on the materiality principle of the sustainable development, and formulates relevant the following risk management policies or strategies after evaluation. <table><tr><th>Major issue</th><th>Risk assessments</th><th>Risk management policy or strategy</th></tr><tr><td>Economy (including corporate governance)</td><td>market risk</td><td>1. Technology and industry aspect: The caused financial or business risks, including the factors of domestic foreign economy, technology, and industry changes to the company. The company remains close cooperative development partnership with clients and keeps an eye on the trend of industry changes, keeps acquiring new clients to add new resources for profits. 2. Financial aspect: The risk of loss caused by the fluctuation of market risk factors (interest rate, exchange rate, stock price,</td></tr></table>	Major issue	Risk assessments	Risk management policy or strategy	Economy (including corporate governance)	market risk	1. Technology and industry aspect: The caused financial or business risks, including the factors of domestic foreign economy, technology, and industry changes to the company. The company remains close cooperative development partnership with clients and keeps an eye on the trend of industry changes, keeps acquiring new clients to add new resources for profits. 2. Financial aspect: The risk of loss caused by the fluctuation of market risk factors (interest rate, exchange rate, stock price,	
Major issue	Risk assessments	Risk management policy or strategy								
Economy (including corporate governance)	market risk	1. Technology and industry aspect: The caused financial or business risks, including the factors of domestic foreign economy, technology, and industry changes to the company. The company remains close cooperative development partnership with clients and keeps an eye on the trend of industry changes, keeps acquiring new clients to add new resources for profits. 2. Financial aspect: The risk of loss caused by the fluctuation of market risk factors (interest rate, exchange rate, stock price,								

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
				commodity price), leading to the changes in financial assets or liability value. The financial department keeps an eye on the trend of international finance so as to govern the changes in interest rate, exchange rate and to adjust the need of credits.
			Operation risk	1. Operation aspect: Including the risks caused by the change of business model, too centralized selling/purchase, and eliminated products. The company keeps an eye on the change in product technology and keeps acquiring new clients and decentralizes proactively the concentration of purchase and selling. 2. Financial aspect: The risks caused by the loss of margin trading, exchange rate, interest rate, hedging, financial investment, investment shift and major capital expenditure. The company properly uses the working capital and monitors the change in the exchange rate and interest rate and operates derivative products timely to hedge the loss that financial risks brought. 3. Supply chain aspect: Including the risks caused by the suppliers' quality, price, delivery date and other relative issues. The

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
				group conducts many evaluations of suppliers every year to select the qualified ones that the company needs and eliminate the disqualified ones. 4. Internal control aspect: Including the risks related to the internal control of the company. The company plans internal audit program to audit if each working procedure meets the regulations. 5. Information security aspect: The risks caused by information security and general data protection regulation. The company intensifies information security, governance, reporting system, exception handling and back-up.
			Legal compliance risk	1. Compliance aspect: Including the risks caused by failing to comply with legal compliance risk, which includes Labor Law, Company Act, Relative regulation related to Securities Exchange Act, Import and Export Regulations, and code of conduct. The company established governance organization and implemented internal control system to make sure that all the staff and work are in accordance with related regulation. 2. Law aspect: Including the risks that not following regulations may cause, or any legal

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			risks that may encroach on the company's rights. The company governs related regulations to see if we legally comply. environmental aspect environmental risks Environmental aspect: Including the risks caused by Greenhouse Gas emission management, carbon rights management and energy management derived by climate change and natural disasters, and the risks of needing to meet international or local regulations, such as air pollution, sound pollution, water pollution, waste treatment management or the risks that environmental impact assessment requires. The Group's major subsidiaries have successively obtained ISO 14001 environmental management certification and continue to maintain such certification on a regular basis. All products comply with applicable environmental regulations. In addition, Global PMX Co., Ltd.(Zhejiang) obtained ISO 14064-1 greenhouse gas verification certification in 2024, while Seamax Manufacturing Pte., Ltd.(Dongguan) and Sixxon Precision Machinery Co., Ltd. obtained the same	

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
				certification in 2025.
			social aspect	Working aspect: Including the risks caused by the emergency measure of occupational safety and healthy , chemical management, safety protection and emergency measure, and other man-made management operation inappropriateness or errors. The company holds fire drills and worker safety and hygiene to nourish the employees' ability in emergency measures and self-security management. The important subsidiary of the group, Sixxon Precision Machinery Co., Ltd., and Global PMX Co., Ltd.(Zhejiang) have passed ISO 45001:2018 Occupational Health and Safety Management Systems
			working hazard risk	
			human resource risk	1.Human resource aspect: Including the risks caused by staff and human rights issues of suppliers, including but not limits to labor relations, child labor, forced labor, and the management of talented people of the company, such as recruiting, the retaining of talented people and the talented people development management. The company complies with

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			the principle of “The United Nations Global Compact”, we trust that the staff is the largest asset to the company, and view taking care of the employees and nourishing them as the core of each human resource system. 2. Working environment aspect: The risks caused by staff or related issues of suppliers’ safety working environment. The company strives to establish the staff’s safe working environment to prevent occupational injuries.	
3. Issues of Environment (1) Does the Company establish proper environmental management systems based on the characteristics of their industries?	V		3. (1) To keep improving the environment quality, reduce waste disposal, and over-used energy, and step further in achieving the goal of sustainable development of the enterprise. The Taiwan Yangmei production base (Sixxon Precision), Dongguan production base (Seamax Manufacturing), and Zhejiang Jinshan production base (Global PMX) have obtained ISO 14001 environmental management system certification. Additionally, Global PMX (Zhejiang), Seamax Manufacturing Pte, Limited. (Dongguan) and Sixxon Precision Machinery Co., Ltd. have implemented ISO14064-1 greenhouse gas emission management systems, and complies with environmental protection law regulated by each production management policy, such as “Energy Conservation Regulations”, “Air Conditioning Management Regulations”, “Waste Oil Recycling Regulations” and	(1) No difference.

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
(2) Is the company committed to enhancing the utilization efficiency of energy and use renewable materials that are with low impact on the environmental?	V		“Water-saving Corporation Establishment and Water-Conserving Management Regulations”, and implement internal environment, Safety and Health Check Act, Smoking-ban Regulations and set environment safety staff. The company will establish a related management system in accordance with the industry’s requirement in environmental management. (2)The Group has taken measures such as retiring old equipment and purchasing high-efficiency equipment, as well as electrifying material handling equipment in the factory. The classification, management and recycling of business waste are carried out in accordance with ISO14001 operation procedures.	(2) No difference.
(3) Does the company assess the potential risks and opportunities of climate change to the company now and in the future? Does the company take countermeasures in response to climate-related issues?	V		(3)R&D Engineer team develops energy-efficient equipment and manufacturing process to improve the efficiency of the use of resources. Energy management: I. The strategy of replacing human with machines, purchasing renewable energy, introducing advanced, main and auxiliary high productivity and low energy-wasting equipment. II.The corporation managed to adopt the upgrade of hydrocarbon vacuum cleaning process engineering technique, energy-efficient tools, recycling, cooling circulating water through a continuous reconstruction of water-conservation technique, having excellent overall economic efficiency. In order to take a further step in enhancing the water use efficiency, the corporation will strengthen the horizontal communication with corporations in the same industry, focusing	(3) No difference.

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof																		
	Yes	No	Abstract Explanation																			
(4)Whether the Company counted the gas emissions of greenhouse, water consumption and total weight of waste in the past two years, and whether the Company formulated policies on reduction of greenhouse gas and water consumption or other waste management?	V		on reclaimed water reuse, regulating system and method seriously, implementing each performance appraisal system, and boosting the development and application of industrial water-conserving. III.Cardboard boxes and photocopying paper are recycled and reused to enhance paperless applications, waste sorting and resource recycling. The expired paper shall be recycled by the social associations for reuse. IV.Disseminate saving energy among the staff, personnel are assigned to check and turn off the power supplies that are not in use during the launch break and off-duty time, so as to avoid unnecessary waste of resources. (4)To deal with the impact of global warming and climate change, “Net Zero by 2050” has been the joint vision for countries around the world. The company plans carbon reduction policy step by step to keep up with the world trend, and we intensify the introduction of renewable energy to achieve the goal of carbon reduction. A.Greenhouse gas emissions: I. Greenhouse gas emissions in the last two years: Unit: tons of CO2e <table><tr><th>Year</th><th>Scope 1</th><th>Scope 2</th><th>Scope 3</th></tr><tr><td>2024</td><td>979.39</td><td>45,804.00</td><td>685,160.18</td></tr><tr><td>2025</td><td>4,352.79</td><td>47,551.33</td><td>493,017.1</td></tr></table> <table><tr><th>Year</th><th>Emission intensity per million dollars of revenue</th></tr><tr><td>2024</td><td>6.02</td></tr><tr><td>2025</td><td>6.64</td></tr></table> Note 1: The Company’s Environmental Health and Safety (EHS) offices or Greenhouse Gas (GHG) Inventory Task Forces serve as the primary responsible units, collaborating	Year	Scope 1	Scope 2	Scope 3	2024	979.39	45,804.00	685,160.18	2025	4,352.79	47,551.33	493,017.1	Year	Emission intensity per million dollars of revenue	2024	6.02	2025	6.64	(4)No difference.
Year	Scope 1	Scope 2	Scope 3																			
2024	979.39	45,804.00	685,160.18																			
2025	4,352.79	47,551.33	493,017.1																			
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Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof									
	Yes	No	Abstract Explanation										
			with all departments to conduct inventory operations. The scope of the inventory includes Global PMX CO., LTD., and all manufacturing sites (subsidiaries: Sixxon Precision Machinery Co., Ltd., Seamax Manufacturing Pte, Limited. (Dongguan), Global PMX Co., Ltd. (Zhejiang), and Global PMX Co., Ltd (Jiaxing)). Note 2: Greenhouse gas (GHG) emission intensity is calculated by combining Category 1 and Category 2 emissions. The unit is expressed as: tCO₂e / million NTD in revenue. II.Management Policy: a. Greenhouse Gas reduction has been executed by the concept of process chilled water. We adopt the cold water produced by the chilling machine to cool down the manufacturing process equipment and improve manufacturing process equipment, install chilling machines to achieve the goal of reducing Greenhous Gas emission. b. The policy of air compressor waste heat recovery has been executed by produced hot water supplying the need of fleshing-up in dormitories to achieve the goal of the reduction of electricity and Greenhous Gas emission. B.Water consumption: I. Water consumption in the last two years (covering all factories): Unit: Million Liters <table><tr><th>Year</th><th>Water consumption</th><th>Water consumption per million dollars of revenue</th></tr><tr><td>2024</td><td>366.38</td><td>0.0476</td></tr><tr><td>2025</td><td>370.89</td><td>0.0474</td></tr></table> II.Management Policy: a.Manufacturing process cleaning wastewater has been executed by the policy of permuted precipitator recycling, and it is used in primary manufacturing process	Year	Water consumption	Water consumption per million dollars of revenue	2024	366.38	0.0476	2025	370.89	0.0474	
Year	Water consumption	Water consumption per million dollars of revenue											
2024	366.38	0.0476											
2025	370.89	0.0474											

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			cleaning use and pure water, and the waste recycling of ultrapure water which is used in chilled water. b. Water-saving and carbon reduction: Improve the yield of pure water and ultrapure water to decrease the water withdrawal of fresh tap water and reduce discharge capacity. Collecting rainwater to transform the current rainwater harvesting, extending valve regulator, and replacing fresh tap water of cooling towers with rainwater which has been purified to decrease the water withdrawal of fresh tap water. Through the constant reform of water-saving technique, keeping adopting carbon vacuum cleaning process engineering technique, water-saving tools, and recycling, cooling water circulation to realize the overall economic efficiency. Meanwhile, we take a step further in boosting the corporation's water use efficiency. We keep improving regulation system and measure, implementing each performance appraisal system, and boosting the development and application of industrial water-conserving technique. c. Plan to conserve water and reduce carbon emissions 5% and above. Throughout the production and operational process, we establish reduction targets, management strategies, and continuous monitoring. By promoting measures such as water conservation and the reuse of recycled water, we reduce waste and enhance water efficiency. In 2025, water conservation reductions reached 4.43% for Seamax Manufacturing Pte., Ltd.(Dongguan) and 1.90% for ixxon Precision Machinery Co., Ltd. C. Waste I. The amount of hazardous waste and non-	

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof															
	Yes	No	Abstract Explanation																
			hazardous waste in the last two years (covering all factories): Unit:ton <table border="1"> <thead> <tr> <th>Year</th><th>Hazardous industrial waste</th><th>Non-hazardous industrial waste</th><th>Total</th><th>waste production per million dollars of revenue</th></tr> </thead> <tbody> <tr> <td>2024</td><td>792.15</td><td>3,588.31</td><td>4,380.82</td><td>0.5601</td></tr> <tr> <td>2025</td><td>537.39</td><td>4,794.24</td><td>5,331.63</td><td>0.6816</td></tr> </tbody> </table> Note 1: The waste production volume, including Sixxon Precision, Seamax Manufacturing (Dongguan), and Global PMX (Zhejiang), has been a certified by ISO 14001. Global PMX (Jiaxing) is self-assessed and has not yet been verified by external parties. II. Management Policy: a. The company's energy-saving goals involve concurrent activities in planning waste recycling and waste reduction plans. b. We choose legal waste treatment dealers to file management according to the government's Commercial wastes management regulation. c. Strengthen the management of dangerous waste disposal, municipal solid wastes, introduce the equipment of waste emulsion, waste cutting oil, and waste hydrocarbon liquid filtration enrichment to achieve reduction disposal. Sludge drying equipment is fully water-removed before the disposal to achieve reduction disposal. Disseminate waste sorting among the staff, which can fully recycle the waste. We plan to reduce waste by 5% and above every year. The usage rate of recycled packaging materials across all plants reached 20%. In terms of solid waste reduction this year, Seamax Manufacturing Pte., Ltd.(Dongguan) achieved a reduction of 51%. Regarding the proportion of recycled packaging materials used this year, Seamax	Year	Hazardous industrial waste	Non-hazardous industrial waste	Total	waste production per million dollars of revenue	2024	792.15	3,588.31	4,380.82	0.5601	2025	537.39	4,794.24	5,331.63	0.6816	
Year	Hazardous industrial waste	Non-hazardous industrial waste	Total	waste production per million dollars of revenue															
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2025	537.39	4,794.24	5,331.63	0.6816															

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			Manufacturing Pte., Ltd.(Dongguan) reached 36%, Global PMX Co., Ltd.(Zhejiang) reached 41%, and Global PMX Co., Ltd.(Jiaxing) reached 49%.	
4.Issues of Social (1) Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		(I) Human Rights Policy In the context of global sustainable development trends, a corporate commitment to human rights has become a vital indicator of social responsibility. Globaltek International Corp. (the "Group") actively responds to the protective spirit and fundamental principles of international human rights conventions, including the United Nations Global Compact (UNGC), the Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. To ensure a fair, safe, and dignified working environment for all employees, the General Manager has signed and enacted a "Human Rights Policy" to implement the spirit of Diversity, Equity, and Inclusion (DEI) and workplace equality. The Group strictly adheres to labor laws in Taiwan and all global operating locations, striving to eliminate forced labor, discrimination, workplace bullying, and harassment while fostering an open, transparent, and trustworthy corporate culture. In 2025, there were no reported incidents of human rights violations, such as discrimination, forced labor, or child labor. To ensure the implementation of this policy, the Globaltek ESG Task Force has established six major human rights management pillars and specific action plans: 1.Prohibition of Child Labor The Company only accepts applicants aged 18 and above. We conduct rigorous identity verification for all new hires to ensure no oversights occur	(1)No difference.

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			through a double-check process. Elimination of Employment Discrimination. 2.In compliance with local labor laws, international standards, and company policy, we ensure no discrimination based on race, social class, language, thought, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, pregnancy, physical appearance, facial features, or disability. 3.Prohibition of Forced Labor We strictly follow local labor regulations and international norms. The Group does not use force or coercion to compel any individual to perform labor against their will. We implement a standard leave system and encourage employees to maintain a healthy work-life balance. 4.Ensuring Workplace Health and Safety We have established a comprehensive Occupational Health and Safety (OHS) management system. This includes conducting risk assessments, enhancing personnel training, managing employee health, providing safety facilities and Personal Protective Equipment (PPE), and strengthening sanitation and waste management. We also formulate emergency response plans with regular drills and strictly manage contractors and suppliers to ensure a safe working environment. 5.Enhancement of Vocational Training To improve workplace safety and technical proficiency, we help employees identify potential occupational hazards. Each manufacturing site organizes various vocational training programs to reduce the probability of accidents and upgrade the skills of our technical workforce. 6.Ensuring Social Security for Workers	

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			To ensure all employees are properly cared for and protected, the Group mandates participation in government-administered social insurance programs for its entire workforce. Global PMX Co., Ltd, in 2025, we provided human rights protection training to a total of 148 employees and the total training duration was 74 hours. Moving forward, the group will continue to focus on human rights protection issues and promote relevant educational training to enhance awareness of human rights protection and reduce the likelihood of associated risks. Human Rights Due Diligence (HRDD) The Company's due diligence framework is primarily based on the EU Corporate Sustainability Due Diligence Directive (CSDDD) and the OECD Due Diligence Guidance for Responsible Business Conduct. We have established human rights due diligence procedures to identify and assess risks associated with human rights issues. By designing risk management and mitigation measures, implementing improvements, and conducting follow-up tracking, we effectively minimize the impact and shock of human rights risks. Scope of Investigation: All employees and Class A suppliers. The execution steps for human rights due diligence are as follows: (1)Identification & Assessment: Identifying adverse human rights impacts within operations and the supply chain. (2)Cessation & Prevention: Adopting risk mitigation and remedial measures for adverse human rights impacts. (3)Tracking: Monitoring implementation progress and effectiveness. (4)Communication: Information	

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof						
	Yes	No	Abstract Explanation							
			disclosure. Based on the aforementioned identified human rights issues, the Company distributes surveys to employees and Class A suppliers. We use the survey results to identify the likelihood of occurrence and the extent of impact for various human rights issues, which serves as the basis for prioritizing issues and allocating resources. The Company prioritizes the management of high-risk human rights issues characterized by a higher probability of occurrence and significant impact. The identified human rights issues of concern and their corresponding risk mitigation measures are as follows: (1)Employee <table> <tr> <th>Key Issues</th> <th>Risk Mitigation Measures</th> </tr> <tr> <td>Employee Working Hours</td> <td> 1.Strictly comply with relevant labor laws and regulations. 2.Maintain an adequate workforce to meet production capacity demands and ensure proper manpower allocation. 3. Accurately calculate overtime pay and insurance contribution amounts. ° </td> </tr> <tr> <td>Occupational Health and Safety</td> <td> 1.Conduct regular cleaning and disinfection of office spaces and cafeterias. 2.Provide educational outreach on safety awareness for all employees. 3.Perform regular monitoring of various </td> </tr> </table>	Key Issues	Risk Mitigation Measures	Employee Working Hours	1.Strictly comply with relevant labor laws and regulations. 2.Maintain an adequate workforce to meet production capacity demands and ensure proper manpower allocation. 3. Accurately calculate overtime pay and insurance contribution amounts. °	Occupational Health and Safety	1.Conduct regular cleaning and disinfection of office spaces and cafeterias. 2.Provide educational outreach on safety awareness for all employees. 3.Perform regular monitoring of various	
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Employee Working Hours	1.Strictly comply with relevant labor laws and regulations. 2.Maintain an adequate workforce to meet production capacity demands and ensure proper manpower allocation. 3. Accurately calculate overtime pay and insurance contribution amounts. °									
Occupational Health and Safety	1.Conduct regular cleaning and disinfection of office spaces and cafeterias. 2.Provide educational outreach on safety awareness for all employees. 3.Perform regular monitoring of various									

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof								
	Yes	No	Abstract Explanation									
			<table><tr><td></td><td>workplace environments. 4. Provide periodic health check-ups for employees.</td></tr><tr><td>Discrimination and Sexual Harassment</td><td>1. Provide equal employment opportunities and protect employee rights. 2. Explicitly prohibit discrimination and sexual harassment in work rules and relevant corporate regulations. 3. Conduct regular training sessions on the prevention of workplace bullying and sexual harassment. 4. Establish grievance channels and protect the rights and privacy of complainants.</td></tr></table>		workplace environments. 4. Provide periodic health check-ups for employees.	Discrimination and Sexual Harassment	1. Provide equal employment opportunities and protect employee rights. 2. Explicitly prohibit discrimination and sexual harassment in work rules and relevant corporate regulations. 3. Conduct regular training sessions on the prevention of workplace bullying and sexual harassment. 4. Establish grievance channels and protect the rights and privacy of complainants.					
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			<table><tr><td colspan="2">(1) Supplier</td></tr><tr><td>Key Issues</td><td>Risk Mitigation Measures</td></tr><tr><td>Employee Working Hours</td><td>Conduct spot checks on supplier scheduling, overtime, and leave to ensure compliance with laws and regulations.</td></tr><tr><td>Regarding occupational health and safety</td><td>incorporate 'Environmental Hygiene' and 'Employee Health and Hygiene' indicators into regular supplier evaluations to review relevant legal compliance.</td></tr></table>	(1) Supplier		Key Issues	Risk Mitigation Measures	Employee Working Hours	Conduct spot checks on supplier scheduling, overtime, and leave to ensure compliance with laws and regulations.	Regarding occupational health and safety	incorporate 'Environmental Hygiene' and 'Employee Health and Hygiene' indicators into regular supplier evaluations to review relevant legal compliance.	
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Key Issues	Risk Mitigation Measures											
Employee Working Hours	Conduct spot checks on supplier scheduling, overtime, and leave to ensure compliance with laws and regulations.											
Regarding occupational health and safety	incorporate 'Environmental Hygiene' and 'Employee Health and Hygiene' indicators into regular supplier evaluations to review relevant legal compliance.											
			Regarding the tracking of due diligence implementation, the Company conducts an annual review of the effectiveness of its mitigation and remedial measures. This includes various employee communication									

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
(2) Whether the Company have formulated and implemented reasonable employee benefits measures (including salary, leave and other benefits, etc.), and appropriately reflect the operating performance or results on the compensation of employees?	V		channels, satisfaction surveys, and on-site assessments of Class A suppliers. Furthermore, the Company has established a comprehensive grievance mechanism and reporting channels for employees, suppliers, and other stakeholders to report any illegal acts or human rights violations. (2) Employee Compensation The Company has established employee work rules, as well as various systems for compensation, leave, retirement, and welfare benefits in accordance with laws and regulations. We periodically set reasonable and competitive compensation levels based on the labor market conditions and industry standards at our overseas production sites. Furthermore, in consideration of the Company's operating performance, employee compensation is calculated based on Article 17-1 of the Articles of Incorporation: if the Company records a profit, no less than 2% of the profit for the current year shall be allocated as employee compensation, with no less than 5% of that amount specifically distributed to entry-level employees. These provisions serve as the reference for formulating various compensation systems. The remuneration of managerial officers shall be paid after it is reviewed by the Remuneration Committee and approved by the Board of Directors. The distribution standards are closely correlated to the Company's operating performance. Employee welfare measures : The Staff Welfare Committee of the Company plans various welfare measures based on the appropriation status of the welfare funds. The Administration Division also plans various welfare activities for employees, which are delivered to all employees. workplace diversity and equality	(2)No difference.

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			Realize equal pay for equal work and equal promotion opportunities for men and women, maintain a female executive ratio of over 25%, and promote sustainable and inclusive economic growth. The average proportion of female executives in 2025 was 33%. Business performance reflected in employee compensation. The Company's salary policy is based on job responsibilities and is not different based on gender. Additionally, salaries are adjusted according to market salary levels, company performance, and individual performance to maintain overall competitiveness. The Taiwan Stock Exchange announces the salary information of "full-time non-managerial employees" every year on July 1. In accordance with regulations, listed companies are required to complete the filing of the relevant salary information for the previous year by the end of April each year, and such information must be reviewed and confirmed by a certified public accountant. For example, on July 1, 2025, The Taiwan Stock Exchange has disclosed the 2024 salary information for "full-time non-managerial employees" in a unified manner. According to the average and median salary information for "full-time non-managerial employees" reported by the Company to the Taiwan Stock Exchange, there has been a growth trend in this data over the past two years. The growth rates of salaries for full-time non-managerial employees in 2025 compared to 2024 are as follows: Median salary growth rate:9.55% Average salary growth rate:2.08% This information can be found in the "Corporate Governance" section of the Market Observation Post System (MOPS) under "Corporate ESG Information / Employee Benefits and Compensation Statistics / Salary Information for Full-Time Non-Managerial Employees."	

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
(3) Does the Company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	V		(3) Employees are the Company's most important asset. The Company endeavored to establish a safe and healthy working environment and provide employees with the necessary protection, while complying with the Occupational Safety and Health Act as well as the policies set by customers and relevant organizations, respecting the demands of stakeholders regarding occupational safety and health, and fostering a healthy and fulfilling workplace. I.The Company building holds a fire drill regularly once a year and 24-hours security control to ensure the safety of the work environment. II.Labor Safety and Health Independent Inspection and Treatment regulations have been formulated. The Company are planning to implement health education of regular health checkup as well as group insurance. III.The office environment is entrusted to the property management of the building. Special personnel are assigned to clean up and conduct fire protection equipment inspections regularly. The office environment is entrusted to the property management of the building. Special personnel are assigned to clean up and conduct fire protection equipment inspections regularly. The entire office building is non-smoking and the water dispensers in the office are maintained once a month. IV.The important subsidiary of the Group, Sixxon Precision : Sixxon Precision and Global PMX Co., Ltd. (Zhejiang) has implemented the	(3)No difference.

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			ISO45001 Occupational Health and Safety Management System(acquired on August 5, 2025 and vailid until August 4, 2027), and has obtained a third-party verification certificate (BSI) (acquired on August 6, 2025 and vailid until August 5, 2027), continuously promoting health and safety management. V.The important subsidiary of the Group, Global PMX Co., Ltd. (Zhejiang): In 2025, the disability injury frequency was 0, lower than the target disability injury frequency of 0. Accident control is improving. Meanwhile, Global PMX Co., Ltd. (Zhejiang) continues to review and improve countermeasures, strengthening machine safety inspections and maintenance. Enhanced safety awareness and promotion have been provided to employees who have experienced occupational accidents and other colleagues in various production sites. Necessary occupational safety training has been provided to all employees to enhance their safety awareness and self-protection capabilities, ensuring the safety of colleagues during work. VI.The important subsidiary of the Group, Global PMX Co., Ltd. (Zhejiang), Global PMX Co., Ltd. (Jiaxing) and Seamax Manufacturing Pte., Ltd.(Dongguan): A.Complying with local government regulations such as the "Occupational Safety and Health Act," the "Occupational Disease Prevention and Control Act," the "Environmental Protection Act," and the "Fire Safety Act," to establish a safe production environment.	

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof														
	Yes	No	Abstract Explanation															
			B.Each factory establishes and improves various production safety management systems and operating standards, holds regular "safety environment meetings," and conducts periodic safety incident drills. C.Occupational Safety Inspection: Each factory has established a safety inspection system, and the respective responsible departments are in charge of <table><tr><th colspan="2">Occupational Safety Inspection</th></tr><tr><td>Factory-level safety inspection</td><td>Once every quarter and on national holidays.</td></tr><tr><td>Department-level safety inspection</td><td>Once every month.</td></tr><tr><td>Team-level safety inspection</td><td>Twice every month.</td></tr><tr><td>Position-level safety inspection</td><td>Daily</td></tr><tr><td>Fire safety inspection</td><td>Once every month</td></tr><tr><td>EHS department systematic comprehensive professional safety inspection</td><td>Once every month.</td></tr></table> VII. The subsidiaries of Global PMX Co., Ltd Group plan relevant training programs based on their operational needs, including occupational safety and health education for new employees, mandatory refresher	Occupational Safety Inspection		Factory-level safety inspection	Once every quarter and on national holidays.	Department-level safety inspection	Once every month.	Team-level safety inspection	Twice every month.	Position-level safety inspection	Daily	Fire safety inspection	Once every month	EHS department systematic comprehensive professional safety inspection	Once every month.	
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	Yes	No	Abstract Explanation	
			training for occupational safety and health supervisors and managers, in-house training courses, and external training programs. These trainings provide essential safety and health education to ensure workplace safety and disaster prevention, helping employees develop awareness and competency in workplace safety. Employees are trained to clearly understand emergency response procedures, hazard communication methods, and ways to reduce accidents caused by unsafe behaviors. In the year 2025 Global PMX Co., Ltd. Group (including its subsidiaries) conducted a total of 203 training sessions, with 1,079 participants. VIII. The Company and its subsidiaries did not experience any fire incidents in 2025.	
(4) Does the Company provide its employees with career development and training sessions?	V		(4) The Company provides comprehensive job training programs for all levels of managers and employees, including new hire training, professional development training, and management training, to assist employees in continuous learning and growth through diverse learning methods. We also incorporate training courses related to corporate ethics to develop key competencies among employees. In 2025, a total of 1,563 employees received career training, totaling 8,163.5 hours. The average training duration was 5.22 hours	(4) No Difference.
(5) Whether the Company has complied with relevant laws and regulations and	V		(5) The company supervises strictly on the quality of all the products and has customer complaint handling procedure to provide customers with a complete grievance procedure. The Company provides customers with contact Email addresses	(5) No difference.

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
international standards for the health and safety of customers, customer privacy, marketing and labeling of products and services, and formulated relevant consumer or customer protection policies and complaint procedures? (6) Whether the Company have formulated a supplier management policy which requires suppliers to comply with the relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and how their implementation is.	V		and stakeholder complaint mailboxes on the website, which makes adequate channels for customers' suggestions and petitions to protect the rights and interests of customers. (6) The Global PMX Co., Ltd Group holds the spirit of quality control at the source, establishing a robust quality and safety management process to ensure that all products meet customer requirements and comply with regulatory standards. The group's major production sites have implemented IATF 16949 certification for the international automotive industry quality management system, ISO 13485 certification for the international medical device quality management system, and ISO 9001 quality management system certification. These certifications cover the entire process from product development, manufacturing, inspection, to after-sales service, ensuring a comprehensive quality and safety management system that enhances product safety and reliability. At the same time, to ensure product quality control at the source, the company follows	(6) No differenc.

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			the provisions of the Supplier Management Procedure, requiring suppliers to obtain ISO 9001 certification and aiming for IATF 16949 certification as a standard. A. Sustainable development I. As for the human rights aspect, we don't protect any behavior and activities that encroach human rights. II. Effective guarantee of the freedom of establishing unions and the right to negotiate with groups. III. Eliminate any forms of forced activities, including human trafficking. IV. Abolish child labor practically and effectively. V. Refuse any discrimination among labor and occupation aspects. VI. The wages and the benefits need to comply with local regulations. B. Environmental aspect I. If the supplier is the manufacturer, it shall meet ISO14001 or similar standards or other environmental management systems which suits the specific industry. Other suppliers are obliged to meet the goal of ISO14001 through proper measure implementation. II. Ban minerals from conflict zones, and toxic substances marked by RoHS. C. Health and safety aspect Suppliers shall formulate and implement a safety production management system in accordance with local government. The system shall include personal emergency protection equipment preparation, fire-proof, working environment, and chemicals management. D. Business ethics aspect I. Suppliers shall sign the "Honesty and Integrity Agreement" to prevent corruption and protect the legal profits of the two parties, enabling the both parties to	

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
			establish a long-term, win-win partnership. In 2025, the signing of the 'Supplier Integrity Agreement' was completed for 326 major partner suppliers. II. Privacy Protection: Qualified suppliers are required to sign a "Procurement Agreement," which includes confidentiality clauses prohibiting the disclosure of any documents, images, or procurement information provided by the Group to third parties. E. Information and Communication Security: The Group regularly assesses the information security risks of key suppliers and provides training on cybersecurity awareness and data access protocols. In 2025, a total of 52 participants from 25 suppliers completed this training, with each participant receiving approximately 2 hours of instruction. The Group has incorporated the requirement for suppliers to obtain various management system certifications—based on their business categories—into the 2025 Annual Supplier Evaluation. This is intended to ensure that suppliers fulfill requirements regarding environmental protection, occupational safety, integrity and ethics, information security, and privacy protection.	
5. Whether the Company referred to the reporting standards or guidelines which are accepted internationally for compiling reports which disclosed the non-financial information of the Company, such as the sustainable development report. Whether the previous report obtained the assurance or verification statement of a verification unit from the third party. The company is currently preparing the Sustainability Report for the year 2025, covering content and data from January 1, the Company's Sustainability Report is prepared in accordance with the GRI Standards issued by the Global Reporting Initiative, the SASB Standards managed by the International Sustainability Standards Board (ISSB), the United Nations Sustainable Development Goals (SDGs), the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and the 'Rules Governing the Preparation and Filing of Sustainability Reports by Listed Companies' issued by the Taiwan Stock				

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
	Yes	No	Abstract Explanation	
Exchange. Financial information in this report is cited from the annual financial reports audited by certified public accountants. The Company's 2024 Sustainability Report has not yet obtained third-party assurance; it was submitted to and approved by the Sustainability Committee and the Board of Directors on August 8, 2025. For sustainability reports from previous years, please refer to the Company’s website.				
6. If the Company has established the sustainable development principles based on “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the Principles and their implementation: The company has established the Corporate Social Responsibility Best Practice Principles. The company manages its economic, environmental, and social risks and impacts based on these principles and continuously improves accordingly. As of now, there have been no discrepancies, and no significant deviations have been identified.				
7. Other important information to facilitate better understanding of the Company’s sustainable development practices: 1.Intellectual Property Management Plan and Implementation Global PMX Co., Ltd. (the "Group") recognizes that intellectual property (IP) is a fundamental cornerstone of corporate innovation and development, viewing it as a key asset for promoting sustainable operations. Through our Intellectual Property Management Policy, we strengthen R&D capabilities, promote high-value-added products and technical innovation, and improve manufacturing efficiency and quality while continuously building a comprehensive IP portfolio. Furthermore, the Group actively enhances internal IP protection awareness through employee training and internal review mechanisms to ensure that IP management aligns with both legal regulations and corporate strategies. The Group and its affiliates prioritize technical innovation and IP protection, actively utilizing patent portfolios to enhance market competitiveness. To strengthen industrial competitiveness and safeguard technical achievements, the Group has formulated an IP strategy that integrates corporate operating goals with R&D resources. We have established an operational model that creates corporate value through IP rights and have implemented an "Intellectual Property Management Plan" to generate greater operational benefits and efficiently manage IP risks. This approach allows us to centralize resources, reduce redundant R&D investment, and improve overall corporate profitability and performance. To date, the Group has been granted a total of 126 patents, including:Invention Patents: 6, Utility Model Patents: 111, Software Copyrights: 7, High-Tech Products: 1, 10-Year				

Promotion items	Implementation Status (Note 1)			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof								
	Yes	No	Abstract Explanation									
Utility Model Patent: 1 (held by subsidiary Sixxon Precision Machinery Co., Ltd.) In the current year, a total of 21 patents were approved, consisting of 20 utility model patents and one 10-year utility model patent held by Sixxon Precision Machinery Co., Ltd.. On November 10, 2025 (Year 114), the Company reported the Group’s annual IP and project management results to the Board of Directors. The Group will continue to invest in R&D resources to strengthen patent technology, ensure innovation results are effectively protected, and drive industrial upgrading and sustainable development.												
2.Annual Social Contribution and Public Welfare To fulfill our corporate social responsibility, the Group gives back to society through diverse social care initiatives. We believe in responding to social needs and promoting regional inclusion. Beyond investing resources in specific groups, the Group supports voluntary employee participation, launching public welfare activities from a social care perspective to exert positive corporate influence. The following table details the activities initiated by the Group:												
<table><tr><th>Category</th><th>Content</th><th>Description</th></tr><tr><td rowspan="2">Volunteer Service & Social Participation Volunteer Service & Social Participation</td><td>ESG Neighborhood Cleanup Day</td><td>Sixxon Precision Machinery Co., Ltd. organized 25 employees to clean the Youshi Industrial Park. A total of 50kg of street waste was cleared, significantly improving local environmental hygiene and demonstrating the Group’s commitment to community well-being.</td></tr><tr><td>Environmental Sustainability Parent-Child Beach Cleanup</td><td>Sixxon Precision Machinery Co., Ltd.: 50 participants collected approximately 100kg of waste. About 50% was plastic, which prevents \$CO_2\$ generation from decomposition in the environment. Estimating that incinerating 1kg of plastic produces 2.9kg of \$CO_2\$, this activity reduced carbon emissions by approximately 145kg of \$CO_2\$. Seamax Manufacturing Pte., Ltd.(Dongguan) 183 participants collected approximately 183kg of waste, reducing negative impacts on</td></tr></table>					Category	Content	Description	Volunteer Service & Social Participation Volunteer Service & Social Participation	ESG Neighborhood Cleanup Day	Sixxon Precision Machinery Co., Ltd. organized 25 employees to clean the Youshi Industrial Park. A total of 50kg of street waste was cleared, significantly improving local environmental hygiene and demonstrating the Group’s commitment to community well-being.	Environmental Sustainability Parent-Child Beach Cleanup	Sixxon Precision Machinery Co., Ltd.: 50 participants collected approximately 100kg of waste. About 50% was plastic, which prevents \$CO_2\$ generation from decomposition in the environment. Estimating that incinerating 1kg of plastic produces 2.9kg of \$CO_2\$, this activity reduced carbon emissions by approximately 145kg of \$CO_2\$. Seamax Manufacturing Pte., Ltd.(Dongguan) 183 participants collected approximately 183kg of waste, reducing negative impacts on
Category	Content	Description										
Volunteer Service & Social Participation Volunteer Service & Social Participation	ESG Neighborhood Cleanup Day	Sixxon Precision Machinery Co., Ltd. organized 25 employees to clean the Youshi Industrial Park. A total of 50kg of street waste was cleared, significantly improving local environmental hygiene and demonstrating the Group’s commitment to community well-being.										
	Environmental Sustainability Parent-Child Beach Cleanup	Sixxon Precision Machinery Co., Ltd.: 50 participants collected approximately 100kg of waste. About 50% was plastic, which prevents \$CO_2\$ generation from decomposition in the environment. Estimating that incinerating 1kg of plastic produces 2.9kg of \$CO_2\$, this activity reduced carbon emissions by approximately 145kg of \$CO_2\$. Seamax Manufacturing Pte., Ltd.(Dongguan) 183 participants collected approximately 183kg of waste, reducing negative impacts on										

Promotion items		Implementation Status (Note 1)		Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof
		Yes	No	
				Abstract Explanation
				biological habitats.
			Community Engagement	The Group regularly sponsors community activities and organizes representative teams to participate in community events, maintaining friendly and mutually beneficial relationships with community workers and neighbors.
	Care for the Underprivileged & Social Support		Voluntary Blood Donation	Seamax Manufacturing Pte., Ltd.(Dongguan) regularly initiates blood drives. 13 employees participated, donating 4,400 CC of blood, demonstrating the Group's passion for community health and public welfare.
			Charitable Donations	The Group makes annual donations to the Orphan Welfare Foundation to assist in the education and growth of orphaned children, providing comprehensive resources for their healthy development.
				For ten consecutive years, the Group has donated RMB 30,000 annually to charitable organizations and has been repeatedly honored as an "Advanced Collective for Philanthropy" in Yaozhuang Town.
	Supporting Education & Youth Development		Supporting Remote Education	The Group invited the Puzangane Choir to perform at our year-end banquet. To encourage the preservation of unique local cultures and support education in remote areas, we aim to help young choir members gain joy, achievement, and self-identity through this learning experience.
			Industry-Academia Collaboration & Scholarships	The Group donated hardware equipment and technical support to Minghsin University of Science and Technology, offering courses to help students develop technical applications and problem-solving skills. Additionally, the Group provides long-term scholarships to encourage students to pursue their studies with peace of mind.

Note 1: If "Yes" is selected for the implementation status, please explain the important policies, strategies, measures and implementation status. If "No" is selected for the implementation status, please explain the difference and reason and the related policies, strategies and measures to be implemented in the future.

Note 2: The materiality principle refers to those related to environmental, social and corporate governance issues that have significant influence on the Company's investors and other interested parties.

Climate-related Information of TWSE/TPEX Listed Companies

Disclosure of climate-related information

Item	Implementation status
1. Describe the supervision and governance of the Board and the management team regarding climate-related risks and opportunities.	To promote and implement sustainable development policies and practices, drive progress in economic, environmental, and social aspects, and achieve sustainability goals while aligning with global ESG trends, the company established the Sustainability Development Committee at the board meeting on March 10, 2025. The committee is supported by sustainability teams and personnel across the group's production sites to facilitate various ESG initiatives. Its members include top executives from the group's subsidiaries, environmental safety departments, and relevant divisions, all working together to execute ESG-related operations. Each factory location is actively promoting greenhouse gas inventory operations, collecting data, and planning carbon emission reduction strategies. The ESG Promotion Team regularly reports on greenhouse gas inventory and progress planning to the Board of Directors on a quarterly basis. In accordance with our company's "Risk Management Policy and Procedures," a risk management team has been established. The risk management team is responsible for executing risk management activities and analyzing and monitoring relevant risks within the organization to ensure the effective implementation of risk control mechanisms and procedures. Annually, a comprehensive assessment of various risk scenarios, including climate-related risks, is conducted to develop strategies for addressing climate change-related issues. The team is required to hold meetings at least once and regularly report the results of risk management to the board of directors.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the company (in the short, medium, and long term).	In the face of global climate change and low-carbon market trends, the Group continues to closely monitor the risks and opportunities brought by climate change. By referencing the climate risk and opportunity factors suggested by the TCFD, relevant policies and regulations, and shifts in market technology, the Group has identified climate risks and opportunities through internal

Item	Implementation status
	management discussions and external consultant opinions. For detailed evaluations regarding the short, medium, and long-term impacts on the Group's business, strategy, and finance, please refer to the attached tables.
3. Describe the impact of extreme climate events and transitional actions on company finances.	For the financial impacts of extreme climate events and transition actions, please refer to the detailed descriptions in the attached tables.
4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.	According to the Company's "Risk Management Policy and Procedures," the Risk Management Team, guided by the risk management policy, coordinates with relevant departments to jointly identify internal and external risks faced by the company. These risks include aspects such as market, operations, environment, and occupational hazards, assessing their likelihood and severity. The ESG Promotion Team defines the risk levels of climate risk items, devises response strategies, and regularly monitors and reviews changes in risks through periodic rolling monitoring. The Risk Management Team then reports regularly to the Board of Directors.
5. If a scenario analysis is adopted for the assessment of resilience to climate change risks, then the scenarios, parameters, assumptions, and analysis factors used, as well as the major financial impacts should be explained.	The Company has not yet utilized scenario analysis to assess its resilience against climate change risks.
6. If there is a transition plan for managing climate-related risks, please describe the content of the plan, as well as the indicators and goals used to identify and manage physical risks and transition risks.	For details regarding the contents of the transition plan for managing climate-related risks, as well as the metrics and targets used to identify and manage physical and transition risks, please refer to the descriptions in the attached tables.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The Company currently does not use internal carbon pricing as a planning tool.
8. If climate-related goals are set, information such as the activities involved, the scope of greenhouse gas emissions, planning schedule, and annual progress should be disclosed. If carbon offsets or renewable energy certificates (RECs) are	Refer to the explanations in sections 1-1 and 1-2. Currently, there is no use of carbon offsets or renewable energy certificates (RECs).

Item	Implementation status
used to achieve the relevant goals, the source and quantity of carbon reductions for carbon offsets or the quantity of renewable energy certificates (RECs) should be explained.	
9. Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and specific action plans (to be separately completed in Forms 1-1 and 1-2).	The greenhouse gas inventory and verification situation, reduction targets, strategies, and specific action plans refer to the explanations provided in the following 1-1 and 1-2.

Attached table

1. Climate Change-Related Risks and Opportunities

Based on the results of the climate risk and opportunity identification process, the key climate risks facing Globaltek Group include: "Customer Demand for Low-Carbon Services," "Climate, Environmental, and GHG-Related Regulatory Disclosure Requirements," "Increased GHG Emission Costs," "Energy Supply Instability and Price Increases," "Stakeholder Concerns," "Industry Transition to Low-Carbon Technology," and "Rising Average Temperatures." The key climate opportunity identified is the "Development of Low-Carbon Products and Services."

Climate Risk Identification List

No.	Risk Type	Risk Factor	Impact Scope	Risk Period	Risk Description
1	Transition Risk - Market	Customer Demand for Low-Carbon Services	Organization	Short-term	As more customers (especially in the EV and high-end electronics industries) require suppliers to provide precision components with low carbon footprints to meet performance and efficiency standards, the Group may lose important orders to suppliers who better meet these low-carbon requirements.
2	Transition Risk - Policy/Legal	Climate, Environmental, and GHG-Related	Upstream, Organization	Short-term	The Group must invest resources to disclose GHG emissions, water/energy-saving

		Disclosure Requirements			measures, and targets to meet regulatory requirements for GHG inventories and carbon reduction goals, potentially increasing operating costs.
3	Transition Risk - Policy/Legal	Increased GHG Emission Costs	Upstream, Organization, Downstream	Medium-term	As global carbon-related fees (e.g., carbon taxes/fees) become stricter, high-energy-consuming equipment may face higher emission costs, or raw material suppliers may pass on carbon costs, leading to increased production costs.
4	Transition Risk - Market	Energy Supply Instability and Price Increases	Upstream, Organization	Short to Medium-term	During the global energy transition (e.g., increased renewables), supply instability and price volatility will become more pronounced. Highly energy-dependent processes (e.g., high-temperature sintering, precision machining) will face direct impacts on production schedules, delivery times, and costs.
5	Transition Risk - Reputation	Stakeholder Concerns	Organization	Short-term	Stricter carbon neutrality and reduction requirements in international automotive supply chains, combined with stakeholder focus on climate adaptation capabilities, may affect cooperation with international car manufacturers and reduce stakeholder trust, negatively

					impacting brand reputation.
6	Transition Risk - Technology	Industry Transition to Low-Carbon Technology	Organization	Medium-term	The manufacturing industry is trending toward higher energy efficiency and low-carbon processes (e.g., automated equipment or efficient heat treatment). Failure to transition may result in uncompetitive cost structures and technical levels, requiring more capital and manpower later to close the gap.
7	Physical Risk - Chronic	Rising Average Temperatures	Organization	Short-term	Extended summers and higher average temperatures will increase energy consumption and expenditures for factory air conditioning, cooling systems, and temperature-control equipment, potentially compressing profit margins.
8	Physical Risk - Acute	Sudden Extreme High Temperatures	Organization	Short-term	Increased frequency of extreme heat may raise demand for cooling, leading to equipment overheating or failure, increased maintenance frequency, and higher electricity demand, affecting production stability.
9	Physical Risk - Acute	Changes in Drought and Rainfall Patterns	Upstream, Organization	Medium-term	Uneven rainfall and droughts make obtaining water for processes (e.g., cleaning, cooling) more difficult, raising costs and affecting process stability. Consistent water

					quality and volume are critical for high-precision component manufacturing; shortages increase production costs and defect risks.
10	Physical Risk - Acute	Increased Frequency of Typhoons	Upstream, Organization	Long-term	Climate change increases the frequency and intensity of typhoons, risking factory flooding, raw material supply chain disruptions, or shutdowns, leading to production delays and affecting operational stability.
11	Physical Risk - Chronic	Sea Level Rise	Organization	Long-term	Low-altitude factories or logistics centers may face flooding and site selection risks due to rising sea levels, affecting equipment safety, inventory management, and storage, leading to additional costs and operational adjustment pressures.

Key Climate Risks and Response Strategies

No.	Risk Type	Risk Factor	Impact Dimension	Response Strategy	Management Targets & Action Plans
1	Transition Risk - Market Risk	Customer Demand for Low-Carbon Services	Customers prefer low-carbon end products; components must meet low-carbon footprint requirements to avoid losing orders.	Integrate low-carbon factors as a core element of product R&D.	1. Prioritize low-carbon raw materials while meeting customer needs. 2. Optimize production processes, phase out inefficient facilities, and introduce high-efficiency/low-consumption equipment.

2	Transition Risk - Policy or Legal	Regulatory Disclosure Requirements	Increased compliance costs due to regulatory mandates for carbon reduction.	Formulate climate strategies early and take proactive actions to respond to policies and laws.	All operating sites are expected to complete GHG inventories and verification by 2025, ahead of regulatory deadlines, to clearly understand emission status.
3	Transition Risk - Policy or Legal	Increased GHG Emission Costs	Rising production costs due to carbon pricing systems like carbon fees/taxes.	Establish a clear GHG reduction pathway to lower emission costs from the source.	Short-term: Reduce emissions by 12.5% by 2028 (vs. 2023). Medium-term: Reduce emissions by 17.5% by 2030 (vs. 2023). Long-term: Achieve carbon neutrality by 2050.
4	Transition Risk - Market Risk	Energy Supply Instability & Price Increases	Rising production costs and decreased supply stability due to increasing energy prices.	Enhance energy efficiency in processes and establish business continuity procedures for emergencies.	1. Sixxon Precision Machinery Co., Ltd.: Reduce electricity consumption by at least 1% annually. 2. Global PMX Co., Ltd.(Zhejiang): Plan to purchase 200,000 kWh of green power annually starting in 2025 (reaching 5% eventually). 3. Global PMX Co., Ltd.(Zhejiang): Install solar power systems on factory rooftops.
5	Transition Risk- Reputation Risk	Stakeholder Concerns	Adaptation capabilities affect brand reputation and international cooperation opportunities.	Improve climate governance systems and implement environmental management targets to enhance trust.	1. Officially establish a "Sustainability Development Committee" in 2025 and define climate governance policies. 2. Implement and annually review/disclose climate strategy progress to

					demonstrate commitment.
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Climate Opportunity Identification List

No.	Opportunity Type	Opportunity Factor	Impact Scope	Opportunity Period	Opportunity Description
1	Products & Services	Develop Low-Carbon Products and Services	Organization	Short-term	Focus on net-zero supply chains by developing low-carbon, high-material-utilization solutions for sectors like EVs, medical devices, and high-end electronics.
2	Energy Efficiency	Enhance Energy Efficiency	Organization	Short-term	Assess energy inputs to find opportunities for efficiency and emission reduction (e.g., heat recovery or equipment upgrades). Reducing costs while maintaining quality boosts profit and strengthens standing in green supply chains.
3	Markets	Market Development Opportunities	Organization	Short-term	Monitor industry trends to develop green products (e.g., components for EVs and hydrogen vehicles) and innovative services to capture new market opportunities.
4	Markets	Enhanced Reputation	Organization	Short-term	Effective climate management and disclosure of reduction progress demonstrate sustainability commitment, improving trust and evaluation among customers and investors.

5	Resilience	Enhanced Operational Resilience	Organization	Short-term	(Note: The description in source 16 for this item repeats the reputation description above).
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Key Climate Opportunities and Response Strategies

No.	Opportunity Type	Opportunity Factor	Impact Dimension	Response Strategy	Management Targets & Action Plans
1	Products and Services	Develop Low-Carbon Products and Services	Lowering component carbon footprints and improving material utilization to meet low-carbon demands increases revenue.	Optimize production processes to lower carbon footprints and capture emerging low-carbon market opportunities.	1. Prioritize low-carbon raw materials while meeting customer needs. 2. Optimize processes and introduce high-efficiency equipment. 3. Invest in developing components for new energy vehicles and actively secure orders.
2	Energy Efficiency	Enhance Energy Efficiency	Improving energy efficiency mitigates risks of supply instability and high prices, creating a competitive advantage by lowering costs.	Regularly review energy inputs of existing processes to find efficiency opportunities and gradually increase renewable energy use.	Focus R&D efforts on technologies that enhance energy efficiency during the manufacturing process.

1-1 Greenhouse Gas Inventory and Confirmation Situation of the Company in the Last Two Years

1-1-1 Greenhouse Gas (GHG) Inventory Information

The parent company should conduct inventories starting from 2025.

Greenhouse Gas (GHG) Emissions of the Parent Company, Global PMX Co., Ltd., for 2025:

Unit: tCO₂e

Year	Company	Scope 1	Scope 2	Scope 3	Emissions Intensity,
2024	Clobal PMX	0	127.97	41.02	No product.
2025	Clobal PMX	0	12.94	31.00	No product.

Note1: Greenhouse gas (GHG) emission intensity is calculated by combining Category 1 and Category 2 emissions. The unit is expressed as: \$tCO₂e\$ / million NTD in revenue.

Note 2:Clobal PMX has no direct production of products; therefore, no emissions intensity information is available.

Subsidiaries included in the consolidated financial statements should conduct inventories starting from 2026.

Greenhouse gas emissions for the most recent two years are shown in the table below:

Unit: tCO₂e

year	Scope 1	Scope 2	Scope 3	Greenhouse gas emission intensity per million dollars of revenue
2024	979.39	45,804.00	685,160.18	6.02
2025	4,352.79	47,551.33	493,017.15	6.64

Note1: Greenhouse gas (GHG) emission intensity is calculated by combining Category 1 and Category 2 emissions. The unit is expressed as: \$tCO₂e\$ / million NTD in revenue.

Note 2: The data coverage includes the parent company,Global PMX, and all manufacturing plants (subsidiaries): Sixxon Precision Machinery Co., Ltd., Seamax Manufacturing Pte., Ltd.(Dongguan), Global PMX Co., Ltd.(Zhejiang), Global PMX Co., Ltd.(Jiaxing)

1-1-2 Greenhouse Gas Verification Information

The parent company should commence verification from 2027.

Subsidiaries included in the consolidated financial statements should commence verification from 2028.

The Company expects to conduct an external verification of GHG emissions in 2027.

1-2 Greenhouse Gas Reduction Targets, Strategies and Specific Action Plans :

In response to global climate change and low-carbon market trends, Globaltek Group closely monitors the risks and opportunities brought by climate change. By referencing the climate risk and opportunity factors suggested by the TCFD, relevant policies and regulations, and shifts in market technology, the Group assesses the potential impacts across short, medium, and long-term horizons. We continuously review changes in regulations, technology, policies, and market trends each year to conduct various scenario and risk analyses, which serve as the basis for formulating and adjusting response plans for the Company's business, strategy, and finances. Furthermore, we have established short, medium, and long-term targets for greenhouse gases, water, electricity, and renewable energy use for 2030 and 2050, with a definitive goal of reaching net-zero emissions by 2050. The table below

illustrates the SBTi (Science Based Targets initiative) planning for Global PMX Co., Ltd.(Zhejiang):

Global PMX Co., Ltd.(Zhejiang):Carbon Neutral Path Planning Table			
	Short-term Objectives	Medium Term Objectives	Long-term Objectives
Year	2028	2030	2050
Carbon reduction targets	a decrease of 12.5% compared to the emissions in 2023	a decrease of 17.5% compared to the emissions in 2023	To achieve the goal of net-zero emissions
Strategies and specific action plans	1. Replace inefficient facilities with advanced, high-energy, and low-consumption main and auxiliary equipment. 2. Purchase green energy annually. 3. Install solar power generation systems. 4. Improve production efficiency. 5. Implement water recycling management for water cleaning lines. 6. Transition water cleaning lines to hydrocarbon cleaning lines. 7. Implement waste heat recovery from air compressors to meet hot water demand. 8. Manage electricity usage for air conditioning. 9. Adopt electrochemical energy storage systems. 10. Manage paper consumption.	1. Gradually replace air conditioning units with models that use environmentally friendly refrigerants. 2. Purchase green energy annually. 3. Gradually replace government gasoline-powered cars with electric or hybrid vehicles. 4. Scientifically based carbon reduction targets approved by SBTi . 5. Procure renewable energy sources.	1. Utilize factory space to install renewable energy generation facilities. 2. Purchase green energy annually. 3. Procure renewable energy sources.

(6) Circumstances of the company fulfilling ethical corporate management and the differences with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the reasons thereof.

Evaluation	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
1. Establishment of ethical corporate management policies and programs (1) Did the company develop ethical corporate management policies approved by the board of directors and clearly state its policies and practices of ethical corporate management in the regulations and external documents? Are the Board of Directors and the senior management implementing the commitment to business policies?	V		(1) The Company has formulated 「Procedures for Ethical Management and Guidelines for Conduct」 that approved by the Board of Directors in accordance with 「Corporate Social Responsibility Best Practice Principles」, and the Company’s stipulate that employees shall not accept hospitalities, gifts, kickbacks, or other unlawful interests due to their duties or violations of their duties. These operations have been disclosed on the company website and Market Observation Post System (MOPS) to implement corporate governance and integrity management policies.	(1)No difference.
(2) Did the company establish the assessment system for the risks of unethical behaviors and regularly analyze and assess the business activities with higher risks of unethical behaviors within its	V		(2) The Company’s “Integrity Operations Code” and “Procedures for Ethical Management and Guidelines for Conduct” clearly states the prohibition of giving bribery or taking bribery, offering illegal political contributions, improper charitable donations or	(2)No difference.

Evaluation	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
business scope? Furthermore, did the company establish prevention programs against unethical behaviors, which at least covered the prevention measures for the behaviors in Article 7, Paragraph 2 of “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”?			sponsorship, unreasonable gifts, hospitality or other improper benefits. The Company also regularly issues notices and information of relevant regulations to enhance integrity and self-discipline.	
(3) Has the Company clearly established and implemented operating procedures, code of conduct, penalties for violation and complaint system in the prevention programs against unethical behaviors as well as reviewed and revised the aforementioned programs regularly?	V		(3) The Company has established an effective accounting system and internal control system for business activities with high risk of unethical conducts, and reviews it on a regular basis to ensure that the design and implementation of the system is effective. The Company also carries out internal audit plans on a regular basis to effectively prevent violations.	(3)No difference.
2. Fulfill operations integrity policy				
(1) Does the Company evaluate business partners’ ethical records and include ethics-related clauses in business contracts?	V		(1) The Company avoids dealing with those who have records of unethical conducts when engaging in business, and stipulates the terms of integrity in the relevant business contract.	(1)No difference.
(2) Has the company established units	V		(2)Global PMX C0., Ltd. Group conducts its business activities	(2)No difference.

Evaluation	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
exclusive for the promotion of ethical corporate management, which are affiliated under board of directors and will report regularly (at least once a year) to board of directors about the programs, supervision and execution situations for the ethical corporate management policies and the prevention against unethical behaviors?			based on the principles of fairness, honesty, trustworthiness, and transparency. The Group explicitly mandates that directors, managers, employees, trustees, or those with substantial control must comply with the relevant laws and regulations of the locations where the Group's enterprises and organizations operate. These include: anti-corruption, anti-bribery, avoidance of conflicts of interest, donations, and the prohibition of insider trading. To implement the integrity management policy and actively prevent unethical behavior, the Group follows the "Ethical Management Best Practice Principles for TWSE/GTSM Listed Companies." It has established the "Corporate Governance Best Practice Principles," "Ethical Management Code," "Procedures for Ethical Management and Guidelines for Conduct," and "Internal Material Information Handling and Prevention of Insider Trading Procedures." The Administrative Department serves as the unit responsible for promoting ethical management. This dedicated unit reports its execution status to the Board of Directors annually. The integrity management status for 2025 was reported to the Board on	

Evaluation	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
			November 10, 2025. Integrity Management Regulations Beyond establishing the "Ethical Management Code" to declare its commitment to ethical integrity and compliance with professional standards—ensuring sustainable growth and development—Global PMX requires all new employees to sign a "Code of Conduct" agreement. This agreement emphasizes the company's zero-tolerance policy toward unethical behavior. It clearly defines bribery, benefits, and the avoidance of conflicts of interest, while providing reporting channels and protection measures for whistleblowers. In 2025, the signing rate for the "Code of Conduct" among new employees reached 100%. Additionally, suppliers are required to sign a "Supplier Integrity Agreement" to prevent corruption, protect the legal interests of both parties, and build long-term, mutually beneficial partnerships. In 2025, 326 major partner suppliers completed this signing process. Integrity Management Education and Training Global PMX is committed to integrity management and regularly conducts educational	

Evaluation	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
			outreach for directors, managers, and all employees. Current Directors and Managers: Receive training at least once a year. New Employees: Training is arranged within six months of their start date. General Staff: Awareness of ethical management is reinforced periodically through departmental and management meetings. In 2025, the Group organized or participated in internal and external training sessions related to integrity management topics, totaling 1,730 participants and 898 training hours.	
(3) Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?	V		(3)The Company has established a policy to prevent conflicts of interest in the Integrity Operations Code, it shall report to the audit committee, managers, and internal audit supervisors if there are violations.	(3)No difference.
(4) Has the Company established effective accounting systems and internal control systems for implementing Ethical Corporate Management and has its internal audit unit developed relevant audit programs according to the assessment results	V		(4) The management of the Company has established an effective accounting system and internal control system. The internal auditors have planned the audit according to the risk levels and carried out the evaluation. So as to reasonably ensure the implementation of integrity	(4)No difference.

Evaluation	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
for the risks of unethical behaviors as well as reviewed compliance to prevention against unethical behaviors or entrusted accountants to conduct the review ? (5) Does the Company regularly hold internal and external educations trainings on operational integrity?	V		operations. (5) The Company has established the " Ethical Corporate Management Best Practice Principles," " Procedures for Ethical Management and Guidelines for Conduct," and "Internal Handling of Material Nonpublic Information and Prevention of Insider Trading Procedures" by the Board of Directors to actively promote the core values of corporate integrity and honesty and prevent corrupt events from happening. These guidelines are posted in the "Corporate Governance" section of the Company's official website and are also included in the training and education of new employees by our Human Resources Department to convey the Company's policies on integrity and strengthen employee values on ethical conduct. The Company regularly provides "Internal Equity Trading Q&A" to internal staff, including information on declaration obligations and	(5)No difference.

Evaluation	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
			prohibition of insider trading. We also periodically provide information on Securities and Exchange Act promotion and participate in prevention of insider trading promotion meetings held by the regulatory authorities. In 2025, the Company held internal and external training course related to integrity management issues (including courses on professional ethics, legal responsibilities, internal control, and integrity management,), and 1,730 people were participated for 898 person-hours.	
3. Operation of the integrity channel				
(1) Does the Company establish both a reward/punishment system and an integrity hotline? Can the accused be reached by an appropriate person for follow-up?	V		(1) The Company’s “Procedures for the Management of Fraudulent Conduct” has provided proper reporting channel and the whistleblower’s identity and the content of the report shall be kept confidential. If violations of laws and regulations or ethical conduct are found, they may be reported to an internal audit supervisor or other appropriate person.	(1)No difference.
(2) Has the Company established standard operating procedures for the investigation on complaints and the follow-up measures to	V		(2) In order to encourage employees to report violations, the Company has established the “Procedures for the Management of Fraudulent Conduct”, of which employees	(2)No difference.

Evaluation	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Description	
be adopted after the investigation is completed as well as the relevant confidentiality mechanisms? (3) Does the Company provide proper whistleblower protection?	V		know that the Company will do its utmost to protect the privacy of the whistleblower and keep it confidential. (3) The Company shall be responsible for the confidentiality and protection of the whistleblower.	(3)No difference.
4. Strengthening information disclosure Does the Company disclose its ethical corporate management policies and the results of its implementation on the Company’s website and MOPS?	V		The Company has a website that discloses relevant information of the Company and has designated people who are responsible for data maintenance and updates. At present, there is no disclose of the ethical corporate management to promote results.	No difference.
5. If the Company has established the ethical corporate management policies based on the “Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the policies and their implementation: The Company has established “Ethical Corporate Management Best-Practice Principles”, which have been implemented according to the principles, therefore, there is no difference. °				
6. Other important information to facilitate a better understanding of the Company’s ethical corporate management policies (such as review and revision of regulations): None				

(7) Other significant information that will provide a better understanding of the state of the Company’s implementation of corporate governance may also be disclosed:

- i. The Company has established procedures for handling material inside information, and all relevant documents required for the disclosure of important information shall comply with the Company's internal procedures.
- ii. The disclosure of material inside information shall be handled with by the spokesperson. Other than the Company's Chairman, spokesperson and deputy spokesperson, the personnel of the Company shall not disclose the internal important information without authorization.
- iii The Company arranges board members and managerial officers to attend corporate governance courses, seminars or forums from time to time to enhance their supervision and governance capabilities.

(8) Status of implementation of internal control system:

i. Statement of Internal Control System

The Company's 2025 Internal Control System Statement can be found on the Market Observation Post System (MOPS).

Websitel: <https://mops.twse.com.tw/mops/#/web/t06sg20>, Shareholders may enter the company code 4551 and select the desired year to access the relevant information.

- ii. If CPA was engaged to conduct a Special Audit of Internal Control System, provide its audit report: None.

(9) Material resolutions of a shareholders meeting or a board of directors meeting during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report:

i. The Shareholders Meeting

1. Material resolutions made by the Shareholders Meeting of 2025

The Company held a shareholders' meeting on June 18, 2025. Material resolutions and implementations made by the shareholders' meeting

Major Resolutions	Resolution Result	Implementation Status
Approval of the 2024 Business Report and Financial Statements	Approved the board's proposal by voting	Not available.
Approval of the Distribution of 2024 earnings	Approved the board's proposal by voting	(1)The 2024 earnings distribution has been fully allocated. (2) The cash dividend of shareholders was NT\$ 483,934,492 and the cash dividend per share was NT\$4.2. (3) The ex-dividend date was July 29, 2025, and was paid on August 22, 2025.
Discussion and approval of the amendment to the provision company's "Incorporation Artical".	Approved the board's proposal by voting	It was registered and announced on the website of the Company upon the approval of the Ministry of Economic Affairs on August 15, 2025.

ii. Material resolutions made by the board of directors' Meeting during 2025 and up to the date of publication of the annual report.

Meeting Date	Material Resolutions	Implementation Status
March 10, 2025 1 st time	1. The business report and financial statement of 2024. 2. Distribution of 2024 Earnings of cash dividend. 3. The earnings distribution of 2024. 4. The distribution of compensation for employees and directors of 2024. 5. The payment for the Company's employee and director remuneration of 2024. 6. The Internal Control System Statement of 2024. 7. The 2025 annual review and assess the competency and independence of the CPA. 8. Change the Company's certifying CPA and to evaluate the CPA's independence. 9. The Company and its subsidiaries proposed to apply for a comprehensive credit limit from financial institutions and make the Endorsements and guarantees for subsidiaries. 10. For the accounts receivable (including related parties and non-related parties) with significant amounts that are beyond the normal credit period more than three months, the nature is not of loan to others. 10. Matters related to the convening of the 2025 shareholders' general meeting. 12. Acceptance of the shareholder's proposals. 13. Amendments to certain articles of the "Articles of Incorporation."	All attending directors have approved.

Meeting Date	Material Resolutions	Implementation Status
	14. Definition of the scope of the Company's non-managerial (entry-level) employees. 15. Establishment of the Sustainable Development Committee and adoption of the "Organizational Charter of the Sustainable Development Committee." 16. Appointment of members to the "Sustainable Development Committee."	
May 12, 2025 2 nd time	1. The Company of financial statements of the first quarter of 2025. 2. The Company and its subsidiaries proposed to apply for a comprehensive credit limit from financial institutions and make the endorsements and guarantees for subsidiaries. 3 Appointment of chief governance officer.	All attending directors have approved.
Aug 8, 2025 3 rd time	1. The financial statements of the second quarter of 2025. 2. The Company and its subsidiaries proposed to apply for a comprehensive credit limit from financial institutions and make the endorsements and guarantees for subsidiaries. 3. To establish and revise the Company's "Internal Control System. 4. Our Company's 2024 Sustainability Report. 5. To invest in Vietnam and establish a sub-subsidiary through the Company's Singapore subsidiary. 6. To conduct a cash capital increase for the Singapore subsidiary, Global PMX PTE. LTD.	All attending directors have approved.
Nov 10, 2025	1. The financial statements of	All attending directors have

Meeting Date	Material Resolutions	Implementation Status
4th time	the third quarter of 2025. 2. The Company's operating plans and budget of 2026. 3. The Company's audit plans of 2026. 4. The appointment and remuneration of the Company CPA of 2026. 5. Annual Bonus Items for Managers in 2025. 6. Review the salary and compensation of the corporate governance officer. 7. The Company and its subsidiaries proposed to apply for a comprehensive credit limit from financial institutions and make the Endorsements and guarantees for subsidiaries. 8. For the accounts receivable (including related parties and non-related parties) with significant amounts that are beyond the normal credit period more than three months, the nature is not of loan to others.	approved.
March 5, 2026 1 st time	1. The business report and financial statement of 2025. 2. Distribution of 2025 Earnings of cash dividend. 3. The earnings distribution of 2025. 4. The distribution of compensation for employees and directors of 2025. 5. The payment for the Company's employee and director remuneration of 2025. 6. The Internal Control System Statement of 2025. 7. The 2025 annual review and assess the independence And competency of the CPA. 8. In consideration of the Company's long-term operating	All attending directors have approved.

Meeting Date	Material Resolutions	Implementation Status
	costs, the subsidiary Global PMX Co., Ltd.(Jiaxing) proposes to purchase the existing leased factory premises and land use rights 9. The Company and its subsidiaries proposed to apply for a comprehensive credit limit from financial institutions and make the Endorsements and guarantees for subsidiaries. 10. For the accounts receivable (including related parties and non-related parties) with significant amounts that are beyond the normal credit period more than three months, the nature is not of loan to others. 11. The terms of the Company's current directors and independent directors are nearing expiration. In accordance with the law, a re-election shall be held for seven director seats (comprising three directors and four independent directors). 12. Acceptance of shareholder proposals and nominations for Director (including Independent Director) candidates. 13. Board of Directors nomination and review of the list of Director (including Independent Director) candidates. 14. The date, place, and contents related to the convening of the 2026 shareholders' general meeting. 15. Change of the Company's Seal Custodian.	

Implementation status: The resolutions of the board of directors have been completed according to the board meeting minutes.

(10)Where, during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, a director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the board of directors, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal content thereof: None.

4. Information on the professional fees of the attesting CPAs:

i. Information of CPAs Fees

Unit: NT\$ Thousand

Accounting Firm	Name of CPAs	CPA Audit Period	Audit Fee	Non-Audit fee	Subtotal	Remarks
Deloitte & Touché Taiwan	Hsueh, Jun-Min	January 1, 2025~December 31, 2025	3,800	1,150	4,950	Note 1
	Tsai, Tsung-Yuan	January 1, 2025~December 31, 2025				

Note 1: The transfer pricing report for non-audit fees is NT\$250,000, NT\$100,000 for the business tax certification and, and the Filing Returns Assessed and Certified by CPA is NT\$800,000.

- ii. If the CPA firm changes, and the audit fee paid in the year of such change is reduced from the audit fee of the previous year, the amount of the audit fee before and after such change and the reason of such change should be disclosed: Not applicable
- iii When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10% or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefore shall be disclosed: None

5. Information on Replacement of Certified Public Accountant:

(1) Regarding the former CPA:

Replacement Date	March 10, 2025		
Replacement reasons and explanations	The internal organizational adjustment of the accounting firm.		
Describe whether the company terminated or the CPA did not	S t a t u s \ P a r t i e s	CPA	The Company

accept the appointment	Appointment terminated automatically		✓	
	Appointment rejected (discontinued)			
Other issues (except for unqualified issues) in the audit reports within the last two years	None			
Differences with the company	Yes		Accounting principles or practices	
			Disclosure of financial statement	
			Audit scope or steps	
			Others	
	No	✓		
	Remarks			
Other revealed matters	None			

(2) Regarding the successor CPAs

Name of accounting firm	Deloitte & Touche
Name of CPA	Hsueh Chun Ming 、 Tsai, Tsung-Yuan
Date of appointment	March 10, 2025
Consultation results and opinions on accounting treatments or principles with respect to specified transactions and the Company's financial reports that the CPA might issue prior to the engagement	None
Succeeding CPA's written opinion of disagreement towards the former CPA	None

(3) The reply of former CPAs on Article 10.6.1 and Article 10.6.2.3 of the standards:
Not Available.

6. The Status of the Company's Chairman, President, and Financial or Accounting Managers has in the Most Recent Year Held a Position at the Accounting Firm of Its CPA or at Affiliated Enterprise of Such Accounting Firm, the Name and Position of the Person, and the Period during which the Position was Held, shall be Disclosed:
None.

7. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests (During the Most Recent Fiscal Year or During the Current Fiscal Year up to the Date of Publication of the Annual Report) by a Director, Supervisor, Managerial Officer, or Shareholder with A Stake of More than 10 Percent during the Most Recent Fiscal Year or during the Current Fiscal Year up to the Date of Publication of the Annual Report:

i. Change in equity transfer and equity pledge:

For further information, please refer to the Market Observation Post System. And the access path is as follows: https://mopsov.twse.com.tw/mops/web/query6_1

Shareholders may enter the company code 4551 to access the relevant information.

ii. Information on equity transfer:

The counterparties of equity transfer are not related parties.

iii Information on equity pledge:

The counterparties of share pledges are not related parties.

8. Relationship Information, if among the Company's 10 Largest Shareholders any One is a Related Party or a Relative within the Second Degree of Kinship of Another:

Unit: Share

Name	Shareholding		Spouse & Minor Current Shareholding		Shareholding by Nominee Arrangement		Names and the Relationship among the Top Ten Shareholders in the Relationship of Related Parties or Spouses, Blood Relatives within the Second Degree of Kinship		Re- marks
	Share	%	Share	%	Share	%	Name	Relations	
Sixxon Precision Machinery Co., Ltd. (Cayman Islands) Chairman : Lin, Zheng-Sheng	23,948,000	20.78%	0	0	0	0	SIXXON TECH. CO., LTD.	The Chairman is the same person.	—
							New Alliance Group Limited	The Chairman is the same person.	
SIXXON TECH. CO., LTD. Chairman Lin, Zheng-Sheng	12,256,900	10.64%	0	0	0	0	New Alliance Group Limited	The Chairman is the same person.	—
							Sixxon Precision Machinery Co., Ltd. (Cayman Islands)	The Chairman is the same person.	
New Alliance Group Limited Representative: Lin, Zheng-Sheng	5,386,600	4.67%	0	0	0	0	SIXXON TECH. CO., LTD.	The Chairman is the same person.	—
							Sixxon Precision Machinery Co., Ltd. (Cayman Islands)	The Chairman is the same person.	
Elmer Limited Representative: Han, Guang-Xiang	5,376,700	4.67%	0	0	0	0	None	None	—
Elno Technology Co., Ltd Representative: He, Pin-Han	5,376,700	4.67%	0	0	0	0	None	None	—
TransGlobe Life Insurance Co., Ltd. Chairman: Lin, Wen-Hui	4,623,000	4.01%	0	0	0	0	None	None	—
Tmk Co., Ltd Representative: Wang, Jian-Zhen	4,576,700	3.97%	0	0	0	0	None	None	—

Name	Shareholding		Spouse & Minor Current Shareholding		Shareholding by Nominee Arrangement		Names and the Relationship among the Top Ten Shareholders in the Relationship of Related Parties or Spouses, Blood Relatives within the Second Degree of Kinship		Re-marks
	Share	%	Share	%	Share	%	Name	Relations	
Cathay Life Insurance Co., Ltd. Chairman: Hsiung, Ming-Ho	4,033,000	3.50%	0	0	0	0	None	None	—
New Giant Limited Representative: Lu, Jing-Wei	3,125,690	2.71%	0	0	0	0	None	None	—
Rich Abundant Limited Representative: Lin, Hon-Gze	2,666,000	2.31%	0	0	0	0	None	None	—

Note 1: The top ten shareholders shall be listed in full; corporate shareholder shall list its name and the names of its proxy separately.

Note 2: The calculation of the shareholding percentage refers to the percentage of shares held in his/her/its own name, or under the name of his/her/its spouse, children under twenty years of age, or others.

Note 3: The relationship between above-listed juristic person shareholders and natural person shareholders shall be disclosed pursuant to the regulations governing the preparation of financial reports of the issuer.

9. The Total Number of Shares and Total Equity Stake Held in any Single Enterprise by The Company, Its Directors and Supervisors, Managers, and any Companies Controlled either Directly or Indirectly by the Company:

December 31, 2025 Unit: USD/Thousands: %

Affiliated Enterprises (Note)	Ownership by the Company		Directors, Supervisors, Managers, and Directly/Indirectly Controlled Businesses		Total Ownership	
	Shares	%	Shares	%	Shares	%
Fortune Tower Holding CO., Ltd.	125,750	100%	0	0	125,750	100%
Seamax International Ltd.	1,000	100%	0	0	1,000	100%
Ace Plus Technology Limited.	50	100%	0	0	50	100%
Seamax Manufacturing Pte. Limited.	12,200	100%	0	0	12,200	100%
Global Advance Technology Limited.	97,750	100%	0	0	97,750	100%
Seamax Manufacturing Pte., Ltd.(Dongguan)	(Note1)	100%	0	0	(Note1)	100%
Global PMX Co., Ltd. (Zhejiang).	(Note1)	100%	0	0	(Note1)	100%
Global PMX Co., Ltd.(Jiaxing)	(Note1)	100%	0	0	(Note1)	100%
Sixxon Precision Machinery Co., Ltd.	30,000,000shares NT\$300,000,000	100%	0	0	30,000,000shares NT\$300,000,000	100%
Global PMX Pte. Ltd.	1,500 (Note2)	100%	0	0	1,500 (Note2)	100%

Note1: Shares of non-limited companies are not issued; the Company's investment is expressed in proportion to equity.

Note2: Regarding the subsidiary newly established in June 2024, USD 1.5 million was invested in October 2025, followed by an additional investment of USD 3.5 million in February 2026, bringing the total capital contribution to USD 5 million.

III. Capital Overview

1. Capital and Shares

(1) Sources of Capital

i. The formation of capital

Unit: Thousand Shares/NT\$ thousand

Year/ Month	Par Value (NT\$)	Authorized Capital		Paid-In Capital		Remarks		
		Shares	Amount	Shares	Amount	Source of Capitals	Capital Increased by Assets Other than Cash	Other (Date of Approval, Preference Number)
February 1987	10	1,000	10,000	1,000	10,000	Establishm- ent of share capital	None	Approved by Municipal Government of Taipei government built No. 121418.
April 1995	10	5,000	50,000	5,000	50,000	Cash capital increase	None	Cash increased by 40,000 thousand, Taipei Municipal Government Construction Bureau approved the case of 969317
November 1997	10	10,000	100,000	10,000	100,000	Cash capital increase	None	Cash increased by 50,000 thousand, government built No. (86)126037 was approved.
November 2011	20	65,000	650,000	65,000	650,000	Cash capital increase	None	Cash increased by 550,000 thousand, government built No. 10001279430 was approved on December 13, 2011.
September 2013	25	150,000	1,500,000	75,000	750,000	Cash capital increase	None	Cash increased by 100,000 thousand, government built No. 10201209350 was approved on October 14, 2013.
August 2015	63	150,000	1,500,000	83,000	830,000	Cash capital increase	None	Cash increased by 80,000 thousand, government built No. 10401178660 was approved on August 31, 2015.
May 2016	-	150,000	1,500,000	81,934	819,340	Treasure stock retired	None	Treasure stock retired by 1,066 thousand, case of 10501098320 was approved on May 11, 2016.
April 2020	10	150,000	1,500,000	105,934	1,059,340	Issue new shares for share	None	Issue new shares by 24,000 thousand, case of

Year/ Month	Par Value (NT\$)	Authorized Capital		Paid-In Capital		Remarks		
		Shares	Amount	Shares	Amount	Source of Capitals	Capital Increased by Assets Other than Cash	Other (Date of Approval, Preference Number)
						exchange		10901068070 was approved on May 25, 2020.
December 2020	10	150,000	1,500,000	109,610	1,096,103	Share capital of 36,763 NT\$ thousands converted from convertible corporate bonds	None	Issue new shares by 3,676 thousand, case of 10901222250 was approved on December 2, 2020.
April 2021	10	150,000	1,500,000	115,222	1,152,225	Share capital of 56,122 NT\$ thousands converted from convertible corporate bonds	None	Issue new shares by 5,612 thousand, case of 11001056040 was approved on April 8, 2021.

ii. Type of stock

As of March 24, 2026, Unit: Thousands

Type of Stock	Authorized Capital			Remarks
	Issued Share	Un-Issued Shares	Total	
Registered common stock	115,222	34,778	150,000	15,000 thousand shares were reserved for the issuance of stock options.

Information on shelf registration system: None.

(2) Major Shareholders:

List all shareholders with a stake of 5 percent or greater, or the names of the top ten shareholders, specifying the number of shares and takes held by each shareholder on the list.

March 24, 2026

Name of Major Shareholders	Shareholding	Percentage (%)
SIXXON PRECISION MACHINERY CO.,LTD. (Cayman Islands)	23,948,000	20.83
SIXXON TECH. CO.,LTD.	12,256,900	10.64
NEW ALLIANCE GROUP LIMITED	5,386,600	4.67
ELMER LIMITED	5,376,700	4.67
ELNO TECHNOLOGY CO., LTD	5,376,700	4.67
TRANSGLOBE LIFE INSURANCE CO., LTD.	4,623,000	4.01
TMK CO., Ltd	4,576,700	3.97
CATHAY LIFE INSURANCE CO.,LTD.	4,033,000	3.50
NEW GIANT LIMITED	3,125,690	2.71
RICH ABUNDANT LIMITED.	2,666,000	2.31

(3) Company's Dividend Policy and Implementation Status

i. Dividend policy provided in the Articles of Incorporation

Article 18 of the Company's Association

If there is a surplus in the final accounts of the Company, the tax shall be paid to make up for the losses first, and second, 10 percent shall be reserved as statutory surplus reserve, but this is no longer necessary when the statutory surplus reserve has reached the total amount of capital of the Company, and in accordance with the law and the competent authorities, the special surplus reserve shall be increased or rotated. If there is a surplus still, the BOD shall prepare the Surplus distribution case with the previous annual accumulation of undistributed surplus to present in the shareholders' meeting for resolution of distribution of shareholders' dividends and shareholder bonus. The company may authorize the distributable dividends, or legal reserve, or special reserve as referred in the preceding paragraph in whole or in part may be paid in cash after a resolution has been adopted by a majority vote at a meeting of the board of directors attended by two-thirds of the total number of directors; and in addition thereto a report of such distribution shall be submitted to the shareholders' meeting.

The Company's dividend policy is based on the Company's future annual operating plan and the demand for funds. When the dividends are distributed, no less than 30% of the remaining amount of the net profit after tax of the current year, after covering the accumulative losses and setting aside the legal reserve and the special reserve. However, when the shareholder dividends is than NT\$0.5, the surplus available for distribution may be retained and not distributed. The dividends shall be distributed in cash or stocks, and cash dividends shall not be less than 50% of the total dividends.

ii. Distribution of dividends at this fiscal year:

The proposed dividend of 2025 earning was NT\$4.20 per share (Proposed cash dividend of NT\$4.20 per share). After the approval of the board of directors, the authorized chairman is to set a separate interest-bearing base date, which will be

distributed by the number of shares held by shareholders on the base date.

(4) Effect upon Business Performance and Earnings per Share of any Stock Dividend Distribution Proposed or Adopted at the Most Recent Shareholder'

Meeting: The board of director approved the earning distribution of 2025 on March 5, 2026, which has no stock dividend, therefore there is not effect.

(5) Compensation of Employees, Directors, and Supervisors

- i. Ratio or scope of compensation for employees, directors and supervisors, as set forth in the Company's Articles of Incorporation:

The Company's annual profit shall be distributed:

A. The proportion of the employees' compensation shall not be less than 2%.

B. The proportion of the directors' compensation shall not be higher than 2.24%.

Of the aforementioned amount of employee remuneration, no less than 5% shall be allocated as remuneration for non-managerial (entry-level) employees.

The employee compensation aforementioned shall be a resolution made by the board of directors whether to issue shares or cash distribution. The issuance of the object contains a certain condition for the subsidiary employees.

However, when the Company still has accumulated losses, it shall retain the amount of compensation in advance, then distribute compensation to employees and directors according to the first ratio.

- ii. The estimated amount of compensation for employees, directors and supervisors for the current period shall be calculated based on number of employee shares of stock considering any accounting discrepancy between the actual distributed amount and compensation for employee stock dividend and estimated figure:

The estimated amount of compensation for employees, directors and supervisors is calculated according to the Company's Articles of Association. If there is any discrepancy between the actual distributed amount and compensation for employees, directors and supervisors, it shall be considered an accounting estimation, and shall be adjusted in the next year.

- iii. Distribution of compensation passed by the Board of Directors:

Distribution of compensation was approved by the board of directors on March 5, 2026, the amount and method of issuance are as follows:

A. The compensation of employees: NT\$19,836,205 is issued in cash.

B. The compensation of directors: NT\$9,016,457 is issued in cash.

C. The compensation of employees, directors is distributed in the form of cash dividend or stock dividend. If there is any discrepancy between the actual distributed amount and figure, the difference, reason and response should be disclosed: No difference.

D. The amount of stock dividend and ratio of the total net profit after-tax and individual employee compensation or separate financial report for the current period: None.

- iv. The actual distribution of compensation for employees, directors in the previous

fiscal year (including number of shares, monetary amount, stock price, shares distributed) and any discrepancy between the actual distributed amount and amount of compensation for employees, directors. The discrepancy, cause, and response shall be stated:

The amount of compensation distributed in the previous fiscal year (2024) to employees was NT\$26,537,199, and NT\$12,062,363 to directors. There is no difference to the actual distribution of compensation.

(6) Share Repurchases: None.

2. Corporate Bonds: None.

3. Preferred Shares: None.

4. Global Depository Receipts (GDR): None.

5. Employee Stock Warrants: None.

6. New Restricted Employee Shares: None.

7. Status of New Shares Issuance in Connection with Mergers and Acquisitions: None.

8. The Status of Implementation of Capital Allocations plans: None.

VI. Operational Highlights

1. Business Activities

(1) Business Scope

i. The main operational categories of the Company

1. CA01030 Iron and Steel Casting
2. CA01050 Iron and Steel Rolling, Drawing, and Extruding
3. CA01100 Aluminum Material Rolls over Extends and Crowding
4. CA01120 Copper Casting
5. CA01990 Other Non-ferrous Metal Basic Industries
6. CA02010 Metal Architectural Components Manufacturing
7. CA02050 Metal Valves Manufacturing
8. CC01080 Electronic Parts and Components Manufacturing
9. CD01030 Automotive and accessories manufacturing
10. CP01010 Hand Tool Manufacturing
11. CQ01010 Die Manufacturing
12. F106010 Wholesale of Ironware
13. F106030 Wholesale of Die
14. F113010 Wholesale of Machinery
15. F113030 Wholesale of Precision Instruments
16. F114030 Wholesale of Motor Vehicle Parts and Supplies
17. F119010 Wholesale of Electronic Materials
18. F206010 Retail Sale of Ironware
19. F206030 Retail Sale of Die
20. F213040 Retail Sale of Precision Instruments
21. F214030 Retail Sale of Motor Vehicle Parts and Supplies
22. F219010 Retail Sale of Electronic Materials
23. F401010 International Trade
24. ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval.

ii. Operational proportion

Unit: NT\$ Thousands, %

Year Item	2024		2025	
	Amount	%	Amount	%
Automobile	4,530,203	58.90	4,317,687	55.19
Sports	876,078	11.39	645,840	8.26
Electronics	1,253,844	16.30	1,185,987	15.16
Medical	706,275	9.18	862,570	11.03
Other	324,673	4.23	810,815	10.36
Total	7,691,073	100.00	7,822,899	100.00

A. the Company's current product (service) collections

The Group is mainly engaged in the manufacture and processing of precision metal components for automotive industry, hard disk drive, medical equipment industry, sports industry and various industrial products. The Company has a diverse line of products which includes automotive brake safety systems, diesel fuel components, high-pressure pumps, hard disk precision parts, surgical-related medical parts, High-end bicycle's front and rear suspension systems, and semiconductor equipment flow controller systems, and other products.

B. New product (services) development projects

- (a) Short-term plan: Research and develop the precision machinery components for hybrid electric vehicles with customers, which do not only continue to develop the diversity elements but also integrate high value-added processes, including multi-axis machining with the multi-station processing operation. To provide integrated processing service modules, including front-end stamping, forging, casting, injection molding, machined car, milling, multi-axis and back-end surface treatment and assembly and other integrated service products. Which all of the above mentioned are all important development indicators of the Group.
- (b) Medium-term plan: To get into the important supply of electric vehicle precision components, integrate the new and different machine performances, develop more processing and assembly capabilities, and hope to provide more high value-added

products for customers, and the goal is to become a “World-class precision machinery leading factory”.

- (c) Long-term plan: We aim to fulfill our social responsibility by expanding our product line to be more diverse, with a particular emphasis on products related to green energy and sustainable operations, based on our current client base.

(2) Industry Overview

i. Industry status and development

The Group is mainly engaged in the manufacture and processing of precision metal components for automotive industry, hard disk drive, medical equipment industry, sports industry and various industrial products. The Company has a diverse line of products which includes automotive brake safety systems, diesel fuel components, high-pressure pumps, gasoline direct injection (GDI), hard disk precision parts, surgical-related medical parts, semiconductor equipment flow controller systems and bicycle shock absorber. At present, the higher proportion of the business is in the automotive industry, hard disk drives and bicycle shock absorber. The medical equipment industry is one of the Group’s key development targets in the future, and the Group’s medical components account for an increasing proportion of business. The industry overview of the automotive industry, hard disk drives, medical equipment industry and sports industry is as follows:

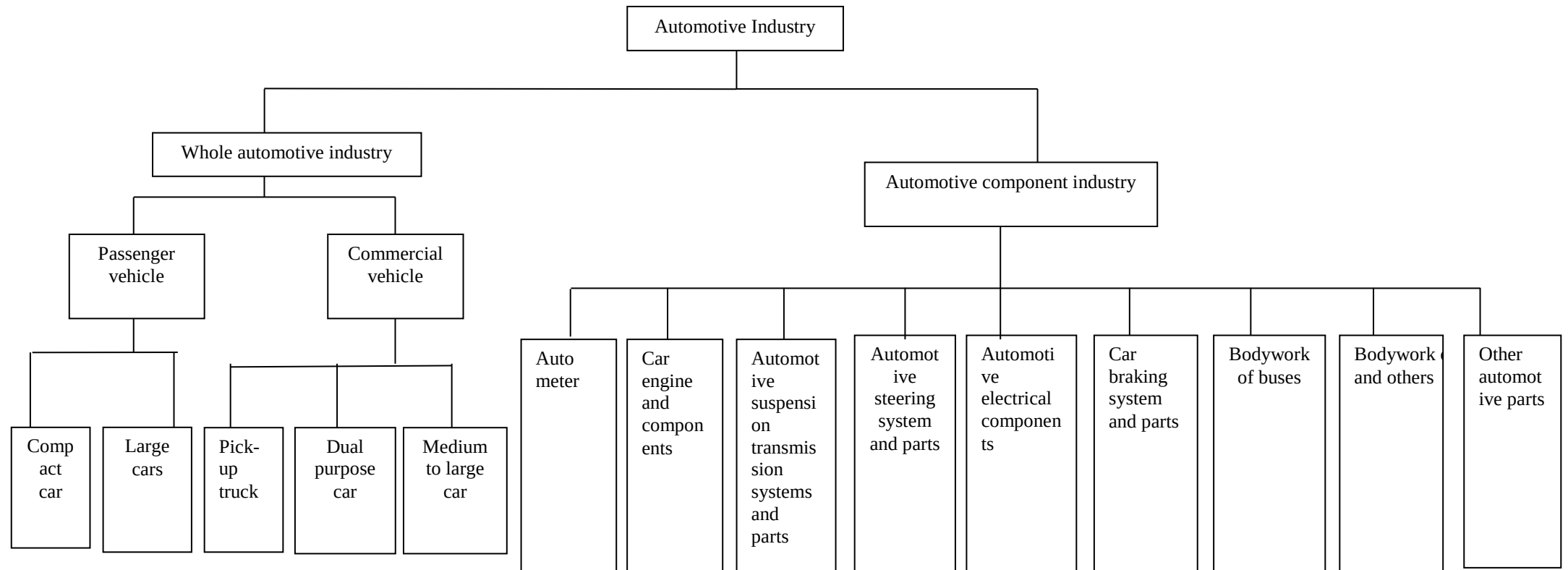
A. Automotive industry

The automotive industry is the pillar industry of the national economy of United States, Japan, Germany and France, etc., and is one of the largest and most important industries in the world that accounts for a large proportion in the manufacturing industry. Automotive industry has great influence on industrial structure upgrade and development of related industries. The automotive industry can be divided into the automotive industry and the automobile parts industry, which can be divided into the following ten categories according to the industrial production statistical classification (See Figure 1). The Group’s products are mainly automobile brake system, automotive engines and parts, steering systems and parts, and other automotive parts.

The automotive industry is a comprehensive industry of high precision, technology and high integration. The cycle of the development is long from initial market research, product development, manufacturing to final sales feedback, and the manufacturing process is complicated that involves various of extremely wide

ranges, therefore the relevant components manufacturers need a variety of industries to cooperate with each other. Automotive parts are used by automotive manufacturers and automotive repairers to replace parts. The materials of automotive parts, such metal components and non-metal components supply various industries, including petrochemical, glass, steel, rubber, motor and electronics. Components are manufactured in a way which includes casting, stamping, forging, machining and heat treatment procedures, and it is required for the completed components to pass the quality inspection.

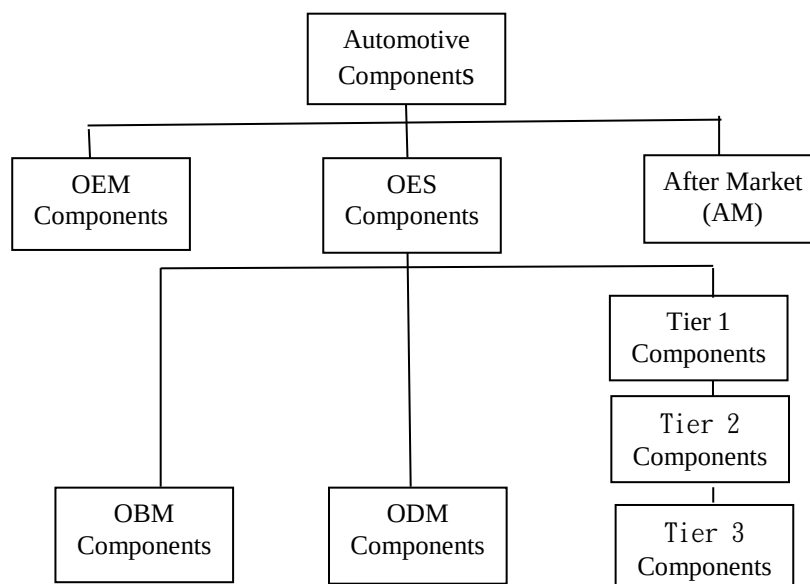
Figure 1: Statistical classification of Industrial production in the automotive industry



Note: According to the classification of industrial production statistics; Source: Industrial Technology Research Institute (2017/04)

Automotive component suppliers can be divided into OEM (Original Equipment Manufacturing) parts and AM (Aftermarket) parts, and in general, the aftermarket can be further divided into OES (Original Equipment Service) parts and IAM (Independent Aftermarket) parts. The former is the original parts used when returning to the car factory for repairing, whereas the latter is mostly the aftermarket spare parts for repairing or modifying (Figure 2). The original component markets changes are positively correlated with the overall production; the parts market of the after-sale service will be affected by total number of the cars and the age of the cars. The Group's main target is the overseas automotive market, as well as cooperate with major automobile parts suppliers (Tier 1).

Figure 2: Classification of automotive components by sales market



Source: Industrial Technology Research Institute IEK, 2018

(a).Global automotive industry

The automobile has become one of the indispensable products in our life and work, as both the development and application highly advance conveniences and pace of life of humankind, the automotive industry has now deeply integrated with modern humanity, serving as a leading sector in the field accordingly.

According to IEK Consulting, the easing of global chip shortages and the cooling of the pandemic after 2024 have driven a 6.1% growth in global automotive sales. China has maintained its position as the top-selling country since 2009, with the United States following closely behind. India and Japan have narrowed the gap, while global electric vehicle sales are growing due to net-zero carbon reduction efforts and gradually more affordable prices.

As the carbon reduction wave sweeps across the globe, many countries are gradually phasing out the sale of fossil fuel cars by 2040. Observing the sales performance of new energy vehicles in various countries in 2022, China's sales of new energy vehicles were particularly impressive due to effective subsidy policies. According to data released by the China Association of Automobile Manufacturers (CAAM), the overall retail sales of passenger cars are expected to reach 22.2 million units in 2025, representing a 3% year-on-year increase. Wholesale volume of new energy passenger cars in 2025 is projected to reach 11 million units, with a net increase of 2.3 million units, representing a 22% year-on-year increase. The penetration rate is expected to reach 40%, indicating strong growth momentum for new energy passenger cars.

(b). Global automotive parts industry

The OE parts require relatively high quality and strict quality control. Plus the problem of transportation, the automobile parts manufacturers in Taiwan take up a high market share in the AM market, which supplies about 85%~90% of the parts in the global AM market.

Sales of global automotive parts follow market fluctuations worldwide, there are nearly 3,000 automobile parts manufacturers in Taiwan, with a complete of the industrial supply chain. This industry has the advantages of small quantity, great variety and flexible manufacturing. Over the past few years, manufacturers in the line have aggressively developed new processes and introduced them into the supply chain of original makers. And they purchased automatic equipment to improve efficiency and production utilities, thus strengthening their own competitiveness and upgrading added values. Thus, they have now possessed international competitiveness and are potential of entering

the supply chain of international carmakers. These makers are expert in processes of precision machining and rubber/plastic injection forming parts, with a higher sales ratio focusing on the after-market of automotive parts. Aided by the overseas invested plants, internet deployment, sales strongholds, international technological cooperation projects, joint ventures and so on, they have become increasingly successful in the supply chain of international car makers and distributions in the global market regardless of after sales services or OEM by the original manufacturers, accumulating certain revenue records and developing overseas sales.

Under the background of soft/hardware, the network, raw materials, advanced technologies, and grouping measures, the car-making industry has now developed toward the direction of Autonomous, Connected, Electrification, and Shared & Service, and this guides automotive parts to equip with modeling, intelligence, automation, and lightness features. In prospects, automotive parts will venture into mass production and customized services. Smart manufacturing and driving services will play an important role in the years to come.

B. Hard disk drive industry

Hard Disk Drive (HDD) is one of the mediums for storing digital data. It is being widely used in recording devices and storage systems such as desktop computers, laptops, and external hard disk drive and PVR.

In the recent years, the hard disk drives have undergone frequent industrial consolidation. West Digital (WD) merged with Hitachi Global Storage Technologies (HGST), Seagate merged with the hard drive department of Samsung, and Seagate and WD being the biggest suppliers in hard drive disk market. The hard drive disk components produced by Global PMX Company are mainly for Seagate.

The development of hard disk drives originated from people's need for storing data. With the increased storage technology of hard drives and the emergence of Solid-State Disk (SSD), HDD's price per bit quickly fell, In terms of performance, SSD that emphasizes on high speed and high performance is superior to HDD. However, HDD featured by large capacity, the stable access technology of cost performance ration makes it the standard equipment of the cloud drive.

Observing the increasing use of portable hard drives, desktop hard drives, and network-attached storage hard drives for storing operating systems, software programs, and other items on disks, it is expected to drive the continued expansion of the global hard drive market. Furthermore, the development of smart interconnected technologies is driving the demand for storage disk drives for storing different types of data, hence the recent changes in consumer electronics industry technology trends are expected to contribute to the growth of the global hard drive market. The global market size of portable HDD reached \$27.371 billion USD in 2022, and it is projected to reach \$28.811 billion USD by 2029, growing at a compound annual growth rate of 0.74% during the forecast period (2025-2029).

In the recent years, many emerging services require the support of hard disk drives, including Cloud services, digital monitoring, medical imaging, transmission systems, log analysis and vast amount of data which all demand large amount of storage space. Considering the currently increasing needs for autopilot IT 4.0 and the current growing need for cloud access industrial cloud monitoring and analysis system, the industry continues to grow. The continuous growth of aforementioned industries is the source of sustaining the growth momentum of hard drive disks.

C. Medical equipment industry overview

The medical equipment industry is crucial to our health. It is a necessary industry to help prevent, diagnose, slow down and treat people's illness; as a result the fluctuations have very little effect on the industry. The global ageing population has increased with the coming of ageing society, and chronic diseases and people in emerging countries are in greater need of medical equipment which initiates many medical care and health care demands.

Based on the BMI Research market report, the medical equipment sub-field is divided into six categories: medical consumable products, diagnostic imaging products, dental products, orthopedics and implant products, auxiliary equipment and other medical equipment. Medical equipment are subject to inspection or be registered in accordance with the law by health authorities in order to fulfill the safety, reliability and efficiency of the products. Research and development of the medical equipment take a great length of time and requires product certification as well as clinical testing. Since the products are protected by having patents and certifications as well

as the benefit of their long cycle of life after being successfully introduced into the market, they are of better profit than other industries. Therefore, medical equipment has become a target industry for domestic and foreign manufacturers.

Due to the easing of the pandemic, countries have gradually lifted their lockdowns, and economic and social activities have gradually resumed. Non-emergency medical treatment arrangements have also resumed operation. The transformation of medical projects has also affected the sales of medical equipment market demand, which is reflected in changes in the types of medical equipment and the rebound in market demand. The IEK Consulting of ITRI (Industrial Technology Research Institute) released the "2024 Global Medical Equipment Industry Trends and Outlook." With the long-term trend of aging populations, it anticipates that the global medical equipment market, which reached \$483.3 billion USD in 2022, will continue to grow at a compound annual growth rate of 6.7%, reaching \$589.7 billion USD by 2026.

When China State Council proposed the manufacturing policies in "Made in China 2026", it clearly stated taking high-performance medical devices as one of the ten key development fields. In recent years, China's government has also successively planned a series of supplementary policies such as the industrial preferential programs and guidance measures, so as to promote the healthy development of the medical device industry. Benefiting from the economic development and the steady increase of the elderly population, the Chinese show increasingly high demands for health.

According to the global market report on minimally invasive surgical instruments by research firm Global Market Insights - The Brainy Insights, the global market value of minimally invasive surgical instruments is expected to grow at a compound annual growth rate of 8.1% from 2024 to 2032, reaching \$53.3 billion USD.

D. Sports Industry

Regarded as an economic and environmental protection transportation method, cycling has become increasingly popular and praised by the general public, and it ranks as a sport which is suitable for all seasons of the year and benefits health. The global epidemic is changing the bicycle industry by the fact that people in many European nations are encouraged and subsidized to use bicycles as their public transportation tools. This move increases

tremendously huge sales of bicycles in Europe's retail markets, especially electric bicycles.

Prioritizing the use of bicycles as a convenient mode of exercise to ensure a healthy lifestyle, avoid obesity and other illnesses, is expected to further drive market expansion. The dock less bike-sharing system has become increasingly popular in recent times. This system allows users to locate nearby bicycles and unlock them electronically. The dock less bike-sharing system, initially emerged in Europe, has gained popularity, especially in Asian countries like India and China.

In response to the COVID-19 pandemic, there have been slight changes in people's lifestyles, with many consumers placing greater emphasis on hygiene, sustainability, and flexible travel options. Additionally, the rise of global cycling events has driven an increase in demand for bicycles worldwide. According to Market.US forecasts, the global bicycle market is estimated to be valued at \$67.4 billion in 2024, with an expected compound annual growth rate of 6.8%. By 2033, it is projected to reach \$130.1 billion USD. The Asia-Pacific region is expected to dominate, accounting for 35.7% of the market share. This leading position is attributed to the region's strong bicycle manufacturing capabilities, rapid urban population growth, and growing environmental awareness, all of which collectively stimulate demand for both traditional bicycles and electric bicycles.

E. AI Server Cooling and Liquid Cooling Industry

With the full-scale explosion of Generative AI and High-Performance Computing (HPC), the power consumption of AI server computing cores (such as GPUs and ASICs) has risen significantly. The Thermal Design Power (TDP) of a single rack is gradually pushing past the physical limit of 100kW. Traditional Air Cooling is constrained by fan speeds and heatsink volumes, making it difficult to effectively manage the high heat density of next-generation AI chips. This is driving a structural transition in thermal solutions from air cooling toward Liquid Cooling.

Liquid cooling systems are primarily divided into two technical paths: Cold Plate and Immersion Cooling. Within these systems, the Universal Quick Disconnect (UQD) has emerged as an indispensable, high-precision component of the liquid cooling loop. The UQD is responsible for connecting the server racks to the Coolant Distribution Unit (CDU). It must meet extreme "zero-leakage" sealing requirements while operating under high pressure and enduring frequent hot-swapping (plugging/unplugging). Because UQDs involve high-precision machining and advanced material science, the technical

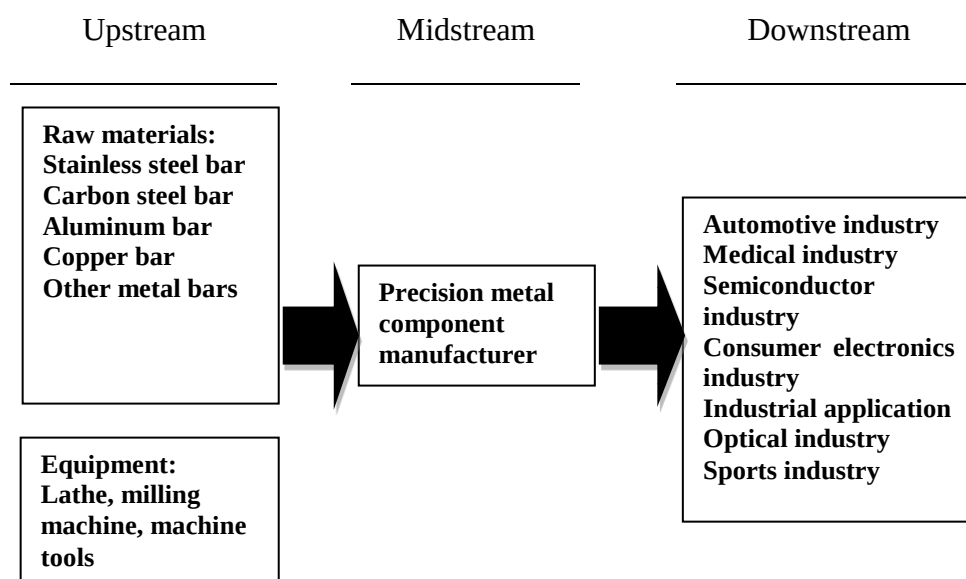
barriers to entry are exceptionally high, making it a core technology that determines system stability and maintenance efficiency in the liquid cooling supply chain.

Observation of global Cloud Service Providers (CSPs)—such as Microsoft, Google, Meta, and Amazon—shows aggressive expansion of AI data centers, which is expected to trigger explosive growth in liquid cooling penetration. According to research institution forecasts, the global data center liquid cooling market is expected to grow from approximately USD 6.5 billion in 2025 at a Compound Annual Growth Rate (CAGR) of over 24%, surpassing USD 20 billion by 2030.

The growth momentum of the AI server cooling industry stems primarily from rising chip wattage (for example, the NVIDIA Blackwell platform power consumption has reached over 1,000W) and increasingly stringent global requirements for data center Power Usage Effectiveness (PUE). As liquid cooling becomes a standard configuration for AI data centers, manufacturers with high-precision machining capabilities that successfully enter the UQD supply chain are poised to benefit from the long-term dividends of this hardware specification upgrade, becoming key beneficiaries of AI infrastructure development.

ii. Industrial relevance of upstream, midstream and downstream companies

The raw materials and related production equipment purchased by the Group to produce relevant products belong in the upstream of the industrial supply chain who mainly purchases various metal bars, including stainless steel bars, carbon steel bars, aluminum bars, copper bars and other metal bars. The midstream of industrial supply chain produces automobile parts, medical equipment components, bicycle components, semiconductor equipment flow controller systems, Cloud and high-capacity hard disk precision parts and metal parts for industrial and optical products. The components produced by Group are the key components for downstream companies and are used in a wide range of applications including automobiles, medical, semiconductor, and consumer electronics, industrial and optical products. The relevance of the industrial supply chain of upstream, midstream, and downstream companies is as follows



iii. Various product development trends

A. High-precision automated production equipment

With the increasing requirements of product precision, the future of metal processing equipment will develop in ways towards high precision and automation. Rather than being high precision, high output, small footprint and lower manpower requirements, it shall also improve the quality and stability. In response to such trend, in recent years not only did the Group introduce dozens of precision milling machines of high horizontal and vertical rotary tables from Japan to fully save the waiting time on loading and unloading, the Group also imported high precision five-axis CNC milling machine from Germany DMG for the production of high-precision molds and high-precision medical products, which also helps the competition with European manufacturers.

B. Product quality development trends

Products such as automobiles, medical and electronics will develop towards high-tech and new-precision technologies which will make processing more difficult when selecting materials and the processing procedures will be more complex, such as milling/lathe/grinding/gear processing/heat treating/surface treatment etc. In the future, only manufacturers with comprehensive processing capabilities and high equipment investment shall be able to meet such requirements.

C. Development and application of new technologies

In recent years, many high-end equipment have been introduced into the market, including Swiss Tornos multi-axis (simultaneous processing of six-axis and eight-axis), German Mikron multi-station modular five-axis machines, Valve Piston automatic inspection machines, French BMI heat treatment equipment, German Dürr vacuum cleaners that adapt environmental-friendly solvents, Japanese robotic automated precision hard lathe. The equipment help improve production efficiency and product accuracy , but apart from having professional technicians and customer's long-term support, high-end equipment also increases the entry threshold for high investment in equipment.

iv. Product competition

At present, a large number of companies are engaged in the production of precision metal parts whose products are being used in a vast range of industries like electronics, automotive and machinery. With the different products each industry develops and produces, it is difficult to get hold of relevant information of market share. By far, the Group's main competitors in processing precision metal parts market are more or less using the same production procedures (lathe/milling, electroplating), and the market positioning and the customer bases are also different due to the fact that the machining process is extensive. Product quality varies depending on the main technologies (know how) and experiences, and the customers who are very demanding in terms of quality stability tend to trust qualified and cooperative suppliers. Most of the Group's major customers are well-known large manufacturers, whose products and technologies are highly recognized, the Group has excellent advantage in comparison with other competitors.

(3) Technology and R&D overview

i. Technical level and R&D status

A. Technical level

The Group is a manufacturer that makes various industrial precision metal parts such as automobiles, medical, hard drive disks, bike, of which the main technology lie in the research and development of milling machines, turning and milling lathes, automatic lathes, grinding machines, etc. The main technical resources are based on engineering capabilities and years and years

of experiences of the R&D team who actively establish technology development capabilities to implement technological autonomy. The team cultivates their own R&D talents to enhance their technical capabilities.

B. R&D status

- (a) Continuously improve the production technology and process optimization of processed products to boost production efficiency and shorten the delivery time and reduce costs.
- (b) Increase value to high-added value high-tech industries and eco-friendly green energy industrial products such as automobiles, medical supplies, semiconductors, bike, in order to reduce the proportion of auto parts with low traditional added value.
- (c) To vertically integrate with important processes to enhance the capabilities and equipment inputs of front-end materials and back-end surface treatment to reduce the risk of external failure costs and significantly increase profitability.
- (d) In addition to continuous precision processing technologies in the development of automation equipment and commitment to participate in the large-scale development of automobile manufacturers. The front-end design is settle to consider the needs of the process in order to achieve double the results with half the effort, and also contributes to self-development and the improvement of design capabilities. Accordingly, in the future, the Company will gradually invest in R&D talents and automation equipment and fixtures according to the needs of customers.
- (e) Work with the customer's R&D center to develop high value-added process integration of disposable products for medical surgery, enhanced stamping, forging and multi-axis machining processes.

ii. R&D expense and the accomplishment in the product or technology development in the recent fiscal years

A. R&D expenses invested in the recent fiscal years

Unit: NT\$ Thousands

Item \ Year	2025
R&D expenses	245,306

B. Product and technology accomplishments in the recent fiscal years

Year	Item or Accomplishment
2018	◎Products for customers automotive Gasoline Direct Injection (GDI) Pump body part was approved. ◎Products for customers medical Powered Stapler was approved. ◎Products for customers medical Surgical Knife was approved.
2019	◎completed the mass production plan for GDI in-cylinder body of cars and hybrid vehicles
2020	◎Certified by BMW in full series of hybrid transmission system components, and ranks as a key supplier.
2021	◎Recognized as the main global supplier of the critical parts of medical clients devices

(4) Long and short-term business development plans**i. Short-term business development plans**

- A. Fulfill the demands of current customers, actively strive for new orders, work hard on potential customers and fully cooperate with the required resources for the development of new customers.
- B. Pursue the goal of zero customer complaints.

ii. Long-term business development plans

- A. Reduce the proportion of traditional low Value-added auto parts, and increase high value-added industrial products such as automobiles (sensors), medical supplies, semiconductor, aerospace industry, high-tech industries and environmental green energy.

- B. Reorganize the resources within the Group, reduce repeated personnel expenditures, and replace human-intensive processes and inspection with automation.
- C. To vertically integrate with important processes to enhance the capabilities and equipment inputs of front-end materials and back-end surface treatment to reduce the risk of external failure cost and significantly increase profitability.
- D. Strengthen the identification of employees and enhance the efficiency of decision-making and output.

All the cultivated talents ultimately require recognition of the Company; therefore, the Company shall continue to focus on the coherence of the employees to enhance their recognition of the Company's future development and cultivate common values so that each employee can develop their own strengths that makes the Company's decision-making and output more efficient.

- E. Promote transparency and enhance external supervision

Implement the Company's internal supervision system, and by the disclosure of the Company's information and financial statements, the market and investors will have a better understanding on the Company's business philosophy, operation direction and financial quality. As a result the Company is able to gather feedback from the market and investors, which will enhance external supervision and strengthen the structure as well as improve the business development of the Company.

2. Market and Sales Overview

(1) Market Analysis

i. Sales (Provided) region of the main product (Service)

Unit: NT\$ Thousands, %

Sales Region	2024		2025	
	Sales Amount	Sales Proportion	Sales Amount	Sales Proportion
Asia	4,921,372	63.99	5,030,160	64.30
The Americas	1,498,976	19.49	1,581,379	20.21

Europe	1,270,725	16.52	1,211,360	15.49
Total	7,691,073	100.00	7,822,899	100.00

ii. Market share

The Group is a manufacturer of precision metal components. Since the processed products produced by the Company are mostly the internal components that are used in industrial products such as automotive, medical equipment, sports, semiconductor and industrial sectors, the market share is difficult to calculate. However, the Group's philosophy has been serving the customers since establishment and the turnover has shown growth each year. As a result, the market share of the Company will target on the continuous growth of the Company business. It is estimated that the Group's turnover will continue to grow as long as the demand for products in the automotive industry and the medical equipment industry continue to grow.

iii. Market supply and demand situation and future growth

A. Automotive industry

Despite the uncertainty and delay in consumer car purchasing due to global high inflation and US interest rate hikes, global traditional brand automakers are stepping up their pace to enter the new energy vehicle market, and Chinese brand automakers are also entering non-Chinese markets with new energy vehicle models.

In addition, with various governments actively supporting local electric vehicle manufacturers and electric vehicle brand manufacturers adopting price reductions to expand market share, according to the latest "Electric Vehicle Industry Report" released by DIGITIMES, it is pointed out that the total sales volume of electric vehicles worldwide in 2025 has the potential to approach the milestone of 18 million vehicles, with an annual growth rate of 29.6%. As the proportion of products from new energy vehicles and electric vehicles continues to increase, the Company currently integrates more technical upgrades and high-value-added key component products with its major customers, ensuring good order visibility and creating a positive trajectory for the Company medium to long-term operations.

B. Hard disk industry

In view of the 5G technology and such deployment are maturing, many emerging services require the support of the cloud hard drive will be further upgraded, including Automatic driving 、 Cloud services, digital monitoring, medical imaging, transmission systems, log analysis and vast amount of data which all demand large amount of storage space. Compared with SSD, the HDD still has the advantages of low price for unit storage and high capacity. The continuous growth of aforementioned industries is the source of sustaining the growth momentum of hard drive disks. However, the hard disk drive market has only grown very little due to the decline in bit Unit price and the emergence of SSD.

C. Medical equipment industry

The Company mainly offers its medical equipment for the use of surgery and relevant parts. Despite the global economic center of gravity has moved to Asia-Pacific emerging markets, the aging population is becoming an issue for most nations in this area. China and India have increased their medical expenses annually, and it has the same trend in ASEAN. Asia still has tremendous space in the development of medical equipment market. To this end, the development of medical equipment specified for the surgery purpose of Asian people will become a new trend.

D. Sports Industry

Meanwhile, the Covid-19 epidemic changed people's home lifestyles. Many consumers prioritize hygiene, sustainability, and flexible travel options more than ever. Coupled with the rise of global cycling events, this trend has driven an increase in demand for bicycles worldwide. According to Market.US estimates, the global bicycle market was valued at \$67.4 billion USD in 2024, and it is projected to grow at a compound annual growth rate (CAGR) of 6.8%, reaching \$130.1 billion USD by 2033. The Asia-Pacific region holds the dominant position, accounting for 35.7% of the market share. This leadership is attributed to the region's robust bicycle manufacturing capabilities, rapid urban population growth, and growing environmental consciousness, all of which

collectively stimulate demand for both traditional bicycles and electric bicycles.

E. AI Server Thermal and Liquid Cooling Industry

As Generative AI applications and High-Performance Computing (HPC) demand enter a period of explosive growth, the Thermal Design Power (TDP) of next-generation AI chips (such as the NVIDIA Blackwell and Vera Rubin series) has surpassed the 1,000W physical limit. Traditional air cooling is no longer sufficient to meet these heat dissipation requirements, driving an accelerated shift toward Liquid Cooling technology. According to research institution estimates, 2026 will mark the inaugural year of full-scale liquid cooling adoption, with global AI server liquid cooling penetration expected to leap from 24% in 2025 to over 47%, reaching a market scale of tens of billions of dollars.

The Company has developed the Universal Quick Disconnect (UQD)—a critical component for liquid cooling systems—leveraging our core strengths in high-precision machining to achieve extreme sealing reliability and high technical barriers for leak prevention. As the UQD is an essential component for the maintenance and modularization of liquid cooling racks, its per-unit value is significantly higher than that of traditional solutions.

With global Cloud Service Providers (CSPs) continuously expanding AI infrastructure investment and deploying self-developed ASIC servers, the Company's UQD products have successfully entered the supply chain. We anticipate benefiting from the long-term dividends of this hardware specification upgrade, creating a powerful new growth curve for the Group.

iv. Competitive niche

The Company has set up four production bases in Jiashan (Zhejiang) 、 Dongguan (Guangdong) 、 Jiaxing (Zhejiang) and Yangmei (Taiwan) for the time being. The subsidiary, Seamax Manufacturing Co., Ltd. (Dongguan) (has passed the code of conduct assessment of Responsible Business Alliance (RBA) 。 The Company enables to integrate a cross-strait production and R&D teamwork resources with nonstop efforts. It expects to optimize its whole operation costs and complementary great benefits, and build up a

supply chain for more new cars and different brands simultaneously. With full efforts, the entire group will hand in a brighter performance in both revenues and profits.

Under the epidemic, the flexibility of automakers' production capacity in response to changes in orders and their product competitiveness in the market are also tested. The Group is now accelerating to complete the production line's multiple certifications, an expectation to respond to the needs of customers for urgent orders through the flexible productivity. For many years, it will continue to cooperate with major clients for the development of new technology applications and niche-typed products with high added-value. It is obvious that the group has still maintained its competitive advantage of main products in the global market even the industry chain is reshuffled. With increasing penetration rates, the product application has extended and fully covered from fuel cars to electric vehicles. This creates a good visibility of orders on hand, and lays a solid foundation for steady operation growth.

A. Independent research and development capabilities

The Company has gathered a wealth of process precision technologies and expertise while developing various ranges of components for customers for a long period of time. The company has been working for a long time with world's leading automotive satellite factories, including Bosch, Continental, Delphi and Seagate which is a data storage equipment manufacturer. The Company has exceptional understanding of the key components and meets the needs of customers while cooperating with OEMs in order to complete the product line of the future AM market and invest in molds, fixtures and equipment to achieve economies of scale. The Group's positive reputation for quality in the industries of automotive, medical, equipment, hard drive disks and other related products has been recognized, which not only enhances the product image but also improves the growth momentum of the Group's revenue.

Advantages and machining technology to shorten the time of development

The Group has always had close and good cooperative relationship with the suppliers and has formed an important supply system. Due to the large number of products the Group produces, other than considering the production equipment and production capacity of the Group, it also carries

out comprehensive evaluations on the production capacity, production equipment and technology of all the subcontractors, and supplements the processing technology with the manufacturers through independent technological advantages. As a result, it will effectively shorten the product development schedule and increase the advantages of the listings of customers' products, and the Group will have even closer relationship with customers and increase the advantages of competition.

- B. The product quality has passed various certifications and has good reputation who customers trust

The Group has been certified with quality assurance certification such as ISO9001, QS9000, ISO/TS16949, ISO14001, ISO13485, ISO45001. There are relevant procedures and operating standards to follow at all stages of development, manufacturing, quality inspection and sales. The quality system is audited by many international manufacturers and has positive achievements. The Group has been certified by numerous domestic and foreign auto parts manufacturers and has established long-term stable cooperative relations with internationally well-known brands. The quality of products is deeply trusted by customers, which is beneficial to the Group's cross-industry business development.

- C. Quality R&D team

The Group produces and processes precision metal components and the issue of having the lowest process cost, and the development of production quality optimization and stable process is one of the industry's competitive niches. The Group has quality R&D team with a wealth of experience and achievements in designing and strengthening production processes, processing procedures and improving product yield. Therefore, the products have gained recognition and trust from customers in various industries internationally. At the present, approximately 80% of the Group's current R&D team's seniority has exceeded 10 years, and has a vast of relevant and complete experiences; therefore it's one of the Group's important competitive niches.

v. Favorable development prospects, unfavorable factors and countermeasures

Favorable factors

- A. The application market demand of main products continue to grow

The domestic demand markets in developing countries such as China and India are a source of global growth momentum, which makes a difference in the global automotive market. The auto market that had always been dominated by Europe and the United States has shown a sign of slow growth, and has been replaced with the development of demand in emerging markets, among which China has the best growth. With the increase of the average income of the Chinese, reduced car prices by car dealers in order to sell, the urbanization policy and the expected growth of car demand in China's fourth-tier and fifth-tier cities, it is foreseeable that the demand for China's auto market in the future will continue to grow, and the global auto market shall maintain at growth which will increase the demand in the automotive component market.

Recently at the CES consumer electronics show, it was evident that the integration of technology and automobiles in self-driving and electric cars remains a major focus of the automotive industry's technological development. The company will rely on its long-term collaborative advantage with customers in the latest technology research and development, and with the global car supply chain expected to ease, the automotive industry pursues engines efficiency, battery life, and the stable increase of ADAS advanced driving assistance system penetration from high-end to normal vehicle models. This is beneficial for the stable growth momentum of the Company's automotive business, including key component products such as GDI, ESC, and transmission systems, which have strong sales performance during product renewal and process improvement optimization adjustment periods, and drive the overall growth of the Company's automotive business.

New energy cars and electric vehicles will become the mainstream of the future new car sales. and the company keeps concentrating on developing more critical car tools involving power, safety, steering and drivetrain system of electric vehicles and hybrid electric vehicles in response to the new orders of electric vehicles in the future, and new plant will focus on producing hybrid electric vehicle tools as well. The company expects the new plant's involvement plus the clients' pull-in can be conducive for the

learning curve of production capacity to increase and inject positive growing power for the future operation.

In addition to the growth of the automotive industry, the Group's main product applications in the medical equipment market has grown steadily with the global economy. Benefiting from the rapid development of minimally invasive surgery worldwide, the minimally invasive surgery instruments and accessories (MISIA) market enters period of rapid growth. According to the Global Market Insights report by The Brainy Insights on the global minimally invasive surgical instruments market, it is projected to grow at a compound annual growth rate (CAGR) of 8.1% from 2024 to 2032, reaching a value of \$53.3 billion USD.

The Company's medical business products have expanded both vertically and horizontally. In addition to manufacturing key components of a single product, we have extended our capabilities to produce complete products. Horizontally, we have expanded the product indications and added disposable products, including related product lines. With the increasing application of our products in various types of surgical procedures such as laparoscopy, bariatrics, and endoscopy, we have driven our major customers to gradually increase the volume of our new minimally invasive surgery products.

Moreover, the Company is actively accelerating the certification of new minimally invasive surgery products with another major medical customer. In the future, the medical business will maintain good operational growth momentum.

B. Auto industry reduces the cost in response to competition and accelerates the release of orders

Due to the external environmental factors, automakers have gradually turned into a customer-oriented business style which will focus on product design and customer relationship management in the future, and that also suggests increase of outsourcing ratio. The chances for component suppliers undertaking automotive manufacturing are relatively high and it shall be beneficial to the future development of the Group.

- C. Major customers are dispersed in various industries to reduce the impact of specific industries

The Group's goal is cross-industry development, and customers in the same industry are being separated by components of different products in order to achieve the purposes of diversifying product portfolio and reducing risks. The main customers are dispersed in the automotive industry, semiconductor industry, medical industry, electronics industry, sports industry and industrial applications, and the Group is capable of producing the key components required by any of the industries mentioned above. The Group has a good ability to adapt to specific industries owing to the dispersion of industries, and chances of turnover being affected by a single industry are lower, which is beneficial to the Group's stable development.

- D. Become a strategic supplier to world-class customers

Continental, Bosch, Seagate, Delphi, BorgWarner and Fox are the Group's major customers who have selected their long-term strategic suppliers under strict demands. The long-term strategic partnership with major customers is the biggest niche for Group growth. The Group has become a qualified supplier for many leading industrial manufacturers with long accumulated production technology and expertise (know how) which will help gain access to the supply chain of other leading manufacturers.

- E. Increase of energy-saving demand

With the increase demand of energy-saving, the introduction of high-pressure pump and gasoline direct injection (GDI) of related products is the trend of new vehicles in the future. Because high-pressure pumping through gasoline improves dynamic response and increases intake efficiency, while GDI increases the instantaneous kinetic energy that can precisely control the gasoline injection, help the engine performance and improve the gasoline inefficiency problem which will lead to the goal of reducing carbon emission and saving energy. According to Business Research Insights, the global Gasoline Direct Injection (GDI) system market was valued at \$76.23 billion USD in 2022, and it is expected to reach \$100.07 billion USD by 2028, with a

compound annual growth rate (CAGR) of 4.6%. Wherein, our new products including gasoline high-pressure pumps that are important GDI modules, will be increased with the global GDI demands which is beneficial to the future development of the Group.

Unfavorable factors and countermeasures

- A. China's processing level in the automotive industry is gradually improving

China's manufacturers have successively purchased a large number of machinery and equipment in the auto parts industry, resulting in a rapid growth of relevant production capacity. In order to digest such amount of production capacity, the Chinese industry have adopted the strategy of selling for low prices which poses certain threats and pressures on the industry. The industry projects invested by China's manufacturers mostly require lower processing level of production technology. Owing to the fact that automotive parts industry requires low level of technology, large-scale of equipment and large-scale production seems necessary in order to reduce the production cost. As a result, the excess of supply over demand leads the market to face an oversupply price competition.

Countermeasures:

The Group's manufacturing technologies are brake systems, fuel injection nozzle systems and temperature control systems, and is continuing to innovate to avoid falling into price competition market. The Group has been in automotive parts industry for many years, with a wealth of experiences in production technology and excellent quality. The downstream customers are mostly well-known international automobile manufacturers or car satellite suppliers, and based on the brand reputation and the strict safety requirements of automotive industry, it is unlikely for the customers to change their suppliers. The Group is dedicated to the optimization of various products and the improvement of product quality, therefore the Group is different from the current positioning of the competitors in the markets and products. The Group also avoids the price competition of low-level products.

B. Raised wages in China and the cost of production increases

In recent years, the basic wages in China have noticeably risen, making the proportion of labor cost is gradually increased to the manufacturing cost, which has a direct impact on the gross profit of existing products.

Countermeasures:

The Group continuously improves the production process to enhance the pre-process yield, and through the Quick Response Quality Control (QRQC) to reduce the use of unnecessary manpower such as repeated inspection and heavy work as to improve the efficiency of production process and eliminate the pressure of rising wages. On the other hand, the Group has also increased the ratio of automated production by introducing automatic inspection machines, automatic feeding of centerless grinding machines, robotic arms and other equipment. By introducing automated production machinery to replace the manpower-intensive process, the product quality is stabilized to reduce labor and production costs.

C. Vicious price competition of general products

Industries with general products of low technical content are easier to enter and will finally fall into low price competition, which has a negative impact on the Company's technical capabilities and positioning.

Countermeasures:

Reduce the proportion of traditional Low added value value automotive parts, and increase industrial products such as automobiles, medical supplies, semiconductors, aerospace industry, high-tech industries with high added value and eco green energy. In order to establish a high entry threshold, the Group keep developing new processes, such as research and development of new processes for hydrocarbon cleaning lines and vacuum carbonitriding heat treatment and purchase of high-end equipment, hoping to develop High added value products with high technical content that compete with European and American manufacturers.

D. The prices of metals are soaring

After suffering from the pandemic for the last four years, the price of the global raw material and freight skyrocketed. In addition, the Russia-Ukraine war caused western countries' sanctions on Russia, and the factor of the metal supply shortage plus the speculation of the market bring about the expected-rise conjuncture of the future overall metal market, increasing the cost of metal raw material production.

Countermeasures:

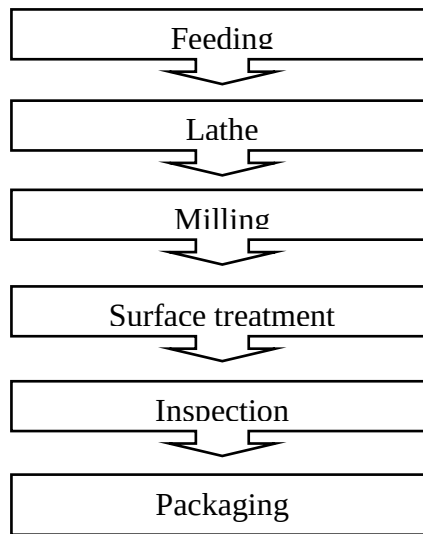
Due to the metal prices and the impact of the Russia-Ukraine war, the purchase sector of the company keeps an eye on the raw material price trend, collects international conjuncture extensively, lay out the supply chain in advance under the consideration of the inventory, and keeps strengthening R&D to enhance the competitiveness of the company.

(2) Usage and manufacturing processes for the company's main products

i. Usage for the company's main products

The Group mainly manufactures and assembles products such as surgical, orthopedic and other related medical parts, automotive brake safety systems, fuel injection nozzle systems, temperature control systems, semiconductor equipment flow controller systems, and Cloud and high-capacity hard disk precision parts, industrial and optical precision metal parts.

ii. Manufacturing processes for the company's main products/services



(3) Supply situation for the company's major raw materials

Major Raw Materials	Supply Situation
Carbon steel bar	Good
Stainless steel bar	Good
Aluminum bar	Good
Brass bar	Good

(4) A list of any suppliers and clients accounting for 10 percent or more of the company's total procurement (sales) amount in either of the 2 most recent fiscal years, the amounts bought from (sold to) each, the percentage of total procurement (sales) accounted for by each, and an explanation of the reason for increases or decreases as follows:

i. A list of any suppliers accounting for 10 percent or more of the company's total procurement amount in either of the 2 most recent

Unit: NT\$ Thousands

	2024				2025			
Item	Company	Amount	Annual Net Purchase (%)	Relationship with Issuer	Company	Amount	Annual Net Purchase (%)	Relationship with Issuer
1	Jiangsu Maokun	244,047	10.50	None	Jiangsu Maokun	237,866	10.85	None
2								
3	Others	2,079,329	89.50		Others	1,953,761	89.15	
Total	Net Purchase	2,323,376	100.00		Net Purchase	2,191,627	100.00	

ii. A list of any clients accounting for 10 percent or more of the company's total sales amount in:

Unit: NT\$ Thousands

	2024				2025			
Item	Company	Amount	Annual Net Sales (%)	Relation-ship with Issuer	Company	Amount	Annual Net Sales (%)	Relation-ship with Issuer
1	Seagate	1,140,290	14.83	None	Seagate	1,107,614	14.16	None
2	Fox	875,419	11.38	None				
3	Bosch	873,301	11.35	None				
	Others	4,802,063	62.44		Others	6,715,285	85.84	
Total	Net sales	7,691,073	100.00		Net sales	7,822,899	100.00	

Reason for changes: Seagate growth in 2025 is mainly due to an increase in 3C market demand.

3. Employee Data for the Last Two Years and as of March 31, 2026:

The numbers, average years of service, average age and educational levels of employees employed for the 2 most recent fiscal years

Unit: Persons, Age, Years

Year		2024	2025	Ending 31 March, 2026
Number of Employees	Direct Staff	1,189	1,335	1,316
	Indirect Staff	1,018	986	990
	Total	2,207	2,321	2,306
Average Age		39.33	39.31	39.82
Average Years Of Service		6.8	7.0	7.3
Education Level Distribution Ratio	Ph.D.	0%	0%	0%
	Masters	2%	2%	2%
	Bachelor's Degree	31%	32%	31%
	Senior High School	37%	36%	37%
	Below Senior High School	30%	30%	30%

4. Disbursements for Environmental Protection

Total losses (including damage awards) and fines for environmental pollution for the 2 most recent fiscal years, and during the current fiscal year up to the date of publication of the annual report, and an explanation of the measures (including corrective measures) and possible disbursements to be made in the future (including an estimate of losses, fines, and compensation resulting from any failure to adopt responsive measures, or if it is not possible to provide such an estimate, an explanation of the reason why it is not possible): None

5. Labor Relations

- (1) List any employee benefit plans, continuing education, training, retirement systems, and the status of their implementation, and the status of labor-management agreements and measures for preserving employees' rights and interests.

i. Employee welfare measures

With the intention to fully look after employees and protect their living condition, the Company provides or sponsors various welfare programs, and has established a staff welfare committee according to the law. The welfare committee is selected to manage various welfare measures, such as annual welfare budget and plans in order to use the employees' benefits in a reasonable

and effective manner. Staff welfare measures are also implemented for the subsidiaries overseas on a regular or irregular basis.

The main benefits of the Company's internal welfare measures are as follows:

- A. Birthday vouchers
- B. Diverse activities organized by the welfare committee (employee trips / employee meals)
- C. Allowance for weddings and funerals
- D. Regular health check-ups
- E. Employee group insurance and travel insurance
- F. Holiday system in accordance with the law
- G. Year-end bonuses
- H. Dividends for those who have achieved excellent performance to share profit.
- I. External training subsidy

ii. Continuing education and training

The Company and its subsidiaries regard their employees as important assets, value each of their talent and arrange professional on-the-job training courses and management courses for employees according to their functional needs which include: internal classes and occasional external training, integrating internal and external resources, and cultivating skills in a planned manner and train talents who will ultimately have abundant professional, yet challenging skills.

iii. Retirement system and the status of its implementation

- A. For employees who are subject to the provisions of the Labor Standards Act, the Company deposits a 4% of their wages on a monthly basis to the Labor Pension Reserve Supervision Committee in a special account at the Bank of Taiwan.
- B. Continuing to take to the Labor Standards Act pension provisions in accordance with the Labor Pension Statutes or retain the working years before the applicable Labor Pension Statutes, and the payment of the pension is based on the service years and the average wages for the six months prior to the approved retirement date.
- C. For employees who are subject to the provisions of the Labor Pension Statutes, the Company shall deposit a 6% of the employee's monthly wages to their pension account.
- D. Subsidiaries are required to provide relevant retirement benefits in accordance with the laws and regulations of their countries and shall be acknowledged as current year expenses.

iv. Labor agreements

The Company and its subsidiaries value a great deal of internal communication. Other than organizing labor meetings and employee communication meetings, the internal of the Company also has various communication channels. The management and employees respect each other and provide suggestions for improvements who all work together for the Company's growth. So far, labor relations have been harmonious, trust has been mutual and interaction has been exceptional. There has not been any need to coordinate due to labor disputes.

v. Maintenance of employee rights and interests

The requirements the Company and its subsidiaries have established are in accordance with the Government's various labor laws and regulations. The well established system sets out various managements practices, specifies the rights and obligations of employees and welfare projects, and regularly revises the contents of the system in order to protect employees' rights.

- (2) Losses sustained due to labor disputes (including labor inspection results found in violation of the Labor Standards Act, specify the date of the penalty, letter number, article violated, provision violated, details of the penalty) in the most recent year and up to the printing date of the annual report, and disclose current and future estimated amount and response measures; if it cannot be reasonably estimated, describe the facts that it cannot be reasonably estimate : The Group has always kept good relations with employees in the last 2 years and up to the date of publication of the annual report, there have not been any disputes.

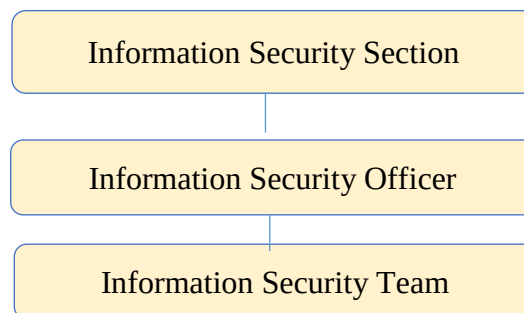
6. Cybersecurity management

- (1) The cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management.

I. The cyber security risk management framework

A. The cyber security risk management framework

The company has established an Information Security Section under the Administration Department, with a designated Chief Information Security Officer and related personnel responsible for coordinating the Group's cybersecurity activities. This includes cybersecurity policies, personnel allocation, hardware and software planning, and budget allocation. The Committee also supervises and reviews the cybersecurity operations of subsidiaries to ensure that cybersecurity policies are properly implemented and compliance requirements are met.



B. Cyber security policies :

- a) information security governance: control risk and intensify its prevention, strengthen the safety structure of information security

To formulate a complete management system, enhance education training, the design of the safety structure and protect technology. Assure the system availability of information, limit possessions, access management, and resist external threats.

- b) Compliance: establish legal mechanisms and view / revise regularly

Establish mechanisms that meet standards, view and revise related regulation regularly to meet the information security standard.

The information security policy also needs to be examined and assessed at all times in response to information security law and the update and post of the current situation. The information security committee will make sure that each subsidiary meets the new regulation

C. Concrete management programs

- a) Formulate information security control documents, including the responsibilities of organizations, document, data management, the safety management of computer facilities, the access control of the internet and data, and system development management.
- b) Keep an eye on or attend the news or reports from ISAC, CERT and make proper disposals
- c) Provide the latest information safety messages, enhance employees' safety awareness and training on cybersecurity, and stay alert to unknown information.
- d) External protection including viewing threats, internet, firewall, host computer, important files and checking if the Log is abnormal and implement related preventive measure.
- e) The access right of Net/APP/files shall be assessed by risk assessment, and audited by related supervisors to prevent improper or illegal assess.
- f) Program developments shall follow manuals and are required to be supervised with total assess, and should be tested comprehensively to ensure the wholeness of the data.
- g) nformation assets security (such as the safety management and the fire protection measure in computer facilities, it shall make sure the data is irretrievable when scrapped.
- h) Full drill of back-up, remote back-up and disaster recovery
- i)systems or outsourcing development shall define the responsibility of persons concerned of the both parties and the use of safety control measure, working procedure, bestowing manufacturers with relative safety management responsibilities

D. Investments in resources for cyber security management

- a) Conduct internal, external examination regularly according to the examination plan, and track improvement and effectiveness regularly.
- b) Check if each computer or each software of the host computer is legal, meets official use, renews system or antivirus software regularly.
- c) conduct a selective examination if the access of the personnel change is renewed or canceled regularly.
- d) At least one Information Security Management Committee meeting is held each year to review the implementation of information security policies by each department.

No information security incidents occurred during the year (2025).

- e) Emails are sent periodically to employees to promote 'Regular Data Backup' and 'Off-site Backup' practices, encouraging everyone to develop a habit of backing up their data regularly.
- f) Produced over 10 information security bulletins to communicate key security protection regulations and precautionary measures.
- g) To enhance employees' cybersecurity awareness, all new hires complete an information security training course prior to their start date. In 2024, internal cybersecurity training and outreach were conducted for a total of 691 participants, with approximately one hour of training per person.
- h) Gradually promoting information security certification:

TISAX Certification: The Company's key subsidiary, (Zhejiang) Golbal PMX Co., Ltd. obtained TISAX certification from the third-party auditor TUV on July 13, 2025, and was awarded the TISAX label by the ENX Association. The certification is valid until November 13, 2026. TISAX (Trusted Information Security Assessment Exchange) is an assessment and exchange mechanism for information security in the automotive industry, established by the German Association of the Automotive Industry (VDA) based on the ISO 27001 standard. TISAX provides a unified information security standard for automotive manufacturers, service providers, and suppliers, ensuring the integrity and availability of vehicles throughout the manufacturing and operational processes. The TISAX assessment and label, managed by the ENX Association, serve as recognized proof that a company's information security management system meets the stringent requirements of the automotive sector, supporting information security evaluation and auditing across the industry.

- I) The Company reported to the Board on November 10, 2025, regarding information security policies, resource allocation, and implementation status.

- (2) State clearly any losses, possible impacts, and countermeasures caused by significant cybersecurity incidents in the year prior to the annual report publication date; if they cannot be reasonably estimated, an explanation must be made as to the fact that they cannot be reasonably estimated:
None

7. Important Contracts:

Up to the date of publication of the annual report, the Company is still in good standing and holds supply and marketing contract due in the most recent year, technical cooperation contract, engineering contract, long-term loan contract and other important contracts that affect shareholders' rights:

(1) Global PMX Co., Ltd.:

Type Of Contract	Party	Contract Duration	Contract Content	Restrictions
Building Lease Contract	SIXXON TECH. CO.,LTD.	September 1, 2025~August 31,2026	Lease	None

(2) Sixxon Precision Machinery Co., Ltd.:

Type Of Contract	Party	Contract Duration	Contract Content	Restrictions
Building Lease Contract	SIXXON TECH. CO.,LTD.	January 1, 2017 ~ December 31, 2026	Lease	None
Plant Lease Contract	HOM TECH PRECISE CO., LTD.	January 1, 2023 ~ December 31, 2027	Lease	None

(3)Global PMX Co., Ltd. (Zhejiang)

Type Of Contract	Party	Contract Duration	Contract Content	Restrictions
Lease Contract	Shandong Rongtai Construction Engineering Group Co., Ltd.	June 9, 2003 ~ June 8, 2053	Land Lease	None
Lease Contract	Shandong Rongtai Construction Engineering Group Co., Ltd.	April 17, 2014 ~ April 16, 2064	Land Lease	None
Lease Contract	Shandong Rongtai Construction Engineering Group Co., Ltd.	February 26, 2019 ~ February 25, 2069	Land Lease	None

(4) Global PMX Co., Ltd. (Jiaxing)

Type Of Contract	Party	Contract Duration	Contract Content	Restrictions
Lease Contract	Jason Tech (Jiaxing) Co., Ltd	January 1,2025~ December 31, 2028	Plant Lease	None

(5) Seamax Manufacturing Pte. Ltd. (Dongguan)

Type Of Contract	Party	Contract Duration	Contract Content	Restrictions
Lease Contract	Dongguan Bureau of Land and Resources	August 4, 1997 ~ August 3, 2047	Land Lease	None

(6) GLOBAL PMX PTE LTD

Type Of Contract	Party	Contract Duration	Contract Content	Restrictions
Lease Contract	Seamax Engineering Pte. Ltd	2026.02.01~2027.01.31	Lease	None
Lease Contract	Aon Vina., Ltd	2026.02.23~2028.02.22	Lease	None

V. A Review and Analysis of the Company's Financial Position and Financial Performance, and a Listing of Risks

1. Financial Position

Unit: N\$ Thousands

Item \ Year	2024	2025	Difference	
			Amount	%
Current Assets	9,445,147	9,953,748	508,601	5.38
Property, Plant and Equipment	3,947,840	3,592,232	(355,608)	(9.01)
Other Assets	511,761	360,278	(151,483)	(29.60)
Total Assets	13,904,748	13,906,258	1,510	0.01
Current Liabilities	4,402,180	4,336,507	(65,673)	(1.49)
Non-Current Liabilities	661,890	610,809	(51,081)	(7.72)
Total Liabilities	5,064,070	4,947,316	(116,754)	(2.31)
Capital Stock	1,152,225	1,152,225	0	0.00
Capital Surplus	3,696,715	3,696,715	0	0.00
Retained Earnings	3,988,846	4,201,402	212,556	5.33
Other Equity	2,892	(91,400)	(94,292)	(3,260.44)
Total Shareholders' Equity	8,840,678	8,958,942	118,264	1.34
Analysis of significant changes over 20%:				
1. Other Assets: Primarily due to a decrease in right-of-use assets and prepayments for equipment.				
2. Other equity: Mainly attributable to exchange differences arising from the translation of financial statements of foreign operations.				

2. Financial Performance

- (1) The annual report shall list the main reasons for any material change in operating revenues, operating income, or income before tax during the past 2 fiscal years.

Unit: NT\$ Thousands

Item \ Year	2024	2025	Increased (Decreased) Amount	% Change
Operating Revenues	7,691,073	7,822,899	131,826	1.71
Operating Cost	6,128,917	6,012,678	(116,239)	(1.9)
Gross Profit	1,562,156	1,810,221	248,065	15.88
Operating Expenses	772,900	762,680	(10,220)	(1.32)
Income for Operations	789,256	1,047,541	258,285	32.73
Non-Operating Income and Expenses	444,441	(96,847)	(541,288)	(121.79)
Incomes Before Tax, Net	1,233,697	950,694	(283,003)	(22.94)
Income Tax Expense	(278,453)	(254,314)	(24,139)	(8.67)
Net Income	955,244	696,380	(258,864)	(27.1)
Other Comprehensive Incomes Profit After Income Tax, Net	242,935	(94,182)	(337,117)	(138.77)
Current Total Comprehensive Income	1,198,179	602,198	(595,981)	(49.74)
Analysis of significant changes over 20%: 1. Income for Operations: Attributable to revenue growth and improved cost-efficiency resulting from process optimizations. 2. Non-operating income and expenses: Due to significant exchange rate fluctuations resulting in foreign exchange losses. 3. Decrease in net profit before tax: primarily due to foreign exchange losses. 4. Decrease in other comprehensive income: resulting from exchange differences on translation of financial statements of foreign operations. 5. Decrease in net income and total comprehensive income for the current period: primarily due to an increase in non-operating foreign exchange losses.				

- (2) Sales volume forecast and the basis therefor, and describe the effect upon the company's financial operations as well as measures to be taken in response:

Based on the overall economic environment changes, business trends and the Company's future development direction, as well as taking into account the operational goals planned based on the recent operational overview, has planned to optimize the production capacity and processes of our products. In the medical business segment, growth momentum from the second half of 2025 is expected to continue, demonstrating strong growth potential. Notably, several newly developed medical customer projects have successfully completed product validation and are anticipated to enter stable pilot production and mass production phases in 2026.

3. Cash Flow

- (1) The annual report shall describe and analyze any cash flow changes during the most recent fiscal year

Unit: NT\$ Thousands

Item \ Year	2024	2025	Increase (Decrease)	
			Amount	%
Operating Activities	1,590,739	1,102,936	(487,803)	(30.67)
Investing Activities	748,890	(335,348)	(1,084,238)	(144.78)
Financing Activities	(426,231)	(603,651)	(177,420)	41.63
Fluctuations in Exchange Rate	86,541	(48,493)	(135,034)	(156.03)
Increase in Net Cash Flow	1,999,939	115,444	(1,884,495)	(94.23)
Analysis of significant changes over 20%: 1. Decrease in net cash inflow from operating activities: attributable to changes in accounts receivable and accounts payable. 2. Increase in net cash outflow from investing activities: due to an increase in the acquisition of financial assets measured at amortized cost. 3. Increase in net cash outflow from financing activities: resulting from an increase in cash dividends paid. 4. Effect of exchange rate changes: due to exchange rate fluctuations during the current period. 5. Based on the above factors, net cash flow decreased compared to 2024.				

- (2) The plans to address any illiquidity problems: Not available.
 (3) An analysis of cash liquidity for the coming fiscal year:

Unit: NT\$ Thousands

Beginning ash Balance (1)	Cash Flow from Operating Activities (2)	Cash Flow from Investing & Financing Activities(3)	Cash Surplus (Deficit) Balance (1)+(2)+(3)	Cash Shortage Contingency Plan	
				Investment Plan	Financing Plan
4,963,021	1,551,350	(986,257)	5,528,114	—	—
Cash flow variance analysis: 1. Operating activities: Net cash inflow from operating activities is expected to be NT\$1,551,350 thousand, mainly attributable to profit generated during the period. 2. Investing and financing activities: Net cash outflow from investing and financing activities is expected to total NT\$986,257 thousand, primarily due to ongoing Payment for fixed assets and payment for cash dividends. 3. Remedial measures for cash shortage: Not applicable.					

4. The Impact of any Material Capital Expenditures over the Most Recent Fiscal Year upon the Financial and Operating Condition:

All of the Company's plants are operating stably, with new customers and Undergoing certification processes. Capital expenditures remain stable, aimed at continuously optimizing processes and enhancing technology. All related expenditures are fully funded by internal resources, which positively contribute to the Company's overall financial position and business operations.

5. The Policy for the Most Recent Fiscal Year on Investments in other Companies, the Main Reasons for Profit/Losses Resulting Therefrom, Improvement, and Investment Plans for the Coming Fiscal Year:

December 31, 2025; Unit: NT\$ Thousands

Name Of Company	Investment Policy	2025 Recognized Investment (Loss) Gain	Main Reasons for Profits or Losses	Improvement Plans	Investment Plans for the Coming Year
Fortune Tower Holding Co., Ltd.	General investment	81,757	Increased profits attributed from subsidiaries are fully consolidated.	—	—
Seamax International Ltd.	Import and export of goods	1,512	Only served as a between-group transaction.	—	—
Ace Plus Technology Limited	Import and export of goods	(47)	Only served as a between-group transaction.		
Seamax Manufacturing Pte. Limited	General investment	216,528	Profits attributed from subsidiary, Seamax Manufacturing PTE Limited. (Dongguan), is consolidated.	—	—
Global Advance Technology Limited	General investment	(128,720)	Due to foreign exchange losses.	—	—

Name Of Company	Investment Policy	2025 Recognized Investment (Loss) Gain	Main Reasons for Profits or Losses	Improvement Plans	Investment Plans for the Coming Year
Seamax Manufacturing Pte., Ltd.(Dongguan)	Production and sales of computer hard disk parts, industrial control components, precision die, mold standard parts, high-grade hardware, high-grade construction hardware, plumbing, heating products and hardware components, new types of electronic components, automotive key components, anti-lock brake system.	216,654	Stable operations result in profits.	—	—
Global PMX Co., Ltd. (Zhejiang.)	Development, research, production and sales of various types of large-capacity optical, disk drives and their components, semiconductor components, new types of electronic components, digital cameras, precision online measuring instruments, precision die, mold standard parts and medical precision parts, automotive precision parts.	87,100	Stable operations result in profits.	—	—
Global PMX Co., Ltd. (Jiaxing)	Development, research, production and sales of auto parts, general components, Class 1 medical	(93,503)	Attributable to newly developed mass production	—	—

Name Of Company	Investment Policy	2025 Recognized Investment (Loss) Gain	Main Reasons for Profits or Losses	Improvement Plans	Investment Plans for the Coming Year
	equipment, computer software/hardware, R&D of electronic components.		having not yet reached economies of scale, alongside exchange rate fluctuations.		
Sixxon Precision Machinery Co., Ltd.	research and development and production and sales of auto parts, High-end off-road bicycles and suspension forks for electric bicycles, etc.	128,716	Stable operations result in profits.	—	—
Global PMX Pte. Ltd.	General investment	(252)	Initial stage of operations.	—	—

6. The Section on Risks shall Analyze and Assess the Following Matters during the Most Recent Fiscal Year and as They Stood on the Date of Publication of the Annual Report:

(1) The effect upon the Company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future:

i. Change in interest rate

The interest expense of the Group in 2023~2025 were NT\$48,134 thousand, NT\$47,926 thousand and NT\$34,479 thousand respectively which accounted for 0.68%, 0.62% and 0.44% of the total net profit before tax and had little effect on the overall operation of the Group. The Group has built a good relationship with the bank for many years, with the Group's financial stability and good credit standing, it is possible to obtain preferential interest rates and reduce interest expenses by negotiating with the bank. It is expected that the interest rates in the future will have no significant impact on the overall operation on the Group.

ii. Change in exchange rate

Impact on the Company's Profit and Loss and Future Countermeasures.

Unit: Thousands

Item \ Year	2024	2025
Exchange Gains (Loss)	242,113	(241,076)
Net Revenue	7,691,073	7,822,899
Exchange Gains or Losses / Net Revenue (%)	3.15%	(3.08%)
Operating Profit	789,256	1,047,541
Exchange Gains or Losses / Operating Profit (%)	30.68%	(23.01%)

In order to effectively reduce the impact of exchange rate changes on revenue and profit based on the fact that exchange rate fluctuations are difficult to estimate, other than collecting information on exchange rate changes, the following measures are also implemented to reduce the risks of exchange rate fluctuation.

(1) The Group's currency for collection is mainly in US dollars and RMB. The payment of raw materials is also in US dollars and RMB. Using the characteristics of natural hedging, the cash collected in foreign currency from the sales revenue of export products shall be used to cover foreign currency payables upon foreign purchases.

The Group's responds the risk of exchange rate changes on profit and loss, use the forward foreign exchange contract as an appropriate measure to conduct safe-haven transactions in the foreign currency pre-sales in the purpose of reducing exchange rate

risks. To continue monitoring market changes in exchange rates and its own position in internal foreign exchanges. To maintain a balance of foreign currency assets and liabilities, thus avoiding the risk of exchange rate changes and reducing the impact of such changes on profit and loss of the Company.

- (2) The financial unit strengthens information on changes in international exchange rates and maintains close contact with the foreign exchange department of financial institutions. It also collects relevant information on exchange rate at any time and fully grasps the trends in international exchange rates as well as spreading the risks to actively respond to the negative impact of fluctuations caused by exchange rates.

Concrete measures against exchange rate fluctuation:

iii. Effect on inflation

The Group is constantly aware of fluctuations in market prices. The main materials are customers' designated suppliers. The Group adjusts the material prices and sales prices according to the increase cost of purchase due to inflation, as well as strengthen inventory control to improve the turnover rate in order to reduce the adverse effects of rising raw material prices.

(2) The Company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and mitigation measures to be taken in the future:

- i. The Company's policy regarding high-risk investments, highly leveraged investments; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future:

The Group focuses on the development within the industry and does not invest in other high-risk industries. The Group has always adopted a Strong and stable financial management policy, therefore has not engaged in highly leveraged investments.

- ii. The Company's policy regarding loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future:

The Company has established the "Operational Procedures for Lending capital to others" "Operational Procedures for Endorsements and Guarantees" and "Operational Procedures for Acquisition and Disposal of Assets" as the bases for the Company and its subsidiaries' operations. Among which the capital lending and guarantees endorsements only occurred within the group and all are based on the above-mentioned policies and response measures. The trade of derivatives transactions is carefully evaluated by the Company, and any manipulations in this regard are made for the purpose of upgrading the Company's business performance and lowering down its operational and financial risks. It abides by rules and regulations governing "Operational Procedures for Acquisition and Disposal of Assets", and

not to engage in arbitrage and speculation. Ultimately, the Company has always focused on the operations of the industry; therefore the relevant risks are limited.

(3) Research and development work to be carried out in the future, and further expenditures expected for research and development work:

The Group is a professional precision metal component processing manufacturer. The main technology lies in the development of milling machine, turning and milling compound automatic lathe, grinding machine and surface treatment. In addition to continue the deep involvement in core machining technology, the development of automation equipment and actively strive to work with large-scale development plans of automobile manufacturers, the design of the front end is based on the needs of the process in order to achieve twice the result with half the effort that also helps enhance self research and development and design capabilities. In the future, the Company will gradually introduce R&D talents and automation equipment and fixtures according to the needs of customers.

(4) Effect on the Company's financial operations of important policies adopted and changes in the legal environment at home and abroad, and mitigation measures to be taken in response:

The Group's operations are carried out in accordance with the established relevant procedures, and with relevant domestic and foreign laws and regulations. The Company's operations in recent years have not been affected by major policies and regulations changes locally and internationally. The Company pays attention to amendments in domestic and international policies and regulations in order to fully comprehend changes in the legal environment. If major domestic and international policies and legal changes affect the Company's affairs, lawyers, accountants and relevant professional units shall be consulted to evaluate, recommend and plan the response measures that comply with the law and reduce the financial adverse effects of the business whereas necessary.

(5) Effect on the company's financial operations of developments in science and technology as well as industrial change, and measures to be taken in response:

The Group's main business projects are automotive brake safety systems, fuel injection systems, steering systems, thermos regulator systems, medical devices, semiconductor equipment flow controller systems, cloud and high-capacity hard disk precision parts, industrial and optical products, precision metal parts, etc.

The group will continue to pay attention to the technology, the development, and the changes related to its industry field. We will control the trend of the industry rapidly and promote the ability of the development. In this stage, the company's financial operations have no significant impact derived from the developments in science and technology along with industrial changes.

(6) Effect on the Company's crisis management of changes in the Company's corporate image, and mitigation measures to be taken in response:

The Company has always followed the principle of professionalism and integrity, values the importance of corporate image and Irol. There are no foreseeable corporate crisis issues.

(7) Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken: None.

(8) Expected benefits and possible risks associated with any plant expansion and mitigation measures being or to be taken: None.

(9) Risks associated with any consolidation of sales or purchasing operations, and mitigation measures being or to be taken:

1. Purchases

The main materials used by the Group are from qualified suppliers who customers have verified. The relevant quality, supply, finance and management are in line with customers' requirements. The remaining suppliers are long-term stable cooperation, whose product quality and supply stability are high and also deliver on time. The main raw materials are steel bars, aluminum bars, copper bars, etc., none of which are single source suppliers with the intention of reducing the risk of centralized procurement.

2. Sales

The net sales of the top 3 sales customers in our company accounted for 11% to 15% of the annual net sales last two years, which show little change, so centralized sales didn't exist.

In addition to continuing to focus on maintaining the relationship with existing customers and products, the Company will strive to enter the supply chain of other industry's leading manufacturers. Other than that, the Group aims to cross -industry development as much as possible, and customers in the same industry are separated by parts of each differ duct to achieve the purpose of diversifying product mix and reducing risks which is beneficial to the uncertainties of economic cycle.

(10) Effect upon and risk to the Company in the event a major quantity of share belonging to a director, supervisor, or shareholder holding greater than a 10 percent stake in the Company has been transferred or has otherwise changed hands, and mitigation measures belong or to be taken:

The Company has three directors and four independent directors. The shareholdings are in compliance with the regulations of the competent authorities. In the recent years up to the publication of the annual report, the directors of the Company or the majority shareholders who hold more than 10% of the Company had made no significant transfer or replacement of shares.

- (11) Effect upon and risks to Company associated with any change in governance personnel or top management, and mitigation measures being or to be taken: None**
- (12) Litigious and non-litigious matters, the directors, supervisors, general managers and substantial principals of the Company, the majority shareholders and affiliated companies with a shareholding ratio of more than 10% have been determined or are included in the lawsuit; non-litigation or administrative litigation results may have a significant effect on the Company's shareholders' equity or securities prices must be fully disclosed in detail and include the cost of litigation, date of commencement of proceedings, main litigants and the current situation up the date of publication of the annual report: None.**
- (13) Other important risks, and mitigation measures being or to be taken:**

Description of the information security risk assessment:

The company is divided information system/security into four different authority and responsibilities.

1. Management

Set up the electronic information system/security related regulations to serve as basic guidance for company personnel to follow.

2. Information system division

(1) Comply with the information system/security related regulations to execute operational tasks. In the case of new cyber security issues, amendments along with modification methods may be proposed at any time as a reference for management.

(2) Examine information appliance at any time

A. Evaluate whether a hardware/firmware upgrade is necessary to perform.

B. Evaluate whether a new machine should be purchased in order to prevent damage and loss caused by vulnerability threats.

C. Implement the necessary warranty along with any spare parts that may be needed for important assets, and supplement safety precautions measures (such as UPS, etc.).

D. Implement the precautionary measures to assess whether all important assets are easily destroyed or lost.

(3) Data preservation

According to the information system/security-related regulations, data preservation shall be authorized by authorities concerned.

A. Availabilities, conduct Disaster Recovery (DR) drills exercises at regular intervals.

- B. Data access control, implement effective and regular preventive measures of inspections in order to prevent unauthorized access.
- C. The LOG record is activated for every important information change in order to ascertain the correct type of event and be traceable to determine rights and responsibilities correctly,
- D. Personnel authority can be adjusted or canceled immediately according to personnel changes.

(4) External information security issue

The information system division keeps abreast of external news and threats information, and immediately implements preventive measures (such as firewall setting changes/firmware updates/software updates), as well as publish relevant information to company personnel for further.

3. Internal and external audit

The company has a complete internal and external auditing system, which is audited by an independent auditor or company personnel. For the regulations and related methods, the management team can put forward proposals for improvement at any time and may make checks considered necessary for each department.

4. Company personnel

The company conducts security training for employees occasionally and constantly announces guidance of the latest information security measures. As a consequent, the employees become fully aware of its received information and immediately report to the information system division if there is a suspicious affair (such as unknown mail/file/link). Encourage accountability by building collaboration among the information system division and other company personnel.

The company's operating model does not rely on digital marketing or online sales model (B2C / B2B), nevertheless, the cyber information risk could be minimized by preventing, institutionalizing, maneuvering reaction and conducting disaster recovery drills exercises. The security problem will not bring any difficulties or pauses towards the business operation of the company, nor lead any losses or damages to customers.

7. Other Important Matters: None.

VI. Special Disclosure

- 1. Information on Affiliated Enterprises:** Details regarding the company's affiliated enterprises can be found in the "Affiliated Enterprises Disclosure" section of the Market Observation Post System (MOPS) at: **【 https://mopsov.twse.com.tw/mops/web/t57sb01_q10. 】** Shareholders may enter the company code **4551** and select the desired year to access the relevant information.
- 2. Private Placement of Securities in the Most Recent Fiscal Year and Up to the Publication Date of the Annual Report:** No private placement of securities was conducted.
- 3. Other Necessary Supplementary Information:** None.
- 4. Significant Events in the Most Recent Fiscal Year and Up to the Publication Date of the Annual Report That May Have a Major Impact on Shareholders' Equity or the Price of Securities as Defined in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act:** No such events occurred.

GLOBAL PMX CO., LTD.

Chairman : SIXXON TECH CO., LTD.