Ticker Symbol:3276

T-Flex Techvest PCB CO., LTD.

2025

Annual Report

Printed on April 30, 2026

For information about the Annual Report：

http://mops.twse.com.tw

http://www.tht-pcb.com.tw/shareholders_meeting.html

I. Name, title, telephone number, and e-mail address of the Spokesperson and Acting Spokesperson

(I) Spokesperson

Name: Hu, Hsiu-Hsing

Title: Vice President of the Finance Department

Telephone: (03) 469-8860 extension 402

Email: ritahu@tpt-pcb.com.tw

(II) Acting Spokesperson

Name: Liu,Chu-Chen

Title: Manager of the Finance Department

Telephone: (03) 469-8860 extension 465

Email: sharon@tpt-pcb.com.tw

II. Address and telephone of main office/branch office/plant:

Address of Main Office and Plant: No. 12, Gongye Second Road, Pingzhen Industrial Park, Pingzhen District, Taoyuan City

Telephone: (03)469-8860 (Main)

III. Stock Registration Agency:

Name: Stock registrar department of Grand Fortune Securities Co., Ltd

Address: 6F, No.6, Chongxiao West Road Section1, Taipei City

Website: https://www.gfortune.com.tw/

Telephone: (02)2371-1658

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, Jiang ,Xiao-Ling

Name of Firm: KPMG

Address: 68F, No. 7, Xinyi Road Section 5, Taipei City

Website: www.kpmg.com.tw

Telephone: (02)8101-6666

V. Name of the trading site for securities listed overseas and how to search for the said overseas securities: None.

VI. Company website: http://www.tht-pcb.com.tw

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One. Letter to Shareholders

Dear Shareholders and Ladies and Gentlemen,

The Company's consolidated net sales revenue for 2025 amounted to NT$505,097 thousand, representing a decrease of NT$388,857 thousand, or 43.50%, compared with the net sales revenue in 2024.The gross loss for 2025 was NT$7,244 thousand, representing a reduction in loss of NT$24,536 thousand compared with 2024, with the gross loss margin improving by 77.21%.The operating net loss for 2025 was NT$98,844 thousand, representing a decrease in loss of NT$34,796 thousand compared with 2024. The net loss before tax for 2025 was NT$20,710 thousand, compared with a net loss before tax of NT$49,619 thousand in 2024, representing a reduction in loss of NT$28,909 thousand, or an improvement of 58.26%.

In 2025, affected by the slowdown in global demand for end-user electronics, customers became more conservative in placing orders. In addition, the impact of U.S. reciprocal tariffs led to continuously increasing in raw material costs, thereby placing pressure on the company's operations. The company will continue to enhance the operational resilience, prudently control costs and expenses, and actively expand market opportunities, so as to increase the overall competitiveness and operating performance and support the company's sustainable development.

I. 2025 Business Report

(I) Accomplishments in Implementation of Operation Plan

Unit: NTD thousand

Items	2025	2024	Increased (Decreased) value	%
Operating revenues	505,097	893,954	-388,857	-43.50%
Operating costs	512,341	925,734	-413,393	-44.66%
Gross(loss) profit from operation	-7,244	-31,780	24,536	77.21%
Operating expenses	91,600	101,860	-10,260	-10.07%
Net (loss) operating income	-98,844	-133,640	34,796	26.04%
Net non-operating income (expenditure)	78,134	84,021	-5,887	-7.01%
Pre-tax net (loss) profit	-20,710	-49,619	28,909	58.26%
Post-tax net (loss) profit	-20,710	-50,226	29,516	58.77%
Net(loss) profit of current term attributable to the owner of the parent company	14,640	-9,627	24,267	252.07%

(II) Budget Implementation Status: This is not applicable as the Company does not disclose to the public its financial forecast.

(III) Income and Expenditure and Profitability Analysis

Unit: NTD thousand

Items		2025	2024
Financial income and expenditure	Operating revenues	505,097	893,954
	Gross operating profit	-7,244	-31,780
	Post-tax net (loss) profit	-20,710	-50,226
Profitability	Return on Assets (%)	-1.22	-2.81
	Return on Shareholder Equity (%)	-2.30	-5.45
	Operating Profit to Paid-in Capital Size (%)	-14.18	-19.17
	Pre-tax Net Profit to Paid-in Capital Size (%)	-2.97	-7.12
	Net profit rate (%)	-4.10	-5.62
	Basic earnings(loss) per share ($)	0.21	-0.14
	Diluted earnings(loss) per share ($)	0.21	-0.14

(IV) Research and Development Status

To address customers' needs for mainstream products and technologies being developed to meet the demand on the market, the Company has been sparing no effort in the research and development of new technologies and major accomplishments are provided below:

(1) In response to the group's production line adjustments and market demand, we are developing high-frequency and high-speed materials, as well as other high-end substrate design products, to improve the sales product mix.

II. Overview of 2025 Business Plan

(I) Operation Policy

1. The company continues to deepen in the printed circuit board (PCB) industry and develops customers across different product segments; thereby enhances the depth and breadth of the product portfolio.

2. Utilize of group's resources to improve production quality and output, enhance market competitiveness and market share, and strengthen customer service capabilities.

(II) Sales Volume Forecast and Basis

Looking ahead to 2026, the IMF, World Bank, and OECD forecast global economic growth to remain within a stable but modest range of 2.6% to 3.3%, reflecting uneven regional recovery and moderate growth momentum. Global inflation continued to ease in 2025, and the IMF originally projected global inflation to decline to approximately 3.8% in 2026. However, recent fluctuations in oil prices and geopolitical tensions arising from the Israel-Iran conflict may lead to renewed inflationary pressure. Whether such developments will adversely affect supply chain operations and cost control remains to be seen.

This year, emerging technologies such as generative artificial intelligence are expected to continue developing, and adjustments in monetary policies by major economies are likely to support a recovery in consumer spending and investment momentum. In 2026, the Company will focus on the following strategies to drive sales growth and pursue corporate development:

1. Expanding sales channels through integration of the Group's technologies and customer resources.
2. Continuously broadening product categories in response to market trends and product diversification.

(III) Important Production and Sales Policies

1. Leveraging the Group's overseas manufacturing facilities to reduce production costs and improve operational efficiency.

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

Looking ahead to 2026, although the global economic is gradually stable, the overall pace of recovery remains cautious.Affected by geopolitical tensions, changes in international trade, and adjustments to interest rate policies, market demand remains uncertainty.The company will continue to adopt a prudent business strategy, actively consolidate the existing markets, and strengthen operational efficiency and cost control to respond to changes in the external environment.

Finally, I sincerely thank you for your support and encouragement over the years of the Company. We will continue to fulfill our respective operational goals and render even better results in the future in return for your support and to meet the expectations of all investors and enable them to share the fruits together.

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

April 14, 2026

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(ren)		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
	R.O.C.	Taiwan Printed Circuit Boad Techvest Co., Ltd	None	May 7,2025		November 5,2010	30,821,897	44.21%	30,821,897	44.21%	0	0	0	0	Not applicable	Not applicable	None	None	None
Chairman	R.O.C.	Representative LEE, MING-HSI	Male 62	May 7,2025	3	June 19,2013	0	0	0	0	0	0	0	0	Department of Chemical Engineering, Tatung Institute of Technology Manager of Pacific Technology Co., Ltd. General Manager of T-Flex Techvest PCB Co., Ltd. General Manager of Sinact Electronics Co., Ltd. General Manager of T-Mac Techvest (Wuxi) PCB Co., Ltd.	Chairman& General Manager of Taiwan Printed Circuit Board Techvest Co., Ltd. Chairman& General Manage of tgt Techvest Co., Ltd Director of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Director of CHI CHAU (THAILAND) CO., LTD. Director of T-Mac Techvest (Wuxi) PCB Co., Ltd. Director of CATAC Electronic (Zhongshan) Co., Ltd. Director of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Chairman& General Manager of T-Flex Techvest PCB Co., Ltd.	None	None	None
Director	R.O.C.	Taiwan Printed Circuit Boad Techvest Co., Ltd	None	May 7,2025		November 5,2010	30,821,897	44.21%	30,821,897	44.21%	0	0	0	0	Not applicable	Not applicable	None	None	None
Director	R.O.C.	Representative HSU, MING-CHIEH	Male 44	May 7,2025	3	June 19,2013	53,000	0.08%	53,000	0.08%	0	0	0	0	Shih Hsin University Manager of Sales Department and Manufacturing Department, T-Flex Techvest PCB Co., Ltd. Director of T-Mac Techvest PCB Co., Ltd. Head of Manufacturing Department, tgt Techvest Co., Ltd.	Executive Assistant of the Financial, Taiwan Printed Circuit Board Techvest Co., Ltd. Director of Taiwan Printed Circuit Board Techvest Co., Ltd. Director of T-Mac Techvest(Wuxi) PCB Co., Ltd.	None	None	None
Director	R.O.C.	HU, HSIU-HSING	Female 64	May 7,2025	3	November 5,2010	0	0	0	0	0	0	0	0	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 of WT Microelectronics Co., Ltd. Supervisor of WT Microelectronics Co., Ltd.	Vice General Manager of at the Department of Finance, Taiwan Printed Circuit Board Techvest Co., Ltd. Director of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Director of Chi Yao Limited Director of CATAC Electronic (Zhongshan) Co., Ltd. Director of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Director of T-Mac Techvest (Wuxi) PCB Co., Ltd. Vice General Manager of at the Department of Finance, T-Flex Techvest PCB Co., Ltd.	None	None	None

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(ren)		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.	SHIH,CHEN-SHENG	Male 40	May 7,2025	3	May 7,2025	0	0	0	0	0	0	0	0	Department of Travel Management, Jinwen University of Science and Technology Vice General Manager of Ji-Ding Packing Enterprise Company Ltd. (Manage overall financial affairs)	Director of Yi Lai Enterprise Co., Ltd. Vice General Manager of Ji-Ding Packing Enterprise Company Ltd. (Manage overall financial affairs)	None	None	None
Independent Director	R.O.C.	*HSU,CHE-WEI*	Male 45	May 7,2025	3	May 7,2025	30,000	0.04%	30,000	0.04%	0	0	0	0	Department of Architecture, China University of Technology Superintendent of Yon-Shin Commercial Co., Ltd.	Chairman of Li Song Investment Co., Ltd. Superintendent of Yon-Shin Commercial Co., Ltd.	None	None	None
Independent Director	R.O.C.	*WENG,CHIA-YU*	Female 45	May 7,2025	3	May 7,2025	0	0	0	0	0	0	0	0	Department of International Trade, Jinwen University of Science and Technology Senior Administrator of Nanya Section of Kaulin Manufacturing Co., Ltd.	Senior Administrator of Nanya Section of Kaulin Manufacturing Co., Ltd.	None	None	None

Note: The representative of aiwan Printed Circuit Board Techvest Co., Ltd. Mr. Hsu Cheng-Min, passed away on February 21, 2026, resulting in a vacancy in the position of Chairman. Subsequently, pursuant to a resolution of the Board of Directors on February 23, 2026, President Lee Ming-Hsi was appointed to assume the position. From that date until the printing date of this annual report, the positions of Chairman and President have been concurrently held by the same person. In addition, the Board of Directors resolved on March 27, 2026 to approve the by-election of one independent director, which is scheduled to be conducted at the shareholders' meeting on June 12, 2026.

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 Compensation and Remuneration Committees in other public companies	Remarks
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	Note1
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	HU, HSIU-HSING	1.Served as the 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 of WT Microelectronics Co., Ltd.,Supervisor of WT Microelectronics Co., Ltd., with more than five years of work experience in management, finance and accounting. 2.None of the circumstances in Article 30 of the Company Act.		0	0	
Independent Director	SHIH,CHEN-SHENG	1. Served as the vice general manager of Ji-Ding Packing Enterprise Company Ltd. (Manage overall financial affairs),with more than five years of work experience in management, finance and business. 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	Note2
Independent Director	*HSU,CHE-WEI*	1. Served as the superintendent of Yon-Shin Commercial Co., Ltd,with more than five years of work experience required for the business operations. 2.None of the circumstances in Article 30 of the Company Act.		0	0	Note3
Independent Director	*WENG,CHIA-YU*	1.Served as the senior administrator of Nanya Section of Kaulin Manufacturing Co., Ltd.,with more than five years of work experience required for the business operations. 2.None of the circumstances in Article 30 of the Company Act.		0	0	Note3

Note 1: The representative of aiwan Printed Circuit Board Techvest Co., Ltd. Mr. Hsu Cheng-Min, passed away on February 21, 2026, resulting in a vacancy in the position of Chairman . Subsequently, pursuant to a resolution of the Board of Directors on February 23, 2026, President Lee Ming-Hsi was appointed to assume the position. From that date until the printing date of this annual report, the positions of Chairman and President have been concurrently held by the same person. In addition, the Board of Directors resolved on March 27, 2026 to approve the by-election of one independent director, which is scheduled to be conducted at the shareholders' meeting on June 12, 2026.

Note 2: Has been the convener of the Audit Committee and the Compensation & Remuneration Committee of the Company.

Note 3: Has been a member of the Audit Committee and the Compensation & Remuneration Committee of the Company.

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 should 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 places great importance on gender equality in the composition of the Board of Directors, with a target of maintaining female directors at no less than 30%. Currently, female directors account for 33.33% of the Board.
In addition, the current Board members possess extensive experience and professional expertise in finance, business, management, and industries relevant to the Company’s operations, providing valuable guidance for the Company’s business development. The implementation of Board diversity is summarized in the table below:

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Name	Basic requirements and values							Diverse professional expertise and industry experience									
	Gender	Age			Nationality	Adjunct Employee	Tenure of Service of Independent Directors	operational judgments	accounting and financial analysis	management administration	crisis management	Knowledge of the industry	international market perspective	leadership	policy decisions	Marketing	Investment and Finance
		40 - 50	51 - 60	61 - 70			less than 3 years										
LEE, MING-HSI	M			✓	R.O.C.	✓		✓		✓	✓	✓	✓	✓	✓		
HSU, MING-CHIEH	M	✓								✓		✓				✓	
HU, HSIU-HSING	F			✓		✓			✓				✓				✓
SHIH,CHEN-SHENG	M	✓					✓		✓	✓				✓	✓	✓	
HSU,CHE-WEI	M	✓					✓									✓	
WENG,CHIA-YU	F	✓					✓									✓	

(2) Independence of the Board of Directors

(A)The Board of Directors of the Company has 6 directors, including three 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 should be independent in exercising its functions and powers.

(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. Major shareholders of institutional shareholders

April 14, 2026

Name of institutional shareholder	Major shareholders of institutional shareholders	Shareholding Ratio
Taiwan Printed Circuit Board Techvest Co., Ltd.	Macquarie Bank Limited - MAIN	4.58
	Hui Min Investment Co., Ltd.	3.98
	Lin, Gao-Huang	2.62
	Hocheng Corporation	2.33
	Prosperity Tieh Enterprise Co., Ltd.	2.11
	Hef Group CO., LTD.	1.91
	Citibank Custody Yuanta Securities Co., Ltd. – Client Investment Account	1.80
	Vanguard Stock Index Account under Custody of JPMorgan Chase Bank, Taipei Branch	1.29
	Rensheng Investment Co., Ltd.	1.27
	CHASE Bank is entrusted custody for Vanguard Total International Stock Index Fund, Vanguard Star Funds	1.22

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

April 14, 2026

Name of legal entity	Major shareholders of the legal entity and Shareholding Ratio
Hui Min Investment Co., Ltd.	Chen, Hui-Yao 100%
Hocheng Corporation	Bokai Aixinye Co., Ltd. 4.96%、Yuhong Co., Ltd. 3.81%、Chiu, Li-Chien 3.48%、Li,Kai-Ping 2.55%、Chiu,Chun-Chieh2.24%、Chiu Chen,Hui-Mei1.63%、Yishuitang Investment Co., Ltd. 1.81%、Po Shie Investment Co., Ltd2.04% Chiu.Wei-Chieh 2.68%、Chiu ,Shih-Kai Chiu 1.63%
Prosperity Tieh Enterprise Co., Ltd.	Liancheng Investment Development Co., Ltd. 15.53%、Longwei Investment Development Co., Ltd. 15.51%、Hancheng Investment Co., Ltd. 4.67%、Lin, Gaohuang 1.59%
Rensheng Investment Co., Ltd.	Liao,Jia-Qun 12.50%、Liao,Jia -Qi 12.50%、Liao,Zhen-Ren 12.50%、Liao,Yu-Xia 12.50%
Hef Group CO., LTD.	Su,Hui-Chen 83.33%、Lin,En-Chih 16.67%

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

April 14, 2026

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			Remarks
					Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Position	Name	Relation	
General Manager	R.O.C.	LEE, MING-HSI	M	November 13,2023	0	0	0	0	0	0	Department of Chemical Engineering, Tatung Institute of Technology Manager of Pacific Technology Co., Ltd. General Manager of T-Flex Techvest PCB Co., Ltd. General Manager of Sinact Electronics Co., Ltd. General Manager of T-Mac Techvest (Wuxi) PCB Co., Ltd.	Chairman& General Manager of Taiwan Printed Circuit Board Techvest Co., Ltd. Chairman& General Manager of tgt Techvest Co., Ltd Director of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd. Director of CHI CHAU (THAILAND) CO., LTD. Director of T-Mac Techvest (Wuxi) PCB Co., Ltd. Director of CATAC Electronic (Zhongshan) Co., Ltd. Director of Chi Chau Printed Circuit Board (Suining) Co., Ltd.	None	None	None	
Vice General Manager	R.O.C.	Hu, Hsiu-Hsing	F	February 1,2021	0	0	0	0	0	0	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 of WT Microelectronics Co., Ltd.	Vice General Manager of at the Department of Finance, Taiwan Printed Circuit Board Techvest Co., Ltd. Director of Chi Chau Printed Circuit Board (Suining) Co., Ltd. Director of Chi Yao Limited Director of CATAC Electronic (Zhongshan) Co., Ltd. Director of Chi Chau Printed Circuit Board (Suzhou) Co., Ltd.	None	None	None	
Chief officer of the finance and accounting division	R.O.C	Liu, Chu-Chen	F	October 24,2023	0	0	0	0	0	0	Graduated from the Department of Accounting, Chung Yuan University, with a master's degree in business Assistant Manager of at the Department of Finance and Accounting Taiwan Printed Circuit Board Techvest CO., LTD.	Financial officer and Accounting officer of T-Mac Techvest PCB Co., Ltd. Financial officer and Accounting officer of tgt Techvest Co., Ltd	None	None	None	

Note: The representative of aiwan Printed Circuit Board Techvest Co., Ltd. Mr. Hsu Cheng-Min, passed away on February 21, 2026, resulting in a vacancy in the position of Chairman. Subsequently, pursuant to a resolution of the Board of Directors on February 23, 2026, President Lee Ming-Hsi was appointed to assume the position. From that date until the printing date of this annual report, the positions of Chairman and President have been concurrently held by the same person. In addition, the Board of Directors resolved on March 27, 2026 to approve the by-election of one independent director, which is scheduled to be conducted at the shareholders' meeting on June 12, 2026.

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

(I) Remuneration for the Director and Independent Director

December 31,2025 Unit: NTD 000's

Job title	Name	Remuneration for directors								Sum of A+B+C+D and ratio to net income		Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D+E+F+G and ratio to net income		Remuneration received from investee enterprises other than subsidiaries or from the parent company
		Base compensation (A)		Retirement pay and pension (B)		Director profitsharing compensation (C)		Expenses and perquisites (D)				Salary, rewards, and special disbursements (E)		Retirement pay and pension (F)		Employee profit-sharing compensation (G)						
		The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company		All consolidated entities		The Company	All consolidated entities	
																Amount in cash	Amount in stock	Amount in cash	Amount in stock			
Director	Taiwan Printed Circuit Boad Techvest Co., Ltd					101	101	0	0	101 0.69%	101 0.69%	0	0	0	0	0	0	0	0	101 0.69%	101 0.69%	
Chairman	Taiwan Printed Circuit Boad Techvest Co., Ltd Representative Hsu, Cheng-Min					0	0	30	42	30 0.20%	42 0.29%	0	3,621	0	0	0	0	0	0	30 0.20%	3,663 25.02%	44,563
Director	Taiwan Printed Circuit Boad Techvest Co., Ltd Representative Lee, Ming-Hsi					0	0	42	54	42 0.29%	54 0.37%	0	0	0	0	0	0	0	0	42 0.29%	54 0.37%	19,669
Director	Taiwan Printed Circuit Boad Techvest Co., Ltd Representative Hsu, Min-Chieh					0	0	42	48	42 0.29%	48 0.33%	0	0	0	0	0	0	0	0	42 0.29%	48 0.33%	11,489
Director	Hu, Hsiu-Hsing					34	34	42	54	76 0.52%	88 0.60%	0	0	0	0	0	0	0	0	76 0.52%	88 0.60%	5,585
Independent Director	SHIH,CHEN-SHENG(Note)					22	22	184	184	206 1.41%	206 1.41%	0	0	0	0	0	0	0	0	206 1.41%	206 1.41%	
Independent Director	*HSU,CHE-WEI*(Note)					22	22	184	184	206 1.41%	206 1.41%	0	0	0	0	0	0	0	0	206 1.41%	206 1.41%	
Independent Director	*WENG,CHIA-YU*(Note)					22	22	184	184	206	206	0	0	0	0	0	0	0	0	206	206	

Job title	Name	Remuneration for directors								Sum of A+B+C+D and ratio to net income		Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D+E+F+G and ratio to net income		Remuneration received from investee enterprises other than subsidiaries or from the parent company
		Base compensation (A)		Retirement pay and pension (B)		Director profitsharing compensation (C)		Expenses and perquisites (D)				Salary, rewards, and special disbursements (E)		Retirement pay and pension (F)		Employee profit-sharing compensation (G)						
		The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company		All consolidated entities		The Company	All consolidated entities	
																Amount in cash	Amount in stock	Amount in cash	Amount in stock			
										1.41%	1.41%									1.41%	1.41%	
Independent Director	Hu, Chia-Li(Note)					12	12	92	92	104 0.71%	104 0.71%	0	0	0	0	0	0	0	0	104 0.71%	104 0.71%	
Independent Director	Tseng,Hsiu-Min(Note)					12	12	98	98	110 0.75%	110 0.75%	0	0	0	0	0	0	0	0	110 0.75%	110 0.75%	
Independent Director	Wu,Ya-Chuan(Note)					12	12	98	98	110 0.75%	110 0.75%	0	0	0	0	0	0	0	0	110 0.75%	110 0.75%	

1.Please describe the payment policy, system, standard and structure for remuneration of independent directors, and explain the relationship with the remuneration payment according to the job duties handled, risks and time invested, etc.:

(1) Fixed remuneration: According to the “Regulations for Remuneration of Directors and Supervisors and Remuneration Distribution”, the independent directors of the Company execute works independently according to their job duties and participates in the corporate governance. Accordingly, they are entitled to receive remuneration within the range of not less than NT$10,000 and not higher than NT$30,000, as a fixed remuneration for execution of job duties. For the fixed remuneration of independent directors and supervisors executing independent job functions, the Remuneration Committee proposes evaluation recommendation to the Board of Directors for approval. The same requirement is applied to adjustment of their remuneration.

(2) Transportation allowance: Transportation allowance refers to the traffic and transportation fee collected by directors and supervisors for proceeding to the Company for the meeting. Directors and supervisors attending meetings may collect transportation allowance within the range not higher than NT$15,000 in principle.

(3) Remuneration of directors and supervisors appropriated from surplus earning: According to the Articles of Incorporation of the Company, when the Company has a surplus earning for a fiscal year, for the net profit before tax of the Company after deducting the remuneration of directors and supervisors and the remuneration of employees, an amount less than 3% of the remaining amount shall be appropriated as the remuneration of directors and supervisors, and 1%~10% of the remaining amount shall be appropriated as the remuneration of employees. For the remuneration of independent directors, an independent director’s participation level in the operation of the Company and his/her contribution are evaluated, following which the Remuneration Committee reviews the result and submits to the Board of Directors for resolution.

Note : Directors Shih Chen-Sheng, Hsu Che-Wei, and Weng Chia-Yu assumed office on May 7, 2025; Directors Hu Chia-Li, Tseng Hsiu-Min, and Wu Ya-Chuan were discharged from office on May 7, 2025.

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

December 31,2025 Unit: NTD 000's

Job title	Name	Salary (A)		Retirement pay and pension (B)		Rewards and special disbursements (C)		Employee profit-sharing compensation (D) (Note)				Sum of A+B+C+D and ratio to net income (%)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note)
		The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company		All consolidated entities		The Company	All consolidated entities	
								Amount in cash	Amount in stock	Amount in cash	Amount in stock			
General Manager	LEE, MING-HSI	-	-	-	-	-	-	-	-	-	-	-	-	19,669
Vice General	Hu, Hsiu-Hsing	-	-	-	-	-	-	-	-	-	-	-	-	5,585

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

(III) Compensation of the top five highest-paid executives

Job title	Name	Salary (A)		Retirement pay and pension (B)		Rewards and special disbursements (C)		Employee profit-sharing compensation (D) (Note)				Sum of A+B+C+D and ratio to net income (%)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note)
		The Company	All consolidated entities	The Company	All consolidated entities	The Company	All consolidated entities	The Company		All consolidated entities		The Company	All consolidated entities	
								Amount in cash	Amount in stock	Amount in cash	Amount in stock			
General Manager	LEE, MING-HSI	-	-	-	-	-	-	-	-	-	-	-	-	19,669
Vice General	Hu, Hsiu-Hsing	-	-	-	-	-	-	-	-	-	-	-	-	5,585

(IV)Names and Distributions of Employee Profit-Sharing Compensation to Managerial Officers

December 31,2025

	Job title (Note 1)	Name (Note 1)	Amount in stock	Amount in cash	Total	As a % of net profit
Managerial officers	General Manager	LEE, MING-HSI	-	-	-	-
	Vice General Manager	Hu, Hsiu-Hsing	-	-	-	-
	Chief officer of the finance and accounting division	Liu,Chu-Chen	-	-	-	-

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

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

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

(1) General manager(s) and equivalent level positions

(2) Assistant general manager(s) and equivalent level positions

(3) Deputy assistant general manager(s) and equivalent level positions

(4) Chief officer of the finance division

(5) Chief officer of the accounting division

(6) Other persons who have the power to manage affairs and sign for the Company

(V)Separately compare and describe total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by this company and by each other company included in the consolidated financial statements during the past 2 fiscal years to directors, supervisors, general managers, and assistant general managers, and analyze and describe remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure.

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

Job title	2025		2024	
	The Company	All consolidated entities	The Company	All consolidated entities
Director	8.41	33.43	-9.60	-22.88
General Manager and Vice General Manager	0.00	0.00	0.00	0.00

Note:The ratio of the Company's directors' remuneration in 2025 to net income after tax increased compared with that in 2024, primarily because the Company's net income after tax turned from a loss to a profit in 2025, resulting in an increase in directors' remuneration and compensation received by directors concurrently serving as employees.

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

(1) For the remuneration of directors of the Company, according to Article 23 of the Articles of Incorporation of the Company, the Board of Directors is authorized to determin the remuneration of directors and supervisors 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 Supervisors and than NT$30,000, as a fixed remuneration for execution of job duties. Ho Remuneration Distribution" reviewed by the Remuneration Committee and approved by the Board of Directors of the Company are as follows:

A. 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 less than NT$10,000 and not higher wever, regular directors and supervisors shall not collect fixed remuneration.

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

C. Remuneration of directors and supervisors:
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 and supervisors. The Company periodically assesses the remuneration of directors and supervisors 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.

(2) The salary structure for the Presidents and Vice Presidents 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 1%~10% 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.

(3). The components of remuneration paid by the Company, as stipulated in the Organizational Regulations of the Remuneration Committee, include cash compensation, stock options, stock bonuses, retirement benefits or severance payments, various allowances, and other incentive measures of substantive reward nature. The scope thereof is consistent with the provisions regarding directors' and managerial officers' remuneration under the Regulations Governing Information to be Published in Annual Reports of Public Companies. As the Company's net income after tax turned from a loss to a profit in 2025, directors' remuneration was appropriated accordingly, resulting in an increase in directors' remuneration in 2025 compared with 2024.

(4). Procedure for remuneration establishment:

A. 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.

B. 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 amount of directors' remuneration paid for fiscal year 2025 was reviewed by the Remuneration Committee and subsequently submitted to the Board of Directors for resolution and approval.

5. Correlation between business performance and future risk:

A. 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.

B. 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：

The number of board meetings held in the most recent fiscal year was:11

The attendance by the directors was as follows:

Title	Name	No. of meetings attended in person	No. of meetings attended by proxy	In-person attendance rate (%)	Remarks
Chairman	Taiwan Printed Circuit Boad Techvest Co., Ltd Representative Hsu, Cheng-Min	5	2	71.43	Note1
Chairman	Taiwan Printed Circuit Boad Techvest Co., Ltd Representative Lee, Ming-Hsi	11	0	100.00	Note1
Director	Taiwan Printed Circuit Boad Techvest Co., Ltd Representative Hsu, Minf-Chieh	11	0	100.00	
Director	HU, HSIU-HSING	11	0	100.00	
Independent Director	Hu, Chia-Li	2	1	66.67	Note2
Independent Director	Tseng,Hsiu-Min	3	0	100.00	Note2
Independent Director	Wu,Ya-Chuan	3	0	100.00	Note2
Independent Director	SHIH,CHEN-SHENG	8	0	100.00	Note2
Independent Director	*HSU,CHE-WEI*	7	1	87.50	Note2
Independent Director	*WENG,CHIA-YU*	8	0	100.00	Note2

Note 1: Mr. Hsu Cheng-Min passed away on February 21, 2026, resulting in a vacancy in the position of Chairman. Subsequently, pursuant to a resolution of the Board of Directors on February 23, 2026, President Lee Ming-Hsi was appointed to assume the position of Chairman.

Note 2: The entire Board of Directors was re-elected on May 7, 2025. Directors Shih Chen-Sheng, Hsu Che-Wei, and Weng Chia-Yu assumed office on that date; Directors Hu Chia-Li, Tseng Hsiu-Min, and Wu Ya-Chuan were discharged from office on the same date.

Other matters required to be recorded:

I. Where the operation of a board meeting is subject to one of the following, the board meeting date, session, proposal content, opinion of all independent directors and Company's handling for the opinions of independent directors shall be described:

1. Matters specified in Article 14-3 of Sectaries and Exchange Act: Please refer to pages 23。
2. Except for the aforementioned matters, other resolutions of board meetings subject to dissenting opinions or qualified opinions and equipped with records or written statements: None.

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

1. 17th meeting of 9th term held on March 12,2025
   For the proposal on the cancellation of non-compete restriction of managerial officers of the Company, due to the conflict of interest of Director Ming-Hsi Li, representative of Taiwan PCB Techvest Co., Ltd., he recused himself from the discussion and resolution of such proposal. After the acting chair of the meeting requesting for the consents of remaining attending directors, this proposal was approved as proposed without any objections.
2. 1st meeting of 10th term held on May 7, 2025
   For the proposal for the appointment of members of the remuneration committee, independent directors Chen-

Sheng Shih, Che-Wei Hsu, and Chia-Yu Weng recused themselves from discussion and voting in accordance with applicable laws due to their conflict of interest. After the chairperson consulted the remaining directors present, the proposal was approved as proposed without objection.

Implementation of Evaluations of the Board of Directors

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content	Assessment Result
Once per year (before the end of each January)	January 1 to 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 88.90points is higher than 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.
		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 91.90 points (average) is higher than the standard score, indicating that each director receives positive evaluation result in the operational efficiency and outcome for all indicators.
		Functional committees(Audit Committee)	Internal self-evaluation of board of	Measurement items for the performance evaluation of functional	The evaluation result score of 89.10 points is higher than the

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content	Assessment Result
			directors	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.	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.
		Functional committees(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 functional committee and election of its members; 5.Internal control.	The evaluation result score of 89 points is higher than 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：

The number of audit committee meetings held in the most recent fiscal year was:6

The attendance by the independent directors was as follows:

Job Title	Name	Attendance in person (B)	Attendance through proxy	Ratio of attendance in person	Remarks
Independent Director	SHIH,CHEN-SHENG	5	0	100.00	
Independent Director	*HSU,CHE-WEI*	5	0	100.00	
Independent Director	*WENG,CHIA-YU*	5	0	100.00	
Independent Director	Hu, Chia-Li	0	1	0.00	Note
Independent Director	Tseng,Hsiu-Min	1	0	100.00	Note
Independent Director	Wu,Ya-Chuan	1	0	100.00	Note

Note: All independent directors were discharged upon the full re-election of independent directors on May 7, 2025.Other information required to be disclosed:

1. If any of the following circumstances exists, specify the audit committee meeting date, meeting session number, content of the motion(s), the content of any dissenting or qualified opinion or significant recommendation of the independent directors, the outcomes of audit committee resolutions, and the measures taken by the Company based on the opinions of the audit committee:
   (1)Any matter under Article 14-5 of the Securities and Exchange Act.：Refer to Pages 29~30 for details.
   (2) In addition to the matters referred to above, any matter that was not approved by the audit committee but was approved by a two-thirds or greater majority resolution of the board of directors：None.
2. Implementation of recusals of independent directors with respect to any motions with which they may have a conflict of interest: specify the independent director's name, the content of the motion, the cause for recusal, and whether and how the independent director voted.
3. The Company established the Audit Committee on June 17, 2022, to replace the functions previously performed by the Supervisors, with all independent directors serving as ex officio members. The current Audit Committee serves a term from May 7, 2025, to May 6, 2028. The convener and chair of the Audit Committee for the current term is Mr. Shih Chen-Sheng.
4. On March 18, 2022, the board of directors approved the "Audit Committee Charter" for compliance. The Charter expressly provides that the Audit Committee's operations are primarily intended to supervise the fair presentation of the Company's financial statements, the appointment, dismissal, independence and performance of the CPAs, the effective implementation of the Company's internal control system, compliance with relevant laws and regulations, and the management of existing or potential risks. From the most recent fiscal year up to the publication date of the annual report, the company's Audit Committee held a total of 6 meetings. The matters reviewed mainly included:
   (1)Audit of financial statement
   (2)Internal control system and related policies and procedures
   (3)Material asset transactions, lending of funds, and endorsements/guarantees
   (4)Evaluation of the effectiveness of the internal control system
   (5)Appointment of CPAs
5. Communication between the independent directors and the chief internal audit officer and the CPAs that serve as external auditor (including any significant

matters communicated about with respect to the state of the company's finances and business and the method(s) and outcomes of the communication.)

(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) Independent Directors carried out communication with the audit officer for the execution progress of the quarterly audit plan in 2025 and partial execution details on March 12, 2025, May 15, 2025, August 11, 2025, November 12, 2025, and March 11, 2026. The audit unit did not find any material anomaly or violation that shall be immediately reported to Independent Directors when executing the items under the audit plan in 2024 .

(3) On March 4, 2026, the independent directors communicated and discussed important regulatory updates and key audit matters with the accountants.

Important decisions of the Audit Committee: :

Date Session	Content summary	Audit Committee member's opinion	The Company's handling	Matters specified in Article 14-5 of the Sectaries and Exchange Act
March 12,2025 14th Meeting of 1st Term	1.Proposal to Lift the Non-Compete Restrictions on the Company's Managers	After the chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.	Approved by directors participating in the discussion and voting in the board meeting.	Yes
	2.2024 Annual Business Report and Financial Statements			Yes
	3.Proposal for the Distribution of Earnings for the 2024 Fiscal Year			Yes
	4.Proposal to Amend Certain Articles of the "Internal Control System" and "Internal Audit System"			Yes
	5.Proposal for the Appointment of the Company's Certified Public Accountant			Yes
	6.2024 Fiscal Year "Internal Control System Effectiveness Evaluation" and "Internal Control System Declaration"			Yes
May 15, 2025 1st Meeting of 2nd Term	1. Election of the convener of 2nd Audit Committee.	After the chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.	Approved by directors participating in the discussion and voting in the board meeting.	No
	2. Proposal for the change of the CPAs.			Yes
	3. Proposal for review of 2025 CPA's professional fee.			Yes
	4. Proposal for the 2025 Q1 consolidated financial statements.			No
August 11, 2025 2nd meeting of 2nd Term	1. Proposal for the 2025 Q2 consolidated financial statements.	After the chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.	Approved by directors participating in the discussion and voting in the board meeting.	Yes
November 12, 2025 3rd meeting of 2nd Term	1. Proposal for the 2025 Q3 consolidated financial statements.	After the chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.	Approved by directors participating in the discussion and voting in the board meeting.	No
	2. Proposing revisions to certain provisions of the "Sustainability Information Management Operations Guidelines"			Yes
	3. Proposal for the 2026 audit plan of the Company			Yes
March 11, 2026 4th meeting of 2nd Term	1. 2025 Annual Financial Statements	After the chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.	Approved by directors participating in the discussion and voting in the board meeting.	Yes
	2. Proposal for the Distribution of Earnings for the 2025 Fiscal Year			Yes
	3. 2025 Fiscal Year "Internal Control System Effectiveness Evaluation" and "Internal Control System Declaration"			Yes
	4. Proposal for the Appointment of the Company's Certified Public Accountant			Yes
April 16, 2026 5th meeting of 2nd Term	1. 2025 Annual Business Report	After the chair requested for consents of all attending committee members, the proposal was approved as proposed without objections.	Approved by directors participating in the discussion and voting in the board meeting.	Yes
	2. Proposal for cancellation of non-compete restriction for new directors of the Company			Yes

(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	
1.Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	✓		The Company has established the "Corporate Governance Best Practice Principles" in order to protect the interests of the shareholders, to strengthen the functions of board of directors, to respect the interests of stakeholders and to improve the information transparency etc. according to relevant regulations. In addition, relevant content has been disclosed on the Company's website and the Market Observation Post System (MOPS).	No difference
2.Shareholding Structure and Shareholders' Rights				
(1) Does the Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	✓		The Company has established the "Procedures for Preventing Insider Trading and Handling Material Inside Information". Spokesperson and deputy spokesperson shall uniformly handle the shareholders' recommendations, doubts, disputes and litigations, and may also invite attorneys for discussion when it is considered necessary. In addition, the Company has also set up the stakeholders section and shareholders contact window on the Company's website, in order to allow shareholders/investors to submit recommendations or questions.	No difference
(2) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	✓		The stock affairs of the Company are entrusted to stock affairs agency for handling. In addition, personnel are staffed to maintain contact with shareholders, in order to effectively manage and control the list of major shareholders of the Company and to maintain proper relationship with all major shareholders.	No difference
(3) Has the Company built and implemented a risk management system and a firewall between the Company and its affiliates?	✓		The Company has established the "Financial and Business Related Operations Among Affiliated Enterprises" and the "Regulations for Transactions Between Group Enterprise Specific Company and Related Parties" as the operational rules regulating the finance and business with affiliated enterprises. In addition, the Company has established the "Regulations for	No difference

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			Supervision and Management of Subsidiaries", such that comprehensive risk control mechanism and firewall are established for transactions with affiliated enterprises.	
(4) Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	✓		The Company has established the "Procedures for Preventing Insider Trading and Handling Material Inside Information" to regulate that insiders must not engage in purchase or sale of the Company's stocks or other of equity-type securities before public announcement of material information. Please refer to the corporate governance implementation status of the Company's website for relevant education and training information.	No difference
3. Composition and responsibilities of the board of directors				
(1) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	✓		1. The Company has established the diversity policy in Chapter 3 "Enhancement of Functions and Powers of Board of Directors" of the "Corporate Governance Best Practice Principles". The nomination and election of board members of the Company comply with the requirements specified in the Articles of Incorporation, and the candidate nomination system is adopted. In addition to the evaluation of the educational background and experience qualification of each candidate, the opinions of stakeholders are also considered, and the "Regulations for Election of Directors" and "Corporate Governance Best Practice Principles" are complied, in order to ensure the diversity and independence of board members. 2. Board member management goal: The Company has set a target for female directors to account for more than 30% of the board. Currently, female directors account for 33.33% of all directors. 3. For the 10th term of board of directors of the Company, there are six directors, including three independent directors. Among the total number of directors, there are two female directors. 4. Ratio of independent directors is 50%, the ratio of female directors	No difference

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			is33.33%. Three independent directors with the seniority of term of office less than 3 years. Please refer to the Company's website for details. two directors are at the age of 61~70 years old, , and four director is at the age of 40~50 years old. 5. All board members are experts in the industry and the financial sector, and they are equipped with diverse professional competence with industry experience and expertise in finance, financial business and accounting that are complementary to each other, thus satisfying the board diversity policy and management objectives. (Please refer to pages 8 board member diversity and the Company's website). All board members actively attend board meetings. The attendance rate of board members attending meetings in person in 2025 reached more than 90%. In addition, board members perform supervision and understand business plan execution properly.	
(2) Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee?	✓		The Company has established the Remuneration Committee and the audit committee according to the law and has also established the Sustainable Development Committee in 2018. The operation of the committee is handled by each department according to its responsibilities and authorities.	No difference
(3) Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?	✓		1. The Company regularly examines the functions of the Board, improves the corporate governance level period by period, has established Regulations for Evaluations of Board Performance and the evaluation methods, and makes examinations and amendments annually 2. Please refer to page 19-20 for the evaluation cycle, period, scope, method, content and result.	No difference
(4) Does the Company regularly evaluate its external auditors' independence?	✓		The Financial Department of the Company self-evaluates the independence of CPAs before the end of January each year, and the result is reported to the Board of Directors	No difference

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			(2026/3/11). According to the evaluation, CPA Chen Yi-Chun and CPA Lien Shu-Ling from KPMG are determined to comply with the independence evaluation standard of the Company; in addition, the Company acquired the AQIs of CPAs for 2024 to serve as a reference to evaluate the re-appointment of CPAs; they are adequate to act as the CPAs of the Company. Please refer to page 37 for details of the evaluation standard.	
4. Does the TWSE/TPEx listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?	✓		1. The Board of the Company approved and established the position of the corporate governance officer, who is the top management for affairs related to corporate governance, and allocated adequate personnel to handle corporate governance matters on April 28, 2023. 2. The corporate governance officer is responsible for supervising, and the stock affairs unit and the Finance Department shall execute affairs related to corporate governance in the preceding paragraph, including providing information required by Directors for the execution of business, handling matters related to Board meetings and shareholders' meetings according to the law, carrying out corporate registration and alteration registration, and preparing minutes of Board meetings and shareholders' meetings. 3. The position of the corporate governance office is concurrently held by Hu, Hsiu-Hsing, the Vice President of the Finance Department, who possesses an extensive financial background and professional, practical managing experiences.	No difference
5. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?	✓		The Company has assigned relevant department personnel to handle affairs with correspondent financial institutions and creditors, and also provides sufficient information. In addition, the Company also provides proper communication channel to allow stakeholders to have sufficient information to make judgment, in order to protect their rights and interests.	No difference

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
6. Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	✓		The Company entrusts the Shareholders Service Department of Grand Fortune Securities Co., Ltd. for handling the shareholders' meeting affairs.	No difference
7. Information Disclosure				
(1) Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?	✓		Disclosures of information on financial, business, and corporate governance are made on the Company's website (http://www.tht-pcb.com.tw).	No difference
(2) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?	✓		The Company has appointed dedicated personnel to be responsible for the collection and disclosure of information and has implemented the spokesperson system according to the requirements.	No difference
(3) Does the company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?	✓		Presently, the Company makes announcement and declares financial report before the specified time-limit for each quarter, and also timely discloses the monthly business operation status.	No difference
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors and supervisors)?	✓		1. Employees' rights and interests and care of employees: The human resource management system of the Company complies with the Labor Standards Act and relevant laws and regulations. To promote communication with employees, the Company provides diverse communication channel, in order to ensure that information is timely conveyed in a transparent manner. Furthermore, employees are able to submit recommendations to the Company in order to use such recommendations as the basis for various improvement of measures. Please refer to pages 75~77 for details. 2. Investor relations: The Company convenes shareholders' meeting according to the law annually in order to provide question and proposal submission opportunities to	No difference

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			shareholders. In addition, the Company has also set up the spokesperson system to handle the shareholders' recommendation, doubt and dispute matters, as well as to provide various information that may affect the decisions of shareholders on the Market Observation Post System. 3. Supplier relations and customer policy implementation status: The cooperation of the Company with customers and suppliers is established based on the foundation of sustainable operation cooperating partners, and all business dealings and transactions follow the principle of legal compliance. In addition, for customer complaints, the Company also communicates with customers timely and performs review and improvement during the production and sales meeting. 4. Stakeholders' rights: To protect the rights and interests of stakeholders, the Company has established various proper and smooth communication channels, and upholds the integrity principle and responsible attitude for proper handling. In addition, the Company also fulfills corporate social responsibilities. 5. Directors of the Company participate in continuing education courses according to the requirements, and the Company also provides appropriate education course information to all directors and supervisors irregularly. Please refer to the description on page 72-74 for details. 6. Risk management policy and risk measurement standard implementation status: The Company has established various management procedures of "Procedures for Acquisition and Disposal of Assets", "Procedures for Making Endorsements/Guarantees", and "Procedures for Loaning Funds to Others", in order to serve as the basis for the executing unit and audit unit of the Company to perform risk control and risk measurement on the aforementioned duties and services.	

Evaluation item	Operation			Deviation from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary	
			7. The Company has purchased liability insurance for its directors.	

9.Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement：

(I) Improved situation:

1. Strengthening Sustainability Information Disclosure and Report Preparation

In response to the requirements of the authorities, the Company prepared the first ESG Sustainability Report in 2025, with reference to the GRI, SASB and TCFD frameworks, disclosing relative information of climate change, greenhouse gas management, supply chain management and corporate governance.

Through the preparation of the report, the Company has enhanced the transparency and completeness of the non-financial information and strengthened communication with investors and stakeholders.

2. Strengthening the Shareholder Communication Mechanism

The Company has established an investor relations contact window and disclosed on the company's website. In 2025, the Company continued to enhance interaction with investors through investor conferences and other communication channels.

3. Strengthening the independence and supervisory function of the Board of Directors:

Due to the passing of the former Chairman, the positions of Chairman and President have been concurrently held by the same individual. Subsequently, pursuant to a resolution of the Board of Directors on March 27, 2026, a by-election for one independent director has been scheduled to be held at the shareholders' meeting on June 12, 2026.

(II) Priority areas for improvement and measures:

1. Enhancing Board Diversit and Professionalism

(1) Continuously review the composition of the board of directors and enhance the diversity of professional backgrounds among independent directors.

(2) Strengthen the advanced education mechanism for directors to enhance their professional competencies.

2. Strengthening Sustainability Disclosure and Management Mechanism

Continue to refine the disclosure content of the sustainability report and gradually increase quantitative indicators and financial impact analyses.

The evaluation standards for the independence and adequacy of CPAs and evaluation results are as follows:

Evaluation Item	Assessment Result	Whether CPAs comply with independence and adequacy?
Whether CPAs have a direct financial interest or material indirect financial interest in the Company?	No	Yes
Whether CPAs have loans or guarantees from the Company or its Directors?	No	Yes
Whether CPAs have a close business relationship or potential employment negotiation with the Company?	No	Yes
Whether CPAs or any member of the audit team have been a Director, manager, or an employee of the Company who is in a position to exert significant influence over the audit engagement within the most recent two years?	No	Yes
Whether CPAs provide non-audit service items to the Company that may directly affect the audit work?	No	Yes
Whether CPAs are agents of stocks and other securities issued by the Company?	No	Yes
Whether CPAs are appointed to act as an advocate in support of the Company's position or opinions or represent the Company to coordinate the conflict with a third party?	No	Yes
Whether CPAs have any relative relationship with Directors, managers, or employees of the Company who are in positions to exert significant influence over the audit engagement?	No	Yes
Whether the Company has engaged the same CPA without replacement for seven years consecutively, or has the CPA been subject to disciplinary action or other circumstances prejudicial to the CPA's independence?	No	Yes
Whether CPAs were punished by the competent authority or CPA Association of the R.O.C., or were punished according to Paragraph 3, Article 37 of the Securities and Exchange Act?	No	Yes
Whether the service quality and timeliness for audit and taxation comply with the requirements?	Yes	Yes
Whether CPAs maintain healthy communication with the management, Directors, and supervisors of the Company?	Yes	Yes
Whether CPAs proposed active recommendations and keep records for the systems and the internal audit of the Company?	Yes	Yes
Whether CPAs regularly and actively provide updates related to taxation, laws and regulations of securities management, and new amendments to IFRS to the Company?	Yes	Yes
Whether members of the audit team are stable?	Yes	Yes
Whether CPAs have evaluated the existing or potential risks of the Company?	Yes	Yes

Continuing education for directors, Managerial officers of the Company:

Job Title	Name	Date of inauguration	Date		Organizer	Course title	Hours involved	Remarks
			Start	End				
Director	Hu ,Hsiu-Hsing	2022/06/17	2025/07/09	2025/07/09	Securities and Futures Institute	Cathay Sustainable Finance and Climate Change Summit	6	
			2025/08/14	2025/08/14	Accounting Research and Development Foundation	Practical Analysis of IFRS 18 Presentation and Disclosure in Financial Statements	3	
			2025/08/14	2025/08/14	Accounting Research and Development Foundation	Practical Analysis of Workplace Bullying and Legal Governance and Practical Case Studies	3	
			2025/08/15	2025/08/15	Accounting Research and Development Foundation	Discussion on Common Types of Disputes and Legal Liabilities Arising from the Execution of Business Contracts by Enterprises	3	
			2025/08/15	2025/08/15	Accounting Research and Development Foundation	Practical Applications and Risk Analysis in the Era of Artificial Intelligence (AI)	3	
Director	HSU, MING-CHIEH	2022/06/17	2025/07/09	2025/07/09	Securities and Futures Institute	Cathay Sustainable Finance and Climate Change Summit	6	
Director	HSU, CHENG-MIN	2022/06/17	2025/07/09	2025/07/09	Securities and Futures Institute	Cathay Sustainable Finance and Climate Change Summit	6	
Director	LEE, MING-HSI	2022/06/17	2025/07/09	2025/07/09	Securities and Futures Institute	Cathay Sustainable Finance and Climate Change Summit	6	
Independent Director	SHIH,CHEN-SHENG	2025/05/07	2025/07/10	2025/07/10	Corporate Operating and Sustainable Development Association	Corporate Governance and Securities Regulations	3	
Independent Director	*HSU,CHE-WEI*	2025/05/07	2025/07/10	2025/07/10	Corporate Operating and Sustainable Development Association	Corporate Governance and Securities Regulations	3	
Independent Director	*WENG,CHIA-YU*	2025/05/07	2025/07/10	2025/07/10	Corporate Operating and Sustainable Development Association	Corporate Governance and Securities Regulations	3	

(IV) Compensation and Remuneration Committee

1. Membership of Compensation and Remuneration Committee：Please refer to page 6.

2. Information on the Operational Status of the Compensation and Remuneration Committee

(1) The Company's Compensation and Remuneration Committee consists of 3 members in total.

(2) Term of office of 6th term of committee members: May 07,2025~May 06,2028

The responsibilities are as follows:

A. Establish and regularly review the policies, systems, standards, and structure for performance evaluation and remuneration of directors, supervisors, and managerial officers.

B. Regularly evaluate and determine the remuneration of directors and managerial officers.

(3) Attendance of members in the 3 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	SHIH,CHEN-SHENG	2	0	100.00	Note
Member	*HSU,CHE-WEI*	2	0	100.00	Note
Member	*WENG,CHIA-YU*	2	0	100.00	Note
Convener	Hu, Chia-Li	0	1	0.00	Note
Member	Tseng,Hsiu-Min	1	0	100.00	Note
Member	Wu,Ya-Chuan	1	0	100.00	Note

Note: A full re-election of directors was held on May 7, 2025. Directors Chen-Sheng Shih, Che-Wei Hsu, and Chia-Yu Weng assumed office, while Directors Chia-Li Hu, Hsiu-Min Tseng, and Ya-Chuan Wu were discharged from office.

Other details to be documented:

1. If the Board of Directors does not adopt or makes amendments to the recommendations of the Remuneration Committee:None.
2. In case where any member object or express qualified opinions to the resolution made by the Remuneration Committee, whether on-record or in writing, please describe the date and session of the meeting, details of the agenda, the entire members' opinions, and how their opinions were addressed: None.
3. The operation of the Remuneration Committee is executed according to the Remuneration Committee Charter.
4. Minutes of the Remuneration Committee Meetings:

Remuneration Committee	Proposal content and subsequent handling	Company's handling for opinions of Remuneration Committee
March 12, 2025 (6th meeting of 5th term)	Board of Directors and Functional Committees Performance Evaluation Report for Board Members	The submission of the report does not require a resolution.
November 12, 2025 (1st meeting of 6th term)	Election of the convener of the remuneration committee	Upon unanimous approval by all committee members, Chen-Sheng Shih was elected to serve as the convener and meeting chairperson of the committee.
March 11, 2026 (2nd meeting of 6th term)	1. Proposal for review of 2025 distribution of remuneration of employees and remuneration of directors. 2. Amendment to Certain Articles of the "Board of Directors Remuneration and Compensation Distribution Guidelines." 3. Amendment to Certain Articles of the "Regulations Governing Managerial Officers' Salary Standards, Year-end Bonuses, and Distribution of Employees' Remuneration."	These proposals were approved as proposed by all committee members without objection and submitted to the Board of Directors for resolution.

(V) Nominating Committee: None

(VI)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 comprises four groups, namely the Corporate Governance Group, the Social Good Group, the Environmental Sustainability Group and the Management and Promotion of Integrity Group. 2. At present, for the Sustainable Development Committee, the Chairman calls upon directors of relevant departments or appoints personnel to be responsible for the planning and execution of the sustainable development policies, systems, management policies, and substantial promotion, and reporting to the Board once a year regarding the economic, environmental, social, and sustainable development issues arising from operating activities. 3.The Sustainable Development Committee has reported to the Board on March 11,2026 on the performance for the fiscal year 2025 and the Board has a firm understanding of the results of the performance but reminded that the greenhouse gas inventory and verification should be planned and implemented as soon as possible.	No 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. Based on the principle of materiality, the consolidated companies determined that the primary scope of assessment includes the Tht Pingzhen Plant and theTgt Kaohsiung Plant. The disclosure scope accounts for 100%	No difference

<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></td></tr>
</table>

of the net operating revenue reported in the consolidated financial statements.

2. Based on the materiality principle adopted in the sustainability report, the consolidated companies conducted risk assessments on material topics and, according to the results of such risk assessments, formulated relevant risk assessment policies or strategies as follows. For details of the specific implementation status, please refer to the Company's Sustainability Report.

Material Topics	Risk Assessment	Risk Management Policy and Strategy
Environment	Waste Management	To achieve sustainable development, the company is committed to implementing waste reduction, segregation, and proper disposal, and actively promoting resource recycling and reuse. The company will work together with employees, supply chain partners, and the general public to reduce the environmental impact of the operations and create a green future for the next generation.
Corporate Governance	Customer Relationship Management	The company is committed to providing excellent products and services. By establishing a transparent, integrity and customer-oriented communication mechanism, the company ensures that customers' needs and expectations are fulfilled. The company also undertakes to regularly collect customer feedback and take appropriate actions to continuously improve the customer experience and enhance customer satisfaction.
Corporate Governance	Integrity Operation	Integrity is a core value of the operations. The company is committed to complying with all applicable laws and regulations, maintaining an open and transparent business environment, and preventing any form of improper conduct. Through internal education and training as well as rigorous supervision mechanisms, the company ensures that the employees and business partners adhere to the principles of integrity.

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			
			Corporate Governance	Information Security Management	The company fully recognizes the importance of information assets and is committed to adopting advanced technologies and management measures to protect the sensitive information of customers and business partners from threats. The company will continue to optimize the information security systems and regularly conduct risk assessments and drills to ensure the integrity, availability, and confidentiality of information security.	
			Corporate Governance	Procurement Practices and Management	The company prioritizes local and green procurement to reduce environmental and social impacts. The company will strictly comply with relevant domestic and international procurement regulations to ensure legal and regulatory compliance, and require the company's contractors to adhere to the same environmental and social responsibility standards.	
			Society	Occupational Safety and Health	The company is committed to creating a safe and healthy working environment for the employees and complying with relevant international and local regulations by adopting preventive measures to reduce occupational hazards. The company will continue to provide safety training and health promotion programs to enhance employees' safety awareness and well-being, ensuring that every employee can work with peace of mind.	
			Society	Talent Development and Recruitment	The company values talent development and establishes comprehensive education and training programs to enhance employees' capabilities; also plans a comprehensive promotion and remuneration system and provides equal employment opportunities regardless of gender or age, enabling employees to fully demonstrate their strengths and continue to grow.	
3.Environmental Issues						
(1)Does the Company establish proper environmental management systems based on	✓		1. Presently, the Company engages in the business of PCB			No difference

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	
the characteristics of their industries?			purchase and sales without own production site. The Company has canceled the factory registration and environmental protection related permits with the competent authority. Nevertheless, based on the principle of fulfilling social responsibility, the Company requests all suppliers to obtain the ISO14000 certification and to commit to implement social responsibility requirements jointly with the Company. In case of any violators, the Company has the right to request them to improve or to terminate contracts. Subsidiary TGT Techvest Co., Ltd. has implemented the ISO14000 environmental management system and the ISO45000 safety and health management system. In addition, environmental safety and health policies have been established to serve as the standard for the protection of employees and working environment as well as the implementation of social responsibility. Operation procedures have been established and environmental safety and health management system have been implemented according to the government laws, ISO international standards and relevant regulations, in order to convey our environmental safety policy and relevant requirements to all employees, suppliers, contractors, general public ad relevant organizations. 2. Our company adheres to the principle of balancing industrial development with	

<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>environmental protection. We consider the best technologies for all production processes and environmental protection equipment. We are committed to using RoHS-compliant and halogen-free materials to meet environmental protection standards for green products and to safeguard the Earth's ecological resources.</td><td></td></tr>
<tr><td>(2)Does the company endeavor to utilize all resources more efficiently and use renewable materials which have a low impact on the environment?</td><td>✓</td><td></td><td>The waste recycling and reuse rate of the subsidiaries reached 70.89% in fiscal year 2025.
The consolidated company actively promotes various energy reduction measures, selecting energy-efficient products with environmental labels for lighting equipment, and replacing and maintaining in-house equipment to improve energy usage efficiency.</td><td>No difference</td></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>For the assessment of climate change-related risks and opportunities of the consolidated company and the corresponding response measures, please refer to pages 45-46, “Implementation Status of Climate-related Information.”</td><td>No difference</td></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>1. For detailed information regarding the consolidated company's greenhouse gas emissions, please refer to page 46.
2. Water Usage (Million Liters)
<table>
<tr><th>ITEM</th><th>2024</th><th>2025</th></tr>
<tr><td>Net Revenue (Million NT Dollars)</td><td>894</td><td>505</td></tr>
<tr><td>Water Usage</td><td>119.566</td><td>20.51</td></tr>
<tr><td>Water Intensity (Water Usage / Net Revenue)</td><td>0.13</td><td>0.04</td></tr>
</table>
Water consumption decreased by 82.85% compared with the previous year. This was primarily due to the Company’s implementation of the following water-saving measures:
(1) Installation of water- and energy-saving devices on equipment, with automatic shutoff</td><td>No difference</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>of power and water supply when not in use.
3. Waste (Tons)<table><tr><td></td><td>2024</td><td>2025</td></tr><tr><td>Hazardous Waste</td><td>860.6</td><td>6.9</td></tr><tr><td>Non-hazardous Waste</td><td>104.4</td><td>2.8</td></tr><tr><td>Recycling Rate (%)</td><td>88.07</td><td>70.89</td></tr></table>Note: Recycling Rate = (Total Amount of Recycled and Reused Materials / Total Amount of Waste) * 100%</td><td></td></tr>
<tr><td colspan="5">4.Social Issues</td></tr>
<tr><td>(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>The Company recognizes and voluntarily complies with the internationally recognized human rights standards of the “UN Universal Declaration of Human Rights”, “UN Global Compact”, “UN Guiding Principles on Business and Human Rights”, “UN International Labour Organization”, and has also established and implemented human rights policies, including workplace diversity, reasonable working hours, healthy workplace, labor-management communication, privacy protection and human rights education and training, etc. In 2025, the Company and subsidiaries jointly organized human rights related training for a total of 11 trainees and a total training hours of 22 hours.</td><td>No difference</td></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>Please refer to the section of labor-management relations for further details of the employee welfare measures of the Company.</td><td>No difference</td></tr>
<tr><td>(3)Does the company provide a healthy and safe working environment and organize training on health and safety for its employees regularly?</td><td>✓</td><td></td><td>1. The Company engages in the business of PCB purchase and sale without manufacturing. Nevertheless, the Group actively invests in operating environment</td><td>No 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	
			systemization and standardization for employees in order to create a friendly workplace. In addition, comprehensive safety and health management is also implemented to create a safe and comfortable working environment. Please refer to the section of labor-management relations for further details. 2. No occupational accidents involving employees occurred in fiscal year 2025. Occupational safety education and training conducted in 2025 totaled 12 participant attendances and 36 training hours. 3. No fire accident in 2025.	
(4)Does the company provide its employees with career development and training sessions?	✓		The Company has established the “Regulations Governing Position and Rank Appointment” to encourage employees to engage in diversified learning. In fiscal year 2025, the Company and its subsidiaries conducted education and training programs with a total of 71 participant attendances and 166 training hours.	No difference
(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.The Company has established the “Customer Complaint and Sales Return Control Procedures” and the “Customer Satisfaction Control Procedures.” Relevant departments communicate with customers in order to achieve prompt and effective handling of customer issues. 2.The Company has established a stakeholder section on its website through which customers may contact the Company at any time for complaints or inquiries. The stakeholder communication status for fiscal year 2025 was reported to the Board of Directors on March 11 , 2026.	No difference
(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?	✓		The Company's 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	No difference

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	
			audited annually by the Company's management department. In addition, our company also conducts audits on suppliers from time to time, including risk evaluation, surveillance for the supplier, development of supplier quality management system, audit, manufacturing process audit, etc.	
5.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?	✓		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, we have established and implemented the "Code of Practice for Sustainable Development" to consider the interests of our stakeholders, treat our customers fairly and reasonably, and require our suppliers to comply with the norms of the Social Environment Responsibility agreement, etc.	No 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:None。				
7. Other important information to facilitate the understanding of the execution status of promotion of sustainable development: A. Environmental protection: The Company upholds the principle of "equal importance for industrial development and environmental protection", and also considers the utilization of best technologies for all production processes and eco-friendly equipment, along with the commitment in the use of RoHS and halogen-free materials, in order to achieve environmental protection with green products and protection of Earth's ecological resources. B. Community participation: Company deep-rooted in Taiwan: We are committed to become a "friendly neighbor" for the surrounding community of the plant, and we communicate with local residents and provide various assistance with best effort. Subsidiaries also plant roadside trees at the surrounding areas of the plant and performs maintenance periodically in order to achieve environmental greening. C. Consumer rights and interests: All products of main suppliers and subsidiaries of the Company qualify the ISO 9001, ISO 14001 and ISO45001 certification along with the investments in the operating environment systematization and standardization, in order to ensure that all employees are able to provide quality service and products, thus protecting the rights and interests of consumers. D. Protect human rights of employees and implement safety and health measures: This part has been described in detail in the "Labor-management relations", and please refer to pages 72-74 of the annual report for further details.				
8. When the corporate social responsibility (CSR) report of the Company involves the qualification or relevant inspection standards of certification institutions, explanations shall be provided: None All products of main suppliers and subsidiaries of the Company qualify the ISO 9001, ISO 14001 and ISO45001 certification along with the investments in the operating environment systematization and standardization, as well as the implementation of comprehensive safety and health management, in order to establish safe and comfortable working environment and to ensure that all employees are able to provide quality service and products, thus protecting the rights and interests of consumers.				

(VII) **Implementation of climate-related information**

Item	Implementation status
1.Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Sustainability Development Committee convenes members responsible for environmental risks and holds periodic discussions on the potential impacts of various issues on both internal and external aspects of the organization, including identifying and assessing climate change risks and responding to climate impacts. Once climate-related impacts are identified, meetings are held with senior management to discuss the associated risks and opportunities. Suggestions and measures are proposed to mitigate the risks that could cause harm, with the aim of adapting and alleviating climate-related financial risks, while also identifying corresponding climate-related financial opportunities. The Sustainability Development Committee reports the overall ESG performance and climate change-related issues to the Board of Directors annually. For further details, please refer to the company's Sustainability Report.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	According to the climate change risk and opportunity assessment methodology, the company defines the following timeframes: short-term as within the next 1 to 3 years, mid-term as within the next 3 to 5 years, and long-term as over 5 years. For the identified key risks and opportunities, the company has developed corresponding response plans. For detailed information on related risks and opportunities, please refer to the company's Sustainability Report.
3.Describe the impact of extreme climate event and transformation action on the finance.	For the identified climate risks and opportunities, potential financial impacts have been considered from perspectives such as revenue, costs, and assets. In terms of annual average temperature, Kaohsiung City, where the factory is located, may experience a temperature increase of 2°C by the middle of the century. This could result in higher air conditioning electricity costs, reduced lifespan of instruments and equipment, impairment and premature decommissioning of existing assets, higher infrastructure costs, and a possible reduction in the production of certain products. As for Taiwan’s various locations, the increase in the maximum daily rainfall by the middle of the century has not exceeded the "3D Disaster Hazard Map" threshold for damage, which is 650 mm of rainfall over 24 hours. Therefore, there is no immediate risk of flooding. However, there is still a possibility of work stoppages, transportation difficulties, supply chain disruptions, and employee absenteeism due to typhoons, surrounding flooding, and similar events. For further details, please refer to the company's Sustainability Report.
4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	In order to identify and assess significant impacts or risks related to operations, the Sustainability Development Committee will regularly evaluate climate change risks in the future. This will help understand the specific potential financial impacts, which will serve as the basis for policy formulation and setting objectives. The committee will establish climate management procedures and continuously monitor the effectiveness and implementation of climate risk management.
5. If the scenario analysis is used to assess the resilience against the climate change risk, it is necessary to describe the scenario, parameters, assumptions, analysis factors used and the key financial impact.	The climate risk analysis considers various scenarios, including Nationally Determined Contributions (NDCs) and Science-Based Targets (SBTs), as well as transformation scenarios such as RCP 2.6 and RCP 8.5. The company conducts a risk and opportunity analysis based on potential changes in policies, regulations, markets, technology, reputation, and material risks under different scenarios. For detailed information on the relevant parameters, assumptions, analysis factors, and key financial impacts, please refer to the company's Sustainability Report.
6. If transformation plan for managing climate-related risk is available, the plan content shall be explained, and the indicators and goals for identifying and managing physical risks and	To reduce the risks and impacts of climate change and achieve carbon reduction and energy-saving goals, the company uses indicators to manage climate-related risks and opportunities. The

Item	Implementation status
transformation risk shall be described.	company has long-term initiatives for "energy conservation and carbon reduction," with the main measures as follows: 1. Energy: Select energy-efficient and environmentally certified lighting products, replace and maintain in-house equipment to improve energy usage efficiency. 2. Water Resources: Implement a water recycling program to reduce water consumption in the production process. 3. Waste: Focus on reducing waste starting from the production stage. In addition to using a large amount of recycled materials, the company actively increases the recycling and circular reuse of waste materials.
7. If the internal carbon pricing is used as a planning tool, it is necessary to explain the price establishment basis.	Our company has not used the internal carbon pricing as a planning tool.
8. If climate-related goal has been set up, it is necessary to describe the information of activity covered, greenhouse gas (GHG) emissions scope, plan schedule, annual achievement progress, etc. If carbon offset or renewable energy certificates (RECs) are used to achieve relevant goals, it is necessary to explain the carbon reduction source and quantity for the offset or the quantity of renewable energy certificates (RECs).	Please refer to the description provided in the following 1-1 and 1-2.
9. GHG inventory inspection and assurance status, and reduction goal, strategy and specific action plan (please provide information in 1-1 and 1-2).	Please refer to the description provided in the following 1-1 and 1-2.

10. Other Actions Taken to Address Climate-Related Information:

1. Climate-Related Risks and Financial Impact

Type	Topic	Risk Content Description	Operation and Financial Impact	Impact Period	Possible Occurrence	Level of Impact	Management Measures	Opportunities
Transition Risks	Renewable Energy and Regulations	Due to the promotion of renewable energy policies and energy-heavy user regulation, the increased use of green electricity by suppliers may be reflected in product prices. If procurement strategies are not properly managed, the company may face pressure from rising costs.	1. Increase in procurement costs. 2. Higher premiums for green products. 3. Impact on price competitiveness.	Mid to long term	Very possible	Medium	1. Prioritize procurement from companies and suppliers that use renewable energy. 2. Evaluate suppliers' energy structure and include it as a supplier selection criterion. 3. Cooperate with major suppliers to increase the proportion of green electricity usage.	1. Provide low carbon product portfolios. 2. Increase the proportion of green procurement. 3. Increase the cooperation with sustainable customers.

	Carbon Fees and Carbon Pricing	Following the carbon fees and carbon pricing mechanisms, suppliers' carbon costs may be passed on to product prices, thereby affecting procurement costs and gross margins.	1. Increase in purchase costs. 2. Compression of gross profit margin. 3. Pressure to adjust pricing strategy.	Mid to long term	Very possible	High	1. Inventory carbon emissions information across the supply chain. 2. Prioritize low carbon suppliers. 3. Negotiate with customers to reflect cost adjustments.	1. Reduce risks of implicit carbon costs. 2. Establish an advantage through a low carbon supply chain.
	Customer's Low Carbon Requirements	International customers require disclosure of product carbon footprints and supply's information of carbon reduction. Failure to meet such requirements may affect the company's ability to secure orders.	1. Risk of order loss. 2. Increase in cost of information disclosure and management. 3. Pressure to adjust pricing strategy.	Short to mid term	Very possible	High	1. Collect suppliers' carbon emissions data and cooperate with customers' disclosure requirement. 2. Introduce a product carbon footprint management mechanism. 3. Provide low carbon production options.	1. Enhance competitiveness in securing orders. 2. Increase the proportion of high value-added products.
	Energy Price Increase	Rising energy prices may be reflected in product costs through the supply chain, thereby increasing pressure on operating costs.	1. Fluctuations in procurement prices. 2. Increase in operating cost. 3. Decrease in gross profit margin.	Mid to long term	Very possible	High	1. Diversify sources of supply (both groups and non-affiliated suppliers). 2. Strengthen price adjustment mechanisms. 3. Enhance in inventory and flexible procurement management.	1. Optimize procurement strategies. 2. Improve the ability to pass on price increases.
	Environmental and Water Resource Regulations	Strict environmental protection and water resource regulations may increase suppliers' operating costs, indirectly affecting supply prices and supply stability	1. Increase in merchandise costs. 2. Risk of supply disruption. 3. Cost of developing alternative suppliers.	Mid term	Maybe possible	Medium	1. Evaluate suppliers' environmental compliance regulations. 2. Establish alternative sources of supply. 3. Conduct regular supply chain risk assessments.	1. Enhance supply chain resilience. 2. Select highly compliant suppliers to reduce risks.
	Reputation and Financing	Insufficient climate-related information disclosure or inadequate supply chain management may affect the company's image and investor confidence.	1. ESG rating impacts on financing conditions. 2. Increase in cost of capital. 3. Decline in custome trust.	Mid term	Maybe possible	Medium	1. Regularly disclose climate-related information. 2. Strengthen sustainable supply chain management. 3. Enhance the transparency of ESG information.	1. Enhance company's image. 2. Strengthen investor confidence. 3. Strengthen investor confidence.
Physical risks	Extreme Weather	Extreme weather may affect suppliers' production and logistics, resulting in delivery delays or supply disruptions.	1. Risk of product shortages. 2. Cost of logistics delays. 3. Risk of customer default.	Short to mid term	Maybe possible	High	1. Establish diversified sources of supply. 2. Increase safety stock levels. 3. Establish emergency response mechanisms with suppliers.	1. Enhance supply stability. 2. Strengthen customer service abilities.
	Water Resource Changes	Water shortages may affect suppliers' production capacity, thereby impacting supply stability.	1. Reduction in merchandise supply. 2. Increase in procurement costs.	Mid to long term	Maybe possible	Medium	1. Evaluate suppliers' water risks. 2. Diversify procurement regions.	1. Reduce the risk of supply disruptions.

			3. Increase in alternative procurement costs.				3. Establish backup supply chains.	2. Enhance procurement flexibility.
	Rising Temperatures	Rising temperatures may affect logistics, transportation, and warehousing conditions, potentially increasing management costs.	1. Increase in warehousing and transportation costs. 2. Increase in merchandise quality management costs. 3. Increase in energy expenses (warehousing).	Long term	Very possible	Medium	1. Strengthen warehouse environmental management. 2. Optimize logistics and distribution strategies. 3. Improve inventory turnover efficiency.	1. Enhance logistics efficiency. 2. Reduce operational losses.

1-1. GHG inventory inspection and assurance status of the Company in the most recent two years

1-1-1 GHG inventory inspection information:

The CHG emissions data table below covers THT Techvest Pingzhen Plant and its subsidiary Kaohsiung Plant (TGT Techvest).

Item	2024(Note)		2025	
	Emissions (tonne of CO2e)	Intensity (tonne of CO2e/ NT$ million of revenue)	Emissions (tonne of CO2e)	Intensity (tonne of CO2e/ NT$ million of revenue)
Direct emissions (Scope 1)	138.275	0.15	0	0
Indirect emissions (Scope 2)	5,830.017	6.52	356.10	0.71
Other indirect emissions (Scope 3)	8,860.306	9.91	6,058.66	12.00
Revenue (NT$ million)	894		505	

Note: The CHG inventory scope for 2024 included only the subsidiary's Kaohsiung Plant (TGT Technology). THT Techvest's Pingzhen Plant was included in the complete inventory scope starting from 2025

1-1-2 GHG assurance information: The Company expects to complete the GHG external verification in 2028; subsidiaries will be completed in 2029.

Assurance institution	2024	2025
The Company and subsidiaries	None	None

1-2 GHG reduction goal, strategy and specific action plan:

In accordance with the regulations set forth in FSC Order No. 11203852314 issued by the Financial Supervisory Commission on November 13, 2023, the Company is currently exempt from disclosing this information as it has not met the applicable disclosure threshold. Nevertheless, the Company continues to monitor relevant regulations and sustainability development trends, and has progressively implemented energy-saving and carbon-reduction management measures.

(VIII)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
	Y	N	Summary	
1. Establishment of Ethical Corporate Management Policy and Proposal				
(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?	✓		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.	No difference
(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?	✓		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.	No difference
(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?	✓		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.	No difference

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Y	N	Summary	
2. Consolidation of Ethical Corporate Management				
(1)Has the Company evaluated the ethical records of parties it does business with and specified terms about ethical behavior in business contracts?	✓		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.	No difference
(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's "Integrity Management Operating Procedures and Code of Conduct" clearly stipulates that the "Sustainable Development Committee" is under the Board of Directors. On August 8, 2017 , the Company established the "Sustainable Development Committee Organizational Regulations," appointing a Chairperson and one to four committee members. Currently, the Chairperson is the Chairman of the Board, while the other members (the General Manager, Head of the Administration Department, and Head of the Finance Department) are appointed by the Chairman. The committee convenes at least once a year, responsible for formulating and supervising the implementation of integrity management policies and preventive measures, and reports compliance status to the Board annually. A meeting was held on March 11, 2026, and the 2025 integrity management implementation report was submitted to the Company's 10th Board of Directors, 6th meeting on the same date. In 2025, the Company and its subsidiaries conducted internal and external training sessions related to integrity management topics, including compliance with integrity management regulations, environmental safety and health management, accounting systems, and internal control systems, totaling 17 sessions with 71 participants and 166 training hours, and during the same year, there were no violations of the integrity management code, no complaints, no reports via the whistleblower mailbox, and no incidents of corruption or fraud.	No difference

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Y	N	Summary	
(3)Has the Company established policies to prevent conflicts of interest, provided appropriate channels for filing related complaints and implemented the policies accordingly?	✓		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.	No difference
(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?	✓		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
(5)Does the Company hold internal and external educational training on ethical corporate management regularly?	✓		The "Employee Code of Ethical Conduct" has specified the rules for implementation and the "Work Rules" have also specified regulations related to disciplinary actions, and educational promotion is also implemented during new employee orientation and on-job employee training. In 2025, the Company and subsidiaries organized integrity related trainings (compliance with ethical management regulations, environmental safety and health management, accounting system and internal audit system) for 17 classes with 71 trainees and a total166 hours.	No difference
3.Whistle-blowing System of the Company				

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Y	N	Summary	
(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?	✓		The Company has established the "Employee Complaint Filing System" and "Regulations for Handling Reported Cases of Illegal, Immoral or Unethical Conducts", and convenient reporting and complaint filing channels are provided. The spokesperson and deputy spokesperson are responsible for the receipt and handling of complaints filed by stakeholders, including shareholders and investors. The President's Office and audit officer are responsible for the receipt and handling of complaints filed by internal employees, customers, suppliers and contractors of the Company.	No difference
(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?	✓		The Company has established the "Employee Complaint Filing System", and responsible supervisor is in charge of the receipt of such cases, and designated staff is assigned to handle the investigation. All cases are handled confidentially. To protect the rights of complaint case counterparty and to prevent any threats or revenge acts from others, the Company provides appeal opportunity to the counterparty, and Personnel Review Committee meeting is convened for hearing when it is considered necessary. When a case is verified to be true, it will be handled according to the laws and relevant procedures of the Company. However, when a case is verified to be deceptive due to improper reporting of the reporter, it will also be handled according to the aforementioned procedures.	No difference
(3)Does the Company assure employees who reported on malpractices that they will not be improperly treated for making such reports?	✓		It is strictly forbidden to disclose the conditions of any case to any person who is not relevant. Even if the conditions of a case may require to be discussed with relevant personnel due to the requirements of the investigation, discussion may only be made regarding the relevant part of the conditions of the case with the person. Those who fail to keep confidentiality or disclose case conditions to non-relevant personnel will be reported for discussion and prosecution.	No difference
4.Reinforced Information Disclosure	✓		The Company has uploaded the "Ethical Corporate Management Best Practice	

Assessed Item	Operation			Deviation from Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Y	N	Summary	
Has the company disclosed information regarding its ethical corporate management principles and implementation status on its website and the MOPS.?			Principles" and "Procedures for Ethical Management and Guidelines for Conduct" to the Company's website, in order to disclose ethical management related information and status. In addition, currently, the reporting system for violation of moral and ethical conducts published on the Company's website is presented in Chinese. In addition, staff of the Management Department are responsible for the collection and disclosure of relevant information of the Company. The personnel unit provides teaching material and examine questions annually in order to implement internal training, education and testing. In addition, relevant information on integrity management is also disclosed in THT's Sustainability Report.	
5.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.				
6.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.				

(IX)Other important information for further understanding of the corporate governance implementation status of the Company: The Company has established the "Procedures for Preventing Insider Trading and Handling Material Inside Information" in order to serve as a basis for the material information handling and disclosure of the Company. In addition, the Company also irregularly reviews these procedures in order to comply with the current law and management requirements. Furthermore, relevant information is also published on the bulletin system of the internal Management Department of the Company and the Company's website for review and access by the managerial officers and employees at any time. Moreover, the internal personnel of the Company are also informed of internal material information precautions irregularly.

(X)Internal control system implementation status

1.Internal Control Declaration: The main content can be found on the Open Information Observation Station. Pleasevisitthe following website: https://mops.twse.com.tw/mops/#/web/t06sg20.Shareholders can enter the company code 3276 and select the desired year to access the information.

2.When CPA is retained to review the internal control, the reason, CPA's review opinion, the Company's improvement measures and deficiency improvement status shall be disclosed: None.

(XI) 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.Board of Directors：

Session Meeting	Date	Important matters for a decision
9th Session 15th meeting	January 17,2025	1.Proposal for the Comprehensive Re-election of Directors
		2. Proposal for the Preparation of Matters Related to the 2025 Annual General Meeting of Shareholders of the Company.
9th Session 16th meeting	January 22,2025	1.Proposal to Add Matters for Convening the 114th Annual General Meeting of Shareholders of the Company.
9th Session 17th meeting	March 12,2025	1.Proposal to Lift the Non-Compete Restrictions on the Company's Managers
		2.2024 Annual Business Report and Financial Statements
		3.Proposal for the Distribution of Earnings for the 2024 Fiscal Year
		4.Proposal for the Distribution of Cash Dividends from the Earnings of the 2024 Fiscal Year
		5.Proposal to Amend Certain Articles of the "Internal Control System" and "Internal Audit System"
		6.Proposal to Amend Certain Articles of the "Articles of Incorporation"
		7.Proposal to Nominate and Review the List of Candidates for Directors (including Independent Directors)
		8.Proposal to Lift the Non-Compete Restrictions for Newly Elected Directors and Their Representatives
		9.Proposal to Add Matters for Convening the 2024 Annual General Meeting of Shareholders of the Company
		10.2024 Fiscal Year Operational Plan
		11.Proposal for the Appointment of the Company's Certified Public Accountant
		12.2024 Fiscal Year "Internal Control System Effectiveness Evaluation" and "Internal Control System Declaration"
		13.Proposal to Apply for a Credit Line from the Bank Due to Business Needs
10th Session 1st meeting	May 7, 2025	1. Election of the chairman of the current board of directors.
		2. Appointment of the Remuneration Committee.
10th Session 2nd meeting	May 15, 2025	1. Proposal for the change of the company’s CPAs.
		2. Review of 2025 accountant’s fees.
		3. Proposal for 2025 Q1 consolidated financial statements.
10th Session 3rd meeting	August 11, 2025	1. Proposal for 2025 Q2 consolidated financial statements.
		2. Proposal for 2024 Sustainability Report.
10th Session 4th meeting	November 12, 2025	1. Proposal for 2025 Q3 consolidated financial statements.
		2. Proposal to Lift the Non-Compete Restrictions on the Company's Managers.
		3. Proposal to Amend Certain Articles of the “Sustainable Development Best Practice Principles.”
		4. Proposal to Amend Certain Articles of the “Sustainability Information Management Procedures.”
		5. Proposal for 2026 audit plan.
10th Session 5th meeting	February 23, 2026	1. Proposal for the election of a new chairman.
10th Session 6th meeting	March 11, 2026	1. Proposal for the distribution of employees’ and directors’ remuneration for 2025.
		2. Proposal for the 2025 financial statements.
		3. Proposal for the 2025 earnings distribution.
		4. Proposal for the Distribution of Cash Dividends from the Earnings of the 2025 Fiscal Year.
		5. Proposal for the matters for convening the 2026 Annual General Meeting of Shareholders.

Session Meeting	Date	Important matters for a decision
		6. 2026 Business Plan.
		7. Proposal for the Appointment of the Company's Certified Public Accountant.
		8. 2025 Fiscal Year "Internal Control System Effectiveness Evaluation" and "Internal Control System Declaration"
		9. Proposal to amend certain articles of the “Regulations Governing Directors’ Remuneration and Remuneration Distribution.”
		10. Proposal to amend certain articles of the “Regulations Governing Managerial Officers’ Salary Standards, Year-end Bonuses, and Distribution of Employees’ Remuneration.”
		11. Proposal for the approval of material topics for the 2025 Sustainability Report.
		12. Proposal to Apply for a Credit Line from the Bank Due to Business Needs
10th Session 7th meeting	March 27, 2026	1. Proposal for the by-election of one independent director.
		2. Proposal for the update of matters relating to the convening the 2026 Annual General Meeting of Shareholders.
10th Session 8th meeting	April 16, 2026	1. Proposal for the 2025 Business Report.
		2. Proposal to nominate and review the list of candidates for independent director.
		3. Proposal to Lift the Non-Compete Restrictions for Newly Elected Directors.
		4. Proposal for the addition of matters to the convening the 2026 Annual General Meeting of Shareholders.

2. General shareholders meeting

Type of meeting	Date	Important matters for a decision	Decision and implementation status
General Shareholders meeting	May 7, 2025	Proposal for 2024 business report and financial statements	This proposal was approved as proposed according to the voting result of attending shareholders.
		Proposal for 2024 distribution of earnings of the Company	This proposal was approved as proposed according to the voting result of attending shareholders. The date of August 1, 2025 was set to the be dividend distribution base date, and the distribution was completed on August 21, 2025 (cash dividend of NT$0.02 was issued for each share)
		Proposal to Amend Certain Articles of the "Articles of Incorporation"	This proposal was approved as proposed according to the voting result of attending shareholders.
		Proposal for the full re-election of directors	List of elected directors: Representatives of Taiwan PCB Techvest Co., Ltd.: Cheng-Min Hsu, Ming-Hsi Lee, Ming-Chieh Hsu, and Hsiu-Hsing Hu. List of elected independent directors: Chen-Sheng Shih, Che-Wei Hsu, and Chia-Yu Weng and the amended registration was approved by the Ministry of Economic Affairs on June 9, 2025.
		Proposal for removal of non-compete restrictions for new directors and their representatives	This proposal was approved as proposed according to the voting result of attending shareholders, and material information announcement was made on May 7, 2025.

(XII) 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	Remark
KPMG	Chen, Yi-Chun Jiang ,Xiao-Ling	January 1,2025~December 31,2025	1,225	175	1,400	

Note: Non-audit fees refer to tax certification and other services.

(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:

The audit fees for the year 2025 amount to NT$1,225,000, which is a decrease of NT$225,000, or 15.51%, compared to the previous year (2024). This reduction is due to an evaluation of the company's overall profitability in 2025, leading to a lower audit fee.

V. Information on Replacement of CPAs:

(I) Information regarding the former CPAs

Date of replacement	May 15, 2025 Jiang ,Xiao-Ling		
Reason for replacement and explanation	Due to the internal rotation of KPMG, commencing from the Q1 of 2025, the Company's CPAs for the financial reports were changed from Yi-Chun Chen and Shu-Ling Lien to Yi-Chun Chen and Xiao-Ling, Jiang.		
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	Not applicable
	No longer accepted (discontinued)the engagement	Not applicable	Not applicable
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	No such situation		
Disagreement with the company	Yes		Accounting principles or practices
			Disclosure of financial reports
			Audit scope or procedures
			Others
	No	v	
	Description		
Other disclosures (Matters required to be disclosed pursuant to items 4 to 7 of subparagraph 1, paragraph 6, Article 10 of these regulations)	No such situation		

(II) Information regarding the successor CPAs

Name of accounting firm	KPMG
Names of CPAs	Yi-Chun Chen and Hsiao-Ling Chiang.
Date of engagement	May 15, 2025
Subjects discussed and results of any consultation with the CPAs prior to the engagement, regarding the accounting treatment of or application of accounting principles to any specified transaction, or the type of audit opinion that might be issued on the company's financial report	No such situation
Written Opinion of the successor CPA on matters of disagreement with the former CPA	No such situation

(III)Response from the former accountant regarding the matters specified in Article 10, Paragraph 6, Subparagraphs 1 and 2-3 of these standards: 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 April 14, 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
Chairman	Taiwan Printed Circuit Boad Techvest Co., Ltd:	0	0	0	0
	Hsu, Cheng-Min(Note1)	0	0	0	0
Director	Taiwan Printed Circuit Boad Techvest Co., Ltd:	0	0	0	0
	Lee, Ming-Hsi(Note1)	0	0	0	0
Director	Taiwan Printed Circuit Boad Techvest Co., Ltd: Hsu, Ming-Chieh	0	0	0	0
		0	0	0	0
Director	Hu, Hsiu-Hsing	0	0	0	0
Independent Director	SHIH,CHEN-SHENG(Note2)	0	0	0	0
Independent Director	*HSU,CHE-WEI*(Note2)	0	0	0	0
Independent Director	*WENG,CHIA-YU*(Note2)	0	0	0	0
Major Shareholder	Taiwan Printed Circuit Boad Techvest Co., Ltd	0	0	0	0
General Manager	LEE, MING-HSI	0	0	0	0
Vice General Manager	Hu, Hsiu-Hsing	0	0	0	0
Chief officer of the finance and accounting division	Liu,Chu-Chen	0	0	0	0

Note 1: Mr., Hsu, Cheng-Min the representative of Taiwan Printed Circuit Boad Techvest Co., Ltd passed away on February 21, 2026, resulting in a vacancy in the position of Chairman. At the Board of Directors meeting on February 23, 2026, it was resolved that General Manager Lee, Ming-Hsi would succeed as Chairman.

Note 2: On May 7, 2025, the Board of Directors was fully re-elected, and Mr. SHIH,CHEN-SHENG, Mr *HSU,CHE-WEI*, and Ms. *HSU,CHE-WEI*(assumed their positions.

(II) Information on Transfer of Equity: No equity was transferred to related parties.

(III) Information on Pledge of Equity: No equity was pledged to related parties.

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

April 14, 2026; 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		Remark
	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Name	Relation	
Taiwan Printed Circuit Boad Techvest Co., Ltd：HSU, CHENG-MIN	30,821,897	44.21	0	0	0	0	None	None	None
	0	0	0	0	0	0	None	None	None
ZHAO,GUO-LIANG	2,334,000	3.35	917,000	1.32	0	0	ZHAO,JUN-PEI ZHAO,YI-XIAN LIAO,JIA-MEI	father and daughter father and daughter couple	None
ZHAO,JUN-PEI	1,940,000	2.78	0	0	0	0	ZHAO,GUO-LIANG LIAO,JIA-MEI	father and daughter mother and daughter	None
ZHAO,YI-XIAN	1,534,000	2.20	0	0	0	0	ZHAO,GUO-LIANG LIAO,JIA-MEI	father and daughter mother and daughter	None
Huang Guan-Wen	1,184,000	1.70	0	0	0	0	None	None	None
LIAO,JIA-MEI	917,000	1.32	2,334,000	3.35	0	0	ZHAO,GUO-LIANG ZHAO,YI-XIAN ZHAO,JUN-PEI	couple mother and daughter mother and daughter	None
Hsu, Chen-Yu	519,000	0.74	0	0	0	0	None	None	None
Fu Sheng Industrial Co., Ltd.	445,187	0.64	0	0	0	0	None	None	None
Yang, Hui	430,000	0.62	0	0	0	0	None	None	None
Hsu Yen-Yen	423,000	0.61	0	0	0	0	None	None	None

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 (Note1)	Investments made by the Company		Directors, managerial officers, and directly or indirectly controlled businesses (Note2)		Comprehensive investment	
	Shares	Holding ratio	Shares	Holding ratio	Shares	Holding ratio
Chi Chen Investment Co., Ltd.	8,500,000	19.27	35,600,000	80.73	44,100,000	100.00
tgt Techvest Co.,Ltd.	26,757,000	57.21	10,144,114	21.69	36,901,114	78.90

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; Shares

Date	Issue price	Approved capital stock		Paid-in capital stock		Remarks		
		Approved capital stock	Paid-in capital stock	Remarks	Approved capital stock	Paid-in capital stock	Using properties other than cash to write off the stock value	Approved capital stock
1999.12	10	4,000,000	40,000,000	4,000,000	40,000,000	Founding capital	0	1999.12.29 Jing (88) Zhong-Zi No. 88507682
2000.12	10	6,400,000	64,000,000	6,400,000	64,000,000	Capital increase by cash of NT$24,000,000	0	2001.01.17 Jing-Shou-Shang-Zi No. 09031592460
2001.11	10	13,263,417	132,634,170	13,263,417	132,634,170	Capital increase by cash of NT$16,000,000	0	2002.01.01 Jing-Shou-Shang-Zi No. 09001519680
2002.06	10	20,638,100	206,381,000	20,638,100	206,381,000	Capital increase by cash of NT$47,220,000	0	2002.08.06 Jing-Shou-Shang-Zi No. 09101308750
2003.03	10	21,338,100	213,381,000	21,338,100	213,381,000	Capital increase by cash of NT$7,000,000	0	2003.04.02 Jing-Shou-Shang-Zi No. 09201092730
2003.07	10	42,000,000	420,000,000	26,541,984	265,419,840	Capital increase by retained earnings and employee bonuses of NT$52,038,840	0	2003.07.21 Tai-Tsai-Zheng-Yi-Zi No. 0920132744
2003.1	25	42,000,000	420,000,000	33,541,984	335,419,840	Capital increase by cash of NT$70,000,000	0	2003.09.30 Tai-Tsai-Zheng-Yi-Zi No. 0920146179
2004.08	10	77,000,000	770,000,000	45,929,003	459,290,030	Capital increase by retained earnings and employee bonuses of NT$123,870,190	0	2004.07.09 Jin-Guan-Zheng-Yi-Zi No. 0930130532
2005.01	35	77,000,000	770,000,000	50,709,003	507,090,030	Capital increase by cash of NT$47,800,000	0	2004.11.29 Jin-Guan-Zheng-Yi-Zi No. 0930153669
2005.08	10	77,000,000	770,000,000	61,942,998	619,429,980	Capital increase by retained earnings and employee bonuses of NT$112,339,950	0	2005.07.01 Jin-Guan-Zheng-Yi-Zi No. 0940126486
2006.03	13.53	77,000,000	770,000,000	62,069,298	620,692,980	Employee stock warrants converted to common shares of NT$1,263,000	0	2006.06.15 Jing-Shou-Shang-Zi No. 09501114090
2007.04	12	150,000,000	1,500,000,000	78,569,298	785,692,980	Capital increase by cash of NT$198,000,000	0	2007.04.20 Jing-Shou-Shang-Zi No. 0960019257
2010.12		150,000,000	1,500,000,000	59,712,666	597,126,660	Capital deduction to cover accumulated loss of NT$188,566,320	0	2011.01.25 Jing-Shou-Shang-Zi No. 10001017970
2011.01	12.51	150,000,000	1,500,000,000	69,712,666	697,126,660	Private placement of cash capital increase of NT$100,000,000	0	2011.01.25 Jing-Shou-Shang-Zi No. 10001017970

April 14, 2026; Unit: Thousand Shares

Type of share	Approved capital stock			Remark
	Circulating shares	Shares yet to be issued	Total	
Registered common stock	69,713	80,287	150,000	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

April 14, 2026; Unit: Share: %

Shares / Name of major shareholder	No. of shares held	Holding ratio
Taiwan Printed Circuit Boad Techvest Co., Ltd	30,821,897	44.21
ZHAO,GUO-LIANG	2,334,000	3.35
ZHAO,JUN-PEI	1,940,000	2.78
ZHAO,YI-XIAN	1,534,000	2.20
Huang Guan-Wen	1,184,000	1.70
LIAO,JIA-MEI	917,000	1.32
Hsu, Chen-Yu	519,000	0.74
Fu Sheng Industrial Co., Ltd.	445,187	0.64
Yang, Hui	430,000	0.62
Hsu Yen-Yen	423,000	0.61

(III) Company's Dividend Policy and Implementation

1. Dividend policy defined in the Articles of Incorporation

For annual earnings concluded by the Company, besides taxation as required by law, they shall be prioritized for offsetting prior deficits. Secondly, 10% of the remainder will be the legal reserve unless the legal reserve has reached the overall capital size and provision or reversal of special reserve reflective of operational demand may be done. In case of any surplus, the Board of Directors may combine it with prior ones and prepare the distribution proposal and introduce it during the Shareholders Meeting for a decision prior to actual distribution.

The Company may distribute dividends, bonuses or legal reserve in whole or in part of the capital surplus. If the distribution is to be made by cash and authorized for by two-thirds of the Board of Directors attending the meeting, it must be approved with a majority vote and will be reported at the Shareholders Meeting.

In consideration of the Company's stable development and sound financial structure, the distribution of earnings shall not be less than 10% of the distributable earnings after deducting prior years' earnings. However, if the total distributable earnings after deducting prior years' earnings is less than NT$0.5 per share, the Company may resolve not to make any distribution.

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

2. Current distribution of of dividends

The proposal for the 2025 earnings distribution of the Company was approved by the Board as a resolution on March 11, 2026; after adding the remeasurements of the defined benefit plan and the changes in the period and appropriating 10% for the legal reserve and the special reserve, earnings available for distribution are as follows:

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

(2) NTD4,182,760 distributed as cash dividend for shareholders.

(3) Cash dividend distributed with the earnings (NTD/Share): NTD0.06.

(4) Information on expected major changes to the dividend policy: None.

(IV)The Impact of the Proposed Stock Dividend on the Company's Operating Performance and Earnings Per Share

The upcoming Annual General Meeting of Shareholders does not propose a stock dividend, and the company is not required to publicly disclose the financial forecast for the 2025 fiscal year according to regulations. Therefore, there is no need to disclose estimated annual information.

(V) Remuneration for employees and that for directors and supervisors

1. Percentage or range of remuneration for the employees and that for the directors and supervisors 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 1% to 10% shall be that for employees (no less than 0.5% shall be distributed to rank-and-file employees). In cases of pending cumulative deficits borne by the Company, an amount sufficient to offset the deficits shall be retained first.

The employees' compensation may be made in form of shares and cash to the employees of the Parent or subsidiaries of the Company who meet certain criteria. The criteria and the method of subscription shall be authorized by the resolution of the Board of Directors.

The company may, by a resolution adopted by a majority vote at a meeting of the Board of Directors attended by two-thirds of the total number of directors, have the profit distributable as employees' compensation in the preceding two paragraphs distributed in the form of shares or cash; and in addition, thereto a report of such distribution shall be submitted to the Shareholders Meeting.

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).No estimated amounts for employee compensation and director remuneration were made for the 2025 fiscal year due to losses. The calculation basis for the number of stocks to be distributed is based on the closing price of the day prior to the Board of Directors' meeting. However, no employee stocks were distributed in the 2024 fiscal year.

(3).If there is a difference between the actual distribution amount and the estimated amount approved by the Board of Directors, it will be treated as a change in accounting estimates and recognized in the profit and loss for the 2025 fiscal year.

3. Remuneration Distribution Approved by the Board:

A. The Amount of Remuneration of Employees and Remuneration of Directors and Supervisors Distributed in Cash or Shares:

According to the Articles of Incorporation of the Company, when the Company has surplus earnings for a fiscal year, an amount less than 3% of the amount shall be appropriated as the remuneration of Directors and supervisors, and 1%-10% of the amount shall be appropriated as the remuneration of employees(no less than 0.5% shall be distributed to rank-and-file employees). However, if the Company has cumulative losses, it shall preserve the amount for compensation. The remuneration of employees in the preceding paragraph may be made in shares or cash, and the distribution targets include employees, who fulfill certain conditions, of domestic and foreign companies under control or subordinated companies, and the Board is authorized to formulate such conditions.

In 2025 and 2024, NT$783,000 and NT$0 were estimated for the remuneration of employees of the Company, The estimated amounts of directors' remuneration are NT$235 thousand and NT$0, respectively.

. The estimation basis is calculated by deducting the cumulative losses from net profit before tax of the period (before deducting the remuneration of employees and remuneration of Directors and supervisors) and multiplying by the distribution ratio of remuneration of employees, Directors, and supervisors as intended in the Articles of Incorporation, and the amount is presented as operating expenses for the period. For relevant information, please visit the MOPS for inquiries. The remuneration of employees, Directors, and supervisors resolved by the Board for distribution above has no difference from the estimated amount in the parent company only financial statements of the Company in 2025 and 2024.

B. Amount of remuneration of employees distributed in shares and the ratio to net profit after tax stated in the parent company only or separate financial statements of the period, and the ratio to total remuneration of employees: None.

4. Actual distribution of the remuneration of employees, Directors, and supervisors (including the number of shares and amount distributed and stock price); if there is any difference from the remuneration of employees, Directors, and supervisors recognized, the difference, reason, and handling conditions shall be specified: The company distributed employee bonuses for the 2024 fiscal year in the 2025 fiscal year, which is consistent with the estimated employee bonuses in the company's individual financial report for the 2024 fiscal year. The company did not distribute director remuneration for the 2024 fiscal year in the 2025 fiscal year, which is consistent with the absence of estimated director remuneration in the company's individual financial report for the 2024 fiscal year.

(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：Producing, processing and selling electronic components and printed circuit boards.
2. Present product items and business ratio

Unit: NT$ thousand; %

Main products	2025		2024	
	Sales value	%	Sales value	%
Printed circuit board	503, 663	99. 72	837,322	93.66
Income from processing	1, 434	0. 28	56,632	6.34
Total	505, 097	100. 00	893,954	100.00

3. New Products to be Developed

New procedure technologies and new products of the Company to be developed are as follows:

(1) Cooperate with existing distributors to grasp the market trends and requirements and jointly explore other product categories.

(II) Industry Overview

Manufacturing and sales are primarily attributed to printed circuit boards (PCB). Applications include monitors、TFT LCD . 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 able to 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 Board	Application processors, baseband chips, power management chips, NFC chips, RF chips, graphics chips, power amplifiers, flash memory, MEMS, and so on.	Lighter, smaller in size, and has excellent quality stability and information channels.

In summary, PCBs can be applied to an extensive range of products, hence the name of "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.

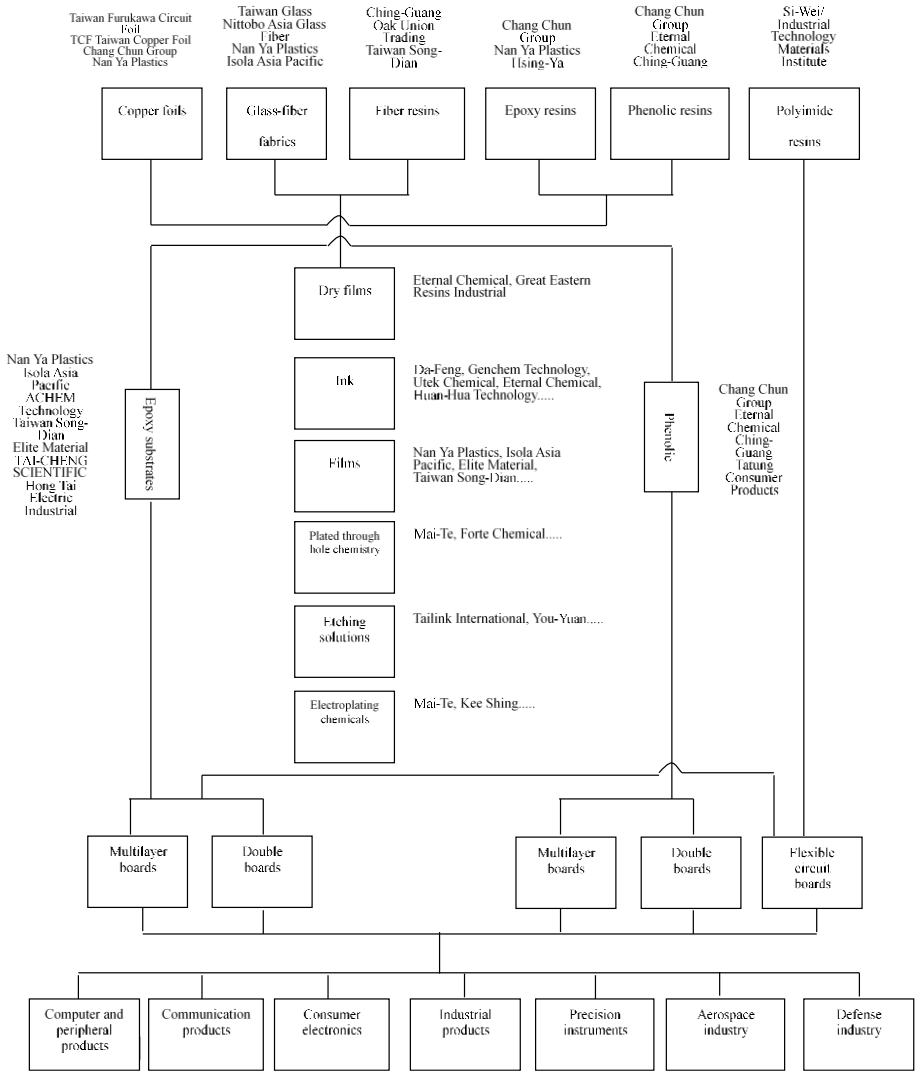
Driven by AI and emerging technology applications, Taiwan's PCB industry is expected to continue growing in output value in 2026, gradually moving toward high-end, 79 high value-

added developments and global supply chain layouts.

3.Linkage between upstream, midstream, and downstream industries

The Group is 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 80 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, the production technology is relatively mature. Also, related product lines and specifications are provided according to the design of the customer.

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:The Company has 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) By effectively utilizing the group's overseas factories for production, the company aims to reduce production costs and create the highest operational efficiency.
   (2) Obtain new model certification for currently existing customers.
2. Long-term plan
   (1) Improve product technical standard and engage with customers to understand technical and production demands synchronously.
   (2) Continue to expand product categories and sales channels to cope with the market trend and product diversity, in order to reduce impact due to economic fluctuation.

II. Market, production and sales overview

(I) Market Analysis

1. Major product sales regions

Unit: NT$ 000's

Year / Area	2025		2024	
	Amount	%	Amount	%
Domestic sales	245,416	48.59	599,167	67.02
Export	259,681	51.41	294,787	32.98
Total	505,097	100.00	893,954	100.00

The Company's main products are PCBs, and they are sold in Taiwan, Korea, USA and Singapore .

2. Market share

According to data from Prismark, the global printed circuit board (PCB) output value in 2025 is estimated to reach USD 92.36 billion, while the Company's consolidated sales revenue was approximately USD 0.16 billion, representing about 0.02% of the global PCB market.

3. Future market supply and demand situation and growth

Exploring the development trend of the PCB industry, with the development trend of seeking lightness, thinness, shortness, and small-size of downstream electronic products, the technical developments will focus on high precision, high integration, and lightness and thinness. Exploring the applications of end products, there were structural changes in the 5G, mobile Internet, IoT, cloud calculation AI, self-driving vehicles, and other emerging application markets in recent years, and the source of such changes is the generation, calculation, and application of Big Data, and the short-term, mid-term, and long-term structures are under adjustment. To seek new growth momentum, Taiwanese companies will continue to make arrangements in the application fields of 5G, network communication, and automotive electronics through adjustments of product structures, actively introduce automation and smart equipment, and optimize procedure efficiency to seek growth in operating profits. Except for the existing LCD boards and NB boards, the Group strives to provide products and services with competitiveness to customers, and 5G applications and vehicle boards are new sectors the Group actively focuses on.

4. Competitive niche

(1) Stable Business Operations

The management team of the merged company is committed to the core business operations, adhering to the principles of sustainability, innovation, and service. This approach has allowed the company to maintain steady growth in performance and stable operations despite fierce competition.

(2) Strong Management System

The PCB industry is characterized by complex processes and order-based production. Therefore, having an accurate and effective management system is fundamental to maintaining competitiveness and generating profits. In addition to constantly striving for efficiency management, the merged company's management team leverages years of professional production experience. They also integrate computer systems to shorten lead times, reduce costs, and continuously improve quality standards, thus enhancing the company's competitiveness.

5. Favorable, unfavorable factors for development outlook and countermeasures

(1) Favorable factors

A. The key members of the team are industry elites with international-level technical expertise, capable of mastering niche product technologies in optics and information sectors.

B. Through effective communication between labor and management, along with a well-established management system, the labor-management relationship is harmonious, fostering a unified company effort towards achieving the greatest benefit for the company.

(2) Unfavorable factors

A. Intense Market Competition, Difficult to Maintain Reasonable Profits
Countermeasure:
Leverage overseas factories for production to reduce manufacturing costs, and adjust the sales mix to establish market segmentation.

B. Fluctuations in International Raw Material Prices
Countermeasure:
Procurement staff continuously monitor raw material market price trends to mitigate the adverse impact of price fluctuations. Additionally, maintain strong relationships with raw material suppliers to ensure optimal purchasing timing.

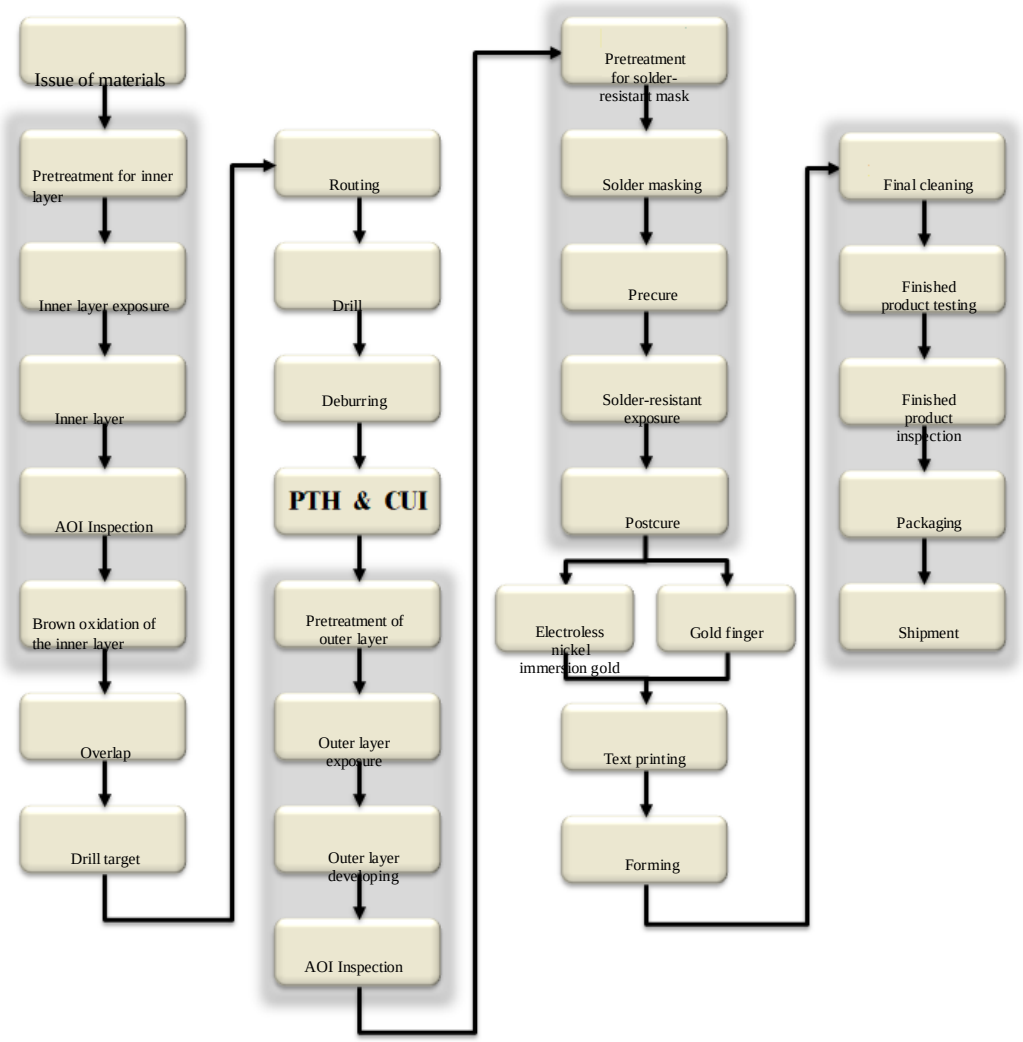
C. Impact of Exchange Rate Fluctuations on Profitability
Countermeasure:
Stay updated on exchange rate information and use foreign exchange transactions to minimize foreign exchange losses.

(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) Primary raw material supply status

Primary raw material	Main supply source	Supply status
Printed circuit board	T-Mac Wuxi, TPT, TPT TXT, TPT TFT, CHAO FENG HSING	Excellent

(IV) Major suppliers and customers

1. Name of suppliers accounted for more than 10% of total purchase amount of the Company in any one of the most recent two years

Unit: NT$ thousand; %

	2025				2024			
Item	Name	Amount	Annual net purchase percentage (%)	Relationship with the issuer	Name	Amount	Annual net purchase percentage (%)	Relationship with the issuer
1	CHAO FENG HSING	157,560	40.58	NO	CHAO FENG HSING	69,883	10.23	NO
2	TPT	101,334	26.10	Yes	TPT	194,328	28.44	Yes
3	TPT TFT	73,153	18.84	Yes	TPT TFT	516	0.08	Yes
4	T-Mac Wuxi	28,307	7.29	Yes	T-Mac Wuxi	76,438	11.19	Yes
5	TPT TXT	27,923	7.19	Yes	TPT TXT	151,828	22.22	Yes
6	Others	24	0.01	No	Others	190,189	27.84	No
	Total	388,301	100.00		Total	683,182	100.00	

Explanation of Changes in Major Raw Material Suppliers in the Last Two Years:

In 2025, the consolidated companies' net purchases decreased by approximately 43% as compared with 2024, mainly due to weaker end-market demand, which resulted in a decline in revenue and reduced inventory stocking requirements.

There were no significant changes in major suppliers in 2025. However, as the subsidiary TGT adjusted the operating model pursuant to a resolution approved by the board of directors on May 20, 2024, ceased the production, and shifted to full outsourcing of production and delivery, the purchase amounts and supplier structure were adjusted accordingly.

2. Name of customers accounted for more than 10% of total sales amount of the Company in any one of the most recent two years

Unit: NT$ thousand dollars; %

	2025				2024			
Item	Name	Amount	Annual net sales percentage (%)	Relationship with the issuer	Name	Amount	Annual net sales percentage (%)	Relationship with the issuer
1	Client A	-1,753	-0.35	Yes	Client A	305,217	34.14	Yes
2	Client B	172,822	34.22	No	Client B	204,781	22.91	No
3	Client C	150,844	29.86	No	Client C	137,799	15.41	No
4	Client D	70,020	13.86	No	Client D	70,431	7.88	No
5	Client E	57,889	11.46	No	Client E	65,110	7.28	No
6	Others	55,275	10.95	No	Others	110,616	12.38	No
	Total	505,097	100.00		Total	893,954	100.00	

Explanation of Changes in Major Customers in the Last Two Years:

Sales decreased in 2025, mainly due to a decline in order demand and adjustments to the operating model.

For Customer A (the parent company of the merged company), showed a negative balance in 2025, mainly due to a reduction in transactions and an increase in sales returns and allowances. Overall, there were no significant changes in the main customers.

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		2025	2024
Number of employees	Direct labor	0	0
	Indirect labor	14	10
	Total	14	10
Average age		44.65	46.67
Average years of service		4.32	7.76
Education distribution rate (%)	PhD	0.00	0.00
	Master	0.00	10.00
	College	85.71	80.00
	Senior high school	14.29	10.00
	Below senior high school	0.00	0.00

IV. Information on Environmental Protection Expenditure

Environmental penalties in the most recent fiscal year and up to the printing date of this annual report:
The Company has not incurred any losses arising from environmental pollution incidents, nor has it been subject to any penalties imposed by environmental protection authorities following inspections.

V. Labor-Management Relations

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

1. Employee welfare measures
   (1) Enrollment of labor insurance, health insurance and group insurance
   (2) Periodic health examination (once annually)
   (3) Employee on-job training courses
   (4) Employee meals
   (5) Employee performance bonus, three-holiday and year-end bonuses
   (6) Employee birthday gift money
   (7) Establishment of Employee Welfare Committee to provide various subsidies for marriage, funeral, sickness, child birth and parental care, and to organize recreation travel activities, etc.
   (8) Appropriation of remuneration of employees when there is surplus earning after the final account of the Company

2. Employee continuing education and training

To enhance the professional skills and knowledge of employees, the Human Resources Department reviews and coordinates the training needs of each department before the end of each year and formulates the annual education and training plan in accordance with the Company's overall human resources planning.

According to the Employee Education and Training Regulations, in 2025 the consolidated company conducted a total of 71 participant-times of education and training programs (including both internal and external training), with a total of 166 training hours. The total training expenses amounted to approximately NT$33 thousand. The primary training methods adopted are as follows:

(1) Supervisors provide irregular education to their staff during meetings and interviews.
(2) The Company uniformly organizes or other units of the Company individually organizes education and training.
(3) Individuals take relevant courses at continuing education department of colleges and universities.
(4) Staff participate in education and training organized by domestic training institutions or consulting companies.

3. Working environment and employee personal safety protective measures (subsidiaries have obtained ISO45001, and the expiration date of the certification is October 30, 2025)
(1) For labor safety and health, safety and health workbook has been established according to regulations of the competent authority in order to provide guidelines for employees to comply with safety and health operation requirements.
(2) Safety and health management unit and personnel:
A. According to the Occupational Safety and Health Act, labor safety and health management unit has been established under the Management Department to act as the safety and health executing unit for. In addition, the roles of safety administrators and safety and health management specialists are also established.
B. For the workplace, field safety and health supervisory staff and first-aid facilities are installed according to the laws.
C. Occupational safety and health review report is submitted annually.
D. Safety and health autonomous inspection is implemented according to the regulations.
(3) Facility safety:
A. Establish machinery and equipment protection and management rules.
B. Periodically implement machinery equipment maintenance and care.
C. According to regulations of the competent authority, inspection institution shall be entrusted for qualification inspection of hazardous machinery annually before use.
D. During the signing of contract for construction works with contractors, safety and environmental protection precautions shall be informed.
(4) Environmental sanitation:
A. Environmental testing is implemented periodically according to regulations of the competent authority.
B. Full-body health examination is implemented for employees annually.
(5) Fire safety:
A. Complete fire system is installed according to the Fire. Services Act.
B. Fire prevention training is implemented semi-annually.
(6) Environmental safety
A. Install access control and surveillance system.
B. Implement nighttime security patrol.
4. Retirement system
The employee retirement systems of the Company and its subsidiaries are implemented in accordance with the Labor Pension Act and the Labor Standards Act, as described below:
1.Since July 1, 2005, the Company has adopted the new pension system under the Labor Pension Act. All employees hired on or after that date are subject to the Labor Pension Act, under which the Company contributes monthly pension funds of no less than 6% of each employee's monthly salary into the employee's individual labor pension account.
2.Employees hired before July 1, 2005 may choose to continue under the retirement system governed by the Labor Standards Act or switch to the Labor Pension Act. Employees who do not elect to change systems shall continue to be subject to the provisions of the Labor Standards Act.
3.Employees subject to the Labor Standards Act may voluntarily apply for retirement upon meeting any one of the following conditions:
A. Having completed more than 15 years of service and attained the age of 55.
B. Having completed more than 25 years of service.
C. Having completed more than 10 years of service and attained the age of 60.
4.Standards for pension payments:
A. For employees subject to the Labor Standards Act, pension benefits are calculated based on years of service. Two units are granted for each full year of service, and for service exceeding 15 years, one unit is granted for each additional full year, subject to a maximum of 45 units. Service periods of less than six months are counted as half a year, while periods of six months or more are counted as one full year.
B. For employees subject to the Labor Pension Act, the Company contributes pension funds monthly into each employee's individual pension account in accordance with applicable regulations. For years of service accumulated prior to July 1, 2005, old pension benefits shall, upon satisfaction of retirement conditions, be calculated in accordance with the relevant provisions of the Labor Standards Act, unless such benefits have already been settled in accordance with the law.
5. Labor management agreement and various employee benefit protection measures status

The Group values employee benefits and complies all requirements specified in the Labor Standards Act while offering reasonable salaries and establishing sound systems for employees. In addition, the Group also periodically organizes employee feedback and communication meetings and Welfare Committee meetings periodically, in order to achieve excellent two-way communication with employees.

(II) Labor disputes during the current fiscal year up to the date of publication of the annual report:None

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 2023, the Company established an Information Office (each one dedicated information security supervisor and personnel). The Information Office is responsible for coordinating and executing information security policies, promoting information security awareness, enhancing employees' awareness of information security, and collecting and improving the effectiveness and integrity of the organization's information security systems. The Audit Office conducts annual information security audits in accordance with the internal control system, namely the Information and Communication Security Procedures, to evaluate the effectiveness of the Company's internal controls over information operations. In addition, to prevent cybersecurity crises and facilitate the sharing of cybersecurity intelligence, the Company joined the TWCERT/CC in 2022.

B. Cyber Security Policy

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

(2) Establish security protection measures for information systems and implement access authorization management.

(3) Establish an information security incident response mechanism, and data backup and recovery plans to ensure business continuity.

(4) Comply with regulatory requirements, implement personal data protection management, and cooperate with various information security measures required by the authorities.

(5) Enhance the effectiveness of information security management, continuously improve the information security management system, strengthen the information security framework, and ensure the effective operation of the management system.

C. Specific management solutions

Item	Operational Description
Cyber security education and training	1. Send monthly information security awareness emails to enhance employees' awareness of cyber security. 2. Conduct social engineering rehearsal to assess employees' cyber security response and identification capabilities. 3. Dedicated information security personnel shall receive at least 12 hours of information security professional courses or competency training each year. In 2025, the information security supervisor and personnel completed a total of 45 hours of information security training.
Risk assessment and control	1. The company conducts information security risk assessments annually to identify potential information security risks associated with the core business and information and communication systems, analyze the impact of loss of confidentiality, integrity, and availability, and implement corresponding information security controls at both the management and technical levels.
Serve room access control	1. Inspect the temperature and humidity of the server room to ensure to maintain within an appropriate range, and record the results in the server room work log. 2. Check the functions and validity periods of fire safety equipment, and record the results in the server room work log. 3. Implement server room access control and security camera monitoring. Maintenance vendors and unauthorized personnel entering the server room must be accompanied by management personnel throughout the entire process. The "Computer Server Room Access Register" shall be reviewed monthly to ensure security management. 4. In the event of any abnormality identified during server room inspections, relevant personnel shall be immediately notified for handling.
System data backup and recovery plan	1. Establish a recovery or damage control time frame of within 36 hours for core business systems and within 72 hours for other general business systems to ensure that business continuity requirements are met. 2. Back up the file system daily and store the backups on network storage devices. 3. Conduct a complete system and data recovery test in the testing environment once a year to verify the availability of backup data and the effectiveness of recovery procedures. 4. Establish a scheduled remote backup mechanism for core business systems and important data to ensure the rapid recovery of core business and important data in the event of a disaster.
Personnel access rights management	1. Establish management procedures for onboarding, employment, and reboarding, and require employees to sign confidentiality agreements to clearly acknowledge confidentiality obligations. 2. Provide information security education and training for new employees to build information security awareness and strengthen their understanding of relevant responsibilities. 3. When an employee resigns, retires, or undergoes a position transfer, the Human Resources department shall proactively notify the Information Office to remove the employee's access rights. If new access rights are required, the "Information System and File Server Access Rights Application Form" shall be completed and submitted to the responsible supervisor for approval, and then forwarded to the Information Office for setup. 4. Due to business needs, an employee is required to access or use functions beyond his/her existing authorization, the "Information System and File Server Access Rights Application Form" shall be completed and submitted to the responsible supervisor for approval before being forwarded to the Information Office for processing.
System maintenance and asset management	1. Establish an asset inventory for core systems and conduct an inventory check of information and communication systems once a year. 2. Scrapped data storage devices shall be physically destroyed or centrally stored in controlled areas and subject to secure management. 3. Incorporate information security requirements into the specifications for the development and maintenance of information and communication systems, including access control for sensitive data, user login authentication, and inspection and filtering of user input and output. 4. Properly store and manage documents related to the development and maintenance of information and communication systems. 5. Conduct vulnerability scanning on core information and communication systems at least once a year and complete remediation of identified system vulnerabilities.
Regulations governing outsourcing of information and communication systems and services	1. Establish cyber security responsibilities and confidentiality requirements for outsourcing suppliers, and specify information security requirements and the Company's right to conduct information security audits on outsourcing suppliers in procurement documents.

Item	Operational Description
	2. Upon termination or rescission of the outsourcing relationship, the Company shall confirm that the outsourcing supplier has returned, transferred, deleted, or destroyed the data held for the p e of the contract.
Cyber security supervision	1. If the Company 75 ion security manpower, capabilities, or experience are insufficient, the Company may engage external scholars, experts, or private professional organizations and groups to provide information security advisory and consulting services.
Cyber security incident reporting, response and intelligence assessment	1. The Company has joined the TWCERT/CC to obtain information security early warnings and cyber security threats and vulnerabilities. 2. In the event of a material information security incident that meets the requirements under the "Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities," the Company shall handle the matter in accordance with relevant regulations. 3. When an cyber security incident occurs, the department where the incident occurs shall immediately notify the relevant parties by telephone and complete the "System Maintenance Application Form" to report the incident to the management department of the Information Office. The Information Office shall determine the type of incident, identify the issue, take immediate action, and retain relevant records.
Information and communication equipment maintenance and management	1. Users shall perform routine cleaning and maintenance. Users may not disassemble computer cases or replace internal components by themselves (except for the Information Office). When the custodian of a computer resigns or transfers to another position, he/she shall personally hand over the computer hardware and software under his/her custody to the successor. 2. Unknown disks or USB flash drives shall not be used to prevent computer virus infection. 3. All software installed on personal computers within the Company must be legally licensed. Computers may only be installed and provided to users in each unit after confirmation by the Information Office. 4. Users may not add software or modify system settings. Where there is a business need, the "Information System and File Server Access Rights Application Form" shall be completed and submitted to the responsible supervisor for approval, after which the Information unit shall carry out the relevant procedures. 5. All legally licensed software shall be centrally managed by the Information Office, unless a specific department is required to retain custody due to special needs. 6. When any department discovers abnormalities in computer equipment, it shall notify information personnel to conduct an inspection and complete the "System Maintenance Application Form." 7. If the Information Office is unable to resolve the issue, the relevant supplier shall be notified to provide assistance, and the matter shall be handled in accordance with procurement-related procedures. 8. In the event of any problem with computer equipment, information personnel shall be notified as soon as possible for resolution, and users shall not handle the issue by themselves.
Disaster recovery plan	1. The scope covers abnormalities or failures in servers and network systems and power outages. 2. To prevent network disconnection caused by failures of hubs or network interface cards, backup hubs and network interface cards shall be maintained. 3. The Company's internal local area network shall be supported by two independent servers. If one server is unable to operate normally, the backup server shall be used as a substitute, enabling the network system to promptly resume normal operations. 4. Servers shall be equipped with uninterruptible power supply and voltage stabilization systems to prevent equipment damage or data loss caused by power outages or abnormal power distribution.

D. Input resources for cyber security management

(1) Dedicated personnel: The Company has established an Information Office, which is responsible for the planning and implementation of cyber security policies, the introduction of cyber security technologies, and related audit matters. The Information Office also maintains the continuous operation of the Company's information systems and strengthens information security.
(2) Cyber security protection measures: The Company adopts antivirus software and real-time file system protection to continuously detect and remove malware from computers, implements firewall intrusion detection and prevention mechanisms to detect and block suspicious network attacks, and establishes firewall rules to control the security of the Company's connections to external networks.
(3) Education and training: The Company sends information security awareness emails monthly and conducts social engineering rehearsal annually to strengthen employees' awareness of information security.
(4) Vulnerability scanning: The Company conducts vulnerability scanning of the information and communication systems annually and completes remediation of identified system vulnerabilities.

(II) Significant cyber security incident for the most recent year and up to the date of publication of the Annual Report:

Cyber security indicators	Customer complaints of cyber security	External attacks, data thief or virus threat incidents	Incidents involving information system abnormalities or equipment malfunctions affecting operation
Number of incidents 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
tgt	Mid-term loan	KGI Bank	05.23.2022-03.28.2025	Medium and long-term working capital	Equipment guarantee
	Mid-term loan	KGI Bank	12.08.2023-03.20.2028	Medium and long-term working capital	Plant guarantee/
	Land lease	Export Processing Zone Administration, Kaohsiung Branch	04.01.2018-01.31. 2036	Land lease	None

Seven. 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

Item \ Year	2025	2024	Variation between two terms	
			Amount	%
Current assets	356,064	465,504	-109,440	-23.51%
Property, plant and equipment	113,950	248,342	-134,392	-54.12%
Other assets	989,504	942,108	47,396	5.03%
Total assets	1,459,518	1,655,954	-196,436	-11.86%
Current liabilities	444,079	578,387	-134,308	-23.22%
Non-current liabilities	113,302	177,476	-64,174	-36.16%
Total liabilities	557,381	755,863	-198,482	-26.26%
Share capital	697,127	697,127	0	0.00%
Capital reserve	28,787	28,787	0	0.00%
Retained earnings	116,140	102,894	13,246	12.87%
Other equity	-8,205	-32,355	24,150	74.64%
Non-controlling interests	68,288	103,638	-35,350	-34.11%
Total equity	902,137	900,091	2,046	0.23%

1. Description of Changes in Ratio: (changes reaching 20% or above between the former and the current period with the amount of changes reaching NT$10 million)

A. Current assets decreased compared to the previous year, mainly due to the collection in 2025 of proceeds from equipment sold to related parties in 2024, which resulted in a decrease in other accounts receivable from related parties.

B. Property, plant, and equipment decreased compared to previous year, mainly due to the subsidiary, TGT, replanning the production line layout and sold machinery and equipment to to related parties within the group.

C. Current liabilities and total liabilities decreased compared to the previous year, mainly due to decreases in accounts payable, other payables, and refund liabilities.

D. Non-current liabilities decreased compared to previous year, mainly because TGT entered into an agreement with the Environmental Protection Bureau of Kaohsiung City Government in 2024 and as the performance schedule progressed, the originally recognized non-current decommissioning liabilities were reclassified as liabilities due within one year.

E. Other equity increased compared to previous year, mainly due to a recovery in the valuation of financial assets measured at fair value through other comprehensive income.

F. Non-controlling interests decreased mainly due to the continued operating loss of the subsidiary, TGT.

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

Item \ Year	2025	2024	Amount of Increase (Decrease)	%
Operating revenue	505,097	893,954	-388,857	-43.50%
Cost of sales	512,341	925,734	-413,393	-44.66%
Gross Profit(loss)	-7,244	-31,780	24,536	77.21%
Operating expenses	91,600	101,860	-10,260	-10.07%
Operating profit (loss)	-98,844	-133,640	34,796	26.04%
Non-operating income and expenses	78,134	84,021	-5,887	-7.01%
Profit (loss)before tax	-20,710	-49,619	28,909	58.26%
Income tax expense	0	607	-607	-100.00%
Profit(loss) after tax	-20,710	-50,226	29,516	58.77%
Other comprehensive income (loss), net of income tax	24,150	22,315	1,835	8.22%
Total comprehensive income (loss)	3,440	-27,911	31,351	112.32%

1. Description of Changes in Ratio: (changes reaching 20% or above between the former and the current period with the amount of changes reaching NT$10 million)

A. Operating revenue decreased mainly due to the continued weakness in market demand, which resulted in a decline in revenue.

B. Operating costs decreased mainly due to the decline in revenue and the adjustment of the operating model of the subsidiary TGT, resulting in a corresponding decrease in related costs.

C. Gross profit, operating profit (loss), net (loss) income before tax, net (loss) income after tax, and total comprehensive income for the period increased mainly due to the adjustment of the operating model of the subsidiary TGT, which led to a decrease in fixed costs, together with an increase in investment income recognized under the equity method.

2. Estimated Sales Volume and its Basis, Possible Effects on the Company's Future Finances, and Countermeasures

Looking ahead to 2026, the IMF, World Bank, and OECD forecast that global economic growth will remain within a stable but relatively weak range of 2.6% to 3.3%, reflecting an uneven regional recovery and moderate growth momentum. In 2025, global inflation continued to decline, and the IMF had originally forecast that global inflation would decrease to approximately 3.8% in 2026. However, recent fluctuations in oil prices and geopolitical tensions arising from the U.S.–Iran conflict may potentially lead to renewed inflationary pressure. Whether such developments may adversely affect supply chain operations and cost control remains to be observed.

This year, emerging technologies such as generative artificial intelligence are expected to continue developing. Coupled with adjustments to monetary policies in major economies, these factors are expected to support a recovery in consumption and investment momentum. For 2026,the company's sales volume will be driven by the following approaches to pursue growth:

1.Increase sales channels through integration of group technologies and customer resources.

2.Continue expanding product categories in response to market trends and product diversification.

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

Balance of cash at the start of term	Net cash flows from operating activities throughout the year	Annual cash In (Out)-flow	Cash balance (shortage)	Remedy for cash shortage	
				Investment plan	Wealth management plan
98,999	-53,730	109,044	208,043	—	—

1. Analysis of Changes in Cash Flow During the Year:

(1) Operating Activities: Net cash flows from operating activities changed from a net cash inflow to a net cash outflow this year, mainly due to the adjustment of the operating model of the subsidiary TGT and the decline in revenue, resulting in operating losses and a decrease in related provisions.

(2) Investing Activities: The net cash inflow from investing activities this year has increased compared to previous year, mainly due to an increase in the disposal of real estate, plant and equipment by the subsidiary, TGT.

(3) Financing Activities: The net cash outflow from financing activities this year has decreased compared to previous year, primarily due to decrease in repayment of long-term borrowings and cash dividends paid as compared to previous year.

2. Remedial Measures for Cash Deficit and Liquidity Analysis: None.

3. Analysis of Total Cash Liquidity in the Following Year:

Unit: NTD thousands

Balance of cash at the start of 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
208,043	-19,786	31,043	239,086	—	—

Analysis of Cash Liquidity in the Following Year:

(1) Operating Activities: Cash flows from operating activities decreased primarily due to the increase in accounts receivable.

(2) Investing Activities: Cash inflows from investing activities are primarily attributable to decrease in real estate, plant, equipment and right-of-use assets.

(3) Financing Activities: This is primarily due to a increase in short-term borrowings and the distribution of cash dividends.

IV. Impacts of Latest Major Capital Expenditure on Financial Operation: None.

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
tgt	Production and distribution of various types of circuit boards	(47,267)	Mainly due to the gradual recognition of expenses incurred for soil improvement following the agreement reached with the Environmental Protection Bureau of Kaohsiung City Government in 2024 and the decline in revenue.	The Company will reduce losses through cost control and improvement of operational efficiency.

(II) Future investment plan for next year: In the future, the Company will continue to improve process and adjust product line according to the market condition in order to satisfy market demands and improve process capability.

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:

Unit: NTD thousands

	2025	2024
Net operating income	505,097	893,954
Net interest income	318	(266)
Net interest income/Net operating income (%)	0.06	(0.03)
Net exchange gains (losses)	-3,566	3,971
Net exchange gains (losses)/Net operating income (%)	-0.71	0.44

1. Impact of interest rate fluctuations on profit or loss of the Company:

The Group establishes diverse financing channels to reduce the average loan interest rate. The Group monitors the market interest rate trend at all time, and determines whether interest rate hedging is required according to the loan status while maintaining proper relationship with banks, thus understand the change of interest rate at all time. In addition, the Group also adjusts the correspondent bank loan amount flexibility depending upon the capital cost of each bank, in order to avoid the risk of interest rate fluctuation. Consequently, the interest rate fluctuation has limited effect on the profit or loss of the Group.

2. Impact of exchange rate fluctuation on profit or loss of the Company:

The product sales and some of the purchase of raw materials, machineries and equipment of the Group require import or fee calculation in USD. Under the offset effect between foreign currency assets and liabilities, if there is still any difference, the settlement is adjusted timely and foreign currency is used for payment, in order to reduce the impact of the exchange rate fluctuation. In addition, based on the consideration of the highs and lows of interest rate, the Group also plans the timing for repayment of foreign currency loan and forward exchange operation. Accordingly, the Company adopts stable foreign currency management method and monitors the exchange rate trend.

3. Inflation:

In recent years, under condition of the price fluctuation of raw materials and energies, inflation is still

within the controllable range such that it has no major impact on the profit or loss of the Group. In addition, the Group maintains proper cooperation relationship with suppliers and customers, and also monitors the change of raw material price in the market. Accordingly, the impact of change of raw material cost on the profit or loss of the Company is reduced.

(II) Policies on engaging in high risk, high leverage investments, loaning funds to others, endorsement and guarantee as well as derivative transactions, main causes of profit and loss as well as future countermeasures:

1.The Group focuses on the core business development, and based on the business philosophy of stability, the Group does not engage in any high risk and high leverage investments or trading activities.

2. The Group does not engage in high risk and high leverage investments or transactions involving loaning fund to others and making endorsements/guarantees.

3. Presently, the derivative trading performed by the Company refers to forward exchange transactions. Depending upon the position difference between the accounts receivable in foreign currency and accounts payable in foreign currency, forward exchange contract is signed. The transaction amount and upper limit of loss are handled in accordance with the "Procedures for Acquisition and Disposal of Assets.

(III) Future R&D projects and expected investment in R&D budget: None.

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

The routine operation of the Group complies with the relevant domestic and foreign laws and regulations, and the Group also monitors the domestic and foreign policy development trend and regulatory change status while collecting relevant information for the management for decision making reference, in order to adjust relevant operational strategies of the Group. Up to the printing date of the annual report, the Group's financial business was not subject to any material impact due to changes of domestic/foreign important policies and laws.

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

The PCBs manufactured by the Group are widely applied to current technology products and 3C products. Accordingly, technology and industry changes can affect the business of the Group. Nevertheless, the Group continues to improve production technology, enhance production and process management, increase productivity and product yield rate and develop niche products. In addition, the Group also adjusts product strategy depending on the change of terminal product market supply and demand status, in order to reduce impact and influence of technology and industry changes on the financial business of the Group. With regard to the information security risk control, the Group has established and implemented information security management system and has also stipulated information security policy documents, in order to regulate the information security of the Group. In addition, information security risk assessment and internal/external information security cycle audit operation are conducted annually, thus ensuring the effectiveness of the management system and legal compliance. Please refer to pages 84~85 of the annual report for further details on the information security risk management.

(VI) Impacts of change of cooperate image on the cooperate crisis management and countermeasures:

The Group upholds the business philosophy of "Sustainability, Innovation, Service" and pursuits corporate sustainable operation and growth, values corporate image and risk control. Accordingly, for the most recent year, there has been no corporate crisis management related matter that needs to be handled due to corporate image change.

The Group focuses on the prevention of accidents or man-made accidents and has established comprehensive response plan. Accordingly, in case of occurrence of crisis, impacts on the personnel injury, business and finance can be reduced to minimum, in order to maintain smooth and proper operation.

(VI) Expected benefit, possible risk and countermeasure for acquisition and merger: None.

(VIII) Expected benefit, possible risk and countermeasure for expansion of facilities: None.

(IX) Risks faced during material incoming and sales centralization and countermeasure:

1.The top 10 major customers of sales of the Group in 2025 accounted for 99.53% of the net operating income of the Group, and the sales amount to the largest customer accounted for approximately 34.22% of the net operating income of the Group. Accordingly, there is a concern of centralized sales risk. The Group will exert effort in developing new customers in order to diversify the risk of centralized sales.

2. The top 10 major suppliers of the Group in 2025 accounted for approximately 100% of the total purchase of the Group, and the total purchase amount of the top 3 major suppliers accounted for approximately 85.51%. Accordingly, there is a concern of centralized purchase risk. The Group will exert effort in developing new suppliers in order to diversify the risk of centralized purchase. In addition, the Group maintains stable and long-term relationship with other raw materials.

(X) Impacts, risks and countermeasures of directors, supervisors or shareholders with shareholding percentage exceeding 10%, large equity transfer or change on the company: None.

(XI) Impacts, risks and countermeasures of change in management rights to the Company: None.

(XII) Litigation or non-contentious events

1. Any affirmative ruling or any pending major litigation, non-contentious case or administrative dispute event of the Group, and the result thereof may have material impacts on the shareholders' rights or stock price: None.

2. For the Group's directors, supervisors, presidents and major shareholders with shareholding percentage above 10% and affiliated enterprises, Any affirmative ruling or any pending major litigation, non-contentious case or administrative dispute event, and the result thereof may have material impacts on the shareholders' rights or stock price: None.

(XIII) Other significant risks and countermeasure: None.

VII. Other material issues: None.

Six. Special Notes

I. Information of Affiliates

(I)Affiliated enterprise consolidated business report

Please refer to :https://doc.twse.com.tw/pdf/202504_3276_A20_20260422_081323.pdf

(II)Consolidated Financial Statement of Affiliates: Refer to Appendix I for details.

(III)Affiliation Report:
Please refer to :https://doc.twse.com.tw/pdf/202504_3276_A22_20260422_081854.pdf

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 2 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: None.

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:

Pursuant to the resolution adopted by the Board of Directors on February 23, 2026, a new chairman was elected due to the passing of the former chairman, Mr. Cheng-Min Hsu, which resulted in a vacancy in the position of chairman. Accordingly, General Manager Ming-Hsi Lee assumed the position of chairman. On May 7, 2025, a full re-election of directors was held. Ms. Chia-Li Hu, Ms. Hsiu-Min Tseng, and Ms. Ya-Chuan Wu retired from office, while Mr. Chen-Sheng Shih, Mr. Che-Wei Hsu, and Ms. Chia-Yu Weng assumed office.

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.

Appendix 1

Declaration

The entities that are required to be included in the combined financial statements of T-Flex Techvest PCB 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, T-Flex Techvest PCB Co., Ltd. and its Subsidiaries do not prepare a separate set of consolidated financial statements for affiliated companies.

Sincerely yours,

Company Name: T-Flex Techvest PCB Co.,

Chairman : Lee,Ming-Hsi

March 11, 2026

T-Flex Techvest PCB Co., Ltd.

Chairman：Lee, Ming-Hsi