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TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.

2025
Annual Report

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For information about the Annual Report, visit https://mops.twse.com.tw

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(I) Spokesperson

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Title: Vice General Manager of Finance Department
Telephone: (03) 469-8860 extension 402
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(II) Acting Spokesperson

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IV. Name of CPA and name, address, website, and telephone of the accounting firm for the financial statement(s) of the past year:
Name of CPA: Chen, Yi-Chun, Chiang, Hsiao-Ling
Name of Firm: KPMG
Address: 68F, No. 7, Xinyi Road Section 5, Taipei City
Telephone: (02)8101-6666
Website: www.kpmg.com.tw

V. Name of the trading site for securities listed overseas and how to search for the said overseas securities: Not applicable.

VI. Company website:
www.tpt-pcb.com.tw

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One. Letter to Shareholders

Dear Shareholders and Ladies and Gentlemen,

The consolidated revenue for the fiscal year of 2025 was NTD 18,368,162,000, representing an increase of 3.73% compared to the previous year. In 2025, uncertainty surrounding geopolitical issues and trade policies continued to affect global economic development, while rising trade protectionism and tariff policies further suppressed global trade growth. The recovery in consumer electronics market demand remained moderate, with end-product inventory adjustments still ongoing. Laptops recovered faster than optoelectronic boards; however, overall revenue and profit performance remained unsatisfactory.

In 2025, customer demand for non-China manufacturing capacity increased, and the Vietnam factory has begun generating profits.

I. 2025 Business Report

(I) Accomplishments in the Implementation of the Operation Plan

Unit: NTD thousand

Items	2025	2024	Increased (Decreased) value	%
Operating revenues	18,368,162	17,707,989	660,173	3.73
Cost of sales	16,251,116	15,520,337	730,779	4.71
Gross operating profit	2,117,046	2,187,652	(70,606)	(3.23)
Operating expenditure	1,235,971	1,320,660	(84,689)	(6.41)
Profit from operations	881,075	866,992	14,083	1.62
Net non-operating income (expenditure)	22,584	122,277	(99,693)	(81.53)
Pre-tax profit	903,659	989,269	(85,610)	(8.65)
Profit after tax	602,194	723,294	(121,100)	(16.74)
Net profit of current term attributable to the owner of the parent company	614,474	746,262	(131,788)	(17.66)

(II) Budget Implementation Status: This is not applicable since the Company did not disclose any financial forecast for 2025.

(III) Income and Expenditure and Profitability Analysis

Unit: NTD thousand

Items		2025	2024
Financial income and expenditure	Operating revenues	18,368,162	17,707,989
	Gross operating profit	2,117,046	2,187,652
	Profit after tax	602,194	723,294
Profitability	Return on Assets (%)	2.37	2.91
	Return on Shareholder Equity (%)	3.60	4.52
	Operating Profit to Paid-in Capital Size (%)	32.48	31.96
	Pre-tax Net Profit to Paid-in Capital Size (%)	33.32	36.47
	Net profit rate (%)	3.28	4.08
	Basic earnings per share ($)	2.27	2.75
	Diluted earnings per share ($)	2.25	2.73

(IV) Research and Development Status

The global PCB industry is currently under a critical breakout stage of transitioning from cycle-driven economy to being technology-driven, particularly in the realm of physical on-device AI, such as AI PCs, AI robots, and high-performance computing, our Company remains fully committed to research and development, striving to deliver advanced products and technologies that align with mainstream market trends.

In response to advancements in high-speed circuit board technology, the Company has focused on developing solutions such as low signal loss (Low Df), enhancing signal speed via Low Dk material, non-roughened ultra-low copper foil, and low surface roughness processing. These innovations are especially targeted at the AI PC sector, where there are exceptionally high demands for signal transmission stability, low latency, and high-frequency performance—key requirements to support the future of smart cities, AI applications, and high-performance computing.

II. Overview of the 2026 Business Plan

Looking ahead to 2026, the IMF, World Bank, and OECD project global growth to remain in a stable but weak range of 2.6% to 3.3%, reflecting a pattern of uneven regional recovery and moderate expansion. Global inflation continued to decline throughout 2025, and the IMF had originally projected that global inflation could fall to approximately 3.8% in 2026. However, recent oil price volatility stemming from the U.S.-Iran war and heightened geopolitical tensions raise the question of whether inflationary pressures may resurface — and whether this could adversely affect supply chain operations and cost management remains to be seen.

This year, emerging technologies such as generative AI will continue to develop, and coupled with adjustments in monetary policies by major economies, it is expected to boost consumption and investment momentum. The company has actively stepped up the development of new products and order acquisition of new on-device AI, and has also improved operational efficiency of existing products' technology and quality to ensure competitiveness and business performance.

(I) Operation Policy

In response to the coming era of meager profits and the challenges posed by rapidly shifting global dynamics, the Company has formulated the following business strategies:

1. To address the impact of an aging population on industrial labor supply and align with the market trend toward lighter, thinner, and more compact products, the Company will continue investing in equipment to enhance automation and intelligent manufacturing—an established strategic direction.
2. By integrating resources across all facilities and departments, we aim to achieve resource and knowledge sharing, thereby improving overall management efficacy.
3. In alignment with global sustainability initiatives, the Company remains committed to fulfilling its corporate social responsibilities, creating value for shareholders, improving employee working conditions and benefits, and dedicating sustained efforts to product and service excellence. Furthermore, the Company continues to give back to the community and actively pursue goals in energy conservation, water efficiency, and waste reduction as part of its environmental sustainability efforts.

(II) Sales forecast and its basis

In 2026, it is expected that PCB industry will achieve moderate growth due to the recovery of end users demand, and the sales volume is expected to be better than that of 2025.

(III)Important Production and Distribution Policies

1. In response to evolving demand in the electronics industry—particularly for high-speed, high-frequency circuits and increasingly compact product designs—the Company is accelerating the development of new materials and the introduction of new equipment to enhance its manufacturing capabilities for high-end products. Advancements in production automation not only reduce labor dependency but also improve product quality and competitiveness. Additionally, its production strategy focuses on workforce and cost management, lead time control, and yield improvement to effectively meet customer demands.
2. The Vietnam factory continued to optimize its production processes, aiming to provide localized support for customer demands in the region. Together with the Group's Pingzhen Factory and the three major manufacturing sites in China, the Company delivers comprehensive and integrated services to its customers.

III. Future Corporate Development Strategy

(I) In response to market trends and product diversification, the Company will continue to expand its product categories and sales channels.

(II) Leveraging technological and process advantages, the Company is actively developing thin, high-layer, and fine-line products to enhance product added value.

(III) Utilizing AI technology to improve production efficiency and product inspection quality, in order to enhance customer satisfaction.

(IV) Applied to factory data management, enabling real-time monitoring of production progress and equipment status, data extraction, and quality analysis to improve product yield and productivity.

(V) Continuing to invest in eco-friendly processes, adopting energy-saving technologies, and increasing the use of renewable energy to achieve carbon reduction synergies.

IV. Impacts from External Competition, Regulatory Environment, and Overall Operational Setting

Looking ahead to 2026, global politics and economics remain turbulent, adding uncertainty to corporate sustainability. The high costs driven by climate change are exacerbating challenges in global supply chains, while labor issues related to the procurement of raw materials in the supply chain have gained attention due to the Global Human Rights Day, influencing the sustainable operations of the entire industry. The Company will continue to improve the operational efficiency of its Vietnam factory and evaluate energy usage in its operations. Through innovative thinking, the Company will implement various energy-saving and carbon reduction initiatives to reduce the carbon emissions generated by its operations. Additionally, the Company will adhere strictly to domestic and international human rights initiatives and regulations, striving to minimize the negative impact on human rights during its operations and safeguard fundamental human rights, moving towards the goal of becoming a model sustainable enterprise.

Finally, the Company would like to sincerely thank its shareholders for their support over the years. Moving forward, the Company will continue to achieve its operational goals, create better results, and live up to the expectations of its shareholders and all investors, sharing the fruits of its business operations.

Chairman: Lee, Ming-Hsi

Two. Corporate Governance Report

I. Information of Directors, General Manager, Vice General Manager, Assistant Vice General Manager, and Heads of Various Departments and Branches

(I) Director Information

March 29, 2026 Unit: Share: %

Job Title	Nationality or Registered Location	Name	Gender / Age	Date Elected	Tenure	Date First Elected	Shares held upon inauguration		Shares currently held		Shares currently held by the spouse and minor child		Shares held in someone else's name		Main experience/education	Current positions served at the Company and other companies	Other supervisors or directors who are the spouse or a relative within the second degree of kinship		
							Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Job Title	Name	Relation
Chairman	R.O.C.	Lee, Ming-Hsi	Male 62	June 12, 2024	3	April 27, 2012	1,756,189	0.65	1,756,189	0.65	–	–	–	–	Department of Chemical Engineering, Tatung Institute of Technology Manager of Pacific Technology Co., Ltd. General Manager of Chi Chau Printed Circuit Board (Suining) Co., Ltd. General Manager of T-Mac Techvest (Wuxi) PCB Co., Ltd.	General Manager of Taiwan Printed Circuit Board Techvest Co., Ltd. Director of Chi Yang Investment Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Director of T-Flex Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) General Manager of T-Flex Techvest PCB Co., Ltd. Director of tgt Techvest Co., Ltd. (Representative of T-Flex Techvest PCB Co., Ltd.) General Manager of tgt Techvest Co., Ltd. Chairman of T-Mac Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) General Manager of T-Mac Techvest PCB Co., Ltd. Director of Chang Tai International Limited Director of Yang An International (Samoa) Co. Ltd. Director of T-Mac Techvest (Wuxi) PCB Co., Ltd. Director of Chi Chau International Co. Ltd. Director of Chi Yao Limited Director of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Director of Brilliant Star Holdings Limited Director of CATAC Electronic (Zhongshan) Co., Ltd. Director of Chi Chen Investment Co., Ltd. Director of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Director of Chi Chau (Thailand) Co., Ltd. Director of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. General Manager of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	–	–	–

Job Title	Nationality or Registered Location	Name	Gender / Age	Date Elected	Tenure	Date First Elected	Shares held upon inauguration		Shares currently held		Shares currently held by the spouse and minor child		Shares held in someone else's name		Main experience/education	Current positions served at the Company and other companies	Other supervisors or directors who are the spouse or a relative within the second degree of kinship		
							Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Job Title	Name	Relation
Director	R.O.C.	Hocheng Corporation	—			June 15, 2005	6,575,315	2.42	6,315,315	2.33	—	—	—	—	Not applicable	Not applicable	Not applicable		
	R.O.C.	Representative Chiu, Chi-Hsin	Male 61	June 12, 2024	3	June 12, 2015	—	—	—	—	—	—	—	—	Master of Business Administration, Columbia University (USA) CFO of Premier Capital Management Corp. CFO of HOCHENG Corporation.	Vice-Chairman of HOCHENG Corporation. Director of HOCHENG Corporation. (Representative of Fu Ho Investment Co., Ltd.) Director of Ruby Tech Corporation (Representative of Fu Ho Investment Co., Ltd.) Supervisor of He Hung Investment Co., Ltd. Supervisor of Fu He Investment Co., Ltd. Supervisor of Bearinmind Corporation Director of New Swift Enterprises Co., Ltd. Director of Yuhuang Co., Ltd. (Representative of New Swift Enterprises Co., Ltd.) Supervisor of Bao Long Interior Crafts Co., Ltd. Supervisor of Lianan Wellness Management Co., Limited Supervisor of Hoceng Service Co., Ltd. Director of Dongqi Co., Ltd. (Representative of New Swift Enterprises Co., Ltd.)	—	—	—
Director	R.O.C.	Hsu, Ming-Chieh	Male 44	June 12, 2024	3	June 8, 2018	1,930,226	0.71	2,117,226	0.78	390,000	0.14	—	—	Department of Journalism, Shih Hsin University Manager of Sales Department, T-Flex Techvest PCB Co., Ltd. Manager of Manufacturing Department, T-Flex Techvest PCB Co., Ltd. Head of Manufacturing Department, tgt Techvest Co., Ltd. Director of T-Mac Techvest PCB Co., Ltd. Executive Assistant of the Financial, Taiwan Printed Circuit Board Techvest Co., Ltd. Head of T-Mac Techvest (Wuxi) PCB Co., Ltd. Manager of Taiwan Printed Circuit Board Techvest Co., Ltd.	Vice General Manager of Taiwan Printed Circuit Board Techvest Co., Ltd. Director of T-Flex Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Director of tgt Techvest Co., Ltd. Vice General Manager of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	Director	Hsu, Ming-Hung	Brother
Director	R.O.C.	Hsu, Ming-Hung	Male 40	June 12, 2024	3	June 12, 2015	1,817,592	0.67	1,892,592	0.70	—	—	—	—	Master's Degree, Golden Gate University Executive Assistant of the General Manager Office, Taiwan Printed Circuit Board Techvest Co., Ltd. Executive Assistant of the General Manager Office, tgt Techvest Co., Ltd.	Director of tgt Techvest Co., Ltd. (Representative of T-Flex Techvest PCB Co., Ltd.) Manager of Taiwan Printed Circuit Board Techvest Co., Ltd.	Director	Hsu, Ming-Chieh	Brother

Job Title	Nationality or Registered Location	Name	Gender / Age	Date Elected	Tenure	Date First Elected	Shares held upon inauguration		Shares currently held		Shares currently held by the spouse and minor child		Shares held in someone else's name		Main experience/education	Current positions served at the Company and other companies	Other supervisors or directors who are the spouse or a relative within the second degree of kinship		
							Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Job Title	Name	Relation
Independent Director	R.O.C.	Huang, Leei-May	Female 67	June 12, 2024	3	June 12, 2015	124,546	0.05	124,546	0.05	—	—	—	—	Department of Accounting, Fu Jen Catholic University Assistant Vice General Manager of Financing Department, Chih Lien Industrial Co., Ltd. Assistant Manager of Underwriting Department, Full Long Securities Co., Ltd. Accounting Manager of CMC Magnetics Co., Ltd. Director of T-Mac Techvest PCB Co., Ltd. Director of Linkwell Opto-Electronics Corporation	—	—	—	—
Independent Director	R.O.C.	Hsiao, Shyh-Chyi	Male 80	June 12, 2024	3	June 8, 2018	—	—	—	—	—	—	—	—	Department of Chemical Engineering, National Chenggong University Vice General Manager of Overseas Investment Department, China Development Industrial Bank Vice President of Overseas Investment Department, Hong Kong HSBC Bank Executive Director of SERES CAPITAL (SINGAPORE) PTE LTD Representative Director of ASEM CAPITAL CO., LTD. KOREA Independent Director of T-Flex Techvest PCB Co., Ltd.	—	—	—	—
Independent Director	R.O.C.	Lin, Chiu-Lien	Female 65	July 1, 2021	3	July 1, 2021	—	—	—	—	—	—	—	—	Master of Management Science, National Chiao Tung University Independent Director of T-Mac Techvest PCB Co., Ltd. Independent Director of HH Leasing & Financial Corporation Assistant Vice General Manager of Department of Financial Transactions, China Development Industrial Bank Fund Manager of China Securities Investment Trust Corp. Manager of Research Department, Da Shun Consolidated Securities Co., Ltd.	Supervisor of Yu-Song Investment Co, Ltd. Independent Director of Qisda Corporation Supervisor of Yu-Song Investment Co, Ltd.	—	—	—
Independent Director	R.O.C.	Chung,Yi-Fang	Female 63	June 9, 2023	3	June 9, 2023	210,000	0.08	210,000	0.08	—	—	—	—	Department of Sociology, NTU. Group Counseling with Juvenile Delinquents, Juvenile Affairs Division, Taipei City Police Department. Taipei Veterans General Hospital Department of Social Work Office's working group.	—			

Note：The Company needs to rely on the professional guidance of Mr. Lee, Ming-Hsi, who has many years of experience in the Printed Circuit Board (PCB) industry. As of 2023, we have increased the number of Independent Director seats to four.

1. Professional Qualifications of Directors and Independent Information of Independent Directors

Title	Name	Professional Qualifications and Work Experience	Independent Facts	Number of independent directors concurrently serving in other public companies	Number of independent directors concurrently serving on Remuneration Committees in other public companies	Notes
Chairman	Lee, Ming-Hsi	1. Served as Manager for Pacific Technology Co., Ltd. Has more than five years of work experience in management, commercial and corporate business. 2. None of the circumstances in Article 30 of the Company Act.	Not Applicable	0	0	—
Director	Hocheng Corporation Representative: Chiu, Chi-Hsin	1. Served as Chief Financial Officer for Premier Capital Management Corp. and Hocheng Corporation, with more than five years of work experience in management and commerce. 2. None of the circumstances in Article 30 of the Company Act.		0	0	—
Director	Hsu, Ming-Chieh	1. Served as the Manager of the Sales Department of T-Flex Techvest PCB Co., Ltd and the Head of the Manufacturing Department of tgt Techvest Co., Ltd., with more than five years of work experience in management and corporate business. 2. None of the circumstances in Article 30 of the Company Act.		0	0	—
Director	Hsu, Ming-Hung	1. Graduated from Golden Gate University with a Master's degree and served as a special assistant in the General Manager's Office of Taiwan Printed Circuit Board Techvest Co., Ltd. with more than five years of work experience in management, commercial and corporate business. 2. None of the circumstances in Article 30 of the Company Act.		0	0	—

Title	Name	Professional Qualifications and Work Experience	Independent Facts	Number of independent directors concurrently serving in other public companies	Number of independent directors concurrently serving on Remuneration Committees in other public companies	Notes
Independent Director	Huang, Leei-May	1. Served as Assistant Vice General Manager of Financing Department, Chih Lien Industrial Co., Ltd. and Assistant Manager of Underwriting Department, Full Long Securities Co., Ltd., with more than five years of work experience in finance and commerce. 2. None of the circumstances in Article 30 of the Company Act.	1. There are no cases in which I, my spouse or relatives within the second degree of kinship are directors, supervisors or employees of the Company or the Company's subsidiaries. 2. No shares of the Company are held by me, my spouse, or my relatives within the second degree of kinship, (or in the name of others). 3. Do not hold a position as director, supervisor or employee of a company that has a specific relationship with the Company. 4. During the past two years, there has not been any case where the Company or its subsidiary received compensation for commercial, legal, financial, accounting or related services provided.	0	0	Note 1
Independent Director	Hsiao, Shyh-Chyi	1. Served as Vice General Manager of the Overseas Investment Departments of China Development Industrial Bank and Vice President of HSBC Bank, with more than five years of work experience in management, finance and commerce. 2. Special examination for Customs Officer. 3. None of the circumstances in Article 30 of the Company Act.		0	0	Note 2
Independent Director	Lin, Chiu-Lien	1. Served as Assistant Vice General Manager of Department of Financial Transactions, China Development Industrial Bank and Fund Manager at China Securities Investment Trust Corp., with more than five years of work experience in finance and commerce. 2. None of the circumstances in Article 30 of the Company Act.		1	1	Note 2

Title	Name	Professional Qualifications and Work Experience	Independent Facts	Number of independent directors concurrently serving in other public companies	Number of independent directors concurrently serving on Remuneration Committees in other public companies	Notes
Independent Director	Chung, Yi-Fang	1. Served as Group Counseling with Juvenile Delinquents, Juvenile Affairs Division, Taipei City Police Department and Taipei Veterans General Hospital Department of Social Work Office's working group, with more than five years of work experience in finance and commerce. 2. None of the circumstances in Article 30 of the Company Act.		0	0	Note 2

Note 1：The chairperson of the company's Audit Committee and Remuneration Committee.

Note 2：A member of the company's Audit Committee and Remuneration Committee.

2. Diversity and Independence of the Board of Directors

(1) Diversity of the Board of Directors

According to Chapter 3 of the Company's "Corporate Governance Best Practice Principles", Directors shall generally possess the knowledge, skills and qualities necessary for the execution of their duties. To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following competencies:

(A) Ability to make operational judgments.
(B) Ability to perform accounting and financial analysis.
(C) Ability to conduct management administration.
(D) Ability to conduct crisis management.
(E) Knowledge of the industry.
(F) International market perspective.
(G) Ability to lead.
(H) Ability to make policy decisions.

The Company attaches importance to gender equality in the composition of the Board of Directors, and the percentage of female directors is targeted to be over 30%, while the current percentage of female directors is 40%.The current members of the Board of Directors have extensive experience and expertise in the fields of finance, business and management, and guide the Company's various businesses. Additionally, in 2023, the Company conducted a by-election to appoint an Independent Director who has been engaged in social charity work for many years, aiming to utilize his experience to enhance the Company's social sustainability. The following table shows the implementation of the diversity of the Board of Director

Title	Name	Nationality	G*	AE*	Age					Tenure of Service of Independent Directors				Industry Experience			Professional Competencies			
					31-40	41-50	51-60	61-70	71 and above	Less than 3 years	4 to 6 years	7 to 9 years	More than 10 years	Bank, Securities	Man*	SCW*	FA*	**FC***	SS*	BM*
Chairman	Lee, Ming-Hsi	Republic of China	M*	✓				✓							✓					✓
Director	Chiu, Chi-Hsin		M*					✓							✓					✓
Director	Hsu, Ming-Chieh		M*	✓		✓									✓					✓
Director	Hsu, Ming-Hung		M*	✓	✓										✓					✓
Independent Director	Huang, Leei-May		F*					✓					✓	✓	✓		✓	✓		
Independent Director	Hsiao, Shyh-Chyi		M*						✓			✓		✓				✓		
Independent Director	Lin, Chiu-Lien		F*					✓			✓			✓				✓		
Independent Director	Chung, Yi-Fang		F*					✓		✓						✓			✓	

Abbreviations

G*: Gender
AE*: Adjunct Employee
Man*: Manufacture
SCW*: Social Charity Work
SS*: Social Services
AS*: Accounting Services
FA*: Financial Accounting
FC*: Financial Control
Edu*: Education
M*: Male
F*: Female
P*: Purchasing
BM*: Business Management

(2) Independence of the Board of Directors

(A) The Board of Directors of the Company has 8 directors, including four independent directors, and the proportion of independent directors is 50%. Not more than one-half of the directors are adjunct employees, and not more than half of the directors are spouses or relatives within the second degree of kinship. Given the foregoing, the Board of Directors shall be independent in exercising its functions and powers. Ms. Huang, Leei-May, who has served as an independent director of the Company for three consecutive terms (from June 12, 2015, to June 30, 2024), will be reappointed to the position. Despite having reached the three-term limit, the Board of Directors has decided to reappoint her in recognition of her extensive experience as a finance and accounting executive at listed companies, which enables her to provide valuable advice, oversee the Board's operations, and offer professional insights to support the Company's governance and development. It is anticipated that starting from the fiscal year 2027, the tenure of Independent Directors of the Company will not exceed three terms.

(B) There is no direct relationship among the directors of the Company as stipulated in Paragraph 3 of Article 26-3 of the Securities and Exchange Act. In addition, the Company has established an Audit Committee in place of the Supervisors, therefore, the provisions of Paragraph 4 of Article 26-3 of the Securities and Exchange Act are not applicable.3.

3. Major shareholders of institutional shareholders

Name of institutional shareholder	Major shareholders of institutional shareholders	Shareholding Ratio
Hocheng Corporation	Kaipo Corporation	4.89%
	Yuhuang Co., Ltd.	3.81%
	Chiu, Li-Jian	3.48%
	Chiu, Wei-Chieh	2.68%
	Li, Kai-Ping	2.55%
	Chiu, Jun-Jie	2.24%
	Po Shie Investment Co., Ltd	2.04%
	Yi Shui Tang Investment Co., Ltd	1.81%
	Chiu-Chen, Hui-Mei	1.63%
	Chiu, Shih-Kai	1.63%

4. Primary shareholder of major shareholders of institutions that are legal entities

Name of legal entity	Major shareholders of the legal entity	Shareholding Ratio
Kaipo Corporation	Chiu, Shih-Kai	25.00%
	Chiu, Bo-Jiun	25.00%
	Chiu, Ma-Ge	20.83%
	Li, Kai-Ping	16.67%
	Chiu, Hong-Mao	12.50%
Yuhuang Co., Ltd.	New Swift Enterprises Co., Ltd.	99.57%
	Wu, Yue-Fong	0.07%
	Chiu, Chi-Hsin	0.07%
	Chiu, Hong-Mao	0.07%
	Chiu, Jun-Jie	0.07%
	Chiu, Li-Jian	0.07%
	Chiu, Bi-Chuan	0.07%
Yi Shui Tang Investment Co., Ltd	Lin, Jyun-Yao	99.99%
	Cheng, Ming-Yueh	0.01%
Po Shie Investment Co., Ltd	Kaipo Corporation	100%

(II) Profile of General Manager, Vice General Manager, Assistant Vice General Manager, and Heads of Various Departments and Branches

March 29, 2026 Unit: Share: %

Job Title	Nationality	Name	Gender	Date Effective	Shares Held		Shares held by spouse and minor child(ren)		Shares held in someone else's name		Main experience/education	Current positions at other companies	Managerial officer who is the spouse or relative within the second degree of kinship		
					Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Position	Name	Relation
General Manager	R.O.C.	Lee, Ming-Hsi	Male	September 1 2007	1,756,189	0.65	—	—	—	—	Department of Chemical Engineering, Tatung Institute of Technology Manager of Pacific Technology Co., Ltd. General Manager of Chi Chau Printed Circuit Board (Suining) Co., Ltd. General Manager of T-Mac Techvest (Wuxi) PCB Co., Ltd.	Director of Chi Yang Investment Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Director of T-Flex Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) General Manager of T-Flex Techvest PCB Co., Ltd. Director of tgt Techvest Co., Ltd. (Representative of T-Flex Techvest PCB Co., Ltd.) General Manager of tgt Techvest Co., Ltd. Chairman of T-Mac Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) General Manager of T-Mac Techvest PCB Co., Ltd. Director of Chang Tai International Limited Director of Yang An International (Samoa) Co. Ltd. Director of T-Mac Techvest (Wuxi) PCB Co., Ltd. Director of Chi Chau International Co. Ltd. Director of Chi Yao Limited Director of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Director of Brilliant Star Holdings Limited Director of CATAC Electronic (Zhongshan) Co., Ltd. Director of Chi Chen Investment Co., Ltd. Director of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Director of Chi Chau (Thailand) Co., Ltd. Director of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. General Manager of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	—	—	—
Vice General Manager	R.O.C.	George, Chao	Male	August 1, 2017	27,000	0.01	—	—	—	—	Master of Business Administration, Yuan Ze University Vice General Manager at the Sales Department of T-Mac Techvest PCB Co., Ltd. Vice General Manager at the Sales Department of T-Flex Techvest PCB Co., Ltd.	—	—	—	—
Vice General Manager	R.O.C.	Jackson, Chen	Male	October 1, 2019	23,354	0.01	107	0.00	—	—	Department of Aeronautics & Astronautics, National Cheng Kung University Section Head of Guosheng Enterprise Vice General Manager at the Sales Department of HannStar Board Corp. Vice General Manager at the Sales Department of Kunshan Yuanmao Electronics Technology Co., Ltd.	—	—	—	—
Vice General Manager	R.O.C.	Song, Pei-Yi	Male	April 12, 2025	88,693	0.03	—	—	—	—	Department of Mechanical Engineering, National Taiwan University Section Head of Pacific Technology Corporation Vice General Manager at the Sales Department of Taiwan Printed Circuit Board Techvest Co., Ltd.	—	—	—	—

Job Title	Nationality	Name	Gender	Date Effective	Shares Held		Shares held by spouse and minor child(ren)		Shares held in someone else's name		Main experience/education	Current positions at other companies	Managerial officer who is the spouse or relative within the second degree of kinship		
					Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Position	Name	Relation
Vice General Manager	R.O.C.	Hu, Hsiu-Hsing	Female	September 4, 2017	360,000	0.13	—	—	—	—	Graduate Institute of Business Administration, National Taiwan University Senior Assistant Vice General Manager at the Department of Direct Investment, China Development Industrial Bank Vice General Manager of Hui Hong Consulting Corporation Vice General Manager and Supervisor of WT Microelectronics Co., Ltd. Representative of the institutional director of Techmosa International Inc.	Director of T-Flex Techvest PCB Co., Ltd. Supervisor of Corporate Governance, T-Flex Techvest PCB Co., Ltd Director of tgt Techvest Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Director of Chi Yao Limited Director of CATAC Electronic (Zhongshan) Co., Ltd. Director of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Director of T-Mac Techvest (Wuxi) PCB Co., Ltd. Director of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd.	—	—	—
Vice General Manager	R.O.C.	Hsu, Ming-Chieh	Male	May 12,2025	2,117,226	0.78	390,000	0.14	—	—	Department of Journalism, Shih Hsin University Manager of Sales Department, T-Flex Techvest PCB Co., Ltd. Manager of Manufacturing Department, T-Flex Techvest PCB Co., Ltd. Head of Manufacturing Department, tgt Techvest Co., Ltd. Director of T-Mac Techvest PCB Co., Ltd. Executive Assistant of the Financial, Taiwan Printed Circuit Board Techvest Co., Ltd. Head of T-Mac Techvest (Wuxi) PCB Co., Ltd. Manager of Taiwan Printed Circuit Board Techvest Co., Ltd.	Vice General Manager of Taiwan Printed Circuit Board Techvest Co., Ltd. Director of T-Flex Techvest PCB Co., Ltd. (Representative of Taiwan Printed Circuit Board Techvest Co., Ltd.) Director of tgt Techvest Co., Ltd. Vice General Manager of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	—	—	—
Head of the Manufacturing Department	R.O.C	Pan, Tai-Feng	Male	October 7, 2022	24,600	0.01	—	—	—	—	Vanung University Department of Industrial Management. Manager of the Engineering Department of T-Mac Techvest PCB Co., Ltd.	Director of Manufacturing Office, tgt Techvest Co., Ltd.	—	—	—
Head of Engineering Office	R.O.C.	Kao, Mao-Sheng	Male	January 1, 2012	250	0.00	—	—	—	—	Department of Chemical Engineering, Tunghai University Section Head of Engineering of Unitech Printed Circuit Board Corporation Supervisor of Sin Siang (Xiamen) Technology Co., Ltd.	Supervisor of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Supervisor of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Supervisor of CATAC Electronic (Zhongshan) Co., Ltd.	—	—	—
Head of the Administration Department	R.O.C.	Chen, Hao-Jen	Male	November 13, 2023	1,000	0.00	204	0.00	—	—	Department of Medical Technology, Jenteh Junior College of Medicine, Nursing and Management	Vice General Manager of CATAC Electronic (Zhongshan) Co., Ltd.	—	—	—
Head of the Manufacturing Department	R.O.C.	Tien, Huan-Sheng	Male	November 13, 2023	5,000	0.00	—	—	—	—	Department of Chemical Engineering, Chung Yuan Christian University Head of the Manufacturing Department of tgt Techvest Co., Ltd.	Head of the Manufacturing Department of CATAC Electronic (Zhongshan) Co., Ltd.	—	—	—
Head of the Business Operation Office	R.O.C.	Chiu, Ling-Kai	Male	November 13, 2023	45,000	0.02	—	—	—	—	Electronic Engineering Section, Paul Hsu Senior High School Manager of the Business Operation Office of Chi Chau Printed Circuit Board (Suining) Co., Ltd.	Head of the Business Operation Office of T-Mac Techvest (Wuxi) PCB Co., Ltd.	—	—	—

Note ：The Company needs to rely on the professional guidance of Mr. Lee, Ming-Hsi, who has many years of experience in the Printed Circuit Board (PCB) industry. As of 2023, the Company has increased the number of Independent Director seats to four.

II .Remuneration for Directors, General Manager, and Vice General Manager

(I) Remuneration for the Director and Independent Director

Unit: NTD 000's

Position	Name	Remuneration for directors								Total and Ratio of the sum of A, B, C, and D to after-tax net profit (Note 9)		Related remuneration to those who are also employees								Total and Ratio of the sum of A, B, C, D, E, F, and G to after-tax earnings (Note 9)		Claim of remuneration from re-invested businesses other than subsidiaries (Note 10)
		Reward (A) (Note 1)		Retirement and pension fund (B)		Remuneration for directors (C) (Note 2)		Operational expenditure (D) (Note 3)				Salary, bonus, and special expenditure (E) (Note 4)		Retirement and pension fund (F)		Remuneration for employees (G) (Note 5)						
		The Company	All consolidated entities (Note 6)	The Company	All consolidated entities (Note 6)	The Company	All consolidated entities (Note 6)	The Company	All consolidated entities (Note 6)	The Company	All consolidated entities (Note 6)	The Company	All consolidated entities (Note 6)	The Company	All consolidated entities (Note 6)	The Company		All consolidated entities (Note 6)		The Company	All consolidated entities (Note 6)	
																Cash value	Stock value	Cash value	Stock value			
Chairman	Hsu, Cheng-Min (Note 11)	—	—	—	—	4,331	4,331	74	116	4,405 0.72%	4,447 0.73%	37,858	49,261	0	0	2,300	0	2,315	0	44,563 7.25%	56,023 9.12%	None
Chairman	Lee, Ming-Hsi (Note 11)	—	—	—	—	1,009	1,009	86	140	1,095 0.18%	1,149 0.19%	16,166	16,856	108	108	2,300	0	2,300	0	19,669 3.20%	20,413 3.32%	
Director	Hocheng Corporation	—	—	—	—	1,009	1,009	0	0	1,009 0.16%	1,009 0.16%	0	0	0	0	0	0	0	0	1,009 0.16%	1,009 0.16%	
	Representative: Chiu, Chi-Hsin	—	—	—	—	0	0	86	86	86 0.01%	86 0.01%	0	0	0	0	0	0	0	0	86 0.01%	86 0.01%	
Director	Hsu, Ming-Chieh	—	—	—	—	1,009	1,009	86	134	1,095 0.18%	1,143 0.19%	7,599	8,705	95	95	2,700	0	2,700	0	11,489 1.87%	12,643 2.06%	
Director	Hsu, Ming-Hung	—	—	—	—	1,009	1,009	86	92	1,095 0.18%	1,101 0.18%	3,856	3,856	83	83	900	0	900	0	5,934 0.97%	5,940 0.97%	
Independent Director	Huang, Leei-May	—	—	—	—	1,009	1,009	110	110	1,119 0.18%	1,119 0.18%	0	0	0	0	0	0	0	0	1,119 0.18%	1,119 0.18%	None
Independent Director	Hsiao, Shyh-Chyi	—	—	—	—	1,009	1,009	110	110	1,119 0.18%	1,119 0.18%	0	0	0	0	0	0	0	0	1,119 0.18%	1,119 0.18%	
Independent Director	Lin, Chiu-Lien	—	—	—	—	1,009	1,009	110	110	1,119 0.18%	1,119 0.18%	0	0	0	0	0	0	0	0	1,119 0.18%	1,119 0.18%	
Independent Director	Chung,Yi-Fang	—	—	—	—	1,009	1,009	110	110	1,119 0.18%	1,119 0.18%	0	0	0	0	0	0	0	0	1,119 0.18%	1,119 0.18%	

1. The remuneration of Independent Directors of the Company is governed by the regulations outlined in the 'Directors' Emoluments and Remuneration Distribution Method' . This includes a fixed remuneration not exceeding NTD10,000 per month, transportation expenses of not more than NTD15,000 per attendance for personal appearances, and directors' emoluments revenue which shall be appropriated following the Company's Articles of Incorporation. Distribution is calculated based on the incumbency ratio and individual contribution rate. All aforementioned remuneration is subject to review by the Remuneration Committee and approval by the Board of Directors.
2. Except as disclosed in the table above, did the Directors of the Company provide services to all companies in the financial statement for the most recent year: None.

Note 1: Remuneration to directors for the past year (including salaries for directors, differential pays, severance pays, various types of bonuses, and rewards, etc.)

Note 2: The remuneration to directors approved by the Board of Directors and distributed in the past year.

Note 3: Related operational expenditure incurred by directors in the most recent year (including transportation, special expenditure, various allowances, dormitory, and company cars, among other supplies in-kind)

Note 4: The salaries for directors, differential pays, severance pays, various types of bonuses, rewards, transportation, special expenditure, various allowances, dormitory, and company cars, among other supplies in kind, among others to directors who are also employees in the most recent year (including the General Manager, Vice General Managers, other managerial officers, and employees).

Note 5: For directors who were also employees in the past year (including the General Manager, Vice General Managers, other managerial officers, and employees) and received the remuneration to employees (including stock and cash), it is the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year.

Note 6: The total value of various types of remunerations paid to the Company's directors by all companies (including the Company) in the consolidated statement.

Note 7: The total value of various remunerations paid to each director by the Company; disclose the name of the director in the respective bracket.

Note 8: The total value of various types of remunerations paid to each of the Company's directors by all companies (including the Company) in the consolidated statement; disclose the name of the director in the respective bracket.

Note 9: After-tax net profit refers to that shown in the individual financial statement of the past year.

Note 10: a. The value of related remunerations from re-invested businesses other than the subsidiaries that the Company's directors received.

b. If the Company's directors received related remunerations from re-invested businesses other than the subsidiaries, such remunerations shall be consolidated in Field J of the bracket table.

c. Remuneration is the compensation, rewards, employee remuneration, and payments from performing tasks received by the Company's directors for serving as director, supervisor, or managerial officer in a re-invested business other than the subsidiaries.

Note 11: The Company announced the resignation and removal of its Chairman Mr. Hsu, Cheng-Min due to his passing on February 21, 2026. On February 23, 2026, the Board of Directors elected Mr. Lee, Ming-Hsi as the new Chairman through mutual nomination and voting among directors.

(II) Remuneration for the General Manager and Vice General Managers

Unit: NTD 000's

Job Title	Name	Salary (A) (Note 1)		Retirement and pension fund (B)		Prize and special expenditure (C) (Note 2)		Employee remuneration (D)(Note 3)				Total and Ratio of the sum of A, B, C, and D to after-tax earnings (%) (Note 6)		Claim of remuneration from re-invested businesses other than subsidiaries (Note 7)
								The Company		All consolidated entities (Note 4)				
		The Company	All consolidated entities (Note 4)	The Company	All consolidated entities (Note 4)	The Company	All consolidated entities (Note 4)	Cash value	Stock value	Cash value	Stock value	The Company	All consolidated entities (Note 4)	
Chief Executive Officer	Hsu, Cheng-Min (Note 9)	3,622	15,025	0	0	34,236	34,236	2,300	0	2,315	0	40,158 6.54%	51,076 8.39%	
General Manager	Lee, Ming-Hsi	1,417	2,107	108	108	14,749	14,749	2,300	0	2,300	0	18,574 3.02%	19,264 3.14%	
Vice General Manager	Song, Pei-Yi (Note 9)	1,653	2,134	85	85	1,938	1,937	1,400	0	1,400	0	5,076 0.83%	5,556 0.90%	
Vice General Manager	George, Chao	1,676	1,676	108	108	3,787	3,787	2,000	0	2,000	0	7,571 1.23%	7,571 1.23%	—
Vice General Manager	Jackson, Chen	1,676	1,676	106	106	5,241	5,241	2,300	0	2,300	0	9,323 1.52%	9,323 1.52%	
Vice General Manager	Hu, Hsiu-Hsing	1,475	1,475	108	108	2,002	2,002	1,500	0	1,500	0	5,085 0.83%	5,085 0.83%	
Vice General Manager	Hsu, Ming-Chieh	1,119	2,225	95	95	6,480	6,480	2,700	0	2,700	0	10,394 1.69%	11,500 1.87%	

Note 1: The salaries, differential pays, and severance pays of the General Manager and Vice General Managers in the past year.

Note 2: The various types of bonuses, rewards, transportation, special expenditure, various allowances, dormitory, and company cars, among other supplies in kind paid to the General Manager and Vice General Managers in the past year and other remunerations.

Note 3: The remuneration to the General Manager and Vice General Managers expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. (including stock and cash).

Note 4: The total value of various types of remunerations paid to the Company's General Manager and Vice General Managers by all companies (including the Company) in the consolidated statement.

Note 5: Total value of various remunerations paid to each General Manager and Vice General Manager by the Company; disclose the name of the General Manager and Vice General Managers in the respective bracket.

Note6: The total value of various types of remunerations paid to each of the Company's president and vice president by all companies (including the Company) in the consolidated statement; disclose the name of the president and vice president in the respective bracket.

Note 7: After-tax hand net profit refers to that shown in the individual financial statement of the past year.

Note 8: a. The value of related remunerations from re-invested businesses other than the subsidiaries that the Company's General Manager and Vice General Managers.

b.If the Company's General Manager and Vice General Managers received related remunerations from re-invested businesses other than the subsidiaries, such remunerations shall be consolidated in Field E of the bracket table.

c. Remuneration is the compensation, rewards, employee remunerations, and payments from performing tasks received by the Company's General Manager and Vice General Managers for serving as directors, supervisors, or managerial officers in a re-invested business other than the subsidiaries.

Note 9：The Company announced the resignation and removal of its Chairman Mr. Hsu, Cheng-Min due to his passing on February 21, 2026.

(III)Remuneration to the five highest remunerated management personnel

Job Title	Name	Salary (A) (Note 1)		Retirement and pension fund (B)		Prize and special expenditure (C) (Note 2)		Employee remuneration (D)(Note 3)				Total and Ratio of the sum of A, B, C, and D to after-tax earnings (%) (Note 6)		Claim of remuneration from re-invested businesses other than subsidiaries (Note 8)
								The Company		All consolidated entities (Note 4)				
		The Company	All consolidated entities (Note 4)	The Company	All consolidated entities (Note 4)	The Company	All consolidated entities (Note 4)	Cash value	Stock value	Cash value	Stock value	The Company	All consolidated entities (Note 4)	
Chief Executive Officer	Hsu, Cheng-Min	3,622	15,025	0	0	34,236	34,236	2,300	0	2,315	0	40,158 6.54%	51,076 8.39%	None
General Manager	Lee, Ming-Hsi	1,417	2,107	108	108	14,749	14,749	2,300	0	2,300	0	18,574 3.02%	19,264 3.14%	
Vice General Manager	Hsu, Ming-Chieh	1,119	2,225	95	95	6,480	6,480	2,700	0	2,700	0	10,394 1.69%	11,500 1.87%	
Vice General Manager	Jackson, Chen	1,676	1,676	106	106	5,241	5,241	2,300	0	2,300	0	9,323 1.52%	9,323 1.52%	
Vice General Manager	George, Chao	1,676	1,676	108	108	3,787	3,787	2,000	0	2,000	0	7,571 1.23%	7,571 1.23%	

(IV) Names of managerial officers assigned with employee remuneration and the distribution

Unit: NTD 000's; %

	Job Title	Name	Stock value	Cash value	Total	Ratio of sum to after-tax net profit
Manager	Chief Executive Officer (Note 3)	Hsu, Cheng-Min	0	2,300	2,300	0.37%
	General Manager	Lee, Ming-Hsi	0	2,300	2,300	0.37%
	Vice General Manager	Song,Pei-Yi	0	1,400	1,400	0.23%
	Vice General Manager	George, Chao	0	2,000	2,000	0.33%
	Vice General Manager	Jackson, Chen	0	2,300	2,300	0.37%
	Vice General Manager	Hu, Hsiu-Hsing	0	1,500	1,500	0.24%
	Vice General Manager	Hsu, Ming-Chieh	0	2,700	2,700	0.44%
	Director of Engineering Office	Kao, Mao-Sheng	0	1,600	1,600	0.37%
	Director of the Manufacturing Department	Pan, Tai-Feng	0	1,600	1,600	0.26%
	Director of the Administration Department	Chen, Hao-Jen	0	1,800	1,800	0.29%
	Director of the Manufacturing Department	Tien, Huan-Sheng	0	2,000	2,000	0.33%
	Director of the Business Operation Office	Chiu, Ling-Kai	0	2,000	2,000	0.33%

Note 1: Employee remuneration (including stock bonus and cash bonus) distributed to managerial officers proposed to be distributed to managers this year based on the actual distribution amount last year. After-tax net profit refers to that shown in the individual financial statement of the past year.

Note 2: The scope of application for managerial officers is based on the Taiwan Finance Certificate III No. 0920001301 letter dated March 27, 2003. It is as follows:
(1) General Manager and equivalent;
(2) Vice General Manager and equivalent;
(3) Assistant Vice General Manager and equivalent;
(4) Head of Finance;
(5) Head of Accounting;
(6) Other people taking care of the management and with the right to give a signature.

Note 3: The Company announced the resignation and removal of its Chairman Mr. Hsu, Cheng-Min due to his passing on February 21, 2026.

(V)Analysis of ratios of total remunerations paid to Directors, the General Manager, and the Vice General Managers of the Company for the past two years to the after-tax net profit and information on the policy, criteria, and combination of remunerations paid, the procedure to define the remuneration, and the correlation with business performance

(1) Analysis of ratios of total remunerations paid to directors, the General Manager, and the Vice General Managers of the Company for the past two years to the after-tax net profit

Year / Payee	2025		2024	
	The Company	All consolidated entities	The Company	All consolidated entities
Director (Including Independent Director)	14.20	16.37	5.65	6.88
General Manager and Vice General Manager	15.65	17.88	5.18	6.30

Note：The remuneration paid to Directors, the General Manager and the Vice General Manager of the Company increased compared to the total in 2024, as the bonuses distributed to the directors who also served as employees, the General Manager and the Vice General Manager in 2024 were relatively lower.

(2)Correlation between the remuneration payment policy, criteria, and combination, remuneration establishment procedures and management efficacy

(A) For the remuneration of directors of the Company, the Board of Directors is authorized to determine the remuneration of directors of the Company based on their participation level in the operation of the Company and contribution value along with the common standard adopted in the same industry. Accordingly, the remunerations specified in the “Regulations for Remuneration of Directors and Remuneration Distribution” reviewed by the Remuneration Committee and approved by the Board of Directors of the Company are as follows:

◆ Fixed remuneration: Only independent directors of the Company execute works independently according to their job duties and participates in the corporate governance. Are entitled to receive remuneration within the range of not higher than NT$10,000, as a fixed remuneration for execution of job duties. However, regular directors shall not collect fixed remuneration.

◆ Transportation allowance: It refers to the traffic and transportation fee collected by directors for proceeding to the Company for meeting. Only directors attending meetings in person may collect transportation allowance within the range not higher than NT$15,000 in principle.

◆ Remuneration of directors: When the Company has a surplus earning for a fiscal year, according to Article 32 of the Articles of Incorporation of the Company, an amount less than 3% of the surplus earning is appropriated as the remuneration of directors. The Company periodically assesses the remuneration of directors according to the “Rules for Performance Evaluation of Board of Directors", and relevant performance evaluation and salary reasonableness are reviewed by the Remuneration Committee and the Board of Directors.

(B) The salary structure for the General Managers and Vice General Managers of the Company includes the base salary, allowance for job positions, allowance for job duties, difference determined according to individual educational background, experience, performance and seniority, along with the consideration of the standard adopted in the same industry and the “Regulations for Managerial Officer Salary Standard, Year-End Bonus and Employee Remuneration Distribution” in order to pay salaries to Presidents and Vice Presidents on a monthly basis. In

addition, when the Company has a surplus earning for a fiscal year, an amount of 5%~15% of the surplus earning is appropriated as the remuneration of employees according to Article 32 of the Articles of Incorporation of the Company. For any adjustment of the Regulations for Managerial Officer Salary Standard, Year-End Bonus and Employee Remuneration Distribution, the Remuneration Committee shall propose evaluation recommendation, and the approval of the Board of Directors shall be obtained, the same requirement is applied to adjustment thereof.

(C) The combination of remuneration payment of the Company is specified according to the Remuneration Committee Charter and includes cash remuneration, stock option, profit sharing and stock ownership, pension welfare and severance pay, various allowances and other measures for substantial rewards. Its scope is consistent with the remuneration of directors and managerial officers specified in the Regulations Governing Information to be published in Annual Reports of Public Companies.

(D) Procedure for remuneration establishment:

◆ To periodically evaluate the remuneration of directors and managerial officers, the evaluation results performed according to the "Rules for Performance Evaluation of Board of Directors" and the "Evaluation and Performance Management Regulations" applicable to managerial officers and employees are used as the determination basis.

◆ Relevant performance evaluation and remuneration reasonableness of directors and managerial officers of the Company are periodically evaluated and reviewed by the Remuneration Committee and the Board of Directors annually. In addition to the review of individual performance achievement rate and contribution to the Company, the overall operation performance, industry future risk and development trend of the Company are also considered. Furthermore, the actual operation status and relevant laws and regulations are reviewed timely with respect to the remuneration system, and the current corporate governance trend is comprehensively considered, in order to provide reasonable remuneration, thus achieving balance between sustainable operation and risk control of the Company. The actual issuance amount of the 2025 remuneration of directors and managerial officers, are reviewed by the Remuneration Committee, followed by submitting to the Board of Directors for resolution.

(E) Correlation between business performance and future risk:

◆ The review of the remuneration policy related payment standard and system of the Company is mainly based on the overall operation status of the Company, and the payment standard is determined according to the performance achievement rate and contribution level, in order to improve the performance of the Board of Directors and management. In addition, the remuneration standard adopted in the industry is also considered, in order to ensure that the remuneration for the management of the Company is competitive, thus retaining outstanding management talents.

◆ The managerial officer performance goal of the Company is linked to each relevant human resource and relevant remuneration policy according to the rating result of actual performance evaluation. For important decisions made by the management of the Company, various risk factors are considered in advance, and the performance of relevant decisions reflect in the profit status of the Company.

III. Implementation of Corporate Governance

(I) Operational Status of the Board of Directors

Seating and attendance of directors in the 11 meetings of the Board of Directors in the past year up to the date the Annual Report was printed are as follows:

Job Title	Name	Attendance in person	Attendance through proxy	Ratio of attendance in person	Remarks
Chairman	Hsu, Cheng-Min (Note)	6	2	75.00	—
Chairman	Lee, Ming-His (Note)	11	0	100.00	—
Director	Hsu, Ming-Chieh	11	0	100.00	—
Director	Hsu, Ming-Hung	11	0	100.00	—
Director	Hocheng Corporation Representative: Chiu, Chi-Hsin	11	0	100.00	—
Independent Director	Huang, Leei-May	10	1	90.91	—
Independent Director	Hsiao, Shyh-Chyi	11	0	100.00	—
Independent Director	Lin, Chiu-Lien	11	0	100.00	—
Independent Director	Chung,Yi-Fang	11	0	100.00	—

Note：The Company announced the resignation and removal of its Chairman Mr. Hsu, Cheng-Min due to his passing on February 21, 2026. On February 23, 2026, the Board of Directors elected Mr. Lee, Ming-Hsi as the new Chairman through mutual nomination and voting among directors.

Other details to be documented:

1. Matters listed in Article 14-3 of the Securities and Exchange Act:
   Since the Company has have established an Audit Committee, therefore, the provisions of Article 14-3 of the Securities and Exchange Act do not apply. Please refer to Pages 26-28 for relevant information.
2. Besides the foregoing, other resolutions reached in Board of Directors' meetings objected to or with reservations expressed by independent directors that are recorded or documented in written statements: None.
3. Recusal of directors/independent directors upon conflicts of interest in proposals being discussed:
   (1)Fifth Meeting of the 11th Session of the Board of Directors on January 17, 2025
   Proposal: Distribution of Employee Compensation for the Year 2023.
   Directors who recused themselves from the discussion and voting: Hsu, Cheng-Min, Lee, Ming-Hsi, Hsu, Ming-Chieh and Hsu, Ming-Hung.
   Reasons for recusal and participation in voting: Following Article 206 of the Company Act, the resolution was approved unanimously by the Acting Chairman after consultation with the other directors present, except for four directors, namely, Hsu, Cheng-Min, Lee, Ming-Hsi, Hsu, Ming-Chieh and Hsu, Ming-Hung, who recused themselves and did not participate in the voting.

(2) Fifth Meeting of the 11th Session of the Board of Directors on January 17, 2025

Proposal:Expected Standards for the Distribution of Year-End Bonuses for Managers in the Year 2024

Directors who recused themselves from the discussion and voting: Lee, Ming-Hsi

Reasons for recusal and participation in voting: In accordance with Article 206 of the Company Act, the resolution was approved by the other directors present, except for one director, namely, Lee, Ming-His who recused himself and did not participate in the voting.

(3) Fifth Meeting of the 11th Session of the Board of Directors on May 12, 2025

Proposal: The personnel promotion

Directors who recused themselves from the discussion and voting: Hsu, Cheng-Min, Hsu, Ming-Chieh and Hsu, Ming-Hung.

Reasons for recusal and participation in voting: Following Article 206 of the Company Act, the resolution was approved unanimously by the Acting Chairman after consultation with the other directors present, except for four directors, namely, Hsu, Cheng-Min, Hsu, Ming-Chieh and Hsu, Ming-Hung, who recused themselves and did not participate in the voting.

(4)Ninth Meeting of the 11th Session of the Board of Directors on June 25, 2025

Proposal: Distribution of Employee Compensation for the Year 2024.

Directors who recused themselves from the discussion and voting: Hsu, Cheng-Min, Lee, Ming-Hsi, Hsu, Ming-Chieh and Hsu, Ming-Hung.

Reasons for recusal and participation in voting: Following Article 206 of the Company Act, the resolution was approved unanimously by the Acting Chairman after consultation with the other directors present, except for four directors, namely, Hsu, Cheng-Min, Lee, Ming-Hsi, Hsu, Ming-Chieh and Hsu, Ming-Hung, who recused themselves and did not participate in the voting.

(5) Fifth Meeting of the 12th Session of the Board of Directors on Feburary 06, 2026

Proposal:Expected Standards for the Distribution of Year-End Bonuses for Managers in the Year 2025

Directors who recused themselves from the discussion and voting: Hsu, Cheng-Min, Lee, Ming-Hsi, Hsu, Ming-Chieh and Hsu, Ming-Hung.

Reasons for recusal and participation in voting: In accordance with Article 206 of the Company Act, the resolution was approved unanimously by the Acting Chairman after consultation with the other directors present, except for those who recused themselves and did not participate in the voting.

4. The evaluation of the Board of Directors and functional committees' performance (has been submitted to the Board of Directors on March 11th, 2026)

Evaluation cycle	Evaluated period	Evaluation scope	Evaluation method	Evaluation content Assessment Result	Evaluation content Assessment Result
Once a year	January 1, 2025~ December 31, 2025	Entirety of board of directors	Internal self-evaluation of board of directors	Measurement items for the performance evaluation of board of directors include 1. Participation in the operation of the Company; 2. Improvement of the quality of the board of directors' decision making; 3. Composition and structure of the board of directors; 4. Election and continuing education of the directors; and 5. Internal control.	The evaluation result score of 90.2 points is significantly exceed the standard score, indicating that the board of directors bears the responsibilities for providing proper guidance and supervising strategies, major business and risk management of the Company, and is also able to establish proper internal control system, to improve overall operation status and to comply with the requirements of corporate governance.
Once a year	January 1, 2025~ December 31, 2025	Individual board member	Board member self-evaluation	Measurement items for the self-performance evaluation of board members include 1. Alignment of the goals and mission of the Company; 2. Awareness of the duties of a director; 3. Participation in the operation of the Company; 4. Management of internal relationship and communication; 5. The director's professionalism and continuing education; and 6. Internal control.	The evaluation result score of 93.9 points (average) is significantly exceed the standard score, indicating that each director receives positive evaluation result in the operational efficiency and outcome for all indicators.
Once a year	January 1, 2025~ December 31, 2025	Compensation and Remuneration Committee	Internal self-evaluation of board of directors	Measurement items for the performance evaluation of functional committee include 1. Participation level in the operation of the Company; 2. Awareness of the duties of the functional committee; 3. Improvement of quality of decisions made by the compensation and remuneration committee; 4. Composition of the	The evaluation result score of 91.0 points is significantly exceed the standard score, indicating that the functional committee overall operation status is complete and complies with the requirements of corporate governance, such that it is able to effectively enhance the functions of the board of directors.

Evaluation cycle	Evaluated period	Evaluation scope	Evaluation method	Evaluation content Assessment Result	Evaluation content Assessment Result
				functional committee and election of its members; 5. Internal control	
Once a year	January 1, 2025~ December 31, 2025	Audit Committee	Internal self-evaluation of board of directors	Measurement items for the performance evaluation of functional committee include 1. Participation level in the operation of the Company; 2. Awareness of the duties of the functional committee; 3. Improvement of quality of decisions made by the audit committee; 4. Composition of the functional committee and election of its members; 5.Internal control	The evaluation result score of 90.9 points is significantly exceed the standard score, indicating that the functional committee overall operation status is complete and complies with the requirements of corporate governance, such that it is able to effectively enhance the functions of the board of directors

(II) Operation of the Audit Committee

Seating of members in the 9 meetings held by the Audit Committee in the past year up to the date the Annual Report was printed is as follows:

Job Title	Name	Attendance in person	Attendance through proxy	Ratio of attendance in person	Remarks
Convener	Huang, Leei-May	8	1	88.89	—
Member	Hsiao, Shyh-Chyi	9	0	100.00	—
Member	Lin, Chiu-Lien	9	0	100.00	—
Member	Chung, Yi-Fang	9	0	100.00	—

Other details to be documented:

1. Matters listed in Article 14-5 of the Securities and Exchange Act: Refer to Pages 26-28 for details.
2. Besides those mentioned in the foregoing, other resolutions with approval by two-thirds and more of all directors despite the failure to be approved by the Audit Committee: None.
3. Recusal of independent directors upon conflicts of interest in proposals being discussed: This did not happen.
4. The Company’s Audit Committee was established on June 8, 2018 to replace the function of existing supervisors. Each Independent Director serves as an ex officio member. For the current term, the Convener and Chairman of the Audit Committee from June 12, 2024 to June 11, 2027 shall be Ms. Huang, Leei-Mei.
5. The Company's Board of Directors approved on March 16, 2018 the Organic Rules of the Audit Committee to be followed. The Audit Committee shall, as defined in the

Organic Rules, aim primarily to supervise adequate expressions in the Company's financial statements, the selection (dismissal) of CPAs and their independence and performance, effective implementation of internal control, compliance with applicable laws and regulations, control with existing or potential risks.
The Company's Audit Committee met a total of 9 times in the past year up to the Date the Annual Report was printed primarily to deliberate on:

(1) Audit of financial statements
(2) Internal control system and related policies and procedures
(3) Major asset transactions, loaning of funds and making endorsements/guarantees.
(4) Evaluate the effectiveness of the internal control system.
(5) Appoint a certified public accountant (CPA) for attestation and the review of the audit fee.

6. Important decisions of the Audit Committee:

Date	Meeting Session	Summary of Contents		Opinions from audit members and how the Company addresses them	Matters specified under Article 14-5 of the Securities and Exchange Act
2025.01.17	3rd Session 3rd meeting	1.	Review the Company's endorsement and guarantee as well as the credit facility for Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		2.	Review the financing loan proposal where Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. seeks funding from the Company.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2025.03.12	3rd Session 4th meeting	1.	Review of the Company's 2024 Financial Statements.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		2.	Review the assessment of the effectiveness of the internal control system for the fiscal year 2024, as well as the Internal Control System Statement proposal for the same period.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		3.	Review of the proposed amendments to certain provisions of the Company's "Payroll Management Cycle" Internal Control System and Internal Auditing Implementation Regulations.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		4.	Review the Company's reappointment of the CPA for the fiscal year 2025.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		5.	Review of the proposal for the evaluation of the intention to lend funds.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes

Date	Meeting Session	Summary of Contents		Opinions from audit members and how the Company addresses them	Matters specified under Article 14-5 of the Securities and Exchange Act
2025.04.11	3rd Session 5th meeting	1.	Review of the Company's 2024 Business Report.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		2.	Review of the distribution of earnings for 2024.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2025.05.12	3rd Session 6th meeting	1.	Review of the proposal for internal adjustments and replacement of accountants by the accounting firm.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		2.	Review of the proposal for the professional fees paid by the Company to the CPA for auditing in fiscal year 2025.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		3.	Review of the Company's Consolidated Financial Statement for the first quarter of 2025.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	No
		4.	Review of the proposal of the amendments to the Internal Control System for "Electronic Computer Cycles" and Implementation Rules for internal audits.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2025.08.11	3rd Session 7th meeting	1.	Review of the Company's Consolidated Financial Statement for the second quarter of 2025.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	No
2025.11.12	3rd Session 8th meeting	1.	Review of the Company's Consolidated Financial Statement for the third quarter of 2025.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	No
		2.	Review of the 2026 Audit Plan.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		3.	Review of the amendments to the "Sustainability Information Management Procedures".	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		4.	Review the Company's endorsement/guarantee as well as the credit facility for Chi Chau	The resolution was approved by all members without objection and was submitted for approval by the	Yes

Date	Meeting Session	Summary of Contents		Opinions from audit members and how the Company addresses them	Matters specified under Article 14-5 of the Securities and Exchange Act
			Printed Circuit Board (Vietnam) Co., Ltd.	directors who participated in the discussion and voting.	
2026.02.06	3rd Session 9th meeting	1.	Review the proposal of the Company's endorsement/guarantee for the subsidiary Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
2026.03.11	3rd Session 10th meeting	1.	Review of the Company's 2025 Financial Statements.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		2.	Review the assessment of the effectiveness of the internal control system for the fiscal year 2025, as well as the Internal Control System Statement proposal for the same period.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		3.	Review the Company's reappointment of the CPA for the fiscal year 2026.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes
		4.	Review the proposal of the liquidation of CHI CHAU (THAILAND) CO., LTD.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	No
		5.	Review of the distribution of earnings for 2025.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	No
2026.04.10	3rd Session 11th meeting	1.	Review of the Company's 2025 Business Report.	The resolution was approved by all members without objection and was submitted for approval by the directors who participated in the discussion and voting.	Yes

7. Communication between independent directors and internal audit heads and CPAs:

(1) The head of internal audit, after the audit report and the follow-up report have been submitted for approval, delivers them to each independent director by the end of the month following completion of the audits for the latter's review. If independent directors need further information about how the audit is implemented and the follow-up outcome, they may contact the head of the audit at any time. The head of internal audit is also seated in the Board of Directors' meeting to report the audit operation and answer questions and take part in discussions.

(2) The independent directors communicated with the head of the audit regarding the implementation status of the audit plan for each quarter of 2023 and some of the implementation details on March 12, 2025, May 12, 2025, August 11, 2025, November 12, 2025, and March 11, 2026, respectively. While performing the audits

in 2024, the audit unit did not find major anomalies or violations and matters that shall be reported to the independent directors immediately. However, the Financial Supervisory Commission found a deficiency in the Company's failure to report funds of loans in accordance with regulations, and this matter was reported to each independent director on February 6, 2026.

(3) The independent directors communicated and discussed the update of important laws and regulations (including the TIFRS) and key matters being inspected with the CPA(s) on March 4, 2026.

(III) Corporate Governance Implementation Status and Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons:

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
I. Does the Company establish and disclose its corporate governance principles following the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies?	✓		The Company has established the Corporate Governance Best Practice Principles to govern the protection of shareholder equity, reinforcement of the Board of Directors' function, respect of the rights of the stakeholders, and improvement of information transparency. For the Company's Corporate Governance Best Practice Principles, visit the Company's website.	No difference
II. Shareholding Structure and Shareholder Equity				No difference
1. Does the Company establish internal operating procedures for addressing suggestions from, concerns of, disputes, and lawsuits involving shareholders and implement the procedures?	✓		1. The Company has a spokesperson and acting spokespersons to address suggestions from or disputes involving shareholders.	
2. Does the Company have a list of major shareholders that have actual control over the Company and a list of ultimate owners of those major shareholders?	✓		2. The Company has an agency to take care of its stock affairs and someone is assigned to take charge of staying in touch with shareholders, keeping track of the list of major shareholders that control the Company, and maintaining optimal relations with major shareholders.	
3. Has the Company established and implemented risk management and firewall mechanisms with its affiliates?	✓		3. The Company has established the Operating Procedure for Transactions with Related Parties, Specific Companies, and Group Businesses and has enforced risk control between the Company and its affiliates and the appropriate firewall mechanisms as required by law.	
4. Has the Company established internal rules against insider trading with undisclosed information?	✓		4. The Company has established the Operating Procedure for Handling Major Internal Information to prevent against insider trading.	
III. Composition and Responsibilities of the Board of Directors				No difference
1.Has the Board of Directors developed a diversification policy, specific management objectives, and implemented them	✓		1.The diversification policy is defined under Chapter 3 "Reinforced Function of Board of Directors" of the Company's Corporate Governance Best Practice Principles. The nomination of the Board of Directors members and their screening is based on the requirements of the Company's Articles of	

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
1.Has the Board of Directors developed a diversification policy, specific management objectives, and implemented them	✓		Incorporation. The candidate nomination system is adopted. Besides the education and experience of each candidate, opinions from stakeholders are taken into consideration and the Directors' Election Regulations and the Corporate Governance Best Practice Principles are followed to ensure the diversification and independence of members of the Board of Directors. The Company's 11th Board of Directors includes 8 Directors, including 4 Independent Directors. Among them, 3 directors are female and possess strong leadership, business judgment,operation and management skills, crisis management, industry knowledge, and decision-making abilities, such as Li, Ming-His and Chiu, Chi-Hsin. Directors with accounting and financial analysis skills include Huang, Li-Mei; Hsu, Ming-Chieh and Hsu, Ming-Huang specialize in administrative management and marketing respectively. Chung,Yi-Fang have experience in social service affairs. Hsiao, Shih-Chi and Lin, Chiu-Lien are well-versed in investment and financial matters. The Company's independent directors account for 50%, female director account for 37.5%, and directors who are also employees of the Company account for 37.5%. One independent director has served for less than three years, one for 4-6 years, one for 7-9 years, and one for more than 10 years. One director is over 70 years old, five are between 61-70 years old, one is between 41-50 years old, and one is between 31-40 years old. The Company attaches importance to gender equality in the composition of the Board of Directors, with a target of over 30% female directors. The diversification policy for the composition of the Board of Directors has been disclosed on the Company's website.	No difference
2. Does the Company voluntarily establish other functional committees in addition to the Compensation and Remuneration Committee and the Audit Committee that are established as required by laws?	✓		2. Besides the Compensation and Remuneration Committee that has been established as required by law, the Company set up the Sustainable Development Committee in 2018. The Committee is run by respective departments reflective of their function.	

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
3. Has the Company established standards and methods for evaluating the performance of the Board of Directors, and does the Company implement the performance evaluation periodically and submit results of the performance evaluation to the Board of Directors, and use them for reference while deciding compensation and rewards for individual directors and nominating them for a second term in office?	✓		3. The Company periodically reflects upon the efficacy of the Board of Directors and is gradually enhancing corporate governance and has established the Board of Directors Performance Evaluation Guidelines and its evaluation method that is being reviewed and revised every year. The Remuneration Committee and the Board of Directors determine the remuneration of directors and consider nominations for reelection based on the company's operating performance and director performance evaluation results. The performance evaluation of the 2025 Board of Directors and the functional committees were submitted to the Board of Directors on March 11, 2026. Please refer to pages 24-25 for details of the evaluation results.	No difference
4. Does the Company regularly evaluate the independence of CPAs?	✓		4. The Company's Finance Department evaluates the independence and suitability of the signing accountant once a year, by the end of January. This evaluation includes consideration of the audit quality indicators (AQIs) and the Independence Statement provided by KPMG for the fiscal year 2024. The assessment results for Accountants Chen, Yi-Chun and Chiang, Hsiao-Ling were satisfactory, meeting the Company's standards for independence and suitability as signing accountants. The evaluation outcomes were reported to the Board of Directors on March 11, 2026. For more details on the evaluation criteria, please refer to pages 38-39.	
IV. Has the Company appointed a competent and appropriate number of personnel responsible for corporate governance matters, and delegated the company's corporate governance supervisors to be in charge of such matters (including but not limited to providing information for directors and supervisors to perform their functions, assisting directors and supervisors in complying with laws and regulations, handling matters related to Board	✓		1. The Company set up its head of corporate governance on May 11, 2021 to be the highest-ranking official and to take charge of corporate governance-related affairs and competent people are configured to handle corporate governance-related affairs. 2. The head of corporate governance is responsible for the supervision. The stock affairs unit is responsible for performing tasks concerning corporate governance, including matters related to each Board of Directors' meeting and general shareholders meeting, producing the minutes of the Board of Directors' meeting and shareholders meeting, applying for change of registration, providing directors with materials required for them to perform duties, and periodically providing directors with information on continuing	

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
meetings and shareholders meetings according to the law, and producing minutes of the Board meetings and shareholders meetings)	✓		education, regular reports to the Board of Directors include the examination results of the qualifications of Independent Directors during nomination, appointment, and tenure, as well as other matters stipulated in the Company's Articles of Incorporation or contracts. 3. At present, the head of corporate governance is Hu, Hsiu-Hsing, who is also the Vice General Manager of the Finance Department and is known for her abundant financial background and prior practical experience working as a professional manager. 4. Continuing education for the head of corporate governance, please refer to page 37-38.	No difference
V. Has the Company established a communication channel and set up a designated section on its website for stakeholders (including, without limitation, shareholders, employees, customers, suppliers, etc.) and properly respond to corporate social responsibility issues that stakeholders are concerned about?	✓		For corresponding financial institutions and creditors of the Company, there are related departments and staff to be responsible for providing sufficient information. There are also smooth communications with employees so that stakeholders have sufficient information to make a judgment and protect their rights, and establish a designated section on the Company's website (https://www.tpt-pcb.com.tw/sustainable.html), and adequately respond to the important corporate social responsibility issues of concern to stakeholders, and report to the board of directors once a year on the status of stakeholder engagement. The status of stakeholder engagement for 2025 was reported to the board of directors on March 11, 2026.	No difference
VI. Does the Company designate a professional shareholder service agency to deal with affairs relating to shareholders meetings?	✓		The Company authorizes the Registrar of KGI Securities Corporation to deal with shareholders meetings-related affairs.	No difference
VII. Disclosure of Information 1. Has the Company established a corporate website to disclose information regarding its financial, business and corporate governance status?	✓		Information about the financial operation and corporate governance have been disclosed on the Company's website (https://www.tpt-pcb.com.tw).	No difference

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
2. Does the Company adopt other ways of disclosing information (e.g., maintaining an English website, appointing responsible people to handle information collection and disclosure, creating a spokesperson system, webcasting investor conferences on the Company website)?	✓		There is a specialist to take charge of collecting and disclosing corporate information and the spokesperson system has been enforced as required.	
3. Does the Company announce and declare its Annual Financial Statement within two months after a fiscal year ends and announce and declare the financial statements for the first, second, and third quarters and operational status of each month earlier than the required deadline?	✓		The Company announces and declares its financial statements by the given deadline for each quarter now and announces the operational status of each month on time.	
VIII. Is there any other important information available to facilitate a better understanding of the Company's corporate governance operational status (including without limitation employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, continuing education of directors, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	✓		1. Employee benefits and employee care: The Employee Welfare Committee is established. The members are elected among the employees. The Committee takes care of various welfare matters. Meanwhile, the pension fund is allocated and set aside as required by the Labor Standards Act and the Labor Pension Act. 2. Investor relations: The Company holds the shareholders meeting according to the Company Act and applicable laws and regulations yearly and shareholders are given sufficient opportunities to ask questions and introduce proposals. There are also spokespersons to address suggestions from, concerns of, and disputes involving shareholders. The Company also takes care of announcing and declaring related information as required by the competent authority and provides various on-time information that may impact investors' decisions. 3. Supplier relations: Attention is paid to the legitimacy of pricing, unit prices, specifications, payment terms, lead time, product and service quality, or other data are sufficiently compared before a decision is	No difference

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
VIII. Is there any other important information available to facilitate a better understanding of the Company's corporate governance operational status (including without limitation employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, continuing education of directors, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	✓		made. The Company also forms a long-term close relationship with suppliers, coordinates and works with them, and trust and benefit each other while jointly pursuing sustainability, a win-win situation, and mutual growth. 4. Rights of stakeholders: The Company keeps smooth communications with corresponding banks, employees, customers, and suppliers and respect and protects the legal rights they are entitled to. There are also spokespersons to answer questions from investors to that investors and stakeholders are provided with highly transparent information about the financial standing of the Company. 5. Continuing Education of Directors: The Company provides directors with information on suitable continuing education courses from time to time. 6. Implementation of the Risk Management Policy and Risk Evaluation Criteria: The Company has established the Procedure for the Acquisition or Disposal of Assets, the Operational Procedures for Endorsements and Guarantees and Guarantees, and the Operational Procedures for Loaning of Company Funds, among others, to serve as the criteria for risk control and risk evaluation while the implementation unit and the audit unit of the Company performs the above-mentioned tasks. 7. Implementation of Customer Policy: To provide customers with comprehensive service and protection, the Company communicates in real-time with customers and sufficiently on their complaints to know what they need and to boost the interaction between the Company and the customers and their complaints are reflected upon in production and distribution meetings from time to time to seek improvements. 8. The Company has had directors covered by liability insurance.	No difference

IX. Improvements already made by the Company according to the governance evaluation results released in the past year by the corporate governance center of Taiwan Stock Exchange and matters and measures to be prioritized are as follows.

Evaluation item	Priorities in 2025	Priorities in 2026
Protection of shareholder equity and fair treatment of shareholders	The Company will hold its shareholders' meeting at the end of May.	The Company has the Chairman, a majority of the directors, and the Convener of the Audit Committee personally attend the annual general meeting of shareholders.

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
Enhanced Information Transparency	The Company discloses information related to major shareholders, finance, operations, and corporate governance on its Chinese and English websites.			Prepare the Sustainability Report under the GRI Universal Standards and upload it to the Taiwan Stock Exchange Market Observation Post System and the Company's website for public access.
Reinforce Board of Directors' Structure and Operation	The Company formulated the succession plan for its board members and key management personnel, and disclosed the implementation details on its website.			To disclose the assessment process used by the Board of Directors to regularly (once annually) reference Audit Quality Indicators that assess the independence and capability of the Certified Public Accountants (CPAs).

Continuing education for directors of the Company:

Job Title	Name	Date of inauguration	Date		Organizer	Course title	Hours involved	Remarks
			Start	End				
Director	Hsu, Cheng-Min	2024.06.12	2025.07.09	2025.07.09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	—
Director	Lee, Ming-Hsi	2024.06.12	2025.07.09	2025.07.09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	
Director	Hsu, Ming-Chieh	2024.06.12	2025.07.09	2025.07.09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	
Director	Hsu, Ming-Hung	2024.06.12	2025.07.09	2025.07.09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	
Director	Chiu, Chi-Hsin	2024.06.12	2025.06.06	2025.06.06	Taiwan Corporate Governance Association	New Perspectives on Enterprise Risk Management: Integrating Strategic Development and ESG	3	—
Director	Chiu, Chi-Hsin	2024.06.12	2025.12.05	2025.12.05	Taiwan Corporate Governance Association	Corporate Governance: Responding to Trends in Anti-Money Laundering, Counter-Terrorist Financing, and Financial Sanctions	3	—
Independent Director	Huang, Leei-May	2024.06.12	2025.06.20	2025.06.20	Taiwan Corporate Governance Association	Director's Duties and the Effectiveness of Internal Control Systems: An In-Depth Analysis	3	—
Independent Director	Huang, Leei-May	2024.06.12	2025.06.27	2025.06.27	Taiwan Corporate	Corporate Governance,	3	—

Job Title	Name	Date of inauguration	Date		Organizer	Course title	Hours involved	Remarks
			Start	End				
					Governance Association	Organizational Culture, and Corporate Sustainability		
Independent Director	Hsiao, Shyh-Chyi	2024.06.12	2025.06.03	2025.06.03	Securities and Futures Institute	Directors and Corporate Governance Officers Series – Recent Case Studies on Corporate Control Disputes	3	—
Independent Director	Hsiao, Shyh-Chyi	2024.06.12	2025.07.25	2025.07.25	Securities and Futures Institute	2025 Seminar on Legal Compliance for Insiders' Equity Transactions	3	—
Independent Director	Lin, Chiu-Lien	2024.06.12	2025.02.21	2025.02.21	Taiwan Corporate Governance Association	How Audit Committee Members Can Effectively Implement Financial Statement Review	3	—
Independent Director	Lin, Chiu-Lien	2024.06.12	2025.07.11	2025.07.11	Taiwan Corporate Governance Association	NVIDIA's Trillion-Dollar Miracle: New Perspectives on the Semiconductor Industry Revolution Behind Artificial Intelligence	3	—
Independent Director	Chung, Yi-Fang	2024.06.12	2025.02.18	2025.02.18	Taiwan Corporate Governance Association	How Boards Can Respond to 12 ESG Risk Issues	3	—
Independent Director	Chung, Yi-Fang	2024.06.12	2025.03.04	2025.03.04	Taiwan Corporate Governance Association	NVIDIA's Trillion-Dollar Miracle: New Perspectives on the Semiconductor Industry Revolution Behind Artificial Intelligence	3	—
Independent Director	Chung, Yi-Fang	2024.06.12	2025.05.09	2025.05.09	Securities and Futures Institute	2025 Seminar on Prevention of Insider Trading	3	—

Continuing education for the head of corporate governance:

Name	Date		Organizer	Course title	Hours involved	Remarks
	Start	End				
Hu, Hsiu-Hsing	2025.07.09	2025.07.09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	—
Hu, Hsiu-Hsing	2025.08.22	2025.08.22	Chinese Association of Industrial and Commercial Organizations (CAICO)	2025 Taishin & SKM Net-Zero Summit	3	—

Name	Date		Organizer	Course title	Hours involved	Remarks
	Start	End				
Hu, Hsiu-Hsing	2025.09.26	2025.09.26	Securities and Futures Institute	2025 Seminar on Prevention of Insider Trading	3	—

Relevant certifications for personnel involved in financial information transparency and designated by the competent authorities:

Certification	Department	No. of person
Institute of Internal Auditors – Chinese Taiwan	Audit Office	1
Certified Internal Auditor	Audit Office	1

Assessment criteria and results for the independence and competence of Certified Public Accountants:

Evaluation item	Assessment outcome	Independence and competence Yes or No
Whether or not the CPA has direct or significant indirect financial interests with the Company?	Y	Y
Whether or not the CPA has engaged in financing or guarantee activities with the Company or the Company's directors?	Y	Y
Whether or not the CPA has close business relationships with the Company and potential employment relationships?	Y	Y
Whether or not the CPA and members of the audit team have served as directors, managers, or personnel with significant influence on audit work in the Company within the past two years?	Y	Y
Whether or not the CPA has provided non-audit services items to the Company that could directly influence audit work?	Y	Y
Whether or not the CPA has acted as an intermediary for the issuance of stocks or other securities by the Company?	Y	Y
Whether or not the CPA has acted as a defender for the Company or represented the Company in coordinating conflicts with third parties?	Y	Y
Whether or not the CPA has relatives in significant influence positions, such as directors, managers, or personnel with significant influence on audit cases within the Company?	Y	Y
Whether or not the Company has retained the same CPA without replacement for seven consecutive years, or if the CPA has been subject to disciplinary action or other circumstances prejudicial to his/her independence?	Y	Y
Whether or not there have been disciplinary actions from the Competent Authority, the CPA Association, or disciplinary actions taken under Paragraph 3 Article 37 of the Securities and Exchange Act?	Y	Y
Whether or not the quality and timelines of audit and tax services meet the requirements?	Y	Y
Whether or not the CPA maintains good communication with the Company's management and directors?	Y	Y

Evaluation item	Assessment outcome	Independence and competence Yes or No
Whether or not the CPA provides proactive recommendations on the Company's systems and internal control audits and maintains records of such recommendations?	Y	Y
Whether or not the CPA regularly updates the Company on tax affairs, securities regulations, and newly revised International Financial Reporting Standards?	Y	Y
Whether or not the members of the Audit Services Team demonstrate stability?	Y	Y
Whether or not the CPA assesses and supervises various risks existing or potentially present in the Company?	Y	Y

(IV) Compensation and Remuneration Committee

1. Membership of Compensation and Remuneration Committee：
   Please refer to pages 10-11 for information on the professional qualifications of directors and the independence of independent directors
2. Information on the Operational Status of the Compensation and Remuneration Committee
   (1) The Company's Compensation and Remuneration Committee consists of 4 members in total; each of them serves a term in office from June 12, 2024 to June 11, 2027. Their responsibilities are:
   ①To establish and periodically review the policies, systems, standards, and structure for performance evaluation and compensation of directors and managers.
   ②To regularly evaluate and determine the compensation of directors and managers.
   (2) Attendance of members in the 6 meetings held by the Compensation and Remuneration Committee in the past year up to the date the Annual Report was printed is as follows:

Job Title	Name	Attendance in person	Attendance through proxy	Attendance in person (%)	Remarks
Convener	Huang, Leei-May	6	0	100.00	—
Member	Hsiao, Shyh-Chyi	6	0	100.00	—
Member	Lin, Chiu-Lien	6	0	100.00	—
Member	Chung, Yi-Fang	6	0	100.00	—

Other details to be documented:

① The Board of Directors does not adopt or modify the advice provided by the Compensation and Remuneration Committee: This did not happen.

② For decisions made by the Compensation and Remuneration Committee, as long as members are objecting or having their reservations that are recorded or stated in writing, the date of the Compensation and Remuneration Committee meeting, the session number, contents of the proposal, and how opinions from all members and opposing members are handled shall be described: This did not happen.

③ Meeting minutes of the Compensation and Remuneration Committee Meeting:

Date	Meeting Session	Summary of Contents		Opinions from the compensation members and how the Company addresses them
2025.01.17	6th Session 2nd meeting	1.	Distribution of the remuneration to employees for 2023.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
		2.	Expected release criteria for the year-end bonus for managerial officers of 2024.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2025.03.12	6th Session 3rd meeting	1.	Proposal of the Company's Employee and Director Remuneration for the Fiscal Year 2024.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
		2.	Proposal for the appointment of a new managerial officer.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2025.05.12	6th Session 4th meeting	1.	Distribution of the remuneration to directors for 2024.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2025.05.12	6th Session 4th meeting	2.	The personnel promotion.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2025.06.25	6th Session 5th meeting	1.	Distribution of the remuneration to employees for 2024.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2026.02.06	6th Session 6th meeting	1.	Expected release criteria for the year-end bonus for managerial officers of 2025.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
2026.03.11	6th Session 7th meeting	1.	Proposal of the Company's Employee and Director Remuneration for the Fiscal Year 2025.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
		2.	The revision of some articles of the “Directors’ Remuneration and Compensation Distribution Regulations”.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.
		3.	The revision of some articles of the “Manager Salary Standards, Year-End Bonus, and Employee Compensation Regulations”.	The proposal was approved as is by all members and was submitted to the Board of Directors for a decision.

(V) The Company has not established a Nomination Committee.

(V) The state of the Company's promotion of sustainable development, any variance from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reason for any such variance

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
1. Whether the company has established a governance structure to promote sustainable development and set up a dedicated (concurrent) unit to promote sustainable development, which is delegated by the Board of Directors to senior management, and supervised by the Board of Directors	✓		1. The Company established the Sustainability Committee on August 8, 2017 through the enactment of the "Organizational Regulations of the Sustainability Committee" by the Board of Directors. The committee consists of five subgroups: Green Sustainability, Cooperative Partners, Happy Workplace, Social Care, and Corporate Governance. 2. The Sustainable Development Committee is a push unit delegated by the Board of Directors and is required to report annually to the Board of Directors on economic, environmental and social issues arising from its operations. 3. Currently, the Sustainable Development Committee is responsible for the planning and implementation of the Sustainable Development policy, systems and management guidelines, as well as their implementation by the Chairman, who convenes the relevant Department Heads or designated staff. 4. The Sustainability Committee reported to the Board of Directors on relevant issues, significant achievements, and future promotion priorities twice in 2025. Among these, the 2025 sustainability implementation status was reported to the Board of Directors on March 11, 2026, and the Board has been fully informed of the implementation results. In addition, the Board further confirmed with the Sustainability Committee the progress of ESG report compilation and issues identified during the compilation process, to ensure the Company complies with submission requirements and understand the directions for subsequent enhancement.	No significant difference
2. Does the Company conduct risk assessments on environmental, social and corporate governance issues related to its operations under the materiality principle, and formulates relevant risk management policies or strategies?	✓		1. The risk assessment boundary covers the sustainability performance of all consolidated entities from January to December 2025. 2. All consolidated entities conduct a risk assessment of significant issues based on the materiality principle in the sustainability report. Based on the results of the risk assessment, relevant risk assessment policies or strategies are established as follows. For detailed implementation, please refer to the Company's sustainability report.	No significant difference

<table>
<tr><th rowspan="2">Implementation Items</th><th colspan="4">Implementation Status</th><th rowspan="2">The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance</th></tr>
<tr><th>Y</th><th>N</th><th colspan="3">Summary Description</th></tr>
<tr><td>2. Does the Company conduct risk assessments on environmental, social and corporate governance issues related to its operations under the materiality principle, and formulates relevant risk management policies or strategies?</td><td>✓</td><td></td><td colspan="3"><table>
<tr><th>Important Issues</th><th>Risk Assessment Items</th><th>Risk Management Policy or Strategy</th></tr>
<tr><td>Environmental</td><td>Water Resources Management</td><td>Stable water resources are directly tied to production continuity and operational resilience. In response to climate risks, the Company has adopted measures including the installation of RO (Reverse Osmosis) recycling systems and the utilization of municipal reclaimed water to improve water use efficiency and reduce wastewater discharge. These efforts not only help lower operational costs but also ensure production stability amid extreme climate events. The Company aims to maintain a water recycling rate of over 5% annually.</td></tr>
<tr><td>Environmental</td><td>Waste Management</td><td>The Company is committed to achieving sustainable development by implementing waste reduction, classification, and proper disposal, while actively promoting resource recycling and reuse. The Company will work collaboratively with employees, supply chain partners, and the broader community to minimize the environmental impact of its operations and build a greener future for the next generation. All manufacturing sites have obtained ISO 14001 and QC 080000 certifications. The Company's waste management target is to maintain a recycling and reuse rate of over 80%.</td></tr>
<tr><td>Corporate Governance</td><td>Customer Relationship Management</td><td>The Company is committed to providing excellent products and services by establishing a transparent, trustworthy, and customer-centric communication framework to ensure that customer needs and expectations are fully fulfilled. The Company</td></tr>
</table></td><td>No significant difference</td></tr>
</table>

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
			pledges to regularly collect customer feedback and take actionable steps to continuously improve the customer experience and enhance satisfaction. All customer complaints (51 cases) of the consolidated company in 2025 were resolved 100%, and customer satisfaction survey results consistently exceeded each plant's targets. All manufacturing sites have obtained ISO 9001 and IATF 16949 certifications. The Wuxi, Suining, and Vietnam plants have implemented the MES (Manufacturing Execution System) to enhance supply chain transparency and real-time information flow.	
			Innovation and Research & Development (R&D): "Innovation" is the key to maintaining industrial leadership. In response to the demand of new technologies, the Company views R&D as a necessary investment to strengthen competitive advantage, and through technological improvements, ensures the continuous creation of economic value amid changes in technology and market needs. In 2025, the consolidated company incurred approximately NT$240 million in costs for equipment additions or replacements related to the development of new products, new processes, or process improvements. For the implementation status of innovation and R&D, please refer to the Research and Development Status on page 2 and the New Products under Development on page 61.	
			Procurement Practices and Management: The Company strictly adheres to relevant domestic and international procurement regulations to ensure legal compliance, prohibits the use of conflict minerals, and allows priority	

Implementation Items	Implementation Status					The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance
	Y	N	Summary Description			
2. Does the Company conduct risk assessments on environmental, social and corporate governance issues related to its operations under the materiality principle, and formulates relevant risk management policies or strategies?	✓		Important Issues	Risk Assessment Items	Risk Management Policy or Strategy	No significant difference
			Corporate Governance	Procurement Practices and Management	to local procurement and green procurement to reduce impacts on the environment and society. It also requires suppliers to follow the same regulations, establish an audit system, and regularly evaluate and audit them to ensure that suppliers meet standards in environmental friendliness and labor safety, continuously improve related performance, and create a more sustainable and responsible supply chain. In 2025, the Company conducted on-site audits of 164 suppliers and contractors. All relevant vendors 100% completed the signing of the "Conflict-Free Minerals Declaration" and the "Green and Hazard-Free Product Guarantee Certificate," and a total of 218 suppliers and contractors passed ISO 14001 environmental management system certification.	
			Society	Occupational Safety and Health	The Company is committed to creating a safe and healthy work environment for its employees, strictly adhering to international and local regulations, and implementing preventive measures to reduce occupational hazards. The Company will continuously provide safety training and health promotion programs to enhance employees' safety awareness and overall well-being, ensuring that every employee can work with peace of mind. All production sites have obtained ISO 45001 Occupational Health and Safety Management System certification. In 2025, the Company organized 21 health consultation-related activities. For employees who may be exposed to hazardous substances or risks in the working environment, the consolidated company	

Implementation Items	Implementation Status					The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance
	Y	N	Summary Description			
					conducts a special health examination annually. For general employees, health checkups are carried out on a yearly basis across all sites, except for Suining and Wuxi factories where they are conducted every two years, all exceeding the statutory requirements of their respective locations.	
				Talent Attraction and Retention	Talent is the cornerstone of sustainable operations. In the face of global changes, the Company offers market-competitive compensation and diverse benefits while fostering a supportive workplace culture, aiming to reduce operational risks and strengthen team cohesion, thereby establishing a solid human foundation for long-term development. Starting from 2025, an employee satisfaction survey is conducted at least once a year to enhance engagement and retention, and to reduce turnover. The consolidated company's average turnover rate in 2025 was 2.5%, down from 4.7% in the previous year, reflecting improved retention effectiveness.	
				Talent Cultivation and Recruitment	The Company places strong emphasis on talent development, implementing comprehensive training programs to enhance employee capabilities, and establishing clear career advancement and compensation systems. The Company provides equal employment opportunities regardless of gender or age, enabling employees to fully utilize their strengths and achieve continuous growth within the Company. Regular performance evaluations are conducted as the basis for bonus distribution, promotions, transfers, and dismissals. In 2025, 97% of employees in the consolidated company underwent	

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
			<table><tr><td>Important Issues</td><td>Risk Assessment Items</td><td>Risk Management Policy or Strategy</td></tr><tr><td></td><td></td><td>scheduled performance and career development reviews. The total internal and external training hours reached 131,651 hours, with an average of 34.06 hours per employee.</td></tr></table>	
3. Environmental Issues (1) Does the Company establish proper environmental management systems based on the characteristics of their industries?	✓		1. The Company adheres to the principle of "industrial development and environmental protection both" and considers the best technology for all production processes and environmental protection equipment. It insists on the use of RoHS and Halogen Free materials to comply with environmental protection and to protect the earth's ecological resources. In addition, the Company has implemented an effective environmental management system by setting the air conditioning at a suitable temperature and introducing an electronic signature. 2. All consolidated entities have obtained ISO14001 certification (The Company: deadline July 23,2026) , the Company, Vietnam Factory and Factories in China has obtained QC080000 certification(The Company: deadline August 01,2027). The Company will continue to implement environmental protection and fulfill its corporate responsibility.	No significant difference
(2) Does the Company endeavor to utilize all resources more efficiently and use renewable materials which have a low impact on the environment?	✓		All consolidated entities' waste is disposed of per the Waste Disposal Act and the flow direction is declared online following the regulations. Hazardous industrial waste like acid and alkaline etching solution, which is generated during the production process, is an important recycled material for other industries through comprehensive recycling operations. By reusing materials, waste generation was reduced, and in 2025, the Company achieved a waste recycling rate of 85.42%, exceeding all consolidated entities' target of 80%. All consolidated entities actively promote various energy reduction measures, and select energy-efficient and environmentally friendly lighting equipment with energy-saving labels. They also regularly replace and maintain internal equipment to enhance energy usage efficiency. In response to the RE100 renewable energy initiative, all consolidated entities joined RE100 in September 2025, committing to use 60% renewable energy by 2030 (i.e., gradually increasing the annual purchase of green electricity by 10% each year starting from 2025) and to use 100% renewable energy by 2040. In 2025, 41.1 million kWh of green electricity were	

<table>
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<tr><th>Y</th><th>N</th><th>Summary Description</th></tr>
<tr><td>(3) Does the Company assess the potential risks and opportunities of climate change in its present and future operations, and take measures to respond to climate-related issues?</td><td>✓</td><td></td><td>purchased, accounting for 10.09% of the total electricity consumption, achieving the target of purchasing 10% green electricity.
All consolidated entities' assessment and response measures of climate change-related risks and opportunities, Please refer to pages 55-60 for climate-related information implementation status.</td><td></td></tr>
<tr><td>(4) Has the Company conducted an assessment on greenhouse gas,</td><td>✓</td><td></td><td>1. All consolidated entities' greenhouse gas inventory results, assurances, and reduction policies, please refer to pages 59-60 for details on greenhouse gas inventory and confirmation status.</td><td></td></tr>
<tr><td>water consumption and waste for the last two years, and established company strategies for energy conservation and carbon reduction, greenhouse gas reduction, water-saving and waste management?</td><td>✓</td><td></td><td>2. Water consumption (Megaliters)
<table><tr><th>Item</th><th>2024</th><th>2025</th></tr><tr><td>Net operating revenue of NTD1M</td><td>17,708</td><td>18,368</td></tr><tr><td>Water consumption</td><td>4,359.67</td><td>4,334.73</td></tr><tr><td>Water Resource Intensity (water consumption/net operating revenue of NTD1M)</td><td>0.25</td><td>0.24</td></tr></table>All consolidated entities continue to make efforts to reduce the use of natural water and wastewater discharge. The factories in China and Vietnam reuse the reclaimed water produced by RO reverse osmosis for restrooms, greenery irrigation, and production processes. In addition, the Wuxi factory has increased the use of treated recycled water from urban sewage plants instead of tap water as a water source. The Pingzhen factory collects cooling water from the cooling towers and reuses it in the washing towers, saving about 15 tons of water per day. The target for water consumption is to decrease year by year. By 2030, water consumption is expected to be reduced by 50% from 1413.772 million liters in 2020 (the base year). By 2025, water consumption is projected to decrease by 67.10% compared to the base year, with an annual water resource recycling rate maintained at over 5%.
(1) All consolidated entities' total water intake was 4,334.733 million liters, with a total discharge of 3,869.616 million liters and water consumption of 465.117 million liters. In 2025, water intake and consumption decreased by 0.57% and</td><td>No significant difference</td></tr>
</table>

<table>
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<tr><th>Y</th><th>N</th><th>Summary Description</th></tr>
<tr><td>(4)Has the company conducted an assessment on greenhouse gas, water consumption and waste for the last two years, and established company strategies for energy conservation and carbon reduction, greenhouse gas reduction, water-saving and waste management?</td><td>✓</td><td></td><td>21.30% respectively compared to 2024. This reduction was primarily due to Zhongshan factory’s expanded reuse of reclaimed water: previously used only for spraying and plant irrigation. In 2025 it began blending reclaimed water with tap water for broader reuse. Meanwhile, the Suining factory upgraded its water meters and, in compliance with regulations, included the previously unmetered cooling tower circulation water and pure water backwash in the wastewater treatment plant. Therefore, in 2025, wastewater volume increased while water consumption decreased.
(2) The amount of water recycled and reused was 517.671 million liters, with a water resource recovery rate of 11.9%. This increase is due to the higher production compared to 2024, which led to greater usage of pure water and consequently more concentrated wastewater. This in turn increased the volume of reclaimable water available for blending with tap water, thereby boosting overall recycling.
(3) Wuxi factory’s municipal water intake was 729.507 million liters, accounting for 47.87% of total intake, representing an increase of 11.95% and 3.92 percentage points respectively compared to 2024, driven by higher production volume.
The factory substitutes tap water with regenerated water sourced from urban sewage treatment plants. Since 2022, it has been recognized as a provincial water-saving enterprise in Jiangsu Province.
3. Wastes
<table><tr><th>Item</th><th>2024</th><th>2025</th></tr><tr><td>Hazardous wastes</td><td>38,219.2</td><td>40,775.6</td></tr><tr><td>Non-hazardous wastes</td><td>10,216.5</td><td>10,239.7</td></tr><tr><td>Total waste volume</td><td>48,435.7</td><td>51,015.3</td></tr><tr><td>Circular Recycling Rate (%)</td><td>85.86</td><td>85.42</td></tr></table>Note: Circular Recycling Rate (%) =Total recovery reuse amount/total waste amount x100%
Total waste volume in 2025 increased compared to 2024, primarily due to higher production volume. Etching waste liquid, classified as hazardous waste, can cause significant impact on environment if it will be improperly managed. Factories in mainland China and Vietnam have implemented an in-house etching waste recovery process, enabling safe on-site treatment and reutilization in production and other applications. This approach replaces external disposal, not only reducing transportation and</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Implementation Items</th><th colspan="3">Implementation Status</th><th rowspan="2">The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance</th></tr>
<tr><th>Y</th><th>N</th><th>Summary Description</th></tr>
<tr><td></td><td></td><td></td><td>handling costs but also minimizing the environmental risks associated with off-site hazardous waste transfer. In 2025, the recovery of acidic and alkaline etching waste liquids from the factories in mainland China and in Vietnam were 16,816.8m³ and 4,970.4 m³, respectively, representing increases of 32.7% and 33.4% compared to 2024. In addition, the Vietnam and Suining plants also recovered tin-stripping waste liquid totaling 781 m³. The waste recycling and reuse rate was 85.42%, meeting the target of maintaining a waste recycling and reuse rate above 80%.</td><td></td></tr>
<tr><td>4. Social Issues
(1) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?</td><td>✓</td><td></td><td>All consolidated entities acknowledge and voluntarily comply with the "UN Universal Declaration of Human Rights", "UN Global Compact", "United Nations Guiding Principles on Business and Human Rights" and "United Nations International Labor Organization". The Company has formulated and implemented a Human Rights Policy, which includes workplace diversity, reasonable working hours, a healthy workplace, labor-management communication, privacy protection, and human rights education and training. The boad of directors of the Company serves as the highest-level human rights governance structure, with the Happy Workplace Subcommittee under the Sustainability Committee responsible for driving human rights management initiatives. For detailed information of the Company's human rights policy and commitments, please visit the Company website https://www.tpt-pcb.com.tw/workplace.html.
The management of human rights issues across all consolidated entities is as follows：
<table>
<tr><th>Human rights issues</th><th>Description about management</th></tr>
<tr><td>Hiring policies</td><td>All consolidated entities have implemented a diverse workplace that uphold the principles of openness and fairness. All consolidated entities do not discriminate based on gender, class, language, ideology, religion, political party, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, or physical and mental disabilities. All consolidated entities are committed eliminating all forms of forced labor and discrimination in hiring and employment. All consolidated entities prohibit harassment, respect privacy, and strive to create a workplace with equal opportunity, dignity, safety, equality and freedom from discrimination and harassment.</td></tr>
</table></td><td>No significant difference</td></tr>
</table>

Implementation Items	Implementation Status				The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance
	Y	N	Summary Description		
			Diversity of equal opportunities	All welfare measures provided or organized shall not involve gender-based discrimination. There shall be no gender discrimination in the treatment of employees regarding retirement, severance, resignation, or dismissal. In terms of wage payment, no gender discrimination shall be allowed; employees performing work of equal value shall receive equal wages. However, this does not apply to differences based on legitimate non-gender factors such as seniority, rewards and penalties, or performance. Furthermore, employers shall not evade the aforementioned provisions by reducing the wages of other employees.	
			Prohibitions of child and forced labors	All consolidated entities have established internal documents that clearly define the identification and protection management of child labor and young workers, and clearly stipulate policies related to the prohibion of forced labor practices, etc.	
			Freedom of association	All consolidated entities respect employees' right to freedom of association, and clearly stipulate in internal documents that, within the scope permitted by law, employees shall have the right to participate or refuse to participate in organizations or groups related to the workplace.	
			Healthy workplace	All consolidated entities clearly define working hours and regulations for overtime, and regularly monitor and manage employee attendance. In order to prevent the inherent risks of jobs that require shifts, all consolidated entities regularly inspect risks to employee health and safety and make improvements based on the results.	
			Privacy protections	In order to sufficiently protect the privacy of clients and stakeholders, all consolidated entities have implemented a comprehensive information security management system that adheres to stringent security regulations and protective measures.	
			Employer - Employee Communication	All consolidated entities established an employee grievance mechanism to handle complaints regarding unreasonable disciplinary actions, improper management practices, suggestions, and violations of labor laws. In accordance with the Implementation Rules for Labor-Management Council Meetings, labor-management meetings are held on a quarterly basis. All consolidated entities have established a suggestion box and regularly convenes employer-employee meetings to ensure sufficient communication and effective resolution of issues to protect the rights and interests of both parties.	

<table>
<tr><th rowspan="2">Implementation Items</th><th colspan="3">Implementation Status</th><th rowspan="2">The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance</th></tr>
<tr><th>Y</th><th>N</th><th>Summary Description</th></tr>
<tr><td>(2) Does the Company formulate and implement reasonable employee benefits measures (including remuneration, vacation and other benefits, etc.), and appropriately reflect operating performance or results in employee compensation?</td><td>✓</td><td></td><td>
<table>
<tr><td>Consultation Channels</td><td>Prevention and Control of Workplace Sexual Harassment:
All consolidated entities have established a 7-member Complaint Committee. Committee members are elected representatives from the employees, with at least half of the seats held by women. The term is 3 years, and re-election is allowed. If a member resigns mid-term, a replacement will be elected. Anyone experiencing sexual harassment can file a complaint with the Complaint Committee. If the committee is unable to handle it, the case will be reported to the competent authority or judicial agency for further action.</td></tr>
<tr><td></td><td>Channels for reporting illegal workplace conduct include written, verbal, telephone, fax, and email.</td></tr>
</table>
In 2025, a total of 3,098 employees received human rights protection training and awareness programs, amounting to 8,141 hours. Neither all consolidated entities nor their suppliers have encountered any significant risks or incidents of discrimination, child labor, forced labor, or other violations of labor rights.
1. Please refer to the Labor Relations chapter for details of the Company’s employee welfare measures.
2. The Company has been a Top 100 high-wage company for many years, providing market-competitive salaries and employee welfare measures, and its operating performance or results are appropriately reflected in employee compensation. Year-end bonuses are distributed to all employees based on ranks, positions, attendance, disciplinary records, and annual performance evaluations. Employees’ compensation is allocated at 7%–15% of the pre-tax net profit for the year (before deduction of Employees’ Compensation and Directors’ Remuneration). For details, refer to the provisions on Employees’ Compensation and Directors’ Remuneration.
Performance bonuses are paid monthly according to individual performances, including work quality, efficiency, attendance, and disciplinary records.
3. All consolidated entities implement equal pay for equal work and equal promotion opportunities for men and women, with the proportion of female supervisors exceeding 20%. In 2025, the proportion of female employees was 41.9%, and the proportion of female supervisors was 22.3%.
4. Depending on the operation and talent retention situation, the Company will provide treasury stocks to transfer employee benefits so that the interests of</td><td></td></tr>
</table>

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
			employees can be aligned with the long-term development of the Company.	
(3) Does the Company provide a healthy and safe working environment and organize training on health and safety for its employees regularly?	✓		1. Please refer to the Labor Relations chapter for details of the Company's workplace safety and health measures and the relevant certification. 2. The Company has an Occupational Safety and Health Committee with 14 members who are appointed for a two-year term and meet every three months to review safety and health matters at the plant. The meetings are chaired by a representative of the management, with the capital side being the Chairman of the Committee, and manages the Committee's affairs in an integrated manner. The Committee is assisted by a secretary appointed by the Chairman who is responsible for the overall management of the Committee's affairs. The representatives from the labor side of the Occupational Safety and Health Committee are six in total, representing 42.86% of the total number of representatives according to the regulations 3.All consolidated entities' in the fiscal year 2025, there were a total of 5,714 Occupational Safety and Health Education and Training participants for a total of 22,649.3 man-hours. There were also a total 3,098 participants and accumulated training hours reaching 8,141 of Promotion on Human rights protection training. 4. All consolidated entities conduct monthly statistics on occupational injury cases and report them in accordance with regulations. In 2025, excluding commuting-related incidents and personal health factors, a total of 17 occupational injury cases were recorded. All consolidated entities will continue to review the work environment and enhance occupational safety awareness initiatives to safeguard employee well-being. 5.All consolidated entities' conduct two fire drills annually. In fiscal year 2025, there were no fire incidents reported, resulting in zero casualties or injuries due to fire and no related improvement measures in response to fires. 6. All consolidated entities have obtained ISO45001 certification (The Company: deadline November 10,2027).	
(4) Does the Company provide its employees with career development and training sessions?	✓		All consolidated entities have established a "Rank and Position System" to encourage employees to learn in multiple areas. In the year 2025, the total hours of internal and external training amounted to 131,651 hours, with an average of 34.06 hours of training per employee.	

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
(5) Does the Company comply with relevant regulations and international standards on the health and safety of customers, customer privacy, marketing and labeling of products and services, and formulate relevant policies and procedures to protect consumer rights and handling complaints?	✓		1. All consolidated entities have obtained ISO9001, QC080000 and IATF16949 certifications to ensure the safety of customers and to provide them with a full range of product quality. In addition, the Company has established an Ethical Corporate Management Best Practice Principles, which requires that the process of developing, purchasing, manufacturing, providing or selling products and services shall follow relevant regulations and international standards to ensure the transparency and safety of information about products and services. In 2025, there were no incidents of violations of product labeling or health and safety regulations, nor any cases of customer rights infringement or inappropriate marketing communications. 2. All consolidated entities have set up a stakeholder area on their websites so that customers can contact the Company at any time if they have a complaint. The communication with stakeholders for the year 2025 was reported to the Board of Directors on March 11, 2026.	
(6) Does the Company formulate and implement supplier management policy, requiring suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights?	✓		All consolidated entities ' suppliers must pass the ISO 9001 Quality Management System third-party certification and provide a certificate within the validity period; if they are unable to obtain verification of the quality management system, they must be audited annually by the Company's management department. All consolidated entities conduct annual environmental and occupational safety audits on suppliers to mitigate the impact of environmental and safety & health risks. For products classified as green, non-hazardous materials, the Quality Assurance unit must review and verify compliance with all consolidated entities' non-hazardous product requirements. Suppliers are required to submit valid material declarations and third-party test reports as part of the Green Product (GP) management documentation. To ensure that suppliers meet all consolidated entities' requirements for social responsibility and ethical standards, and to gradually improve their performance in social responsibility while enhancing the management of suppliers' social responsibility, all consolidated entities have established the 'Supplier Social Responsibility Management Procedure.' Each year, no fewer than three suppliers must be subject to regular audits, focusing on supplier labor (including human rights), occupational health and safety, environmental pollution, business ethics, and management systems to conduct supplier social responsibility audits, assess suppliers' performance in social responsibility and ethical standards, and follow up on improvement measures. In	

Implementation Items	Implementation Status			The Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance
	Y	N	Summary Description	
			2025, it was planned to audit 267 suppliers and contractors, with an actual audit completion rate of 100%.	
6. Does the Company prepare non-financial disclosure reports such as sustainability reports in accordance with international reporting standards or guidelines? Has the report obtained validation or assurance from a third-party verification unit?	✓		1. All consolidated entities prepared the "2025 Sustainability Report" based on the general guidelines, industry guidelines, and topic-specific guidelines issued by the Global Reporting Initiative (GRI), disclosing the significant economic, environmental, and social (including human rights) aspects and impacts identified by all consolidated entities, the disclosure items, and reporting requirements, and referring to the Sustainability Accounting Standards Board (SASB) standards to disclose industry-specific indicators and the SASB indicators corresponding report content index. 2.Although the Company has not yet obtained the accreditation or assurance statement of a third-party verification organization taking into account the interests of stakeholders. However, the Company has established and implemented the "Code of Practice for Sustainable Development" to consider the interests of its stakeholders, treat its customers fairly and reasonably, and require its suppliers to comply with the norms of the Social Environment Responsibility agreement, etc.	No significant difference
6. If the Company makes its own corporate social responsibilities principles according to the Best Practice Principles for Sustainable Development of TWSE/TPEx Listed Companies, please state the differences: No difference.				
7. Any other important information that helps to understand the implementation of sustainable development: (1) Sponsorship expenses: Provided funding for weekend meals and teaching equipment for donations to junior high and elementary schools in the Taoyuan area; provided funding for baseball training expenses for schools of all levels. (2) Community participation: Continuously maintained and organized public spaces and sidewalk trees outside the factory; promoted cultural and artistic activities and sponsor-related expenses irregularly; fulfilled social responsibilities by making irregular donations to underprivileged groups. The company's public welfare contributions over the past two years are as follows: Unit: NTD 000's				

Item	2024	2025
Care for vulnerable groups	200	200
Educational Assistance	1,564	1,464
Supports for art and culture activities	0	170
Sports Promotion	1,700	1,700

Execution status of climate-related information

Item	Execution Status
1. Describe the oversight and governance by the Board of Directors and management regarding climate-related risks and opportunities.	The Company, convened by the Sustainable Development Committee, is responsible for

Item	Execution Status
	environmental-related risks. It discusses various issues periodically to understand potential impacts on both internal and external aspects of the organization, including identifying and assessing climate change risks and addressing climate impacts. After identifying climate-related impacts, meetings with senior executives are held to discuss climate-related risks and opportunities. Suggestions and measures for improvement are proposed to mitigate financial climate risks and identify corresponding financial opportunities. The Sustainable Development Committee reports the full-year ESG performance and climate-related issues to the Board of Directors annually. For more information, please refer to the Company's Sustainability Report.
2. Describe how the identified climate-related risks and opportunities impact the business, strategy, and finances of the Company (short-term, medium-term, long-term).	According to the methodology for assessing climate change risks and opportunities, short-term is defined as within the next 1-3 years, medium-term as within the next 3-5 years, and long-term as 5 years or more. The Company has developed response plans for identified major risks and opportunities. For more information on related risks and opportunities, please refer to the Company's Sustainability Report.
3. Describe the financial impact of extreme weather events and transition actions on the Company.	For the identified climate risks and opportunities, potential financial impacts have been considered in terms of revenue, costs, assets, etc. In terms of annual temperature, Taoyuan City and Kaohsiung City where the factory is located may reach a 2°C increase before mid-century in various scenarios, it could still have potential impacts such as increased air conditioning costs, reduced lifespan of instruments and equipment, accelerated depreciation of existing assets, increased infrastructure costs, and the possibility of reduced production for certain goods. The increase in the average maximum daily rainfall in the century in various locations in Taiwan has not exceeded the disaster standard of the "3D Disaster Potential Map": 650 mm of rainfall in 24 hours, so there is no immediate risk of flooding, but there is still a chance that it will be caused by typhoons and surrounding areas. Flooding and other situations may cause work stoppage at the case site, transportation difficulties, supply chain interruption, and personnel absences. For more information, please refer to the Company's Sustainability Report.
4. Describe how the identification, assessment, and management processes of climate risks are integrated into the overall risk management system.	To identify and evaluate significant impacts or risks related to operations, the Sustainable Development Committee will regularly assess climate change risks in the future to understand specific potential financial influences. This will serve as the basis for policy formulation and goal setting, establishing climate management procedures, and continuously monitoring the effectiveness of climate risk management and implementation.
5. When utilizing a situation analysis to assess resilience to climate change risk, it shall detail the context, parameters,	The Company's climatic risk analysis considers various situation scenarios, including National Determined

Item	Execution Status
assumptions, analysis factors, and main financial impacts involved.	Contributions (NDCs) and Science Based Targets (SBT) for transition situations, as well as entity situations such as RCP 2.6 and RCP 8.5. The Company conducts risk and opportunity analysis for each situation, considering potential changes in policies, regulations, markets, and technologies, as well as business reputation and physical risks. For more information on related parameters, assumptions, analysis factors, and major financial impacts, please refer to the Company's Sustainability Report.
6. If there is a transformation plan to manage climate-related risks, describe the plan's content, as well as the indicators and objectives used to identify and manage physical risks and transition risks.	To mitigate the impact of climate change risks and achieve its goals in energy conservation and carbon reduction, the Company implements indicator management to address climate-related risks and opportunities. the Company is committed to long-term promotion of energy-saving and carbon reduction measures. For more details, please refer to the Company's Sustainability Report.
7. If using Internal Carbon Pricing (ICP) as a planning tool, the basis for price formulation shall be explained.	The Company does not utilize Internal Carbon Pricing (ICP) as a planning tool.
8. If climate-related targets are set, it shall explain the covered activities, greenhouse gas emissions categories, planning schedule, progress achieved annually, etc. If using carbon offsets or Renewable Energy Certificates (RECs) to achieve the targets, it shall explain the carbon reduction quantity of the offsets, the source and quantity of certified emission reductions (CERs), or the quantity of RECs.	Please refer to sections 1-1 and 1-2 for further explanation.
9. Greenhouse gas verification and assurance of reduction targets, strategies, and specific action plans (also fill in sections 1-1 and 1-2).	Please refer to sections 1-1 and 1-2 for further explanation."

10.Other implementation situations that contribute to climate-related information

A. Climate-Related Risks and Financial Impact

Type	Climate-Related Risks	Impact Period	Risk Content Description	Potential Financial Impact	Adaptation and Coping Measures
Transition Risk	Renewable Energy and Regulations	Medium to Long Term	Due to renewable energy policies and requirements for major electricity consumers to increase the proportion of green energy usage, failure to adopt in a timely manner may lead to rising energy costs and compliance pressure.	● Increased costs of green electricity procurement ● Higher capital expenditure for renewable energy equipment ● Adjustment of operational electricity consumption structure	● Procured renewable electricity totaling 41.1 million kWh, an increase of 38.318 million kWh compared to the previous year, representing a 13.8-fold growth in purchase volume ● Replaced high energy–consuming equipment (air compressors, chillers); in 2025, approximately NT$33.3746 million was invested in energy-saving and carbon-reduction equipment, resulting in a reduction of 131,798.02 GJ of energy use and approximately 13,740.22 tCO_2e in carbon emissions ● Adopted green building materials for new factory construction and procured government-subsidized

Item				Execution Status	
					energy-efficient equipment to improve resource and energy efficiency in the manufacturing process ● Evaluating the installation of rooftop solar power systems
	Carbon Fees and Carbon Pricing	Medium to Long Term	As carbon fee and carbon pricing mechanisms are implemented, failure to effectively reduce emissions will increase carbon costs and impact operational profitability	● Increased carbon fee expenditures ● Higher costs for emissions management and carbon reduction ● Impact on product costs and profitability	● The entire group conducts annual greenhouse gas inventories and obtains third-party verification ● Adopted Science Based Targets initiative (SBTi) to set carbon reduction targets ● Promotes energy-saving and carbon reduction projects
	Customer Low-Carbon Requirements	Short to Medium Term	International customers require supply chains to reduce carbon emissions and disclose carbon information; failure to meet these requirements may result in loss of orders or restricted cooperation opportunities.	● Risk of order loss ● Increased R&D costs for low-carbon products ●Higher costs for customer audits and management activities	● Optimize energy consumption in manufacturing processes ● Disclose carbon emissions information in line with customer requirements ●Develop low-energy manufacturing technologies and proactively provide low-carbon product solutions to customers
	Rising Energy Prices	Medium to Long Term	The energy transition and electricity tariff adjustments have led to higher costs for both electricity and green power, increasing operational cost pressure for enterprises.	● Rising electricity and energy costs ● Increased production costs ● Squeezed profit margins	● Introduce variable-frequency drives (VFDs) and energy-saving technologies ● Replace with high-efficiency lighting and equipment ● Continuously improve energy efficiency
	Environmental and Water Resource Regulations	Medium Term	Stricter emissions standards and water usage management regulations; failure to continuously improve may increase compliance costs and expose the company to potential penalties.	● Increased costs for pollution prevention and wastewater treatment ● Higher capital expenditures for equipment upgrades ● Risk of fines for non-compliance with regulations	● Upgraded wastewater treatment systems ● Ensured all discharged effluent meets local water quality standards ● Recycled and reused process wastewater through treatment systems ● Recycled and reused 517.67 million liters of water in 2025 ● Used reclaimed water treated by municipal wastewater plants to replace tap water ● Improved pollution control equipment ● No air pollutant violations or exceedances in 2025 ● Conducted soil remediation at the Kaohsiung plant, with a remediation period of 4 years
	Reputation and Financing	Medium Term	Insufficient climate governance and disclosure may affect corporate reputation, investor confidence, and financing	● ESG ratings affect financing conditions ● Potential increase in cost of capital ● Investor	● Regular disclosure of climate-related information ● The Sustainability Committee regularly reviews risks ● ESG performance is

Item				Execution Status	
			conditions.	confidence impacts access to funding	reported to the Board of Directors
Physical risks	Extreme Weather	Short to Medium Term	Typhoons and extreme rainfall may cause factory shutdowns, logistics disruptions, and equipment damage.	● Production disruptions and downtime losses ● Equipment damage and maintenance costs ● Logistics delays and risk of contract breaches	● Insured property assets to transfer losses arising from extreme weather events ● Installed wind and flood prevention facilities (emergency retention basins and pumping equipment) to reduce physical damage; the Wuxi and Zhongshan plants each have two emergency basins, with a total investment of approximately NT$34.92 million. The Wuxi plant is also equipped with five 100 m³/h water pumps, with annual maintenance costs of approximately NT$22,000.
	Water Resource Variability	Medium to Long Term	Changes in rainfall patterns or drought conditions may lead to unstable water supply, affecting process water availability and production stability.	● Rising water costs ● Reduced production capacity due to water shortages ● Emergency water procurement and allocation costs	● Established wastewater recycling and reuse systems ● Set up water storage and backup water sources ● Reduced process water consumption
	Rising Temperature	Long Term	Long-term rising temperatures increase demand for air conditioning and electricity, and accelerate equipment wear and failure risk.	● Increased air conditioning and electricity costs ● Higher equipment wear and maintenance costs ● Reduced production efficiency	● Replaced with high-efficiency air conditioning systems ● Enhanced building insulation design to reduce HVAC energy consumption ● Conduct regular inspection and maintenance of equipment ● Prepare backup power generators to cope with power rationing or outages

B. Climate-Related Occurrences and Financial Impacts

Type	Climate-Related Occurrences	Potential Financial Impacts	Coping Measures
Resource Efficiency	● In response to energy transition and carbon reduction trends, improve energy efficiency and introduce renewable energy. ● Reduce energy and resource intensity through process optimization and equipment upgrades. ● Enhance water use efficiency and water reuse capabilities to reduce dependence on external water resources. ● Strengthen carbon management capabilities (such as carbon inventory and emission reduction targets) to meet regulatory and customer requirements.	● Reduce energy procurement costs and electricity expenses. ● Decrease carbon emission-related costs (such as carbon fees or future regulatory costs). ● Lower water costs and reduce the risk of reliance on external water resources. ● Improve process efficiency and reduce unit production costs. ● Mitigate the impact of energy price fluctuations by introducing renewable energy and energy-saving measures.	● Procured renewable electricity, accumulating 41.1 million kWh of green power, an approximately 13.8-fold increase compared to the previous year. ● Replaced high-energy-consuming equipment (air compressors and chillers) and introduced energy-saving technologies, investing about NT$33.3746 million, reducing energy consumption by 131,798.02 GJ and carbon emissions by 13,740.22 tCO_2e. ● Continuously improved energy efficiency through process optimization and equipment upgrades (including variable-frequency drives and high-efficiency lighting). ● New factory buildings adopt green building materials and energy-saving equipment, and the installation of rooftop solar power systems is under evaluation. ● Promoted energy conservation and carbon reduction projects, and conducted regular maintenance of equipment to ensure operational efficiency.

Item			Execution Status
			● Established wastewater recycling and reuse systems and utilized reclaimed water, with recycled water usage reaching 517.67 million liters in 2025.
Product and Service	● In response to climate change risks, promptly adjust product and service design to meet market demand. ● Develop low-carbon and environmentally friendly products and services to expand new market opportunities. ● Strengthen the disclosure of product environmental information (such as carbon footprint) to enhance customer trust and purchasing willingness.	● Expand the low-carbon product market and increase revenue streams. ● Enhance brand image and market competitiveness, strengthening customer loyalty. ● Increase the proportion of high value-added products to improve profit margins. ● Comply with customers' carbon reduction requirements and improve order acquisition opportunities.	● Disclose product carbon emission information in line with customer requirements. ● Develop low-energy-consumption process technologies and provide low-carbon product solutions. ● Adopt the SBTi framework and set carbon reduction targets. ● Conduct annual greenhouse gas inventories across the entire group and obtain third-party verification.
Resilience	● Establish climate risk identification and response mechanisms to enhance business continuity. ● Integrate climate risk management into operational decision-making to strengthen overall business resilience. ● Improve supply chain and operational adaptability to respond to extreme weather events and market changes.	● Reduce the impact of climate-related events on operational disruptions and losses. ● Decrease unexpected costs (such as downtime, damage, and supply chain disruptions). ● Enhance long-term operational stability and enterprise value.	● Purchase property insurance to transfer operational losses caused by extreme weather events. ● Install wind and flood protection facilities (such as emergency storage basins and pumping equipment) to reduce disaster-related losses. ● Establish water storage facilities and backup water sources to mitigate water shortage risks. ● Prepare backup power generation equipment to address power rationing or outages. ● The Sustainability Committee regularly reviews climate-related risks. ● ESG performance is regularly reported to the Board of Directors.

1-1 Greenhouse Gas Inventories and Assurance Situation in the Past Two Years

1-1-1 Greenhouse Gas Inventory Information:

The table of values for greenhouse gas emissions is as follows, covering the following locations: Taiwan Printed Circuit Board Techvest Co., Ltd.'s Pingzhen factory, Kaohsiung factory (TGT TECHVEST CO., LTD), Wuxi factory, Zhongshan factory, Suining factory. T-Flex Techvest PCB CO., LTD. and Vietnam factory have not yet been verified. No figures are reported for the other subsidiaries as they are not engaged in operating activities.

Item	2024				2025			
	Emissions (metric tons CO_2e)		Intensity (metric tons CO_2e/ NTD M of revenue)		Emissions (metric tons CO_2e)		Intensity (metric tons CO_2e/ NTD M of revenue)	
	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities
Direct emissions (Category 1)	675.637	11,372.139	0.038	0.642	741.273	12,821.875	0.040	0.698
Indirect emissions (Category 2)	12,945.130	234,220.077	0.731	13.227	9,678.322	222,222.985	0.527	12.098
Other indirect emissions (Category 3)	Detailed information is disclosed in the sustainability report.							
Revenue (NTD M)	17,708				18,368			

1-1-2 Greenhouse gases assurance information:

Assurance Agency	2024	2025

The Company	AFNOR Asia Co.,LTD.	AFNOR Asia Co.,LTD. under verifcation
Zhongshan factory	—	—
Suining factory	SGS-CSTC Standard Technical Service Co.,Ltd.	SGS-CSTC Standard Technical Service Co.,Ltd.
Wuxi factory	Hangshou WIT Assessment Co.,Ltd.	Hangshou WIT Assessment Co.,Ltd.
T-Flex Techvest	—	—
Kaohsiung factory	—	—
Vietnam factory	BSI Assurance UK Ltd.	—

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

1-2-1 Greenhouse Gas Reduction Targets:

Mid-term Target: As enterprises committed to the Science Based Targets initiative (SBTi), all consolidated entities have set the following carbon reduction targets: with 2020 as the base year (Scope 1 and Scope 2 greenhouse gas emissions totaling 322,893.706 metric tons of CO_2 equivalent), it pledges to reduce the greenhouse gas emission intensity of Scope 1 and Scope 2 by 42% by 2030.

The Company is dedicated to reducing carbon emissions from its operations, continuously introducing energy-saving, carbon-reduction, and renewable energy technologies, and strengthening supply chain management. It promotes localized procurement and carbon footprint reduction across the value chain to achieve long-term energy conservation and carbon reduction goals.

Through the aforementioned carbon reduction measures, the Company's Scope 1 and Scope 2 greenhouse gas emissions in 2025 reached 235,044.860 metric tons of CO_2 equivalent, representing a 27% reduction compared to the base year.

Long-term Target: It is expected that between 2050, the Company will achieve net-zero greenhouse gas emissions.

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

Energy: Use energy-efficient products with energy-saving and environmental labels for lighting equipment, and replace and maintain equipment within the factory to improve energy efficiency

Water Resources: Implement a water reclamation program to reduce water consumption in the manufacturing process.

Waste: Actively reduce waste starting from the production process. In addition to using recycled materials, the Company also takes proactive measures to increase the recycling rate of waste.

For other greenhouse gas reduction strategies and detailed action plans, please refer to pages 53-55 and the Company's Sustainability Report.

(VI) Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
I. Establishment of Ethical Corporate Management Policy and Proposal				No difference
1. Has the Company defined ethical corporate management policies approved by the Board of Directors and declared its ethical corporate management policies and procedures as well as the commitment of its Board of Directors and high-ranking management to implementing the management policies in its rules and external documents?	✓		1. The Company's Board of Directors has defined the ethical corporate management principle and related operating procedures and included related ethical corporate management policies in explicit words and as part of its system. Related operating procedures are released on the Company's website for the investors' information.	
2. Has the Company established an evaluation mechanism for unethical behavioral risks that helps periodically analyze and evaluate business activities of relatively high unethical behavioral risks within the scope of operation and defined a solution to prevent unethical behaviors accordingly that covers at least the preventive measures against respective acts under Article 7 Paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies?	✓		2. The Company has established the "Procedures for Ethical Management and Guidelines for Conduct" to help periodically analyze and evaluate business activities at relatively high risk of unethical behaviors within the scope of its operation to prevent each of the said unethical behaviors.	
3. Has the Company specified the operating procedures, behavioral guide, punishment for violators, and the disciplinary and complaint-filing system in case of violation in the proposal to prevent unethical behaviors, enforced them, and periodically reflected upon and amended the foregoing solution?	✓		3. The Company has defined the guidelines for reporting illegal and immoral or unethical behaviors and provides new hires with educational training to remind them of precisely following the ethical behavioral guide. In case of any violation of the ethical behavioral guide, the employee will be subject to punishment that varies in extent reflective of the severity of the circumstance according to the disciplinary measure and will be discussed internally.	

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
II. Consolidation of Ethical Corporate Management				No difference
1. Has the Company evaluated the ethical records of parties it does business with and specified terms about ethical behavior in business contracts?	✓		1. The Company fulfills contracts on business activities fairly and ethically and in compliance with applicable regulatory requirements and contract provisions. In case of unethical behavior, contract provisions may be terminated or dismissed at any time.	
2. Has the Company established a dedicated unit under the Board of Directors to promote ethical corporate management and report its ethical management policy and solution to prevent unethical behaviors and the status of implementation to the Board of Directors periodically (at least once a year)?	✓		2. It is specified in the Company's Operational Procedures and Behavioral Guide of Ethical Corporate Management Best Practice that the Sustainable Development Committee belongs to the Board of Directors and the Company as established the Organic Rules of the Sustainable Development Committee. The Committee is configured with one chairman, one Vice-Chairman, and at least three additional members. The chairmanship is served by the Chairman of the Company and the Vice-Chairman (General Manager) and other members (Vice General Manager of Administration and Head of the Manufacturing Department) are to be assigned by the Chairman of the Company. The Committee meets at least once a year and is to take charge of establishing and supervising the implementation of the ethical corporate management policy and preventive solutions and to report the compliance to the Board of Directors once a year. It met on March 11, 2026 and reported the implementation of ethical corporate management of 2025 to the eleventh Session of the Board of Directors when the latter met for the 14th time on March 11, 2026.	

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
2. Has the Company established a dedicated unit under the Board of Directors to promote ethical corporate management and report its ethical management policy and solution to prevent unethical behaviors and the status of implementation to the Board of Directors periodically (at least once a year)?	✓		Related implementation in 2025 of the ethical corporate management policy enforced by the Company: A. To help combine honesty and moral values as part of the Company's operational strategy and to prepare related preventive measures to ensure honest operations as required by law. B. To establish solutions to prevent unethical behaviors and to thereof establish task-related standard operating procedures and behavioral guides within respective solutions. C. To plan internal organization, configuration, and job responsibilities and to have mutual check and balance mechanisms in place for operational activities at relatively high risks of dishonest acts within the scope of operation. D. To promote and coordinate communication and training on the integrity policy. E. To plan a reporting system that helps ensure effective implementation. F. To help the Board of Directors and the management inspect and evaluate whether preventive measures were established to ensure honest operations have been working effectively and to evaluate related operating procedures periodically for compliance, with a report produced. Discipline for violations of the ethical corporate management principles in 2024 of the Company: Cases filed: 0; cases through the reporting box: 0; corruption and fraud: 0	No difference

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
2. Has the Company established a dedicated unit under the Board of Directors to promote ethical corporate management and report its ethical management policy and solution to prevent unethical behaviors and the status of implementation to the Board of Directors periodically (at least once a year)?	✓		The Company organized internal and external educational training on ethical corporate management (including coporate ethics, social responsibilities, accounting systems, and inter controls) throughout 2025, which were attended by a headcount of 279 people in total and consisted of 279 hours in total.	No difference
3. Has the Company established policies to prevent conflicts of interest, provided appropriate channels for filing related complaints and implemented the policies accordingly?	✓		3. Spontaneous recusal is expected for matters involving conflicting interests that require a recusal. This is specified in Article 28 of the Corporate Governance Best Practice Principles, the Ethical Code of Conduct, and Article 15 of the Rules of Procedure for Board of Directors' Meetings. In the event that any director or managerial officer violates the Ethical Code of Conduct, the Company shall address it according to the disciplinary measures specified in the Ethical Code of Conduct and disclose in real-time the title and name of the violator, date of violation, cause of the violation, the guidelines involved in the violation, and management in the Market Observation Post System.	
4. Has the Company created effective accounting and internal control systems to consolidate ethical corporate management and does the internal audit unit stipulates related audit plans according to the evaluation results of unethical behavioral risks and inspect compliance with the solution to prevent unethical behaviors or authorize the CPAs to perform inspections?	✓		4. The Company has set up the Audit Office to take charge of investigating and evaluating the deficiencies of the internal control system and evaluating the operating efficiency and adequately providing improvement advice to ensure that the internal control system gets to be effectively enforced continuously and to help the Board of Directors and the management precisely fulfill their duties. No incidents of corruption have occurred in the Company.	No difference

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
5. Does the Company hold internal and external educational training on ethical corporate management regularly?	✓		5. The implementation is defined in the employee Ethical Code of Conduct and related disciplinary measures are defined in the Work Rules, too. They are communicated to new hires during educational training as well.	
III. Whistle-blowing System of the Company				No difference
1. Does the Company have substantial reporting and incentive systems in place, provide convenient whistle-blowing channels, and assign appropriate specialists to investigate reported matters?	✓		1. The Company has established the "Guidelines for Reporting Illegal and Immoral or Unethical Behaviors". Stakeholders can report such behaviors "in person", "by phone", or "by sending a letter", based on the cause to the spokesperson, the General Manager's Office or the head of the audit. Employees are encouraged to report illegal behaviors. The Company will offer incentives according to the Work Rules reflective of the severity involved in the violation and will protect the safety of the whistle-blower against retaliation.	
2. Has the Company established any standard operating procedures, subsequent measures to be adopted after the investigation is completed, or confidentiality mechanisms for handling reported matters?	✓		2. The Company has an employee complaint system in place. There is a supervisor to take charge of addressing complaints and someone is assigned to be responsible for the investigation. All cases are treated confidentially.	
3. Does the Company assure employees who reported on malpractices that they will not be improperly treated for making such reports?	✓		3. It is strictly prohibited to disclose information to irrelevant parties. Even if it is required to discuss the case with related parties for the sake of investigation, such discussions are limited to the portion where the specific party is involved. Those disclosing information to irrelevant parties and failing to keep the case confidential as required will be turned in for discipline.	No difference

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Summary	
IV. Reinforced Information Disclosure Has the Company disclosed information regarding its ethical corporate management principles and implementation status on its website and the MOPS.?	✓		The Company discloses the content, relevant regulations, and implementation status of Ethical Corporate Management Best Practice Principles on its corporate website and the TSE Market Observation Post System (MOPS). Additionally, information related to Ethical Corporate Management is also provided in the company's Sustainability report.	No difference
V. If the Company has its own ethical corporate management principles established according to the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, please describe the differences between its implementation and the defined principles: no significant differences were found.				
VI. Other important information that will help understand ethical corporate management in the Company: The Company negotiates with customers and fulfills contract requirements in honor of integrity and honesty and seeks, negotiates, and fulfills all contracts fairly and morally.				

(VII) Other important information that is sufficient to boost knowledge of corporate governance

1. The Company continues to invest resources to strengthen corporate governance. Initially, all board members were part of the management team, but gradually, external individuals have been introduced to the board. Currently, there are four independent directors, who together form the Remuneration Committee and the Audit Committee.
2. Staff of the Company shall follow laws and regulations and the internal requirements of the Company and prevent unethical behaviors.
3. On the Company's website is also a devoted section where corporate governance is detailed and regulations on corporate governance are provided for download and review by internal and external people.

(VIII) Implementation of Internal Control System

1. Internal Control System Declaration: Refer to https://mopsov.twse.com.tw/mops/web/ajax_t06sg20?parameters=0eb65210d5bdc34ea16e295ccdbad1094fa31aee87661611d3f8c22bea3fb50de1d5d55f2907af83df59ae82756caca37dd8deda6d21048dd6757f91f6feed9efade4567702b1a82869a09fd73fc40587045cc1a627f2154c4191914ced9039e903dde6a928cc89597c96889484360aa84133451eb4308cf57a68f376cb89023
2. The Company did not authorize the CPAs to exceptionally review the internal audit system so there is no CPA Review Report available.

(IX) Important decisions reached in shareholders meetings and made by the Board of Directors in the past year up to the date the Annual Report was printed

1. General shareholders meeting

Date	Type of meeting	Important matters for a decision	Decision and implementation status
2024.06.12	General Shareholders meeting	Ratification of 2024 Business Report and Financial Statements.	The case was put up for a vote. Affirmative votes accounted for 90.48% of all votes of attending

Date	Type of meeting	Important matters for a decision	Decision and implementation status
			shareholders. This proposal was approved as is.
		Ratification of Distribution of 2024 Earnings.	The case was put up for a vote. Affirmative votes accounted for 90.70% of all votes of attending shareholders. This proposal was approved as is. The distribution reference date was set on August 8, 2025, and was fully paid on August 21, 2025 (NTD1.38 cash dividend per share).
		Revised certain articles of the " Articles of Incorporation".	After a vote was taken, with 90.71% of the votes in favor of the proposal, the resolution was passed as originally proposed. The amendment was subsequently approved and registered by the Ministry of Economic Affairs on June 6, 2025.

2. Board of Directors

Date	Session Meeting	Important matters for a decision	
2025.01.17	11th Session 5th meeting	1.	Approval of the application for a credit line from financial institutions.
		2.	Approval of distribution of remuneration to employees for 2023.
		3.	Approval of expected release criteria for the year-end bonus for managerial officers of 2024.
		4.	Approval of the Company's endorsement and guarantee as well as the credit facility for Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.
		5.	Approval of borrowings of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. from the Company for purpose of financing.
2025.03.12	11th Session 6th meeting	1.	Approved of how the remuneration to the employees and that to the directors shall be distributed for 2024.
		2.	Approval of the Company's 2024 Financial Statements.
		3.	Approval of the application for a credit line from financial institutions.
		4.	Approval of the assessment of the effectiveness of the internal control system for the fiscal year 2024, as well as the Internal Control System Statement for the same period.
		5.	Approval of the Company's proposed revisions to certain articles of the "Articles of Incorporation".
		6.	Approval of the Proposed Amendments to Certain Articles of the Company's "Wage and Labor Management Cycle" Internal Control System and Internal Audit Implementation Guidelines.
		7.	Approval of the Company's reappointment of the CPA for the fiscal year 2025.
		8.	Approval of the Company's Appointment of a New Manager.
		9.	Approval of related matters such as the date, location, and cause of the 2025 general shareholders meeting, and book closure duration, etc.
		10.	Approval of the Capital Lending Intent Evaluation Proposal.

Date	Session Meeting	Important matters for a decision	
		11.	Approval of 2025 Operational Budget.
2025.04.11	11th Session 7th meeting	1.	Approval of the application for a credit line from financial institutions.
		2.	Approval of the Company's 2024 Business Report.
		3.	Approved of the Company's 2024 disposition of net earnings.
2025.05.12	11th Session 8th meeting	1.	Approval of the proposal for internal adjustments and replacement of accountants by the accounting firm.
		2.	Approval of the Consolidated Financial Statement for the first quarter of 2025.
		3.	Approval of the proposal for the professional fees paid by the Company to the CPA for auditing in fiscal year 2025.
		4.	Approval of the proposal of the amendments to the Internal Control System for "Electronic Computer Cycles" and Implementation Rules for internal audits.
		5.	Approval of the application for a credit line from financial institutions.
		6.	Approval of distribution of remuneration to directors for 2024.
		7.	Approval of the personnel promotion.
2025.06.25	11th Session 9th meeting	1.	Approval of the application for a credit line from financial institutions.
		2.	Approval of 2024 Sustainability Report.
		3.	Approval of distribution of remuneration to employees for 2024.
2025.08.11	11th Session 10th meeting	1.	Approval of the Company's Consolidated Financial Statement for the second quarter of 2025.
		2.	Approval of the application for a credit line from financial institutions.
2025.11.12	11th Session 11th meeting	1.	Approval of the Company's Consolidated Financial Statement for the third quarter of 2025.
		2.	Approval of the application for a credit line from financial institutions.
		3.	Approval of the 2026 Audit Plan.
		4.	Approval of the proposal of the amendments to the "Sustainable Development Best Practice Principles".
		5.	Approval of the proposal of the amendments to the "Sustainable Information Management Procedures".
		6.	Approval of borrowings of Chi Chau Printed Circuit Board (Vietnam) Co., Ltd. from the Company for purpose of financing.
2026.02.06	11th Session 12th meeting	1.	Approval of the application for a credit line from financial institutions.
		2.	Approval of the proposal of specific topics of the Sustainability Report.
		3.	Approval of expected release criteria for the year-end bonus for managerial officers of 2025.
		4.	Approval of the proposal of the Company's endorsement/guarantee for the subsidiary Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.
2026.02.23	11th Session 13th meeting	1.	Approval of the proposal of new Chairman elected through mutual nomination and voting.
2026.03.11	11th Session 14th meeting	1.	Approved of how the remuneration to the employees and that to the directors shall be distributed for 2025.
		2.	Approval of the revision of some articles of the "Directors' Remuneration and Compensation Distribution Regulations".

Date	Session Meeting	Important matters for a decision	
		3.	Approval of the revision of some articles of the "Manager Salary Standards, Year-End Bonus, and Employee Compensation Regulations".
		4.	Approval of the 2024 Financial Statements.
		5.	Approval of the application for a credit line from financial institutions.
		6.	Approval of the assessment of the effectiveness of the internal control system for the fiscal year 2025, as well as the Internal Control System Statement for the same period.
		7.	Approval of the proposal of the amendments to the "Articles of Incoporation".
		8.	Approval of the reappointment of the CPA for the fiscal year 2026.
		9.	Approval of the proposal of the liquidation of CHI CHAU (THAILAND) CO., LTD.
		10.	Approval of the 2024 disposition of net earnings.
		11.	Approval of the proposal of 2026 operation budget.
		12.	Approval of related matters such as the date, location, and cause of the 2026 general shareholders meeting, and book closure duration, etc.
2026.04.10	11th Session 15th meeting	1.	Approval of the application for a credit line from financial institutions.
		2.	Approval of the 2024 Business Report.

(X) Different opinions of directors that are recorded and stated in writing on important decisions made by the Board of Directors in the past year up to the date the Annual Report was printed: None.

IV. Certified Public Accountant (CPA) Fee Information

Unit: NTD thousands

Name of Accounting Firm	Name of CPA		Duration of Inspection	Audit-oriented public expenditure	Non-audit-oriented public expenditure	Total
KPMG	Chen, Yi-Chun	Chiang, Hsiao-Ling	January 1, 2025~ December 31, 2025	6,980	480	7,460

Note: Non-audit fee are tax audit services NTD350,000, preparing inspections for scrapped items NTD80,000 and the checklist of information limited to full-time employees who do not hold a managerial position NTD50,000.

(I) When the accounting firm is changed and the audit public expenditure in the year of replacement is reduced compared to that in the preceding year, the audit public expenditures before and after the replacement and the reasons shall be disclosed: Not applicable.

(II) When the audit public expenditure is reduced by more than 15% from the preceding year, the value reduced, the ratio, and the cause shall be disclosed: Not applicable.

V. Information on Replacement of CPAs: None.

(I) Information regarding the former CPAs

Date of replacement	2025.05.12			
Reason for replacement and explanation	Internal adjustments by the accounting firm.			
Describe whether the Company terminated or the CPAs terminated or did not accept the engagement	Parties / Circumstances		CPAs	The Company
	Terminated the engagement		Not applicable	
	No longer accepted (discontinued) the engagement			
If the CPAs issued an audit report expressing any opinion other than an unqualified opinion during the 2 most recent years, specify the opinion and the reasons	None			
Disagreement with the Company	Yes		Accounting principles or practices	
			Disclosure of financial reports	
			Audit scope or steps	
			Other	
	No	✓		
	Specify details			
Other disclosures	None			

(II) Information Regarding the Successor CPAs

Name of accounting firm	KPMG
Names of CPAs	Chen, Yi-Chun Chiang, Hsiao-Ling
Date of engagement	2025.05.12
Subjects discussed and results of any consultation with the CPAs prior to the engagement, regarding the accounting treatment of or application of accounting principles to any specified transaction, or the type of audit opinion that might be issued on the Company's financial report	None
Successor CPAs' written opinion regarding the matters of disagreement between the Company and the former CPAs	None

(III)The reply letter from the former CPA regarding the Company's disclosures regarding the matters under Article 10.6.A and 10.6.B(c) of the Regulations: None.

Ⅵ. Disclosure of the name, position, and duration of service at firms or their associated enterprises in the past year of Company Chairman, General Manager, and Managerial Officers in charge of financial or accounting affairs: None.

VII. Changes in the transfer and pledge of equity among directors, managerial officers, and shareholders with a holding ratio exceeding 10% in the past year and up to the date the Annual Report was printed

(I) Changes in the Equity of Directors, Managerial Officers, and Major Shareholders

Unit: Share

Job Title	Name	2025		As of March 29, 2026	
		Increase/Decrease in the number of shares held	Increase/Decrease in the number of shares pledged	Increase/Decrease in the number of shares held	Increase/Decrease in the number of shares pledged
Director	Hocheng Corporation	—	—	(260,000)	—
Director	Hsu, Ming-Chieh	55,000	—	132,000	—
Director	Hsu, Ming-Hung	—	—	75,000	—
Vice General Manager	Song, Pei-Yi	(20,000) (Note 1)	—	(21,000)	—
Vice General Manager	George, Chao	(27,000)		(9,000)	—
Vice General Manager	Jackson, Chen	(9,000)	—	(36,000)	—
Vice General Manager	Hu, Hsiu-Hsing	10,000	—	—	—
Director of the Engineering Office	Kao, Mao-Sheng	(18,000)	—	(14,250)	—

Note 1：Vice General Manager Mr. Song, Pei-Yi was appointed on March 12, 2025.

(II) Information on Transfer of Equity: None.

(III) Information on Pledge of Equity: None.

VIII. Information on the relationship among Top 10 shareholders who are related, spouses, or relatives within the second degree of kinship

March 30, 2025; Unit: Share; %

Name	Shares held in person		Shares held by spouse and minor child(ren)		Shares held in someone else's name		The title or name and relationship among shareholders in the Top shareholding list who are related, spouse to each other, or relatives within the second degree of kinship		Remarks
	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Name	Relation	
HSBC (Taiwan) Bank entrusts custody of investment funds to Macquarie Group Limited	12,425,000	4.58	—	—	—	—	—	—	—
Hui Min Investment Co., Ltd.	10,802,177	3.98	—	—	—	—	Hsu, Ming-Chieh Hsu, Ming-Hung	Mother and son	—
Chen, Hui-Yao	147	0.00	—	—	—	—	Hui Min Investment Co., Ltd.	Person in charge	—
Lin,Gao-Huang	7,106,000	2.62	—	—	—	—	Prosperity Tieh Enterprise Co., Ltd	Person in charge	—
Hocheng Corporation	6,315,315	2.33	—	—	—	—	—	—	—
Chiu, Chi-Hsin	—	—	—	—	—	—	Hocheng Corporation	Director	—
Prosperity Tieh Enterprise Co., Ltd	5,710,000	2.11	—	—	—	—	—	—	—
Hefeng United Co., Ltd.	5,170,000	1.91	—	—	—	—	—	—	—
Citi Custody Services for Yuanta Securities - Client Investment Accounts	4,872,000	1.80	—	—	—	—	—	—	—
JPMorgan Chase Bank N.A. Taipei Branch – Custody Services for VanGuard Equity Index Account	3,496,000	1.29	—	—	—	—	—	—	—
Rensheng Investment Co., Ltd	3,441,102	1.27	—	—	—	—	—	—	—
CHASE Bank in entrusted custody for Vanguard Total International Stock Index Fund, Vanguard Star Funds	3,300,549	1.22	—	—	—	—	—	—	—

IX. Number of shares held by the Company, the Company's directors, managerial officers, and directly or indirectly controlled businesses and the consolidated general holding ratio

Unit: Share; %

Re-invested business (Note 1)	Investments made by the Company		Directors, managerial officers, and directly or indirectly controlled businesses (Note 2)		Comprehensive investment	
	Shares	Holding ratio	Shares	Holding ratio	Shares	Holding ratio
Chi Yang Investment Ltd.	—	100.00	—	—	—	100.00
T-Mac Techvest PCB Co., Ltd.	380,957,933	100.00	—	—	380,957,933	100.00
T-Flex Techvest PCB Co., Ltd.	30,821,897	44.21	113,000	0.16	30,934,897	44.37
tgt Techvest Co.,Ltd.	9,680,606	20.70	28,121,032	60.13	37,801,638	80.83
Chi Chau International Co., Ltd.	1,153,524	96.13	46,476	3.87	1,200,000	100.00
Brilliant Star Holdings Ltd.	68,126,618	97.28	—	—	68,126,618	97.28
Chi Chen Investment Co., Ltd.	35,600,000	80.73	8,500,000	19.27	44,100,000	100.00
Chi Chau (Thailand) Co., Ltd.	14,850,000	99.00	150,000	1.00	15,000,000	100.00
Chi Chau Printed Circuit Board (Vietnam) Co., Ltd.	—	100.00	—	—	—	100.00

Note 1: It is the investment of the Company applying the equity method.

Note 2:The information documented in the roster of shareholders from the most recent book closure date of each company to the date the Company's Annual Report was printed.

Three. Fund-raising

I. Capital and Shares

(I) Source of Capital Stock

Unit: NTD thousand; Thousand Shares

Date	Issue price (NTD)	Approved capital stock		Paid-in capital stock		Remarks		
		Quantity	Amount	Quantity	Amount	Source of capital stock	Using properties other than cash to write off the stock value	Others
January 2009	10	200,000	2,000,000	140,967	1,409,675	Employee share subscription warrants exercised 8,500	—	January 6, 2009 Jing-Shou-Shang No. 09701331690
July 2009	10	200,000	2,000,000	142,722	1,427,225	Employee share subscription warrants exercised 17,550	—	July 15, 2009 Jing-Shou-Shang No. 09801155160
September 2009	10	200,000	2,000,000	166,250	1,662,508	Earnings-transferred capital increase and capital reserve transferred capital increase 235,283	—	September 4, 2009 Jing-Shou-Shang No. 09801203490
January 2010	10	250,000	2,500,000	194,255	1,942,548	Capital increase in cash 228,550; Employee share subscription warrants exercised 51,490	—	January 13, 2010 Jing-Shou-Shang No. 09901005630
July 2010	10	250,000	2,500,000	213,680	2,136,803	Earnings transferred capital increase 194,255	—	July 1, 2010 Jing-Shou-Shang No. 09901140030
September 2010	10	300,000	3,000,000	231,680	2,316,803	Capital increase in cash 180,000	—	September 16, 2010 Jing-Shou-Shang No. 09901211780
December 2011	10	300,000	3,000,000	236,314	2,363,139	Earnings transferred capital increase 46,336	—	December 12, 2011 Jing-Shou-Shang No. 10001275880
August 2012	10	300,000	3,000,000	251,314	2,513,139	Capital increase in cash 150,000	—	August 6, 2012 Jing-Shou-Shang No. 10101159440
August 2013	10	300,000	3,000,000	275,014	2,750,139	Capital increase in cash 237,000	—	August 15, 2013 Jing-Shou-Shang No. 10201165000
January 2015	10	300,000	3,000,000	271,243	2,712,429	Treasury stock-based capital reduction 37,710	—	January 22, 2015 Jing-Shou-Shang No. 10401013620
August 2019	10	300,000	3,000,000	271,242	2,712,425	Treasury stock-based capital reduction 450	—	April 14, 2019 Jing-Shou-Shang No. 10801101390

March 29, 2026; Unit: Unit: Thousand Shares

Type of share	Approved capital stock			Remarks
	Circulating shares	Shares yet to be issued	Total	
Registered common stock	271,242	78,758	350,000	None

(II) List of Major Shareholders

Shareholders that hold at least 5% of the equity or those whose holding ratio is one of the Top 10, their names, the number of shares held, and the holding ratio

March 29, 2026; Unit: Share: %

Shares Name of major shareholder	No. of shares held	Holding ratio
HSBC (Taiwan) Bank entrusts custody of investment funds to Macquarie Group Limited	12,425,000	4.58
Hui Min Investment Co., Ltd.	10,802,177	3.98
Lin,Gao-Huang	7,106,000	2.62
Hocheng Corporation	6,315,315	2.33
Prosperity Tieh Enterprise Co., Ltd	5,710,000	2.11
Hefeng United Co., Ltd.	5,170,000	1.91
Citi Custody Services for Yuanta Securities - Client Investment Accounts	4,872,000	1.80
JPMorgan Chase Bank N.A. Taipei Branch – Custody Services for VanGuard Equity Index Account	3,496,000	1.29
Rensheng Investment Co., Ltd	3,441,102	1.27
CHASE Bank in entrusted custody for Vanguard Total International Stock Index Fund, Vanguard Star Funds	3,300,549	1.22

(III) Company’s Dividend Policy and Implementation

1. Dividend policy defined in the Articles of Incorporation

The Company's net profit for each year's general financial statement shall first be used to offset any losses from previous years. Then, 10% of the remaining balance shall be allocated to the legal reserve fund, unless the legal reserve fund has already reached the total amount of the paid-in capital. Additionally, a special reserve fund may need to be set aside or reversed in accordance with applicable laws, regulations, or instructions from the competent authority. If there is any remaining profit after these allocations, the Board of Directors may propose a dividend distribution plan for that amount, along with any profits from previous years, and submit it to the Shareholders' Meeting for approval.

In light of steady developments and a sound financial structure, the distribution of surpluses of the Company is not to be below 10% of distributable surpluses after prior surpluses are subtracted. When it is below 1% of the paid-in capital size, however, it may be decided that all the remaining surpluses will continue to be retained and not be distributed.

Upon distribution of surpluses, the cash dividend may not be below 10% of the overall dividends.

2. Current distribution of dividends

The Company's surplus earnings distribution plan for the year 2025 has been approved by the Board of Directors on March 11th, 2026. After setting aside 10% for statutory

surplus reserve and special reserve fund, as well as adding the accumulated undistributed retained earnings from the beginning of the period, the remaining distributable profit is as follows:

(1) NTD 0 distributed as a share dividend for shareholders.

(2) NTD 309,216,436 distributed as cash dividends for shareholders.

(3) Cash dividend distributed with the earnings (NTD/Share): NTD1.14.

(4) Information on expected major changes to the dividend policy: This did not happen.

(Ⅳ) Impacts of free share assignment intended through the current shareholders' meeting on the Company's operational performance and earnings per share

No free share assignment was proposed in the current shareholders' meeting and the Company does not need to disclose its 2025 Financial Forecast; therefore, there is no need to disclose the annual forecast information.

(V) Remuneration for employees and that for directors

1. Percentage or range of remuneration for the employees and that for the directors as stated in the Company's Articles of Incorporation

After the pre-tax net profit of the current term before the remuneration for directors and that for employees are subtracted from the profit for the current year of the Company, less than 3% shall be set aside to be the remuneration for directors and 5% to 15% shall be that for employees (with no less than 0.5% specifically allocated to rank-and-file employees). In cases of pending cumulative deficits borne by the Company (including adjustment of the value of undistributed earnings), the value sufficient to offset the deficits shall be retained first.

2. Accounting measures adopted in case of any difference between the basis for estimating the amount of remuneration for employees and that for directors and the basis for calculating the number of shares included in the distribution of share bonus, and the actual value distributed and their estimates of the current term:

(1) The Company estimates the amount of remuneration for employees and that for directors based on the policy defined in the Company's Articles of Incorporation and with reference to how it was distributed in prior years.

(2) The basis for estimating the amount of remuneration for employees and that for directors in 2025 is to multiply the pre-tax net profit by 7.5% which is expected for employees and 1.5% for directors. The basis for calculating the number of shares for the distribution of stock bonus is the closing price on the day before the Board of Directors' meeting. In 2024, however, the employee stock bonus was not distributed.

(3) Differences between the actual values decided to be distributed by the Board of Directors and the estimate, if any, are considered variations in accounting estimates and will be recognized as the profit or loss of 2026.

3. Information on the distribution of remuneration for employees and that for directors of 2025 as decided by the Board of Directors

(1) Amount of remuneration for employees and that for directors

Item	Remuneration for employees	Remuneration for directors
Cash	62,028,000	12,406,000
Share	—	—

There is no difference between the amount of remuneration for employees and that for directors distributed for 2025 as determined by the Board of Directors and the annual estimate recognized.

(2) Ratio of the amount of remuneration for employees as determined to the sum of after-tax net profit and the total employee bonus of the current term: Not applicable.

4. The Company allocated the employee and director compensation for the 2024 fiscal year in 2025. The estimated employee and director compensation in the Company's 2024 financial report was the same as the actual allocation.

(Ⅵ) Buyback of the Company’s Shares: None.

II. Corporate Bonds: None.
III. Preferred Stock: None.
IV. Global Depositary Receipt: None.
V. Employee Stock Options: None.
VI. Employee Restricted Stock: None.
VII. New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None.
VIII. Implementation of Capital Utilization Plan: None.

Four. Operational Status

I. Scope of Operation

(I) Scope of Operation

1. Main contents of the business

(1) CC01080 Electronics Components Manufacturing

(2) F219010 Retail Sale of Electronic Materials

(3) F401010 International Trade

(4) All business items that are not prohibited or restricted by law, except those that are subject to special approval.

2. Sales weight and current products

Main products	2025	2024
Printed Circuit Board	100.00%	100.00%

3. New products to be developed

(1)High-speed field: High-end consumer electronics, AIPC, and networking motherboards.

(2)Automotive filed: Control panels and dashboard displays, motherboards, car lights, and electronic drive components.

(3)Display field: Diverse mini-LED, notebook, and large-size television displays, and projector displays.

(4)Wearable device domain: AR glasses, etc.

(5)Intelligent machinery field: robots and drones.

(II) Industry Overview

All consolidated entities primarily engage in the manufacturing and sales of Printed Circuit Boards (PCBs). The main application products include LCD TVs, monitors, laptops, Public Information Displays (PIDs), touch panels, solid-state drives (SSDs), and automotive boards. PCBs are substrates that carry electronic components, while the core material of the inner layer acts as an insulator (e.g. glass fiber) the outer layer is supplemented with a conductor (e.g. copper foil). According to the circuit design of the end product, the circuit pattern is applied to the substrate by chemical etching and electroplating. Given that the electrical circuit (wiring) connects the various electronic component and provides electrical conductivity to transmit power and signals, this enables the function of each component to be performed. PCBs are regarded as one of the most essential components of electronic products. In general, PCBs are categorized into rigid circuit boards (R-PCB), flexible printed circuits (FPC), high-density interconnect broads (HDI), and IC carrier boards. If classified under the number of conductive layers, these can be divided into single-sided, double-sided and multi-layer panels. The downstream applications for these types of PCBs are as follows:

Classification	Terminal Products	Characteristics
R-PCB	Automotive electronics, servers/storage, desktop computers, notebooks, displays, hard drives, TVs, game consoles, and so on.	Non-flexible, wide range of board thickness, and can carry large currents.
FPC	Wearable devices, mobile phones, tablet PCs, notebooks, digital cameras, TFT-LCD panels, touch panels, and so on.	Flexible, easy to bend, lightweight and thin.
HDI	Wearable devices, mobile phones, tablet PCs, ultra-thin notebooks, digital single-lens reflex cameras, handheld game consoles, data cards, and so on.	Small in size, high density of circuit distribution, and excellent transmission performance.
IC Carrier	Application processors, baseband chips,	Lighter, smaller in size, and

Classification	Terminal Products	Characteristics
Board	power management chips, NFC chips, RF chips, graphics chips, power amplifiers, flash memory, MEMS, and so on.	has excellent quality stability and information channels.

In summary, PCBs can be applied to an extensive range of products, hence the name “mother of all electronic products”. PCBs can be used in almost everything in terms of electronic components. Their applications include wearable devices, communications, tablet PCs, automotive electronics, servers/storage, networking, personal computers, various consumer electronics products, and so on. Therefore, the prosperity in the terminal electronics market directly affects the market demand for PCBs.

1. Global industry status and development trends

With the global economy recovering and inventory levels returning to a healthy state, coupled with the rapid development of AI applications, emerging sectors such as servers, high-speed networks, and automotive electronics are expected to drive growth in the printed circuit board (PCB) industry.

According to Prismark's forecast, the global PCB market is expected to grow by about 6.8% in 2025, and the PCB industry will continue to grow in the coming years, reaching approximately USD 94.66 billion in 2029, with a compound annual growth rate of about 5.2% during this period. Prismark also predicts that from 2023 to 2028, the compound annual growth rate of AI server-related HDI will reach 16.3%, making it the fastest-growing category in the AI server-related PCB market. Overall, driven by the rapid development of technology applications and the recovery of the electronics industry, it is estimated that the global PCB market could reach about USD 105.2 billion by 2026, with an annual growth rate of about 13.9%, indicating that the PCB industry still has good growth potential and market prospects.

2. Current status and development trend of Taiwan industry

In 2025, Taiwan's printed circuit board (PCB) industry shows a clear trend of recovery and growth. Driven by the demand for artificial intelligence (AI) servers, high-performance computing (HPC), and satellite communications, the overall output value continues to increase. According to statistics from the Taiwan Printed Circuit Association (TPCA), the global total output value of PCBs from Taiwanese manufacturers in 2025 is estimated to reach approximately NT$915.7 billion, an increase of about 12.1% compared to 2024, with overall development performance significantly better than the previous two years.

From the perspective of market demand, the construction of AI servers and data centers is the most important growth driver for the PCB industry in 2025. AI computing equipment has significantly increased the demand for high-layer count circuit boards and high-speed materials, leading to rapid growth in high-end PCB products, such as a notable rise in demand for ABF and BT substrates. In addition, HDI boards and multilayer boards are also experiencing double-digit growth due to the recovery of the AI server and PC markets.

In terms of product structure, Taiwan PCB industry in 2025 showed a trend of "high-end products growing rapidly while traditional products growing at a slower pace". Among them, the growth rate of substrate boards was approximately 20% or more, that of HDI boards was about 16%, and that of multilayer boards was about 19%; comparatively speaking, the growth of soft boards and soft-hard combined boards was relatively stable, while some automotive PCB markets experienced a short-term decline due to the adjustment of European and American electric vehicle subsidy policies.

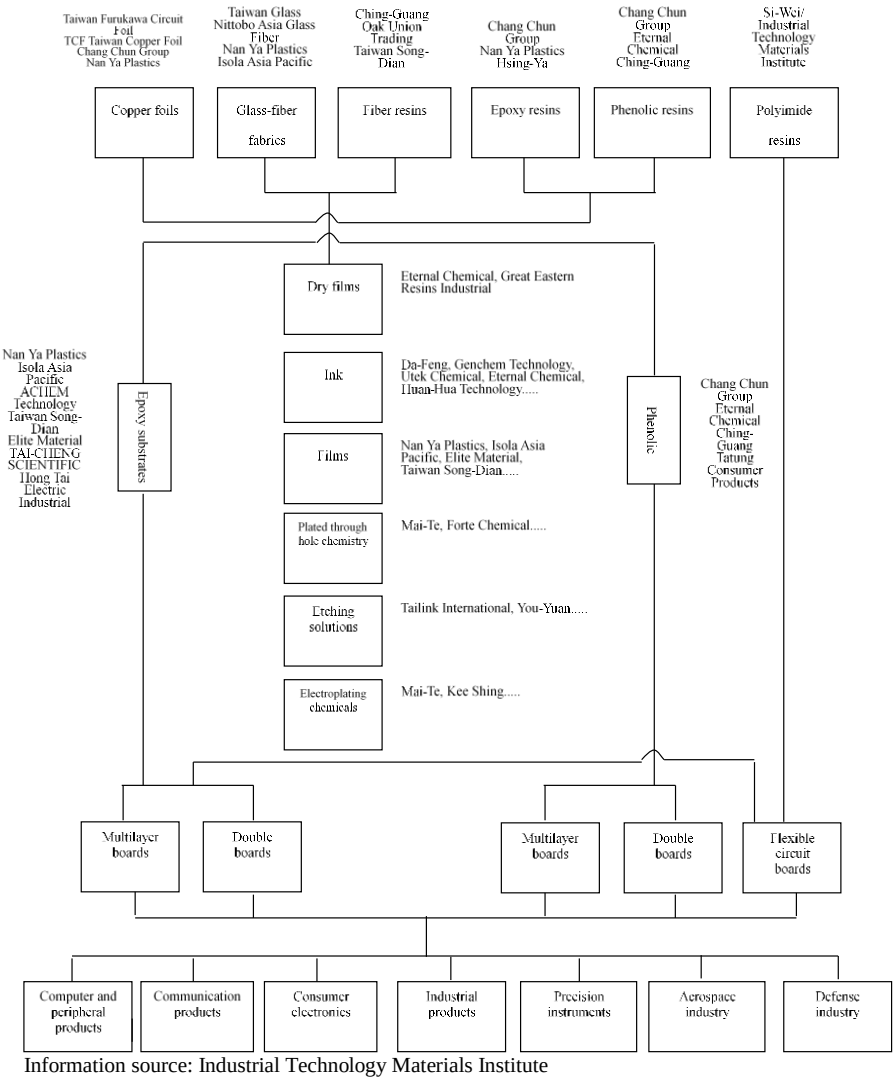
Driven by AI and emerging technology applications, Taiwan's PCB industry is expected to continue growing in output value in 2026, gradually moving toward high-end,

high value-added developments and global supply chain layouts.

3. Linkage between upstream, midstream, and downstream industries

All consolidated entities engaged mainly in the manufacturing and sales of PCBs as a bridge for carrying electronic components and connecting circuits. Upstream industries include chemical raw materials such as: substrates, copper foil, glass cloth, dry film, ink, film and etching solution, covering petrochemicals, metal and electronic component industries. Downstream industries include computer peripherals, communication products, consumer electronics, industrial products, precision instruments, the aerospace industry, and the defense industry. The main raw materials for upstream industries can be developed and supplied by domestic manufacturers, while the applications for downstream industries are more diverse and are likely to be affected by the general economy, market performance, and consumption. Given the above, both upstream and downstream systems of the PCB industry have been reasonably developed. Structural links between the upstream, midstream and downstream industries are as follows:

PCB vertical structure system



Information source: Industrial Technology Materials Institute

4. Competition situation

Due to the wide range of applications and varying laminates and characteristics of printed circuit board (PCB) products, there is intense competition both domestically and internationally. All consolidated entities primarily focus on manufacturing PCBs for photovoltaic panels, NB boards, circuit boards for information products, and automotive boards. The Company strives to enhance production efficiency management and meet customer demands with stable quality and competitive pricing, ensuring customer

satisfaction.

According to the recently released report "2025 Mainland China PCB Industry Dynamics Observation", Chinese-funded enterprises accounted for approximately 34.9% of the global PCB market share in 2024, with a production value of about 27.95 billion USD; the production value is expected to grow to 34.18 billion USD in 2025, with an annual growth rate as high as 22.3%, and the global market share is expected to increase to 37.6%, indicating that China's PCB industry has quite strong growth momentum.

At present, the technological catch-up efforts of Chinese PCB manufacturers mainly focus on three major areas, namely high-speed and high-frequency PCBs, IC carrier boards (ABF/FC-BGA), and automotive PCBs. Although the global geopolitical situation still remains uncertain, with the support of multiple factors such as policies, markets, and funds, China PCB manufacturers are continuously enhancing their industrial competitiveness and market niches by developing higher-level product portfolios.

The rise of China’ s PCB industry has also had a certain impact on Taiwanese PCB manufacturers. For instance, in the mid-to-low-end PCB markets such as mobile phone boards, consumer electronics boards, and general HDI boards, China manufacturers have gradually gained an advantage, causing Taiwanese companies to gradually shift their focus to niche markets with higher technical thresholds, such as AI server PCBs, ABF substrates, and HPC high-speed boards. Additionally, driven by the international customer supply chain diversification strategy, in recent years, the PCB industry has gradually transferred part of its production capacity to Southeast Asia for investment, in order to mitigate the uncertainties brought about by excessive production concentration and to seize more international order opportunities.

(III) Technology, R&D and Patent Overview

1. R&D expenses during the most recent fiscal year and as they stood on the date of publication of the annual report:

Not applicable as PCBs are the basic components of the electronic industry, and the production technology is relatively mature. Also, related product lines and specifications are provided according to the design of the customer, all consolidated entities have not invested in R&D since 2013.

2. Whether there is any infringement of patent rights, trademark rights and copyright in the currently registered or attained patent rights, trademark rights and copyright rights, and whether the actions taken are reasonable and effective:

All consolidated entities have no registered patent rights, trademark rights and copyrights, and has not been involved in any infringement of patent rights, trademark rights and copyrights during the most recent fiscal year and as they stood on the date of publication of the annual report.

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

1. Short-term plans

(1) In response to geopolitical conflicts and in line with the strategic supply chain layout planning of the international customers, the Company's factory in Vietnam started operations in the fourth quarter of 2023, and aimed at providing services to local customers nearby.

(2) To stay ahead in the future of the HDI consumer electronics and PCB for AI PC applications, the Company is actively pursuing the development of niche products related to these sectors, and closely monitoring industry and technological advancements to identify emerging opportunities and trends.

(3) The automotive electronics industry is being driven by the increasing trend of smart vehicle systems and ADAS technologies, as well as the continuous growth in sales of electric vehicles (EVs). According to industry experts, the compound annual growth

rate of the automotive PCB industry output value is estimated to reach 7.1% from 2022 to 2028. All consolidated entities are actively investing in marketing strategies and advancing production technologies to capitalize on this growth in the automotive board sector.

(4) The Company will deeply develop high-end HDI, overcome challenges related to M7-level materials and advanced process such as X-Via, quickly enter the relevant supply chain, and increase the proportion of high gross margin products.

(5) The Company will accelerate the digitalization of production capacity, introduce AI visual detection for false defects and dynamic compensation systems, and increase the efficiency of key processes such as AVI by more than 20% to improve effective production capacity.

2. Long-term plans

(1) Continue to cultivate quality and professional technologies as well as management elites. Not only will the yield rates of production lines in Taiwan be improved, but they will also serve as the basic cadre of production lines in future locations outside Taiwan.

(2) To address the task of manpower shortage in the manufacturing industry in Taiwan, China and Vietnam, the Company will continue to increase automation to reduce manpower demand in the plan, while also stabilizing manufacturing quality.

(3) Establish a comprehensive information system for information integration and analysis to shorten operation times. Computer connections with key customers will also be set up to provide real-time service.

(4) Continue to expand product range and their distribution channels in response to market trends and product diversification to reduce the impact of fluctuating economic conditions.

(5) In line with future product trends, new materials will be strengthened, new technologies collected, and correct products planned to shorten the development and introduction of mass production time to meet future product demand.

II. Market, production and sales overview

(I) Market Analysis

1. Major product sales regions

All consolidated entities' main products are PCBs, and they are sold in Taiwan, China, Korea, Singapore and Hong Kong.

Unit: NTD thousands

Year / Area	2024		2025	
	Amount	%	Amount	%
Domestic sales	2,019,098	11.40	2,064,501	11.24
Export	15,688,891	88.60	16,303,661	88.76
Total	17,707,989	100.00	18,368,162	100.00

Information source: Consolidated financial report audited by the CPAs.

2. Market share

According to Prismark data, the global printed circuit board (PCB) market value for 2025 is estimated to be USD 92.36 billion. In comparison, the Company's consolidated sales amounted to approximately USD 584 million, accounting for approximately 0.63% of the global PCB market.

3. Future market supply and demand situation and growth

In discussing the trends in the PCB industry, there is a continuous technological shift towards high precision, high integration, and lightweight designs to meet the downstream electronics industry's demand for smaller, thinner, and shorter products. In terms of application areas, there has been a structural transformation in recent years driven by

emerging markets such as 5G, mobile internet, IoT (Internet of Things), cloud computing, artificial intelligence, and autonomous driving vehicles. This transformation is rooted in the generation, processing, and application of big data, and the short, medium, and long-term structures are still being adjusted. To seek new growth momentum, Taiwanese manufacturers will continue to focus on the deployment of servers, 5G, network communications, and automotive electronics applications. They will adjust their product structures, actively introduce automation and intelligent equipment, optimize process efficiency, and seek revenue and profit growth. In addition to providing competitive products and services in the existing LCD photovoltaic panels and NB board segments, all consolidated entities are actively cultivating new areas in 5G applications and automotive boards.

4. Competitive niche

(1) Continuous innovation of professional technology

All consolidated entities are actively improving their production technology and processes to develop niche products with advantages in technology and quality. This includes catering to the needs of 5G IoT applications and transmission. Furthermore, there is a continuous expansion of the utilization of fine circuit processes and the enhancement of HDI (High-Density Interconnect) multilayer board manufacturing capabilities. Implementing AI to construct a visual inspection model for exterior examination aims to reduce the amount of data interpretation required by personnel, thereby lowering the rate of overlooking defective appearances and enhancing inspection quality.

(2) Steady business operation

The management of all consolidated entities is committed to the business they operate in and uphold the business philosophy of sustainability, innovation and service, which allows all consolidated entities to maintain their performance while maintaining their profitability under fierce competition.

(3) Good management system

PCB manufacturing is an industry with complex manufacturing processes and made-to-order production, having precise and effective management is the foundation for maintaining competitiveness and generating profits. Not only do all consolidated entities' management teams constantly strive for meeting the objectives of effective management, but with years of professional production experience, alongside the application of integrated computer systems, short delivery times, reduction of costs and continuous quality standard improvement are also achieved, further increasing the Company's competitiveness.

5. Advantageous and disadvantageous factors for future development and policies for dealing with them

(1) Advantageous factors for future development and policies

①Establish positive and stable supply relationships with major raw material suppliers to grasp the source of raw materials.

②The main members are elites from various industries, with technologies reaching international standards and capabilities to grasp the technology of niche products of optoelectronics and information.

③Thanks to satisfactory communication and a comprehensive management system, the relationship between labor and management is congruent. Each member of the Company strives for one goal - to do their utmost for the best interests of the Company.

(2) Disadvantageous factors for future development and policies for dealing with them

①Global environmental awareness is increasing.

Policies for tackling the issue: All consolidated entities invested heavily in pollution prevention equipment so that emissions comply with exhaust and wastewater laws and regulations. General and hazardous business waste is entrusted to a treatment body approved by the competent authorities.

②Labor shortage and high liquidity.

Policies for tackling the issue: The Company hires foreign workers through legal agencies to increase productivity. The Company also enhances employees' on-the-job training to improve their quality and productivity, while at the same time increasing employee benefits to reduce the employee turnover rate.

③Competitive market makes reasonable profits difficult to maintain.

Policies for tackling the issue: All consolidated entities have introduced high-tech production equipment to improve production capacity and quality, reduce production costs and proactively develop new products, adjust sales portfolios, and establish market segmentation.

④ Changes in exchange rates affect profitability.

Policies for tackling the issue: When purchasing raw materials, the Company quotes in U.S. dollars and pay in U.S. dollars, and reduce exchange risks through a forward exchange and U.S. dollars loan.

⑤Price fluctuation of international raw materials:

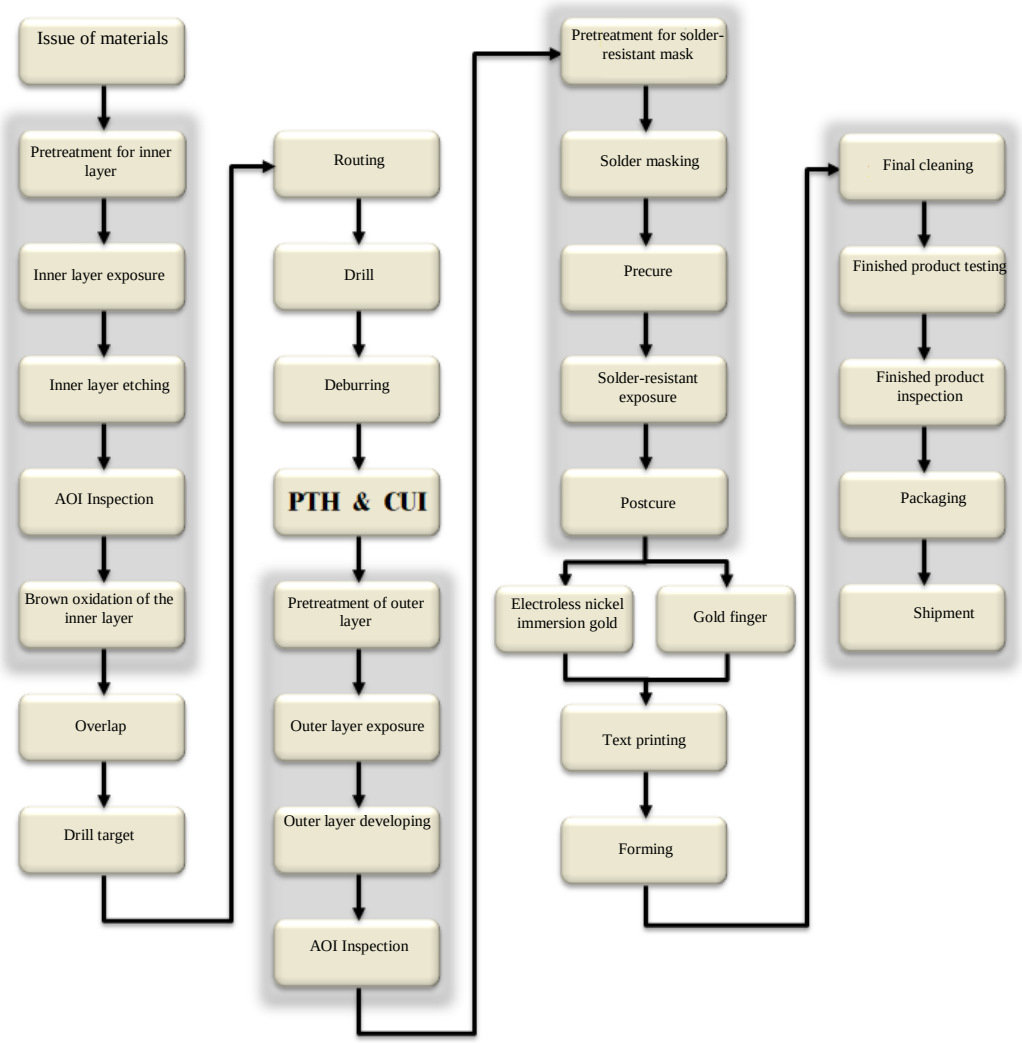
Policies for tackling the issue: The Company's procurement personnel keeps a close eye on the market price trend of raw materials at all times to reduce the adverse impact of price fluctuation. The Company also maintains a good relationship with raw material suppliers to ascertain the best procurement timing.

(II) Purchasing personnel keeps an eye on the market price trend of raw materials to reduce the negative impact of price fluctuation and maintain a good relationship with raw material suppliers to ascertain the best timing of purchase.

1. Usage for the Company's main products

TFT-LCD monitors, desktop computers, notebook computers, automotive PCBs, consumer electronics, etc.

2. Manufacturing processes for the Company's main products



(III) Supply situation for major raw materials.

All consolidated entities are professional manufacturers of printed circuit boards. The main raw materials are substrates, copper foil, prepreg and gold salts, which are sourced from major domestic and foreign suppliers. The main suppliers of laminates and prepreg are Elite Material Co., Ltd., Ventec Electronics Corporation and Nan Ya Plastics Corporation, all of which are well-known manufacturers in Taiwan and abroad. They have established a good and stable long-term supply-demand relationship withall consolidated entities, and the prices reflect the market conditions in the information electronics industry.

As of the date of publication of the annual report, the supply of major raw materials is good and there is no occurrence of cessation of work or other disputes.

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

1. Main suppliers

Unit: NTD thousands; %

Item	Name	Relationship with the Issuer	2024		2025	
			Amount	As a percentage of net imports for the year	Amount	As a percentage of net imports for the year
1	Supplier A	None	1,063,233	10.71	1,006,319	9.22
3	Others	None	8,868,476	89.29	9,908,801	90.78
	Total		9,931,709	100.00	10,915,120	100.00

Change in increase/decrease:

All consolidated entities primarily procure raw materials such as substrates, copper foils, films, and chemicals. The increase in purchases in 2025 was due to increased production and the rising prices of raw materials such as gold salts and substrates, as well as to increase inventory in response to the rise in raw material prices. There were no significant changes in suppliers in 2025, and no supplier accounted for more than 10% of the total purchases.

2. Main customers

Unit: NTD thousands; %

Item	Name	Relationship with the Issuer	2024		2025	
			Amount	As a percentage of net sales for the year	Amount	As a percentage of net sales for the year
1	Customer A	None	2,979,150	16.82	4,152,247	22.61
2	Customer B	None	1,905,111	10.76	1,503,849	8.19
3	Others	None	12,823,728	72.42	12,712,066	69.20
	Total		17,707,989	100.00	18,368,162	100.00

Change in increase/decrease:

All consolidated entities' revenue and revenue from Customer A increased in 2025, primarily driven by expanded production capacity at the new Vietnam factory, while other applications such as consumer electronics and automotive sectors have yet to show clear signs of recovery. Overall, there were no significant changes in the customer base and sales products for all consolidated entities in 2025. All consolidated entities will continue to focus on diversifying their customer base and sales product range, expanding into overseas markets, and mitigating the risk of concentrated sales.

III. The number of employees employed for the 2 most recent fiscal years, and during the current fiscal year up to the date of publication of the annual report, their average years of service, average age, and education levels (including the percentage of employees at each level)

Year		2024	2025
Number of employees	Direct labor	2,692	2,696
	Indirect labor	962	1,169
	Total	3,654	3,865
Average age		36	37
Average years of service		6.11	6.35
Education distribution rate (%)	PhD	0.00	0.00
	Master	0.90	1.11
	College	17.90	18.65
	Senior high school	43.79	43.98
	Below senior high school	37.41	36.25

IV. Information on Environmental Protection Expenditure

Environmental fines for the most recent year and up to the printing date of the Annual Report：None.

V. Labor-Management Relations

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

1. Welfare system

(1) Take out labor insurance for employees as required.

(2) Provide national health insurance for employees as required.

(3) Take out group insurance for employees and provide periodic health examinations.

(4) Provide employees with special leave, maternity leave and parental leave as required.

(5) Provide year-end bonuses and performance bonuses according to the Company's operating conditions.

(6) Distribution of remuneration to employees as required by the Company.

(7) The Company provides meals to employees in its canteen.

(8) Employee welfare funds are allocated, and Employee Welfare Committee is established as required by the law. Various employee benefits are provided, such as: money/gifts for 3 major festivals, birthday gifts, maternity allowance, child care subsidy, wedding and funeral subsidy, hospitalization compensation and employee trips.

2. Continuing education and training

To strengthen the professional capabilities of its employees to improve their work efficiency and improve product quality, the Company not only sends its employees to take part in training courses organized by external agencies to boost their professional capabilities, but also holds internal management and professional training courses from time to time. Meanwhile, the Company also encourages its employees to obtain professional licenses. In 2025, the Company conducted a total of 2,175 education training sessions (including internal and external training) with a total of 6,438 hours of training. The total cost for education and training was approximately NTD207,000.

3. Retirement system and implementation status

(1) As required by the “Labor Standards Act”, the Company has formulated Labor Retirement Management Measures applicable to all official employees before the “Labor Pension Act” became effective on July 1, 2005. The Company has established a Labor Pension Fund Supervisory Committee and 2%-15% of the employee’s monthly wages are allocated to the retirement fund. The pension funds are administered by the Labor Pension Fund Supervisory Committee and deposited in the Committee’s name in the Bank of Taiwan. The recognized amount for the old pension system contribution in 2025 was NT$18,786, which is sufficient to cover the retirement benefits for employees under the labor pension old system.

(2) From July 1, 2005, the new labor pension system was enforced. The Company has formulated the Labor Retirement Management Measures following the “Labor Pension Act”. 6% of the monthly wages will be allocated as pension for employees opting for the “Labor Pension Act”. The recognized contribution amount for the new pension system in 2025 wasNT$10,725,609.

4. The status of labor-management agreements and measures for preserving employees' rights and interests

All consolidated entities think highly of the welfare of its employees and abides by the provisions stipulated in the Labor Standards Act. At Chi Chau, the Company provides reasonable wages and comprehensive systems and carry out communication meetings as well as Welfare Committee meetings to exchange opinions with its employees. Its employees and the Company have sound communication.

5. Work environment and employee safety protection measures (ISO45001 attained, deadline: November 10, 2027).

In terms of labor safety and health, all consolidated entities formulated a Safety and Health Work Handbook for employees to follow as required by the competent authorities.

(1) Safety and health management unit and personnel

①As required by the Health and Safety Act, a Labor Safety and Health Management Unit has been set up as an enforcement unit for safety and health under the General Manager's Office. In addition, an A-type of Occupational Safety and Health Business Manager, Safety Manager, and Safety and Health Officer have also been set up.

②On-site safety and healthy supervisors and first aid facilities have been put in place in workplaces as required by the law.

③A safety and health report is provided in the monthly meeting.

④An automatic inspection of safety and health is carried out as required.

(2) Facility Safety

①Formulate the protection and management regulations for machinery and equipment.

②Carry out regular maintenance and repair of machinery and equipment.

③As required by the competent authorities, dangerous machinery requires an annual inspection by an inspection agency. Dangerous machinery may only be used once it passes the inspection.

④Upon the signing of a construction contract with the contractor, he/she must be informed in writing of safety and environmental precautions.

(3) Environmental Health

①Under the regulatory requirements set by the competent authority, the Company regularly conducts operational environmental monitoring and has obtained the ISO 14001 certificate (valid until July 23, 2026).

②Employees receive an annual full-body health examination.

(4) Fire safety

①Install a comprehensive fire-fighting system as required by the Fire Services Act.

②Drills and training are carried out every 6 months.

(5) Building Safety

①As required by Article 77 of the Building Act, an annual inspection report on the safety of buildings is issued and shall be filed with the local competent building authorities.

(6) Safety

①Set up access control and monitoring system.

②Night patrol security services.

(II) Labor disputes during the current fiscal year up to the date of publication of the annual report: The Company did not incur any losses due to labor disputes. Through the establishment and continuous improvement of labor relations systems, it shall be possible to prevent any potential losses from labor disputes in the future.

VI. Cyber security management

(I) Describe the cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management.

A. Information Security Risk Management Framework

In fiscal year 2023, the Company established a Cybersecurity Team (consisting of one cybersecurity manager and one cybersecurity specialist), that is responsible for coordinating and implementing security policies, disseminating security information, raising employees' awareness of information security, and collecting and improving the effectiveness and integrity of the organization's information security system. The Audit Office conducts annual information security audits on the internal control system - Cyber Security Management Regulations and evaluates the effectiveness of the internal control of the Company's information operations. Furthermore, to prevent computer network

security crises from happening and facilitate the sharing of cyber threat intelligence, the Company joined the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) in the year 2022.

B. Cyber Security Policy

(1) Strengthen personnel's cybersecurity awareness and establish employee information security consciousness.

(2) Build information system security protection measures and implement access control management.

(3) Establish a cybersecurity incident response mechanism and data backup and restoration plan to ensure operational continuity.

(4) Comply with regulatory requirements, implement personal data protection management, and cooperate with the regulatory authorities on various cybersecurity measures.

(5) Improve the effectiveness of cybersecurity management, continuously enhance the cybersecurity management system, strengthen cybersecurity governance structure, and ensure the effective operation of management systems.

C. Specific management solutions

Management Issues	Work Instructions
Cybersecurity Education and Training	1. Send monthly information security awareness emails to enhance personnel's cybersecurity awareness. 2. Conduct social engineering drills to assess employees' ability to respond to and identify cybersecurity threats. 3. Cybersecurity personnel are required to receive at least 12 hours of information security professional courses or competency training annually. In 2025, information security supervisors and dedicated information security personnel participated in a total of 45 hours of information security training.)
Risk Assessment and Control	1. Conduct an annual cybersecurity risk assessment to identify potential cybersecurity risks related to core business and information systems. Analyze the impact of the loss of confidentiality, integrity, and availability, and implement corresponding management or technical control measures to mitigate these risks.
Computer Room Control	1. Check the temperature and humidity of the computer room to ensure they are maintained within the appropriate range, and record the data in the computer room logbook. 2. Check the functionality and expiration date of the fire protection equipment, and record the information in the computer room logbook. 3. Control access to the computer room and monitor with surveillance cameras. If maintenance vendors or unauthorized personnel enter the room, they must be accompanied by management staff at all times. Additionally, review the "Computer Room Access Logbook" monthly to ensure security management. 4. Immediately report any abnormalities found during the computer room inspection to the relevant personnel for handling.
System Data Backup and Restoration Plan	1. Establish that core business systems shall be restored or damage control completed within 36 hours, while other general business systems must be restored or damage control completed within 72 hours, ensuring business continuity requirements are met. 2. Backup the file system daily and store it in network storage devices. 3. Conduct a full system and data restoration test in a test environment annually to verify the availability of backup data and the effectiveness of the restoration process. 4. For core business systems and critical data, implement an offsite backup mechanism to ensure the quick restoration of core business and critical data in the event of a disaster.
User Access Management	1. Establish procedures for onboarding, ongoing employment, and offboarding, and require employees to sign a confidentiality agreement to clearly inform them of confidentiality matters.

Management Issues	Work Instructions
	2. Provide information security education and training for new employees to establish cybersecurity awareness and reinforce their understanding of related responsibilities. 3. When employees leave, retire, or change positions, the HR department shall proactively notify the IT department to remove the employee's access privileges. If new access needs to be granted, the "Information System and File Server Access Permission Application Form" shall be filled out, approved by the responsible supervisor, and submitted to the IT department for implementation. 4. If business requirements necessitate querying or using functions beyond their authorized permissions, employees must fill out the "Information System and File Server Access Permission Application Form," obtain approval from the responsible supervisor, and then submit it to the IT department for processing.
System Maintenance and Asset Management	1. Establish a core system asset inventory and conduct an annual inventory check of the information systems. 2. Data storage devices to be decommissioned must undergo physical destruction or be securely stored in a controlled area and managed with appropriate security measures. 3. Integrate cybersecurity requirements into the development and maintenance specifications of information systems, including access control for sensitive data, user login authentication, and the inspection and filtering of user input and output. 4. Properly store and manage documents related to the development and maintenance of information systems. 5. Conduct at least one vulnerability scan of core information systems annually and ensure that system vulnerabilities are patched.
Outsourcing Guidelines for Information Systems and Services	1. Clearly specify cybersecurity requirements and the right to conduct cybersecurity audits of outsourcing vendors in the procurement documents. 2. Upon termination or dissolution of the outsourcing relationship, the Company shall ensure that the outsourcing vendor returns, transfers, deletes, or destroys any data held as part of fulfilling the contract**.**
Cybersecurity Supervision	1. The cybersecurity promotion organization shall report the status of cybersecurity implementation to the board of directors at least once a year to ensure the appropriateness and effectiveness of its operations (reported on March 11, 2026). 2. If there are deficiencies in the Company's information security personnel, capabilities, or experience, the Company may engage external scholars, experts, or professional organizations and groups to provide cybersecurity consulting services.
Cybersecurity Incident Reporting, Response, and Intelligence Assessment	1. Join the Taiwan Computer Emergency Response Team and Coordination Center (TWCERT/CC) to receive cybersecurity early warning intelligence, as well as information on cybersecurity threats and vulnerabilities. 2. If a significant cybersecurity incident occurs that meets the criteria outlined in the "Taiwan Stock Exchange Corporation's Verification and Public Handling Procedures for Material Information of Listed Securities Companies," it shall be handled according to the relevant regulations. 3. When a cybersecurity incident occurs, the responsible unit must immediately notify by phone and complete the "System Maintenance Application Form" to report the incident to the cybersecurity promotion team's management unit. The unit will assess the incident type, identify the problem, address the issue promptly, and document the process.
Information Communication Equipment Maintenance and Management	1. Users are responsible for basic cleaning and maintenance of computers but are not allowed to disassemble the computer case or replace internal components (except for the IT department). When the person responsible for the computer leaves or changes positions, they must personally hand over both the hardware and software of the computer to the designated successor.

Management Issues	Work Instructions
	2. Avoid using unknown disks, USB drives, or external media to prevent potential computer viruses or malware infections. 3. All personal computers in the Company must have legally licensed software, and the IT department must verify this before allowing the computer to be used by other departments. 4. Users are not allowed to add new software or modify system settings without authorization. If there is a need, the "Information System and File Server Access Permission Application Form" must be filled out and approved by the responsible supervisor before the IT department proceeds with the necessary steps. 5. All legally licensed software, except for software that specific departments must manage for special reasons, shall be centrally managed and stored by the IT department. 6. If a department encounters any issues with computer equipment, they must notify the IT department for testing and complete the "System Maintenance Application Form." 7. If the IT department cannot resolve the issue, they shall notify the vendor to resolve it, and proceed with the appropriate procurement or related procedures. 8. If any issues arise with computer equipment, employees shall promptly notify the IT department for resolution and refrain from attempting to fix the problem on their own.
Disaster Recovery Plan	1. The scope covers servers, network systems, and other equipment that may fail to function properly due to power outages or other disruptions. 2. To prevent network downtime caused by hub or network card failures, backup hubs and network cards shall be available. 3. The internal company network must have two independent servers that support each other. If one server fails, the backup server shall take over to ensure the network system can immediately return to normal operation. 4. Servers must be equipped with uninterruptible power supply (UPS) systems to prevent equipment damage or data loss caused by power outages or unstable power supply.

D. Input resources for cyber security management

(1) Dedicated Personnel: A dedicated cybersecurity team is established, responsible for planning and executing the Company's information security policies, implementing cybersecurity technologies, and conducting related audits to maintain the continuous operation of the Company's information systems and strengthen information security.

(2) Information Security Protection Measures: Antivirus software and real-time file system protection are implemented to continuously detect and remove malware present on computers. The firewall intrusion detection and defense mechanisms detect and block suspicious network attacks, and firewall rules are established to control the security of the Company's connection to external networks.

(3) Education and Training: Monthly cybersecurity awareness newsletters are sent out, and social engineering drills are conducted annually to strengthen employees' cybersecurity awareness.

(4) Vulnerability Scanning: Vulnerability scanning is conducted annually on the information systems, and system vulnerabilities are patched upon detection.

(II) Significant cybersecurity incidents for the most recent year and up to the date of publication of the Annual Report:

Indicators of Information Security	Customer Complaints of Information Security	External sabotage, data theft, or virus threat incidents	Information system malfunction or equipment failure affecting business operations event
Total in 2025	0	0	0

VII. Important contracts (up to the date of publication of the annual report)

Company	Contractual nature	Counterparty	Date of contract	Main content	Restricted Terms
The Company	Mid-term loan	Bank of Taiwan	2024.01.12 - 2029.01.12	Medium and long-term working capital	None
	Mid-term loan	Chang Hwa Bank	2023.12.18 - 2028.12.18	Medium and long-term working capital	None
	Mid-term loan	First Bank	2024.02.06 - 2029.02.06	Medium and long-term working capital	None
	Mid-term loan	KGI Bank	2023.05.19 - 2029.02.09	Medium and long-term working capital	None
	Mid-term loan	KGI Bank	2024.02.10 - 2026.04.24	Medium and long-term working capital	None
	Mid-term loan	SCS Bank	2024.12.06 - 2031.12.06	Medium and long-term working capital	None
	Mid-term loan	Yuanta Bank	2024.11.01 - 2029.11.01	Medium and long-term working capital	None
	Mid-term loan	Far Eastern Bank	2024.06.05 - 2028.06.05	Medium and long-term working capital	None
	Mid-term loan	Taiwan Cooperative Bank	2025.06.06 - 2030.06.06	Medium and long-term working capital	None
	Mid-term loan	CTBC Bank	2025.11.19 - 2030.11.19	Medium and long-term working capital	None
	Mid-term loan	Cathay United Bank	2026.02.06 - 2029.02.06	Medium and long-term working capital	None
	Mid-term loan	E.Sun Bank	2026.02.10 - 2029.02.09	Medium and long-term working capital	None
tgt	Mid-term loan	KGI Bank	2022.05.23 - 2025.03.28	Medium and long-term working capital	Equipment guarantee
	Mid-term loan	KGI Bank	2023.12.08 - 2028.03.20	Medium and long-term working capital	Plant guarantee
	Land lease	Export Processing Zone Administration, Kaohsiung Branch	2018.04.01 - 2036.01.31	Land lease	None

Five. Discussion and Analysis of Financial Standing and Performance Achievements and Evaluation of Risk Matters

I. Financial Standing

Main reasons for the variation in the assets, liabilities, and shareholders' equity in the past two years and their impacts

Unit: NTD thousand

Year / Item	2025	2024	Variation between two terms	
			Amount	%
Current assets	21,921,629	20,552,929	1,368,700	6.66
Property, plant and equipment	8,358,203	8,861,944	(503,741)	(5.68)
Intangible assets	389,620	386,697	2,923	0.76
Other assets	682,164	932,853	(250,689)	(26.87)
Total assets	31,351,616	30,734,423	617,193	2.01
Current liabilities	12,444,407	11,881,404	563,003	4.74
Non-current liabilities	2,058,142	2,274,416	(216,274)	(9.51)
Total liabilities	14,502,549	14,155,820	346,729	2.45
Share capital	2,712,425	2,712,425	0	0.00
Capital reserve	2,875,694	2,875,694	0	0.00
Retained earnings (Note)	10,903,475	10,663,316	240,159	2.25
Other equity	(285,159)	(314,625)	29,466	(9.37)
Non-controlling interests	642,632	641,793	839	0.13
Total equity	16,849,067	16,578,603	270,464	1.63

Note: Retained earnings include the special reserve, legal reserve, and undistributed earnings.

Main reasons and impacts of change between two terms of 20% and above are described as follows:

1. Other assets decreased mainly due to the reduction of non-current financial assets in its subsidiary in Suzhou, the depreciation of right-of-use assets in its subsidiary TGT, and the reclassification of prepaid equipment deposits in its subsidiaries in Suining and Vietnam to fixed assets upon equipment arrival.

II. Financial Performance

(I) Main reasons for the major changes in the operating income, operating net profit, and pre-tax net profit over the past two years

Unit: NTD thousand

Year / Item	2024	2023	Variation between two terms	
			Amount	%
Operating revenue	18,368,162	17,707,989	660,173	3.73
Gross profit	2,117,046	2,187,652	(70,606)	(3.23)
Operating profit and loss	881,075	866,992	14,083	1.62
Non-operating revenue and expense	22,584	122,277	(99,693)	(81.53)
Profit before tax	903,659	989,269	(85,610)	(8.65)
Net profit (loss) for the period	602,194	723,294	(121,100)	(16.74)
Other comprehensive income of current term (net income after tax)	43,363	737,646	(694,283)	(94.12)
Total comprehensive income in the current period	645,557	1,460,940	(815,383)	(55.81)
Net profit attributable to the owner of the parent company	614,474	746,262	(313,788)	(17.66)
Net profit attributable to non-controlling interests	(12,280)	(22,968)	10,688	(46.53)
The sum of comprehensive income attributable to the owner of the parent company	643,940	1,466,656	(822,716)	(56.09)
The sum of comprehensive income attributable to non-controlling interests	1,617	(5,716)	7,333	(128.29)
Earnings per share	2.27	2.75	(0.48)	(17.45)

Main reasons and impacts of change between two terms of 20% and above are described as follows:

1.Non-operating income and expenses decreased: primarily due to the depreciation of the US dollar in 2025, which shifted foreign exchange gains to losses.

2. Decreases in Other Comprehensive Income (net after tax), Total Comprehensive Income for the Period, and Total Comprehensive Income Attributable to Owners of the Parent were primarily due to reduced foreign currency translation adjustments resulting from the depreciation of the U.S. dollar on the financial statements of overseas operating entities.

3. Net profit attributable to non-controlling interests and total comprehensive income attributable to non-controlling interests: primarily due to reduced losses of TGT compared to 2024.

(II) Possible impacts of expected sales quantities and their bases on the future financial operations of the Company and the response plan

All consolidated entities anticipate that emerging technologies such as generative AI will continue to advance in 2026, coupled with monetary policy adjustments in major economies, which is expected to boost consumer and investment momentum. All consolidated entities' action plans are as follows:

1. Adapting to market trends and product diversification: All consolidated entities will continue to expand its product portfolio and sales channels to meet evolving market needs.
2. Leveraging technological and process strengths: All consolidated entities will actively develop thin boards, high-layer-count products, and fine-line circuitry to enhance product value and differentiation.

III. Cash Flow

(1) Information on the Analysis of Changes in Cash Flows of the Past Years and Insufficient Liquidity Improvement Plan

Unit: NTD thousands

Item \ Year	2024	2023	Changed	
			Amount	%
Operating activities	604,570	2,280,139	(1,675,569)	(73.49)
Investing activities	(3,865,709)	(1,109,584)	(2,756,125)	248.39
Financing activities	(145,071)	(1,220,941)	1,075,870	(88.12)
Net cash flow	(3,293,431)	352,585	(3,646,016)	(1,034.08)

Analysis of Changes in Cash Flows:

1. Operating activities: primarily due to a decrease in net cash flow from operating activities, driven by increased revenue compared to 2024, higher notes and accounts receivable, inventory increases in response to rising raw material prices, and a decrease in other payables compared to 2024.
2. Investing activities: primarily due to increased net cash outflows from trading in negotiable certificates of deposit.
3. Financing activities: primarily due to reduced borrowings of both long-term and short-term debt.

Improvement Plan for Insufficient Liquidity: Not applicable

(II) Analysis of Cash Liquidity for the Coming Year (2026)

Unit: NTD thousands

Balance of cash at the start of the term	Scheduled Net cash flows from operating activities throughout the year	Expected annual cash In (Out)-flow	Expected cash balance (shortage)	Remedy for expected cash shortage	
				Investment plan	Wealth management plan
8,047,207	2,846,070	4,484,039	12,531,246	—	—
Cash liquidity analysis: 1. Operating activities: Primarily due to increased notes and accounts payable, resulting in higher net cash flow. 2. Investment activities: Primarily due to the acquisition of fixed assets, resulting in net cash outflow. 3. Financing activities: Primarily due to reduced short-term borrowings and cash dividend payments, resulting in net cash outflow.					

IV. Impacts of the Latest Major Capital Expenditure on Financial Operation:

In 2025, the main capital expenditures were incurred for the delivery and acceptance of equipment for subsidiaries. These expenses were funded through internal resources, resulting in no significant impact on all consolidated entities' financial operations.

V. Main Reasons for Profits or Losses of Latest Reinvestment Policy, Improvement Plan, and Investment Plan for the Coming Year

(I) Main reasons for profits or losses and the improvement plan

Unit: NTD thousands

Investee	Re-investment Policy	Recognition of profits or losses from 2025	Main reasons for profits or losses	Improvement Plan
Chi Yang	General investment	5,127	Recognition of the investment gains (losses) from indirect investment in Chi Chau Printed Circuit Board (Suzhou) Co., Ltd.	Not applicable
T-MAC	General investment	183,108	Recognition of profits and losses from investments of Chang Tai.	Not applicable
tht	General investment and distribution of various types of circuit boards	6,473	Recognition of profits and losses from investments of twt.	Not applicable
tgt	Production and distribution of various types of circuit boards	(17,101)	Operating method changes, coupled with underutilization of existing factory facilities and costs arising from soil	Proactively develop and expand the market for value-added

Investee	Re-investment Policy	Recognition of profits or losses from 2025	Main reasons for profits or losses	Improvement Plan
			remediation, resulted in a full-year operating loss.	products to reduce losses.
Chi Chau	General investment	132,653	Recognition of profits and losses from investments of Chi Yao.	Not applicable
Brilliant Star	General investment	(78,552)	Recognition of profits and losses from investments of tft.	TFT adjusted its product mix by increasing the proportion of higher-margin products to reduce losses.
Chi Chen	General investment	293,658	Recognition of profits and losses from investments of twt.	Not applicable
Chi Yao	General investment and international trade	137,322	Recognition of profits and losses from investments of tpts.	Not applicable
Chang Tai	General investment	157,699	Recognition of profits and losses from investments of Yang An.	Not applicable
Yang An	General investment	157,720	Recognition of profits and losses from investments of tmt.	Not applicable
tft	Production and distribution of various types of circuit boards	(80,211)	The expected slowdown in panel demand led to a decrease in revenue compared to 2024. Coupled with increased labor costs and the inability to reduce operating expenses, this resulted in a significant decline in gross profit and an operating loss.	To address this, TFT will adjust its product mix by increasing the proportion of higher-margin products to reduce losses, and actively develop customers in mainland China.
twt	Production and distribution of various types of circuit boards	408,473	Quality and yield are stable, and cost control is well managed.	Not applicable

Investee	Re-investment Policy	Recognition of profits or losses from 2025	Main reasons for profits or losses	Improvement Plan
tmt	Production and distribution of various types of circuit boards	157,710	Quality and yield are stable, and cost control is well managed.	Not applicable
tpts	Distribution of various types of circuit boards	137,908	Continuously developing customer base in mainland China.	Not applicable
CCT	Production and distribution of various types of circuit boards	(25)	Exchange Loss.	Not applicable
txt	Production and distribution of various types of circuit boards	5,173	Quality and yield are stable, and cost control is well managed.	Increase the utilization rate availability

(II) Investment Plans for the Coming Year: None.

VI. Risk Matters

(I) Impacts of changes in the interest rate and exchange rate and inflation on the Company's gains and losses and countermeasures in the future:

1. Change in interest rate: The net interest income/expenditure of 2025 accounted for around 0.16% and 4.84%, respectively, of the revenue and profit after tax ofall consolidated entities. The ratios are relatively small. Therefore, a change in interest rate does not impact the revenue and profitability of all consolidated entities much.
2. Change in the exchange rate: Around 80% and more of the products sold by all consoidated entities are valued in US Dollars and some of the purchases, raw materials and supplies, machinery and equipment are also valued in US Dollars. With foreign currency assets and liabilities mutually offsetting, in case of remaining difference, all consolidated entities will apply hedging transactions (such as a forward foreign exchange) if necessary to balance the exchange difference between payables and receivables in foreign currencies and will manage its foreign currency positions properly regularly to reduce the impacts brought about by the change in the exchange rate.
3. Inflation: The recent annual inflation has not had a significant impact on all consolidated entities' income. All consolidated entities closely monitor fluctuations in raw material market prices and maintains good relationships and bargaining power with suppliers and customers to mitigate the impact of rising raw material prices.

(II) Policy on engaging in high-risk and high-leverage investments, lending of funds to others, endorsement and guarantee, and transactions of derivatives, main gain or loss factors, and countermeasures in the future:

1. All consolidated entities focuse on their mainstream business. Based on robustness, all consolidated entities do not engage themselves in high-risk and high-leverage investments, among other transactions.
2. All consolidated entities endorse/guarantee and lend funds only to their subsidiaries and related parties and the Operational Procedures for Endorsements and Guarantees and the

Operational Procedures for Loaning of Company Funds have been established as required and respective operating procedures are precisely followed and enforced.

3. The derivative transaction that all consolidated entities engaged in now is forward foreign exchange. Forward foreign exchange contracts are signed with banks reflective of the difference between the receivables and the payables of foreign currency positions. Applicable transaction limits and ceilings of losses are handled according to the Procedure for the Acquisition or Disposal of Assets.

(III) Future research and development plans and R&D expenses expected to be devoted: None.

(IV) Impacts of important domestic and international policies and regulatory changes on the Company's financial performance and the countermeasures:

Besides following applicable domestic and international laws and regulations in its daily operations, all consolidated entities are paying attention to developmental trends of domestic and international policies and changes to laws and regulations at all times and collects related information for the management's reference during the decision-making process to adjust related operational strategies ofall consolidated entites.All consolidated entities' financial operations had not been impacted significantly as a result of important changes to policies and laws domestically and internationally as of the date the Annual Report was printed.

(V) The impact of technological changes, including information security risks, and industry dynamics on the Company's financial operations can be significant:

As all consolidated entities' PCBs are widely used in current technology and 3C products, it is crucial to continuously enhance production technology, strengthen production and process management, improve productivity and product yield, and develop niche products. All consolidated entities also need to adjust their product strategies based on changes in the end-product market supply and demand to mitigate the impact of technological changes and industry dynamics on their financial operations.

In terms of information security control, all consolidated entities established and implemented an information security management system. They have formulated information security policy documents to regulate information security practices. Additionally, regular information security risk assessments and internal and external information security cycle audits are conducted to ensure the effectiveness of the management system and compliance with legal requirements.

(VI) Impacts of changes in the corporate image on the management of corporate risks and the countermeasures:

All consolidated entities have been adhering to their management beliefs of "sustainability, innovation, and service". They pursue sustainable corporate operation and growth and value their business image and risk control. As such, no change in their business image that required corporate crisis management occurred in the past year.

All consolidated entities are highly concerned about the prevention and control of sudden or manned disasters and have established a comprehensive response plan that helps reduce personal injuries and impacts on the operation and finance to a minimum in case of a crisis and ensures smooth operations.

(VII) Expected benefits and possible risks of mergers and acquisitions and countermeasures: None.

(VIII) Expected benefits and possible risks of the expansion of plants and countermeasures:

Regarding the investment and factory construction plan in Vietnam, the primary objective is to cater to the existing customer orders in Vietnam by providing localized supply.

Additionally, the plan aims to attract new customers within the local market in Vietnam. These efforts are expected to have a positive impact on the overall operations of the Company.

(IX) Risks associated with focused purchases or sales and countermeasures:

To avoid the risk of over-concentrated purchases and to improve the stability in sources of purchases, all consolidated entities purchase from different suppliers and build steady collaborative relationships with them. All consolidated entities consistently maintain at least two suppliers for their primary raw materials. Therefore, no shortage in the supply of materials to result in interrupted production has occurred. Meanwhile, the ratio of purchases from a single supplier does not exceed 15%. The sources of purchases are generally decentralized. As such, there shall be no risk associated with overly concentrated purchases or unsteady sources of supply forall consolidated entities. In addition, since there are both domestic and international customers, concentrated sales shall not be an issue.

(X) Impacts and risks of transfer or exchange of stock options in large quantities by directors, or heavyweight shareholders holding more than 10% of all shares of the Company and countermeasures: None.

(XI) Impacts and risks of the change in the management on the Company, risks, and response measures: None.

(XII) Litigation or Non-litigation incidents:

1. Major lawsuits and non-lawsuits or administrative disputes with a finalized verdict or ongoing proceedings that involve all consolidated entities over the past year up to the date the Annual Report was printed with a confirmed verdict or ongoing ones whose results may have significant impacts on the shareholders' equity or prices of securities: None.
2. Major lawsuits and non-lawsuits or administrative disputes with a finalized verdict or ongoing proceedings that involve all consolidated entities' directors, President, shareholders holding more than 10% of all shares, and the associated companies over the past year up to the date when the Annual Report was printed with a confirmed verdict or ongoing ones whose results may have significant impacts on the shareholders' equity or prices of securities: None.

(XIII) Other important risks and countermeasures: None.

VII. Other important matters: None.

Six. Special Notes

I. Information of Affiliates (as of December 31, 2025)

(I) Consolidated Business Report：

Please refer to https://doc.twse.com.tw/pdf/202504_8213_A25_20260331_145608.pdf

(II) Consolidated Financial Statement of Affiliates: The entities that are required to be included in the combined financial statements of Taiwan Printed Circuit Board Techvest Co., Ltd. as of and for the year ended December 31, 2025 under the Criteria Governing the Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises are the same as those included in the consolidated financial statements prepared in conformity with the International Financial Reporting Standard No.10 endorsed by the Financial Supervisory Commission. In addition, the information required to be disclosed in the combined financial statements is included in the consolidated financial statements. Consequently, Taiwan Printed Circuit Board Techvest Co., Ltd. and Subsidiaries do not prepare a separate set of consolidated financial statements for affiliated companies.

(III) Affiliation Report: No need to prepare.

II. Management of private placement securities in the most recent year and up to the date the Annual Report was printed: None.

III. Other matters requiring supplementary information: None

Seven. Matters with important impacts on shareholders' equity or prices of securities as indicated in Article 36 Paragraph 3 Subparagraph 2 of the Securities and Exchange Act in the past year up to the date the Annual Report was printed

I. Rejected checks due to insufficient balance in the account, blacklisted, or other loss-of-credit circumstances: None.

II. Lawsuits, non-lawsuits, administrative penalties, administrative disputes, security procedures, or compulsory enforcement incidents with major impacts on the Company's finance and operation: Refer to "Five. Discussion and Analysis of Financial Standing and Operational Achievements and Evaluation of Risk Matters - VI. Risk Matters".

III. Seriously reduced production or complete or partial downtime, subletting of the Company's premises or major equipment, pledge of all or some major assets with impacts on the Company's operation: None.

IV. One of the conditions under each subparagraph of Article 185 Paragraph 1 of the Company Act: None.

V. Shares determined as non-negotiable by the Court according to Article 287 Paragraph 1 Sub-paragraph 5 of the Company Act: None.

VI. Change of the Chairman, President, or one-third or more of the directors: None.

VII. Change of the CPA(s), unless the change is a result of the internal adjustment of the accounting firm: None.

VIII. Important memorandums, strategic alliances or other business cooperation plans or important contracts that are signed, changed, terminated, or dismissed, important contents of business plans that are changed, completion of new product development, successful development of tested products and entrance into official mass production, merger and acquisition of someone else's enterprise, acquisition or assignment of patent rights, trademark exclusive user rights, copyrights, or other intellectual property rights with major impacts on the Company's finance or operation: None.

IX. Other significant conditions sufficient to impact the Company's continuous operations: None.

TAIWAN PRINTED CIRCUIT BOARD TECHVEST CO., LTD.

Chairman：Lee, Ming-Hsi