

Stock Code: 6799

M3TEK
M3 Technology Inc.

2025

Annual Report

Annual Report Inquiry Website:

https://mopsov.twse.com.tw/mops/web/t57sb01_q5

<https://www.m3tekic.com/?action=finance-report&cid=3&cid2=19>

Printed on March 31, 2026

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One. A report to Shareholders

Since the beginning of 2025, benefiting from the gradual recovery in end-market demand in 2024, downstream customer order momentum has strengthened, driving industry inventory levels back to a more normalized range.

Starting from the second quarter of 2025, global tariff policies and foreign exchange fluctuations have led to adjustments in market demand dynamics. In response, the Company has continued to optimize its market positioning and product portfolio, enhancing operational flexibility to adapt to structural changes in the industry.

The Company also continues to strengthen its core R&D capabilities, optimize process applications and product architecture design, and improve product performance and cost competitiveness. Through the steady development of next-generation products and expansion into new applications, the Company aims to solidify its market foundation and drive medium- to long-term growth momentum. We hereby present the Company's 2025 operating results to all shareholders:

I. 2025 Business Results

(I) Business Plan Implementation Outcome

The Company's operating revenue in 2025 was NT\$966,665 thousand, with an annual increase of 6.56% from NT\$907,178 thousand in 2024. Gross profit in 2025 was NT\$465,879 thousand, with an annual increase of 9.09% from NT\$427,065 thousand in 2024. Operating profit in 2025 was NT\$207,367 thousand, with an annual increase of 48.35% from NT\$139,781 thousand in 2024. Profit before income tax in 2025 was NT\$200,853 thousand, with an annual increase of 4.72% from NT\$191,805 thousand in 2024.

Unit: NT\$ Thousand

Item	2025		2024		Increase (Decrease) Status	
	Amount	%	Amount	%	Amount	%
Operating revenue	966,665	100.00%	907,178	100.00%	59,487	6.56%
Gross profit	465,879	48.19%	427,065	47.08%	38,814	9.09%
Operating profit	207,367	21.45%	139,781	15.41%	67,586	48.35%
Profit before income tax	200,853	20.78%	191,805	21.14%	9,048	4.72%

(II) 2025 Budget Implementation Status

The forecast was not announced by the Company in 2025 so the budget implementation disclosure is not required. Nevertheless, the overall actual operation status and performance have been generally consistent with the operation plan internally established by the Company.

(III) Financial Revenue/Expenditure and Profitability Analysis

Unit: NT\$ Thousand

Item			2025	2024	Increase (Decrease) Status
Financial revenue/ expenditure	Operating revenue		966,665	907,178	6.56%
	Gross profit		465,879	427,065	9.09%
	Profit before income tax		200,853	191,805	4.72%
Profitability	Return on assets (%)		8.62%	7.37%	1.25 ppts
	Return on equity (%)		9.80%	8.27%	1.53 ppts
	Ratio to paid-in capital (%)	Operating profit	47.45%	32.63%	14.82 ppts
		Profit before income tax	45.96%	44.78%	1.18 ppts
	Net profit margin (%)		16.27%	13.40%	2.87 ppts
	Earnings per share (in NT\$)		3.70	2.94	25.85%

(IV) Research and Development Status

1. Research and development expenses in the last two years

Unit: NT\$ Thousand

Item	2025	2024
R&D expenses (A)	134,347	166,173
Net operating revenue (B)	966,665	907,178
Ratio (A)/(B)	13.90%	18.32%

2. R&D outcomes of the Company in 2025 are as follows:

- (1) Launched a 36V/6A/500kHz multifunctional I²C digital-controlled synchronous buck converter.
- (2) Launched an 18V/12A/700kHz high-efficiency synchronous buck converter.
- (3) Launched a 32V/5A/500kHz high-efficiency synchronous buck converter.
- (4) Launched a 24V/4A/650kHz high-efficiency synchronous buck converter.
- (5) Launched an 18V/6A synchronous buck converter in a compact DFN 2.5×1.5_10L package.
- (6) Launched a 5.5V/4A/2.1MHz ultra-compact synchronous buck converter in a DFN 1.5×1.5_6L package.
- (7) Launched a 6V/1A/6MHz low-power (11μA quiescent current) ultra-compact synchronous buck converter in a WCSP_5L package.
- (8) Launched a highly integrated 5V/3A/1MHz synchronous buck-boost converter.
- (9) Launched a 33V/5A highly integrated I²C digital-controlled load switch for USB PD applications.
- (10) Launched a 60V/200mA ultra-low quiescent current (1μA) linear low-dropout

regulator (LDO).

- (11) Launched a 5.5V/2A linear low-dropout regulator with 3.6V fixed output voltage.
- (12) Launched a single-capacitor (LIC) charging management IC with 750mA charging current and 4A discharge capability, featuring comprehensive integrated protection functions.
- (13) Launched a single-capacitor (LIC) charging management IC with 5A charging current and ultra-low quiescent current (1 μ A), featuring comprehensive integrated protection functions for high-power industrial and consumer fast-charging applications.

II. Summary of the 2026 Business Plan

(I) Operational Directives

Leveraging the Company's extensive experience in analog IC design and product development, we will continue to deepen our core technological capabilities and promote platform-based product design. The Company focuses on developing competitive PMIC and power management solutions to address the evolving demands of information technology, communication infrastructure, AI-related applications, and consumer electronics.

In addition, through both established and newly expanded marketing and distribution channels, the Company aims to broaden application coverage, increase market share, and enhance product value.

(II) Sales Volume Forecast and Basis

The Company establishes its annual sales targets based on customer demand forecasts, market trends, existing order visibility, capacity planning, and historical sales performance. We will continue to drive new product introductions and optimize existing product portfolios, expand application coverage, and enhance revenue diversification and stability. Meanwhile, the Company will dynamically adjust its operational strategies and production-sales planning in response to market changes.

(III) Important Production and Sale Policies

1. Deepen existing market presence and strategic partnerships
Strengthen the Company's position in key domestic and international markets, enhance long-term collaboration with core customers, and improve product penetration and overall profitability.
2. Expand into new markets and applications
Actively develop new customers and explore emerging application areas, while optimizing marketing and distribution channel strategies to broaden the sales base.
3. Strengthen supply chain collaboration and capacity flexibility
Maintain stable partnerships with wafer foundries, packaging, and testing service providers to ensure reliable capacity and technical support, while evaluating additional partners to enhance supply flexibility and risk diversification.
4. Enhance inventory and operational management mechanisms
Continuously improve inventory management and demand forecasting capabilities to mitigate the impact of industry cycles and enhance capital efficiency.

III. Company's Future Development Strategy, and Impacts of External Competitive Environment, Legal Environment and Overall Operating Environment

(I) Company's Future Development Strategy

To increase revenue and profit, the main development strategies of the Company are as

follows:

1. Develop diverse product lines to satisfy market demands, enhance product breadth and depth, and satisfy customer demands.
 2. Enhance company operation system, improve organization performance, implement R&D personnel training and marketing management system to properly handle market change and product development trend.
 3. Maintain long-term cooperation relationship with suppliers to achieve stable supply and develop of greater competitiveness product.
- (II) Impacts of External Competitive Environment, Legal Environment and Overall Operating Environment

1. External competitive environment

IC design company cares about their employees. To cope with the rapid change of the industry and the competition among international giants, the Company obtains updated information on the industrial at all time and also establishes long-term plans on the employee training, product development, marketing and sales in order to enhance the competitiveness of the Company and to reduce impacts due to the external competitive environment.

2. Regulatory environment

The Company continues to pay attention to any changes of policies and regulations that may affect the Company's operation and also makes responses timely to reduce impacts on the finance and business operation of the Company.

3. Overall operation environment

(1) Impact of interest rate change

The 2025 and 2024 interest expenses of the Company accounted for 0.03% and 0.23% of the total net revenue respectively. This is mainly due to the amortization under IFRS 16 using the effective interest method, which allocates each lease payment between interest expense and repayment of lease liability, and is not affected by interest rate fluctuations. As the Company's business scale and profitability increases, the own fund is sufficient such that the reliance on the bank loan is relatively low. In addition, the Company continues to maintain excellent relationship with banks, in case of any short-term fund demands in the future, the Company can obtain preferred interest rate with banks through negotiation. Furthermore, the Company also timely assesses interest rate risk due to interest-bearing liabilities to reduce possible interest rate risk of all liabilities.

(2) Impact of exchange rate change

The 2025 and 2024 foreign exchange (loss) gain of the Company were NT\$ (34,680) thousand and 27,028 thousand respectively, accounted for 3.59% and 2.98% of the net revenue of that year respectively, such that the impact on the profit and loss of the Company was limited. The purchase and sales transactions of the Company mainly use the currency of USD. Accordingly, the accounts receivable and payable can be offset with each other, achieving the effect of partial natural hedging. In addition, the Company also actively reviews information and future trend of foreign exchange market to provide reference basis for business and purchase quotations. Furthermore, the Company also carefully screens the timing for settlement to achieve the effect of exchange reduction. In recent years, as the exchange of USD to NTD continues to be volatile, the Company has adjusted the exchange timing accordingly in order to perform exchange during offset between accounts receivable and payable in USD. Moreover, the Company also reviews the bank exchange rate in order to

choose the settlement timing advantageously, thus reducing the risk of foreign currency exchange risk.

In 2025, the Company maintained stable operations while continuing to strengthen corporate governance and internal controls. We remained attentive to global industry developments and improved operating efficiency through prudent resource allocation and effective management. At the same time, we continued to invest in core technologies and product development, advancing new products and diversified applications to enhance our long-term competitiveness.

Externally, the Company continued to promote the development and application of its proprietary IC design products, while improving the service quality of its distributed products. We also strengthened customer relationships and sought to capture opportunities arising from industry upgrades and changing market demand.

Guided by the management philosophy of “Innovation, Service, Pragmatism, and Harmony,” the Company will continue to pursue steady long-term growth and create greater value for shareholders. We sincerely thank all shareholders, customers, suppliers, employees, and business partners for their continued support and encouragement.

Chairman of the Board: AP Memory Technology Corporation
Representative: Yu-Hsin Lin

Chief Executive Officer (CEO): Robbins Yeh

President: Raymond Wu

Two. Company Introduction

I.Information on the Directors and Main Managerial Officers

(I) Directors

1. Directors Information:

March 31, 2026; Unit: shares / %

Title	Nationality or place of registration	Name	Gender	Age	Date of election (appointment)	Tenure	Date first elected	Shares held when elected		Shares currently held		Shares currently held by spouse, underage children.		Shares currently held by in the name of a third party		Major experience and academic background	Selected current positions at M3TEK and other companies	Other officer, Director, or Supervisor who is spouse or kin within the 2 nd degree			Remarks
								Shares	%	Shares	%	Shares	Ratio of shareholding	Shares	Ratio of shareholding			Title	Name	Relation	
Chairman	Taiwan	AP Memory Technology Corporation	-		Jan 31, 2024	3 years	Jan 31, 2024	4,000,000	9.40	4,987,000	11.40	-	-	-	-	-	-	None.	None.	None.	-
	Taiwan	Representative : Yu-Hsin Lin (Note 3)	Female A		Oct 31, 2025	3 years	Oct 31, 2025	-	-	5,000	0.01	-	-	-	-	Financial Manager of Alcor Micro, Corporation Junior Manager of Yuanta Core Pacific Securities Co., Ltd. Auditor of Deloitte Touche Tohmatsu Limited Master Degree in Accounting, National Chengchi University	Note 4	None.	None.	None.	-
Director	Taiwan	Chang-Yong Chen	Male B		May 24, 2023	3 years	Sep 7, 2010	8,406,666	20.34	4,210,666	9.63	-	-	-	-	Master of Electronic Engineering, University of California, Berkeley, USA CEO of Mycomp Co., Ltd.. Chairman of M3 Technology Inc,	Note 5	None.	None.	None.	-

Title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Tenure	Date first elected	Shares held when elected		Shares currently held		Shares currently held by spouse, underage children.		Shares currently held by in the name of a third party		Major experience and academic background	Selected current positions at M3TEK and other companies	Other officer, Director, or Supervisor who is spouse or kin within the 2 nd degree			Remarks
							Shares	%	Shares	%	Shares	Ratio of shareholding	Shares	Ratio of shareholding			Title	Name	Relation	
Director	Taiwan	David Da Meng	Male A	May 24, 2023	3 years	Sep 7, 2010	50,000	0.12	794,400	1.81	598,949	1.37	-	-	Electrical Engineering, Florida Atlantic University, USA Master of Electronic Engineering, University of New Mexico, USA Senior Engineer at Maxim Integrated Products Inc. Vice President of Design of Monolithic Power Systems Inc. President of M3 Technology Inc,	Note 6	None.	None.	None.	-
Director	Taiwan	ITE Tech. Inc.	-	May 24, 2023	3 years	Aug 19, 2014	1,884,000	4.56	944,000	2.15	-	-	-	-	-	-	None.	None.	None.	-
		Representative : Hsiu-Che Lin	Male A	Jan 2, 2024	3 years	Jan 2, 2024	-	-	-	-	-	-	-	-	Master of Computer Science, Cornell University Bachelor of Department of Electrical Engineering, National Taiwan University Assistant Vice President of TLC Capital Co., Ltd. Assistant Vice President of Fortune Venture Capital Corp. Engineer of C-Cube Microsystems	Note 7	None.	None.	None.	-
Director	Taiwan	Wei-Tse Hung	Male A	May 24, 2024	3 years	May 24, 2023	8,000	-	8,000	0.01	-	-	-	-	Bachelor of Economics, Tsing Hua University Director of Gear Radio Electronics Corp.	Note 8	None.	None.	None.	-

Title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Tenure	Date first elected	Shares held when elected		Shares currently held		Shares currently held by spouse, underage children.		Shares currently held by in the name of a third party		Major experience and academic background	Selected current positions at M3TEK and other companies	Other officer, Director, or Supervisor who is spouse or kin within the 2 nd degree			Remarks
							Shares	%	Shares	%	Shares	Ratio of shareholding	Shares	Ratio of shareholding			Title	Name	Relation	
Director	Taiwan	Robbins Yeh	Male B	May 22 2025	3 years	May 22 2025	-	-	10,000	0.02	-	-	-	-	Chairman of Innorich Venture Capital Corp. CEO of Youngtek Electronics Corp. (6261.TWO) Chairman of Synopsys, Inc Master of Electrical Engineering, National Central University	Note 9	None.	None.	None.	-
Independent Director	Taiwan	Zhi-Feng Jiang	Male A	May 24, 2023	3 years	Nov 6, 2020	-	-	-	-	-	-	-	-	Bachelor of Department of Accounting, Tamkang University Assistant Vice President of Audit Department, Deloitte Taiwan CPA of Zhi-Jing CPA Firm	Note 10	None.	None.	None.	-
Independent Director	Taiwan	Zu-Ming Bi	Male A	May 24, 2023	3 years	Nov 6, 2020	-	-	-	-	-	-	-	-	Master of Department of Finance, National Sun Yat-sen University Assistant Vice President of Delta Venture Capital Co., Ltd.	Note 11	None.	None.	None.	-
Independent Director	Taiwan	Hsieh-Ju Peng	Male A	May 24, 2023	3 years	May 24, 2023	-	-	-	-	-	-	-	-	Master of Business Administration, National Chiao Tung University Executive Vice President of Enflex Corporation	Note 12	None.	None.	None.	-

Note 1: Table A includes individuals under the age of 60; Table B includes individuals aged 60 and above.

Note 2: The shareholding information in this table is based on insider shareholding disclosures as of March 2026.

Note 3: The institutional shareholder, AP Memory Technology Corp, appointed Ms. Yu-Hsin Lin as its representative director, replacing Mr. Wen-Liang Chen, effective October 31, 2025.

Note 4: Chief Financial Officer and Spokesperson, AP Memory Technology Corporation (TWSE: 6531) Representative Director, AP Memory Japan Co., Ltd., Director of Blink Electronic Co., Ltd .

Note 5: Chairman of Intelligent Capital Corp., Chairman of Xi'an M3 Semiconductor Corporation.

Note 6: Director & Vice Chairman of Xi'an M3 Semiconductor Corporation, Director of Shenzhen M3 Technology Inc.

Note 7: Sopkesperson of ITE Tech Inc.

Note 8: Senior Manager of H.K Investment Co., Ltd., Director of Taiwan Chi Yuan Culture Foundation.

Note 9: Corporate director representative of AP Memory Technology Corporation, Independent director of Progate Group Corporation, Chief Executive Officer of M3 Technology Inc.

Note 10: CPA of Zhi-Jing CPA Firm, Independent Director of Taiwan Chelic Co., Ltd., Independent Director of Alltop Technology Co., Ltd.

Note 11: Assistant Vice President of Delta Venture Capital Co., Ltd., Independent Director of Trusval Technology Co., Ltd., Corporate Director Representative of Kunshan Victory Venture Capital, Supervisor of imedtac Co., Ltd.

Note 12: Independent Director of Ezconn Corporation, Director of Icometure Company Limited.

2. Directors and supervisors as corporate shareholders

(1) Major shareholders of corporate shareholders

Name of corporate shareholder	Dominant shareholders of corporate shareholders
AP Memory Technology Corporation	Shanyi Investment Co., Ltd (16.44%)、Deutron Electronics Corporation (4.00%)、Wu, Yu-Chan (3.25%)、Yuhui Enterprise Co., Ltd. (2.68%)、Huang, Chung-Jen (2.57%)、YAMAICHI HOLDINGS CO., LTD. (2.50%)、Girish (2.18%)、Li, Hsuan-Hsi (1.67%)、RESEN Corporation (1.42%)、New Labor Pension Fund (1.12%)
ITE Tech. Inc. (Note)	UMC (Hong, Jia-cong) (8.40%)、Taipei Fubon Commercial Bank Co., Ltd. In Custody for Fuh Hwa Taiwan Technology Dividend Highlight ETF (3.58%)、Chand Hwa Commercial Bank, Ltd in custody for Yuanta Taiwan High-yield Leading Company Fund (1.99%)、Mercuries Life Insurance Co., Ltd. (Zhao Xi Weng) (1.62%)、Citibank in custody for Norges Bank (1.26%)、Standard Chartered Bank in Custody for Advanced Starlight Fund Series – Advanced International ETF Investment Account (1.22%)、Standard Chartered Bank in Custody for Mizuho Securities Investment Account (1.17%)、J.P. Morgan in Custody for Vanguard Emerging Markets Stock Index Fund (1.14%)、HSBC Bank (Taiwan) Limited in Custody for Cambria Emerging Shareholder Yield ETF (1.08%)、Vincent Hu (1.07%)

Note: This information is excerpted from the annual report of the entity's 2025 shareholders' meeting.

(2) Major shareholders of corporate shareholders as the major shareholders

Name of corporate shareholders	Dominant shareholders of corporate shareholders
Shanyi Investment Co., Ltd	Yamaichi Holdings Co., Ltd. (100%)
DEUTRON ELECTRONICS CORPORATION (Note1)	RESEN CORPORATION (5.80%)、Li Yuan Investment Corporation (4.72%)、JENDAN INVESTMENT INC. (4.48%)、Molecatex Inc. (3.69%)、Yue Shan Investment Corporation (1.84%)、Li Shih Investment Corporation (1.23%)、Ho Yuan Investment Corporation (0.03%)
Yuhui Enterprise Co., Ltd.	ChinChen International Co., Ltd. (100%)
YAMAICHI HOLDINGS CO., LTD	JUAN LI (100%)
RESEN CORPORATION	Li Yuan Investment Corporation (100%)
United Microelectronics Corporation (Note2)	JPMorgan Chase Bank, N.A. acting in its capacity as depositary and representative to the holders of ADRs (5.16%)、Hsun Chieh Investment Co., Ltd. (3.52%)、Capital Tip Customized Taiwan Select High Dividend ETF (3.11%)、Silicon Integrated Systems Corp. (2.13%)、Taiwan Life Insurance Co., Ltd. (1.74%)、Fuh Hwa Taiwan Technology Dividend Highlight ETF (1.68%)、Yuanta Taiwan Value High Dividend ETF. (1.66%)、Cathay Sustainability High Dividend ETF (1.66%)、Yann Yuan Investment Co., Ltd. (1.54%)、KGI Life Insurance Co., Ltd. (Formerly known as China Life Insurance Co., Ltd.) (1.50%)

Name of corporate shareholders	Dominant shareholders of corporate shareholders
Mercuries Life Insurance Co., Ltd. (Note2)	Mercuries & Associates Holding, Ltd. (31.52%) 、Prosper Asia Investment Ltd. (4.97%) 、Shangling Investment Co., Ltd. (3.53%) 、Shuren Investment Co., Ltd. (3.51%) 、Mercuries Fu Bao Co., Ltd. (2.43%) 、Mercuries & Associates, Ltd. (1.84%) 、Sunlit Transportation Company Limited (1.05%) 、Hsien-Jin Star Fund Series-Advanced International ETF Investment Account in the custody of the Banking Department of Standard Chartered International Commercial Bank (0.92%) 、Tonglit Logistics Co., Ltd. (0.89%) 、JP Morgan Vanguard Emerging Markets Stock Index Fund Special Account (0.85%)

Note1: This information was obtained from the public company registration records of the Department of Commerce, Ministry of Economic Affairs.

Note2: This information is excerpted from the annual report of the entity's 2025 shareholders' meeting.

3. Disclosure of professional qualifications of directors and supervisors and independence of independent directors:

Condition Name	Professional Qualifications and Experience	Independence Status	Number of Other Taiwanese Public Companies Concurrently Serving as an Independent Director
AP Memory Technology Corporation Representative: Yu-Hsin Lin	<u>Main experience (educational background)</u> - Financial Manager of Alcor Micro - Corporation Junior Manager of Yuanta Core Pacific Securities Co., Ltd. - Auditor of Deloitte Touche Tohmatsu Limited - Master Degree in Accounting, National Chengchi University <u>Current positions:</u> - Chief Financial Officer and Spokesperson, AP Memory Technology Corporation - Representative Director, AP Memory Japan Co., Ltd. - Director of Blink Electronic Co., Ltd . <u>Expertise:</u> - Profession (financial management / accounting) - Relevant industry experience (financial management / Securities)	No occurrence of the circumstances stated in Article 30 of the Company Law.	-
Chang-Yong Chen	<u>Main experience (educational background)</u> - Master of Electronic Engineering, University of California, Berkeley, USA - CEO of Mycomp Co., Ltd. <u>Current positions:</u> - Chairman of Intelligent Capital Corp. - Chairman of Xi' An M3 Semiconductor Corporation. <u>Expertise:</u> - Board of directors/board leading experience		-

Condition Name	Professional Qualifications and Experience	Independence Status	Number of Other Taiwanese Public Companies Concurrently Serving as an Independent Director
	• IC design industry experience/semiconductor industry experience/international market experience • Relevant industry experience (venture capital/electronics industry)		
David Da Meng	<u>Main experience (educational background)</u> • Electrical Engineering, Florida Atlantic University, USA • Master of Electronic Engineering, University of New Mexico, USA • Senior Engineer at Maxim Integrated Products Inc. • Vice President of Design of Monolithic Power Systems Inc. <u>Current positions:</u> • M3 Technology (Dallas), Inc. Director • Vice Chairman of Xi'An M3 Semiconductor Corporation. <u>Expertise:</u> • Board of directors/board leading experience • IC design industry experience/semiconductor industry experience/international market experience • Profession (electronics)		-
ITE Tech. Inc. Representative: Hsiu-Che Lin	<u>Main experience (educational background)</u> • Master of Computer Science, Cornell University • Bachelor of Department of Electrical Engineering, National Taiwan University • Assistant Vice President of TLC Capital Co., Ltd. • Assistant Vice President of Fortune Venture Capital Corp. • Engineer of C-Cube Microsystems <u>Current positions:</u> • Sopksperson of ITE Tech. Inc. <u>Expertise:</u> • IC design and venture capital experience Relevant industry experience (electronics industry /semiconductor industry /venture capital)		-

Condition Name	Professional Qualifications and Experience	Independence Status	Number of Other Taiwanese Public Companies Concurrently Serving as an Independent Director
Wei-Tse Hung	<u>Main experience (educational background)</u> • Bachelor of Economics, Tsing Hua University • Director of Gear Radio Electronics Corp. <u>Current positions:</u> • Senior Manager of H.K Investment Co., Ltd. • Director of Taiwan Chi Yuan Culture Foundation. <u>Expertise:</u> • IC design and venture capital experience • Relevant industry experience (electronics industry /semiconductor industry /venture capital)		-
Robbins Yeh	<u>Main experience (educational background)</u> • Master of Electrical Engineering, National Central University • Chairman of Innorich Venture Capital Corp. • CEO of Youngtek Electronics Corp. • Chairman of Synopsys, Inc <u>Current positions:</u> • Corporate director representative of AP Memory Technology Corporation • Independent director of Progate Group Corporation. • Chief Executive Officer of M3 Technology Inc. <u>Expertise:</u> • Professional leadership, operational management, and strategic planning capabilities • Semiconductor industry experience/international market experience • Relevant industry experience (electronics industry / venture capital)		1

Condition Name	Professional Qualifications and Experience	Independence Status	Number of Other Taiwanese Public Companies Concurrently Serving as an Independent Director
Zhi-Feng Jiang	Equipped with work experience in commerce, law, finance, accounting, or other necessary for the business of the company; equipped with the license of Certified Public Accountant (CPA) of R.O.C. <u>Main experience (educational background)</u> • Bachelor of Department of Accounting, Tamkang University • Assistant Vice President of Audit Department, Deloitte Taiwan • CPA of Zhi-Jing CPA Firm <u>Current positions:</u> • CPA of Zhi-Jing CPA Firm • Independent Director of Taiwan Chelic Co., Ltd. • Independent Director of Alltop Technology Co., Ltd. Not under any circumstances of Article 30 of the Company Act. <u>Expertise:</u> • Other listed company board member • Profession (accounting) • Relevant industry experience (financial management / Securities)	The following independence assessment criteria have been met in the two years prior to and during the period of taking office (1) Not an employee of the Company or any affiliates. (2) Not a director or supervisor of the Company or any affiliates. (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship of a managerial officer under subparagraph 1 or any of the persons in the preceding two subparagraphs.	2
Zu-Ming Bi	Equipped with work experience in commerce, law, finance, accounting, or other necessary for the business of the company. <u>Main experience (educational background)</u> • Master of Department of Finance, National Sun Yat-sen University • Assistant Vice President of Delta Venture Capital Co., Ltd. <u>Current positions:</u> • Assistant Vice President of Delta Venture Capital Co., Ltd. • Independent Director of Trusval Technology Co., Ltd. • Corporate Director Representative of Kunshan Victory Venture Capital Co., Ltd. • Supervisor of imedtac Co., Ltd. Not under any circumstances of Article 30 of the Company Act. <u>Expertise:</u> • Other listed company board member • Relevant industry experience (electronics industry / venture capital / financial management)	(5) Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Law. (6) If a majority of the company's director seats or votes shares and those of any other company are controlled by the same person: not a director, supervisor, or employee of that other company.	1
Hsieh-Ju Peng	Equipped with work experience in commerce, law, finance, accounting, or other necessary for the business of the company. <u>Main experience (educational background)</u> • Master of Business Administration, National Chiao Tung University • Executive Vice President of Enflex	(7) If the chairman, general manager, or person	1

Condition Name	Professional Qualifications and Experience	Independence Status	Number of Other Taiwanese Public Companies Concurrently Serving as an Independent Director
	Corporation - Independent Director of Wafer Works (Shanghai) Co., Ltd. <u>Current positions:</u> - Independent Director of Ezconn Corporation - Director of Icometure Company Limited. Not under any circumstances of Article 30 of the Company Act. <u>Expertise:</u> - Other listed company board member - Relevant industry experience (semiconductor industry /financial management)	holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: not a director (or governor), supervisor, or employee of that other company or institution. (8) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof.	

4. Diversity and independence of board of directors:

(1) Diversity of board of directors:

Article 23 of the “Corporate Governance Best Practice Principles” of the Company has explicitly specified that the composition of the board of directors shall be determined by taking diversity into consideration, and appropriate policy on diversity based on the company's business operations, operating dynamics, and development shall be established.

The Company’s current Board of Directors consists of 9 members, including 3 independent directors. Directors with employee status account for 11.1%, and independent directors account for 33.3%. There are no spousal or second-degree kinship relationships among the directors. In addition, to achieve the ideal goal of corporate governance, the board of directors has possessed the

following abilities:

- (A)Operational judgment ability
- (B)Accounting and financial analysis ability
- (C)Business management ability
- (D)Crisis management ability
- (E)Knowledge of the industry
- (F)International market perspective
- (G)Leadership
- (H)Ability to make policy decisions

The Company attaches great importance to gender equality and diversity in the composition of its Board of Directors, and continues to optimize the Board structure. On October 31, 2025, one additional female director was appointed. The Board of Directors currently consists of nine directors, including three independent directors and six non-independent directors.

Among all Board members, male directors account for 88.9% (eight directors) and female directors account for 11.1% (one director). The Company has set a target of increasing female director representation to at least one-third (33.3%) of the Board. In line with the principle of gender equality, the Company will gradually increase the proportion of female directors in the future to further enhance Board diversity.

(2) Specific management of diversity policy and implementation status

The Company promotes and respects the board diversity policy. To enhance corporate governance and to promote the development of the composition of the board structure, the Company believes that a diversity policy is beneficial to the improvement of the overall performance of the Company. The board members of the Company are equipped with cross-industry and diverse competence, including basic qualifications and values, professional background, professional skills, and industry experience. The diverse and professional backgrounds of the current board members of the Company are summarized in the following:

Name of Director Diversity Core	Basic Composition				Industrial Experience						Professional Competence				
	Gender	Equipped with Employee Identity	Length of service of the Independent Director			Electronics Industry	Semiconductor Industry	Venture Capital and Investment	Finance and Management	Marketing and Promotion	Information and Technology	Securities and Finance	Electronics Electrical Engineering	Accounting	
			Less than 3 years	3 years ~ 9 years	Over 9 years										
AP Memory Technology Corporation Representative: Yu-Hsin Lin	Female		General Director				✓		✓			✓		✓	
Chang-Yong Chen	Male					✓	✓	✓	✓				✓	✓	
David Da Meng	Male	✓				✓	✓		○		○		✓	✓	
ITE Tech. Inc. Representative: Hsiu-Che Lin	Male					✓	✓	✓					✓		
Wei-Tse Hung	Male					✓	✓	✓					✓		
Robbins Yeh	Male					✓	✓	✓	✓	✓	✓		✓	✓	
Zhi-Feng Jiang	Male			✓		○	○		✓		✓			✓	
Zu-Ming Bi	Male			✓		✓		✓	✓		○	○	○	○	
Hsieh-Ju Peng	Male		✓				✓	○	✓					✓	

Note: ✓ refers to being equipped with the competence; ○ refers to being equipped with partial competence.

(II) Information of President, Vice President, Associate Vice President and Department Heads

March 31, 2026; Unit: shares / %

Title	Nationality	Name	Gender	Date of appointment	Number of shares held		Shares currently held by spouse, underage children		Shares currently held in the name of a third party		Main experience and academic background	Selected current positions at other companies	Managers who are spouses or within second-degree relative of consanguinity to each other			Remarks
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
CEO	Taiwan	Robbins Yeh	Male	Oct.30, 2024	10,000	0.02	-	-	-	-	Master of Electrical Engineering, National Central University Chairman of Innorich Venture Capital Corp. CEO of Youngtek Electronics Corp. (6261.TWO) Chairman of Synopsys, Inc	Note 2	None.	None.	None.	-
President	Taiwan	David Da Meng	Male	Sep 7, 2010	794,000	1.81	598,949	1.37	-	-	Electrical Engineering, Florida Atlantic University, USA Master of Electronic Engineering, University of New Mexico, USA Senior Engineer at Maxim Integrated Products Inc. Vice President of Design of Monolithic Power Systems Inc.	Note 4	None.	None.	None.	Note 3
President	Taiwan	Raymond Wu	Male	Mar 1, 2026	4,000	0.00	-	-	-	-	Executive Master of Business Administration (EMBA), National Tsing Hua University Senior Director, Operations & Manufacturing Division, PowerX Semiconductor Corporation Senior Director, Operations Center, Richtek Technology Corporation Assistant Manager, Sales & Marketing, Analog Integrations Corp.	None	None.	None.	None.	Note 5
Vice President	China	Xiao-Yu Xi	Male	Sep 1, 2014	625,000	1.42	-	-	-	-	Bachelor of Electrical Engineering, Shanghai Fudan University Master of Electronics and Computer Engineering, Iowa State University, USA Design Engineer of Texas Instruments Inc. Senior Design Manager of Monolithic Power Systems Inc. Director/President of Xi' An M3 Semiconductor Corporation.	Note 6	None.	None.	None.	-

Title	Nationality	Name	Gender	Date of appointment	Number of shares held		Shares currently held by spouse, underage children		Shares currently held in the name of a third party		Main experience and academic background	Selected current positions at other companies	Managers who are spouses or within second-degree relative of consanguinity to each other			Remarks
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Associate Vice President	Taiwan	Ping-Ming Peng	Male	May 2, 2013	177,200	0.40	-	-	-	-	Executive Master of Business Administration (EMBA), National Tsing Hua University Bachelor of Electrical Engineering, Chung Hua University Testing Department Manager of Eutech Microelectronics Inc. Manager of Production Technology Division/President's Office of Richtek Technology Corporation	None.	None.	None.	None.	-
Associate Vice President	Taiwan	Yao-Ming Hu	Male	Feb 1, 2024	-	-	-	-	-	-	Bachelor of Electrical Engineering, Asia Eastern University of Science and Technology Vice President, Micro Commercial Components Corp. Sales Manager, YOSUN INDUSTRIAL CORP.	None.	None.	None.	None.	-
Associate Vice President	Taiwan	Ren-Sheng Chuang	Male	Apr 14, 2014	92,200	0.21	-	-	-	-	Bachelor of Department of Business Administration, National Chengchi University Monolithic Power System Inc. Taiwan Branch, Sales Deputy Manager. Senior Sales Manager of ITE Tech. Inc.	None.	None.	None.	None.	Note 7
Associate Vice President	Taiwan	Yu-Chen Chuang	Female	July 11, 2024	-	-	-	-	-	-	NTU School of Professional Education and Continuing Studies Special Assistant to the CEO, New Boom Global Ltd.	None.	None.	None.	None.	-
Director	USA	Bo Yang	Male	Jan 2, 2017	157,000	0.35	-	-	-	-	Master of Electrical Engineering, Beijing Tsinghua University PhD., Virginia Polytechnic Institute and State University Senior Chip Design Engineer of Monolithic Power Systems Inc. System Architecture Engineer of Diodes Inc. Chief System Architecture Engineer of NuVolta Technologies Inc.	None.	None.	None.	None.	Note 8

Title	Nationality	Name	Gender	Date of appointment	Number of shares held		Shares currently held by spouse, underage children		Shares currently held in the name of a third party		Main experience and academic background	Selected current positions at other companies	Managers who are spouses or within second-degree relative of consanguinity to each other			Remarks
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	Taiwan	Chih-Chien Lu	Male	Mar 2, 2015	36,150	0.08	-	-	-	-	Executive Master of Business Administration (EMBA), National Chengchi University Bachelor of Electrical Engineering, Lunghwa University of Science and Technology FAE Manager of Eutech Microelectronics Inc. FAE Manager of Diodes Inc.	None.	None.	None.	None.	-
Director	Taiwan	Tsung-Chin Wu	Male	Sep 24, 2012	-	-	-	-	-	-	Bachelor of Mechanical Engineering, National Taiwan University of Science and Technology Quality Assurance Manager of Eutech Microelectronics Inc. Quality Assurance Manager of Cheng Yuan Co., Ltd.	None.	None.	None.	None.	-
Accounting and Finance Officer	Taiwan	Yi-Ru Jheng	Female	April 9, 2024	4,080	0.00	-	-	-	-	Bachelor of Accounting, National Taipei University Auditor of Deloitte Touche Tohmatsu Limited	None.	None.	None.	None.	Note 9
Accounting and Finance Officer	Taiwan	Chia-Hsin Lin	Female	Oct 30, 2025	-	-	-	-	-	-	Bachelor of Department of Accounting, Fu Jen Catholic University Financial director of iKala interactive media Inc. Junior Manager of MasterLink Securities Co., Ltd., Assistant manager of Audit Department, Deloitte Taiwan Equipped with the license of Certified Public Accountant (CPA) of R.O.C.	None.	None.	None.	None.	Note 10
Internal auditor Officer	Taiwan	Yao-Ling Yeh	Female	Aug 10, 2023	4,500	0.01	-	-	-	-	Master of Accounting, Ming Chuang University Accounting Manager of Stark Technology, Inc. Principal Administrator of Nuvoton Technology Corporation	None.	None.	None.	None.	Note 11
Internal auditor Officer	Taiwan	Pei-Chun Chi	Female	Oct 30, 2025	-	-	-	-	-	-	Internal auditor manager of United Renewable Energy Co., Ltd. Bachelor of Department of Accounting, Tunghai University	None.	None.	None.	None.	Note 12

Title	Nationality	Name	Gender	Date of appointment	Number of shares held		Shares currently held by spouse, underage children		Shares currently held in the name of a third party		Main experience and academic background	Selected current positions at other companies	Managers who are spouses or within second-degree relative of consanguinity to each other			Remarks
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Corporate Governance Officer	Taiwan	Yu-Tien, Chang	Female	July 30, 2024	-	-	-	-	-	-	Bachelor of Accounting, Ming Chuang University Auditor of PricewaterhouseCoopers Acting Spokesperson of M3 Technology Inc.	None.	None.	None.	None.	-

Note 1: The shareholding information in this table is based on insider shareholding disclosures as of March 2026.

Note 2: Serving as the corporate director representative of AP Memory Technology Corporation; an independent director of Progate Group Corporation.

Note 3: Mr. David Da Meng resigned as President on Jan 9, 2026.

Note 4: Director & Vice Chairman of Xi'An M3 Semiconductor Corporation, Director of Shenzhen M3 Technology Inc.

Note 5: Mr. Raymond Wu was appointed as President on Mar 1, 2026.

Note 6: Director of M3 Technology (Dallas), Inc., Director/President of Xi'An M3 Semiconductor Corporation.

Note 7: Mr. Ren-Sheng Chuang resigned as Associate Vice President on Mar 31, 2026.

Note 8: Mr. Bo Yang resigned as Director on Aug 31, 2025. The shareholding information in this table is based on insider shareholding disclosures as of July 2025.

Note 9: Mrs. Yi-Ru Jheng was reassigned from the position of Accounting and Finance Officer on Oct 30, 2025. The shareholding information in this table is based on insider shareholding disclosures as of September 2025.

Note 10: Mrs. Chia-Hsin Lin was appointed as Accounting and Finance Officer on Oct 30, 2025.

Note 11: Mrs. Yao-Ling Yeh resigned as Internal auditor Officer on Jul 29, 2025. The shareholding information in this table is based on insider shareholding disclosures as of June 2025.

Note 12: Mrs. Pei-Chun Chi was appointed as Internal auditor Officer on Oct 30, 2025.

II. Remuneration paid to directors, supervisors, president, and vice presidents for the most recent fiscal year:

(I) Remuneration of Directors, Supervisors, President and Vice Presidents

Unit: NT\$ Thousand; %

Title	Name	Remuneration to the Directors								Total amount of A+B+C+D and as a Percentage of Net Income (%)				Remuneration to Directors who are also employees								Total amount of A+B+C+D+E+F+G and as a Percentage of Net Income (%)				Receives remuneration from non-subsidiary investments
		Remuneration (A)		Pension and severance pay (B)		Remuneration of directors (C)		Expenses for execution of business (D)						Salary, bonus and special disbursement (E)		Pension and severance pay (F)		Remuneration of employees (G)								
		The Company	All companies listed in the financial statements	The Company	All companies listed in the financial statements	The Company	All companies listed in the financial statements	The Company	All companies listed in the financial statements	The Company		All companies listed in the financial statements		The Company	All companies listed in the financial statements	The Company	All companies listed in the financial statements	The Company		All companies listed in the financial statements						
										Amount	%	Amount	%					Amount	%	Amount	%	Amount	%			
Chairman	AP Memory Technology Corp.	-	-	-	-	641	641	-	-	641	0.41	641	0.41	-	-	-	-	-	-	-	-	641	0.41	641	0.41	-
	Wen-Liang Chen	-	-	-	-	-	-	15	15	15	0.01	15	0.01	-	-	-	-	-	-	-	-	15	0.01	15	0.01	-
	Yu-Hsin Lin (Note 1)	-	-	-	-	-	-	6	6	6	-	6	-	175	175	9	9	-	-	-	-	190	0.12	190	0.12	-
Director	Chang-Yong Chen	-	-	-	-	215	215	15	15	230	0.15	230	0.15	-	-	-	-	-	-	-	-	230	0.15	230	0.15	-
Director	David Da Meng	-	-	-	-	320	320	21	21	341	0.22	341	0.22	9,247	9,247	108	108	143	-	143	-	9,839	6.26	9,839	6.26	-
Director	ITE Tech. Inc.	-	-	-	-	320	320	-	-	320	0.20	320	0.20	-	-	-	-	-	-	-	-	320	0.20	320	0.20	-
	Hsiu-Che Lin	-	-	-	-	-	-	15	15	15	0.01	15	0.01	-	-	-	-	-	-	-	-	15	0.01	15	0.01	-
Director	Wei-Tse Hung	-	-	-	-	215	215	-	-	215	0.14	215	0.14	-	-	-	-	-	-	-	-	215	0.14	215	0.14	-
Director	Robbins Yeh (Note 2)	-	-	-	-	320	320	12	12	332	0.21	332	0.21	5,835	5,835	108	108	118	-	118	-	6,393	4.07	6,393	4.07	-
Independent Director	Zhi-Feng Jiang	816	816	-	-	-	-	27	27	843	0.54	843	0.54	-	-	-	-	-	-	-	-	843	0.54	843	0.54	-
Independent Director	Zu-Ming Bi	816	816	-	-	-	-	18	18	834	0.53	834	0.53	-	-	-	-	-	-	-	-	834	0.53	834	0.53	-
Independent Director	Hsieh-Ju Peng	816	816	-	-	-	-	21	21	837	0.53	837	0.53	-	-	-	-	-	-	-	-	837	0.53	837	0.53	-

1. Independent Director Remuneration Policy and Structure: Independent directors receive fixed compensation regardless of company performance, as approved by the Board and in accordance with the Company's remuneration policy. They are also entitled to a transportation allowance of NT\$3,000 per meeting for attending board or shareholders' meetings. Independent directors do not participate in the annual profit-based remuneration, and their compensation is not linked to performance.

2. Additional Compensation Disclosure: In the most recent fiscal year, no directors received remuneration for services (e.g., as consultants) to the Company or its consolidated entities beyond what is disclosed above.

3. Board Remuneration for FY2025 : The director's remuneration for 2025 was approved by the Board on February 25, 2026, and will be paid in cash.

Note 1: The institutional shareholder, AP Memory Technology Corp, appointed Ms. Yu-Hsin Lin as its representative director, replacing Mr. Wen-Liang Chen, effective October 31, 2025

Note 2: Mr. Robbins Yeh was elected as Director on May 22, 2025.

Table of remuneration range

Remuneration bracket for individual Directors of the Company	Name of Director			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company	All companies listed in the financial statements	The Company	All companies listed in the financial statements
Less than NTD1,000,000	AP Memory Technology Corporation (Representative: Yu-Hsin Lin), Chang-Yong Chen, Robbins Yeh, David Da Meng, ITE Tech. Inc. (Representative: Hsiu-Che Lin), Wei-Tse Hung, Zhi-Feng Jiang, Zu-Ming Bi, Hsieh-Ju Peng		AP Memory Technology Corporation (Representative: Yu-Hsin Lin), Chang-Yong Chen, ITE Tech. Inc. (Representative: Hsiu-Che Lin), Wei-Tse Hung, Zhi-Feng Jiang, Zu-Ming Bi, Hsieh-Ju Peng	
NT\$ 1,000,000 (inclusive) ~ NT\$ 2,000,000 (exclusive)				
NT\$ 2,000,000 (inclusive)~NT\$ 3,500,000 (exclusive)				
NT\$ 3,500,000 (inclusive)~NT\$ 5,000,000 (exclusive)				
NT\$ 5,000,000 (inclusive)~NT\$ 10,000,000 (exclusive)				
NT\$ 10,000,000 (inclusive)~NT\$ 15,000,000 (exclusive)			Robbins Yeh, David Da Meng	
NT\$ 15,000,000 (inclusive)~NT\$ 30,000,000 (exclusive)				
NT\$ 30,000,000 (inclusive)~NT\$ 50,000,000 (exclusive)				
NT\$ 50,000,000 (inclusive)~NT\$ 100,000,000 (exclusive)				
More than NTD100,000,000				
Total	9 people	9 people	9 people	9 people

(II) Remuneration of President and Vice Presidents (Individual Disclosure of Names and Remuneration Items)

Unit: NT\$ Thousand, %

Title	Name	Salaries (A)		Pension and severance pay (B)		Bonus and special disbursement (C)		Amount of remuneration to employees (D)				Total of A+B+C+D as a Percentage of Net Income (%)				Whether the person receives remuneration from nonsubsidiary investments
		The Company	All companies listed in the financial statements	The Company	All companies listed in the financial statements	The Company	All companies listed in the financial statements	The Company		All companies listed in the financial statements		The Company		All companies listed in the financial statements		
								Cash bonus	Share bonus	Cash bonus	Share bonus	Amount	%	Amount	%	
CEO	Robbins Yeh	4,072	4,072	108	108	1,763	1,763	118	-	118	-	6,061	3.85	6,061	3.85	-
President (Note 1)	David Da Meng	3,960	3,960	108	108	5,287	5,287	143	-	143	-	9,498	6.04	9,498	6.04	-
Vice President	Xiao-Yu Xi	-	8,829	-	600	-	4,304	-	-	-	-	-	0	13,733	8.73	-

Note1 : Mr. David Da Meng resigned as President on Jan 9, 2026.

Table of remuneration range

Payment to individual President and Vice Presidents, remuneration bracket	Names of President and Vice Presidents	
	The Company	All companies listed in the financial statements
Less than NTD1,000,000	-	-
NT\$ 1,000,000 (inclusive) ~ NT\$ 2,000,000 (exclusive)	-	-
NT\$ 2,000,000 (inclusive)~NT\$ 3,500,000 (exclusive)	-	-
NT\$ 3,500,000 (inclusive)~NT\$ 5,000,000 (exclusive)	-	-
NT\$ 5,000,000 (inclusive)~NT\$ 10,000,000 (exclusive)	-	-
NT\$ 10,000,000 (inclusive)~NT\$ 15,000,000 (exclusive)	Robbins Yeh, David Da Meng	Robbins Yeh, David Da Meng
NT\$ 15,000,000 (inclusive)~NT\$ 30,000,000 (exclusive)	-	Xiao-Yu Xi
NT\$ 30,000,000 (inclusive)~NT\$ 50,000,000 (exclusive)	-	-
NT\$ 50,000,000 (inclusive)~NT\$ 100,000,000 (exclusive)	-	-
More than NTD100,000,000	-	-
Total	2 people	3 people

(III) Remuneration to the Five Highest Remunerated Management Personnel of a TWSE or TPEX listed Company (Individual Disclosure of Names and Remuneration Items)

Unit: NT\$ Thousand, %

Job title	Name	Salary (A)		Retirement pay and pension (B)		Rewards and special disbursements (C)		Rewards and special disbursements (C)				Sum of A+B+C+D and ratio to net income (%)				Remuneration received from investee enterprises other than subsidiaries or from the parent company
		The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company		All consolidated entities		The Company		All consolidated entities		
								Cash bonus	Share bonus	Cash bonus	Share bonus	Amount	%	Amount	%	
CEO	Robbins Yeh	4,072	4,072	108	108	1,763	1,763	118	-	118	-	6,061	3.85	6,061	3.85	-
President	David Da Meng	3,960	3,960	108	108	5,287	5,287	143	-	143	-	9,498	6.04	9,498	6.04	-
Vice President	Xiao-Yu Xi	-	8,829	-	600	-	4,304	-	-	-	-	-	0.00	13,733	8.73	-
Associate Vice President	Ren-Sheng Chuang	1,889	1,889	108	108	2,897	2,897	72	-	72	-	4,966	3.16	4,966	3.16	-
Associate Vice President	Ping-Ming Peng	1,646	1,646	103	103	2,765	2,765	82	-	82	-	4,596	2.92	4,596	2.92	-

(IV) Name of Managerial Officers for Distribution of Employees' Compensation and Distribution Status

December 31, 2025; Unit: NT\$ Thousand; %

	Title	Name	Amount of stock	Amount of cash	Total	Ratio of Total to Net Income (%)
Managerial Officers	CEO	Robbins Yeh	-	832	832	0.53
	President	David Da Meng				
	Vice President	Xiao-Yu Xi				
	Associate Vice President	Ping-Ming Peng				
	Associate Vice President	Yao-Ming Hu				
	Associate Vice President	Ren-Sheng Chuang				
	Associate Vice President	Yu-Chen Chuang				
	Director	Bo Yang(Note 1)				
	Director	Tsung-Chin Wu				
	Director	Chih-Chien Lu				
	Accounting and Finance Officer	Chia-Hsin Lin (Note 2)				
	Accounting and Finance Officer	Yi-Ru Jheng (Note 3)				
	Corporate Governance Officer	Yu-Tien Chang				

Note 1: Mr. Bo Yang resigned as Director on Aug 31, 2025.

Note 2: Mrs. Chia-Hsin Lin was appointed as Accounting and Finance Officer on Oct 30, 2025.

Note 3: Mrs. Yi-Ru Jheng was reassigned from the position of Accounting and Finance Officer on Oct 30, 2025.

(V) The percentage of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to Directors, President, and Vice Presidents of the Company, relative to net income, and the correlation between policies, standards, and portfolios for the payment of remuneration, the procedures for determining remuneration, and business performance and future risks.

1. Remuneration paid to directors, supervisors, president, and vice presidents as a proportion to the net income after tax in the most recent two years

Unit: NT\$ Thousand

Title	2024				2025			
	Total remuneration		Ratio of total remuneration to net income (%)		Total remuneration		Ratio of total remuneration to net income (%)	
	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements	The Company	All companies in the consolidated financial statements
Director	4,470	4,470	3.67	3.67	4,629	4,629	2.94	2.94
CEO, President and Vice Presidents	14,413	45,923	11.86	37.78	15,559	29,293	9.89	18.63
Total	18,883	50,393	15.53	41.45	20,188	33,922	12.84	21.57

2. Policy, standard and combination for payment of remuneration, establishment of procedure of remuneration, and correlation between the business performance and future risk

The Company's Compensation Committee regularly evaluates and determines the remuneration of directors, independent directors, the CEO, president, and vice presidents

based on their level of involvement in operations, value of contributions, industry standards, business performance, and risk appropriateness.

According to Article 25 of the Articles of Incorporation, the Company shall allocate no less than 1% of the net profit before tax, before deducting employees' remuneration and directors' compensation, as remuneration to employees (of which no less than 1% of the total employee compensation shall be allocated to non-executive employees) and no more than 2% as director's compensation. The relevant remuneration and compensation policies are outlined as follows:

A. Directors:

According to Article 25 of the Company's Articles of Incorporation, if there is a surplus in the annual final accounts, no more than 2% shall be allocated as director compensation. The distribution will consider each director's level of participation in operations, contribution, and attendance rate. In addition, directors receive a transportation allowance of NT\$3,000 per meeting attended (Board or Shareholders' Meeting) and may apply for travel subsidies in accordance with Company policies when business travel is required.

B. Independent Directors:

Regardless of the Company's operating results, independent directors are entitled to receive a fixed remuneration for performing their duties, as approved by the Board of Directors. This fixed remuneration is not performance-based and does not vary with Company performance. In addition, independent directors receive a transportation allowance of NT\$3,000 per meeting attended (Board or Shareholders' Meeting) and may apply for travel subsidies in accordance with Company policies when business travel is required.

C. CEO, President, Vice Presidents and Managerial staff:

The remuneration of the Company's managerial officers is governed by the "Managerial Compensation Management Policy," which outlines the overall compensation structure including fixed salary, variable pay, performance bonuses, equity incentives, and benefits to recognize and reward their contributions. Variable pay is determined based on the Company's annual performance, financial and operational status, individual performance, and industry benchmarks. Performance evaluation is conducted in accordance with the "Managerial Performance Management Guidelines" and serves as the basis for determining performance-based compensation.

For the CEO and President, performance evaluations are based on two categories of management indicators, and their compensation is tied to the achievement of these indicators to align remuneration with the Company's growth and profitability goals. The compensation system is reviewed regularly based on operational results and applicable regulations.

- i. Financial indicators: Company revenue target achievement rate, gross margin target achievement rate, EPS target achievement rate, etc.
- ii. Non-financial indicators: Development of new technologies, products, and markets; enhancement of strategic partnerships; budget management; organizational transformation; decision-making authority; policy management; corporate governance; risk control and prevention, among others and Sustainability Strategy.

The variable compensation for managerial officers is determined based on individual performance and departmental goal achievement, while also considering

the Company's overall operational and profitability results. This ensures alignment between performance and compensation. Managerial performance indicators are derived from the Company's overall objectives and cascaded down into departmental goals. The performance evaluation includes two main categories:

- i. Business Indicators: Departmental revenue target achievement rate, gross margin target achievement rate, new customer and product development and promotion, etc.
- ii. Management Indicators: Expense control, distributor management, inventory management, cost management, etc.

(VI) Correlation between business performance and future risk

The remunerations paid to the directors, president and vice presidents have considered the future business development and management risk, and the positive relationship with the operation performance is evaluated to achieve a balance between sustainable operation and risk control.

III. State of implementation of corporate governance

(I) Board Operation Status:

- i. From 2025, there were 9 board of directors' meetings [A], and the attendance status of the directors is as follows:

Title	Name	Attendance in person [B]	Attendance by proxy	Attendance rate (%) [B / A]	Remarks
Chairman	AP Memory Technology Corporation Representative: Wen-Liang Chen	5	0	100.00	Appointed on Jan 31, 2024 Resigned on Oct 31, 2025
Chairman	AP Memory Technology Corporation Representative: Yu-Hsin Lin	1	0	100.00	Appointed on Oct 31, 2025
Director	Chang-Yong Chen	4	1	66.67	-
Director	Robbins Yeh	3	0	100.00	Appointed on May 22, 2025
Director	David Da Meng	6	0	100.00	-
Director	ITE Tech. Inc. Representative: Hsiu-Che Lin	6	0	100.00	Appointed on Jan 2, 2024
Director	Wei-Tse Hung	4	0	66.67	Resigned on Jan 30, 2024 Appointed on May 24, 2024
Independent Director	Zhi-Feng Jiang	6	0	100.00	-
Independent Director	Zu-Ming Bi	5	1	83.33	-
Independent Director	Hsieh-Ju Peng	6	0	100.00	-

Note: The actual attendance rate (%) is calculated based on the number of Board meetings held during each director's term and the number of meetings they attended.

ii. Additional information:

(i) Matters specified under Article 14-3 of the Securities and Exchange Act, as well as other board resolutions that were opposed or had reservations expressed by independent directors with records or written statements:

Date, session of board meeting	Content of the motions	Dissenting or qualified opinions of independent directors
15 th meeting of 5 th term Feb 26, 2025	Issuance of 2024 “Internal Control System Declaration.”	All independent directors had no objections and approved of the resolutions.
	Proposal for the Distribution of Directors’ Remuneration and Employees’ Remuneration for Fiscal Year 2024.	
	Proposal for the Amendment of the Company’s “Articles of Incorporation.”	
	Proposal for the Election of an Additional Director.	
	Proposal for the Nomination and Review of Director Candidates of the Company.	
	Proposal for Release of Non-Competition Restrictions on Newly Elected Directors.	
3 rd special meeting of 5 th term Mar 28, 2025	Proposal for the Distribution of Directors’ Remuneration for Fiscal Year 2024.	
	Proposal for Amendments to the Company’s “Audit Committee Charter” and “Board Meeting Rules of Procedure.”	
	Proposal for the 2024 Performance Evaluation of the President.	
	Proposal for the 2024 Performance Evaluation of the CEO.	
	Proposal for the Distribution of Employees’ Remuneration for Fiscal Year 2024.	
17 th meeting of 5 th term Jul 29, 2025	Proposal for the Change of the Company’s Certified Public Accountants.	
	Proposal for the Amendment to the Company’s Internal Control System.	
	Proposal for the Amendment to the Internal Control System of the Subsidiary, Xi’an M3 Semiconductor Corporation.	
	Proposal for the Amendment to the Internal Control System of the Subsidiary, Shenzhen M3 Technology Inc.	
	Proposal for the Distribution of the First Quarter 2025 Bonuses to the Company’s Managers	
18 th meeting of 5 th term Oct 30, 2025	Proposal for the Appointment of the Company’s Head of Internal Audit	
	Proposal for the Change of the Company’s Financial and Accounting Officer.	
	Proposal for Amendments to the Company’s “Corporate Governance Best Practice Principles.”	
19 th meeting of 5 th term Dec 23, 2025	Proposal for the Appointment of the Company’s CPAs and CPAs appointment fees for 2026.	
	Proposal for the 2026 Internal Audit Plan.	
	Proposal for the Amendment to the Company’s Internal Control System.	
	Proposal for the Distribution of the Third Quarter 2025 Bonuses to the Company’s Managers	
	Proposal for the Relevant Settlement Amount and Terms in Connection with the Resignation of the Company’s Manager	
	Proposal for the Adoption of the Company’s “Rules of Organization of the Nomination and Sustainability Development Committee”	

(ii) Any other documented objections or qualified opinions raised by Independent Directors against board resolutions in relation to matters other than those described above: None.

(iii) For the execution status of recusal of directors due to conflicts of interest, the name of directors, proposal content, reasons of recusal and participation in voting shall be described:

Date	Content of the motions	Reason of recusal	Voting participation status
Mar 28, 2025	Proposal for the Distribution of Directors' Remuneration for Fiscal Year 2024.	Personal interest	Not participated in voting
	Proposal for the 2024 Performance Evaluation of the President.	Personal interest	Not participated in voting
	Proposal for the Distribution of Employees' Remuneration for Fiscal Year 2024.	Personal interest	Not participated in voting
Jul 29, 2025	Proposal for the Distribution of the First Quarter 2025 Bonuses to the Company's Managers	Personal interest	Not participated in voting
Dec 23, 2025	Proposal for the Distribution of the Third Quarter 2025 Bonuses to the Company's Managers	Personal interest	Not participated in voting
	Proposal for the Relevant Settlement Amount and Terms in Connection with the Resignation of the Company's Manager	Personal interest	Not participated in voting

(iv) Public listed companies shall disclose the information on the evaluation cycle and period, evaluation scope, method and evaluation content of the self-evaluation (or peer evaluation) of the board of directors, and the evaluation execution status shall be described:

The Company has established the "Board Performance Evaluation Regulations" in accordance with Article 37 of the Corporate Governance Best Practice Principles for Listed Companies and has completed the board and functional committee evaluations in the first quarter of 2026.

Frequency of evaluation	Period for evaluation	Scope of evaluation	Method of evaluation	Content of evaluation
Implement once a year	From Jan 1, 2025 to Dec 31, 2025	Conduct performance evaluations for the Board of Directors, individual board members, and functional committees.	Self-evaluation	1. Board and Individual Director Performance Evaluation: Evaluation indicators are based on those recommended by the competent authority and adjusted according to the company's actual situation. Assessment aspects include participation in company operations, enhancement of board decision-making quality, board composition and structure, director selection and continuing education, internal control, and other relevant areas. 2. Functional Committee Performance Evaluation: Based on indicators suggested by the competent authority, the evaluation covers participation in company operations, understanding of committee responsibilities, quality of decision-making, committee composition and member selection, and internal control. Evaluation results are reported to the board of directors.
Implement once a year	From Jan 1, 2024 to Dec 31, 2024	Conduct performance evaluations for the Board of Directors, individual board members, and functional	Self-evaluation	1. Board and Individual Director Performance Evaluation: Evaluation indicators are based on those recommended by the competent authority and adjusted according to the company's actual situation. Assessment aspects include participation in company

Frequency of evaluation	Period for evaluation	Scope of evaluation	Method of evaluation	Content of evaluation
		committees.		operations, enhancement of board decision-making quality, board composition and structure, director selection and continuing education, internal control, and other relevant areas. 2. Functional Committee Performance Evaluation: Based on indicators suggested by the competent authority, the evaluation covers participation in company operations, understanding of committee responsibilities, quality of decision-making, committee composition and member selection, and internal control. Evaluation results are reported to the board of directors.
Implement once every three years	From Jan 1, 2023 to Dec 31, 2023	Board of Directors	External expert evaluation	Note

Note: In August 2023, the Company commissioned the Chung Hua Corporate Governance Association, a third-party independent and professional board performance evaluation organization, to carry out the 2023 board performance evaluation. The Association and the evaluation committee have no business dealings with the Company. Four experts from the organization were assigned to assess the board based on eight major areas: board composition, board leadership, board delegation, board oversight, board communication, internal control and risk management, board self-discipline, and others. The evaluation was conducted via online surveys and video interviews with the chairman, general manager, audit committee chairperson, remuneration committee chairperson, corporate governance officer, and internal audit officer. The evaluation report was submitted on January 23, 2024. The Company presented the internal self-assessment and external expert evaluation results to the board on February 29, 2024. The following are the related recommendations and improvements made by the Company:

Unit	Recommendations	Company's Improvement Measures
1	Diversity in directors' expertise and gender is a trend towards good corporate governance development. Currently, all members of the Company's board are male. It is recommended that when appointing new directors, consideration should be given to hiring female directors to enhance the diversity of the board. In addition, it is suggested that your company could further implement an "Orientation Program for New Directors" (for example: providing essential documents, arranging someone to brief on the company overview and industry trends, organizing site visits, and discussions with key management personnel, etc.) to help new directors quickly grasp the company's operational status and facilitate their fulfillment of directorial duties.	To enhance the diversity of the Board structure, the Company completed the appointment of one additional female director on October 31, 2025.
2	It is recommended that the Company consider establishing a "Sustainable Development Committee" under the board level, with the Board of Directors overseeing the coordination of corporate social responsibility, the direction of sustainable development, and the supervision of specific implementation plans. This is to enhance the communication and execution synergy among various units of the Company concerning strategies and actions related to corporate sustainability and social responsibility.	It is planned to establish a "Nomination and Sustainable Development Committee" during the tenure of the 6th Board of Directors.

Unit	Recommendations	Company's Improvement Measures
3	The Company has established the "Salary and Compensation Measures for Directors and Managers," which collectively regulates the compensation structure for the Board of Directors, members of functional committees, and managers. However, given the differences in roles, responsibilities, and evaluations between directors and managers, it is recommended that the Company consider the feasibility of separately regulating the performance assessments and compensation systems for directors and managers.	The company has separately established salary and compensation measures in 2024, based on the differences in responsibilities, performance evaluations, and compensation systems for directors and managers
4	The Company's website currently discloses a whistleblowing mailbox managed by the audit director. It is recommended that the whistleblowing mailbox set up by the Company should also be accessible by independent directors (or the Audit Committee) simultaneously when receiving reports, to further strengthen the functionality of the whistleblower mechanism.	The company has set up a whistleblowing mailbox. whistleblower@m3tekic.com

(v) Strengthening the Function of the Board of Directors:

- A. The Company has set up a "Corporate Governance" section on its official website, which includes information about the operations of the board of directors, functional committees, and key internal regulations. Shareholders can use this section to understand the functioning of the Company's board.
- B. The Company has established its "Board of Directors Meeting Rules" in accordance with the "Rules of Procedure for Board Meetings of Publicly Held Companies" and publishes the attendance details of board members on the Public Information Observatory.
- C. To enhance the Company's oversight function and strengthen its management mechanisms, the Audit Committee has been established to replace the duties of the supervisory committee. Additionally, the "Audit Committee Organization Rules" have been formulated.
- D. The Company has established the "Code of Integrity Management," "Integrity Management Procedures and Behavior Guidelines," and "Corporate Governance Best Practices," and continues to update and revise the provisions in accordance with laws and the Company's operational practices.
- E. The Company has insured all directors with liability insurance, and the details are publicly disclosed in the Public Information Observatory.

(II) Audit Committee Implementation Status and Supervisor Participating Board Meeting

Status:

1. Audit Committee Implementation Status Information:

From 2025, there were 5 audit committee meetings [A], and the attendance status of the independent directors is as follows:

Title	Name	Attendance in Person [B]	Attendance by proxy	Actual attendance rate (%) [B / A]	Remarks
Independent Director (Convener)	Zhi-Feng Jiang	5	0	100.00	-
Independent Director	Zu-Ming Bi	4	1	80.00	-
Independent Director	Hsieh-Ju Peng	5	0	100.00	-

2. For Audit Committee that meet any of the following descriptions, the meeting date, session, proposal content, dissenting opinion, reserved opinions or major recommendation item content of independent directors, resolution result of the Audit Committee meeting and the Company's handling with respect to the opinions of the Audit Committee:

- (1) Matters specified in Article 14-5 of the Securities and Exchange Act, as well as other resolutions not approved by the Audit Committee but passed with the consent of at least two-thirds of all directors.

A. Matters specified in Article 14-5 of the Securities and Exchange Act:

Date, session of board meeting	Content of the motions	Dissenting or qualified opinions of independent directors
13 th meeting of 2 nd term Feb 26, 2025	Issuance of 2024 "Internal Control System Declaration."	All independent directors had no objections and approved of the resolutions.
	Proposal for the Distribution of Directors' Remuneration and Employees' Remuneration for Fiscal Year 2024.	
	2024 parent company only financial statements, consolidated financial statements and business report.	
14 th meeting of 2 nd term April 29, 2025	2025 first quarter consolidated financial statements of the Company.	
15 th meeting of 2 nd term Jul 29, 2025	2025 second quarter consolidated financial statements of the Company.	
	Proposal for the Change of the Company's Certified Public Accountants.	
	Proposal for the Amendment to the Company's Internal Control System.	
	Proposal for the Amendment to the Internal Control System of the Subsidiary, Xi'an M3 Semiconductor Corporation.	
	Proposal for the Amendment to the Internal Control System of the Subsidiary, Shenzhen M3 Technology Inc.	
16 th meeting of 2 nd term Oct 30, 2025	Proposal for the Appointment of the Company's Head of Internal Audit	
	Proposal for the Change of the Company's Financial and Accounting Officer.	
	2025 third quarter consolidated financial statements of the Company.	
	Proposal for Amendments to the Company's "Corporate Governance Best Practice Principles."	
17 th meeting of 2 nd term Dec 23, 2025	Proposal for the Appointment of the Company's CPAs and CPAs appointment fees for 2026.	
	Proposal for the 2026 Internal Audit Plan.	
	Proposal for the Amendment to the Company's Internal Control System.	

B. Except for the afore-mentioned matter, other motions not approved by the Audit Committee but had the consent of more than two-thirds of all directors: None.

- (2) For the execution status of recusal of independent directors due to conflicts of interest, the name of independent directors, proposal content, reasons of recusal and participation in voting shall be described: None.

3. Communication between independent directors and internal audit officer/CPAs:

- (1) The Head of Internal Audit reports quarterly to the Audit Committee on audit results and improvement actions, and holds separate meetings to discuss risk assessment, audit planning, and follow-up recommendations. Communication is smooth.
- (2) The CPA reports quarterly audits or reviews the results of financial statements to the Audit Committee and holds separate meetings to discuss key audit matters, scope and

methods, and regulatory updates. Communication is smooth.

Date, session of board meeting	Major Matters Communicated with the Head of Internal Audit	Major Matters Communicated with CPAs
^{13th} meeting of 2 nd term Feb 26, 2025	Reviewed the 2024 internal control self-assessment results and the "Statement on Internal Control System."	Audit results for 2024 annual financial reports Evaluated AQIs, independence and competence of CPA for 2025.
^{14th} meeting of 2 nd term Apr 29, 2025	Implementation of an annual audit plan and progress on improvement actions.	2025 1st quarterly financial report.
^{15th} meeting of 2 nd term July 29, 2025	Implementation of an annual audit plan and progress on improvement actions.	2025 2nd quarterly financial report.
^{16th} meeting of 2 nd term Oct 30, 2025	Implementation of an annual audit plan and progress on improvement actions.	2025 3rd quarterly financial report.
Dec 3, 2025 One-on-one meeting	Draft of 2026 Internal Audit Plan, based on risk assessment results and statutory requirements	• Communication with the Governance Unit • Audit Scope and Methodology • Group Audit • Significant Risks / Key Audit Matters • Other Communication Matters • Audit Quality Indicators Report • Introduction to Upcoming Applicable Standards and Regulations
^{17th} meeting of 2 nd term Dec 23, 2025	2026 Internal Audit Plan.	None

Note: All the above matters (including One-on-one meeting) were reviewed or approved by the Audit Committee, with no objections from the independent directors.

(III) Corporate Governance Operation Status and Discrepancies with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons

Evaluation Item	The operation			Variations from the Corporate Governance Best Practice Principles for TWSE/TPEX listed Companies, and the reasons
	Yes	No	Summary description	
I. Does Company follow the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” to establish and disclose its corporate governance practices?	V		The Company's "Corporate Governance Best Practice Principles" have been approved by the Board of Directors and disclosed on the Market Observation Post System (MOPS) website.	No major difference.
II. The Equity Structure and Shareholders Equity of the Company				
(I) Has the Company established the internal procedures for handling shareholders’ proposals, doubts, disputes, and litigation matters; and have the procedures implemented accordingly?	V		(I) The Company has established a spokesperson system and adopted the "Rules of Procedure for Shareholders' Meetings" to handle shareholder proposals, disputes, or litigation-related matters.	No major difference.
(II) Does the Company know the identities of its major shareholders and the ultimate controller?	V		(II) The Company entrusts daily shareholder services to a professional shareholder services agent and assigns dedicated personnel to handle related matters. In accordance with Article 25 of the Securities and Exchange Act, changes in shareholding by insiders are reported monthly via the Market Observation Post System (MOPS) to monitor changes in shareholding of major shareholders and their ultimate controllers.	No major difference.
(III) Has the company established and implemented risk management practices and firewalls between the Company and its affiliates?	V		(III) The assets, finance and accounting of affiliates of the Company operate independently, and internal auditors have been established to perform independent review. All companies having business dealings with the Company comply with the “Internal Control System”, “Supervision and Management of Subsidiaries” and “Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises”, to implement risk control and firewall	No major difference.

Evaluation Item	The operation			Variations from the Corporate Governance Best Practice Principles for TWSE/TPEX listed Companies, and the reasons
	Yes	No	Summary description	
(IV) Has the Company established internal policies that prevent insiders from trading securities against non-public information?	V		mechanism properly. (IV) The Company has established the "Corporate Governance Best Practice Principles" and "Code of Ethical Conduct," both approved by the Board of Directors. To ensure compliance, responsible departments regularly educate all managers and employees, emphasizing the prohibition of insider trading using material non-public information, thereby promoting sound corporate governance and regulatory compliance.	No major difference.
III. The Organization and Function of the Board (I) Has the board of directors established diversity policy, specific management goal and has executed properly?	V		(I) In accordance with the Company's Corporate Governance Best Practice Principles, the composition of the Board of Directors should consider diversity. Currently, the Board consists of six directors and three independent directors, all of whom have served no more than three terms. In terms of professional knowledge and skills, the board members possess operational judgment, management expertise, industry knowledge, leadership, decision-making capabilities, and expertise in finance and accounting.	No major difference.
(II) Apart from the Remuneration Committee and Audit Committee, has the Company assembled other functional committees at its own discretion?	V		(II) The Company has established the Remuneration Committee and Audit Committee according to the laws. Presently, the Company has not established other type of functional committees; however, they may be further installed depending upon the needs in the future.	The establishment of functional committees will be further determined depending upon the actual conditions in the future.

Evaluation Item	The operation			Variations from the Corporate Governance Best Practice Principles for TWSE/TPEX listed Companies, and the reasons
	Yes	No	Summary description	
(III) Has the Company established a set of policies and assessment tools to evaluate the board's performance? Is performance evaluated regularly at least on an annual basis? In addition, has the result of the performance assessment been submitted to the board of directors' meeting and used as reference for the remuneration and nomination or reelection of individual director?	V		(III) The Company has established a "Board Performance Evaluation Guidelines" and conducts an annual performance evaluation in the first quarter of each year for the previous year. The self-assessment results for 2025 were reported to the Board of Directors on February 25, 2026.	No major difference.
(IV) Are external auditors' independence assessed on a regular basis?	V		(IV) The Company evaluates the independence of the auditor once a year. Before appointing the annual auditor, the audit quality indicators (AQIs) are reviewed, and the auditor's independence is assessed. The independence evaluation criteria are detailed in Annex (2). The Company obtains an independence declaration from the auditor. Based on the evaluation, the Company's auditor meets the independence standards and is deemed qualified to serve as the Company's auditor. The appointment of the 2026 auditor was presented to and approved by the Audit Committee and the Board of Directors on December 23, 2025.	No major difference.

Evaluation Item	The operation			Variations from the Corporate Governance Best Practice Principles for TWSE/TPEX listed Companies, and the reasons												
	Yes	No	Summary description													
IV. Has the publicly listed company designated a department or personnel that specializes (or is involved) in corporate governance affairs (including but not limited to providing directors/supervisors with the information needed to perform their duties, convention of board meetings and shareholder meetings, company registration and changes, preparation of board meeting and shareholder meeting minutes etc.)?	V		The Board of Directors appointed the Corporate Governance officer to assist in handling information necessary for the directors to perform their duties, assisting the directors in complying with laws and regulations, conducting board and the related matters in accordance with the law, and preparing minutes of board' meetings, etc. The details of the advanced training for corporate governance supervisors in 2025 are as follows: <table><tr><th>Training Date</th><th>Course Organizer</th><th>Training Course</th><th>Training hours</th></tr><tr><td>2025/10/02</td><td>SFI</td><td>Response Strategies for the Transformation of Corporate Governance Evaluation into ESG Evaluation</td><td>3</td></tr><tr><td>2025/10/13</td><td>SFI</td><td>Insider Trading Prevention Seminar</td><td>3</td></tr></table>	Training Date	Course Organizer	Training Course	Training hours	2025/10/02	SFI	Response Strategies for the Transformation of Corporate Governance Evaluation into ESG Evaluation	3	2025/10/13	SFI	Insider Trading Prevention Seminar	3	No major difference.
Training Date	Course Organizer	Training Course	Training hours													
2025/10/02	SFI	Response Strategies for the Transformation of Corporate Governance Evaluation into ESG Evaluation	3													
2025/10/13	SFI	Insider Trading Prevention Seminar	3													
V. Has the Company established channels for the communication with the stakeholders (including but not limited to the shareholders, employees, customers, and suppliers), and a section for the stakeholders on the official website of the Company to respond to all concerns of the stakeholders on corporate social responsibility?	V		The Company has established spokesperson and deputy spokesperson as the communication channel with stakeholders. Stakeholders can understand the operation status of the Company via the MOPS timely, and may contact the Company via the Company's website, email or telephone.	No major difference.												
VI. Has the Company appointed a professional share registration and investors service agent for handling matters pertaining to the Shareholders Meeting?	V		The Company entrusts the Shareholders Service Department of Yuanta Securities Co., Ltd. for handling relevant affairs.	No major difference.												
VII. Disclosure of Information (I) Has the Company established a website that discloses financial, business, and corporate	V		(I) The Company has established website to disclose relevant information, and the website is:	No major difference.												

Evaluation Item	The operation			Variations from the Corporate Governance Best Practice Principles for TWSE/TPEX listed Companies, and the reasons
	Yes	No	Summary description	
governance-related information? (II) Has the Company adopted other means to disclose information (e.g. English website, assignment of specific personnel to collect and disclose corporate information, implementation of a spokesperson system, broadcasting of investor conferences via the company website)?	V		http://www.m3tekic.com (II) Since the public offering of the Company, the Company handles the announcement and report of all information according to the requirements of competent authorities and relevant laws and regulations. Shareholders are able to inquire and obtain various information and material announcements of the Company from MOPS or the Company's website. The Company also implements the spokesman and its deputy system.	No major difference.
(III) Has the Company made public announce the annual financial statements within a period of two months after the end of each fiscal year, and has the Company also made announcement and provided report of the first, second and third quarter financial statements as well as the monthly business operation status before the specified deadlines?	V		(III) The company announces its key financial data for the year within two months of the fiscal year-end through the Market Observation Post System (MOPS), providing real-time information to shareholders and stakeholders. Additionally, the company releases the financial reports for the first, second, and third quarters, as well as monthly operational updates, ahead of the required deadlines.	No major difference.
VIII. Does the Company has other important information (including but not limited to employees' benefits and rights, employee care, investor relationship, supplier relationship, rights of stakeholders, educational training status of directors and supervisors, implementation of risk management policy and risk measurement standards, customer policy implementation status, purchase of liability insurance for directors and supervisors of the Company etc.) helpful to the understanding of the corporate governance	V		(I) The company discloses financial, business, and corporate governance information on its website (http://www.m3tekic.com) to provide transparent and accessible information for employees, investors, suppliers, and stakeholders. (2) The company's directors possess professional knowledge and extensive experience in their respective fields. To assist directors in fulfilling their duties, the company provides relevant regulations and corporate governance information to directors, and the management team regularly briefs them on the company's operations and	No major difference.

Evaluation Item	The operation			Variations from the Corporate Governance Best Practice Principles for TWSE/TPEX listed Companies, and the reasons
	Yes	No	Summary description	
operation status of the Company?			key issues, enhancing their understanding of the business. For details on directors' training, please refer to Appendix (1) or the relevant disclosures on the Market Observation Post System. (3) The company has established a comprehensive internal control system in accordance with relevant laws and effectively implements it. (4) The directors recuse themselves from discussing and voting on any matters in which they have a personal interest. (5) The company has purchased liability insurance for directors and key personnel.	
IX. Please provide explanations on the improvement status of the corporate governance evaluation announced by Taiwan Stock Exchange (TWSE) in the most recent year, and provide priority enhancement and measures for matters yet to be improved: 1. The company has set up dedicated sections on its official website for "Corporate Governance" and "Stakeholder Relations," strengthening the completeness of information disclosure and providing access to relevant information for employees, investors, suppliers, and other stakeholders to enhance transparency. 2. Regarding indicators such as water usage and total waste weight, external verification has not yet been obtained, and the confirmation timeline required by regulatory authorities has not been met. Therefore, the confirmation process has not been initiated. The company will follow the "Sustainability Development Roadmap for Listed Companies" issued by the Financial Supervisory Commission and implement greenhouse gas inventory and external assurance processes in stages to comply with regulatory requirements and strengthen sustainability management.				

Form (1) Status of Continuing Education of Directors in 2025

Title	Name	Organizer	Name of course taken	Hours of training
Chairman	AP Memory Technology Corp. Representative: Yu-Hsin Lin	Taipei Foundation of Finance	Key Highlights of the 2026 Corporate Governance Evaluation Transitioning to ESG Evaluation	3
		Securities & Futures Institute (SFI)	Corporate Performance Management and Compensation System Design Planning	3
		Securities & Futures Institute (SFI)	AI Development and Information Risks	3
		Securities & Futures Institute (SFI)	2025 Legal Compliance Briefing on Insider Equity Transactions	3
Director	Chang-Yong Chen	Securities & Futures Institute (SFI)	2025 Legal Compliance Briefing on Insider Equity Transactions	3
		Securities & Futures Institute (SFI)	2025 Insider Trading Prevention Awareness Seminar	3
Director	Robbins Yeh	Taiwan Corporate Governance Association	IFRS 18: Key Financial Statement Presentation and Disclosure Updates	3
		Taiwan Stock Exchange Corporation(TWSE)	2025 Taiwan Capital Market Summit	3
Director	David Da Meng	Taiwan Corporate Governance Association	Corporate Integrity and Executive Accountability: Global Trends	3
		Taiwan Corporate Governance Association	Corporate Innovation Growth and Angel Investment	3
		Taiwan Corporate Governance Association	NVIDIA's Three-Trillion Miracle: AI and the Semiconductor Revolution	3
Director	ITE Tech. Inc. Representative: Hsiu-Che Lin	The Institute of Internal Auditors, R.O.C.	Generative AI x Python Web Scraping and Visualization	6
Director	Wei-Tse Hung	Securities & Futures Institute (SFI)	2025 Insider Equity Transaction Compliance Briefing	3
Independent Director	Zhi-Feng Jiang	Taiwan Corporate Governance Association	Trade Secret Risk Management and Corporate Governance	3
		Taiwan Corporate Governance Association	Successful Investment and M&A Negotiation: Case Sharing	3
Independent Director	Zu-Ming Bi	Taiwan Corporate Governance Association	Corporate Governance: Practical Issues and Case Analysis	3
		Taiwan Corporate Governance Association	Legal Considerations for Insider Shareholding Management and Share Transactions	3
Independent Director	Hsieh-Ju Peng	Taiwan Institute of Directors	Global Business Operations and Management Strategies	3
		Taiwan Corporate Governance Association	Building Sustainable Competitiveness in Response to Climate Change	3

Form (2) CPAs Independence, Professionalism, and Suitability Assessment Form

Item	Result	
1. The CPAs has no direct or indirect significant financial interests with the company.	☒ Yes	☐ No
2. The CPAs has no business relationships with the company that affect independence.	☒ Yes	☐ No
3. The CPAs does not have a potential employment relationship with the company during the audit.	☒ Yes	☐ No
4. The CPAs has not engaged in any lending or borrowing of money with the company.	☒ Yes	☐ No
5. The CPAs has not received any significant gifts or presents from the company or its directors and managers (whose value exceeds the standards of general social etiquette).	☒ Yes	☐ No
6. The CPAs has not provided audit services to the company for seven consecutive years.	☒ Yes	☐ No
7. The CPAs does not hold shares in the company.	☒ Yes	☐ No
8. The CPAs, their spouse, or dependents, or any member of their audit team, have not held any positions as directors, managers, or any roles significantly affecting the audit during the audit period or in the last two years and will not hold such positions for the upcoming audit period.	☒ Yes	☐ No
9. The CPAs complies with the Independence Standards as outlined in Professional Ethics Statement for Certified Public Accountants No. 10 and has obtained a "Declaration of Independence" issued by the CPAs.	☒ Yes	☐ No
10. None of the following Audit Quality Indicators (AQIs) exhibit any disqualifications or impact on independence: (1) The CPAs possesses sufficient audit experience. (2) The CPAs has received adequate education and training. (3) The firm maintains a sufficient level of experienced human resources. (4) The firm has adequate professional personnel to support the audit team. (5) The CPAs' workload is not overly heavy. (6) The involvement of audit team members in various stages of the audit is appropriate. (7) The EQCR CPAs dedicates enough hours to perform the review. (8) The firm possesses adequate quality control personnel to support the audit team. (9) Fees for non-audit services do not affect independence. (10) The cumulative years of certification do not present an issue of being excessively long. (11) The firm's quality control and audit cases are conducted in accordance with relevant laws and standards. (12) There are no situations where a regulatory authority has issued a letter requiring improvements.	☒ Yes	☐ No

(IV) If the Company has established the Remuneration Committee or Nomination Committee, the composition and operations of such committee shall be disclosed:

1. Information of Remuneration Committee Members:

Criteria		Professional Qualifications and Experience	Independence Status	The number of public companies where the person also holds positions in their remuneration committees.
Identity	Name			
Independent Director (Convener)	Zu-Ming Bi	Equipped with work experience in commerce, law, finance, accounting, or other necessary for the business of the company. <u>Main experience (educational background)</u> • Master of Department of Finance, National Sun Yat-sen University • Assistant Vice President of Delta Venture Capital Co., Ltd. <u>Current positions:</u> • Assistant Vice President of Delta	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or any of its affiliates. (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an	1

Criteria		Professional Qualifications and Experience	Independence Status	The number of public companies where the person also holds positions in their remuneration committees.
Identity	Name			
		Venture Capital Co., Ltd. • Independent Director of Trusval Technology Co., Ltd. • Corporate Director Representative of Kunshan Victory Venture Capital Co., Ltd. • Supervisor of imedtac Co., Ltd. Not under any circumstances of Article 30 of the Company Act. <u>Expertise:</u> • Other listed company board member • Relevant industry experience (electronics industry / venture capital / financial management)	aggregate of one percent or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship of a managerial officer under subparagraph 1 or any of the persons in the preceding two subparagraphs. (5) Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Law.	
Independent Director	Zhi-Feng Jiang	Equipped with work experience in commerce, law, finance, accounting, or other necessary for the business of the company; equipped with the license of Certified Public Accountant (CPA) of R.O.C. <u>Main experience (educational background)</u> • Bachelor of Department of Accounting, Tamkang University • Assistant Vice President of Audit Department, Deloitte Taiwan • CPA of Zhi-Jing CPA Firm <u>Current positions:</u> • CPA of Zhi-Jing CPA Firm • Independent Director of Taiwan Chelic Co., Ltd. • Independent Director of Alltop Technology Co., Ltd. Not under any circumstances of Article 30 of the Company Act. <u>Expertise:</u> • Other listed company board member • Profession (accounting) • Relevant industry experience (financial management / Securities)	(6) If a majority of the company's director seats or votes shares and those of any other company are controlled by the same person: not a director, supervisor, or employee of that other company. (7) If the chairman, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: not a director (or governor), supervisor, or employee of that other company or institution.	2
Independent Director	Hsieh-Ju Peng	Equipped with work experience in commerce, law, finance, accounting, or other necessary for the business of the company. <u>Main experience (educational background)</u> • Master of Business Administration, National Chiao Tung University • Independent Director of Wafer Works (Shanghai) Co., Ltd. • Executive Vice President of Enflex	(8) Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. (9) Not a professional individual who, or an owner, partner, director, supervisor, or officer	1

Identity	Name	Criteria	Professional Qualifications and Experience	Independence Status	The number of public companies where the person also holds positions in their remuneration committees.
			Corporation <u>Current positions:</u> • Independent Director of Ezconn Corporation • Director of Icometure Company Limited. Not under any circumstances of Article 30 of the Company Act. <u>Expertise:</u> • Other listed company board member • Relevant industry experience (semiconductor industry /financial management)	of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof. (10) Not having a marital relationship or a relative within the second degree of kinship to any other director of the Company.	

2. Operation Status of Remuneration Committee

(1) The Company's Remuneration Committee consists of 3 members.

(2) The main responsibilities and authorities are as follows:

- A. Review the Remuneration Committee Charter periodically and propose revision recommendations.
- B. Periodically review the performance evaluation standard, annual and long-term performance goals of the directors and managerial officers, and the policy, system, standard and structure for the remuneration of the Company.
- C. Periodically evaluate the performance goal achievement status of the directors and managerial officers of the Company, and establishes the individual remuneration content and amount based on the evaluation result obtained according to the performance evaluation standard.

(3) Term of the current committee members: From May 24, 2023, to May 23, 2026. From 2025, the Remuneration Committee held 5 meetings, and the details of the members' eligibility and attendance are as follows:

Title	Name	Attendance in person	Attendance by proxy	Actual attendance rate (%)	Remarks
Convener	Zu-Ming Bi	5	0	100%	-
Members	Zhi-Feng Jiang	5	0	100%	-
Members	Hsieh-Ju Peng	5	0	100%	-
Note: The actual attendance rate (%) is calculated based on the number of meetings held during the board members' tenure and the number of meetings they attended.					

(4) The discussion topics and resolutions of the Compensation Committee for the fiscal year 2025 are as follows:

Date, session of board meeting	Content of the motions	Dissenting or qualified opinions of independent directors
2 nd special meeting of 2 nd term Mar 28, 2025	The distribution of board members' compensation for 2024	All independent directors had no objections and approved of the resolutions.
	Proposal for the 2024 Performance Evaluation of the President.	
	Proposal for the 2024 Performance Evaluation of the CEO.	
	The distribution of employees' compensation for 2024	
9 th meeting of 2 nd term Apr 29, 2025	The compensation plan for the Financial and Accounting Officer.	
	Proposal for the Adoption of the Company's "Employee Bonus and Employee Remuneration Management Rules"	
	Proposal for Amendments to the Company's "Manager Performance Management Rules"	
10 th meeting of 2 nd term July 29, 2025	Proposal for the annual salary adjustment of the company's managers.	
12 th meeting of 2 nd term Dec 23, 2025	Proposal for the Distribution of the Third Quarter 2025 Bonuses to the Company's Managers	
	Proposal for the Relevant Settlement Amount and Terms in Connection with the Resignation of the Company's Manager	

(5) In the event where the Remuneration Committee's proposal is rejected or amended in a board of directors meeting, please describe the date and session of the meeting, details of the agenda, the board's resolution, and how the company had handled the Remuneration Committee's proposals (describe the differences and reasons): None.

(6) If any member objects or express qualified opinions to the resolution made by the Remuneration Committee on-record or in writing, please describe the date and session of the meeting, details of the agenda, the entire members' opinions, and how their opinions were addressed: None.

(V) Deviation of the Company's actual promotion of sustainable development execution status from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the reason:

Implementation Items	Status of implementation			Reasons for Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
I. Has the Company established the governance structure for promoting sustainable development, and set up a unit that specializes (or is involved) in the promotion of sustainable development, and does the board of directors authorize the senior management to handle such matter, and the supervision status of the board of directors?	V		Our company has established a "Sustainability Development Task Force" as the dedicated unit responsible for promoting sustainability initiatives, with the Office of the President serving as the highest authority overseeing sustainability-related matters. Following the principle of materiality, the company identifies risks related to its operations and has formulated "Sustainability Development Best Practice Principles." We actively implement measures such as greenhouse gas inventory, sustainable supply chain management, information security management, and employee human rights policies to achieve our sustainability goals. The Sustainability Development Task Force reports to the Board of Directors at least quarterly. In 2025, a total of four meetings were held, covering topics including the setting of sustainability goals, the implementation of sustainability initiatives, and the review of execution results. The Board of Directors regularly reviews the outcomes of these efforts and supervises the management team to continuously enhance actions based on strategic objectives, ensuring the effective integration of sustainability strategies into the company's operations.	No major difference.
II. Has the Company implemented the risk assessment of environmental, social, and corporate governance issues related to	V		Our company evaluates risks related to environmental, social, and governance (ESG) issues in accordance with the principle of materiality, which	No major difference.

corporate operation, and has the Company established relevant risk management policies or strategies based on the principle of materiality?		are relevant to our business operations. We have established the Corporate Governance Best Practices and Sustainable Development Best Practices, along with other relevant regulations, to strengthen our risk management mechanisms. The operational status is as follows: I. Implement corporate governance The Company has established the “Code of Ethical Conduct”, “Code of Business Ethics”, and “Procedures and Conduct Guidelines for Ethical Business Practices” The "Remuneration Committee” and the “Audit Committee” have also been established to hold regular meetings to assist the board in supervising company operations and management and to comply with corporate governance requirements pertaining to internal operations and management operations, as well as internal management systems. II. Sustainable Environment Development ➤ For Suppliers: Our company is committed to sustainable development and actively works with suppliers across the supply chain to establish long-term and stable partnerships. We require our partners to jointly adhere to corporate social responsibility within the supply chain, including green environmental practices, labor rights, ethics, health and safety, risk management,	
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		ethical standards, and the prohibition of conflict minerals. Additionally, we regularly visit suppliers or hold meetings to understand product delivery timelines and supply quality. We communicate and provide feedback on relevant information with suppliers to ensure that the supply chain operates in alignment with the company's sustainable development goals. ➤ For Environmental Sustainability: As an IC design company without its own manufacturing plants, our company outsources processes such as wafer production, packaging, and testing to external manufacturers. Due to the nature of our industry, we do not engage in actual manufacturing activities, and there is no significant use of raw materials or water resources. Our primary energy consumption is concentrated in office computers and data center equipment. However, we recognize the importance of environmental sustainability and continue to implement various eco-friendly measures. Internally, we regularly promote energy and water conservation, encourage employees to reduce the use of disposable utensils and paper cups, and promote paperless operations by introducing electronic signature systems to reduce paper usage and enhance resource recycling efficiency. We also continue to enforce office waste	
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		sorting policies to improve recycling effectiveness. In terms of technological research and development, our company is constantly improving design techniques to reduce the need for photomasks in product revisions. We are actively developing small, high-efficiency, low standby power consumption, and highly integrated energy-saving power management IC products to help customers reduce energy consumption and carbon emissions, working together to achieve energy-saving, carbon-reduction, and corporate sustainability goals. III. Support of Social Welfare Our company complies with labor-related regulations and is committed to creating a safe, equal, and fair working environment, while continuously promoting the improvement of employee welfare. We hold regular health promotion activities for employees, provide birthday bonuses, and offer occasional health check-ups to care for employees' physical and mental well-being. We value employee feedback and conduct annual two-way performance reviews to enhance communication and consensus between supervisors and employees. This helps establish a culture of mutual trust and fosters a positive and proactive workplace atmosphere.	
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		IV. Enhance the dissemination of information about the sustainable development of enterprises. ➤ For investors Our company regularly holds investor briefings and annual general meetings, where we address the concerns of investors and shareholders. The company website also features an "Investor Relations" section, which provides real-time disclosures of shareholder meeting materials, dividend distribution, stock prices, revenue, financial reports, and other information to enhance transparency and protect investor interests. Additionally, we have an IR email address to provide investors with a channel to express opinions and make inquiries. ➤ For clients: Our company maintains good communication with customers through our website and email, and publicly discloses information related to our environmental and social responsibilities. Customers can also assess the performance and value of our products through their actual usage experience. To strengthen our connection with customers, the sales team regularly visits clients, engaging in meetings and discussions to better understand their needs. Our mission is to continuously provide innovative, reliable, high-efficiency, and cost-effective products to	
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			enhance customer trust and strengthen their market competitiveness.	
III. Environmental Issues (I) Has the Company established environmental policies suitable for the Company's industrial characteristics?		V	Our company belongs to the IC design industry and does not own manufacturing plants, so our direct environmental impact is limited. The wafer fabrication, packaging, and testing processes are all outsourced to external contractors. Through supply chain management, we ensure that our suppliers comply with environmental protection regulations to minimize the potential environmental impact of our overall operations.	Not applicable
(II) Is the Company committed to achieving efficient use of resources, and using renewable materials that produce less impact on the environment?	V		Our main products are power management ICs. Through the expertise and technological innovation of our R&D team, we help our customers achieve product size reduction, improved energy efficiency, reduced carbon emissions, and optimized overall power management performance, all in pursuit of energy conservation, carbon reduction, and environmental sustainability.	No major difference.
(III) Has the Company assessed the climate change on the present and future potential risks and opportunities of the corporation, and has the Company adopted relevant responsive actions?	V		In response to the impacts and challenges of climate change, our company actively aligns with government energy-saving and carbon-reduction policies. We continuously promote environmentally friendly measures, including holding periodic courses on energy-saving, carbon-reduction, and plastic reduction. We advocate office waste sorting, resource recycling, and reducing the use of disposable tableware. At the same time, we continue to implement electronic approval processes to reduce paper consumption and encourage employees to adopt behaviors such as turning off lights, reducing plastic use, and practicing waste sorting. Together,	No major difference.

		we strive to uphold environmental sustainability principles and contribute to the promotion of a sustainable future.	
(IV) Has the Company statistically analyzed the greenhouse gas emission, water usage and waste total weight over the past years, and does the Company establish policies for reduction of greenhouse gas emissions, reduction of water consumption or other waste management?	V	The results of the 2025 climate-related review have been disclosed in the climate-related information section of this year's annual report for listed companies. The company is currently conducting educational campaigns and conducting on-site inspections for all employees to promote resource conservation, aiming to effectively prevent unnecessary waste of resources (including but not limited to water, paper, and electricity).	No major difference.
IV. Social Issues (I) Has the Company established related management policies and procedures in accordance with applicable laws and the international human rights conventions?	V	The Company recognizes, respects, and supports the principles set forth in internationally recognized human rights standards, including the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Tripartite Declaration, and the RBA Code of Conduct. The Company opposes all forms of human rights violations, complies with applicable local labor laws, and formally adopted its Human Rights Policy on December 2, 2025. ➤ Human Rights Policy 1. Safe and Healthy Workplace The Company is committed to providing a safe and healthy working environment, complying with applicable regulations, conducting regular occupational safety training, and implementing preventive measures to reduce workplace risks. 2. Diversity, Inclusion, and Equal Opportunity The Company respects diversity and provides	No major difference.

			equal opportunities in recruitment, training, compensation, evaluation, and promotion, without discrimination based on gender, age, ethnicity, religion, nationality, sexual orientation, gender identity, marital status, or disability. 3. No Child Labor or Forced Labor The Company complies with labor laws and minimum age requirements, prohibits child labor, and ensures all employment relationships are voluntary and free from forced labor. 4. Fair Compensation and Reasonable Working Hours The Company provides compensation and benefits that meet or exceed legal standards and maintains reasonable working hours in compliance with applicable laws. 5. Work-Life Balance The Company supports healthy work practices by providing leave, flexible arrangements, and employee benefits to help employees balance work, family, and personal development. 6. Open Communication Channels The Company maintains effective communication channels, including employee surveys, company meetings, labor-management meetings, and performance discussions, allowing employees to freely express their views. 7. Privacy and Information Security The Company complies with personal data protection and information security	
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			requirements, and implements appropriate controls to safeguard the personal information of employees and stakeholders. ➤ Human Rights Management Guidelines 1. Awareness and Training The Company is committed to enhancing employee awareness of human rights issues through regular compliance communications and training programs covering sexual harassment prevention, workplace misconduct prevention, and occupational safety. 2. Grievance Channels The Company provides both internal and external grievance channels for reporting potential human rights concerns. All reports are handled confidentially and investigated fairly to ensure that human rights are protected. 3. Remedial Measures For any human rights incident, the Company will initiate appropriate remedial actions based on the nature of the case and, when necessary, work with relevant stakeholders to prevent recurrence. 4. Feedback and Monitoring Mechanism Each year, the Company identifies and assesses human rights risks through material topic reviews, risk assessments, and related activities. Based on identified risks, control plans are implemented, monitored, and continuously improved. Relevant goals, actions, performance, and progress are disclosed regularly on the Company's	
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			website and in sustainability reports. ➤ Human Rights Governance Structure The Company's Digital Talent Division serves as the responsible unit for human rights governance, working with functions including information security, human resources, information technology, and legal affairs to systematically promote human rights management. Human rights initiatives and implementation results are reported annually to the President.	
(II) Has the Company developed and implemented reasonable employee welfare measures (including compensation, leave of absence and other benefits), and appropriately reflected business performance or outcome in employees' compensations?	V		The Company has established a comprehensive compensation policy that closely links business performance, employee performance evaluations, and incentive programs in order to enhance employee motivation and strengthen overall competitiveness. In addition, the Company safeguards employee rights in accordance with the Labor Standards Act. Besides paying monthly salaries, the Company allocates employee remuneration based on annual profitability to share operating results with employees. The Company also provides Labor Insurance, National Health Insurance, group insurance, and pension contributions in accordance with applicable regulations to ensure comprehensive work and life protection for employees. In accordance with Article 25 of the Articles of Incorporation, the Company shall allocate no less than 1% of the current year's profit before tax, prior to deducting employees' remuneration and directors' remuneration, as employees' remuneration (of which no less than 1% of the total employees' remuneration shall be allocated to non-executive employees).	No major difference.

		After taking into consideration the interests of shareholders and the provisions of the Articles of Incorporation, it is proposed that employees' remuneration in the amount of NT\$2,031,341 be distributed from the 2025 earnings as the basis for recognition of the estimated employees' remuneration expense for the year. The remuneration will be paid entirely in cash, representing 1% of the aforementioned profit before tax. Of the total employees' remuneration, NT\$102,450 shall be allocated to non-executive employees, representing 5.04% of the total employees' remuneration appropriation.	
(III) Has the Company provided a safe and healthy work environment for employees, and education on occupational safety and health for employees at regular intervals?	V	The Company places great importance on employee safety, health, and workplace environmental protection, and is committed to providing a safe working environment with a zero-accident goal. 1. Safety and Environmental Management Measures and 2025 Implementation In addition to statutory fire safety inspections, the Company conducted quarterly inspections of offices, common areas, meeting rooms, and laboratories. Electrical outlets, fire extinguishers, emergency lighting, and evacuation signage were regularly checked and maintained to ensure proper operation. 2. Health Promotion and Training The Company continued to provide employee health examinations in 2025 to promote health awareness. 3. Performance Results No major occupational accidents or fire incidents occurred in 2025.	No major difference.

(IV) Has the Company established effective career development training programs for employees?	V		The Company reviews the employee competence status according to the organization, department and individual needs annually, in order to plan employee competence improvement training and personal training development plan.	No major difference.
(V) Has the Company complied with laws and international standards with respect to customers' health, safety and privacy, marketing and labeling in all products and services offered, and implemented consumer or customer protection policies and complaint procedures?	V		Our company is an IC design company without its own brand. Our main business involves selling power management chips to manufacturers, who are responsible for manufacturing and selling the final products. Therefore, we do not deal with marketing and labeling issues. However, to protect customer rights, our company has established clear customer complaint management guidelines and processing procedures to ensure that complaints are properly addressed and handled. For feedback and concerns raised by other stakeholders, they can also be submitted through the contact information available on our company website. Relevant departments will investigate the matter and handle it appropriately, ensuring the protection of all parties' interests and fostering a strong communication mechanism.	No major difference.
(VI) Has the Company established supplier management policy, requested suppliers to comply with relevant regulations with regards to the issues of the environmental protection, occupational safety and health or labor rights, and the status of implementation?	V		The Company has established supplier management policies in accordance with ISO 9001 standards and conducts regular supplier evaluations. Supplier performance in quality, environmental, and social responsibility areas is monitored to support a stable and sustainable supply chain. The Company has also implemented a human rights due diligence process covering identification and assessment, mitigation and remedy, and tracking to identify and manage potential human rights risks in operations and the supply chain. 1. Scope All employees and suppliers.	No major difference.

		2. Key Human Rights Issues Compensation and working hours, employee benefits, and training. 3. Mitigation Measures In 2025, the Company implemented employee health examinations, manpower planning to avoid excessive overtime, training programs, and communication mechanisms to reduce human rights risks. 4. Supplier Due Diligence The Company is evaluating the inclusion of suppliers in its human rights due diligence program through questionnaires, corrective actions, effectiveness reviews, and grievance channels for stakeholders.	
V. Does the Company refer to international reporting standards or guidelines, and prepare sustainability report and reports for disclosing non-financial information of the Company? Is the report subject to the validation or guarantee by a third-party accreditor?	V	Our company's sustainability report is prepared in accordance with the GRI and SASB standards. The 2025 ESG report is expected to be released and published on the company website by the end of August 2026. Additionally, a third-party verification process will be arranged according to the statutory timeline.	No major difference.
VI. If the Company has established its own sustainability development principles in accordance with “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” please describe any deviation from the principles in the Company’s operations: Our company has established a "Sustainable Development Practical Code," and the operation of corporate social responsibility is carried out in accordance with the content and relevant provisions of this code. There have been no significant deviations in its implementation.			
VII. Other important information to understand the execution status of promotion of sustainable development: Our company has also established a sexual harassment prevention hotline and actively collects employee suggestions. We have created a systematic proposal, communication, and grievance mechanism to ensure that employees' expectations, suggestions, and concerns are addressed and handled reasonably and appropriately, fostering a safe, respectful, and open communication workplace environment.			

(VI) Climate-Related Information about TWSE/TPEX Listed Company

1. Implementation of Climate-Related Information

Item	Execution status		
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Board of Directors is the highest decision-making body for the Company’s sustainability and climate-related matters, providing guidance and oversight on the management of climate-related risks and opportunities. To strengthen sustainability and climate risk management, the Company has established a Corporate Governance unit responsible for sustainability-related matters and the implementation of response strategies, and it reports regularly to the Board of Directors.		
2.Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	The Company has assessed the potential impacts of climate-related risks and opportunities on its operations and financial performance. Based on internal and external discussions and analysis, two climate-related risks with potential impacts have been identified, while no climate-related opportunities with material impact have been identified at this stage.		
	Risk Horizon	Potential Event	Description
	Short- to Medium-Term	Extreme Weather Events	Increased frequency and severity of extreme weather events may disrupt transportation routes and supply chains, which could impact operating costs.
	Long-Term	Rising Average Temperature	Climate change may lead to stricter requirements from governments, customers, and suppliers regarding energy conservation and carbon reduction. The Company may need to invest additional resources to comply with relevant regulations, which could impact operating costs.
3.Describe the financial impact of extreme weather events and transformative actions.	The Company’s major climate-related risks primarily arise from the increasing expectations of key stakeholders, including customers and investors, regarding greenhouse gas reduction and related sustainability requirements.		

	Item	Description
	Physical Risks	Extreme weather events may affect the Company's operations, off-site production, transportation, and many other factors. In addition, they may increase costs and reduce revenue, which could lead to higher operating costs and impact profitability.
	Transition Risks	Due to increasing stakeholder requirements for energy conservation and carbon reduction, the Company has continued to optimize product specifications and design, including energy efficiency and package size, while also investing additional R&D resources, which may increase operating costs.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	To strengthen the Company's risk assessment and management framework, the Board of Directors resolved on October 30, 2025 to establish the Nomination and Sustainability Development Committee, under which an ESG Working Group has been formed to promote and implement related matters. Implementation progress will be reported to the Committee at least once a year.	
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	The Company has established climate risk and opportunity assessment scenarios with reference to international assessment reports and relevant domestic regulations. Transition risks are primarily assessed based on 2050 net-zero emission scenarios, while physical risks are evaluated with reference to the TCFD framework.	
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	1. Current carbon reduction initiatives mainly focus on Scope 2 emissions, including the gradual replacement of equipment with energy-efficient alternatives, in response to the government's 2050 net-zero policy direction. 2. Climate-related risk disclosures are used as one of the Company's management indicators, and the Company plans to complete third-party verification of its greenhouse gas inventory by 2028.	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The Company does not currently use internal carbon pricing as a planning tool.	
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the	To address the potential impacts of extreme climate events, the Company conducts greenhouse gas inventories to understand its carbon emissions as a basis for future management measures. In addition, the Company plans to establish a carbon	

planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	reduction base year and reduction targets in 2026.
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out points (1) and (2) below).	The Company has completed the 2025 greenhouse gas inventory for the consolidated entities. Please refer to 2 and 3 for details.

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

Basic Company Information: ☐ Companies with paid-in capital over NT\$10 billion, steel or cement industry ☐ Companies with paid-in capital over NT\$5 billion but less than NT\$10 billion ■ Companies with paid-in capital less than NT\$5 billion	According to the Sustainability Development Roadmap for TWSE Listed Companies, the Company is required to disclose at least the following information: ■ Greenhouse gas inventory for the parent company (standalone basis) ☐ Greenhouse gas inventory for subsidiaries included in the consolidated financial statements ☐ Verification for the parent company (standalone basis) ☐ Verification for subsidiaries included in the consolidated financial statements
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Greenhouse Gas Emissions		2025		2024	
		Total Emissions (Metric Tons CO ₂ e)	Emission Intensity (Metric Tons CO ₂ e / NT\$ million)	Total Emissions (Metric Tons CO ₂ e)	Emission Intensity (Metric Tons CO ₂ e / NT\$ million)
Parent Company	Scope 1	7.7898		7.7898	
	Scope 2	96.5459		83.4869	
	Subtotal	104.3357		91.2767	
Subsidiaries	Scope 1	15.0314		Note 1	
	Scope 2	37.4552		Note 1	
	Subtotal	52.4866		Note 1	
Total		156.8223	0.1622	91.2767	0.1006

Note 1: The scope of the 2024 greenhouse gas inventory primarily covered the parent company only; in 2025, the inventory scope was expanded to align with the scope of the consolidated financial statements.

Note 2: The Company is not yet subject to the statutory assurance timeline. Future assurance procedures will be planned and implemented in accordance with the FSC's "Sustainability Development Roadmap for TWSE/TPEX Listed Companies."

3. Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

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

The Company's absolute greenhouse gas emissions in 2025 increased by 71.81% compared with 2024, primarily due to the expansion of the inventory scope from the parent company only to a scope aligned with the consolidated financial statements.

Going forward, the Company will evaluate greenhouse gas reduction measures based on actual operating conditions. In the short term, the Company will assess increasing the use of green electricity and continue implementing office energy-saving measures, including the replacement of higher energy-consuming equipment, to improve energy efficiency. In the medium to long term, the Company will refer to the policy direction of 2050 Net Zero Emissions as a basis for related planning.

(VII) Ethical Corporate Management Practices, and Deviations from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons

Evaluation Item	The operation			Divergence from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-listed Companies
	Yes	No	Summary description	
I. Establishment of ethical corporate management policies and action plans				
(I) Has the company established ethical management policies approved by the board of directors' meeting and stated in its bylaw and publicly available documents addressing its corporate conduct and ethics policy and measures? Are the board of directors and the management committed in fulfilling this commitment?	V		(I) The Company has established the “Code of Business Ethics” and “Procedures and Conduct Guidelines for Ethical Business Practices”, which have also been approved by board of directors. The board of directors and senior management will comply with the laws and execute management rules in order to fulfill its commitment to operational policies. In addition, the Company conducted internal integrity management training courses on November 5 and November 7, 2025, totaling 20 training hours. A total of 40 employees completed the training, representing a completion rate of 85.11%. The implementation status of integrity management was also reported to the Board of Directors on October 30, 2025.	No major difference.
(II) Has the Company established assessment mechanism for unethical conduct risk, performed periodic analysis and assessed operating activities of relatively higher unethical conduct risk in the scope of business, and has established unethical conduct solution accordingly, and at least covering the preventive measures for the	V		(II) The Company has established the “Code of Business Ethics” and “Procedures and Conduct Guidelines for Ethical Business Practices”. Accordingly, before establishing business relationships with others, the Company assesses the legality, ethical management policy and records of any unethical conduct of the counterparty to ensure	No major difference.

Evaluation Item	The operation			Divergence from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-listed Companies
	Yes	No	Summary description	
conducts described in each subparagraph of Paragraph 2 of Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”? (III) Has the company defined and enforced operating procedures, behavioral guidelines, penalties and grievance systems as part of its preventive measures against dishonest conduct? Are the above measures reviewed and revised on a regular basis?	V		the business operation method is fair, transparent and without requesting, offering or accepting any bribes. (III) To prevent unethical conducts, the Company has specified operational procedures, guidelines for conducts, disciplinary actions for violations and appeal system in the “Procedures and Conduct Guidelines for Ethical Business Practices”. In addition, the Company also reviews and corrects the procedures properly. The Human Resources Department is responsible for promoting, training, and supervising the company's integrity policy. Both internal and external parties are encouraged to report any dishonest or improper conduct to uphold the company’s commitment to ethical business practices.	No major difference.

Evaluation Item	The operation			Divergence from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-listed Companies
	Yes	No	Summary description	
II. Implementer of ethical corporate management				
(I) Does the Company evaluate the record of the counterparties on business ethics, and explicitly state business integrity as an integral part of the contracts when entering into agreements with counterparties?	V		(I) The business activities of the Company do not involve any illegal matters or purposes, and suppliers are evaluated periodically. In case where any supplier has the record of unethical conduct, the Company will suspend it or remove it from the qualified supplier list.	No major difference.
(II) Does the Company establish a designated body directly under the board of directors for promoting ethical corporate management and periodically reporting to the board of directors (at least once a year) on its execution status?	V		(II) The Company's Digital Talent Division serves as the dedicated unit responsible for promoting integrity management. It is in charge of the revision, implementation, interpretation, consultation, recordkeeping, and supervision of related operating procedures and codes of conduct. The Company also conducted internal integrity management training courses on November 5 and November 7, 2025, totaling 20 training hours. A total of 40 employees completed the training, representing a completion rate of 85.11%. In addition, the Company's integrity management program was reported to the Board of Directors on October 30, 2025.	No major difference.
(III) Has the Company made policies for the prevention of conflicts of interest, and appropriate channels for complaints, and properly implemented the policies?	V		(III) The Company has established the "Code of Business Ethics" to prevent conflict of interests. For proposals submitted during the board of directors' meetings and relevant committee meetings, for any individual or representative	No major difference.

Evaluation Item	The operation			Divergence from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-listed Companies
	Yes	No	Summary description	
(IV) Has the Company established effective accounting systems and internal control systems for the proper implementation of ethical corporate management? Has the internal audit unit designed relevant audit plans on the basis of the assessment results of integrity risks for the prevention of unethical practices and compliance of related rules and regulations, or engage certified public accountants to conduct audits on unethical practices? (V) Does the Company provide internal and external ethical corporate management training programs on a regular basis?	V		having conflict of interest such that the interest of the Company may be damaged, the individual or representative shall be recused. (IV) The Company has established a sound and effective accounting and internal control system. Internal auditors carry out audits in accordance with the annual audit plan. In addition, external auditors perform internal control sampling audits based on the annual audit plan and regularly report the results to the Board of Directors.	No major difference.
	V		(V) The Company communicates its business strategies and policies to employees through various meetings from time to time, and also conducted internal integrity management training courses on November 5 and November 7, 2025.	No major difference.
III. The reporting system of the Company in practice				
(I) Does the Company establish a substantive reporting, reward and punishment system and convenient channels for reporting, and appointed designated personnel for handling the targets of reports?	V		(I) The Company has stipulated the “Procedures and Conduct Guidelines for Ethical Business Practices,” which clearly outline whistleblowing mechanisms, reward systems, and grievance channels. Reported cases are handled by designated personnel assigned based on a comprehensive assessment of the subject’s duties, position, and functions.	No major difference.
(II) Does the Company establish standard procedures for responding to reports and complaints, the measures to be taken after the investigation, and	V		(II) The Company has specified the investigation and relevant confidentiality mechanisms for complaints received in the “Procedures and	No major difference.

Evaluation Item	The operation			Divergence from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-listed Companies
	Yes	No	Summary description	
related mechanisms for confidentiality? (III) Does the Company take any measures for the protection of the informants from suffering undue treatment?	V		Conduct Guidelines for Ethical Business Practices”. (III) The Company has established the “Procedures for Ethical Management and Guidelines for Conduct,” which include measures to protect whistleblowers from improper treatment as a result of their reports.	No major difference.
IV. Enhancement of information disclosure (I) Has the Company disclosed the content of the Ethical Corporate Management Best Practice Principles on its official websites and MOPS, and the result of the implementation?	V		The Company maintains an official website to disclose relevant corporate information. In accordance with regulations, financial, business, and other required information is reported regularly and on an ad hoc basis via the Market Observation Post System (MOPS).	No major difference.
V. If the Company has established ethical management principles based on “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the principles and their implementation: No major difference.				
VI. Other important information that is helpful in understanding the corporate ethical management operation of the Company? (Such as, the Company has the corporate ethical management best practice principles amended, etc.): The Company has established a "Code of Integrity" and "Procedures and Guidelines for Ethical Business Conduct." We remain attentive to developments in domestic and international regulations related to ethical business practices and review and improve our integrity policies and implementation measures accordingly, in order to enhance the effectiveness of our ethical business operations.				

(VIII) Any other important information that helps to under the pursuit of corporate governance better:

To effectively manage material internal information, the Company has established the "Procedures for Handling Material Internal Information," which are published on the Company's website for all employees to follow. This helps prevent violations of regulations or incidents of insider trading. Other related policies are also disclosed on the Company's website for investor reference.

(IX) Internal Control System Execution Status and Required Disclosure:

1. Internal Control system Declaration: Please refer to the Market Observation Post System (MOPS) <https://mops.twse.com.tw> > Single Company > Corporate Governance > Company Regulations > Internal Control/Internal Control Statement Announcement. Enter the year and company code to search for the internal control statement announcement.
2. If the internal control policy was reviewed by CPA, the CPA's review report shall be disclosed: None.

(X) Major resolutions made by the Shareholders' Meeting and the Board of Directors during the latest financial year, up till the publication date of this annual report:

1. Important resolution and execution status of shareholders' meetings

Date / Meeting session	Important resolution	Status of implementation
May 22, 2025 Ordinary Shareholders' Meeting	Ratification Items: 1. 2024 Parent company only financial statements, consolidated financial statements and business report of the Company 2. The Company's 2024 earnings distribution proposal	1. Resolution was passed 2. The resolution was passed and approved a cash dividend of NT\$2 per share, which was distributed on September 5, 2025.
	Discussion Items: Amendment to the Articles of Incorporation of the Company	
	Election Items: Election of Director	List of elected directors: Robbins Yeh Registered with the approval of the authority on June 5, 2025
	Other motions: Release the Restriction on Directors (Including their Representative) from Participation in Competitive Business	Resolution was passed

2. Important resolutions of the board of directors' meetings

Date / Term and number of board meeting	Important resolution
Feb 26, 2025 5th term 15 th meeting	1. Amendment to the Company's fiscal year 2025 budget proposal. 2. Set the record date for capital increase registration for the execution of employee stock option during the fourth quarter of 2024. 3. Fiscal year 2024 "Statement on Internal Control System". 4. Allocation of employee and director remuneration for fiscal year 2024.

Date / Term and number of board meeting	Important resolution
	5. Adoption of the Company's individual and consolidated financial statements for fiscal year 2024. 6. Fiscal year 2024 Business Report. 7. Proposal for Q4 2024 earnings distribution and fiscal year 2024 earnings distribution schedule. 8. Proposal for amendment to the Company's Articles of Incorporation 9. Proposal for the election of an additional director. 10. Resolution on the date, venue, agenda, and period for accepting shareholder proposals and nominations (from shareholders holding 1% or more) for the 2025 Annual General Shareholders' Meeting. 11. Nomination and review of director candidates. 12. Proposal to lift non-compete restrictions on newly elected director.
Mar 28, 2025 5 th term 3 rd special meeting	1. Proposal for the distribution of directors' remuneration for fiscal year 2024. 2. Performance evaluation of the President for fiscal year 2024. 3. Performance evaluation of the Chief Executive Officer for fiscal year 2024. 4. Proposal for the distribution of employee remuneration for fiscal year 2024.
Apr 29, 2025 5 th term 16 th meeting	1. 2025 first quarter consolidated financial statements of the Company. 2. 2025 first quarter non-distribution of earnings" of the Company. 3. Set the record date for capital increase registration for the execution of employee stock option during first quarter of 2025.
Jul 29, 2025 5 th term 17 th meeting	1. 2025 second quarter consolidated financial statements of the Company. 2. 2025 second quarter non-distribution of earnings" of the Company. 3. Proposal for the Change of the Company's Certified Public Accountants. 4. Proposal for the Amendment to the Company's Internal Control System. 5. Proposal for the Amendment to the Internal Control System of the Subsidiary, Xi'an M3 Semiconductor Corporation. 6. Proposal for the Amendment to the Internal Control System of the Subsidiary, Shenzhen M3 Technology Inc. 7. Proposal for the Distribution of the First Quarter 2025 Bonuses to the Company's Managers. 8. Proposal for the Company to Apply for Credit Facilities and Derivatives Hedging Limits from Banks 9. The Company's 2024 Sustainability Report.
Oct 30, 2025 5 th term 18 th meeting	1. Proposal for the Appointment of the Company's Head of Internal Audit. 2. Proposal for the Change of the Company's Financial and Accounting Officer. 3. 2025 third quarter consolidated financial statements of the Company. 4. 2025 third quarter non-distribution of earnings" of the Company. 5. Proposal for Amendments to the Company's "Corporate Governance Best Practice Principles." 6. Cancellation of Restricted Employee Shares on the Base Date of Repurchase by the Company. 7. Set the record date for capital increase registration for the execution of employee stock option during third quarter of 2025. 8. Proposal for the Company to Apply for a Short-Term Credit Facility from CTBC Bank Co., Ltd.
Dec 23, 2025 5 th term 19 th meeting	1. Proposal for the Appointment of the Company's CPAs and CPAs appointment fees for 2026. 2. Proposal for the Pre-Approval of Non-Assurance Services to Be Provided to the Company by the Financial Statement Auditors and Their Firm. 3. Proposal for the 2026 Internal Audit Plan.

Date / Term and number of board meeting	Important resolution
	4. Proposal for the Amendment to the Company's Internal Control System. 5. Proposal for the Distribution of the Third Quarter 2025 Bonuses to the Company's Managers. 6. Proposal for the Relevant Settlement Amount and Terms in Connection with the Resignation of the Company's Manager. 7. Proposal for the Adoption of the Company's "Rules of Organization of the Nomination and Sustainability Development Committee". 8. Fiscal year 2026 budget proposal.
Feb 25, 2026 5 th term 20 th meeting	1. Cancellation of Restricted Employee Shares on the Base Date of Repurchase by the Company. 2. Set the record date for capital increase registration for the execution of employee stock option during forth quarter of 2025. 3. The Definition and Scope of Non-executive Employees of the Company for 2025 4. Proposal for the Distribution of Directors' Remuneration and Employees' Remuneration for Fiscal Year 2025. 5. Issuance of 2025 "Internal Control System Declaration." 6. Adoption of the Company's individual and consolidated financial statements for fiscal year 2025. 7. Fiscal year 2025 Business Report. 8. Proposal for Q4 2025 earnings distribution and fiscal year 2025 earnings distribution schedule. 9. Proposal for the Appointment and Compensation of the President. 10. Proposal for the 2025 Performance Evaluation of the Managers. 11. Proposal for the 2025 Performance Evaluation of the CEO. 12. Proposal for the Distribution of Employees' Remuneration for Fiscal Year 2025. 13. Proposal for the Distribution of the Third Quarter to Forth Quarter 2025 Bonuses to the Company's Managers 14. Proposal for the election of directors (Including independent directors) 15. Resolution on the date, venue, agenda, and period for accepting shareholder proposals and nominations (from shareholders holding 1% or more) for the 2026 Annual General Shareholders' Meeting

(XI) Documented opinions or declarations made by directors or supervisors against board resolutions in the most recent year and up till the publication date of this annual report, and its main content: None.

IV. Information on Independent Auditor's Fee

(I) Information on Independent Auditor's Fee

Unit: NT\$ Thousand

Name of CPA Firm	Name of CPA	CPA Audit Period	Audit Fee	Non-Audit Fee	Total	Remarks
Deloitte & Touche	Ming-Yen Chien	From January 1, 2025 to Jun 30, 2025	3,250	250	3,500	Non-audit fees are related to services such as tax certification
Deloitte & Touche	Chih-Feng Yu	From July 1, 2025 to December 31, 2025				

(II) Changes in the accounting firm that result in lesser audit fees paid compared to the previous year, and disclosure for the change in audit fee, and the reason for the change: None.

(III) Reduction of audit fees by more than 10% compared to the previous year, and disclosure of the amount and percentage reduced, and the reason for the reduction: None.

V. Replacement of CPA's Information: None.

VI. The Auditing Firm or Its Affiliates at Which the Company's Chairman, President, or Managers Responsible for Financial or Accounting Matters Was an Employee over the Past Year, His/Her Name, Position and Employment Period Shall Be Disclosed:

In 2025, in accordance with the internal rotation mechanism of Deloitte & Touche, the Company's financial statement auditors were changed in the first half of the year from CPA Ming-Yen Chien and Cheng-Chun Chiu to CPA Pi-Yu Chuang and Cheng-Chun Chiu. In the second half of the year, the auditors were further changed from CPA Pi-Yu Chuang and Cheng-Chun Chiu to CPA Chih-Feng Yu and Pi-Yu Chuang.

VII. Transfer or pledge of shares owned by directors, supervisors, managerial officers, shareholders with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the printing date of the annual report:

(I) Transfer or pledge of shares owned by directors, supervisors, managerial officers and shareholders with a stake of more than 10 percent:

Title	Name	2025		For the fiscal year ending March 31.	
		Increase (decrease) in Shares Held	Increase (decrease) in Shares Pledged	Increase (decrease) in Shares Held	Increase (decrease) in Shares Pledged
Chairman and shareholders with a stake of more than 10 percent	AP Memory Technology Corporation	987,000	-	-	-
	Representative: Yu-Hsin Lin (Note 1)	-	-	5,000	-
Director	Chang-Yong Chen	(56,000)	-	-	-
Director and CEO	Robbins Yeh (Note 2)	-	-	10,000	-
Director	David Da Meng	593,600	-	(30,000)	-
Director	ITE Tech. Inc.	-	-	-	-
	Representative: Hsiu-Che Lin	-	-	-	-
Director	Wei-Tse Hung	-	-	-	-
Independent Director	Zhi-Feng Jiang	-	-	-	-
Independent Director	Zu-Ming Bi	-	-	-	-
Independent Director	Hsieh-Ju Peng	-	-	-	-
President	Raymond Wu (Note 3)	Not applicable	Not applicable	4,000	-
Vice President	Xiao-Yu Xi	25,000	-	-	-
Associate Vice President	Ping-Ming Peng	119,800	-	-	-
Associate Vice President	Yao-Ming Hu	1,000	-	(1,000)	-
Associate Vice President	Ren-Sheng Chuang (Note 4)	111,800	-	(40,000)	-
Associate Vice President	Yu-Chen Chuang	-	-	-	-
Director	Yang Bo (Note 5)	-	-	Not applicable	Not applicable
Director	Chih-Chien Lu	(54,150)	-	-	-
Director	Tsung-Chin Wu	(12,300)	-	(9,900)	-
Accounting and Finance	Yi-Ru Jheng (Note 6)	-	-	Not applicable	Not applicable

Title	Name	2025		For the fiscal year ending March 31.	
		Increase (decrease) in Shares Held	Increase (decrease) in Shares Pledged	Increase (decrease) in Shares Held	Increase (decrease) in Shares Pledged
Officer					
Accounting and Finance Officer	Chia-Hsin Lin (Note 7)	-	-	-	-
Corporate Governance Officer	Yu-Tien Chang	-	-	-	-

Note 1 : The institutional shareholder, AP Memory Technology Corp, appointed Ms. Yu-Hsin Lin as its representative director, replacing Mr. Wen-Liang Chen, effective October 31, 2025

Note 2 : Mr. Robbins Yeh was elected as Director on May 22, 2025.

Note 3 : Mr. Raymond Wu was appointed as President on Mar 1, 2026.

Note 4 : Mr. Ren-Sheng Chuang resigned as Associate Vice President on Mar 31, 2026.

Note 5 : Mr. Bo Yang resigned as Director on Aug 31, 2025. The shareholding information in this table is based on insider shareholding disclosures as of July 2025.

Note 6 : Mrs. Yi-Ru Jheng was reassigned from the position of Accounting and Finance Officer on Oct 30, 2025. The shareholding information in this table is based on insider shareholding disclosures as of September 2025.

Note 7 : Mrs. Chia-Hsin Lin was appointed as Accounting and Finance Officer on Oct 30, 2025.

(II) Information on transfer of equity from a director, supervisor, managerial officer and shareholder with shareholding percentage exceeding 10 percent to a related party: None.

(III) Information on pledge of equity created by a director, supervisor, manager and major shareholder with shareholding percentage exceeding 10 percent for a related party: None.

XIII. Information on the top ten shareholders for related parties or spouse, relative relationship within second degree of kinship among themselves:

Mar 24, 2026; Unit: shares

Name	Personal Shareholding		Holding of shares by spouse, underage children		Total shares held under the name of others		Company name or individual name and relationship of related parties or spouse or kinship within the second degree among the top 10 major shareholders		Remark
	Shares	Ratio of shareholding (%)	Shares	Ratio of shareholding (%)	Shares	Ratio of shareholding (%)	Title (or name)	Relation	
AP Memory Technology Corporation	4,987,000	11.48	-	-	-	-	-	-	-
AP Memory Technology Corporation Representative: Yu-Hsin Lin	5,000	0.01	-	-	-	-			
Chang-Yong Chen	4,210,666	9.69	-	-	-	-	-	-	-
ITE Tech. Inc.	944,000	2.17	-	-	-	-	-	-	-
ITE Tech. Inc. Representative: Hsiu-Che Lin	-	-	-	-	-	-			
Shanyi Investment Co.,Ltd	834,000	1.92	-	-	-	-	-	-	-
Shanyi Investment Co.,Ltd Representative: Juan Li	-	-	-	-	-	-	-	-	-
David Da Meng	794,400	1.83	598,949	1.38	-	-	Fang-Yen Chang	Spouse	-
CTCB, Custodian for the Investment Account of Xiao-Yu Xi	625,000	1.44	-	-	-	-	-	-	-
Fang-Yen Chang	598,949	1.38	794,400	1.83	-	-	David Da Meng	Spouse	-
Citibank Holds The Sbl/pb investment Account Of Berkeley Capital	551,000	1.27	-	-	-	-	-	-	-
CTCB, Custodian for the Collective Investment Account of Securities Issued by M3tek Technology Inc. to Mainland Chinese Employees of Xi'an M3tek Semiconductor Co., Ltd	432,100	0.99	-	-	-	-	-	-	-

Name	Personal Shareholding		Holding of shares by spouse, underage children		Total shares held under the name of others		Company name or individual name and relationship of related parties or spouse or kinship within the second degree among the top 10 major shareholders		Remark
	Shares	Ratio of shareholding (%)	Shares	Ratio of shareholding (%)	Shares	Ratio of shareholding (%)	Title (or name)	Relation	
HSBC (Taiwan) Commercial Bank Co., Ltd. in custody for Mitsubishi UFJ Morgan Stanley Securities Co., Ltd. Proprietary Trading Unit Investment Account	340,000	0.78	-	-	-	-	-	-	-

IX. Number of shares held by the Company, the Company's directors, supervisors, manager and the number of shares invested in a single company which are held by the entities directly or indirectly controlled by the Company, and calculating the consolidated shareholding percentage of the above categories:

December 31, 2025; Unit: thousand shares ; %

Re-Investment Enterprise	Investment by the Company		Investment by directors, supervisors, managers and directly and indirectly controlled by the Company		Combined Investment	
	Shares	Ratio of shareholding (%)	Shares	Ratio of shareholding (%)	Shares	Ratio of shareholding (%)
Blink Electronic Co., Ltd.	1,800	100%	-	-	1,800	100%
M3 Technology (Dallas), Inc.	(Note 1)	100%	-	-	(Note 1)	100%
Xi An M3 Semiconductor Corporation	-	100%	-	-	-	100%
Shenzhen M3 Technology Inc.	-	100%	-	-	-	100%

Note 1: As of December 31, 2025, the Company has not injected capital.

Three. Fundraising Status

I. Capital and Shares

(I) Source of Equity

Mar 31, 2026; Unit: NT\$; shares

Year Month	Price of Issuance (NT\$)	Approved Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Share capital Source	Those who use assets other than cash to offset the share price	Others
March 2023	10	60,000,000	600,000,000	41,216,133	412,161,330	Capital increase employee stock option of NT\$4,280,000	—	Note 1
June 2023	10	60,000,000	600,000,000	41,329,133	413,291,330	Capital increase employee stock option of NT\$1,130,000	—	Note 2
August 2023	10	60,000,000	600,000,000	41,836,133	418,361,330	Capital increase employee stock option of NT\$5,070,000	—	Note 3
November 2023	10	60,000,000	600,000,000	42,539,133	425,391,330	Capital increase employee stock option of NT\$210,000 Capital increase restricted stock reward NT\$6,820,000	—	Note 4
March 2024	10	60,000,000	600,000,000	42,488,133	424,881,330	Capital increase employee stock option of NT\$30,000 Capital decrease restricted stock reward NT\$540,000	—	Note 5
May 2024	10	60,000,000	600,000,000	42,620,133	426,201,330	Capital increase employee stock option of NT\$1,320,000	—	Note 6
September 2024	10	60,000,000	600,000,000	42,701,133	427,011,330	Capital increase employee stock option of NT\$540,000 Capital increase restricted stock reward NT\$320,000 Capital decrease restricted stock reward NT\$50,000	—	Note 7
November 2024	10	60,000,000	600,000,000	42,783,133	427,831,330	Capital increase employee stock option of NT\$1,270,000 Capital decrease restricted stock reward NT\$450,000	—	Note 8
March 2025	10	60,000,000	600,000,000	42,832,133	428,321,330	Capital increase employee stock option of NT\$490,000	—	Note 9
May 2025	10	60,000,000	600,000,000	43,059,133	430,591,330	Capital increase employee stock option of NT\$2,270,000	-	Note 10
December 2025	10	60,000,000	600,000,000	43,096,553	430,965,530	Capital increase employee stock option of NT\$790,000 Capital decrease restricted stock reward NT\$415,800	-	Note 11

March 2026	10	60,000,000	600,000,000	43,701,593	437,015,930	Capital increase employee stock option of NT\$6,090,000 Capital decrease restricted stock reward NT\$39,600	-	Note 12
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Note 1: Approved by Taipei City Government on Mar 21, 2023 in document number 11246782810

Note 2: Approved by Taipei City Government on Jun 9, 2023 in document number 11249608510

Note 3: Approved by Taipei City Government on Aug 29, 2023 in document number 11252273800

Note 4: Approved by Taipei City Government on Nov 23, 2023 in document number 11255077900

Note 5: Approved by Taipei City Government on Mar 14, 2024 in document number 11347130010

Note 6: Approved by Taipei City Government on May 16, 2024 in document number 11349152900

Note 7: Approved by Taipei City Government on Sep 6, 2024 in document number 11351918720

Note 8: Approved by Taipei City Government on Nov 14, 2024 in document number 11355125600

Note 9: Approved by Taipei City Government on Mar 13, 2025 in document number 11446945810

Note 10: Approved by Taipei City Government on May 19, 2025 in document number 11449104400

Note 11: Approved by Taipei City Government on Dec 10, 2025 in document number 11454946410

Note 12: Approved by Taipei City Government on Mar 31, 2026 in document number 11546975920

2. Type of shares issued

March 31, 2026; Unit: shares

Share type	Approved Share Capital			Remarks
	Outstanding share	Unissued share	Total	
Common share	43,711,593	16,298,407	60,000,000	Stocks listed on TWSE

Note: The total amount of employee stock options exercised from January to March in 2026 were 10,000 shares and haven't been registered yet. Therefore, as of March 31, 2026, the outstanding shares of the Company were 43,711,593 shares.

3. Shelf registration system related information: Not applicable.

(II) List of Major Shareholders

Name, shareholding quantity and percentage of shareholders with shareholding percentage reaching above 5 percent or shareholders of top 10 shareholding percentage.

March 24, 2026; Unit: shares

Share	Number of shares held	Shares Ratio
Name of major shareholders		
AP Memory Technology Corporation	4,987,000	11.48%
Chang-Yong Chen	4,210,666	9.69%
ITE Tech. Inc.	944,000	2.17%
Shanyi Investment Co., Ltd	834,000	1.92%
David Da Meng	794,400	1.83%
CTCB, Custodian for the Investment Account of Xiao-Yu Xi	625,000	1.44%
Fang-Yen Chang	598,949	1.38%
Citibank Holds The Sbl/pb investment Account Of Berkeley Capital	551,000	1.27%
CTCB, Custodian for the Collective Investment Account of Securities Issued by M3tek Technology Inc. to Mainland Chinese Employees of Xi'an M3tek Semiconductor Co., Ltd	432,100	0.99%
HSBC (Taiwan) Commercial Bank Co., Ltd. in custody for Mitsubishi UFJ Morgan Stanley Securities Co., Ltd. Proprietary Trading Unit Investment Account	340,000	0.78%

(III) Company Dividend Policy and Implementation Status

1. Dividend policy specified in the Articles of Incorporation:

The dividend policy of the Company shall cooperate with the present and future development plans, and the factors of domestic industry competition status, investment environment and fund demand are considered. Accordingly, under the premise of compliance with the Company Act, this article or any additional authority or restrictive rules of shares, the amount of dividends issued may not less than 15 percent of the distributable earnings of the current year, and the distribution may be in the form of share dividends or cash dividends, however, that the distribution in cash shall not be less than 10 percent of the total dividends.

The Company authorizes the board of directors to distribute all or a portion of the distributable dividends and bonuses in the form of cash issuance based on the resolution of the board of directors' meeting attending by more than two-thirds of directors and the consents of a majority of attending directors and to report to the shareholders' meeting. When distribute by issuing new shares, the distribution shall be submitted to the shareholders' meeting for resolution.

2. Distribution of dividends proposed for resolution in the present shareholders' meeting:

As resolved on in the board of directors' meeting dated February 25, 2026, common share cash dividends at the amount of \$108,507,483 (NT\$2.5 per share) are distributed with the earnings of 2025.

3. Explanation on expected major changes in the dividend policy: None.

(IV) Impact of the distribution of bonus shares proposed in the present shareholders' meeting on the business performance of the Company and earning per share: None.

(V) Employee Remuneration and Directors' and Supervisors' Remuneration:

1. The percentage or scope of remuneration for employees, directors and supervisors as stipulated in the Company's Articles of Incorporation:

the Company shall allocate no less than 1% of the net profit before tax, before deducting employees' remuneration and directors' compensation, as remuneration to employees(of which no less than 1% of the total employee compensation shall be allocated to non-executive employees) and no more than 2% as director's compensation.

The remuneration of employees may be made in the form of shares or cash, and the subjects for receiving the shares or cash may include employees of controlling or affiliates satisfying certain criteria, and the board of directors is authorized to specify certain criteria.

2. The estimated basis for calculation of employees', directors', and supervisors' remuneration, the share calculation basis for the distribution of employees' remuneration in the form of shares, and the accounting handling for any discrepancy between the actual distribution amount and the estimated value:

For the fiscal year 2025, the remuneration for employees and directors was estimated at 1%(of which the portion allocated to non-executive employees accounted for 5.04% of the total employees' remuneration appropriation) and 1%, respectively, of the Company's pre-tax profit before deducting employee and director remuneration. On February 25, 2026, the Board of Directors resolved to distribute these amounts entirely in cash. If there are any changes to the estimated amounts after the approval date of the annual consolidated financial statements, such changes will be treated as changes in accounting estimates and will be adjusted in the following fiscal year.

3. Remuneration distribution status approved by the board of directors meeting:

- (1) Employees' remuneration and remuneration of directors and supervisors distributed in cash or shares. If there is a difference in the annual expense estimation amount, the difference amount, reason, and handling status shall be disclosed.

According to the resolution of the board of directors' meeting on February 25, 2026, employee remuneration of NT\$2,031,341 (of which NT\$102,450 was allocated to non-executive employees) and directors' remuneration of NT\$2,031,340 were approved for distribution.. Accordingly, there is no difference between the total expense annual estimation amount.

- (2) Employees' remuneration distributed in shares and the ratio over the entity's financial report net profit in the current period and the total amount of employees' remuneration: None.

4. Actual distribution status of employees', directors' and supervisors' remunerations in the last year (including the distributed number of shares, amount and share price), and any discrepancy with the employees', directors' and supervisors' remuneration recognized, and shall describe the difference amount, reason and handling status: None.

(VI) Company Repurchase of Own Shares:

March 31, 2026

Treasury stocks: Batch Order	The 1st (Batch)
Purpose of repurchase	Transferring shares to employees
Timeframe of repurchase	October 12, 2022 to December 9, 2022
Price range	NT \$80 to NT\$ 125
Class, quantity of shares repurchased	1,276,000 common shares
Value of shares repurchased	NT \$ 134,835,434
Quantity of repurchased shares as a percentage of total shares to be repurchased (%)	85.07%
Shares sold/transferred	1,007,000 shares
Accumulated number of company shares held	269,000 shares
Accumulated number of company shares held (%)	0.62%

Note: On May 2 and September 11, 2024, the Board of Directors resolved to transfer treasury shares to employees. The actual number of shares subscribed by employees was 1,007,000 shares.

II. Issuance of corporate bonds: None.

III. Issuance of preferred shares: None.

IV. Issuance of global depository receipts: None.

V. Issuance of employee stock options:

- (I) Handling status of employee stock options of the Company not yet matured up to the printing date of the annual report and affect shareholders' equity

Type of employee stock options	First time of employee stock options in 2020	Second time of employee stock options in 2020
Declaration effective date and total number of units	Not applicable 1,000 units	Not applicable 2,000 units
Date of Issuance	March 19, 2020	March 19, 2020
Duration	6 years	10 years
Number of issued units	1,000 units	1,798 units
Number of units available for issuance	-	-

Type of employee stock options	First time of employee stock options in 2020	Second time of employee stock options in 2020
Ratio of subscribable shares to total issued shares	2.27%	4.09%
Subscription period	From March 19, 2022 to March 18, 2026	From March 19, 2022 to March 18, 2030
Exercise method	Delivery of newly issued shares	Delivery of newly issued shares
Period and ratio (%) of subscription restriction	Maximum exercisable subscription ratio for stock options of two full years after maturity is 100%.	Stock options maximum exercisable ratio: Two full years after maturity: 50% Three full years after maturity: 75% Four full years after maturity: 100%
Number of shares obtained after exercise of subscription	1,000,000 shares	1,763,000 shares
Amount of the shares subscribed	NT\$ 10,000,000	NT\$ 29,531,200
Number of shares not yet subscribed	-	-
Subscription price per share of the unsubscribed shares	-	-
Ratio of the number of unsubscribed shares to the number of issued and outstanding shares (%)	-	-
Effect on shareholders' equity	-	-

(II) Names and subscription status of managerial officers who have obtained employee stock options and of employees who rank among the top ten in terms of the number of shares to which they have subscribed through employee stock warrants acquired, as of the printing date of the annual report.

March 31, 2026; Unit: NT\$ thousand; thousand shares

Title	Name	Number of subscription shares received	Ratio of the number of subscription shares received to the number of issued and outstanding shares (%)	Exercised				Not yet exercised			
				Number of shares subscribed	Subscription price (NT\$)	Subscription amount	Ratio of the number of subscribed shares to the number of issued and outstanding shares (%)	Number of shares subscribed	Subscription price (NT\$)	Subscription amount	Ratio of the number of subscribed shares to the number of issued and outstanding shares (%)
Managerial	Vice President	Xiao-Yu Xi	436	436	10.00	6,564	1.00	-	-	-	-
	Associate Vice President	Ren-Sheng Chuang			15.90						
	Vice President				16.30						
	Associate Vice	Ping-Ming Peng			16.70						
					17.30						

Employees	President										
	Director	Chih-Chien Lu									
	Director	Tsung-Chin Wu									
	Manager	No Lou									
	Manager	Ta-Li Sun									
	Manager	Chi-Ming Chung									
	Manager	Wen-Chao Xia									
	Associate Manager	Chia-Hui Tsao				10.00					
	Associate Manager	Sheng-An Cheng	518	1.19	518	15.90	8,004	1.19	-	-	-
	Associate Manager	Te-Kun Peng				16.30					
	Senior Engineer	Qiao yan, Wu				16.70					
	Senior Engineer	Yan li, Zhu				17.00					
	Senior Engineer	Li Chao				17.30					

Note 1: Excludes managerial personnel who have resigned. A total of 1,098,000 employee stock options allocated to them have been excluded.

(III) Private placement of employee stock options status: None.

VI. Restricted employee shares status:

(I) Where the restricted employee shares are not yet satisfied the required criteria, the status up to the printing date of the annual report and the impacts on the shareholders' rights and benefits shall be disclosed

March 31, 2026

Type of new restricted employee shares	Restricted Stock Awards (RSAs)	
Effective registration date and total number of shares	August 8, 2022, 800,000 shares	
Date of Issuance	November 1, 2023	July 31, 2024
Number of restricted employee shares issued	682,000 shares	32,000 shares
Number of restricted employee shares available for issuance	86,000 shares (Note)	
Issue price	Issue price is NT\$0	Issue price is NT\$0
Restricted employee shares issued as a percentage of total number of shares issued	1.56%	0.07%
Vesting Conditions for Restricted Employee Shares	1. After an employee is assigned with the restricted employee shares, he/she is required to satisfy the following criteria for the vesting of such shares: (a) employment continues to be valid during each vesting period; (b) no violation against any contracts signed with the Company and work rules of the Company during each vesting period; (c) performance evaluation of the employee of previous year before the vesting date shall be above Class B. 2. The highest percentage of the vested shares for each year shall be: 34% for one full year after issuance, 33% for two full years after issuance, and 33% for three full years after issuance.	
Restricted Rights of New Restricted Employee Shares	1. During the vesting period, the employee shall not sell, pledge, transfer, offer as gift to others, dispose via any other methods on the restricted employee shares.	

	2. In addition to the aforementioned restrictions, for an employee assigned with the restricted employee shares, his/her other rights before satisfying the vesting conditions, including but not limited to: the right to receive dividends, bonuses and capital surplus, the right to subscribe to cash capital increase, etc., are the same as those for the common shares of the Company issued, and relevant operation methods shall be handled according to the trust/custody contract. 3. For the dividends, bonuses and capital surplus received by an employee not qualifying the vesting conditions, it shall be handled according to the following method: (1) The dividends, bonuses and capital surplus distributed and collected shall be returned in case of the condition described in Subparagraph 1, Subparagraph 2 and Subparagraph 4 of Paragraph 4. (2) The dividends, bonuses and capital surplus distributed and collected by an employee subject to the condition described in Subparagraph 3 of Paragraph 4 shall be calculated in proportion to the actual number of months of employment one year before each vesting date. (3) Return of dividends is not required for the condition described in Subparagraph 5 of Paragraph 4. 4. Before an employee satisfies the vesting conditions, the attendance, proposal, speech, voting rights of shareholders' meeting and other relevant shareholder equity matters of the Company shall be exercised by the commissioned trust/custody institution. 5. In case where the Company executes cash capital reduction, capital reduction with compensation of loss, such that the capital is reduced during the vesting period, the restricted employee shares shall also be nullified in proportion to the capital reduction. In case of cash capital reduction such that cash is returned, it shall be submitted for trust/custody, and shall only be distributed to the employees after vesting conditions are satisfied. If the vesting conditions are not satisfied, the Company will recover such cash.
Restricted Employee Share Custody Status	After the issuance of restricted employee shares, such shares shall be submitted for trust/custody immediately, and before the vesting conditions are satisfied, employees shall not request the trustee to return the restricted employee shares based on any excuse or method.
Handling method for employees failing to satisfy vesting conditions after new share assignment or subscription	1. When an employee fails to qualify the vesting conditions specified in Paragraph (3) of this article, the Company will redeem and nullify the shares of the employee without any compensation. 2. Voluntary resignation, layoff, discharge: For restricted employee shares not yet vested, the vesting conditions are deemed to not been satisfied starting on the effective day of resignation, and the Company will redeem and nullify the shares of such employee without compensation. 3. Leave without pay: The rights and obligations for the restricted employee shares not yet vested are not affected. However, the actual number of shares for vesting in each year, in addition to the vesting conditions specified in Paragraph (3) of this article, shall be calculated proportionally according to the actual number of employment one year before each vesting date of such employee. If the employee is under the state of leave without pay on the vesting day, it shall be deemed to have not yet satisfied the vesting conditions, and the Company will redeem and nullify the shares of such employee without compensation. 4. Retirement: For restricted employee shares not yet vested, Company will redeem the

	part of the shares that have been assigned previously but not yet vested of such employee without compensation. 5. For an employee cannot continue to perform job duties due to general death or disability, disease or death caused by occupational accident: (1) For an employee cannot continue to perform job duties due to disability or illness caused by occupational accident, the employee may vest the full amount of the restricted employee shares not yet vested upon his/her resignation. (2) For an employee subject to death caused by occupational accident or general death, the employee may vest the full amount of the restricted employee shares not yet vested. The heir shall complete necessary statutory procedures and provide relevant supporting documents in order to apply for the receipt of the vested shares or equity of previous disposition. 6. Transfer of job duty/position: (1) When an employee is transferred to a subsidiary, affiliate or other company, the restricted employee shares not yet vested shall be handled according to the method of “voluntary resignation” described in Subparagraph 2 of this paragraph. (2) For an employee assigned by the Company to transfer to a subsidiary, affiliate or other company, the restricted employee shares not yet vested are not affected by the job transfer; however, it is still under the restriction of vesting conditions specified in Paragraph (3) of this article. In addition, the employee is still required to be under the employment for providing service at the Company’s subsidiary, affiliate or other company; otherwise, it shall be deemed to have not satisfied the vesting conditions, and the Company will redeem and nullify such shares without compensation. For the personal performance evaluation of such employee, the Chairman and President of the Company will review the performance evaluation provided by the subsidiary, affiliate or other company of the job transfer in order to determine whether he/she has satisfied the vesting conditions. 7. For an employee submitting a written statement to the Company to voluntarily surrender the new restricted employee shares, the Company will redeem and nullify such shares without compensation. 8. After an employee is assigned with the restricted employee shares, in case of any violation against contracts signed with the Company or work rules of the Company, the Company will redeem and nullify such shares without compensation. 9. When an employee terminates or cancels the agency authorization of the Company for the restricted employee share trust/custody account (please refer to Subparagraph 1 of Paragraph 5 and Paragraph 7 of this article), the Company will redeem and nullify the part of the new restricted employee shares not yet vested without compensation.	
Number of restricted employee shares redeemed or repurchased	208,940 shares (Note 2)	0 shares
Number of released restricted employee shares	366,470 shares	10,880 shares
Number of unreleased restricted employee shares	106,590 shares	21,120 shares
Unreleased restricted employee shares as a percentage of total number of shares Issued (%)	0.24%	0.05%

Effect on shareholders' equity	It is calculated according to the number of outstanding shares of the Company during issuance and the vesting period specified, and it has a limited effect on the earnings per share dilution of the Company, therefore there is no major effect on the shareholders' equity.
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Note1: The unissued shares expired on August 7, 2024.

Note2: The 59,400 shares haven't been registered yet.

(II) The name of employees and status of receipt of managerial officers and top ten employees receiving restricted employees shares accumulated up to the printing date of the annual report :

March 31, 2026; Unit: NT\$ thousand; thousand shares

Job Title	Name	Number of new restricted employee shares granted	Ratio of the number of new restricted employee shares granted to the total number of issued shares	Vested Restricted Shares				Unvested Restricted Shares			
				Number of vested shares	Issue price	Total purchase price	Ratio of the number of vested restricted shares to the total number of issued shares	Number of vested shares	Issue price	Total purchase price	Ratio of the number of unvested restricted shares to the total number of issued shares
Managerial officers	Vice President	Xiao-Yu Xi	0.69	192	117-124.5	-	0.44	90	117-124.5	-	0.21
	Senior Director	Yao-Ming Hu									
	Senior Director	Ren-Sheng Chuang									
	Senior Director	Ping-Ming Peng									
	Senior Director	Yu-Chen Chuang									
	Director	Chih-Chien Lu									
	Director	Tsung-Chin Wu									
Employees	Manager	Hsiao-Mei Wu	0.26	76	117	-	0.17	37	117	-	0.09
	Manager	No Lou									
	Associate Manager	Yang Yang									
	Associate Manager	Yao-Ling Yeh									
	Associate Manager	Hsin-Yen Lee									

Note 1: Excludes shares whose rights have expired due to the resignation of managers/employees, totaling 359,000 shares, accounting for 0.82% of the total outstanding shares.

Note 2: The statistics are based on stock options that are still exercised as of March 31, 2026.

VII. Issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies: None.

VIII. Financing plans and implementation status: None.

Four. Overview of Operations

I. Business Activities

(I) Business Scope

1. Main content of business operated by the Company

Business Item code	Business Item
CC01080	Electronics Components Manufacturing.
F119010	Wholesale of Electronic Materials.
F219010	Retail Sale of Electronic Materials.
F401010	International Trade.
F601010	Intellectual Property Rights.
I301010	Information Software Services.
I501010	Product Designing.
JA02010	Electric Appliance and Electronic Products Repair.
ZZ99999	All business items that are not prohibited or restricted by law, except those that are subject to special approval.

The Company is mainly in the business of analog and mixed-signal integrated circuit design, testing, production, marketing and sales.

2. Sales revenue percentage of main products

Unit: NT\$ Thousand, %

Item \ Year	2024		2025	
	Operating revenue	Operating revenue percentage (%)	Operating revenue	Operating revenue percentage (%)
Communication products	718,766	79.23%	728,687	75.38%
Consumer products	188,412	20.77%	237,978	24.62%
Total	907,178	100.00%	966,665	100.00%

3. Present products and service items of the Company:

A. DC-DC Converter

DC-DC switch mode power converter can be classified into buck, boost and buck-boost converters according to the potential difference between input and output voltage. Buck converter is to provide step-down conversion of high efficiency, high flexibility, wide range and high load capability. Most of the buck converters can switch the circuit based on the duty cycle in order to generate stable average output voltage, followed by using external IC filter for filtering and change waveform. Buck converter of high switch frequency can be equipped with a smaller filter; however, the loss generated due to the switch is relatively higher. Pulse Skipping Mode (PSM) can be utilized to reduce the switch frequency of the buck converter when the load is low, such that it is able to increase the efficiency under light load, and this is extremely important for applications requiring energy-saving during standby time. Boost converter is the only choice for converting input voltage into a higher output voltage. With its internal transistor MOSFET, inductor is charged to achieve the step-up output effect. When MOSFET is turned off, the load rectifier is used to achieve discharge of the inductor. During the conversion process of charging and discharging of inductor, the voltage direction of the inductor is flipped, such that the voltage is increased to be higher than the input voltage progressively. The load current upper

limit of the boost converter is determined by the load current of MOSFET and the step-up ratio of the boost converter. The rated voltage of MOSFET then determines its output voltage upper limit. Some boost converter are integrated with rectifier and MOSFET in order to provide the synchronous rectification function. When the input voltage varies among highs and lows, it is necessary to use Buck-Boost converter as a solution for the power source. Its internal uses four sets of MOSFET switches to automatically switch to the buck mode or boost mode according to the difference between the input voltage and the output voltage. Such characteristic allows Buck-Boost to be very suitable to the application of battery power supply. Accordingly, when the battery is fully charged to be under the high voltage state, it can be used all the way to the low voltage state with all power being consumed. In addition, it is able to provide constant output voltage as much as possible when there is still power left in the battery provided for use. The rated voltage of MOSFET determines the input and output voltage upper limits of the Buck-Boost converter. The DC/DC power management chip is equipped with the characteristics of high efficient conversion, compact size and quick response. During the voltage step-up/down conversion, wide voltage application range of 0.9V~42V is available for selection, and large current of 1A~10A along with the switch frequency of 180KHz~2.5MHz can be provided. Through PSM/PWM automatic switch and the built-in SS/OVP/OCP/OTP in conjunction with the patented loop circuit technology of Fast PWM COT, the effects of high frequency switch and fast dynamic response can be achieved for chips or IC. The Company is also developing a series of power management IC with a digital control interface. Through the dynamic setting adjustment of the IC, it has a dynamic voltage setting function that can accommodate applications with low power consumption. The IC interface allows for flexible output voltage selection. The same method can also be used to control the peak current limit value, PWM switching control mode, soft start, automatic discharge, low reference voltage, over-temperature protection, and over-current protection, providing users with advanced power management plans.

B. Battery Management IC

Battery management IC is able to provide correct charging current and voltage to batteries used for applications. Battery management IC is able to measure the charging current and voltage of battery, and it also controls the transistor MOSFET to allow the charging current to satisfy demands of different battery charging stages: pre-charging - constant current charging - constant voltage charging and cut off current. The 1~3 cells of battery management IC of the Company is able to provide a battery management IC of adjustable input and charging current. With the built-in current reverse protection, short circuit protection, thermal calibration and over-temperature protection function, it is able to achieve high efficiency and high integration of application products, such that it is suitable to a wide range of product applications. Due to environmental sustainability and ESG development concerns, the Company has created a line of supercapacitor chargers that can be used in place of lithium batteries to complement the characteristics of supercapacitors. Professional recycling services are necessary for two main reasons as a result of the environmental problems caused by lithium batteries: one is to mitigate the negative effects on the environment. Although lithium batteries are less toxic than lead-acid batteries, improper disposal can still result in environmental contamination. In contrast, excessive metal extraction will also pose environmental risks. If metal can be recovered through recycling efforts, environmental sustainability will be enhanced. In the current industrial chain, recycling and reusing lithium batteries is challenging, and their reuse rates are significantly lower than those of supercapacitors. High peak

power batteries, USB power supply equipment, industrial PDAs, portable instruments, monitoring equipment, power meters, electrical meters, and driving recorders are just some of the many applications that make use of the first integrated circuit (IC) designed by the Company specifically for supercapacitor charging and discharging power management. Additionally, it can be used in lieu of lithium batteries as a backup system for instantaneous high power and energy storage and discharge, thereby eliminating the need for dangerous and environmentally hazardous lithium batteries. The Company plans to develop ultra-low power and energy harvesting solutions for IoT and wearable devices, utilizing technologies such as solar and RF energy to reduce battery dependence and extend device lifespan.

C. Load Switch

Load switch chip with built-in output transistor MOSFET and output driver use for power switch on/off. In comparison to traditional discrete, the size of the system is significantly reduced, such that it is suitable to portable equipment products requiring space saving. It is also equipped with the characteristics of low voltage work, low on-resistance and low current consumption, and it is also equipped with various additional functions. The load switch chip of the Company is able to perform current protection setting via external programming, and it is also equipped with the soft start sequence along with the built-in current/short circuit/over-temperature activation protection and voltage protection mechanisms, thus achieving the characteristics of low impedance, high voltage and large current. A load switch can achieve more efficient power management, including sequential control, power saving, and other purposes. It also features current leakage reduction during standby mode, suppression of power-on surge, prevention of power reversal, and regulation of rapid discharge during power-off. The company's load switch has many potential uses in electronics for the home, office, and car.

D. Low Iq and Low-dropout Linear regulator (LDO)

The output voltage is regulated via the control of the conduction of linear regulator in order to provide precise and noise-free output voltage, and make quick response to the load change. Accordingly, the main advantage of LDO is its simplicity and low cost and noise, and its quick response ability. Since linear regulation method is adopted, the power obtained by multiplying the voltage difference between input and output with the load average current becomes the power consumed on the LDO regulator. Accordingly, if there is an excessive difference between the input and output voltages, and if it has relatively higher load current, it will cause excessive consumption. High power consumption means that LDO requires larger packaging to provide heat dissipation, and for such situation, step-down converter is often selected and used for replacement. Appropriate LDO selection requires the consideration of its input and output voltage range, current load capability and package heat dissipation ability. The Company's LDO is equipped with the characteristics of low noise, low standby power consumption, low voltage different output, high stability and nose resistance, multiple sets of voltage version planning and ultra-small packaging size.

4. New products (services) planned for development

The new product development items are required to cooperate with the key development direction of the Company, and balance among the scale of investment, market risk and expected return must be obtained. For the currently existing intellectual property rights, we aim to achieve the goal of increase of performance, reduction of cost and expansion of specification to develop new products continuously. For common part of DC-DC application, we have started to head toward more advanced techniques and

processes in order to reduce production cost, thereby maintaining product price competitiveness. In addition, for large current products above 5A, we will cooperate with the packaging factories closely and release the packaging technology of low thermal resistance, thus expanding the application scope of the networking communication market. For foreseeable high growth market, the core products for of the Company include:

- A. Datacom 5G and WiFi-x
- B. USB Type C-PD and IoT
- C. SSD and Mining Chiacoin
- D. TV/Monitor and fiber module
- E. Power IC IP process and packaging products

(II) Industry Overview

1. Industry Current Status and Development

Demand for power management IC will rise as the need for better power management in industrial and electric vehicle applications rises. In addition, researchers and designers strive to make electronic device that are portable, small, efficient, and long-lasting. Manufacturers are increasingly favoring power management IC, and this growth trend is being fueled by the path, a new generation of electronic products that will increase the demand for power management and performance requirements.

Growth in mainstream markets is slowing down, with future growth depending on new applications and technological extensions. Personal information products have become the foundation for 5G/WiFi applications, while diverse AI smart domains will stimulate the integration of communication applications in the development of the network communication industry. Wifi 6E/7, AI Internet of Things and wearable devices, data centers, and computer peripherals with high-speed transmission interfaces will drive a high-quality user experience. Furthermore, to provide more stable and higher performance, the usage of power management ICs per unit product increases with the enhancement of high-performance computing cores and transmission rates. Advanced new-process processors require ultra-low noise power ICs to match and achieve superior system performance.

In addition, according to statistics released by the World Semiconductor Trade Statistics (WSTS), global semiconductor revenue in 2025 is expected to reach \$772 billion, approximately \$45 billion higher than the previous forecast, representing an annual growth rate of 22.5%. This growth is mainly driven by strong demand for artificial intelligence applications and data center infrastructure, benefiting both the logic and memory markets.

Revenue from the logic IC segment is expected to grow by 37.1%, making it the fastest-growing product category, followed by memory with growth of 27.8%. Sensor revenue is projected to increase by 10.4%, microprocessors by 7.9%, analog ICs by 7.5%, and optoelectronic devices by 3.7%. Due to weak demand in the automotive sector, revenue from discrete devices is expected to decline by 0.4%.

By region, revenue in the Americas and Asia-Pacific is expected to grow by 29.1% and 24.9%, respectively, mainly supported by strong growth in logic IC and memory businesses. Revenue in Europe is projected to increase by 5.6%, while Japan is expected to decline by 4.1%.

Autumn 2025	Amounts in US\$M			Year on Year Growth in %		
	2024	2025	2026	2024	2025	2026
Americas	195,123	251,926	338,574	45.2	29.1	34.4
Europe	51,250	54,127	60,429	-8.1	5.6	11.6
Japan	46,739	44,835	50,164	0.0	-4.1	11.9
Asia Pacific	337,437	421,354	526,293	16.4	24.9	24.9
Total World - \$M	630,549	772,243	975,460	19.7	22.5	26.3
Discrete Semiconductors	31,026	30,900	33,436	-12.7	-0.4	8.2
Optoelectronics	41,095	42,597	45,020	-4.8	3.7	5.7
Sensors	18,923	20,894	22,713	-4.1	10.4	8.7
Integrated Circuits	539,505	677,852	874,291	25.9	25.6	29.0
Analog	79,588	85,552	91,988	-2.0	7.5	7.5
Micro	78,633	84,839	96,620	3.0	7.9	13.9
Logic	215,768	295,892	390,863	20.8	37.1	32.1
Memory	165,516	211,568	294,821	79.3	27.8	39.4
Total Products - \$M	630,549	772,243	975,460	19.7	22.5	26.3

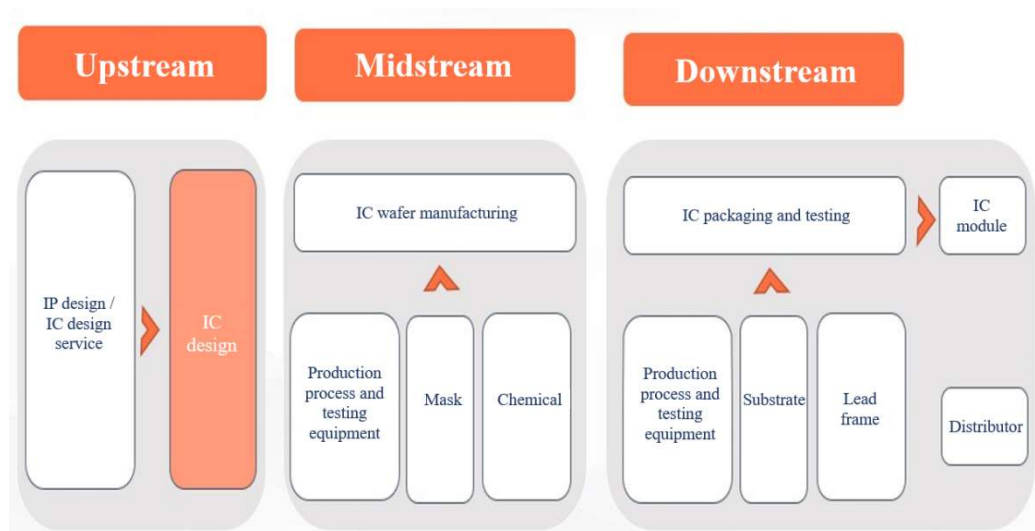
Source: WSTS

2. Correlation among upstream, midstream and downstream in the industry

The Company is an IC design company for high performance analog and mixed-signal semiconductors, and is also a fabless IC design company. Accordingly, the Company is at the very upstream section of the industry, and the downstream supply chain industries include foundry, IC process, packaging and professional testing.

The ICs of the Company are mainly entrusted to foundries for manufacturing, and after the test of the ICs manufactured, ICs are then transported to the packaging factory for packaging, following which the ICs are further transported to the testing factory to perform IC function tests to output finished products. The total IC manufacturing process mainly includes the sequence of IC circuit design, mask making, wafer manufacturing, IC packaging and IC testing. Such professional manufacturing process is jointly achieved by domestic and foreign manufacturers as long-term cooperating partners of the Company.

The IC industry in Taiwan is different from the foreign giant manufacturers completing all processes of design, manufacturing, packaging and testing by one single company. For the IC industry in Taiwan, each production stage involves professional business operator and the vertical professional work allocation is clear, each business operator has its expertise in order to achieve the maximum supply chain effect. In other words, the IC industry in Taiwan is built on a comprehensive work allocation and cooperating system. Accordingly, such structure is able to compete with the integrated device manufacturers (IDM) that have entered the semiconductor field earlier. The correlation among the upstream, midstream and downstream of the IC industry in Taiwan is illustrated in the following:



3. Various development trends of products

Products will mainly head toward the development trend of compact size, high performance, low standby power consumption and high integration. As the diversity of the portable products in the market increases, the end customers' demands for compact, lightweight, long standby time and high function integration will increase. Accordingly, the power management IC playing an important role in the electric products will need to be able to reduce the overall area of occupancy and improve overall machine efficiency for customers. In addition, the standby power consumption needs to be reduced in order to prolong the battery lifetime or to qualify tougher energy-saving standards and requirements. Furthermore, energy-saving technology has become an important topic nowadays, and power management also plays a key role in energy-saving technology. Accordingly, in addition to the pursuit of high efficiency, smart switching management mode is another major trend for energy saving.

For future products developed by the Company, both the component quantity and circuit board use area will be reduced while achieving the effects of reduction of the system power consumption and stable output quality, in order to satisfy the development trend of current products in the market. Furthermore, to satisfy the demands for various different specifications, the Company will engage in collaboration with customer's design team in order to jointly develop products of low cost, high performance and high integration. Moreover, the Company is equipped with the design capability satisfying the customer demands and also collaborates with system integrator to define product specification jointly. Accordingly, the Company is able to provide most optimal IC for specific market and to become the mainstream market trend.

4. Product competition status

The R&D team of the Company is equipped with extensive experience and has applied and acquired numerous international patent certificates domestically and overseas along with successful experience in DC-DC power and multi-function highly integrated IC. Through effective control of product development, process design and manufacturing cost, the Company develops products demanded by the market and customers and also provides products of high cost-performance ratio via cost optimization. Accordingly, the Company's products have been selected and used by international giant manufacturers and customers for their diverse and highly integrated system solutions.

The Company's sales team has established solid relationship with the customer groups of networking communication ODM, branded business operators and

telecommunication operators. Accordingly, the Company is able to understand the market demands swiftly before the full implementation of 5G era. For the telecommunication era with the rapid development of network and increase of transmission speed, such increasing demand is expected to become the driving force for significant sales growth in the future. For other fields, such as SSD and Type-C, the Company has also provided numerous new designs, and the Company has collaborated with domestic and foreign main chip manufacturers to develop a series of power management ICs, in order to satisfy the market demand and to provide comprehensive solutions to customers with advanced technology. Through the joint development with main chip manufacturers, introduction of highly integrated power management and power protection ICs, the Company is able to develop competitive products satisfying customer demands, in order to increase the added value of customers' products. In addition, with the complementary functions of the product lines, customers' demands for power analog related ICs can be satisfied all at once, thus saving purchase resource of customers and strengthening the customer relationship while expanding to other relevant application product aspects.

As the business scale of the Company expands, the production capacity demand also increases. Accordingly, the Company maintains long-term solid cooperation relationship with all vertical integration business operators and also expands future long-term joint development business opportunities based on the strategic partners. To maintain the production advantages and systematic operation of the Company, the Company has also implemented the e-commerce ERP system in order to control the product manufacturing progress. In addition, to satisfy the international quality standard, the Company has also obtained the ISO9001 international quality management system certification.

(III) Technology and Research and Development Overview

1. Technology level and research development for business operation

The power management ICs of the Company, presently, are mainly applied to consumer electronic products, and it is a large scale market with fine categorization of applications, which is also an extremely competitive market. The Company is able to exploit its advantages and expertise in order to develop suitable products, and this is also the key to the Company's success in this market.

The key factors to the development of power management IC include product definition, circuit and board design, foundry and packaging.

To achieve proper product definition, system engineers must have comprehensive understanding of the market application in order to make the right decision with respect to function, indicator and cost, and may also be able to propose prospective recommendations based on the prediction of future short-term development trend. With regard to the circuit and board design of power ICs, R&D engineers must satisfy certain specific requirements such that they need to be familiar with all common analog circuits and digital logic designs and must also understand the impacts of different parasitic element on the circuit, in order to foresee and prevent possible abnormalities under extreme conditions. An outstanding power IC engineer must have in-depth understanding of the power device, technical process and packaging. Especially, for the design and testing of products of high voltage or large current, it is necessary to make comprehensive determination based on the integration of circuit, board, power device and IC peripheral components, in order to find the problem. Nevertheless, all of such knowledge and skills require long period of learning and experience accumulation. All system engineers and design team core members of the Company have more than 20 years of working experience in U.S. mainstream power chip suppliers, such that they have extensive knowledge and experience in the main application fields of consumer electronic power

ICs and products. With regard to the two aspects of foundry and packaging of the business operation, the Company, presently, collaborates with the mainstream foundries in Asia, in order to guarantee the product reliability and to satisfy the product capacity demand.

The competitiveness of power management IC is mainly realized in the aspects of function definition, performance indicator, production cost and product size. For the terminal market and new emerging applications, the Company will rigorously manage the product definition in order to achieve product differentiation and specific performance, thus allowing the Company's products to become the priority choice of customers while elevating the barrier for being replaced by others or duplicated by competitors. For the terminal market, the Company will continue to implement technology innovation, design optimization and process upgrade in order to improve the performance indicator, to reduce production cost and to reduce product size, thus enhancing the competitiveness of the Company's products continuously.

2. Research and development expenses in most recent year and up to the printing date of annual report

Unit: NT\$ thousand

Item/Year	2024	2025
Research and development expenses	166,173	134,347

3. Technology or product successfully developed in the most recent year and up to the printing date of the annual report

- (1) Launched a 36V/6A/500kHz multifunctional I²C digital-controlled synchronous buck converter.
- (2) Launched an 18V/12A/700kHz high-efficiency synchronous buck converter.
- (3) Launched a 32V/5A/500kHz high-efficiency synchronous buck converter.
- (4) Launched a 24V/4A/650kHz high-efficiency synchronous buck converter.
- (5) Launched an 18V/6A synchronous buck converter in a compact DFN 2.5×1.5_10L package.
- (6) Launched a 5.5V/4A/2.1MHz ultra-compact synchronous buck converter in a DFN 1.5×1.5_6L package.
- (7) Launched a 6V/1A/6MHz low-power (11μA quiescent current) ultra-compact synchronous buck converter in a WCSP_5L package.
- (8) Launched a highly integrated 5V/3A/1MHz synchronous buck-boost converter.
- (9) Launched a 33V/5A highly integrated I²C digital-controlled load switch for USB PD applications.
- (10) Launched a 60V/200mA ultra-low quiescent current (1μA) linear low-dropout regulator (LDO).
- (11) Launched a 5.5V/2A linear low-dropout regulator with 3.6V fixed output voltage.
- (12) Launched a single-capacitor (LIC) charging management IC with 750mA charging current and 4A discharge capability, featuring comprehensive integrated protection functions.
- (13) Launched a single-capacitor (LIC) charging management IC with 5A charging current and ultra-low quiescent current (1μA), featuring comprehensive integrated protection functions for high-power industrial and consumer fast-charging applications.

(IV) Long/Short-Term Business Development Plan

1. Short-term planning

The main direction of the short-term plan of the Company is to understand customer application demands, to develop products satisfying customer and market trends, and to establish a core product line. The Company will properly utilize accumulated technologies to develop new products swiftly, and to provide high quality and cost competitive products. Short-term business development plan is as follows:

- (1) Strengthen cooperation with key customers of the Company, provide competitive products and complete technical services, in order to increase market share. With regard to the supplier selection of customers, the Company will continue to enhance the continuous cooperation and mutual reliance. In addition, the Company will visit customers to discuss and understand customer demands, and will provide products satisfying customer demands. Engineers complete technical services in a timely manner and provide assistance to products demanded by customers in order to achieve mass production according to the schedule.
- (2) Enhance marketing and sales management. Implement corresponding product education and training for marketing and sales personnel, and provide industry and market information, allowing sales personnel to link the Company's products to the customer demands properly.
- (3) Properly allocate the semiconductor professional resources in Taiwan and China, in order to provide customization service and to satisfy customer demands, thereby achieving the customer service-oriented business model.
- (4) Collaborate with distributors to develop new customers and new market application opportunities, regularly review the contributions of distributors, focus on supporting distributors with customer development capabilities, and provide them with a larger customer base to achieve positive business growth.
- (5) Maintain proper and close cooperation relationship with foundries and packaging and testing factories, enabling rapid response to market changes, ensuring the acquisition of capacity and price support according to customer needs, and meeting customer requirements for product delivery times.
- (6) In response to the risks posed by global changes (such as trade wars, border conflicts, etc.), we actively cooperate with clients' demands for mass production of products in regions such as Southeast Asia, providing suitable trading and logistics arrangements.

2. Long-term plan

The long-term plan of the Company mainly focuses on the product line continuity and integrity, strengthening of process development capability, improvement of product quality and optimization of production cost, and the enhancement of product core competitiveness, such that the Company's products can be widely applied to all electronic products.

- (1) Closely monitor technology development trend and market application demands, and cooperate with the Company's own research and development capability, in order to provide comprehensive product series and expand product completeness continuously, thus satisfying customers' demands for diverse products.
- (2) Continue to invest resources in technology development, accumulate product research technical database and patents, and discuss future product specification requirements with customers, in order to cope with the industrial development; in addition, develop

high added-value products, thereby improving the market position of the Company and achieving optimized product sales combination.

- (3) Continue to strengthen cooperation with main IC platform, such that through the new platform cooperative development, the competence of R&D personnel on new applications can be improved, and the future industrial development for power management IC specification requirements can be understood, thus achieving early planning of technical designs for new product applications. Furthermore, through the main IC platform cooperation model, the brand awareness of the Company can be enhanced. Accordingly, through the platform promotion, products can be sold to greater number of customers, and greater cooperation opportunities can be sought.
- (4) Continuously develop sales channels in Taiwan and mainland China, integrate the resources and sales networks of overseas distributors, and expand new customer bases in Europe, America, Japan, Korea, Southeast Asia, and India, thereby creating more business opportunities in various regions.
- (5) Continuously deepen the long-term cooperative relationships with wafer fabs and packaging and testing factories, establishing strategic partnerships. When market demand is high, we can secure sufficient production capacity support; when supply exceeds demand, we can obtain price support and maintain a certain volume of orders to sustain the strategic cooperative relationship between both parties. Moreover, continue to collaborate with wafer fabs on the joint development of special processes and reduction of production costs, and to develop high-quality and competitive products.

II. Market, Production and Sales

(I) Market analysis

1. Main product (service) sales (supply) region

Unit: NT\$ thousand ; %

Item \ Year		2024		2025	
		Amount	%	Amount	%
Domestic sales		622,128	68.58%	677,608	70.10%
Export sales	Asia	272,410	30.03%	251,610	26.03%
	Europe	12,640	1.39%	37,401	3.87%
	Others	-	-	46	-
	Subtotal	285,050	31.42%	289,057	29.90%
Total		907,178	100.00%	966,665	100.00%

2. Market share percentage

According to IEK of ITRI, Taiwan's IC design industry output value reached NT\$1.42 trillion in 2025, a record high, representing growth of 6.8%. Based on the latest industry outlook, output value in 2026 is expected to continue growing, supported by demand from AI, high-performance computing, and communication applications, and is projected to exceed NT\$1.5 trillion.

Although the Company's market share in the analog IC design market remains limited, demand driven by the adoption of next-generation Wi-Fi standards has supported stable shipments and revenue of related products.

3. Market future supply and demand status and growth

The main product of the Company is power management IC, and its product application can be divided into two main categories: communication products, and consumer products. The communication products mainly include Wi-Fi 6 router, home gateway, cable modem, FTTx, USB Type-C products. The consumer products include SSD, smart home appliances and other consumer 3C products. 2025 product application ratio: communication products of approximately 75.38%; consumer products of approximately 24.62%. The following provide information on the scale and future trend analysis of the power management IC market, Wi-Fi device market, SSD market and USB Type-C market:

A. Networking communication market

According to the latest forecast by IEK of ITRI, Taiwan's communications industry output value is expected to reach NT\$1.2986 trillion in 2025, representing annual growth of 1.4%, supported by AI-driven demand for cloud and data centers, continued global network infrastructure investment, and a recovery in exports of Wi-Fi 7, switches, and high-speed fiber equipment.

Looking ahead to 2026, industry output value is projected to increase to NT\$1.3156 trillion, up 1.3% year over year, driven by continued upgrades in networking equipment integrating Wi-Fi 7 and AI chips, steady demand for AI data center switches, expanding 5G services, and growth in cloud applications.

In addition, the development of 5G RedCap, broader AI adoption in telecom applications, and improving affordability and penetration of Wi-Fi 7 products are expected to further support demand from the second half of 2025 into 2026.

Supported by demand for 5G FWA, 10G PON fiber access equipment, Wi-Fi 7 devices, AI data center switches, and enterprise networking upgrades, overall market demand is expected to remain on a growth trend.

B. Consumer electronics market:

According to the latest market research, the global solid-state drive (SSD) market continues to benefit from growing demand driven by AI computing, cloud data centers, high-performance computing, and device upgrades. Research and Markets estimates the global SSD market will reach \$82.82 billion in 2026, up from \$71.34 billion in 2025, reflecting continued growth in enterprise storage demand, data center expansion, and consumer device replacement cycles.

Several research institutions also forecast continued double-digit growth for the SSD market. Precedence Research estimates the market at \$55.73 billion in 2025, increasing to \$66.32 billion in 2026, with further expansion expected through 2035. Growth is mainly driven by rising demand from AI servers, cloud platforms, enterprise storage systems, and high-performance PCs requiring faster and lower-latency storage solutions.

From a technology perspective, SSD interfaces are shifting from traditional SATA to PCIe / NVMe architectures. Higher speed and lower latency are accelerating adoption in cloud computing, data centers, edge computing, and AI training environments. Recent launches of PCIe Gen5, PCIe Gen6, and high-capacity enterprise SSDs also indicate continued development toward higher speed, larger capacity, and greater density.

In addition, rapid growth in digitalization, remote work, IoT, 5G, VR/AR, and machine learning applications is increasing demand for high-performance storage devices

across notebooks, gaming devices, industrial PCs, automotive electronics, and smart devices. Overall, demand for high-speed data access and highly reliable storage will remain a key driver of SSD industry growth.

C. USB Type-C application market:

According to the latest research from Research Nester, the global USB Type-C market was valued at approximately \$40.66 billion in 2025 and is projected to grow to \$153.4 billion by 2035, representing a compound annual growth rate (CAGR) of 14.2%. In addition, Technavio estimates that the global USB Type-C market will expand by approximately \$17.26 billion from 2025 to 2029, indicating continued industry growth momentum.

Market growth is mainly driven by the increasing adoption of USB Type-C interfaces in smartphones, tablets, notebooks, monitors, gaming devices, and peripheral products. In addition, government policies promoting universal charging standards are accelerating USB Type-C as the mainstream connection standard. For example, the European Union has required most consumer electronic devices to adopt USB-C charging interfaces since 2024, further supporting global demand.

From a technology perspective, USB Type-C supports USB4, Thunderbolt-compatible architecture, and USB Power Delivery (USB PD) 3.1 standards, with maximum power delivery of up to 240W. It also integrates high-speed data transfer, video output, and charging functions, making it widely applicable to AI PCs, premium notebooks, docking stations, industrial equipment, and business applications.

Overall, the USB Type-C market is expected to continue developing toward higher speed, higher power capacity, single-interface integration, and cross-device standardization. Demand for related controller ICs, power management ICs, and connectors is expected to remain strong, which should benefit the Company's related product lines.

4. Favorable, unfavorable factors for competition niche and development outlook and countermeasures

(1) Competitive niche

A. Outstanding research and development technical capability

The core research and development team of the Company has more than 20 years of working experience in large IC international enterprises for the field of analog power management IC in Silicon Valley, USA. Since the establishment of the Company in September 2010, all power management IC products are self-designed and developed by the Company. The Company focuses on providing competitive products of high performance, high quality and fast dynamic response to customers, such that the Company is able to take a leading position in the competitive industry.

B. Customer oriented, long-term cooperation relationship with customers

The sales engineer technical team of the Company provides complete sales and technical services to customers. Starting from the stage of customer product development, our team is able to provide comprehensive product consultation, quotation, engineering support, delivery, quality and after-sale services. We assist customers to reduce the product development schedule and maintain excellent cooperation, in order to establish a long-term cooperation relationship with customers.

C. Close and excellent cooperation relationship with upstream and downstream foundries

In view of the severe competition in the technology industry market nowadays, under the environment of continuous technology advancement, the Company is able to utilize the advantages of semiconductor professional work allocation in Taiwan and China, and has established long-term cooperation and strategy partnership with foundries, packaging and testing factories, in order to ensure that the production capacity, quality, delivery flexibility and price of products are able to satisfy customer demands, thus promoting the supply and maintaining the long-term competitiveness of the Company.

D. Fast and convenient cooperation model with end customers

In view of the end users' demand for turn-key solution from suppliers in order to achieve the advantages of accelerating their product certification and shortening the development cycle. The Company will continue to cooperate with upstream IC main chip suppliers, and participate in the product development cycle stages in order to provide appropriate products of the Company. Accordingly, through early development participation, the Company is able to achieve competitive advantages of fast and convenient implementation at the system integration customer end.

(2) Favorable, unfavorable factors for development outlook and countermeasures

A. Favorable factors

(A) Power management IC industry with promising long-term outlook

Power management ICs have been widely used in the products of computers, communication and consumer electronics, referring to the 3C industry of the technology sector. With fast advancement of new technologies, new market and product development continues to be driven by new technologies, and emerging technologies also evolve in the market, such as Wi-Fi 6, the sixth generation of Wi-Fi, in the communication industry, is currently the new generation of Wi-Fi standard, which is also known as 802.11ax. In addition, the 5G (fifth generation of mobile communication technology), cloud storage products and USB Type-C introduction, have also driven rapid development of 3C peripheral products, and the demand for power management IC becomes more diverse, which also drives the power management IC market demand.

(B) High analog IC entrance barrier, and tough product quality requirements

Electronic products are required to satisfy the criteria of high efficiency, stable voltage and noise suppression capabilities, and customers' demand for product quality is also high. Analog power management IC is responsible for the power conversion and system stability of electronic products, and is required to provide protective measures in case of abnormality, such that terminal products are able to operate safely and stably under the requirements of high performance. The core management team of the Company is equipped with extensive experience in analog IC industry related design, research and development, sale, technical support, manufacturing and quality control. All main customers of the Company are leading enterprises in the industry, we have cooperated with customers for several years. By providing quality and competitive products and excellent services, we have established strategy cooperation relationship with customers, thus setting up high entrance barrier for new competitors in the industry.

B. Unfavorable factors

(A) Product life cycle shortened due to market product specification change

Wi-Fi wireless network technology allows computers (notebook computers and desktop computers), mobile devices (smart phones and wearable devices)

and other equipment (printers and cameras) to connect to the internet. As the technology advances, the wireless network connection demands faster speed and data transmission of greater function. To cope with the advancement of wireless network technology of high specification, the product specification of power management IC must also advance to satisfy demands.

In addition, the Company's products are also used in the Type-C and SSD end markets, belonging to applications of relatively shorter life cycle. Accordingly, the Company must continue to develop or improve products to satisfy new demands of customers. If the Company invests in the research and development personnel, equipment and masks in any improper direction, it is likely to result in waste of research and development budget, such that the contribution to the return of business and profit can be affected.

Countermeasures:

The R&D team will continue to develop products with differentiation and high function specification, and will also head toward advanced process continuously in order to increase production capacity and reduce cost, thus strengthening the product competitiveness. In addition, the Company also enhances personnel training and improves manpower quality in order to increase the overall research and development capability, to develop high end products and to shorten the product launch schedule. During the planning of new products, the Company primarily considers the wide use of application fields, and the chip architecture design reserves the flexibility for packaging, external circuit and control of firmware. Accordingly, the Company can provide complete application system design solution according to the market demand change, thus reducing the resource investment for new IC development. In addition, the Company also enhances personnel education and training and increases the manpower quality to improve the overall research and development capability and to shorten the schedule from the product development to market launch. At the same time, we are exploring new markets to broaden our product range and create new revenue streams.

(B) Risk of competition in the same industry

The Company is a power management IC design company and focuses on the development, design and sales of products. The Company's products are mainly applied to communication products and consumer products. After reviewing the semiconductor industry information and IC design company related information, most of the main competitors in the industry of the same applications are well-known international giant enterprises. In comparison to these well-known international giant enterprises, the scale of the Company is relatively small, such that the Company faces price competition with these international giants.

Countermeasures:

The Company's products have obtained certifications from the main chip manufacturers, and product specification and quality have received great recognition from the end customers, and strategic partnership has been established with customers. Accordingly, the Company understands the demands of end customers and product development trend, such that customized products of the Company are able to satisfy the demands of end users. The R&D team will continue to develop products with differentiation and high function specification, and will also head toward advanced process continuously, in order to increase

production capacity and reduce cost, thus strengthening the product competitiveness.

(C) Intellectual property right related risks

With regard to the competition among the business operators in the same IC design industry, in addition to the price competition, patent right lawsuit is also a common method adopted in the industry. Through patent right lawsuits, competitor is able to reduce the competitiveness of counterparties. However, lawsuit period is typically long, cost is high and loss of customers may also occur. Consequently, the growth and business operation of companies involved may be affected.

Countermeasures:

With regard to the patent planning strategy, the Company focuses on the patent application and acquisition of patent rights for core technologies, in order to protect the intellectual property rights and research and development outcomes of the Company. All patents of the Company can be applied to the product design and production, and solutions can be provided to customers, in order to achieve greater performance for key applications. To protect the patents of core technologies, the Company also applies patents for other various similar applications with respect to the key technologies, in order to protect the core patents of the Company.

(D) Risk of trade secret disclosure

Security of the research and development is one of the most important aspects for an IC design company. If any trade secret or research and development outcome is stolen by others, it can cause certain impact on the business operation and profit of the Company.

Countermeasures:

The Company stores core technologies researched and developed in the R&D exclusive server, exclusive network and connection are implemented for control such that server can be connected via local area network only. In addition through the program of terminal services, account password verification is required to open the work interface. In addition, the network line is not connected to conventional internet network and the function of USB access is disabled to prohibit any access method via USB to obtain any data. When the R&D team uploads the research and development outcomes for file archives, President or Information Department Head is required to open the FTP in order to perform one-way only transmission, and it is closed immediately after use.

(E) Insufficient analog IC design talents

Analog IC design talents cannot be cultivated easily, and design engineers are required to be equipped with extensive knowledge on semiconductor physical properties, wafer manufacturing process and electronic design. As digital network economy expands rapidly, outstanding R&D personnel are also seeking relatively higher investment return, such that most of the R&D talents tend to choose their career development in digital IC field. Accordingly, senior analog IC design engineers are sought by all business operators in the industry. In addition, as the market product changes rapidly, the number of IC talents from universities and graduate schools each year is limited; therefore, the talent demand is higher than the supply in the market.

Countermeasures:

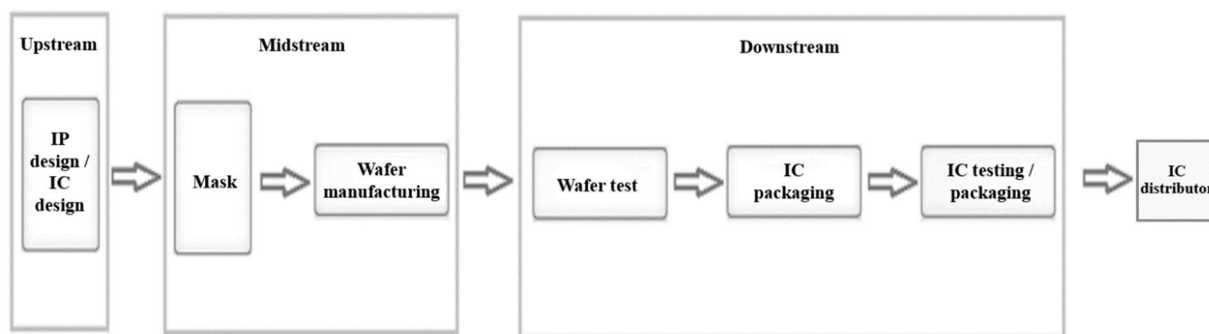
The Company promotes the humanized management system, and provides comfortable working environment, smooth promotion channel and excellent benefits. In addition, the Company also provides bonuses and employee stock options to share business profit of the Company with employees, in order to establish the business philosophy of talent-oriented approach, outcome sharing and sustainable operation. Furthermore, the Company also provides complete education and training to employees in order to cultivate diverse talents, and establishes comprehensive communication channel. Moreover, the Company continues to optimize employee welfare system in order to enhance employees' recognition and cohesion toward the Company, thus reducing the turnover rate of employees.

(II) Key purpose and manufacturing process of main products

1. Key purpose of main products

Product name	Main purpose or function
Power management IC	Power Management Integrated Circuits (ICs) refer to ICs that handle the electrical energy conversion, distribution, testing and other electrical energy management in electronic equipment and system.

2. Main product manufacturing process



(III) Main raw material supply status

Main raw material	Supply status
8" wafer	Normal

(IV) Name of customers accounted for more than 10% of total purchase (sales) amount of the company in either of the two most recent fiscal years, the percentage of total procurement, and an explanation of the reason for change in these figures:

1. Name of suppliers accounted for more than 10% of total purchase amount of the company in either of the two most recent fiscal years, the percentage of total procurement, and an explanation of the reason for change in these figures:

Unit: NT\$ thousand ; %

Item	2024				2025			
	Name	Amount	Percentage of the annual net purchases (%)	Note	Name	Amount	Percentage of the annual net purchases (%)	Note
1	Company A	154,557	39.81%	—	Company A	149,295	34.90%	—
2	Company B	95,214	24.52%	—	Company B	105,800	24.73%	—
3	Company C	48,864	12.59%	—	Company C	74,494	17.42%	—
—	Others	89,616	23.08%	—	Others	98,184	22.95%	—
—	Net purchase amount	388,251	100.00%	—	Net purchase amount	427,773	100.00%	—

Note: Relationship with the Company

Reason for increase/decrease change: There has been no major change in the key suppliers of the Company in the most recent two years. The decrease in purchase amounts is attributable to a decline in end-market demand.

2. Name of customers accounted for more than 10% of total sales amount of the company in either of the two most recent fiscal years, the percentage of total sales, and an explanation of the reason for change in these figures:

Unit: NT\$ thousand ; %

Item	2024				2025			
	Name	Amount	Percentage of the annual net sales (%)	Note	Name	Amount	Percentage of the annual net sales (%)	Note
1	Customer A	356,662	39.32%	—	Customer A	367,230	37.99%	—
—	Others	550,516	60.68%	—	Others	599,435	62.01%	—
—	Net sales amount	907,178	100.00%	—	Net sales amount	966,665	100.00%	—

Note: Relationship with the Company

Reason for increase/decrease change: There has been no major change in the customers of the

Company in the most recent two years.

III. Working staff

Number of employees, average service year, average age and educational level distribution ratio in the last two years and up to the printing date of annual report

Unit: Person; %

Item \ Year		2024	2025	Up to the date of March 31, 2026
Number of employees (people)	Direct employees	-	-	-
	Indirect employees	94	95	94
	Total	94	95	94
Average age (years old)		39	40	40
Average service year (year)		5.5	5.9	5.8
Education background distribution ratio (%)	Ph. D.	3.2	1.1	-
	Master's	31.9	35.8	34
	University/College	63.8	62	64.9
	High School	1.1	1.1	1.1
	Below High School	-	-	-

IV. Environmental protection expenditure information

Any losses suffered by the Company in the most recent year and up to the annual report publication date due to environmental pollution (including compensation and violations of environmental protection laws and regulations found in environmental protection audit results, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

V. Labor management relations

(I) Company's employee welfare measures, continued education, training, retirement system and implementation, and labor management agreement and various employee benefit protection measures status

(1) Employee welfare measures

The Company regards employees as its most valuable asset. In addition to statutory labor insurance, health insurance, and pension contributions, we offer a wide range of benefits, including festival bonuses, birthday gifts, celebrations, year-end parties, group insurance, periodic health checks, team meals, and recreational activities. In 2025, the "Healthy Walking Challenge" attracted 38 participants, achieving a participation rate of over 57%. The event promoted health awareness and physical activity, with top individual and team performers awarded prizes and wellness leave.

To share operational achievements with employees, the Company has established an employee remuneration system in its Articles of Incorporation. This links remuneration to corporate performance, aiming to attract and retain top talent while maximizing value for both employees and shareholders.

(2) Continuing education, training and implementation status

The Company provides internal and external training courses according to the job function needs.

(3) Pension system and implementation status

The Company complies with the Labor Standards Act and the Labor Pension Act in managing employee retirement benefits.

For foreign employees still covered by the old pension system, the Company contributes 2% of their monthly salary to a retirement reserve account at the Bank of Taiwan. At year-end, the account balance is reviewed to ensure sufficient funds for retirees in the coming year. If the balance is insufficient, additional contributions are made by the end of March the following year. As of the end of 2025, the accumulated provision under the old scheme amounted to NT\$109,800.

The Company contributes 6% of each employee's monthly salary to their individual pension accounts with the Bureau of Labor Insurance. In 2025, the total contribution under the new scheme amounted to NT\$3,158,806.

Pension System	Old Pension Scheme	New Pension Scheme
Applicable Legal Basis	Labor Standards Act	Labor Pension Act
Contribution Method	A monthly contribution equivalent to 2% of employees' total salary is deposited under the company's name into a dedicated account at Bank of Taiwan.	6% Contribution Rate
Contribution Amount	The accumulated amount of the labor retirement reserve fund was NT\$109,800.	In 2025, a total of NT\$3,158,806 was contributed to the Labor Pension Fund under the new scheme

(4) Labor management agreement and various employee benefit protection measures

The Company handles matter according to the labor law and relevant regulations, and establishes employment contract, work rules and various management regulations. Since the establishment of the Company, the labor management relation is harmony, and there has been no occurrence of major labor management disputes and loss.

(5) Employee benefit protection measures

The Company has established management regulations specifying the rights and obligations of employees and benefits to protect the rights and interests of employees.

- (II) Any losses suffered by the Company in the most recent year and up to the annual report publication date due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:

The Company has always valued harmonious labor relations. In the past two years and up to the date of this annual report, there have been no significant losses resulting from labor disputes.

VI. Information security management

(I) Information and Communication Security Risk Management Framework

In 2023, our company established the "Information Security Promotion Team" responsible for executing information operation security planning, building and maintaining the information security management system, coordinating the formulation, execution, risk management, and compliance audit of information security and protection policies. The

corporate Information Security Committee is chaired by CEO, with the Senior Manager of the Information Management Department serving as the team leader, and the company's operations executive as a member; additionally, the "Information Management Department" is specifically responsible for the planning and audit of company information security and physical security and also leads the operation of this committee.

The Corporate Information Security Committee conducts annual management review meetings to audit the results of information security risk analyses and the corresponding protective measures and strategies adopted by our company. This ensures the continued applicability, appropriateness, and effectiveness of the information security management system.

(II) Information and Communication Security Policy

Our company's information security policy covers both the company and its subsidiaries domestically and abroad, focusing on:

- 1.Strengthening personnel's awareness of information security. Employees should participate in information and communication security-related education and training to enhance the company-wide awareness of information security.
- 2.Protecting the security of the company's business services by preventing unauthorized modifications to ensure their accuracy and completeness.
- 3.Establishing a business continuity plan for the company to ensure the sustained operation of our business services.
- 4.Ensuring that the execution of the company's various business services complies with relevant laws and regulations.

With the goal of virus prevention, hacking prevention, and leakage prevention as the three main pillars of information security protection, we establish firewalls, intrusion detection systems, antivirus systems, and many internal control systems. This enhances the company's ability to defend against external attacks and ensure the protection of internal confidential information.

(III) Specific Management Plans

- 1.Enhance information security protection capabilities: Regularly conduct vulnerability analysis and penetration testing of the information security system and reinforce and repair as necessary to reduce information security risks. Establish a disaster recovery plan and regularly conduct drills for the plan.
- 2.Improve network, endpoint, and application security: Segment network zones to reduce overall exposure risk, evaluate endpoint detection and protection mechanisms, and enforce multi-factor authentication protection.
3. Enhancing network, endpoint, and application security: Strengthening anomaly detection and protection for endpoint devices through mechanisms such as application whitelisting and Endpoint Detection and Response (EDR).
- 4.Dedicated responsibility: The company has a dedicated IT department and personnel and has established an Information Security Promotion Team to promote the review of information security operations.
- 5.Education and training: Conduct irregular information security education and training for all employees, as well as information security scanning and social engineering phishing email tests, to enhance information security awareness. Ensure the operation of information security is implemented at all levels of management and across all departments.
6. Zero Trust Network Access (ZTNA) Evaluation: The Company is evaluating ZTNA to

enhance cybersecurity through user and device authentication, least-privilege access control, reduced exposure to external attacks, and centralized monitoring of access activities. It is intended to gradually replace SSL VPN remote access.

7. Intellectual Property Management Plan: The Company is establishing an intellectual property management program covering the acquisition, protection, and utilization of intellectual property. The framework is expected to be completed in the second half of 2026, with annual progress reports to the Board of Directors. Relevant information will be disclosed through sustainability reports, the Company website, and other public platforms.

(VI) Resources Invested in Information and Communication Security Management

1. Dedicated Personnel: The company has a dedicated corporate organization, the "Information Management Department," responsible for the planning of information security, technology implementation, and related audits, to maintain and continuously strengthen information security.
2. Education and Training: All new employees complete information security education and training courses before their start date; annually, four social engineering phishing email tests and two vulnerability scans and remediations are conducted.
3. Information Security Announcements: Over twenty information security announcements are made annually, conveying important regulations and precautions for information security protection.

- (V) Significant Information and Communication Security Incidents: No significant cybersecurity incidents occurred in 2025, and therefore this is not applicable.

VII. Important Contracts

Information on the contracting parties, main content, restrictive clauses and contract start/end date of supply and sales contracts, technical cooperation contracts, engineering contracts, long-term loan contracts and other important contracts sufficient to affect the rights and interest of shareholders that are still valid up to the printing date of the annual report and expired in the most recent year.

Nature of Contract	Contract party	Contract start/end date	Main content	Restrictive clause
Loan contract	Taishin International Bank	September 1, 2025/ August 31, 2026	Loan amount of short-term borrowings, domestic/foreign letter of credits	None.
Loan contract	CTBC Bank	December 1, 2025/ December 30, 2026	Import OA of credits	None.
Loan contract	Mega International Commercial Bank	August 4, 2025/ August 3, 2026	Loan amount of short-term borrowings, Import OA of credits	None.
Lease contract	Bao Zhong Ting Yi-Min Senior High School Consortium	October 1, 2024/ September 30, 2027	Office lease	None.
Assembly and testing contract	Company B	November 1, 2023/ October 31, 2026	Assembly and testing	None.

Five. Financial Status and Financial Performance Analysis & Risk Matters

I. Financial Status:

Financial Status Comparison and Analysis Table

Unit: NT\$ thousand ; %

Item \ Year	2024	2025	Variation	
			Amount	%
Current assets	1,564,726	1,699,993	135,267	8.64
Property, plant, and equipment	161,743	163,086	1,343	0.83
Intangible assets	9,157	10,800	1,643	17.94
Other assets	17,790	26,807	9,017	50.69
Total Assets	1,753,416	1,900,686	147,270	8.40
Current liabilities	193,138	243,515	50,377	26.08
Non-current liabilities	4,774	3,393	(1,381)	(28.93)
Total liabilities	197,912	246,908	48,996	24.76
Share capital	428,321	437,016	8,695	2.03
Capital surplus	591,465	590,054	(1,411)	(0.24)
Retained earnings	589,159	661,453	72,294	12.27
Other equity	(25,016)	(6,320)	18,696	74.74
Treasure shares	(28,425)	(28,425)	-	-
Total Equity	1,555,504	1,653,778	98,274	6.32
Description of major changes (for increase/decrease ratio change exceeding 20% and above and amount of change reaching NT\$10 million):				
1. Increase in Current Liabilities and Total Liabilities: Mainly due to an increase in short-term borrowings.				
2. Increase in Other Equity: Mainly due to the recognition of compensation cost for restricted stock awards in 2025.				

Where the effect is of material significance, the annual report shall describe the measures to be taken in response:None.

II. Financial Performance

(I) Operation result analysis for the most recent two years

Financial performance comparison analysis table

Unit: NT\$ thousand ; %

Item \ Year	2024	2025	Variation	
			Amount	%
Operating revenue	907,178	966,665	59,487	6.56
Operating costs	480,113	500,786	20,673	4.31
Gross profit	427,065	465,879	38,814	9.09
Operating expenses	287,284	258,512	(28,772)	(10.02)
Profit from operations	139,781	207,367	67,586	48.35
Non-operating income and expenses	52,024	(6,514)	(58,538)	(112.52)
Profit before income tax	191,805	200,853	9,048	4.72
Income tax expense	70,247	(43,611)	(113,858)	(162.08)
Net profit for the year	121,558	157,242	35,684	29.36
Other comprehensive income	413	(728)	(1,141)	(276.27)
Total comprehensive income for the year	121,971	156,514	34,543	28.32
Description of major changes (for increase/decrease ratio change exceeding 20% and above and amount of change reaching NT\$10 million):				
1. Increase in Operating Income, Net Income, and Total Comprehensive Income: Mainly due to higher revenue, lower operating expenses, and lower income tax expense in 2025.				
2. Decrease in Non-operating Income and Expenses: Mainly due to foreign exchange losses resulting from U.S. dollar depreciation.				
3. Decrease in Income Tax Expense: Mainly due to lower withholding tax in 2025.				

(II) Expected sales quantity and basis thereof, and the possible impact on the future financial business of the Company and responsive plan:

The Company sets annual sales targets based on customer demand, industry development trends and production capacity. The production and operation department adjusts production schedules and capacity allocation according to sales forecasts, estimates costs and expenses, and ensures effective allocation and utilization of resources to meet the needs of business growth.

III. Cash Flow

(I) Analysis of cash flow change for the most recent year

Unit: NT\$ thousand ; %

	2024	2025	Increase (Decrease) Change	
			Amount	%
Net cash generated from operating activities	176,494	357,407	180,913	102.50
Net cash used in investing activities	(45,432)	(334,056)	(288,624)	635.29
Net cash used in financing activities	(16,819)	(46,694)	(29,875)	177.63
Analysis of cash flow change of most recent year:				
1. Increase in Net Cash Inflows from Operating Activities: Mainly due to the application of a preferential withholding tax rate and receipt of tax refunds.				
2. Increase in Net Cash Outflows from Investing Activities: Mainly due to placements of time deposits with maturities over three months.				
3. Increase in Net Cash Outflows from Financing Activities: Mainly due to cash dividend payments in 2025, while in 2024 there were both cash dividend payments and employee purchases of treasury shares.				

(II) Improvement plan for insufficient liquidity: The Company is not subject to any insufficient liquidity.

(III) Cash liquidity analysis for the next year: None.

IV. Impact of Significant Capital Expenditures in the Most Recent Year on the Financial and Operating Conditions of the Company: None.

V. Policy on investment in other companies for the most recent year, main reason for profits or losses, improvement plans and investment plans for the next year:

(I) Investment policy of the Company:

The Company's investment policy is formulated in alignment with its operational strategy, with a primary focus on the development of its core business.

(II) Investment profit or main reason for profits or losses, and improvement plans for the most recent year:

Unit: NT\$ thousand

Item Investee	Profit (loss) recognized in 2025	Main reason for profit or loss	Improvement plan
Blink Electronic Co., Ltd.	(3,480)	It mainly due to the recognition of the investment profit (loss) of Xi An M3 Semiconductor Corporation.	Continuously monitor and optimize the performance of the investee companies.
M3 Technology (Dallas), Inc.	(7,077)	It mainly provides research and market information to the Company, and it is not an operating unit providing service to the external.	Continuously assess the subsidiary's daily working capital requirements and expense outflows.
Xi An M3 Semiconductor Corporation	11,924	It mainly provides research and development service to the Company, and it is not an operating unit providing service to the external.	Continuously assess the subsidiary's daily working capital requirements and expense outflows.

Item \ Investee	Profit (loss) recognized in 2025	Main reason for profit or loss	Improvement plan
Shenzhen M3 Technology Inc.	(11,495)	It mainly provides product sales services and has not yet commenced formal operations.	None

(III) Investment plan for the next year: None.

VI. Risk analysis in the most recent year and up to the printing date of the annual report

(I) Impact of interest rate, exchange rate fluctuation and inflation condition on the profit/loss of the company and future countermeasures

The ratio of interest expense, interest income and exchange gain (loss) to the net revenue of the Company for the last two years is as follows:

Unit: NT\$ thousand ; %

Item \ Year	2024		2025	
	Amount	Ratio with respect to net revenue	Amount	Ratio with respect to net revenue
Interest expenses	2,118	0.23%	246	0.03%
Interest income	25,667	2.83%	27,525	2.85%
Foreign exchange gains (losses)	27,028	2.98%	(34,680)	(3.59%)

1. Impact of interest rate fluctuation on the profit/loss of the Company and future countermeasures

The 2024 and 2025 interest expenses of the Company accounted for 0.23% and 0.03% of the total operating revenue respectively, the 2024 and 2025 interest income of the Company accounted for 2.83% and 2.85% of the total operating revenue respectively, both of which have limited impact on the Company's profit and loss. The Company continues to maintain excellent relationship with banks, regularly evaluates the deposit and loan interest rates of various projects of the banks, grasps the fluctuations of the financial market, and flexibly adjusts the idle capital positions. Therefore, the interest rate changes will not have a material impact on the Company's profit and loss.

2. Impact of exchange rate fluctuation on the other profit/loss of the Company and future countermeasures

The 2024 and 2025 foreign exchange gains (losses) of the Company were NT\$ 27,028 thousand and NT\$(34,680)thousand respectively, accounted for 2.98% and 3.59% of the net operating revenue of that year respectively, such that the impact on the profit and loss of the Company was limited. The company's main purchase and sales are denominated in US dollars, so the receivables and payables can offset each other, creating a natural hedging effect. In addition, the company continues to observe exchange rate changes, keep abreast of exchange rate trends, and flexibly adjust foreign currency capital positions.

3. Impact of Inflation on Company Profit and Loss and Future Response Measures

The company has not experienced any significant impact on its profit and loss due to inflation. The company continually monitors market price fluctuations and maintains good relationships with suppliers and customers to mitigate any adverse effects of inflation on the company's financial performance.

(II) Policies on engaging in high risk and high leverage investments, loaning funds to others, endorsement and guarantee and derivative transactions, main reason for profit and loss and future countermeasures

1. Policies on engaging in high risk and high leverage investments, main reason for profit and loss and future countermeasures

The Company does not engage in any high risk or high leverage investments.

2. Policies on engaging in loaning of funds to others, main reason for profit and loss and future countermeasures

The Company has established the “Procedures for Lending and Handling of Funds”, which has been approved by the shareholders’ meeting. The company's funds loaned to others shall be handled in accordance with relevant regulations in 2025 and up to the printing date of the annual report.

3. Policies on engaging in making endorsements/guarantees to others, main reason for profit and loss and future countermeasures

The Company has established the “Procedures for Endorsement and Guarantee”, which has been approved by the shareholders’ meeting. The Company is not engaging in any making of endorsements/guarantees to others up to the printing date of the annual report.

4. Policies on engaging in derivative trading, main reason for profit and loss and future countermeasures

The Company has established the “Procedures for Acquisition and Disposal of Assets” to regulate derivative trading operations, which has been approved by the shareholders’ meeting. The Company is not engaging in any derivative trading up to the printing date of the annual report.

(III) Future research and development plans, anticipated investments in research and development expenses

The company focuses on the research and development of high performance power management IC, and will continue to be guided by market demand and leverage its agility and flexibility to develop competitive, differentiated products. We continue to focus on high-growth emerging applications, such as the new generation of WiFi-7 modems, 5G/IoT terminals, SSDs, the new generation of Type-C/PD ports, etc., and develop forward-looking core products to capitalize on market opportunities.

The performance of power management IC depends on the circuit and board design level, and it is also closely related to the techniques and processes adopted. As a fabless IC design company, M3TEK is able to choose the most competitive wafer foundry based on its diverse process requirements. Furthermore, the Company will continue to broaden its collaboration with foundries in the future development of high-voltage devices in an effort to increase its competitiveness.

Over the years, the Company’s R&D expense represented a certain proportion of its revenue. In 2024 and 2025 the proportion of R&D expenses reached 18.32% and 13.90%, respectively. With the planning and implementation of forward-looking technology in the future, as well as the Company’s overall R&D blueprints, the R&D budget will gradually increase, and experienced high-end R&D personnel will be recruited to develop forward-looking core technology and achieve R&D momentum and sustainable management objectives.

(IV) Impacts of changes in domestic/foreign important policies and laws on the financial business of the company and countermeasures:

For the most recent year and up to the printing date of the annual report, the Company was not affected due to changes in domestic/foreign important policies and laws. The Company's operation complies with relevant domestic and foreign laws and regulations. In addition, the Company also consults opinions of professionals of CPAs and attorneys, and collects information in order to provide reference to the management for decision making and to adopt appropriate countermeasures.

(V) Impacts of changes in technology (including cyber security risk) and industry on the financial business of the Company and countermeasures

For the most recent year and up to the printing date of the annual report, changes of technology, information security risk and industry have no major impacts to the Company. The management of the Company also monitors market change and technology trend change at all time. In addition, impacts on the operation of the Company are also assessed to continuously improve research and development capability and product competitiveness. In addition, the Company also continues to invest in new product research and development, and adopts rigorous control on the product development schedule along with establishment of relevant response plans in order to maintain the conservative and stable financial structure and the capital movement flexibility, thus coping with any future changes.

The Company has established information security policies of the "Computer System Safety Management Policy" and "Emergency Response and System Recovery Plan Operation Procedure", and dedicated information department supervisor is responsible for ensuring and supervising the compliance with relevant policies and rules. In addition, the information security policy of the Company is reviewed continuously in order to improve the information security architecture and management. Furthermore, the Company also provides the latest information security case examples or education irregularly to ensure that all employees are equipped with the awareness and bearing responsibilities for information security. Moreover, all employees are required to comply with relevant information security management rules of the Company, thus ensuring the confidentiality, integrity and availability of business information of the Company.

(VI) Impacts of change in corporate image on the corporate crisis management and countermeasures

For the most recent year and up to the printing date of the annual report, change of corporate image has no major impacts on the financial business of the Company. The management of the Company complies with the internal control system and various regulatory requirements, and upholds the business principle of integrity and professionalism, along with the implementation of corporate governance requirements in order to strengthen the corporate image of the Company.

(VII) Expected benefits, possible risks, and countermeasures for mergers and acquisitions

For the most recent year and up to the printing date of the annual report, the Company is not subject to any merger and acquisition. If there is any merger or acquisition plan in the future due to business needs, it will be handled according to relevant rules established by the Company as well as relevant laws and regulations.

(VIII) Expected benefits and possible risks of factory expansions as well as the countermeasures

The Company is a professional power management IC design company, and production process is entrusted to foundries for manufacturing. Accordingly, for the most recent year and up to the printing date of the annual report, the Company has no plan for the factory expansions.

(IX) Risks faced due to concentrated purchase or sales and countermeasures

1. Risks faced due to concentrated purchase and countermeasures

The Company is a fabless IC design company, and entrust all production works to professional foundries. Presently, for the semiconductor industry, it has become a professional work allocation system for design, foundry, cutting and packaging/testing. During the product development stage, the Company cooperate with foundry and packaging/testing operators. In addition, the selection of vendors also requires the comprehensive consideration of the factors of process technology, quality yield rate, production capacity supply, delivery and geographical factor. Due to the characteristics of the industry, the purchase of the Company concentrates at foundries. Accordingly, when the production capacity of foundries is insufficient or price is increased, it can cause risk on the supply of the Company.

The raw material purchase policy of the Company is made based on the comprehensive assessment of the factors of supplier's quality, price, delivery and process technology. The sales department also provides the supply-demand status of the customer, new product implementation status and customer order information. In addition, the current inventory is inspected and the safety stock is considered in order to timely adjust the production plan. Furthermore, the Company has established stable relationship with suppliers. Since the business scale of the Company is relatively small, overly distributed suppliers may affect the Company's bargaining power in obtaining stable production capacity and price negotiation. Nevertheless, different foundries are selected according to their process technologies and different product circuit layouts. The concentrated procurement on foundries is the IC design industrial characteristic. The largest foundry supplier of the Company is the global well-known semiconductor foundry with business locations distributed in various parts of the world and continuing to expand its scale with active capital investment while achieving international standards for its products, technologies and quality. In addition, the Company has established stable cooperation with suppliers for a long period of time, and there has been no supply shortage or delay of shipment up to the present day. Moreover, the Company has more than two cooperating foundries, and the Company also maintains good relationship with them in order to ensure the stability of supply source. Accordingly, in case where the production capacity of a supplier is insufficient, the Company still has other foundries capable of coordinating the production capacity, thus reasonably preventing the risk of impact of production capacity interruption on the operation of the Company.

2. Risks faced due to concentrated sales and countermeasures

The Company is a fabless IC design company and focuses on the product development, introduction and promotion. Based on the consideration of effective use of resources, capital utilization and inventory management efficiency, except that for some customers engages in direct sales, all other customers purchase the Company's product through the distributors. This is also the sales model commonly adopted in the IC design industry. If the Company is subject to concentrated sales to some distributors, then the change of suppliers of such distributors may cause operational risk to the Company.

In 2024 and 2025, the Company's sales to its largest customers accounted for 39.32% and 37.99% of the respective annual operating revenue. In addition, most of the sales partners are IC component distributors having long-term relationship with the Company. The main cooperating end customers of the Company are domestic and foreign giant business operators, and the Company is committed to the establishment of long-term stable relationship with key customers. In addition, the Company also continues to develop new customers and expands greater customer resources in order to distribute revenue sources. Furthermore, products designed by the Company requires long period of time for certification and testing in order to obtain the qualification of qualified supplier from the main chip manufacturers. Accordingly, with such certification, the popularity of the Company's products is also increased, such that the end customers'

demand for purchase of the Company's products is significantly increased. In the future, the Company will expand the application of different product lines, and will develop cooperation relationship with numerous distributors in order to reduce the concentration of sales. In case where the Company terminates the cooperation relationship with an distributor, the Company will sales directly to customers depending upon the situation, or will select other distributor as replacement, thus reducing the risk of concentrated sales.

- (X) Impacts, risks and countermeasures of directors, supervisors or major shareholders with shareholding percentage exceeding 10% large equity transfer to the Company

In the most recent fiscal year and up to the date of publication of this annual report, there have been no significant transfers of the Company's shares by its directors or major shareholders holding more than 10% of the shares.

- (XI) Impacts, risks and countermeasures of change in management rights to the Company

For the most recent year and up to the printing date of the annual report, the Company is not subject to any change of management right.

- (XII) Litigation or non-litigation events

1. Any affirmative ruling or any pending major litigation, non-contentious case or administrative dispute event, and the result thereof may have major impacts on the shareholders' equity or stock price; the relevant dispute facts, subject matter amount, litigation starting date, main parties involving in the litigation and the handling status up to the printing date of annual report of the Company: None.
2. Directors, supervisors, President, substantial responsible person, major shareholders with shareholding percentage exceeding 10% of the Company and affiliates receiving any affirmative ruling or being involved any pending major litigation, non-contentious case or administrative dispute event, and the result thereof may have major impacts on the shareholders' rights or stock price; the relevant dispute facts, subject matter amount, litigation starting date, main parties involving in the litigation and the handling status up to the printing date of annual report: None.

- (XIII) Other significant risks and countermeasures: None.

VII. Other material issues: None.

Six. Special Record Items

- I. Information about affiliated enterprises

Please refer to the Market Observation Post System (MOPS) <https://mops.twse.com.tw> > Single Company > Electronic Document Download > Affiliated Enterprises Reports Section. Enter the company code to search for related information.

- II. Private placement of securities in the most recent year and as of the printing date of the annual report: None.

- III. Other require supplementary information: None.

- IV. Matters that have material impacts on shareholders' equity or securities price as defined in Sub-paragraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act in the most recent year and as of the printing date of the annual report: None.

M3 Technology Inc.

**Chairman of the Board:
AP Memory Technology Corporation
Representative: Yu-Hsin Lin**