Stock Code:6743

AMPACS CORPORATION

2025
Annual Report

Notice to readers This English-version annual report is a translation of the Chinese version. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail

Annual Report Related Information Inquiry Website
Market Observation Post System (MOPS) http://mops.twse.com.tw
AMPCS Corporation Website: http://www.ampacscorp.com/
Printed on May 14, 2026

I. Name, Title, Telephone and E-mail of Spokesperson and Deputy Spokesperson:

	Company Spokesperson	Deputy Spokesperson
Name	Hsu, Ming-Jen	Lin, Yu-Feng
Job Title	Chief Technology Officer	Vice President of Sales Division
Telephone	(02) 2655-2798	(02) 2655-2798
Email	James.Hsu@ampacscorp.com	connie.lin@ampacscorp.com

II. Address and Telephone Number of Headquarter, Branch and Factory:

<table>
<tr><th colspan="2">Name</th><th>Address</th><th>Telephone</th></tr>
<tr><td colspan="2">Headquarters</td><td>3F, No. 19-3, Sanchong Rd., Nangang Dist., Taipei City</td><td>(02) 2655-2798</td></tr>
<tr><td rowspan="6">Factories</td><td>Dong Guan Yi Xing Electronics Co., Ltd.</td><td>Yang Ken Tang Industrial District, Dalang Town, Dongguan City</td><td>(86) 769-86263266</td></tr>
<tr><td>Dong Guan Yi Zhuo Electronics Co., Ltd.</td><td>Yang Ken Tang Industrial District, Dalang Town, Dongguan City</td><td>(86) 769-86263266</td></tr>
<tr><td>Dong Guan Han Lei Electronics Co., Ltd.</td><td>Da Jiao Ling Industrial District, Dalang Town, Dongguan City</td><td>(86) 769-86263266</td></tr>
<tr><td>Dongguan Shi Hong Jun Electronics Co., Ltd.</td><td>1F-B, No. 84, Jingfu W. Rd., Yang Ken Tang Village, Dalong Township, Dongguan City</td><td>(86) 769-86263266</td></tr>
<tr><td>Modern Pioneer (Kunshan) Co., Ltd.</td><td>No. 389, Xinnan W. Rd., Yushan Township, Kunshan City, Jiangsu Province</td><td>(86) 512-57575935</td></tr>
<tr><td>Ampacs International Company Limited</td><td>Lot B7_H_CN, Bau Bang Industrial Park, Bau Bang Commune, Ho Chi Minh City，Viet Nam</td><td>(84) 0349686817</td></tr>
<tr><td colspan="2">Branches</td><td colspan="2">None</td></tr>
</table>

III. Name, Address, Website and Telephone of Stock Transfer Agency:

Name: Stock Agency Department, CTBC Bank Co., Ltd.
Address: 5F, No. 83, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City
Website: https://www.ctbcbank.com
Telephone: (02) 6636-5566

IV. Name of Independent Auditor, Accounting Firm's Name, Address, Website and Telephone for the Financial Statements of the Most Recent Year:

Name of CPA:CPA Wang, Chun-Yu; CPA Liu, Ming-Hsien
Accounting Firm: Deloitte Taiwan
Address: 20F, No. 100, Songren Rd., Xinyi Dist., Taipei City
Website: http://www.deloit.com.tw
Telephone: (02)2725-9988

V. Name of Stock Exchanges Listed for Trading of Overseas Securities, and Information on Inquiry of These Overseas Securities: None

VI. Company Website: http://www.ampacscorp.com

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One. Letter to Shareholders

Dear Shareholders,

In reviewing the global economic landscape of 2025, U.S. tariffs and trade uncertainties had a significant impact on global supply chains and restrained trade growth. Global markets continued to be affected by persistent inflationary pressure, interest and exchange rate policies, geopolitical tensions, and changes in end-market demand, resulting in a moderate expansion of the overall economy in 2025. Affected by uncertainties surrounding U.S. tariffs and fluctuations in the New Taiwan dollar exchange rate, Ampacs Corporation reported consolidated revenues of NT$5.54 billion in 2025, a decrease of 19% compared to 2024. Below is an overview of our business performance for the year.

Our company focuses on providing integrated design solutions and manufacturing services for smart electronic peripherals, while also developing core businesses such as plastic injection molding and mold development to leverage supply chain synergies. With a comprehensive R&D team and vertically integrated production technology and services, we offer forward-looking products such as gaming headsets, commercial headsets, true wireless earbuds, security surveillance devices, and mobile joysticks. In our molding business, we continue to invest in equipment upgrades and smart automation to offer customers faster, high-quality solutions. We uphold the values of “innovation, efficiency, and social responsibility,” striving for steady growth and creating greater value for our shareholders.

In terms of operating results, consolidated net revenue for 2025 reached NT$5,540,235 thousand, representing a decrease of NT$1,341,203 thousand compared to NT$6,881,438 thousand in 2024. Consolidated net income attributable to the parent company was NT$104,866 thousand, a decrease of NT$204,112 thousand compared to net income of NT$308,978 thousand in 2024. Earnings per share for 2025 were NT$0.71.

On the R&D and production front, we continued to invest in relevant R&D and production equipment to align with the development and manufacturing needs of international clients. We also established robust upstream and downstream collaborations with leading global technology companies to enhance R&D capabilities and expand international partnerships, seamlessly aligning technology with user demand.

In terms of information security, we continued to strengthen cybersecurity protection by adopting ISO/IEC 27001:2022 standards. In September 2025, we successfully completed the surveillance audit for our international cybersecurity certification, proactively meeting the information security requirements of globally renowned brands.

Looking ahead to 2026, tariffs and interest/exchange rates have gradually stabilized, and shipment momentum is expected to return to normal. In addition, new clients and product models have completed development and entered mass production, contributing to future revenue growth. As market demand gradually recovers, the Company is expected to continue delivering strong performance in talent development, R&D innovation, cost control, process and operational efficiency improvement, and customer acquisition. Our team’s close collaboration and commitment to continuous improvement remain the driving force behind our ongoing growth.

Looking forward to 2026, the Company will continue to deepen its presence in the core electronic products market, actively develop cloud AI applications, enhance smart manufacturing to reduce costs, and strengthen supply chain management capabilities. We will also continue to follow GRI, SASB, and TCFD standards to review and improve our sustainability performance, with the goal of meeting international ESG standards and securing additional orders from globally recognized brands. With contributions from new customers and products, we expect business performance in 2026 to surpass that of 2025. Our management team and all employees remain committed to delivering the highest quality products and services. Guided by sustainable management and a spirit of innovation, we aim to create the greatest value for shareholders and society. We sincerely thank all shareholders for your continued support, encouragement, and valuable suggestions as we continue to grow together.

I. Operating Results for 2025

(I) Implementation Results of the Business Plan and Variance Analysis

In 2025, the global consumer electronics market was affected by international trade policies, exchange rate fluctuations, and changes in end-market demand. Market demand was more conservative than originally expected. The Company originally planned to enhance operating performance through existing earphone products, new product development, and customer expansion; however, due to delayed market demand and customer inventory adjustments, annual revenue did not reach the original expectation.

The Company's consolidated net operating revenue for 2025 amounted to NT$5,540,235 thousand, representing a decrease of 19% compared with 2024, mainly due to adjustments in demand for earphone-related products. In response to market changes, the Company actively expanded into new product areas, including gaming peripherals, smart surveillance products, and smart wearable devices, in order to reduce the impact of fluctuations in a single product category.

(II) Budget Execution

The Company did not publicly disclose financial forecasts for 2025; therefore, this item is not applicable.

(III) Analysis of Financial Receipts and Expenditures

Unit: NT$ thousand

Item	2025	2024	Change
Net cash inflow from operating activities	124,813	392,054	(267,241)
Net cash outflow from investing activities	(446,449)	(416,089)	(30,360)
Net cash inflow (outflow) from financing activities	(46,610)	237,502	(284,112)

(IV) Profitability Analysis

Item	2025 Consolidated	2024 Consolidated
Financial Structure (%)		
Liabilities to assets ratio	70.68%	68.83%
Solvency (%)		
Current ratio	87.78%	88.69%
Quick ratio	47.61%	47.09%
Profitability (%)		
Return on assets	2.68%	5.41%
Return on shareholders' equity	3.74%	11.01%
Ratio of income before tax to paid-in capital	8.76%	27.06%
Net profit margin	1.89%	4.49%
Earnings per share (NT$)	0.71	2.10

(V) Research and Development Status

In 2025, the Company continued to invest resources in research and development. R&D expenses amounted to NT$187,878 thousand, representing 3.39% of net operating revenue. The investment was primarily focused on the development and design of new products and technologies, as well as the enhancement and improvement of manufacturing processes.

II. Summary of Business Plan for 2026

(I) Business Strategy

In 2026, the Company will continue to strengthen its core product portfolio, including earphones, gaming peripherals, smart surveillance products, and wearable devices. The Company will invest in the development of AI applications, low-power wireless transmission technologies, and smart imaging technologies, while improving operating performance through new product introductions, customer expansion, and optimization of global production capacity.

(II) Expected Sales Volume and Basis

The Company expects sales volume in 2026 to increase compared with 2025. The estimation is based on the mass production schedules of new models from existing brand customers, introduction of new products, and assessment of market demand.

Smart wearable devices, gaming controllers, smart surveillance products, and other consumer electronics products are expected to gradually increase in shipment volume and contribute to overall sales growth.

(III) Major Production and Sales Policies

1.Continue to expand product lines including earphones, gaming peripherals, smart surveillance products, and wearable devices to enhance product value and competitiveness.
2.Strengthen R&D capabilities by investing in AI voice recognition, low-power Bluetooth technologies, smart imaging, and cloud integration technologies.
3.Optimize global manufacturing footprint and supply chain management to improve capacity utilization and production efficiency.
4.Promote energy conservation, carbon reduction initiatives, and sustainable operations to enhance long-term corporate competitiveness.

Thank you.

We Wish All Shareholders

Good Health and Prosperous

AMPACS CORPORATION

Chairman: Huang, Chang-Ching

Two. Corporate Governance Report

I. Information of Directors, Presidents, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branches

(I) Directors

1. Director Information

Unit: shares; %; April 26, 2026

Job Title	Nationality or place of registration	Name	Gender and age	Date of election	Term of office	Date of first election and job assumption	Shareholding when elected		Current shareholding		Current shareholding of spouse and minor children		Shareholding by nominee arrangement		Main experience (educational background)	Concurrent position held in the Company and other companies	Other managers, directors or supervisors with relationship of spouse or within second degree of kinship			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job Title	Name	Relationship	
Chairman	R.O.C. (Taiwan)	Huang, Chang-Ching	Male 61~ 70 years old	2025.6.25	3 years	1998.6.16	27,671,900	18.45	15,671,900	10.45	3,889,575	2.59	23,588,873 (Note 1)	15.73	Graduate Institute of Chemical Engineering, National Tsing Hua University High-performance Engineering Plastic Research Laboratories, Industrial Technology Research Institute	Director and General Manager of the Company, Director of Tech. Pioneer, Ltd., Director of Richmake International Limited, Director of Brilliance Investment Co., Ltd., Director of Sunlight Ocean Holding Limited, Director of Fortune Channel Universal Limited, Director of Changan Investment Co., Ltd., Director of Longan Investment Co., Ltd., and Director of GAINWIDE GLOBAL LTD.	Director	Huang, Ying-Chun	Father and daughter	Note 2

Job Title	Nationality or place of registration	Name	Gender and age	Date of election	Term of office	Date of first election and job assumption	Shareholding when elected		Current shareholding		Current shareholding of spouse and minor children		Shareholding by nominee arrangement		Main experience (educational background)	Concurrent position held in the Company and other companies	Other managers, directors or supervisors with relationship of spouse or within second degree of kinship			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job Title	Name	Relationship	
Vice Chairman	R.O.C. (Taiwan)	Hsu, Ming-Jen	Male 61~ 70 years old	2025.6.25	3 years	2018.5.8	244,050	0.16	244,050	0.16	107,158	0.07	-	-	Department of Electronic Engineering, Chung Yuan Christian University MBA, National Taipei University Software Engineer of Acer Incorporated Vice Chairman of Elitegroup Computer Systems Co., Ltd. Chairman of New Taipei City Computer Association Chairman of Taiwan Telematics Industry Association	Independent Director, Hauman Technologies Corp. Director, Wincomn Corporation Director, Kinggem International Technology Inc. Chairman, Xutong Energy Development Co., Ltd. Director, Iwant-In.Net Incorporation Director, Children's Education Development Co., Ltd. Director, Anchor Mechatronics INC. Chairman, Mingren Investment Holdings Co., Ltd. Director, Honya Medical Co., Ltd. Dircetor, Bridgewell Incorporated Director, 3e Yamaichi Electronics Co., Ltd. Director, Unicon Optical Co., Ltd.	-	-	-	-
Director	R.O.C. (Taiwan)	Lin, Yu-Feng	Female 61~ 70 years old	2025.6.25	3 years	2017.5.15	1,498,000	1.00	1,498,000	1.00	-	-	-	-	Master of Science (Computer Science), University of Alabama at Birmingham Director of Advanced Electronics Business Division, TATUNG COMPANY Software Development Engineer of Choice Care Long Island	Vice President of the Company	-	-	-	-
Director	USA	Frederick Romano	Male 71~ 80 years old	2025.6.25	3 years	2017.5.15	2,454,048	1.64	2,454,048	1.64	-	-	-	-	York College music Major Queensborough College Octave-Plateau electronics Voyetra Technologies, Turtle Beach - COO, BOD.	-	-	-	-	-

Job Title	Nationality or place of registration	Name	Gender and age	Date of election	Term of office	Date of first election and job assumption	Shareholding when elected		Current shareholding		Current shareholding of spouse and minor children		Shareholding by nominee arrangement		Main experience (educational background)	Concurrent position held in the Company and other companies	Other managers, directors or supervisors with relationship of spouse or within second degree of kinship			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job Title	Name	Relationship	
Director	R.O.C. (Taiwan)	Chen, Chin-Fu	Male 71~ 80 years old	2025.6.25	3 years	2019.8.12	-	-	10,000	0.01	-	-	-	-	MBA, Graduate Institute of Business Administration, National Chengchi University Department of Electrical Engineering, National Taiwan University Vice Chairman of CTBC Venture Capital Co., Ltd. Senior Vice President of CTBC Financial Holding Co., Ltd. President of Development Technology Consulting Co., Ltd. Partner of Kun Zhong Investment Consulting Co., Ltd. Sales Manager of Compal Group	Representative of Legal Person Director,, Yunding Capital Co., Ltd. Chairman of Inno Home Co., Ltd.	-	-	-	-
Director	USA	Hsu, Ming-Chuan	Male 71~ 80 years old	2025.6.25	3 years	2022.6.14	-	-	-	-	-	-	-	-	Bachelor, Department of Telecommunications Engineering, National Chiao Tung University Master in Electrical Engineering, North Carolina State University, USA Director of ASPIRO (TAIWAN) LTD. President/Partner/Founder of Hsin Yang Management Consulting Co., Ltd.	Chairman of OPTI INTERNATIONAL LIMITED Chairman of ANCHOR MECHATRONICS INC. Director of ASPIRO (TAIWAN) LTD.	-	-	-	-

Job Title	Nationality or place of registration	Name	Gender and age	Date of election	Term of office	Date of first election and job assumption	Shareholding when elected		Current shareholding		Current shareholding of spouse and minor children		Shareholding by nominee arrangement		Main experience (educational background)	Concurrent position held in the Company and other companies	Other managers, directors or supervisors with relationship of spouse or within second degree of kinship			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job Title	Name	Relationship	
Director	R.O.C. (Taiwan)	Huang, Ying-Chun	Male 31~ 40 years old	2025.10.2	3 years	2025.10.2	4,016,553	2.68	6,047,553	4.03	-	-	-	-	Master of Arts in Translation Studies, Cardiff University	Deputy Director of Business Division, and Special Assistant to the Chairman, Ampacs Corporation	Director	Huang, Chang-Ching	Father and daughter	-
Independent Director	R.O.C. (Taiwan)	Huang, Chih-Peng	Male 71~ 80 years old	2025.6.25	3 years	2019.8.12	-	-	-	-	53,000	0.04	-	-	MBA, Georgetown University, USA Representative/Ambassador of Taipei Economic and Cultural Office in Vietnam Director-General of International Trade Administration, Ministry of Economic Affairs	Independent Director of MAI-LIAO POWER	-	-	-	-
Independent Director	R.O.C. (Taiwan)	He, Chun-Hui	Male 61~ 70 years old	2025.6.25	3 years	2019.8.12	-	-	-	-	-	-	-	-	PhD, Department of Economics, University of Pittsburgh, Pennsylvania, USA Director CDIB Capital Group	Independent Director, Taya Electric Wire & Cable Co., Ltd. Director, Ablerex Electronics Co., Ltd. Vice Chairman, CDIB Capital Management Corporation Chairman, CDIB Capital Healthcare Ventures Limited. Chairman and General Manager, CDIB Venture Capital Corporation.	-	-	-	-

Job Title	Nationality or place of registration	Name	Gender and age	Date of election	Term of office	Date of first election and job assumption	Shareholding when elected		Current shareholding		Current shareholding of spouse and minor children		Shareholding by nominee arrangement		Main experience (educational background)	Concurrent position held in the Company and other companies	Other managers, directors or supervisors with relationship of spouse or within second degree of kinship			Remarks
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job Title	Name	Relationship	
Independent Director	R.O.C. (Taiwan)	Cheng, Kai	Male 71~ 80 years old	2025.6.25	3 years	2019.8.12	-	-	-	-	-	-	-	-	Graduate Institute of Accounting, Long Island University, USA CPA in New York City, USA CFO of Standard Chartered Bank CFO of Far EasTone Telecommunications Co., Ltd. Senior Vice President/ CFO of PROSPECT HOSPITALITY CO., LTD.	-	-	-	-	-
Independent Director	R.O.C. (Taiwan)	Chen, Chien-Hung	Male 51~ 60 years old	2025.6.25	3 years	2022.6.14	-	-	-	-	-	-	-	-	Bachelor, Department of Law, National Chung Hsing University Master of Law, Soochow University Ph.D., China University of Political Science and Law	Independent Director of Ability Enterprise Co., Ltd.	-	-	-	-

Note 1: It refers to shares of AMPACS CORPORATION held by “Changan Investment Co., Ltd.” and “Longan Investment Co., Ltd.” are 100% invested by GAINWIDE GLOBAL LTD, an offshore company with 100% of equity held by the individual Huang, Chang-Ching.

Note 2: The Chairman and the President of the Company are the same person, and to improve the operating efficiency and decision-making capability, the Company has further elected eleven directors (including four independent directors), and a majority of the directors do not concurrently serve as employees concurrently.

2. Major shareholders of corporate shareholders: The directors of the Company are not representatives of corporate shareholders; therefore, this is not applicable.
3. Major shareholders of institutional shareholders as the major shareholders: Not applicable.
4. Disclosure of professional qualification of directors and independence of independent directors

April 27, 2025

Qualification / Name	Professional Qualification and Experience	Independence Status	Number of companies for adjunct independent directors of other public offering companies
Huang, Chang-Ching (Director)	For the professional qualifications and experience of the directors, please refer to the "I.(I)Director Information" (pages 3) of this Annual Report. All Directors are not subject to any conditions specified in Article 30 of the Company Act (Note 1).	Non-independent director	-
Hsu, Ming-Jen (Director)			1
Lin, Yu-Feng (Director)			-
Frederick Romano (Director)			-
Chen, Chin-Fu (Director)			-
Hsu, Ming-Chuan (Director)			-
Huang, Ying-Chun (Director)			-
Huang, Chih-Peng (Independent Director)		All independent directors have complied with relevant requirements of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” (Note 2).	1
He, Chun-Hui (Independent Director)			1
Cheng, Kai (Independent Director)			-
Chen, Chien-Hung (Independent Director)			1

Note 1: Any of the following circumstances will render the person unfit to be a managerial officer. If the person has been appointed, he/she shall be released from the duty:

1. Having committed an offense as specified in the Organized Crime Prevention Act and subsequently convicted of a crime, and has not started serving the sentence, has not completed serving the sentence, or five years have not elapsed since completion of serving the sentence, expiration of the probation, or pardon;
2. Having been convicted by final and binding judgment of a sentence of imprisonment for a term of more than one year for the crime of fraud, breach of trust, or misappropriation, and has not started serving the sentence, has not completed serving the sentence, or two years have not elapsed since completion of serving the sentence, expiration of the probation or pardon.
3. Having committed an offense as specified in the Anti-Corruption Act and subsequently convicted of a crime, and has not started serving the sentence, has not completed serving the sentence, or two years have not elapsed since completion of serving the sentence, expiration of the probation, or pardon;
4. Having been adjudicated bankrupt or adjudicated to be in liquidation by the court, and has not yet been reinstated for rights and privileges
5. Use of notes that have been rejected and not yet expired
6. Having no ability to act or restrict acts
7. Commencement of assistance has not been revoked.

Note 2: 1. Not a government, juristic person or its representative as defined in Article 27 of the Company Act.

2. Number of other public companies at which the individual concurrently serves as an independent director is not more than three.
3. None of the following conditions exist two years prior to the appointment and during term of office:
   (1) An employees of the Company or its affiliates.
   (2) A director and supervisor of the Company or its affiliates.
   (3) A director, spouse, minor child thereof, or other natural person shareholders who hold more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership.
   (4) A managerial officer listed in (1) or not a spouse, relative within second degree of kinship or direct blood relative within third degree of kinship of personnel listed in (2) and (3).
   (5) A director, supervisor, or employee of any corporate shareholder that: 1. Directly holds 5% or more of the Company's outstanding shares; 2. Is a top-5 shareholder; or 3. Appoints a director representative in the Company according to Article 27 of the Company Act.
   (6) A director, supervisor or employee of other company not controlled by the same parties holding a majority of the number seats of directors of the Company or a majority of shares with voting rights.
   (7) Concurrently acting as the chairman, president. or equivalent role in the Company, or being a director, supervisor, or employee of another company or institution owned by their spouse.
   (8) A director, supervisor, executive officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the Company.
   (9) A professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT$500,000, or a spouse thereof. However, it does not apply to those who serve as members of the Company's Remuneration Committee.

5. Diversity and independence of Board of Directors:

(1) Diversity of Board of Directors:

According to the "Corporate Governance Best Practice Principles" of the Company, the composition of the Board of Directors shall be determined by taking diversity into consideration, and shall establish an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs be formulated and include, without being limited to, the following two general standards:

① Basic requirements and values: Gender, age, nationality, and culture.

② Professional knowledge and skills: business judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market outlook, leadership and decision-making ability.

The current Board of Directors of the Company consists of eleven directors, including two female directors. Although the number of directors of different genders has not yet reached one-third of the total board seats, the Company has complied with the requirement of having at least one director of a different gender. The Company will continue to enhance gender diversity on the Board and has set a long-term goal of achieving at least one-third representation of either gender on the Board.

The specific management objective of diversity policy of the board composition and its implementation status are as follows:

Management goal	Implementation status
The Board members shall include at least one female director	Achieved
Independent directors with term of office not exceeding three terms	Achieved
Satisfy diverse professional knowledge and skills	Achieved

Implementation status of board member diversity policy is as follows:

Diversity core / Name		Basic composition									Professional knowledge and skills							
		Nationality	Gender	Employee status	Age: Under 50 years old	Age: 51-60 years old	Age: 61-70 years old	Age: 71-80 years old	Seniority of Independent Director (Less than 6 years)	Seniority of Independent Director (Less than 3 years)	Operational judgment	Accounting and financial analysis ability	Legal expertise	Business management ability	Leadership and decision making	Crisis handling ability	Knowledge of the industry	International market view
Director	Huang, Chang-Ching	R.O.C. (Taiwan)	Male	✓			✓				✓	✓		✓	✓	✓	✓	✓
	Hsu, Ming-Jen		Male	✓			✓				✓			✓	✓	✓	✓	✓
	Lin, Yu-Feng		Female	✓			✓				✓			✓	✓	✓	✓	✓
	Frederick, Romano	USA	Male					✓			✓			✓	✓	✓	✓	✓
	Hsu, Ming-Chuan	USA	Male					✓			✓			✓	✓	✓	✓	✓
	Chen, Chin-Fu	R.O.C. (Taiwan)	Male					✓			✓			✓	✓	✓	✓	✓
	Huang, Ying-Chun		Female	✓	✓						✓			✓	✓	✓	✓	✓
Independent Director	Huang, Chih-Peng		Male					✓	✓		✓			✓	✓	✓	✓	✓
	He, Chun-Hui		Male				✓		✓		✓			✓	✓	✓	✓	✓
	Cheng, Kai		Male					✓	✓		✓	✓		✓	✓	✓	✓	✓
	Chen, Chien-Hung		Male			✓				✓	✓		✓	✓	✓	✓	✓	✓

(2) Independence of Board of Directors

The current Board of Directors of the Company consists of 11 members, including 4 independent directors and 4 directors with employee status, representing 36% and 36% of the total board seats, respectively. As of the end of 2025, all independent directors complied with the independence requirements stipulated by the Securities and Futures Bureau of the Financial Supervisory Commission. In addition, none of the directors or independent directors were subject to the circumstances specified in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act, demonstrating the independence of the Company's Board of Directors (please refer to the "Professional Qualifications of Directors and Independence Information of Independent Directors" section of this Annual Report). The directors possess diverse educational backgrounds, genders, and professional experiences (please refer to the "Information of Directors" section of this Annual Report).

(II) Information on Presidents, Vice Presidents, Assistant Managers, and Heads of Departments and Branches

April 26, 2026; Unit: shares; %

Job title	Nationality	Name of the person	Gender	Date of job assumption	Shareholding		Shareholding of spouse or minor children		Shareholding by nominee arrangement		Main experience (educational background)	Current adjunct positions at other companies	Managerial officers with relationship of spouse or within second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job Title	Name	Relationship	
President	R.O.C. (Taiwan)	Huang, Chang-Ching	Male	2017.05.15	15,671,900	10.45	3,889,575	2.59	23,588,873 (Note 1)	15.73	Graduate Institute of Chemical Engineering, National Tsing Hua University High-performance Engineering Plastic Research Laboratories, Industrial Technology Research Institute	Director of Tech. Pioneer, Ltd., Director of Richmake International Limited, Director of Brilliance Investment Co., Ltd., Director of Sunlight Ocean Holding Limited, Director of Fortune Channel Universal Limited, Director of Changan Investment Co., Ltd., Director of Longan Investment Co., Ltd., Director of GAINWIDE GLOBAL LTD., Corporate Director	-	-	-	Note 2
Chief Technology Officer	R.O.C. (Taiwan)	Hsu, Ming-Jen	Male	2020.7.30	244,050	0.16	107,158	0.07	-	-	Department of Electronic Engineering, Chung Yuan Christian University MBA, National Taipei University Software Engineer of Acer Incorporated Vice Chairman of Elitegroup Computer Systems Co., Ltd. Chairman of New Taipei City Computer Association Chairman of Taiwan Telematics Industry Association	Independent Director, Hauman Technologies Corp. Director, Wincomn Corporation Director, Kinggem International Technology Inc. Chairman, Xutong Energy Development Co., Ltd. Director, Iwant-In.Net Incorporation Director, Children's Education Development Co., Ltd. Director, Anchor Mechatronics INC. Chairman, Mingren Investment Holdings Co., Ltd. Director, Honya Medical Co., Ltd. Dircetor, Bridgewell Incorporated Director, 3e Yamaichi Electronics Co., Ltd. Director, Unicon Optical Co., Ltd.	-	-	-	-
Vice President	R.O.C. (Taiwan)	Lin, Yu-Feng	Female	2016.12.01	1,498,000	1.00	-	-	-	-	Master of Science (Computer Science), University of Alabama at Birmingham Director of Advanced Electronics Business Division, TATUNG COMPANY Software Development Engineer of Choice Care Long Island	None	-	-	-	-

Job title	Nationality	Name of the person	Gender	Date of job assumption	Shareholding		Shareholding of spouse or minor children		Shareholding by nominee arrangement		Main experience (educational background)	Current adjunct positions at other companies	Managerial officers with relationship of spouse or within second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job Title	Name	Relationship	
Corporate Governance Officer, Assistant Vice President of Finance and Accounting Division	R.O.C. (Taiwan)	Lin, Jen-Chieh	Male	2017.06.07	344,580	0.23	100,656	0.07	-	-	Master of Accounting, National Taipei University Specialist of Accounting Department, USI CORPORATION	Corporate Representative Director of Modern Pioneer (Kunshan) Co., Ltd.	-	-	-	-
President of Ampacs International Company Limited	R.O.C. (Taiwan)	He, Yung-Tang	Male	2024.9.12	429,983	0.29	-	-	-	-	Department of Nutrition, Central Taiwan University of Science and Technology	Executive Director of Dong Guan Yi Zhuo Electronics Co., Ltd.; Executive Director of Dong Guan Han Lei Electronics Co., Ltd.;	-	-	-	-

Note 1: It refers to shares of AMPACS CORPORATION held by “Changan Investment Co., Ltd.” and “Longan Investment Co., Ltd.” are 100% invested by GAINWIDE GLOBAL LTD, an offshore company with 100% of equity held by the individual Huang, Chang-Ching.

Note 2: The Chairman and the President of the Company are the same person, and to improve the operating efficiency and decision-making capability, the Company has further elected eleven directors (including four independent directors), and a majority of the directors do not concurrently serve as employees concurrently.

II. Remuneration Paid to Directors, Presidents and Vice Presidents in the Most Recent Year

1. Remuneration Paid Directors(Including Independent Directors) in the Most Recent Fiscal Year

2025: Unit: NT$ thousand

Job Title	Name	Remuneration of directors								Total of four items of A+B+C+D as a percentage of net income after tax		Remuneration received for serving as an employee concurrently								Total of seven items of A+B+C+D+E+F+G as a percentage of net income after tax (%)		Remuneration from investees other than subsidiaries or from the parent company
		Compensation (A) (Note 1)		Severance pay and pension (B)		Remuneration of directors (C) (Note 2)		Fees for services rendered (D)				Salary, bonus and special allowance (E) (Note 3)		Severance and pension (F)		Remuneration of employees (G)						
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
																Cash amount	Stock amount	Cash amount	Stock amount			
Chairman	Huang, Chang-Ching	600	600	-	-	104	104	-	-	704 0.67%	704 0.67%	1,940	1,940	–	–	-	-	-	-	2,644 2.52%	2,644 2.52%	-
Vice Chairman	Hsu, Ming-Jen	600	600	-	-	104	104	-	-	704 0.67%	704 0.67%	3,589	3,589	108	108	-	-	-	-	4,401 4.2%	4,401 4.2%	-
Director	Lin, Yu-Feng	600	600	-	-	104	104	-	-	704 0.67%	704 0.67%	5,404	5,404	108	108	-	-	-	-	6,216 5.93%	6,216 5.93%	-
Director	Frederick Romano	600	600	-	-	104	104	-	-	704 0.67%	704 0.67%	–	–	–	–	-	-	-	-	704 0.67%	704 0.67%	-
Director	Hsu, Ming-Chuan	600	600	-	-	104	104	-	-	704 0.67%	704 0.67%	–	–	–	–	-	-	-	-	704 0.67%	704 0.67%	-
Director	Chen, Chin-Fu	600	600	-	-	104	104	-	-	704 0.67%	704 0.67%	–	–	–	–	-	-	-	-	704 0.67%	704 0.67%	-
Director	Huang, Ying-Chun	600	600	-	-	26	26	-	-	126 0.12%	126 0.12%	194	194	12	12	-	-	-	-	332 0.32%	332 0.32%	
Independent Director	Huang, Chih-Peng	600	600	-	-	104	104	-	-	704 0.67%	704 0.67%	-	-	-	-	-	-	-	-	704 0.67%	704 0.67%	-
Independent Director	He, Chun-Hui	600	600	-	-	104	104	-	-	704 0.67%	704 0.67%	-	-	-	-	-	-	-	-	704 0.67%	704 0.67%	-
Independent Director	Cheng, Kai	600	600	-	-	104	104	-	-	704 0.67%	704 0.67%	-	-	-	-	-	-	-	-	704 0.67%	704 0.67%	-
Independent Director	Chen, Chien-Hung	600	600	-	-	383	383	-	-	704 0.67%	704 0.67%	-	-	-	-	-	-	-	-	704 0.67%	704 0.67%	-

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

The Company has established the "Regulations Governing the Remuneration of Directors and managers" to pay remuneration to directors. The Company's independent directors also concurrently serve as the members of the Audit Committee and the Remuneration Committee. In addition to the fixed amount of remuneration, the Company also provides appropriate remuneration of directors based on the Company's operational status, depending on the level of participation and contribution to the Company's operations.

Details of the aforementioned regulations are described as follows:

(1) Compensation: The Company may pay compensations to directors and independent directors performing duties of the Company, regardless whether the Company is operating at a profit or loss.

(2) Severance pay and pension: Except for directors who concurrently serve as employees, the Company does not provide severance pay and pension to directors.

(3) Remuneration of directors: In accordance with Article 19 of the Company's Articles of Incorporation, the amount of remuneration of directors is appropriated based on the profit and is reviewed and approved by the Remuneration Committee, and then submitted to the Board of Directors for resolution and also reported to the shareholders' meeting. The remuneration of individual directors is based on their participation in the Company's operations and their contribution value, and is also reviewed and approved by the Remuneration Committee, followed by submitting to the Board of Directors for resolution before distribution.

(4) Fees for services rendered: The Company does not provide additional transportation, special disbursement and various allowances. Except for directors who currently serve as employees, if they are on business trips due to the Company's operational needs, their travel expenses may be paid and reimbursed in accordance with the Company's Regulations Governing Business Trips.

2. In addition to the disclosure of the table above, , the remuneration collected in by directors of the Company for providing services (such as acting as non-employee consultant of the parent company/companies/investees indicated in the financial report): None

Note 1: Refers to the compensations paid to directors in the most recent year (2025) (including independent directors and members of the Remuneration Committee).

Note 2: Refers to the amount of directors' remuneration appropriated in the most recent year (2025) and approved by the Board of Directors.

Note 3: Refers to any salaries and year-end bonuses received by directors concurrently serving as employees in the most recent year (2025).

Note 4: Refers to the total amount of the various compensations paid to the directors of the Company by all companies (including the Company) included in the consolidated financial statements.

Note 5: Net income refers to the net income after tax of the parent company only financial statements for the most recent year (2025), which was NT$104,866 thousand.

* The content of the compensation disclosed in this table is of different meaning from the income described in the Income Tax Act; therefore, the purpose of this table is for the purpose of information disclosure only and is not for the purpose of taxation.

2. Remuneration of Presidents and Vice Presidents

2025; Unit: NT$ thousand

Job Title	Name	Salary (A)		Severance pay and pension (B)		Bonus and special disbursement (C)		Remuneration of employees (D)				Total of four items of A+B+C+D as a percentage of net income after tax		Remuneration from investees other than subsidiaries or from the parent company
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Huang, Chang-Ching	1,764	1,764	–	–	176	176	-	-	-	-	1,940 1.85%	1,940 1.85%	-
Vice President	Lin, Yu-Feng	3,804	3,804	108	108	1,600	1,600	-	-	-	-	5,512 5.26%	5,512 5.26%	-
President of Ampacs International Company Limited	He, Yung-Tang	1,884	2,964	108	108	646	1,177	-	-	-	-	2,638 2.52%	4,249 4.05%	-

3. Remunerations of Top Five Highest Officers

2025; Unit: NT$ thousand

Job Title	Name	Salary (A)		Severance pay and pension (B)		Bonus and special disbursement (C)		Remuneration of employees (D)				Total of four items of A+B+C+D as a percentage of net income after tax		Remuneration from investees other than subsidiaries or from the parent company
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Huang, Chang-Ching	1,764	1,764	–	–	176	176	-	-	-	-	1,940 1.85%	1,940 1.85%	-
Vice President	Lin, Yu-Feng	3,804	3,804	108	108	1,600	1,600	-	-	-	-	5,512 5.26%	5,512 5.26%	-
Chief Technology Officer	Hsu, Ming-Jen	2,964	2,964	108	108	625	625	-	-	-	-	3,697 3.53%	3,697 3.53%	-
Assistant Vice President of Financial and Accounting Department	Lin, Jen-Chieh	1,688	2,124	106	106	377	486	-	-	-	-	2,172 2.07%	2,716 2.59%	-
President of Ampacs International Company Limited	He, Yung-Tang	1,884	2,964	108	108	646	1,177	-	-	-	-	2,638 2.52%	4,249 4.05%	-

4. Name of Managerial Officers for Distribution of Employees' Remuneration and Distribution Status:

2025; Unit: NT$ thousand

<table>
<tr><th></th><th>Job Title</th><th>Name</th><th>Stock amount</th><th>Cash amount</th><th>Total</th><th>Total as a percentage of net income after tax (%)</th></tr>
<tr><td rowspan="5">Managerial officers</td><td>President</td><td>Huang, Chang-Ching</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td></tr>
<tr><td>Vice President</td><td>Lin, Yu-Feng</td></tr>
<tr><td>Chief Technology Officer</td><td>Hsu, Ming-Jen</td></tr>
<tr><td>Assistant Vice President of Financial and Accounting Department</td><td>Lin, Jen-Chieh</td></tr>
<tr><td>President of Ampacs International Company Limited</td><td>He, Yung-Tang</td></tr>
</table>

Note: It is calculated based on the amount of employee remuneration approved by the Board of Directors on April 23, 2026.

5. Separately compare and describe total remuneration, as a percentage of net income stated in the parent company only financial statements, as paid by the Company and by all companies included in the consolidated financial statements in the most recent two years to directors, supervisors, presidents and vice presidents, 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 the percentage in the most recent two years:

Unit: NT$ thousand

<table>
<tr><th rowspan="3">Job Title</th><th colspan="4">Total remuneration as a percentage of net income (loss) after tax (%)</th></tr>
<tr><th colspan="2">2025</th><th colspan="2">2024</th></tr>
<tr><th>The Company</th><th>All companies included in the consolidated statements</th><th>The Company</th><th>All companies included in the consolidated statements</th></tr>
<tr><td>Director</td><td>17.66</td><td>17.66</td><td>7.34</td><td>7.34</td></tr>
<tr><td>Presidents and Vice Presidents</td><td>9.63</td><td>11.16</td><td>3.17</td><td>3.26</td></tr>
</table>

(2) The Company’s policy, standard and combination for payment of remuneration, establishment of procedure of remuneration, and correlation between the business performance and future risk

A. Directors

The Company’s policy for remuneration of directors is stipulated in the Articles of Incorporation, and reported to the shareholders' meeting. The Company’s Board of Directors is authorized to determine the remuneration of directors for performing job duties of the Company, along with the consideration of the standards adopted by domestic and foreign industries. If the Company makes a profit in a fiscal year, the remuneration shall be distributed in accordance with the Articles of Incorporation.

B. Presidents and Vice Presidents

The remuneration of Presidents and Vice Presidents of the Company includes salaries, bonuses and employee remuneration. The Company's remuneration policy is determined based on the educational background and experience of the Presidents and Vice Presidents, and the salary standard adopted in the same industry. In addition, their responsibilities and contributions at the Company's positions, and the Company's operating results of the year are also evaluated, in order to provide reasonable remuneration capable of reflecting the responsibilities and risks undertaken by the Presidents and Vice Presidents.

III. Corporate Governance Status

(I) Board Meeting Operation Status

(1) The Board of Directors held 9 meetings (A) in 2025. The attendance status of the directors is as follows:

Job Title	Name	Actual number of attendance (B)	Number of attendance by proxy	Actual attendance rate (B/A)	Remarks
Chairman	Huang, Chang-Ching	9	0	100%	Re-elected on June 25, 2025.
Vice Chairman	Hsu, Ming-Jen	8	1	89%	Re-elected on June 25, 2025.
Director	Lin, Yu-Feng	8	1	89%	Re-elected on June 25, 2025.
Director	Frederick Romano	8	1	89%	Re-elected on June 25, 2025.
Director	Chen, Chin-Fu	8	1	89%	Re-elected on June 25, 2025.
Director	Hsu, Ming-Chuan	9	0	100%	Re-elected on June 25, 2025.
Director	Huang, Ying-Chun	2	0	100%	Newly elected through by-election on October 2, 2025.
Independent Director	Huang, Chih-Peng	9	0	100%	Re-elected on June 25, 2025.
Independent Director	He, Chun-Hui	9	0	100%	Re-elected on June 25, 2025.
Independent Director	Cheng, Kai	9	0	100%	Re-elected on June 25, 2025.
Independent Director	Chen, Chien-Hung	8	1	89%	Re-elected on June 25, 2025.

Other matters required to be recorded:

I. If the operation of the Board of Directors has any of the following circumstances, state the date, session number and proposal contents of the Board of Directors' meeting, all independent directors' opinions, and the Company's handling of independent directors' opinions:

(I) Matters specified in Article 14-3 of Securities and Exchange Act: Please refer to pages 70 for details.

(II) Any other resolution(s) passed but with independent directors voicing opposing or qualified opinions on the record or in writing: 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:

(I) Board Meeting on January 16, 2025
The Board discussed the distribution proposal for the 2024 year-end performance bonuses for managerial officers. Directors Huang Chang-Ching, Hsu Ming-Jen, Lin Yu-Feng, and CFO Lin Jen-Chieh abstained from the discussion and voting due to conflicts of interest. The proposal was approved unanimously by the remaining attending directors.

(II)Board Meeting on April 24, 2025

The Board discussed the distribution proposal for the 2024 employee compensation for managerial officers. Directors Huang Chang-Ching, Hsu Ming-Jen, Lin Yu-Feng, and CFO Lin Jen-Chieh abstained from the discussion and voting due to conflicts of interest. The proposal was approved unanimously by the remaining attending directors.

(III)Board Meeting on November 13, 2025

The Board discussed the proposal for the first distribution of 2025 performance bonuses for managerial officers. Directors Huang Chang-Ching, Hsu Ming-Jen, Lin Yu-Feng, and CFO Lin Jen-Chieh abstained from the discussion and voting due to conflicts of interest. The proposal was approved unanimously by the remaining attending directors.

III. Public company shall disclose the information on the evaluation cycle and period, evaluation scope, method and evaluation content, etc. of the self-evaluation (or peer evaluation) of the board of directors, and the board evaluation execution status shall be described.

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method	Evaluation content
Once annually	2025.1.1~ 2025.12.31	Board of Directors, individual Board members, Remuneration Committee, and Audit Committee	Performance evaluation of the entirety of Board of Directors, individual directors, and functional committees	I. Entirety of board of directors Evaluation items: Five main aspects of participation level in company’s operation, increase of decision making quality of board of directors, composition and structure of the board of directors, election and continuing education of directors, and internal control. II. Individual board members: Evaluation items: Six main aspects of understanding of the objectives and missions of the Company, director responsibilities and authorities, level of participation in the operation of the Company, internal relationship management and communication, expertise and continuing education of director, and internal control. III. Functional committees: 1. Audit Committee Evaluation items: Five main aspects of participation in the company's operations, awareness of functional committee responsibilities, improvement of functional committee decision-making quality, composition and selection of functional committee members, and internal control. 2. Remuneration Committee Evaluation items: Four main aspects of participation in the Company's operations, awareness of the duties of the functional committees, improvement of the quality of decision making by the functional committees, formation and composition of the functional committees, and election of its

				members.
Once every three years	2023.10.1~ 2024.9.30	Board of Directors and various functional committees	Evaluation by external institutions	Eight aspects of the composition, guidance, authorization, supervision, communication and self-discipline of the Board of Directors, and internal control and risk management.

(I) Internal evaluation

The Company has completed the 2025 Board of Directors' self-evaluation, and the evaluation result has been submitted to the second Board of Directors' meeting in 2026.

(II) External evaluation

In 2024, the Company commissioned the external organization, "Taiwan Corporate Governance Association" to evaluate the performance of the Board of Directors for the period from October 1, 2023 to September 30, 2024. The board performance evaluation team of the Association is composed of independent and experienced executive members and specialists and adopts the eight main inspection aspects along with reference to the Company's open questionnaires, in order to provide various information (the minutes of Board of Directors' meetings and functional committees' meetings held during the evaluation period) and public information. Furthermore, the evaluation team also interviews the relevant members in person. Through the data review, on-site communication and interaction observation results of the evaluation team, the evaluation then summarizes and provides overall conclusion and recommendations as follows, in order to be used as the reference for the subsequent planning, establishment and strengthening of the functions of the Board of Directors. The following is a summary of the institution's overall conclusion and recommendations. The Company's results and improvement plans were reported during the Board of Directors’ meeting on 2025.1.16.

Item	Evaluation report recommendation	Measures adopted by the Company
1	The Board of Directors of your company has planned ahead of the matters related to sustainable management. The Sustainable Development Committee has been established in August 2023 and engaged in industry-academia collaboration with the National Chung Hsing University to implement ESG related work in stages from the headquarters to overseas subsidiaries. In order to ensure that the Sustainable Development Committee meets the attributes of the functional committee of the Board of Directors, and to be consistent with the organization's annual report and the organization chart disclosed on the website, it is recommended that the Company may include independent directors as members of the Sustainable Development Committee.	In the future, independent directors will be invited to become members of the Sustainable Development Committee depending on the actual needs.
2	The performance evaluation of the internal audit officer of the Company is currently handled by the Chairman. It is recommended that for the performance evaluation of the internal	The performance evaluation of the internal audit officer is eventually conducted by the Chairman, and it is recommended that the opinions of the Audit Committee can be considered in advance, in order to complete the

	audit officer of the Company, the Chairman may take into account the opinions of the Audit Committee appropriately before the evaluation, in order to strengthen the function of the Audit Committee in supervising internal audits.	performance evaluation of the internal audit officer.
3	Your company has established the "Regulations for Implementation of Whistleblowing System", and the report filing contact information and email has been disclosed on the website; however, the whistleblowing system shall emphasize the establishment of a direct communication channel with the independent directors. Accordingly, it is recommended that your company may set up a reporting mailbox that can be received by the independent directors (or the Audit Committee) simultaneously, in order to further strengthen the function of the whistleblowing system.	A reporting email has been set up for independent directors to receive report cases.
4	According to the "Regulations Governing the Board Performance Evaluation and the Functional Committees", the Company conducts the internal performance evaluation of the Board of Directors on the directors annually. However, the current questionnaire is based on the four-level scoring method (strongly agree, agree, disagree, and strongly disagree). It is recommended that the Company may further expand the score levels (e.g. 1~5 point intervals) and the directors are encouraged to actively express their opinions, such that the Board of Directors' performance evaluation results can be further identified in greater detail to appropriately reflect the guidance and supervision quality of the Board of Directors, functional committees and individual directors, thereby facilitating the evaluation communication, review and improvement.	The Company has been expand the score levels (e.g. 1~5 point intervals) and also encourage directors to actively express their opinions, such that the results of the performance evaluation of the Board of Directors can be further identified.

IV. Goals (such as establishment of Audit Committee, improvement of information transparency. etc.) for establishment of and execution status evaluation on the enhancement of functions of the board of directors for the current year and the most recent year: The Company has voluntarily established functional committees, such as the Remuneration Committee and the Audit Committee to replace the supervisors' functions, in order to strengthen corporate governance, to strengthen the independence and functions of directors, and to improve the performance of the Board of Directors. Accordingly, the implementation is considered proper.

(II) Audit Committee Implementation Status:

1. Operation focus:

The Audit Committee of the Company consists of four independent directors, and its operation is mainly to assist the Board to supervise the appropriate presentation of the Company's financial statements, appointment (discharge) of CPA and independence as well as performance, effective implementation of company's internal control, company's compliance with relevant laws and regulations, and control of company's existing or potential risks.

The focus of the review for 2025 is as follows:

(1) Review of financial statements.

(2) Review of the effectiveness of the internal control system.

(3) Audit plan.

(4) Major loaning of funds, provision of endorsement and guarantees.

(5) Major asset acquisition transactions.

(6) Appointment of CPAs.

(7) Management procedures for endorsements/guarantees.

(8) Amendment to the internal control system.

2. Audit Committee Implementation Status

The Audit Committee held 8 meetings (A) in 2025. The attendance status of independent directors is as follows:

Job title	Name of the person	Actual number of attendance (B)	Number of attendance by proxy	Actual attendance rate [B/A]	Remarks
Independent Director	Huang, Chih-Peng	8	0	100%	Re-elected on June 25, 2025.
Independent Director	He, Chun-Hui	8	0	100%	Re-elected on June 25, 2025.
Independent Director	Cheng, Kai	8	0	100%	Re-elected on June 25, 2025.
Independent Director	Chen, Chien-Hung	8	0	100%	Re-elected on June 25, 2025.

Other matters required to be recorded:

I. Where the operation of Audit Committee is subject to one of the following, the board meeting date, session, proposal content, dissenting opinion of independent directors, reserved opinions or major recommendation item content, resolution result of the Audit Committee meeting and the Company's handling with respect to the opinions of the Audit Committee:

(I) Matters specified in Article 14-5 of the Securities and Exchange Act: Please

see Note 1 for details. (II) Except for the aforementioned matter, other resolutions not approved by the Audit Committee but had the consent of more than two-thirds of all directors: None. II. For the recusal of an independent director from a proposal due to conflict of interest, the name of the independent director, the content of the proposal, the reason for recusal, and its participation in voting shall be stated: None. III. The communications between the independent directors, the internal auditors, and the independent auditors are listed in the table below (shall include major events, methods and results et. communicated in relation to the company's financial and business status): (I) The Company's internal audit officer provides the audit report to the independent directors every month, and contacts and communicates with the independent directors via telephone, mails and text messages when it is considered necessary. The independent directors have no objections to the 2025 audit operation implementation result. (II) The Company's internal audit officer attends the Board of Directors' meeting and the Audit Committee meeting, and provides the audit report. The independent directors have no objections to the aforementioned report. (III) The internal audit officer provides the audit plan for the next year approved by the Audit Committee, and also submits the report to the Board of Directors for resolution before the end of the fiscal year. (IV) The effectiveness of the Company's internal control system and the statement of internal control system have been submitted to the Audit Committee for review. (V) The Company's annual financial statements have been approved by more than one-half of all Audit Committee members and submitted to the Board of Directors for resolution. Before the Audit Committee reviews the financial statements, it has already communicated the audit results with the CPAs.

Note 1: Matters specified in Article 14-5 of the Securities and Exchange Act

Date	Agenda Items and Resolutions
2025.1.16 (2nd Term, 22nd Meeting)	- Renewal of credit facility with Taipei Fubon Bank Independent Directors' Opinions: None. Audit Committee Resolution: Approved unanimously by all attending members upon inquiry by the Chairperson. Company's Response to the Audit Committee's Opinions: Submitted to the Board of Directors on January 16, 2025 for resolution and handled in accordance with the Board's resolutions.
2025.3.12 (2nd Term, 23rd Meeting)	- Appointment of attesting CPAs and evaluation of their independence and competence - Establishment of the general principles of the Company's pre-approval policy for non-assurance services - 2024 Business Report and Financial Statements of the Company - Approval of the Company's 2024 Internal Control System Statement

Date	Agenda Items and Resolutions
	- Amendment to the Company's Articles of Incorporation - Application for short-term overdraft and import financing facilities from Hua Nan Commercial Bank, Longjiang Branch - Application for short-term purchase financing facility from Mega International Commercial Bank, Taipei Fuxing Branch - Application for financing facility from Entie Commercial Bank - Application for short-term overdraft and import financing facilities from Shin Kong Commercial Bank - The Company's subsidiary, Ampacs International Company Limited, proposed to apply for a credit facility from Joint Stock Commercial Bank for Foreign Trade of Vietnam - Establishment of a new subsidiary in Japan Independent Directors' Opinions: None. Audit Committee Resolution: Approved unanimously by all attending members upon inquiry by the Chairperson. Company's Response to the Audit Committee's Opinions: Submitted to the Board of Directors on March 12, 2025 for resolution and handled in accordance with the Board's resolutions.
2025.4.24 (2nd Term, 24th Meeting)	- Extension of intercompany loan arrangements among the Company's group subsidiaries - Amendment to the Company's Articles of Incorporation Independent Directors' Opinions: None. Audit Committee Resolution: Approved unanimously by all attending members upon inquiry by the Chairperson. Company's Response to the Audit Committee's Opinions: Submitted to the Board of Directors on April 24, 2025 for resolution and handled in accordance with the Board's resolutions.
2025.5.14 (2nd Term, 25th Meeting)	- The Company's consolidated financial report for the first quarter of 2025 - 2024 earnings distribution proposal - Proposal for cash distribution from capital surplus - Establishment of the ex-dividend record date for cash dividends and cash distribution from capital surplus - Application for financing facility from DBS Bank (Taiwan) - Application for medium-term, operating, and purchase financing facilities from Chang Hwa Commercial Bank, Taipei Branch - Application for financing facility from Taichung Commercial Bank - Application for financing facility from Taishin International Bank - Credit facility proposal with International Bills Finance Corporation - The Company's subsidiary, Ampacs International Company Limited, proposed to apply for a credit facility from Indovina Bank Ltd. Independent Directors' Opinions: None. Audit Committee Resolution: Approved unanimously by all attending members upon inquiry by the Chairperson. Company's Response to the Audit Committee's Opinions: Submitted to the Board of Directors on May 14, 2025 for resolution and handled in accordance with the Board's resolutions.
2025.7.9 (3rd Term, 1st Meeting)	- Establishment of a new Taiwan subsidiary Independent Directors' Opinions: None.

Date	Agenda Items and Resolutions
	Audit Committee Resolution: Approved unanimously by all attending members upon inquiry by the Chairperson. Company's Response to the Audit Committee's Opinions: Submitted to the Board of Directors on July 9, 2025 for resolution and handled in accordance with the Board's resolutions.
2025.8.13 (3rd Term, 2nd Meeting)	- The Company's consolidated financial report for the second quarter of 2025 - Renewal of credit facility with CTBC Bank - Renewal of credit facility with Bank SinoPac - Application for credit facility from E.SUN Bank - Renewal of financing facility with Bank of Taiwan, New Yonghe Branch - The Company's subsidiary, Ampacs International Company Limited, proposed to apply for a credit facility from Hua Nan Commercial Bank, Ho Chi Minh City Branch Independent Directors' Opinions: None. Audit Committee Resolution: Approved unanimously by all attending members upon inquiry by the Chairperson. Company's Response to the Audit Committee's Opinions: Submitted to the Board of Directors on August 13, 2025 for resolution and handled in accordance with the Board's resolutions.
2025.11.13 (3rd Term, 3rd Meeting)	- The Company's consolidated financial report for the third quarter of 2025 - Renewal of financing facility with Cathay United Bank - Credit facility proposal with Taiwan Cooperative Bills Finance Corporation - The Company's subsidiary, Ampacs International Company Limited, proposed to apply for a credit facility from First Commercial Bank, Ho Chi Minh City Branch Independent Directors' Opinions: None. Audit Committee Resolution: Approved unanimously by all attending members upon inquiry by the Chairperson. Company's Response to the Audit Committee's Opinions: Submitted to the Board of Directors on November 13, 2025 for resolution and handled in accordance with the Board's resolutions.
2025.12.18 (3rd Term, 4th Meeting)	- 2026 Internal Audit Plan of the Company - 2026 Business Plan and Budget of the Company - Scope of "Entry-level Employees" of the Company - Amendments to the Internal Control System Independent Directors' Opinions: None. Audit Committee Resolution: Approved unanimously by all attending members upon inquiry by the Chairperson. Company's Response to the Audit Committee's Opinions: Submitted to the Board of Directors on December 18, 2025 for resolution and handled in accordance with the Board's resolutions

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

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
I. Has the company established and disclosed its rules of corporate governance in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	✓		The Company has established the "Corporate Governance Best Practice Principles" in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and has disclosed it on the MOPS and the Company's website.	No significant difference.
II. Company's shareholding structure and shareholders' equity (I) Has the Company established the internal procedures for handling shareholders' proposals, doubts, disputes, and litigation matters; in addition, have the procedures implemented accordingly? (II) Is the Company constantly informed of the identities of its major shareholders and the ultimate controller? (III) Has the company established and implemented risk management practices and firewalls for companies it is affiliated with?	 ✓ ✓ ✓		(I) To protect the rights and interests of shareholders, the Company has appointed spokesperson and deputy spokespersons, and has maintained contact with the public through the MOPS. The Company has designated personnel to handle shareholders' recommendations, queries and disputes. (II) The Company has established a list of major shareholders to properly maintain the list of major shareholders with larger shareholding percentages and ultimate controllers of major shareholders, and also regularly reports and discloses the information of major shareholders in accordance with the laws and regulations. (III) The Company has established the "Regulations Governing the Management of Financial and Business Matters of the Group, Specific Company and Related	No significant difference.

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
			Parties" and the "Regulations Governing Acquisition or Disposal of Assets" to clearly distinguish the management objectives and responsibilities between personnel, assets and finance between the Company and its affiliates, in order to effectively evaluate risks and to establish appropriate firewalls.	
(IV) Has the company established internal policies that prevent insiders from trading securities against non-public information?	✓		(IV) In order to maintain the fairness of the securities trading market, the Company has established the "Regulations Governing Prevention of Insider Trading" in accordance with the relevant regulations of the competent authority, and has also advocated relevant regulations prohibiting insider trading, in order to property inform and to ensure that insiders strictly comply with the prevention of insider trading.	
III. Composition and Responsibility of Board of Directors				No significant difference.
(I) Has the board of directors established diversity policy, specific management goal and has executed properly?	✓		(I) The Company's "Corporate Governance Best Practice Principles" clearly specify the diversity policy for the Board of Directors, and the current Board members are also equipped with the professional skills and experience related to business operations.	
(II) Apart from the Remuneration Committee and Audit Committee, has the Company assembled other functional committees at its own discretion?	✓		(II) The Company has established the Audit Committee and the Remuneration Committee on August 21, 2019 and September 9, 2019, respectively. Other functional committees will be established depending on the	

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
(III) Has the Company established a set of policies and evaluation method to evaluate the Board's performance? Is performance evaluated regularly at least on an annual basis? Is the result of the performance evaluation submitted to the Board of Directors, and is used as reference in determining remuneration for individual directors, their nomination and consecutive term of office?	✓		Company's operational needs in the future. (III) The Company regularly records and tracks the attendance rate and hours of continuing education of directors annually, and the results of the 2025 Board of Directors' performance evaluation have been reported to the Board of Directors on March 12, 2026, which will be used as the reference for determining the remuneration of individual directors and nomination for consecutive term of office.	
(IV) Does the Company assess the independence of Certified Public Accountant (CPA) on a regular basis?	✓		(IV) 1. In accordance with Article 29, Paragraph 5 of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and the Company's Audit Committee Charter, the Company evaluates the independence and competence of the CPAs annually in accordance with the Norm of Professional Ethics for Certified Public Accountants No. 10 "Integrity, Objectivity and Independence" and the Auditing Quality Index (AQIs). 2. The Company's Audit Committee evaluates the independence and competence of the retained CPAs annually. In addition to requesting the CPAs to provide "Declaration of Independence" and "Audit Quality Indicators (AQIs)", the Audit Committee also evaluates the independence of the CPAs in accordance with the	

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">Implementation status</th><th rowspan="2">Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>standards of independence for CPAs. The evaluation results of the most recent year have been discussed and approved by the Audit Committee on March 12, 2026, and have also been submitted to the Board of Directors for approval on the independence and competence evaluation of the CPAs on the same day.

<table>
<tr><th>Evaluation item</th><th>Evaluation result</th><th>Whether the independence criteria are satisfied</th></tr>
<tr><td>1. Whether the accountant has direct or material indirect financial interest relationship with the Company.</td><td>No</td><td>Yes</td></tr>
<tr><td>2. Whether the CPA engages in financing or guarantee actions with the Company or directors of the Company.</td><td>No</td><td>Yes</td></tr>
<tr><td>3. Whether the accountant has close business relationship and potential employment relationship with the Company.</td><td>No</td><td>Yes</td></tr>
<tr><td>4. Whether the CPA and the audit team member presently assumes the position of director, manager or duties having material impact on the audit case presently or in the last two</td><td>No</td><td>Yes</td></tr>
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<tr><th rowspan="2">Evaluation item</th><th colspan="3">Implementation status</th><th rowspan="2">Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td><table>
<tr><td>year.</td><td></td><td></td></tr>
<tr><td>5. Whether the CPA provides non-audit services to the Company that may directly affect the audit work.</td><td>No</td><td>Yes</td></tr>
<tr><td>6. Whether the CPA acts as broker for the stocks or other securities issued by the Company.</td><td>No</td><td>Yes</td></tr>
<tr><td>7. Whether the CPA acts as the defender for the Company or represents the Company to negotiate conflicts with other third party.</td><td>No</td><td>Yes</td></tr>
<tr><td>8. Whether the CPA is in kinship with service directors, managers or personnel handling duties having material impact on the audit case.</td><td>No</td><td>Yes</td></tr>
</table></td><td></td></tr>
<tr><td>IV. Has the publicly listed company designated a department or personnel that specializes (or is involved) in corporate governance affairs (including but not limited to providing directors/supervisors with the information needed to perform their duties, convention of board meetings and shareholders’ meetings, company registration and changes,</td><td>✓</td><td></td><td>The Board of Directors of the Company has approved the establishment of the position of Corporate Governance Officer on April 27, 2023, to be responsible for the implementation and promotion of corporate governance affairs, to protect the rights and interests of shareholders, to strengthen the functions of the Board of Directors, to respect the rights and interests of stakeholders, and to improve</td><td>No significant difference.</td></tr>
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Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
preparation of board meeting and shareholders' meeting minutes etc.)?			information transparency. Relevant duties and affairs of the Corporate Governance Officer: I. Handling matters relating to Board meetings and shareholders meetings according to laws. II. Preparing minutes of Board meetings and shareholders meetings. III. Assisting in on-boarding and continuous development of directors. IV. Furnishing information required for business execution by directors. V. Assisting directors with legal compliance. VI. Reporting to the Board of Directors the results of his/her review of whether the qualifications of independent directors comply with relevant laws and regulations at the time of their nomination, election, and during their term of office. VII. Handling of matters relating to director changes. VIII. Other matters specified by the Articles of Incorporation or by contract.	
V. Has the Company provided proper communication channels and created dedicated sections on its website to address corporate social responsibility issues that are of significant concern to stakeholders	✓		The Company has established the spokesperson and deputy spokesperson to serve as the communication channel with the public, and the Company also uploads the Company's information to the MOPS as required by regulations, in order to allow stakeholders to have sufficient information to	No significant difference.

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
(including but not limited to shareholders, employees, customers and suppliers)?			determine and maintain their rights and interests. The Company's website has been established with the stakeholder section, and dedicated personnel are assigned to respond to important corporate social responsibility issues concerned by stakeholders, in order to provide appropriate responses.	
VI. Has the Company commissioned a professional stock agency institution to handle shareholders' meeting affairs?	✓		The Company has appointed the professional stock affairs agency - Stock Affairs Agency Department of CTBC Bank Co., Ltd. to handle the Company's shareholders' meeting and various stock affairs.	No significant difference.
VII. Information Disclosure				No significant difference.
(I) Has the Company established a website that discloses financial, business, and corporate governance-related information?	✓		(I) The Company has set up a website, at http://www.ampacscorp.com/zh.tw/, and relevant departments are requested to disclose the Company's financial and business status and corporate governance status in accordance with the laws.	
(II) Has the Company adopted other means to disclose information (e.g. English website, assignment of specific personnel to collect and disclose corporate information, implementation of a spokesperson system, broadcasting of investor conferences via the company website)?	✓		(II) The Company has established a dedicated unit to be responsible for regularly and irregularly reporting of financial and business information on the MOPS, and for publishing material information in accordance with relevant laws. The Company has also established and reported relevant spokesperson information, and has also announced relevant information during the investor conferences.	
(III) Has the Company made public announce and	✓		(III) All public announcements of the Company are made in	

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
report the annual financial statements within a period of two months after the end of each fiscal year, and has the Company also made announcement and provided report of the first, second and third quarter financial statements as well as the monthly business operation status?			accordance with the laws and regulations.	
VIII. Does the Company have other important information helpful for understanding its corporate governance (including but not limited to employee rights and interests, employee care, investor relations, supplier relationships, stakeholders' rights, directors' and supervisors' continuing education, implementation of risk management policies and risk measurement standards, execution of customer policies, and the Company's purchase of liability insurance for the directors and supervisors)?	✓		(I) Employee rights and care: In addition to applying insurance for employees, the Company has also implemented a pension system and established an Employee Welfare Committee, and labor-management meetings are also convened periodically as the channel for communication between the employer and employees. The Company protects the rights and interests of employees and implements welfare systems in accordance with the law. (II) Investor relations: In order to protect the rights and interests of shareholders, such that the investors can easily understand the Company's operation status, the Company has appointed a spokesperson and a deputy spokesperson to handle the announcement related affairs, and discloses relevant information on the MOPS according to the law. (III) Supplier relations: The Company's business strategy is based on principle of integrity, and the Company keeps promises with suppliers and stakeholders, and is committed to maintaining good interaction and	No significant difference.

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
			cooperation with suppliers and stakeholders. (IV) Stakeholders' rights: The Company maintains good communication channels with employees, customers, and suppliers, and respects and protects the legitimate rights and interests of the stakeholders. (V) Continuing education status of directors: To implement corporate governance, all directors of the Company are equipped with professional background and practical experience in business management. The number of hours of continuing education of directors (including independent directors) of the Company complies with the regulatory requirements. (VI) Implementation status of risk management policy and risk measurement criteria: The Company has established the "Internal Control System" and relevant management measures and regulations in accordance with the laws and regulations, in order to prevent risks. The internal audit unit establishes audit plan based on the risk assessment to review the implementation status of the internal control system. (VII) Implementation of customer policy: The Company's cooperation with customers is handled in accordance with the Company's regulations and contracts signed with customers, in order to protect the rights and interests of both parties. The Company has also designated dedicated person to be responsible for	

Evaluation item	Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
			communicating with customers and handling related issues. (VIII) Status of liability insurance purchased for directors: The Company has taken out liability insurance for directors and managerial officers to protect the rights and interests of shareholders.	
IX. Please provide explanation on the improvement status of the corporate governance evaluation announced by Taiwan Stock Exchange (TWSE) in the most recent year, and provide priority enhancement and measures for matters yet to be improved: (Not applicable for companies not included in the evaluation):	✓		For the items requiring improvement and enhanced improvement in priority according to the 12th Corporate Governance Evaluation Indicators, please refer to Note 1 for details.	No significant difference.

Note 1: Items of improvement and priority enhancements according to the 12th Corporate Governance Evaluation Indicators

Item	Evaluation Indicator	Indicator/Improvement status
Items improved	1.1	Whether the Company reports directors' compensation at the annual shareholders' meeting, including the compensation policy, individual compensation details, and amounts. The Company has complied with the evaluation indicator and received a score in the 12th Corporate Governance Evaluation.
	4.1	Whether the Company has established a dedicated (or concurrent) unit to promote sustainable development, conducted risk assessments on environmental, social, or corporate governance issues related to the Company's operations based on the principle of materiality, formulated relevant risk management policies or strategies, and whether the Board of Directors supervises the implementation of sustainable development, with such information disclosed on the Company's website and in the Annual Report.

Evaluation item			Implementation status			Discrepancies from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
			Yes	No	Summary	
					The Company has complied with the evaluation indicator and received a score in the 12th Corporate Governance Evaluation.	
	Items of enhanced improvement in priority	4.34			Whether the Company has established a Board-level Sustainability Development Committee with no fewer than three members, whose members possess professional knowledge and capabilities in corporate sustainability, with at least one director participating in supervision, and whether the composition, duties, and operation of the committee are disclosed. As certain evaluation criteria have not yet been fully satisfied, the Company will prioritize strengthening this matter.	

(IV) Formation, Responsibilities and Implementation Status of Remuneration Committee:

1. Information of Remuneration Committee Members

2025.12.31

Identity	Qualification / Name	Professional Qualification and Experience	Independence Status	Number of concurrent Remuneration Committee member of other public companies
Independent Director (Convener)	He, Chun-Hui	Please refer to the table of "Disclosure of Professional Qualifications of Directors and Independence of independent Directors" on pages 8.		2
Independent Director	Huang, Chih-Peng			0
Independent Director	Cheng, Kai			None
Independent Director	Chen, Chien-Hung			1

2. Duties of the Remuneration Committee

(1) This Committee shall periodically review the organizational charter of the Compensation Committee and make recommendations for amendments.

(2) Establish and regularly review the performance evaluation criteria, annual and long-term performance goals, and salary and remuneration policies, systems, standards and structures for the Company’s directors and managers.

(3) Regularly evaluate the achievement of performance targets for the Company’s directors and managers and determine the content and amount of their individual remuneration based on the evaluation results obtained in accordance with the performance evaluation criteria.

3. Operation Status of Remuneration Committee

(1) The Company's Remuneration Committee has been established on August 21, 2019, with a total of 4 members.

(2) The term of office for the 3rd term of members: From August 13, 2025 to June 24, 2028. The Remuneration Committee held 4 meetings (A) in 2025. The attendance status of members is as follows:

Job Title	Name	Attendance in Person (B)	Number of attendance by proxy	Actual attendance rate (B/A) (Note)	Remarks
Convener	He, Chun-Hui	4	0	100%	Reappointed on August 13, 2025.
Committee Member	Huang, Chih-Peng	4	0	100%	Reappointed on August 13, 2025.
Committee	Cheng, Kai	4	0	100%	Reappointed on August 13,

Member					2025.
Committee Member	Chen, Chien-Hung	4	0	100%	Reappointed on August 13, 2025.

Other matters required to be recorded:

I. In the event where the Remuneration Committee's proposal is rejected or amended in a board of directors meeting, please describe the date and session of the meeting, details of the agenda, the board's resolution, and how the company had handled the Remuneration Committee's proposals (describe the differences and reasons, if any, should the board of directors approve a solution that was more favorable than the one proposed by the Remuneration Committee): None.

II. 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.

III. Discussion and resolution results of Remuneration Committee and the Company's handling for opinions of committee members:

Date / Session	**Agenda Item**	**Resolution and Opinions of All Members**
Jan. 16, 2025 (2nd Term, 10th Meeting)	1. Distribution proposal for 2024 year-end performance bonuses for managerial officers	Compensation Committee: Approved unanimously by all attending committee members as proposed and submitted to the Board of Directors for resolution. Board of Directors: Approved unanimously by all attending directors upon inquiry by the Chairperson.
Mar. 12, 2025 (2nd Term, 11th Meeting)	1. Distribution proposal for 2024 employee compensation and directors' remuneration	Compensation Committee: Approved unanimously by all attending committee members as proposed and submitted to the Board of Directors for resolution. Board of Directors: Approved by all attending directors upon inquiry by the Chairperson; however, the amount of employee compensation was required to be increased. The detailed amount was to be calculated by the finance department and reported to the Board of Directors.
Apr. 24, 2025 (2nd Term, 12th Meeting)	1. Distribution proposal for 2024 employee compensation and directors' remuneration 2. Distribution proposal for 2024 employee compensation for managerial officers 3. Distribution proposal for 2024 remuneration for directors (excluding independent directors)	Compensation Committee: Approved unanimously by all attending committee members as proposed and submitted to the Board of Directors for resolution. Board of Directors: Approved unanimously by all attending directors upon inquiry by the Chairperson.
Nov. 13, 2025 (3rd Term, 1st Meeting)	1. Discussion on the first distribution proposal for 2025 performance bonuses for managerial officers	Compensation Committee: Approved as proposed by all attending committee members upon inquiry by the Chairperson; however, future bonus distribution proposals should include explanations of performance evaluation criteria and achievement results, and then be submitted to the Board of Directors for resolution. Board of Directors: Approved unanimously by all attending directors upon inquiry by the Chairperson.

(V) Deviation of the Company(s actual promotion of sustainable development execution status from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause thereof

Initiatives	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause
	Yes	No	Summary	
I. Has the Company established the governance structure for promoting the sustainable development, and set up a unit that specializes(or is involved) in the promotion of sustainable development, and does the board of director authorize the senior management for handling such mater, and the supervision status of the board of directors?	✓		The Company has established the Sustainable Development Committee on August 10, 2023. The Chairman, Huang, Chang-Ching, serves as the Committee chairperson, and the Vice Chairman, Hsu, Ming-Jen Hsu, serves as the Chief Sustainability Officer, the Vice President, Lin, Yu-Feng and the Head of Corporate Governance, Lin, Jen-Chieh, serve as the committee members. The Committee is responsible for promoting, planning and communicating the operation of the teams under the Committee, and for establishing mid- and long-term strategic directions and development goals. For ESG topic functional teams, the project responsible persons of all operating departments of the Company are responsible for verifying the implementation of ESG topic with respect to the business and management guidelines and data collection operations. The ESG implementation status is also reported to the Board of Directors annually.	No significant difference

Initiatives	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause
	Yes	No	Summary	
II. Has the Company implemented the risk assessment of environmental, social, and corporate governance issues related to corporate operation, and has the Company established relevant risk management policies or strategies based on the principle of materiality?	✓		When the Company identifies a material topic each year, the Company analyzes the market trend and industrial trend through external observation, and also conducts identification through internal operations such as department head interviews and questionnaires. The responsible unit formulates corresponding management measures according to the type of risks identified in the operation, including business operation, legal compliance, environment, finance and information security risks. In addition, the Company's Board of Directors regularly reviews the effectiveness of its risk management policies and implementation, such that the Board members are able to understand the Company's overall risk management status and to reduce overall operational risks.	No significant difference
III. Environmental Topics (I) Has the Company established environmental policies suitable for the Company's industrial characteristics?	✓		(I) The Company is specialized in the audio and video products, and mainly focuses on the research & development and design of earphones such that the Company has no manufacturing facilities and generates no wastewater and other pollutants to the environment. The Company has maintained excellent image for environmental protection.	No significant difference

Initiatives	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause
	Yes	No	Summary	
(II) Is the Company committed to achieving efficient use of resources, and using renewable materials that produce less impact on the environment?	✓		(II) The Company values environmental, safety and health, actively promotes recycling of resources and implements waste classification, and has assigned dedicated personnel to be responsible for the overall planning of environmental resources.	No significant difference
(III) Has the Company assessed the climate change on the present and future potential risks and opportunities of the corporation, and has the Company adopted relevant responsive actions?	✓		(III) The Company continues to promote energy conservation and paper reduction, promotes saving of water and energy, and also introduces electronic operations in daily operations, in order to reduce paper waste.	No significant difference
(IV) Does the Company statistically analyze the greenhouse gas emission, water usage and waste total weight over the past years, and does the Company establish policies for reduction of greenhouse gas emission, reduction of water usage or other waste management?	✓		(IV) The Company continues to promote the concept of energy saving and carbon reduction to employees, and encourages employees to turn off unnecessary lights, set air conditioning at reasonable temperature, make good use of water resources, sign electronic signatures to reduce paper consumption, and classify waste to reduce waste and increase recycling and reuse. However, the Company has not kept the statistics on greenhouse gas (GHG) emissions, water consumption, and total weight of wastes in the past two years. According to the "Sustainable Development Roadmap for TWSE/TPEx Listed Companies" announced by	No significant difference

Initiatives	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause
	Yes	No	Summary	
			the Financial Supervisory Commission in March 2022, the Company is required to complete the GHG inventory and verification disclosure schedule during the fourth stage (completion of inventory inspection in 2027, and completion of verification in 2029) in accordance with the reference guidelines and relevant regulations specified by the competent authority, in order to continuous control the GHG inventory inspection and verification disclosure schedule completion status. The Company has set the goals for carbon reduction/waste reduction/water reduction, and regularly reviews the achievement status. Please refer to the detailed GHG inventory, water consumption, and waste reduction data in the Sustainability Report of the Company.	

Initiatives	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause
	Yes	No	Summary	
IV. Social Topics (I) Has the Company established related management policies and procedures in accordance with applicable laws and the international human rights conventions?	✓		(I) The Company fulfills its corporate social responsibility, respects and supports the United Nations (UN) Universal Declaration of Human Rights (UDHR), the Responsible Business Initiative (RBA), the International Labor Organization Conventions (ILOC), and relevant local laws and regulations of our business locations. In terms of policies, we clearly declare in our internal measures such as work rules, labor contracts, recruitment and employment management measures, salary management measures, prevention programs for illegal infringement of our duties, and prevention of workplace violence, in order to protect the rights and interests of employees. We also ensure that our colleagues are treated with respect and fairness through human rights awareness. Furthermore, the Company has not been subject to any occurrence of child labor, forced labor, or infringement of human rights.	No significant difference

(II) Has the Company developed and implemented reasonable employee welfare measures (including compensation, leave of absence and other benefits), and appropriately reflected business performance or outcome in employees' compensations?	✓		(II) The Company has formulated and implemented reasonable employee welfare measures, includingremuneration, leave and other benefits. Remuneration policy: 1. The Company does not discriminate against employees based on race, gender, age, or other attributes. Employees receive equal pay and job promotion opportunities, The Company also ensures the principle of fairness externally and internally for job opportunities, salaries and job promotions. The Company values the diversity and equality of the workplace. The number of female employees accounts for 52.7% of the total number of employees of the Company, and the number of female managers and above accounts for 4% of the total number of managers and above of the Company. 2. The "Regulations Governing the Salary Management" and "Regulations Governing the Evaluation and Promotion of Employees" have been established to evaluate reasonable salaries and remunerations. 3. Article 19 of the Articles of Incorporation provides that if the Company has annual profits, no less than 1% of such profits shall be appropriated as employees’ compensation (of which at least 50% shall be distributed to grassroots employees), and no more than 3% shall be appropriated as directors’ remuneration. Such appropriations shall be resolved by the Board of Directors and reported	No significant difference

Initiatives	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause
	Yes	No	Summary	
			to the shareholders' meeting. 4. The distribution of bonus is based on the business performance of the Company along with the consideration of the annual net profit and employee evaluation. The results of the annual performance evaluation are used as the basis for the determination of job promotion, issuance of bonus and remuneration. Leave Policy: In addition to the statutory leave entitlements provided under the Labor Standards Act, the Company offers leave benefits that exceed legal requirements. These include extended days of leave for prenatal check-up accompaniment and paternity leave, as well as paid maternity protection leave for pregnancy-related medical needs. Through these enhanced leave policies, the Company supports employees in achieving a healthy balance between their family responsibilities and work commitments.	
(III) Has the Company provided a safe and healthy work environment for employees, and education on occupational safety and health for employees at regular intervals?	✓		(III) The Company has established the **Safety and Health Work Rules** and related occupational safety and health management systems. These are implemented and managed by occupational safety personnel under the Administration	No significant difference

Initiatives	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause
	Yes	No	Summary	
			Department to continuously provide employees with a safe and healthy working environment. In accordance with applicable laws and regulations, the Company conducts occupational safety and health education and training programs and regularly provides awareness campaigns on fire safety, disaster prevention and evacuation, prevention of workplace violence and unlawful infringement, and mental health, thereby enhancing employees' safety awareness. With respect to employee health care, the Company provides annual health examinations, health check-up discounts for employees' family members, and on-site occupational health services. In addition, health consultations, health education programs, and mental health support are offered to help employees maintain their physical and mental well-being. To further safeguard employees commuting home at night, the Company provides taxi transportation services for employees working overtime beyond a specified evening hour,	

Initiatives	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause
	Yes	No	Summary	
			thereby reducing transportation-related risks during nighttime travel. In terms of fire safety, the Company conducts regular inspections and reporting of fire protection equipment, and organizes disaster prevention and emergency response training courses and drills to enhance employees' emergency response capabilities. No fire incidents occurred during the year. During the current year, the Company recorded one occupational injury case, which resulted from a traffic accident that occurred while an employee was commuting to or from work. The Company has strengthened traffic safety and occupational safety awareness programs and will continue to enhance employees' safety awareness and preventive practices.	

Initiatives	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause
	Yes	No	Summary	
(IV) Has the Company established a plan for the training of effective career development and planning of employees?	✓		(IV) The Company values the career development of employees and has established the Regulations Governing Education and Training. New employees are required to participate in orientation for at least 4 hours, and the content of the orientation includes the welfare system, internal leave regulations, work rules, ethical policies, human rights and gender equality education, as well as information security and occupational safety and health training. In addition to formulating an annual training program based on the Company's development goals, each department also organizes internal and external training programs. Employees can also apply for external training based on their work requirements. The training courses are organized to assist employees to develop different career skills and to improve their professional skills, thereby achieving the Company's operational goals.	No significant difference

Initiatives	Implementation status			Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause
	Yes	No	Summary	
(V) Has the Company complied with laws and international standards with respect to customers' health, safety and privacy, marketing and labeling in all products and services offered, and implemented consumer protection policies and complaint procedures?	✓		(V) The Company's products are manufactured and labeled in compliance with relevant laws and international standards, and qualified for appropriate safety certifications. Based on the concept of professional service, the Company has formulated relevant customer complaint execution guidelines to solve problems encountered by customers swiftly.	No significant difference
(VI) Has the Company established supplier management policy, requested suppliers to comply with relevant regulations with regards to the issues of the environmental protection, occupational safety and health or labor rights etc. and the implementation status thereof?	✓		(VI) The Company has established an evaluation mechanism for suppliers and outsourced contractors. Suppliers are evaluated in accordance with the "Sustainable Development Best Practice Principles" and "Supplier Management Regulations" for various capability requirements. Only those qualifying the evaluation are allowed to engage in business dealings with the Company. The procurement unit also conducts surveys on suppliers, in order to introduce the principle and competence related to sustainability into the entire supply chain, thereby enhancing the sustainable development of the supply chain.	No significant difference

<table>
<tr><th rowspan="2">Initiatives</th><th colspan="3">Implementation status</th><th rowspan="2">Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and cause</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>V. Has the Company stipulated standards or guidelines according to the internationally accepted report, prepared sustainability report and reports for disclosing non-financial information of the Company? Have the aforementioned reports been confirmed or verified by a third-party certification unit?</td><td>✓</td><td></td><td>The Company has prepared the Sustainability Report in accordance with the GRI Standards, SASB, and TCFD, and has obtained the third-party verification.</td><td>No significant difference</td></tr>
<tr><td colspan="5">VI. If the Company has established its own sustainability development principles in accordance with “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies” please describe its current practices and any discrepancies from the Best Practice Principles:
To fulfill corporate social responsibility, to promote economic, environmental and social advancements, and to achieve the goal of sustainable development, the Company has established the Company's Sustainable Development Best Practice Principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" for compliance. The Company adopts a progressive approach to the implementation of corporate ethics, and promotes the Company's sustainable development through enhanced corporate ethical education and training, etc.</td></tr>
<tr><td colspan="5">VII. Other important information to facilitate the understanding of the execution status of promotion of sustainable development:
Please refer to the official website of the Company: https://www.ampacscorp.com/zh-tw/csr/ESG.</td></tr>
</table>

(VI) Climate-related Information of TWSE/TPEx Listed Companies

Risks and opportunities of climate change on the Company, and responsive actions adopted by the Company

Assessment Items	Operational Status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Board of Directors supervises the establishment of the Company's business philosophy (mission and value), management guidelines, strategies and goals, as well as review and improvement of operating results. In view of the time and scope of work related to sustainable development, the Board of Directors has resolved to establish the Sustainable Development Committee, with the Chairman acting as the committee chairperson, responsible for meeting convention and promotion of sustainable development, and the Vice Chairman, Hsu, Ming-Jen, acting as the Chief Sustainability Officer, whose responsibilities include but are not limited to the following: 1. Establishment of a cross-department sustainable project team that is responsible for the policy and implementation of economic, environmental and social topics, and submission of at least one work report to the Board of Directors annually. 2. The GHG inventory inspection of the previous year is initiated during the first half of each year. After the GHG inventory report is prepared, it is sent to a third party for verification, or the results of the GHG inventory are included in the Sustainability Report for verification. 3. The results of the sustainability-related works are summarized during the first half of each year, and the Sustainability Report is prepared, following which third party verification is conducted. 4. Stakeholders' feedback or satisfaction is collected annually, which is then summarized to clarify the material topics concerned by stakeholders, in order to adjust resources accordingly and to optimize the management results with respect to the economic, environmental, and social topics and their impacts, risks and opportunities. 5. Sustainability-related seminars, trainings and sharing activities are organized, in order to develop and enhance the group knowledge of the management team in economic, environmental and social topics. 6. The organization's Sustainability Report is reviewed and approved, in order to ensure that the report has covered all material topics. 7. The identification, assessment and management procedures for climate-related risks are reviewed and integrated them into the overall risk management system of the Company.

Assessment Items	Operational Status
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	(see nested table below)

Risk item	**Changes in customer behavior**	**Increase of raw material cost**
Risk type	Operational risk	Operational risk
Explanation	The risk of the low-carbon product demand of customers may cause impact to the Company's finance, and the cost of research and development and procurement may increase, affecting the overall operation.	The climate change includes the European Union's implementation of carbon tax levied starting in 2023, which may increase the production cost and transportation cost of commodities, causing impact on the Company's operation.
Scope of impact	The Company	The Company
Time of occurrence	Short, medium, and long-term	Short, medium, and long-term
Potential financial impact	Increase of operating costs	Increase of operating costs
Countermeasures	The Company continues to follow the principles of green design and local procurement, and to strive for low-carbon products through the annual carbon reduction projects. In a short term, the Company will establish a greenhouse gas inventory management plan. In a medium and long term, the Company will set up solar power	With regard to the response plan, the Company aims to adopt green energy-saving solutions, to reduce raw material consumption and to strengthen the proportion of localized procurement in the supply chain, in order to reduce the impact of the increase of raw material and transportation costs.

Assessment Items	Operational Status

	facility and will also start the evaluation operation, along with the establishment of the carbon reduction goal in order to achieve the low-carbon product goal by 2030.	

Opportunity Item	**Development of low-carbon manufacturing processes**	**Increasing green awareness**
Opportunity type	Resource efficiency	Resource efficiency
Explanation	Use of highly efficient production process and transportation methods	Use of highly efficient production process and transportation methods
Scope of impact	The Company	The Company
Time of occurrence	Mid- and long-term	Mid- and long-term
Potential financial impact	Increase income and decrease costs	Reduce costs
Countermeasures	The Company follows the principles of green design and local procurement, and to strive for low-carbon products through the annual carbon reduction projects.	The minimum design of the modules is able to reduce the use of raw materials, and strengthens the localization of the supply chain procurement ratio, in order to reduce the impact o increasing costs of raw materials and transportation.

<table>
<tr><th>Assessment Items</th><th>Operational Status</th></tr>
<tr><td></td><td>Note: For the costs of the actions taken for managing risks or opportunities, please refer to the Company's 2025 Sustainability Report, Section 4.1 Product Innovation and Sustainable Products.</td></tr>
<tr><td>3. Describe the impact of extreme climate event and transformation action on the finance.</td><td>
<table>
<tr><th></th><th>Scenario description</th><th>Description of potential financial impact</th></tr>
<tr><td>Extreme climate</td><td>1. Typhoon and flooding events
2. Changes in rainfall patterns and extreme climate changes
3. Rise of sea level</td><td>1. Decrease or interruption of production capability (such as shutdown, transportation difficulties or supply chain interruption)
2. Impact on labor management and planning
3. Current asset offset and early scrap and disposal
4. Increase of operating cost
5. Increase of infrastructure cost (such as facility damage)
6. Increase of insurance premium and difficulty in insurance enrollment for assets located at “high risk” regions</td></tr>
<tr><td>Transformation action</td><td>1. Incentives for supportive energies
2. Participation in the carbon trading market
3. Energy safety and non-concentration transition</td><td>1. Reduce operating costs
2. Reduce the risk of future energy price hikes
3. Reduce GHG emission risks, in order to reduce the sensitivity to changes in the carbon trading price</td></tr>
</table>
</td></tr>
</table>

Assessment Items	Operational Status
	4. Increase available capital (more investors are optimistic about low-emissions manufacturers) 5. Improve corporate reputation
4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	The Chairman's Office is the highest decision-making unit for the Company's risk control, and directly supervises the risk governance structure of each company in the Group. To improve risk assessment and strengthen management functions, the Board of Directors has appointed the Vice Chairman to act as the Chief Sustainability Officer, responsible for identifying and managing the risks of corporate operations, including the physical and transformation risks associated with climate change, and leading the planning of relevant countermeasures. The Vice Chairman leads the team of relevant heads of operations, in order to be responsible for the risk assessment of various plans and projects organized by each responsible department and to provide response guidance. The responsible department is responsible for the actual execution of risk management, analysis, monitoring and prevention of relevant risks related to the department's responsibilities, and ensuring that the risk management mechanism and procedures can be effectively implemented.
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.	Presently, the Company has not yet used scenario analysis to assess the Company’s resilience against climate change risks.
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 transformation	None.

Assessment Items	Operational Status
risk shall be described.	
7. If the internal carbon pricing is used as a planning tool, it is necessary to explain the price establishment basis.	None.
8. If climate-related goal has been set up, it is necessary to describe the information of activity covered, greenhouse gas 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).	The Company upholds the noble goals related to the environmental protection and sustainable life of the general public in terms of protecting our Earth, and the Company also aims to make contribution to environmental protection and energy saving with best effort. Through source reduction and use efficiency improvement, the Company aims to improve ecological benefits with respect to energy saving, waste reduction and GHG reduction, and also takes the challenges to achieve goal of carbon neutrality by 2050. The "Sustainable Development Committee" has been established to supervise relevant processes annually. Furthermore, the plan schedule for GHG emission reduction and annual progress outcome are detailed in Section 9.1-2 below.
9. GHG inventory and inspection assurance status, and reduction goal, strategy and specific action plan.	Please refer to the explanation below.

9. GHG inventory and assurance status of the Company in the most recent two years

9.1 Information on GHG Inventory Inspection

1. The Company's parent company only inventory inspection has been started in 2022.
2. The subsidiaries in the consolidated financial statements has started the inventory inspection in 2023.

The total GHG emissions of the Company and all subsidiaries included in the consolidated financial statements are summarized in the following:

		2024		2025	
		Emissions (tonnes of CO_2e)	Intensity (tonnes of CO_2e/ NT$ million of revenue)	Emissions (tonnes of CO2e)	Intensity (tonnes of CO2e/ NT$ million of revenue)
The Company	Scope 1	12	0.0017	16	0.0029
	Scope 2	40	0.0058	46	0.0083
	Subtotal	52	0.0075	62	0.0112
All subsidiaries included In the consolidated financial statements	Scope 1	955	0.1388	560	0.1011
	Scope 2	22,804	3.3141	18,470	3.3338
	Subtotal	23,759	3.4529	19,030	3.4349
Total		23,811	3.4604	19,092	3.4461

9.1.1 Information on GHG Inventory Inspection

1. The Company's parent company only inventory inspection plans to be started in 2028. 2. The subsidiaries in the consolidated financial statements plans to start the inventory inspection in 2029.

9.2 GHG reduction goal, strategy and specific action plan

The main source of GHG emissions of the Company refers to the externally purchased electricity consumed by the manufacturing process, accounting for more than 60% of the emissions of Scope 1 and Scope 2. In order to reduce indirect emissions, the Company actively promotes energy-saving measures, including the introduction of ISO 5001 energy management, replacement of energy-saving equipment and components, and increase of the use of renewable energy, as the main strategic direction. In 2024, the Company's GHG emission intensity has decreased by 0.73% compared to that in 2023, which is mainly due to the optimized equipment efficiency and related energy management, in order to achieve the expected energy saving and carbon reduction goals. In order to integrate and implement energy-saving and carbon reduction strategies, the Company's Sustainable Development Committee coordinates and plans reduction programs for various departments, and implements a number of specific action plans, and regularly holds meetings to review and to track the implementation progress. The future planning goal is: to reduce GHG emissions by 10% by 2030, and to achieve the long-term commitment of achieving carbon neutrality by 2050.

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

Assessment Items	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
I. Establishment of ethical corporate management policies and plans (I) Has the company established ethical management policies approved by the Board of Directors' meeting and stated in its memorandum or external correspondence about the policies and practices it has to maintain business integrity? Are the Board of Directors and senior management committed in fulfilling this commitment?	✓		(I) The Company has established the "Ethical Corporate Management Best Practice Principles", "Code of Ethical Conduct" and "Procedures for Ethical Management and Guidelines for Conduct" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies", and has explicitly stated the related policies, preventive programs and implementation status of ethical management on the Company's website. The Company has also explicitly stated the corporate culture of ethical management, and regulates all employees to comply with the principles of honesty and integrity as well as government laws and regulations during their performance of the job duties of the Company. Board members and senior management also uphold the business philosophy of integrity.	No significant difference

Assessment Items	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
(II) Has the Company established an evaluation mechanism for the risk of unethical behavior, regularly analyzed and evaluated the business activities with high unethical behavior risk within the business scope, and formulated a plan to prevent unethical behavior accordingly which at least covers the preventive measures for the behaviors in paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	✓		(II) The Company has established the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" to prevent any business activities associated with higher risk of unethical conduct as described in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" or other business activities within the scope of business. The Company has also implemented the disciplinary actions and reporting of any violations found.	No significant difference
(III) Has the Company defined and enforced operating procedures, behavioral guidelines, penalties and grievance systems as part of its preventive measures against dishonest conducts? Are the above measures reviewed and revised on a regular basis?	✓		(III) The Company has established the "Procedures for Ethical Management and Guidelines for Conduct" and the "Code of Ethical Conduct" to specify the operating procedures, guidelines, disciplinary actions for violation and reporting system, and has also implemented accordingly.	No significant difference

Assessment Items	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
II. Implementation of ethical management				
(I) Has the Company evaluated the ethical records of its trading counterparties, and specified the ethical conduct clauses in the contracts signed with its trading counterparties?	✓		(I) Pursuant to the “Ethical Corporate Management Best Practice Principles” and “Procedures for Ethical Management and Guidelines for Conduct”, if any counterparty of any business relationship or partnership is found to be unethical, the relationship should immediately be terminated, and list them as denied counterparties, in order to implement the Company’s ethical management policy properly.	No significant difference
(II) Has the Company set up a dedicated unit under the Board of Directors to promote ethical corporate management, and regularly (at least once a year) report to the Board of Directors its ethical corporate management policy and plan to prevent unethical behavior as well as its supervision of the implementation?	✓		(II) The Company designates the human resource unit of the Management Division to be responsible for promoting corporate ethical management and to coordinate with relevant units to implement the formulation and supervision of policies and execution thereof. The Company is committed to actively implement the policies of corporate ethical management and regularly reports the implementation status to the Board of Directors once annually. The Board of Directors has completed the 2024 ethical management implementation status report on December 18, 2025. Relevant implementation status of 2025 is as follows: 1. Education and training advocacy: To ensure that all	No significant difference

Assessment Items	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
			employees comply with the relevant regulations of ethical management and prevention of insider trading, new employees are required to receive training related to the policies of ethical management and prevention of insider trading on the job onboard date, and all employees are also arranged to receive education and training. The Company organizes education and training on ethical corporate management and prevention of insider trading for current directors, managerial officers and employees at least once annually. 2. Comprehensive reporting mechanism: The Company has established a reporting mailbox as a complaint filing channel for stakeholders, and the reporting channels are also posted on the Company's website. In addition, the reporting process is standardized, in order to protect the legitimate rights and interests of reporters. For reporting items, including anonymous reporting and reporting bearing the name of reporter, with regard to any possible violation of the ethical management, the Company conducts investigation on the reporting contents of people involved and relevant background. The Company also takes appropriate disciplinary actions depending on the severity of the case. The following is a summary of the valid reporting cases accepted in 2025, and no major unethical conduct has occurred.	

Assessment Items	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
			<table><tr><td>Item</td><td>2025</td></tr><tr><td>Independent Director's mailbox (Audit Committee)</td><td>0 case</td></tr><tr><td>Major illegal conducts of employees</td><td>0 case</td></tr><tr><td>Reporting of cases of sexual harassment and illegal infringement at the workplace</td><td>0 case</td></tr></table>	
(III) Has the Company established policies to prevent conflicts of interest, provided appropriate methods for stating one's conflicts of interest, and implemented them appropriately?	✓		(III) The Company has established policies to prevent conflicts of interest in its "Ethical Corporate Management Best Practice Principles", "Code of Ethical Conduct" and "Operational Procedures and Guidelines for Ethical Management", and has provided appropriate channels for reporting and implemented properly.	No significant difference
(IV) Has the Company established effective accounting and internal accounting and control systems for the implementation of ethical corporate management policies, prepared audit plans according to the evaluation results of dishonesty risks, and have they results audited by internal	✓		(IV) In order to ensure the implementation of ethical management, the Company has established an effective accounting system and internal control system along with constant review and revision. The Company's audit unit performs audits in accordance with the annual audit plan, and ensures the effectiveness of the design and implementation of	No significant difference

Assessment Items	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
auditors or CPAs?			the internal control system through self-evaluation operations, as the basis for issuing a statement of internal control system, which is also submitted to the Board of Directors for approval.	
(V) Has the Company provided internal and external training on ethical management regularly?	✓		(V) In order to implementation of the ethical management and prevention of insider trading, the Company organizes regular education and training for all employees. In 2025, the number of employees receiving training was 167 people, and each employee received 0.5 hour of training. Relevant principles and regulations were also announced to all employees. Relevant audio and video files and the ethical corporate management policy statement were also made available in the internal employee system simultaneously for the reference of those who did not attend training on that day. All employees completed the declaration of ethical corporate management policy, and the signing rate was 100%, in order to strengthen the management of ethical corporate management.	No significant difference
III. Implementation status of the Company's reporting system (I) Has the Company established a specific whistle-blowing and reward system, established a channel to facilitate reporting, and assigned appropriate dedicated	✓		(I) The Company has established a reporting mailbox as a complaint filing channel for stakeholders, and the reporting channels are also posted on the Company's website. In addition, the reporting process is	No significant difference

Assessment Items	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
personnel to handle the reported cases?			standardized, in order to protect the legitimate rights and interests of reporters. For reporting items, including anonymous reporting and reporting bearing the name of reporter, with regard to any possible violation of the ethical management, the Company conducts investigation on the reporting contents of people involved and relevant background. The Company also takes appropriate disciplinary actions depending on the severity of the case. In 2025, the Company was not subject to any major employee violations, sexual harassment, or any complaints of illegal workplace violations.	
(II) Has the Company established the standard operating procedures for the investigation of accused matters, follow-up measures after investigation and the relevant confidentiality mechanism?	✓		(II) The Company has established the procedures for handling reporting cases in the "Procedures for Ethical Management and Guidelines for Conduct" and has clearly specified that the identity of the reporter and the reporting content shall be kept confidential.	No significant difference
(III) Has the Company taken measures to protect the whistleblower from improper treatment due to their whistle-blowing?	✓		(III) The Company has established the "Procedures for Ethical Management and Guidelines for Conduct" to specify that relevant personnel handling reporting cases shall declare in writing that they will keep the identity of the reporters and the reporting content confidential, in order to protect reporters from	No significant difference

Assessment Items	Implementation status			Discrepancies from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Summary	
			improper treatment due to the reporting cases.	
IV. Enhancement of information disclosure Does the Company disclose the content and promotion effect of its ethical corporate management best practice principles on its website and MOPS?	✓		The Company discloses the contents and implementation of the Ethical Corporate Management Best Practice Principles on the MOPS and the Company's website, and regularly maintains and updates the same.	No significant difference
V. If the Company has established ethical management principles based on “Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies”, please describe any discrepancy between the principles and their implementation: No major difference.				
VI. Other important information that is helpful in understanding the corporate ethical management operation of the Company? (Such as, the Company has the corporate ethical management best practice principles amended, etc.): When the Company amends the "Ethical Corporate Management Best Practice Principles" or the "Ethical Corporate Management Procedure and Code of Conduct", the amendment proposal is submitted to the Audit Committee and the Board of Directors for discussion first, followed by reporting to the shareholders' meeting, in order to proceed with the announcement and execution thereof.				

(VIII) When the Company has established its corporate governance best practice principles and relevant regulations, the inquiry method thereof shall be disclosed:

For the Company's corporate governance-related rules and regulations, please visit the MOPS.

(IX) Other significant information that will provide a better understanding of the state of the company’s implementation of corporate governance:

The inquiry method is as follows: MOPS (Code: 6743).

(X) Internal control system implementation status

1. Statement of Internal Control: Please visit the MOPS > Single Company > Corporate Governance > Company Regulations/ Internal Control > Statement of Internal Control (https://mops.twse.com.tw/mops/#/web/t06sg20) for inquiry.
2. If the internal control system was reviewed by CPA, the CPA's review report shall be disclosed: None.

(XI) Penalties imposed against the Company and its internal personnel for regulatory violation, or penalties imposed by the Company against its employees for violation of internal control policy in the most recent year up till the publication date of this annual report; if the penalty result may have material impact on the shareholders' equity or stock price, it is necessary to describe the penalty content, areas of weakness and improvement status: None.

(XII) Material resolutions made by the shareholders' meetings and the board meetings during the most recent financial year and up to the printing date of the annual report:

1. Important resolution and execution status of shareholders' meetings

Date	Material Resolutions	Implementation Status
June 25, 2025 Annual Shareholders' Meeting	Adoption of the Company's 2024 Business Report and Financial Statements	Approved as proposed.
	Adoption of the Proposal for Distribution of 2024 Earnings	Approved as proposed. As reported under the reporting items, a cash dividend of NT$0.3 per share was distributed to shareholders. The record date for dividend distribution was August 10, 2025, and the cash dividends were paid on August 29, 2025.
	Proposal for Distribution of Cash from Capital Surplus	Approved as proposed. A cash distribution from capital surplus of NT$1.2 per share was approved. The record date for distribution was August 10, 2025, and the payment was made on August 29, 2025.
	Comprehensive Re-election of Directors (including Independent Directors)	The election results were announced on the Market Observation Post System (MOPS).
October 2, 2025 First Extraordinary Shareholders' Meeting	Proposal for the By-election of One Director	The election results were announced on the Market Observation Post System (MOPS).

2. Important resolutions of the Board of Directors' meetings

Date	Important Resolutions	Matters Referred to in Article 14-3 of the Securities and Exchange Act
2025.1.16	Renewal of credit facility with Taipei Fubon Bank	✓
	Distribution of 2024 year-end performance bonuses for managers	
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
2025.3.12	Appointment of CPA and evaluation of their independence and competence	✓
	Adoption of the general principles for the Company's pre-approval policy for non-assurance services	✓
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
	Distribution of 2024 employees' compensation and directors' remuneration	
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved by all directors present upon inquiry by the Chairperson; however, the amount of employees' compensation shall be increased, and the detailed amount shall be calculated by the finance department and reported to the Board.	
	2024 Business Report and Financial Statements of the Company	✓
	Approval of the 2024 Internal Control System Statement	✓
	Amendment to the Company's Articles of Incorporation	✓
	Application for short-term loan and import financing facilities from Hwa Nan Commercial Bank, Longjiang Branch	✓
	Application for short-term purchasing financing facilities from Mega International Commercial Bank, Taipei Fuxing Branch	✓
	Application for financing facilities from Entie Commercial Bank	✓

Date	Important Resolutions	Matters Referred to in Article 14-3 of the Securities and Exchange Act
	Application for short-term loan and import financing facilities from Shin Kong Bank	✓
	Application for credit facilities by the Company's subsidiary, Ampacs International Company Limited, from The Vietnamese Foreign Trade Joint-Stock Commercial Bank (VCB)	✓
	Establishment of a new subsidiary in Japan	✓
	Comprehensive re-election of directors (including independent directors)	
	Acceptance period, number of seats to be elected, and place for accepting nominations of director candidates (including independent directors)	
	Approval of the list of director candidates (including independent directors) nominated by the Board	
	Removal of non-competition restrictions for newly elected directors (including independent directors)	
	Convening of the 2025 Annual Shareholders' Meeting	
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
2025.4.24	Total amount of 2024 employees' compensation and directors' remuneration	
	Distribution of 2024 managerial employees' compensation	
	Distribution of 2024 remuneration for directors (excluding independent directors)	
	Distribution of 2024 remuneration for independent directors	
	2024 Directors' Compensation Report	
	Extension of intercompany loan arrangements among the Company's group subsidiaries	✓
	Amendment to the Company's Articles of Incorporation	✓
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
2025.5.14	Q1 2025 Consolidated Financial Report of the Company	✓

Date	Important Resolutions	Matters Referred to in Article 14-3 of the Securities and Exchange Act
	2024 earnings distribution proposal	✓
	Proposal for cash distribution from capital surplus	✓
	Establishment of the ex-dividend record date for cash dividends from earnings and capital surplus distribution	✓
	Application for financing facilities from DBS Bank (Taiwan)	✓
	Application for medium-term, operating, and purchasing financing facilities from Chang Hwa Commercial Bank, Taipei Branch	✓
	Application for financing facilities from Taichung Commercial Bank	✓
	Application for financing facilities from Taishin International Bank	✓
	Credit facility from International Bills Finance Corporation	✓
	Application for credit facilities by the Company's subsidiary, Ampacs International Company Limited, from Indovina Bank Ltd. in Vietnam	✓
	Proposal to add agenda items to the 2025 Annual Shareholders' Meeting	
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
2025.6.25	Election of the Chairman and Vice Chairman of the Company	
	Resolution: Approved unanimously by all directors present upon inquiry by the Chairperson to appoint Mr. Huang Chang-Ching as Chairman and Mr. Hsu Ming-Jen as Vice Chairman.	
2025.7.9	Establishment of a new Taiwan subsidiary by the Company	✓
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
2025.8.13	Q2 2025 Consolidated Financial Report of the Company	✓
	Renewal of credit facilities with CTBC Bank	✓
	Renewal of credit facilities with Bank SinoPac	✓

Date	Important Resolutions	Matters Referred to in Article 14-3 of the Securities and Exchange Act
	Application for credit facilities from E.SUN Bank	✓
	Renewal of financing facilities with Bank of Taiwan, New Yonghe Branch	✓
	Application for credit facilities by the Company's subsidiary, Ampacs International Company Limited, from Hwa Nan Commercial Bank, Ho Chi Minh City Branch	✓
	Appointment of members of the 3rd Compensation Committee	
	By-election of one director	
	Approval of the list of director candidates nominated by the Board	
	Convening of the Company's 2025 First Extraordinary Shareholders' Meeting	
	Execution results of the Company's 2024 Sustainability Report	
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
2025.11.13	Q3 2025 Consolidated Financial Report of the Company	✓
	Renewal of financing facilities with Cathay United Bank	✓
	Credit facility from Taiwan Cooperative Bills Finance Corporation	✓
	Application for credit facilities by the Company's subsidiary, Ampacs International Company Limited, from First Commercial Bank, Ho Chi Minh City Branch	✓
	Discussion of the first managerial performance bonus distribution for 2025	
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
2025.12.18	2026 Internal Audit Plan of the Company	✓
	2026 Operating Plan and Budget of the Company	✓
	Scope of "grassroots employees" of the Company	✓
	Amendments to the Internal Control System	✓

Date	Important Resolutions	Matters Referred to in Article 14-3 of the Securities and Exchange Act
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
2026.2.5	Renewal of credit facilities with Taipei Fubon Bank	✓
	Application for short-term purchasing financing facilities from Mega International Commercial Bank, Taipei Fuxing Branch	✓
	Cash capital increase for subsidiary Ampacs International Company Limited in Vietnam	✓
	Distribution of 2025 year-end bonuses for managers	
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
2026.3.12	Appointment of CPA and evaluation of their independence and competence	✓
	Adoption of the general principles for the Company's pre-approval policy for non-assurance services	✓
	Distribution of 2025 employees' compensation and directors' remuneration	
	2025 Business Report and Financial Statements of the Company	✓
	Approval of the 2025 Internal Control System Statement	✓
	Application for short-term loan and import financing facilities from Hwa Nan Commercial Bank, Longjiang Branch	✓
	Application for financing facilities from Entie Commercial Bank	✓
	Credit facility from First Commercial Bank	✓
	Convening of the 2026 Annual Shareholders' Meeting	
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	
2026.4.23	2025 earnings distribution proposal	✓
	Proposal for cash distribution from capital surplus	✓

Date	Important Resolutions	Matters Referred to in Article 14-3 of the Securities and Exchange Act
	Establishment of the ex-dividend record date for cash dividends from earnings and capital surplus distribution	✓
	Appointment of the Company's Chief Audit Executive	✓
	Distribution of 2025 managerial performance bonuses	
	Distribution of 2025 remuneration for directors (excluding independent directors)	
	Distribution of 2025 remuneration for independent directors	
	2025 Directors' Compensation Report	
	Proposal to add agenda items to the 2026 Annual Shareholders' Meeting	
	Independent Directors' Opinions: None. Company's Response to Independent Directors' Opinions: None. Resolution: Approved as proposed without objection from all directors present upon inquiry by the Chairperson.	

(XIII) Documented opinions or declarations made by directors against board resolutions in the most recent year and up to the printing date of the annual report: None

IV. Information on Independent Auditor's Fee

Information on CPAs' Fee

Unit: NT$ thousand

Name of Accounting Firm	Name of CPA	CPA audit period	Audit fees	Non-audit fees (Note)	Total	Remarks
Deloitte Taiwan	Chun-Yu Wang Ming-Hsien Liu	2025/01/01 ~ 2025/12/31	7,098	1,305	8,403	-

Note: Non-audit fees include the master file reports, tax certification, transfer pricing and others.

(I) When the accounting firm is changed and the audit fees paid for the financial year in which the change took place are lower than those paid for the financial year immediately preceding the change, the amount of the audit fees reduced, ratio and the reason shall be disclosed: None.

(II) When the audit fees paid for the current financial year are lower than those paid for the immediately preceding financial year by 10 percent or more, the amount and percentage of and reason for the reduction in audit fees: None.

V. Status of any change of CPAs in the most recent two years and subsequent period: None

VI. The Company's chairman, President and Managers in charge of its finance and accounting operations holding any positions within the independent audit firm or its affiliates in the most recent year, the name, job title and the employment period at the independent audit firm or its affiliates: None.

VII. Any transfer of equity interests and/or pledge of or change in equity interests (during the most recent fiscal year or during the current fiscal year up to the date of publication of the Annual Report) by a Director, Managerial Officer, or shareholder with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the Annual Report:

(I) Changes in equity: The information required to be disclosed has been made available on the Market Observation Post System (MOPS) of the Taiwan Stock Exchange.

For details, please refer to the following sections on the MOPS website:

Share Transfers: https://mops.twse.com.tw/mops/#/web/query6_1

Changes in Share Pledges:

https://mopsov.twse.com.tw/mops/web/STAMAK03_1

(II) Shares Trading with Related Parties:

Name	Reason of equity transfer	Transaction date	Transaction counterparty	Relationship of transaction party with the Company, directors, supervisors and shareholders with shareholding percentage exceeding 10%	Number of shares (shares)	Transaction price (NT$)
Huang, Chang-Ching	Gift	2025.8.13	Huang, Ying-Chun	Father and daughter	(2,000,000)	27.95
Huang, Chang-Ching	Gift	2025.8.13	Huang Hao-Sheng	Father and son	(2,000,000)	27.95
Huang, Chang-Ching	Gift	2025.8.13	Huang Yu-Hsiang	Father and son	(2,000,000)	27.95
Huang, Chang-Ching	Gift	2025.10.15	Huang, Ying-Chun	Father and daughter	(2,000,000)	29.25
Huang, Chang-Ching	Gift	2025.10.15	Huang Hao-Sheng	Father and son	(2,000,000)	29.25
Huang, Chang-	Gift	2025.10.15	Huang	Father and	(2,000,000)	29.25

Name	Reason of equity transfer	Transaction date	Transaction counterparty	Relationship of transaction party with the Company, directors, supervisors and shareholders with shareholding percentage exceeding 10%	Number of shares (shares)	Transaction price (NT$)
Ching			Yu-Hsiang	son		
Huang, Ying-Chun	Gift Received	2025.10.15	Huang, Chang-Ching	Father and daughter	2,000,000	29.25
Lin, Jen-Chieh	Gift	2025.1.21	Lin, Wen-Liang	Father of the managerial officer	(60,000)	40.35

(III) Shares Pledge with Related Parties: None

VIII. Information of shareholders of top ten shareholding percentage for related parties or spouse, relative relationship within second degree of kinship among themselves:

April 26, 2026; Unit: shares; %

Name	Shareholding of the individual		Shareholding of spouse or minor children		Total shareholding by nominee arrangement		Company name or individual name and relationship of related parties or spouse or kinship within the second degree among the top ten major shareholders		Remarks
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Company name (or individual name)	Relationship	
Huang, Chang-Ching	15,671,900	10.45	3,889,575	2.59	23,588,873	15.73	1. Chang, Chiu-Chin 2. Chang, Yan-Li 3. Longan Investment Co., Ltd. 4. Changan Investment Co., Ltd.	1. Spouse 2. Second degree of kinship 3. Chairman of the company 4. Chairman of the company	-
Longan Investment Co., Ltd. (Representative: Huang, Chang-Ching)	11,907,304	7.94	-	-	-	-	Huang, Chang-Ching	Chairman of the company	-
Changan Investment Co., Ltd. (Representative: Huang, Chang-Ching)	11,681,569	7.79	-	-	-	-	Huang, Chang-Ching	Chairman of the company	-
Hsiao, Hsiu-Ju	9,194,545	6.13	-	-	1,811,961	1.21	Tai Xin Ltd.	Chairman of the company	-
Huang, Hao-Sheng	6,143,000	4.10	-	-	-	-	1. Huang, Chang-Ching 2. Chang, Chiu-Chin	1. First degree of kinship 2. First degree of kinship	-
Huang, Yu-Hsiang	6,142,000	4.09	-	-	-	-	1. Huang, Chang-Ching 2. Chang, Chiu-Chin	1. First degree of kinship 2. First degree of kinship	-
Huang, Ying-Chun	6,047,553	4.03	-	-	-	-	1. Huang, Chang-Ching 2. Chang, Chiu-Chin	1. First degree of kinship 2. First degree of kinship	-
Chang, Yen-Li	4,290,233	2.86	-	-	-	-	1. Huang, Chang-Ching 2. Chang, Chiu-Chin	1. Second degree of kinship 2. Second degree of kinship	-
Chang, Chiu-Chin	3,889,575	2.59	-	-	-	-	1. Huang, Chang-Ching 2. Chang, Yan-Li	1. Spouse 2. Second degree of kinship	-
Frederick Romano	2,454,048	1.64	-	-	-	-	-	-	-

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

December 31, 2025/Unit: thousand shares; %

Investee	Investment by the Company		Investment by directors, managerial officers or any companies controlled either directly or indirectly by the Company		Overall Investment	
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage
Tech. Pioneer, Ltd.	23,003	100.00	-	-	23,003	100.00
Ampacs International Company Limited	Note 1	100.00	-	-	Note 1	100.00
Vogten Import Export Trading Co., Ltd	Note 1	100.00	-	-	Note 1	100.00
Vogten Technology Corporation	3,000	100.00	-	-	3,000	100.00
Brilliance Investment Co., Ltd.	1,050	100.00	-	-	1,050	100.00
Richmake International Limited	1,224	100.00	-	-	1,224	100.00
Sunlight Ocean Holding Limited	850	100.00	-	-	850	100.00
Fortune Channel Universal Limited	16,000	100.00	-	-	16,000	100.00
Dong Guan Yi Zhuo Electronics Co., Ltd.	Note 1	100.00	-	-	Note 1	100.00
Dong Guan Yi Xing Electronics Co., Ltd.	Note 1	100.00	-	-	Note 1	100.00
Dong Guan Han Lei Electronics Co., Ltd.	Note 1	100.00	-	-	Note 1	100.00
Modern Pioneer (Kunshan) Co., Ltd.	Note 1	100.00	-	-	Note 1	100.00
Dongguan Shi Hong Jun Electronics Co., Ltd.	Note 1	100.00	-	-	Note 1	100.00

Note 1: It is a limited liability company; therefore, it has no shares.

Three. Financing Status

I. Capital and Shares

(I) Source of Share Capital

1. Share Capital Formation Process

Unit: thousand shares / NT$ thousand

Year/ Month	Issue price	Registered capital		Paid-in capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Source of share capital	Use assets other than cash as capital contribution	Others
1998/7/2	1,000	10	10,000	10	10,000	Establishment of paid-in capital	-	Note 1
2004/4/7	1,000	50	50,000	50	50,000	Cash capital increase of NT$40,000 thousand	-	Note 2
2004/11/4	1,000	70	70,000	70	70,000	Cash capital increase of NT$20,000 thousand	-	Note 3
2006/12/11	10	30,300	303,000	30,300	303,000	Cash capital increase of NT$233,000 thousand	-	Note 4
2016/1/20	20	70,000	700,000	50,300	503,000	Cash capital increase of NT$200,000 thousand	-	Note 5
2016/6/8	10	70,000	700,000	57,000	570,000	Capital increase by retained earnings of NT$67,000 thousand	-	Note 6
2017/6/7	10	70,000	700,000	70,000	700,000	Capital increase by retained earnings of NT$130,000 thousand	-	Note 7
2018/6/7	10	150,000	1,500,000	80,000	800,000	Capital increase by retained earnings of NT$100,000 thousand	-	Note 8
2019/5/30	10	150,000	1,500,000	100,000	1,000,000	Capital increase by retained earnings of NT$200,000 thousand	-	Note 9
2019/10/30	30	150,000	1,500,000	104,800	1,048,000	Cash capital increase of NT$48,000 thousand	-	Note 10
2020/9/13	10	150,000	1,500,000	110,000	1,100,000	Capital increase by capital surplus of NT$52,000 thousand	-	Note 11
2020/12/23	100	150,000	1,500,000	122,000	1,220,000	Cash capital increase of NT$120,000 thousand	-	Note 12
2021/10/1	10	500,000	5,000,000	150,000	1,500,000	Capital increase by retained earnings of NT$158,000 thousand and capital increase by capital surplus of NT$122,000 thousand	-	Note 13

Note 1: Jian-III-Zi No. 189770 Letter dated July 2, 1998.

Note 2: Jing-Shou-Zhong-Zi No. 09331928720 Letter dated April 7, 2004.
Note 3: Jing-Shou-Zhong-Zi No. 09332976420 Letter dated November 4, 2004.
Note 4: Jing-Shou-Zhong-Zi No. 09533259460 Letter dated December 11, 2006.
Note 5: Jing-Shou-Shang-Zi No. 10501012880 Letter dated January 20, 2016.
Note 6: Jing-Shou-Shang-Zi No. 10501122330 Letter dated June 8, 2016.
Note 7: Jing-Shou-Shang-Zi No. 10601071410 Letter dated June 7, 2017.
Note 8: Jing-Shou-Shang-Zi No. 10701062320 Letter dated June 7, 2018.
Note 9: Jing-Shou-Shang-Zi No. 10801062870 Letter dated May 30, 2019.
Note 10: Jing-Shou-Shang-Zi No. 10801153020 Letter dated October 30, 2019.
Note 11: Jing-Shou-Shang-Zi No. 10901172910 Letter dated September 11, 2020.
Note 12: Jing-Shou-Shang-Zi No. 10901240300 Letter dated December 23, 2020.
Note 13: Jing-Shou-Shang-Zi No. 11001179590 Letter dated October 1, 2021.

2. Type of shares

April 26, 2026; Unit: Shares

Type of shares	Authorized share capital			Remarks
	Number of outstanding shares	Number of unissued shares	Total	
Registered common shares	150,000,000 (Note)	350,000,000	500,000,000	The Company is a TWSE-listed company

Note: The quantity includes 2,500,000 shares of treasury shares repurchased but not yet transferred.

3. Shelf registration system related information: Not applicable.

(II) List of major shareholders:

April 26, 2026; Unit: Shares

Shares / Name of major shareholder	Number of shares held	Shareholding percentage
Huang, Chang-Ching	15,671,900	10.45%
Longan Investment Co., Ltd.	11,907,304	7.94%
Changan Investment Co., Ltd.	11,681,569	7.79%
Hsiao, Hsiu-Ju	9,194,545	6.13%
Huang, Hao-Sheng	6,143,000	4.10%
Huang, Yu-Hsiang	6,142,000	4.09%
Huang, Ying-Chun	6,047,553	4.03%
Chang, Yen-Li	4,290,233	2.86%
Chang, Chiu-Chin	3,889,575	2.59%
Frederick Romano	2,454,048	1.64%

(III) Dividend policy and implementation status of the Company

1. Dividend policy of the Company

When the Company has a surplus earning after final accounts of a fiscal year, taxes shall be paid according to the law and accumulated losses shall be covered first, following which 10% of the surplus earning shall be set aside as the legal reserve; however, when the legal reserve has reached the paid-in capital of the Company, it may be exempted from such appropriation. In addition, after special reserve is set aside or reversed according to the laws or regulations of the competent authority, if there is still remaining amount, such remaining amount and the undistributed surplus earning of the previous year shall be combined altogether for submission to the Board of Director in order to establish a proposal on distribution of surplus earning, which shall also be submitted to the shareholders' meeting for resolution on the distribution of shareholders' bonuses.

When the Company appropriates a special reserve in accordance with the law, for the insufficient amount of the "net amount debited to the other equity in the previous period", a special reserve for the same amount shall be appropriated from the undistributed earnings of the previous period before the earnings distribution. If there is still a deficiency, the amount shall be added to the current net profit after tax plus the current net income after tax other than the current net income after tax and then included in the current undistributed earnings for recognition.

If the aforementioned dividends, legal reserve and capital reserve are paid in cash, the Board of Directors is authorized to distribute such dividends, legal reserve and capital reserve based on the resolution of a majority of attending directors of a Board meeting with at least two-thirds of the directors present, and shall also report to the shareholders' meeting. If the dividends are paid in the form of new shares, the distribution shall be handled in accordance with the regulations adopted by the shareholders' meeting.

2. Dividend distribution status

The Company's Board of Directors resolved on April 23, 2026 to approve the distribution of 2025 earnings as follows: cash dividends of NT$44,250 thousand were distributed from the unappropriated retained earnings for 2025, and cash distributions of NT$398,250 thousand were made to shareholders from capital surplus arising from the issuance of shares at a premium. The total cash distributed to shareholders amounted to NT$442,500 thousand, representing NT$3 per share. The Board of Directors has determined the ex-dividend record date. In the event that the number of outstanding shares is affected by changes in the Company's share capital thereafter, resulting in a change in the cash dividend distribution ratio to shareholders and requiring adjustment, the Chairman is authorized to make such adjustments in accordance with applicable laws.

3. Description of any significant changes in the expected dividend policy: None.

(IV) Impact of the distribution of bonus shares proposed for the current year on the business performance of the Company and earning per share: Not applicable.

(V) Remuneration of employees and directors

1. Information on the percentage or range of remuneration of employees and remuneration of directors in the Articles of Incorporation:

If the Company has profits for the year, no less than 1% thereof shall be appropriated as employees' compensation (of which no less than 50% shall be distributed to grassroots employees), and no more than 3% thereof shall be appropriated as directors' remuneration, as resolved by the Board of Directors and reported to the shareholders' meeting. However, if the Company has accumulated losses, an amount sufficient to offset such losses shall first be reserved before appropriating employees' compensation (including compensation for grassroots employees) and directors' remuneration in accordance with the foregoing percentages.

The remuneration to employees described in the preceding paragraph may be paid in the form of shares or in cash, but the remuneration of directors may only be paid in cash.

2. The basis for estimating the amount of remuneration of employees and directors, the basis for calculating the number of shares to be distributed as employee remuneration, and the basis for accounting handling for the discrepancy between the actual distributed amount and the estimated figure for the current year, the amount of remunerations of employees and directors of the Company shall comply with the percentage set forth in the Articles of Incorporation, and the amount shall be estimated in accordance with such principle, which shall be resolved by the Board of Directors and submitted to the shareholders' meeting for approval. If the actual distribution amount resolved by the Board of Directors differs from the estimated amount, it shall be treated as a change in accounting estimate and shall be recognized as profit or loss for the next year.

3. Remuneration distribution status approved by Board of Directors

(1) Amount of employees' remuneration and remuneration of directors distributed in cash or shares. If there is a discrepancy between the estimated amount in the year of recognition, the amount difference, the reason, and the response to the situation shall be disclosed:

The Board of Directors of the Company resolved on March 12, 2026 to distribute employees' compensation in cash in the amount of NT$2,142 thousand and directors' remuneration in the amount of NT$1,071 thousand.

(2) Employees' remuneration distributed in share and the ratio over the financial statements net profit in the current period and the employees' remuneration total amount: Not applicable.

4. Actual distribution status (including number shares, amount and share price of the distribution) of the employees' bonus and remunerations of directors in 2020, and if there is any difference in the recognition of the remuneration of employees and remuneration of directors, the difference amount, reason and handling status shall be explained:

The Company held a Board of Directors' meeting on April 24, 2025, resulting in the difference between the actual amount of employees' remuneration paid and the amount recognized in the consolidated financial statements for the year adjusted as the profit or loss of 2025.

2024; Unit: NT$ thousand

	Remuneration of employees	Remuneration of directors and supervisors
Distribution amount resolved by Board of Directors	$ 11,491	$ 3,830

Amount recognized in the annual financial statements	$ 3,830	$ 3,830

(VI) Shares repurchased by the Company: None.

II. Issuance of corporate bonds: None.

III. Issuance of preferred shares: None.

IV. Issuance of global depository receipts: None.

V. Issuance of employee stock options: None.

VI. Issuance of new restricted employee shares: None.

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

VIII. Capital plans and implementation status:

Up to the printing date of annual report of last quarter, the Company is not subject to the condition of previous issuances or private placements of securities not yet been completed or those completed in the last three years with plan effectiveness not yet revealed.

Four. Operation Overview

I. Business Content

(I) Scope of Business

1. Main content of business operation

CC01030 Electrical Appliances and Audiovisual Electronic Products Manufacturing
CC01110 Computers and Peripheral Equipment Manufacturing
C805050 Industrial Plastic Products Manufacturing
F401010 International Trade

2. Business weights

Unit: NT$ thousand; %

Year / Product item	2024		2025	
	Net operating income	Ratio (%)	Net operating income	Ratio (%)
Consumer electronics	6,600,066	95.91	5,367,207	96.88
Plastic parts and components	281,372	4.09	173,028	3.12
Total	6,881,438	100	5,540,235	100

3. Present products (services) of the Company:

A. E-sports earphones
B. TWS true wireless stereo
C. In-ear earphones
D. Surveillance camera
E. Mobile phone game controller
F. Speakers
G. Cables
H. Netcom plastic injection molding and processing

4. New products (services) planned for development

Product category	New products planned for development
Smart noise reduction earphones	1. Environmental smart noise reduction earphones 2. Smart noise reduction earphones with calling function
3D application earphones	Smart earphones supporting 3D positioning and 3D stereo
Ultra-low latency and ultra-low power consumption earphones	New generation ultra-low latency and ultra-low power consumption earphones
High fidelity (hi-fi) microphone	Hi-fi microphones for e-sports, online community and streaming applications
Network security	Internet camera
Peripheral accessories for mobile phones	Mobile phone game controller
Wearable devices	Smart watches
Game Console Controllers	1. Game Controllers

	2. Game Console Gamepads 3. Game Cartridges

(II) Industry Overview

The Company is specialized in the design, R&D and production of TWS true wireless earphones, e-sports earphones, music entertainment earphones, high fidelity (hi-fi) microphones and surveillance system cameras OEM products. The Company's products are widely used in the consumer market, including consumer electronic products: smartphones, game consoles, computers, tablet PCs, wearable devices, TVs, smart home appliances, mobile phone controllers, surveillance audio-video equipment, and online applications. The development of the main industries and application industries of these consumer electronics products are described in the following.

1. Industry Status and Development

Within the consumer electronics industry, audio and imaging devices, such as headphones and webcams, have become key product categories demonstrating significant growth momentum in recent years. With the increasing adoption of digital lifestyles, rising demand for remote communication, and the rapid growth of video and content creation, demand for related products has continued to expand, driving steady overall market growth.

In the audio product segment, wireless connectivity and smart functionality have become the primary development trends. As Bluetooth technology continues to evolve, True Wireless Stereo (TWS) earbuds have become the market mainstream and are progressing toward enhanced features such as Active Noise Cancellation (ANC), ambient sound mode, high-resolution audio quality, and low latency performance. Meanwhile, the growth of the gaming industry and mobile entertainment market has also driven increasing demand for gaming headsets and multifunctional audio devices, prompting product development toward higher performance and greater differentiation.

In the imaging product segment, webcams have evolved from basic video communication devices into high-resolution and intelligent application products. With the growing demand for remote work, online education, live streaming, and content creation, consumers are placing increasing emphasis on image resolution, autofocus capability, low-light performance, and AI-enhanced imaging functions. In addition, privacy protection and cybersecurity considerations have become important factors in product design.

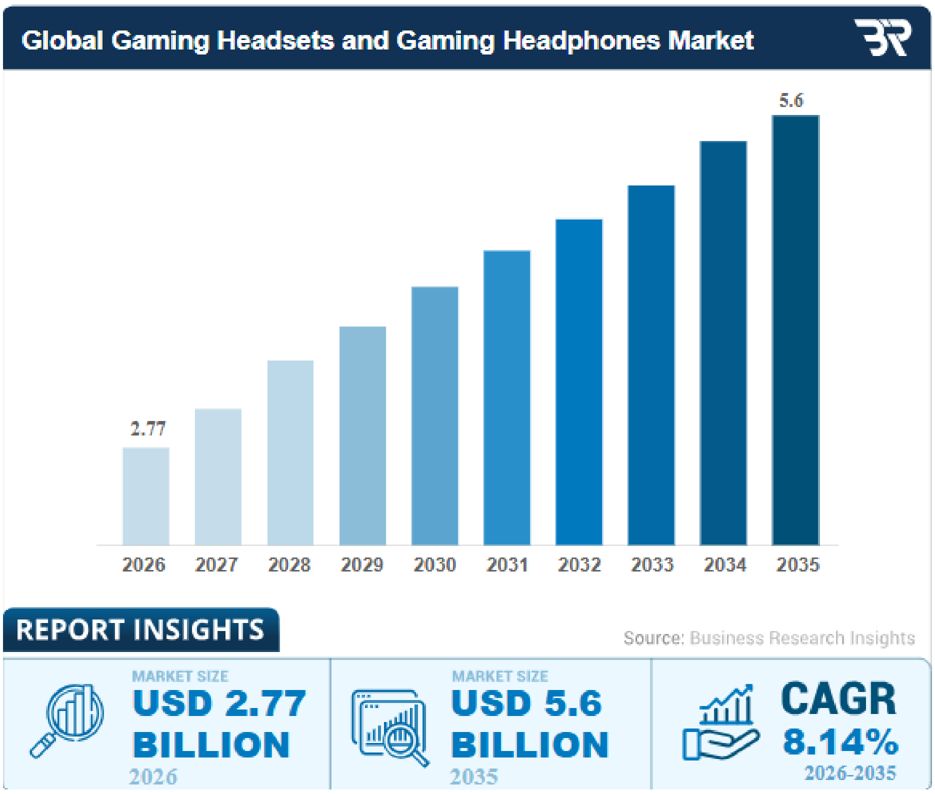
From a technological perspective, artificial intelligence (AI), image recognition, and acoustic algorithms continue to be integrated into product applications, enhancing user experience and creating added value. At the same time, product integration capabilities and cross-device compatibility, such as connectivity with computers, smartphones, and gaming consoles, have become critical competitive factors in the market.

On the other hand, the industry also faces challenges related to supply chain and cost pressures, including fluctuations in the supply of key components, changes in raw material prices, and uncertainties in global logistics. These factors have prompted enterprises to strengthen supply chain resilience, improve production efficiency, and optimize cost structures.

In terms of markets and distribution channels, e-commerce and direct-to-consumer brand sales continue to grow, complemented by physical retail and channel partnerships to form an omnichannel sales model. Meanwhile, brand differentiation, product positioning, and scenario-based marketing have also become important strategies for improving market penetration.

Overall, the headphone and webcam industries are characterized by rapid technological advancements, short product life cycles, and intense market competition. Companies must continue investing in research and development, closely monitor market trends, and strengthen supply chain management capabilities in order to maintain competitive advantages in a rapidly changing industry environment. The Company will continue to deepen its product technologies and market presence to capture industry growth opportunities and promote long-term stable development.

Figure 1. Global Gaming Headset Market Trends (Unit: USD Billion)

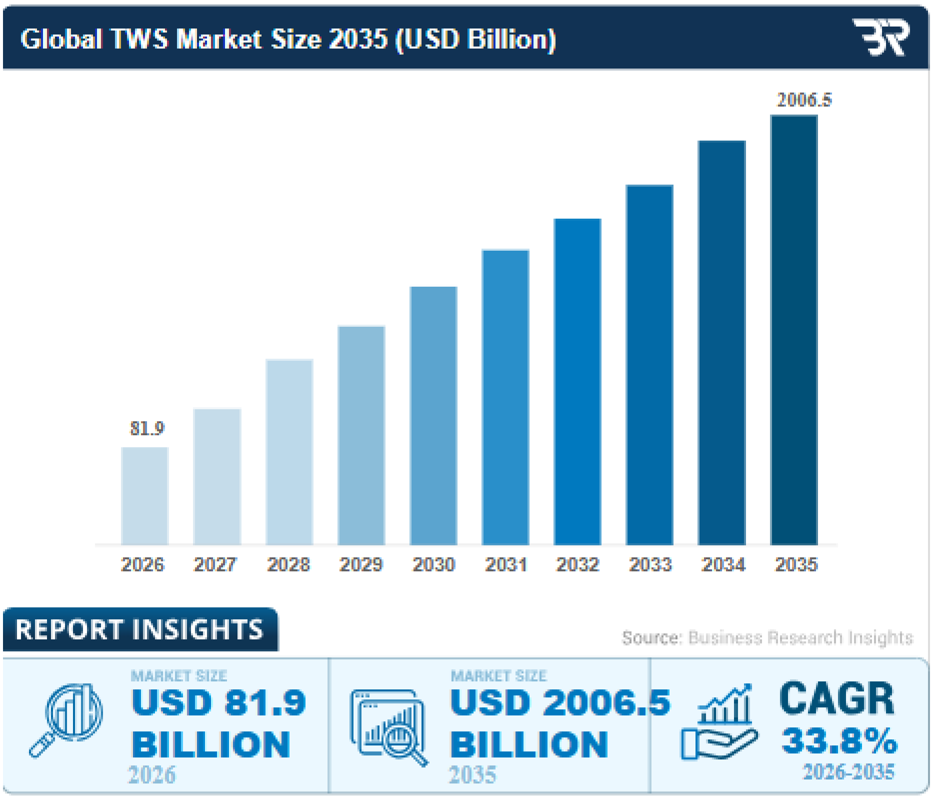


Source: https://www.businessresearchinsights.com/market-reports/gaming-headsets-and-gaming-headphones-market-103280

The global TWS market was valued at USD 81.9 billion in 2026 and is projected to reach USD 200.65 billion by 2035, representing a compound annual growth rate (CAGR) of 33.8% from 2026 to 2035.

One of the most significant trends in the True Wireless Stereo (TWS) earbuds market is the integration of artificial intelligence (AI) into devices, making them more intelligent and user-friendly. Personalized audio experiences and voice assistants are increasingly being incorporated into AI-powered products. Adaptive noise cancellation technology has also enhanced the listening experience, as adaptive audio settings can automatically adjust according to user preferences and environmental conditions, enabling TWS devices to elevate audio performance to a new level. In addition, AI enables advanced hands-free voice control functions, allowing users to operate devices more conveniently. This reflects the industry's ongoing efforts to leverage AI for product differentiation in an increasingly competitive market while meeting evolving consumer expectations.

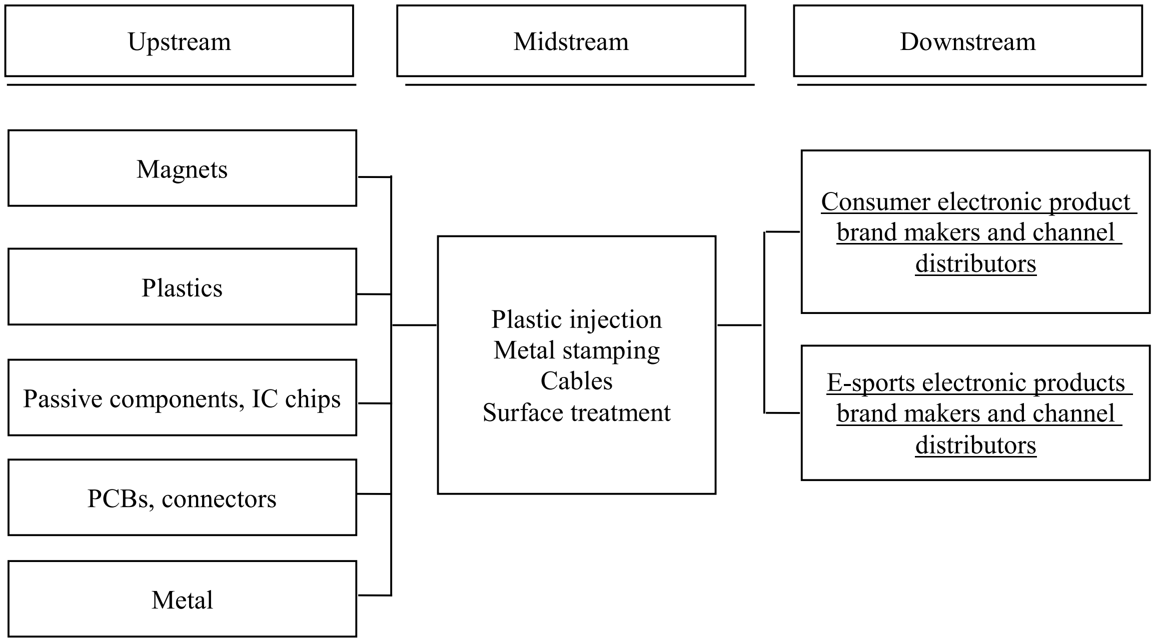
Figure 2. Global TWS Earbuds Market Size (Unit: USD Billion)



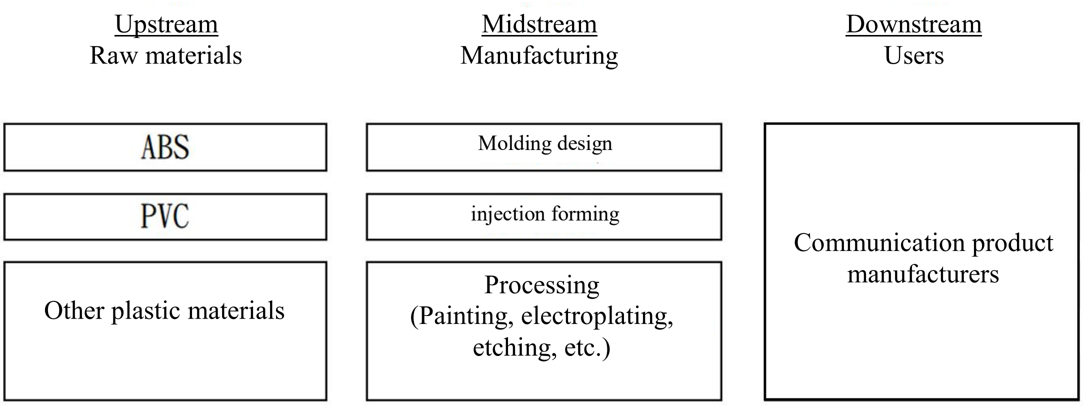
Source：https://www.businessresearchinsights.com/market-reports/tws-market-119076

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

A. Earphone products



B. Plastic parts and components



3. Product development trends and competition

Overall Global Market Trends: The Rapid Expansion of AI and Spatial Audio

* Market Momentum: The global headphone market is expected to exceed USD 147 billion in 2026.

* Key Technology Drivers:

(1)NearLink and LE Audio: Significant improvements in transmission bandwidth are enabling “wireless-like-wired” lossless audio quality and ultra-low latency performance.

(2)Personalized AI Audio Tuning: AI automatically detects ear canal structure and environmental noise to provide real-time adaptive hearing compensation.

(3)Normalization of Health Monitoring Features: Headphones equipped with heart rate monitoring, body temperature sensing, and hearing protection recommendations have achieved a penetration rate of approximately 15%–18% in the high-end market.

A. Gaming Headsets

*Haptic Feedback: No longer limited to simple vibration effects, advanced haptic feedback now synchronizes precisely with in-game audio to enhance immersive experiences.

* Widespread Adoption of Low-Latency Wireless Transmission: With the advancement of next-generation Bluetooth Low Energy Audio (LE Audio) and more mature proprietary 2.4GHz wireless protocols, headset latency has been reduced to below 15ms. As a result, even professional gamers who traditionally preferred wired devices are increasingly adopting wireless headsets.

*Seamless Cross-Platform Connectivity: Smart dual-device connection and rapid switching among PCs, gaming consoles (PS5/Xbox), and mobile devices have become mainstream features.

B. TWS (True Wireless Stereo) Earbuds

*Rapid Growth Following the Rise of OWS (Open Wearable Stereo): Open-ear earbuds have become one of the fastest-growing segments due to their comfort and health-related advantages, such as reduced ear canal pressure, with growth rates exceeding 80%.

*MEMS Speaker Applications: Micro-Electro-Mechanical Systems (MEMS) speakers are gradually replacing traditional dynamic drivers, enabling lighter and thinner designs with superior high-frequency performance.

*AI Translation and Smart Assistance: AI-powered real-time translation functions are becoming standard features in business-oriented TWS products.

C. Smart Hearables

*Hearing Assistance Functions: With regulatory relaxation, including FDA-related approvals, demand for smart hearables featuring mild hearing assistance capabilities has increased significantly.

*Electroencephalogram (EEG) Sensing: Experimental products have begun incorporating brainwave monitoring technologies for stress management and concentration analysis.

*Spatial Audio Ecosystems: Integration with smart TVs and in-vehicle systems enables dynamic spatial audio positioning throughout homes and vehicles.

D. Smart IP Cameras (Smart IP CAM)

*Edge AI: Image analysis is shifting from cloud-based processing to local edge computing, improving privacy protection and reducing latency, such as through more accurate facial and pet recognition.

*Matter Protocol Adoption: The Matter standard addresses interoperability challenges among different IoT brands, enabling cameras to integrate more seamlessly with smart lighting, smart locks, and other connected devices.

* Low-Power and Green Energy Solutions: Solar-powered products and longer battery-life models have become mainstream in outdoor surveillance applications.

* Transformation into AI Imaging Platforms: The Smart IP CAM market is evolving from traditional “monitoring equipment” into comprehensive “AI imaging platforms.” Future competition will increasingly focus on AI analytics capabilities, cloud services, and smart home integration.

4. Product competition status

The Company focuses on the manufacturing of headphones and Smart IP Cameras (IP CAM), with major competitors consisting primarily of manufacturers from Taiwan, Hong Kong, and Mainland China. Leveraging its highly vertically integrated manufacturing capabilities, the Company demonstrates clear competitive differentiation in an intensely competitive market. From upstream plastic mold and cable manufacturing to the in-house production of acoustic components such as speakers, the Company maintains comprehensive control over key production processes, ensuring product quality and strong technological integration capabilities.

At the same time, the Company has accumulated extensive experience in product development and mass production. Combined with continuous investment in research and development and a globally diversified production footprint, the Company has strengthened its market position and established a solid foundation for long-term stable growth.

Supported by rapid response capabilities and customized design services, the Company continues to expand partnerships with branded customers and system integrators, actively increasing its presence in the smart terminal device market and reinforcing its competitive advantages.

(III) Technology and Research and Development Overview

1. Technical Expertise and Research & Development

There are a wide variety of headphone products available in the market, including in-ear, over-ear, wired, wireless, Bluetooth, Active Noise Cancellation (ANC), low-latency wireless, and True Wireless Stereo (TWS) headphones, all designed to satisfy diverse consumer demands in terms of sound quality, application, and usage scenarios. In addition, the Company has actively expanded into the Smart IP Camera (IP CAM) sector, further entering the smart surveillance and Internet of Things (IoT) application markets and striving to provide users with more comprehensive smart living solutions.

In response to the rapid evolution of high-technology headphones and smart devices, the

Company works closely with major suppliers in collaborative development efforts to maintain its leading position in the adoption of new technologies. Current R&D focuses include 3D headphones, spatial audio Bluetooth high-definition headphones, Active Noise Cancellation (ANC) headphones, low-latency wireless headphones, dual-mode wireless headphones, Smart IP Cameras (IP CAM), advanced gaming controllers featuring high-sensitivity joysticks and customizable functions for smart home and surveillance applications.

Among these developments, the Company has taken an industry-leading position in launching headphones equipped with spatial audio and Bluetooth high-definition technologies, demonstrating strong advantages in soundstage reproduction and immersive user experiences. For gaming and commercial markets, the Company has also pioneered dual-mode noise-canceling headphone products to enhance connection stability and usage flexibility. In the gaming peripheral sector, the Company develops gaming controllers for consoles equipped with low-latency transmission technology and highly durable mechanical structures, providing gamers with superior control responsiveness and immersive feedback experiences.

2. Research and development budget invested in most recent year and up to the printing date of Annual Report

Unit: NT$ thousand

Year / Item	2025	As of March 31, 2026
R&D expenses (A)	187,878	47,077
Net operating revenue (B)	5,540,235	1,083,929
As a percentage of net operating revenue (A/(B))	3.39%	4.34%

3. Technology or product successfully developed

Year	Technology or product successfully developed
2014	● 40mm/50mm dynamic gaming earphones
2015	● Successfully developed the Xbox/PS4 wireless earphones with multiple LED light effects
2016	● Successfully developed the world's first smart active noise reduction in-ear Lightning earphones with the application of Apple LAM2 module ● Successfully developed the world's first Apple Lightning personal smart conference speaker

Year	Technology or product successfully developed
2017	● Successfully integrated the head-worn gyro sensor + Waves NX sound effect + Bluetooth + USB + 3.5mm plug platform technology ● Successfully developed the Hi-Res USB-C earphones ● Successfully developed the Hi-Res Bluetooth earphones
2018	● Successfully developed the 3D head tracking high-quality wireless earphones for tablet speakers ● Successfully developed the wireless dual-mode 2.4G + BT e-sports earphones ● Successfully developed the wireless dual-mode 2.4G + BT ANC earphones
2019	● Researched and developed the coaxial dual-wave magnetic driver ● Successfully developed the dual mode MacInnis + BT ANC technology
2020	● Ultra-low power consumption true wireless earphones ● True wireless earphones integrated with ultra-low power consumption MEMS sensor ● New generation of e-sports and gaming earphones with ultra-low power consumption and ultra-low latency
2021	● Low power consumption TWS with sound control and head sensing detection ● New generation of e-sports and gaming earphones with Bluetooth low power consumption and low latency ● Simulation 7.1.4 spatial sound effect earphones
2022	● Integration of TWS and e-sports/gaming earphones with mimi function: Customized audio sensation suitable to individual users based on their unique hearing capability ● Bluetooth TWS single MIC noise reduction earphones ● Bluetooth TWS Hybrid ANC noise reduction earphones ● LDAC high-quality e-sports earphones ● Dolby audio neckband earphones
2023	● Dolby audio e-sports/gaming earphones supporting head tracking function ● Earphones supporting Bluetooth LE Audio (low-energy audio) ● High speed multimedia interface HDMI 8K image and audio switching platform testing technology

Year	Technology or product successfully developed
2024	● Gaming joystick, fully automatic joystick, button testing platform development ● Mass production of gaming earphones, high quality tablet speakers ● New generation of wireless dual-mode 2.4G + BT e-sports earphone sound mixing technology development ● Development of wired open gaming earphones ● Mass production of first business earphones qualifying Microsoft Teams V5 standard
2025	● Camera of own brand ● Smart watches ● Vibration type of earphones ● Mass production and technology integration of mobile gaming controller products
2026 (Planned)	● Development of smart surveillance devices integrating AI image recognition and cloud platforms ● AIoT integration platforms for smart devices and audiovisual equipment ● Development and mass production of second-generation Mobile Gaming Controllers ● Game console gamepads

(IV) Long-term and Short-term Business Development Plans

In response to the industrial development and overall economic environment trends, the Company has established various long-term and short-term plans, in order to establish the future business direction of the Group and to enhance its competitiveness. The Company's short-term and long-term plans are summarized as follows:

(1) Short-Term Development Plan

A. Research and Development

The Company will continue strengthening its electronic engineering and product design capabilities while actively investing in the development of next-generation audio technologies, low-power wireless transmission technologies, and smart device applications. The Company aims to develop differentiated and competitive products for the market. In addition to its existing headphone product lines, the Company is also expanding into gaming peripherals, smart wearable devices, and AI imaging products. Through collaboration with competitive key component suppliers, the Company seeks to jointly develop innovative products that meet market demand. At the same time, the Company will continue cultivating R&D talent and enhancing research capabilities to address increasingly diversified and customized customer requirements.

B. Marketing

The Company will continue to focus on the entertainment and gaming audio markets by targeting the needs of younger consumers and professional gamers. Products featuring high audio quality, low latency, immersive spatial audio, and ergonomic design will be introduced to enhance market appeal. In response to diversified customer requirements and differentiated brand positioning, the Company also provides highly flexible customization and personalization services, including product appearance design, audio tuning, functional module integration, and co-branded product design, enabling customers to develop highly distinctive products.

In addition, the Company is actively expanding into the gaming peripheral, smart imaging, and wearable device markets while continuing to strengthen partnerships with international brand customers. Through technological integration and rapid mass production capabilities, the Company aims to secure additional OEM/ODM cooperation opportunities and increase its global market share.

C. Production

The Company will continue upgrading production line specifications and introducing automation equipment to improve manufacturing efficiency and quality stability. At the same time, the Company will optimize its Product Lifecycle Management (PLM) system and manufacturing management processes to improve product development efficiency, production efficiency, and product quality while effectively reducing production costs.

In addition, the Company will continue strengthening its cross-regional manufacturing capabilities and supply chain management to enhance production flexibility and delivery performance.

D. Operations and Finance

Product development directions are driven by market demand and customer product strategies. The Company integrates production efficiency and cost control concepts into the product design stage and implements a vertically integrated one-stop management model. Through the integration of R&D, procurement, production, and quality management, the Company enhances product yield rates and manufacturing efficiency while reducing overall production costs, thereby improving product competitiveness and overall operating performance.

2. Long-Term Development Plan

A. Research and Development

The Company plans to establish cross-disciplinary R&D teams and collaborate closely with major customers in planning and developing future products. The Company will actively invest in next-generation audio technologies, AI imaging applications, smart wearable devices, and AIoT integrated products. At the same time, the Company will seek government R&D subsidies and industry-academia collaboration resources while recruiting professionals in audio, imaging, and electronic engineering to build an internationally competitive R&D team.

B. Marketing

The Company will continue monitoring global consumer electronics industry trends and changes in market demand, focusing on high value-added product segments, including high-end gaming audio products, smart audiovisual equipment, smart wearable devices, and AIoT integrated products. Through technological differentiation and product innovation, the Company aims to develop premium, high-value products to differentiate itself in the market while establishing long-term strategic partnerships with international brand customers and maintaining its competitive advantages in the global market.

C. Production

The Company will continue promoting production line automation and smart manufacturing while optimizing production processes and equipment allocation to improve manufacturing efficiency and quality stability. At the same time, the Company will establish long-term cooperative relationships with major suppliers, strengthen supply chain management mechanisms, diversify raw material sourcing channels, and ensure stable supplies of key components to enhance overall supply chain resilience.

D. Operations and Finance

The Company will continue establishing comprehensive corporate governance and management systems while implementing its business philosophy and corporate culture. It will also continue strengthening its financial structure and operational efficiency. Through diversified financing channels in the capital markets, the Company aims to enhance its capital structure and long-term development capabilities, gradually advancing toward the goals of internationalization and sustainable business operations.

II. Market Profile and Production and Sales

(I) Market analysis

1. Main product (service) sales (supply) region of the Company

Unit: NT$ thousand; %

Year / Sales region	2024		2025	
	Amount	Ratio	Amount	Ratio
Americas	3,774,278	54.85	3,076,014	55.52
Europe	2,172,400	31.57	2,013,573	36.35

Asia	934,760	13.58	450,648	8.13
Total	6,881,438	100.00	5,540,235	100.00

2. Sales growth rate

The Company is primarily engaged in the research, development, manufacturing, and sales of gaming headsets, music headphones, and related products. Its customer base mainly consists of high-market-share brands in Europe, the United States, and India. Product sales include gaming headsets and True Wireless Stereo (TWS) earbuds. Net sales in 2025 amounted to NT$5,540,235 thousand, representing a decrease of 19% compared to NT$6,881,438 thousand in 2024.

3. Market future supply and demand status and growth

I. With the increasing demand for portable, personalized design, wireless experience and multi-scenario applications, the earphone market moves towards the direction of higher performance and smarter. In addition to the traditional voice communication, gaming entertainment and video/audio playing functions, earphones have also gradually integrated with diverse functions such as data collection, voice detection and environmental sensing analysis.

To adapt to various application scenarios (such as indoor office, outdoor walking, traffic movement, etc.), earphones are also commonly equipped with active noise cancellation (ANC) function or even transient active noise reduction technology, in order to improve the sound isolation quality and user experience. The popularity of this technology increases rapidly and drives the demand for mid-to-high-end earphones. In addition, with the increasing popularity of PC, smart phones, tablet PCs, game consoles (such as Nintendo Switch, PlayStation, etc.), and the increasing diversity of online streaming entertainment, remote communication, cloud games, etc., the earphone market continues to expand. The market has introduced a variety of products to meet the needs of different users, including true wireless stereo, sports earphones, stylish earphones, e-sports earphones, and noise reduction earphones, in order to meet the needs of different users, and the earphone market can also continue to grow. The above trend shows that earphones have evolved from a simple accessory to a multi-functional and intelligent end device. The market scale and product categories continue to grow, and it is expected to maintain a high growth rate.

II. With the rapid growth of smart home applications, commercial security systems, and remote monitoring demand, the Smart IP Camera (IP CAM) market has also demonstrated significant growth momentum. In addition, benefiting from the global expansion of the gaming industry and the resurgence of the retro gaming market, game consoles and related peripherals have become another future growth driver for the Company. Modern gamers are placing increasing demands on hardware performance, control responsiveness, and audiovisual experiences, driving strong demand for gaming consoles, game cartridges, and controllers equipped with high computing performance and stable transmission technologies.

According to market research reports, the IP CAM market is expected to maintain steady growth in the coming years. In particular, North America, Europe, and the Asia-Pacific region are expected to demonstrate strong growth potential driven by the development of smart cities and the increasing adoption of home automation technologies.

According to forecasts by Technavio, the global headphone market is expected to reach USD 5.6 billion by 2035, with the overall headphone market projected to maintain a stable compound annual growth rate (CAGR) of 8.14%. Supported by the steady growth momentum of global demand, the Company will continue leveraging its overall competitiveness to expand market share and share the benefits of growth with shareholders and customers.

4. Competitive Advantages

A. Experienced R&D Team

The Company possesses a comprehensive and professional cross-disciplinary R&D team covering core technical fields including product design, mechanical engineering, software development, electronic engineering, wireless radio frequency (RF), and acoustic technologies, with the capability to independently design and develop a wide range of products. In addition to various headphone products, such as Active Noise Cancellation (ANC), smart-function, and 3D audio headphones, the Company has further expanded into the development of smart surveillance devices, including Smart IP Cameras (IP CAM), as well as gaming consoles and controllers. The Company also possesses strong technical expertise in handling complex circuitry, thermal management design, and precision assembly, enabling it to satisfy the stringent quality requirements of customers in the gaming industry.

The Company has actively positioned itself in the smart living and Internet of Things (IoT) application markets. Through close cooperation and technology sharing with key component suppliers and branded customers, the Company maintains advantages in product development and is capable of meeting diverse market demands across various product categories.

B. Strong In-House Manufacturing Capabilities and Vertically Integrated Supply Chain

From product development to manufacturing, all operational stages are completed through professional collaboration among the Company’s departments. The Company maintains in-house manufacturing capabilities for key components, including speaker drivers, plastic parts, metal parts, and cables. PCB assembly, testing, and final product assembly and inspection are all conducted within the Company’s own factories.

Through highly efficient resource integration and professional manufacturing capabilities, the Company not only assists branded customers in achieving faster product launches but also reduces production costs through its vertically integrated one-stop development and manufacturing model. In addition to its headquarters in Taiwan, the Company operates production bases in Mainland China and Vietnam, enabling large-scale shipments and flexible multi-location manufacturing arrangements based on customer requirements.

C. Growing Demand for Smart Wearable Devices and the Gaming Industry

As the market penetration of smart wearable devices and gaming products continues to increase annually, this trend is expected to drive sustained demand for related products. In response to the rapid growth of the gaming industry, gamers are placing greater emphasis on the comfort, quality stability, and performance of gaming peripherals. The Company has cultivated extensive experience in the gaming market over many years and is well positioned to capitalize on market growth momentum. In addition, the Company continues to develop a broader range of headphone products to satisfy evolving customer needs.

5. Favorable, unfavorable factors for development outlook and countermeasures

A. Favorable Factors

(A) Growth in Demand Driven by the Popularization of Smart Handheld Devices and the Gaming Industry

As consumer demand for multimedia entertainment continues to diversify, smartphones, tablets, and other handheld smart devices have become increasingly widespread and feature-rich. Mobile audiovisual entertainment and gaming applications have also continued to expand. The development and widespread adoption of handheld devices are expected to further stimulate growth in the headphone market.

(B) Expansion of 5G Bandwidth and Advancements in Next-Generation Chip Technologies

The advancement of bandwidth capabilities and semiconductor performance has driven the diversification of software applications, encouraging consumers to upgrade headphone and peripheral products every one to two years. The evolution of next-generation gaming console chipsets has enabled comprehensive optimization of transmission architecture, supporting high bandwidth, low power consumption, and ultra-low latency technologies. Increased bandwidth has accelerated the diversification of digital services and content offerings, while continuous innovations in chip technology have improved product performance and functionality in line with consumer expectations. Together, these factors continue to inject momentum into the replacement demand and growth of headphone-related products.

(C) Advantages of Vertical Supply Chain Integration and Multi-Regional Manufacturing

The Company deploys professional R&D personnel during the product development stage to provide customers with optimized product designs while maintaining control over the design and manufacturing of key components to shorten product development lead times. Through vertical integration and enhanced production yield management, the Company maintains stable product quality and cost competitiveness.

In addition, the Company possesses multi-country and multi-location manufacturing capabilities, effectively addressing international trade tariffs and related barriers.

(D) High-Quality R&D Team Capable of Meeting Customized Demand

The Company’s R&D team has extensive experience in core industries and has accumulated substantial professional expertise over the years. Key R&D personnel possess strong technical backgrounds and extensive industry experience. Through continuous product optimization and new product development, the Company has strengthened its R&D capabilities and established a solid foundation for long-term growth amid intense industry competition.

B. Unfavorable Factors and Countermeasures

(A) Intense Price Competition Among Numerous Competitors

The headphone market is highly competitive. Some competitors seek to gain market share by using low-cost and inferior raw materials, resulting in increasingly severe price-cutting competition. This not only compresses profit margins but also disrupts market order and hinders the healthy development of the industry.

Countermeasures:

The Company continues strengthening supply chain cooperation and effective vertically integrated management while enhancing differentiated product design and customized development capabilities to satisfy diverse customer requirements. In addition, the Company reinforces its quality assurance systems to ensure compliance with international high-end safety standards, thereby improving long-term trust and customer loyalty among branded clients.

(B) Rapid Changes in Consumer Electronics Products

With the growing adoption of AI-powered personalized audio and spatial audio technologies, consumers are placing increasingly stringent demands on headphone functionality, aesthetics, and wearing comfort. Product life cycles have shortened significantly, while consumer expectations regarding product functions, design, and user experience continue to evolve rapidly. The Company continuously adjusts its product designs to align with consumer preferences and market trends.

(C) Tariff Change Risks

The Company closely monitors changes in tariff policies among major export countries to ensure timely and compliant shipment planning and customs declaration procedures. Through long-term cooperation and strategic alliances, the Company collaborates with brand customers in planning supply chain relocation strategies to reduce operational risks caused by tariff increases.

Countermeasures:

The Company's sales and R&D personnel continuously monitor relevant market demand and maintain close collaboration with major international brand customers to stay informed of the latest market trends and consumer preferences. The Company also continues to improve customs declaration procedures and certificate-of-origin management to ensure compliance and timely shipment processes, thereby minimizing the impact of tariffs and reducing risks arising from fluctuations in demand for consumer electronic products.

(D) Raw Material Price Fluctuation Risks

Key raw materials are significantly affected by geopolitical conditions and global production capacity allocation, resulting in substantial price fluctuations. At the same time, the rapid expansion of the AI industry has intensified cross-industry competition for advanced manufacturing capacity and critical components, increasing the risks of material shortages and higher procurement costs. Through long-term partnerships and strategic alliances, the Company works closely with brand customers to arrange advance ordering and stabilize pricing, thereby reducing operational risks caused by rising costs.

Countermeasures:

The Company’s sales and procurement teams have established raw material early-warning mechanisms. Through long-term supply agreements and price-locking arrangements, the Company strategically procures critical materials, such as rare-earth magnets and main control chips, in advance to mitigate supply and pricing risks.

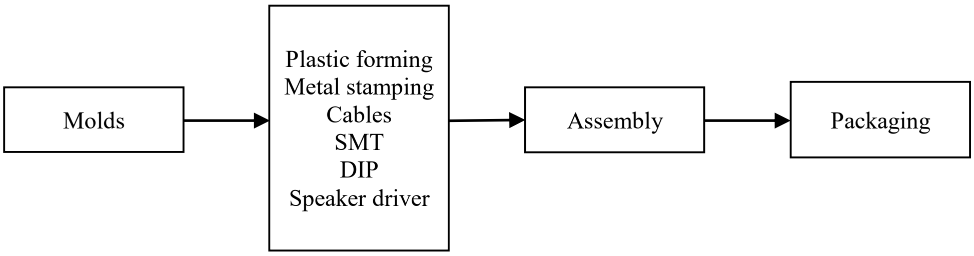
(II) Primary function of main items and production process

1. Primary function of main items

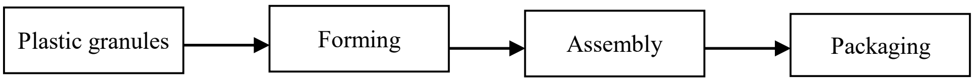
Main products	Primary function
Consumer electronics	The product specifications are designed to meet the needs of different customers, and the Company mainly provides the products of wired and wireless earphone products applicable to smart devices that can be connected for music listening or can be used for e-sports gaming devices. Smart IP Cameras Gaming Controllers
Plastic parts and components	The main purpose of the product is to provide plastic casings or components for routers, such as: upper and lower covers, cooling equipment, etc.

2. Production process of main products

A. Earphone products



B. Plastic parts and components



(III) Primary raw material supply status

All of the Company's production factories have established long-term and stable cooperation relationships with raw material suppliers. Therefore, suppliers provide resources at the most competitive prices and methods, such that the Company is able to maintain a long-term advantage in product costs and to provide the best services to customers.

(IV) Name of customers accounted for more than 10% of total purchase (sales) amount of the company in the last two years or in any year and the purchase (sales) amount and ratio thereof, and please explain the reason of changes thereof

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 and the purchase amount and ratio thereof, and please explain the reason of changes thereof:

Unit: NT$ thousand; %

Item	2024				2025				Up to the end of Q1 of 2026			
	Name	Amount	Percentage of Total Annual Net Purchases (%)	Relationship with the issuer	Name	Amount	Percentage of Total Annual Net Purchases (%)	Relationship with the issuer	Name	Amount	Percentage of Total Annual Net Purchases (%)	Relationship with the issuer
1	Supplier A	649,543	14.94	None	Supplier A	474,708	12.84	None	Others(Note)	837,988	100.00	None
	Others	3,699,255	85.06	None	Others	3,221,805	87.16	None	Others			
	Net purchase amount	4,348,798	100.00		Net purchase amount	3,696,513	100.00		Net purchase amount	837,988	100.00	

Note: No single supplier accounted for more than 10% of the Company's total purchases.

Analysis of Changes:

The decrease in purchase amount from Supplier A in 2025 was primarily attributable to reduced order volume resulting from customer product transitions.

2. Name of sales 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; %

Item	2024				2025				Up to the end of Q1 of 2026			
	Name	Amount	Percentage of Annual Net Sales (%)	Relationship with the issuer	Name	Amount	Percentage of Annual Net Sales (%)	Relationship with the issuer	Name	Amount	Percentage of Annual Net Sales (%)	Relationship with the issuer
1	Customer A	1,911,703	27.78	None	Customer B	1,517,859	27.40	None	Customer B	380,826	35.13	None
2	Customer B	1,485,271	21.58	None	Customer A	1,451,079	26.19	None	Customer C	238,423	22.00	None
3	Customer C	1,345,563	19.55	None	Customer C	1,347,112	24.32	None	Customer A	178,270	16.45	None
	Others	2,138,901	31.09	None	Others	1,224,185	22.09	None	Others	286,410	26.42	None
	Net sales	6,881,438	100.00		Net sales	5,540,235	100.00		Net sales	1,083,929	100.00	

Analysis of Changes:

The decrease in purchase amount from Supplier A in 2025 was primarily attributable to reduced order volume resulting from customer product transitions.

III. Employee Information

Employee information for the most recent two years and up to the printing date of Annual Report is summarize in the following:

Unit: Person(s)

Year		2024	2025	As of May 14, 2026
Number of employees	Direct personnel	1,642	3,640	2,744
	Indirect Personnel	1,430	1,397	1,203
	Total	3,072	5,037	3,947
Average age		31	28.6	29.67
Average years of service		2.84	1.59	1.97
Educational background distribution ratio (%)	Ph.D.	0.03	0.02	0.03
	Master's degree	0.98	0.50	0.61
	University/college	11.69	9.49	10.44
	Senior high school	32.32	24.22	32.07
	Under senior high school	54.98	65.77	56.85

IV. Information on Environmental Protection Expenses

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

V. Labor-Management Relations

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

1. Employee welfare measures and implementation status

(1) Services provided by the Company

A. Employees are enrolled in labor and health insurance, group insurance, and overseas travel insurance from the job onboard date

B. Regular health examination: Free health examination is organized for employees annually

C. Medical personnel provide on-site medical services and health consultation services to employees

D. The number of paid prenatal leave days provided is more favorable than statutory requirements.

E. Contracted medical hospitals/clinics and contracted postnatal care centers with discounted offers
F. Pregnancy checkup and parental leaves superior to the statutory requirements
G. Gift money for wedding/celebration events, and condolence money for funeral
H. Year-end and festival gift money, childbirth gift money, childcare allowance and birthday leave
I. Education scholarships for children
J. Taiwan Taxi service provided to protect the safety of colleagues leaving work at night
K. Overtime and late meals subsidy, oil subsidy, and flexible working hours
L. Deferred annual leave and compensatory leave are acceptable, and annual leave is provided to new employees onboard of the job before 7/1 in advance
M. Subsidies for afternoon tea and departmental meal gatherings
N. Year-end bonus and annual salary adjustment: distributed based on the Company's business operation, environmental factors and individual performance

(2) Benefits provided by the Company's Employee Welfare Committee:

A. Contracted special stores provide discount offers to employees of the Company
B. Birthday gift money, year-end and festival gift money distribution
C. Issuance of department store gift vouchers

2. Employee continuing education and training method:

Employees are important foundation to the Company. We value talent cultivation and have established a sound system and structure. Different training courses are organized and designed in accordance with the Regulations Governing Education and Training, in order to continuously improve the human resource capital of the Company. Trainings are organized to enhance the professional knowledge and skills of employees, to develop the long-term professional skills and to improve the job performance of employees. We have adjusted the procedures in a timely manner in response to the regulatory requirements, and have analyzed corresponding job duties and professional skills, in order to organize necessary trainings. Each department has established an annual training program based on the professional skills required for different types of job duties, and has implemented internal and external training programs. Employees can also apply for external training based on their work requirements, in order to participate in various job trainings or certification courses to strengthen their professional skills. New employees are required to participate in orientation for at least 4 hours, and the content of the orientation includes the welfare system, internal leave regulations, work rules, ethical policies, human rights and gender equality education, as well as information security and occupational safety and health trainings, in order to assist new employees to become familiar with the corporate culture and to establish proper job concept and professional quality. In addition to internal and external training, the Company also provides job transfer and transition assistance, in order to assist employees to adapt to new job positions and to improve their cross-disciplinary skills. Each manufacturing site formulates annual training plans based on the needs of individual departments and arranges courses on a regular basis to enhance employee competencies. Examples include external professional training programs related to employees' job functions, such as Creo 3D drafting and basic 3D modeling courses, as well as collaborations with professional training institutions to provide employees with diverse and flexible learning opportunities.

3. Retirement system and implementation status

Since July 1, 2005, the Company has adopted the new labor retirement and pension system in accordance with the Labor Pension Act, and appropriates 6% of employees' monthly salaries to their individual pension accounts at the Bureau of Labor Insurance. In addition to the 6% of monthly salary mentioned above, employees may also voluntarily contribute 0%~6% of their monthly salary as pension reserve. The pension contribution for 2025 was NT$8,507,331.

The Company's pension plans according to the Labor Pension Act are as follows:

1. Voluntary retirement: A worker may apply for voluntary retirement under any of the following circumstances: (those who have chosen to apply the Labor Pension Act shall be governed by the same Act)
   (1) Where the employee attains the age of fifty-five and has worked for fifteen years.
   (2) Where the employee has worked for more than twenty-five years.
   (3) Where the employee attains the age of sixty and has worked for ten years.
2. Compulsory retirement: The Company shall not force an employee to retire unless any of the following situations has occurred:
   (1) Where the employee reaches the age of sixty-five.
   (2) Where the employee suffers mental disability or physical disability that renders the person unfit to work. For the age requirement in the Subparagraph 1 of the preceding paragraph, the Company may report to the central competent authority for approval on adjustment of the age for job duties that are dangerous and labor-intensive; provided that the retirement age shall not be less than 55 years old.
3. Pension payment standards:
   (1) The pension payment for the seniority prior to and after the Labor Standards Act and the seniority prior to and after the Labor Pension Act, the pension payment for the seniority prior to and after the Labor Standards Act shall be calculated in accordance with Article 84-2 and Article 55 of the Labor Standards Act.
   (2) For employees who are under compulsory retirement in accordance with Subparagraph 2 of Paragraph 1 of Article 35, and their mental or physical disability or disability is caused by the performance of their job duties, then such employees shall be entitled to an additional 20% of payment in accordance with the Subparagraph 2 of Paragraph 1 of Article 55 of the Labor Standards Act.
   (3) For employees to which the pension system under the Labor Pension Act are applicable, the Company contributes 6% of the employees' wage to employees' personal retirement account on a monthly basis.
4. Labor management agreement and various employee benefit protection measures status

   The Company has established various regulations in accordance with the Labor Standards Act to protect the rights and interests of employees. In addition, the Company also convenes labor-management meetings regularly to adopt open and two-way communication methods for various systems and other issues, in order to maintain a proper, harmonious and interactive relationship between employees and the management, and to also ensure that employees receive fair and reasonable treatment in terms of their rights and interests. For example, employee suggestion boxes and complaint channels have been set up to gain a deeper understanding of employees' opinions and thoughts on the management and the welfare system, in order to maintain proper labor-management relations.

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

1. Cyber security risk management architecture

The IT Division is an independent department that is not subordinate to the user unit and is responsible for the planning and implementation of information security policies, promoting information security, increasing employees' information security awareness, collecting and improving the effectiveness of information-related technologies or procedures, etc. The IT Division also implements the management of network security, file security, server room, email security control, and access control of information system. Internal and external audits are conducted at least once annually, in order to verify the implementation status of internal information security.

2. Cyber security policy

The Company upholds its business philosophy of mutual benefit, win-win cooperation, and pragmatic management in order to create value for customers and shareholders while fulfilling its corporate social responsibilities.

The Company implemented the ISO/IEC 27001:2013 Information Security Management System in 2022 and successfully obtained certification on December 19, 2022. Subsequent surveillance audits were completed successfully on November 17, 2023 and November 19, 2024. In 2025, the Company upgraded its system to ISO/IEC 27001:2022 Information Security Management System standards and successfully passed certification on September 9, 2025. The certification remains valid through December 18, 2028.

The Company has also established an information security task force and information security incident reporting and response procedures to ensure the stable operation and continuity of information services. These measures are intended to safeguard the confidentiality, integrity, and availability of managed information assets while protecting the privacy of personal data.

In addition, the Company has established an information business continuity plan and conducts information-related operations in compliance with applicable laws and regulatory requirements.

3. Specific management plan and resource invested for cyber security management

(1) Specific management plan: The main measures and implementation status of information security risk management are as follows. The Company has demonstrated its ability to achieve effective protection of information security.

No.	Item	Specific management measures
1	Firewall protection	Firewall setting and connection rules.
		Additional application is required for special connection demand, and access is granted only after approval is obtained.
2	Antivirus software	Anti-virus software is used and virus codes are updated automatically, in order to reduce the chance of virus infection.
3	Operating system update	Major and security updates of the operating system are uniformly controlled by the automatic update system, and the installation request is sent to the Company's computer automatically.
4	Mail security control	Mails are set to perform scanning and filtering of threats automatically. Before receiving mails, users are requested to block unsafe attachment files, phishing mails, spam mails, and malicious links.
5	Data backup mechanism	The database of important information system data is backed up daily, and a remote backup has also been set up.
6	Upload of important files to server	Important files of each department of the Company are stored in the server for unified storage.

(2) Cyber security management:

(A) Data protection strategy

For example: For firewall policies, anti-virus systems, mainframe and network equipment vulnerabilities, phishing and spam mail detection, and computer server room security management, etc., system inspection and improvement are performed periodically, and new technologies are introduced irregularly to strengthen data protection.

(B) Information security education and training

New employees are required to receive information security training on the first job onboard day, in order to ensure that they understand relevant information security regulations. Information security training is also provided to all employees through irregular mails or meetings. Furthermore, announcement of information security control and major information security events are announced irregularly to implement awareness promotion and eduction, thereby enhancing the internal and external network attack protection.

(II) Any losses incurred due to major cyber security incidents, potential impacts, and countermeasures in the most recent year and up to the publication date of this annual report. If the amount cannot be reasonably estimated, please specify the fact that it cannot be reasonably estimated:

Currently, there is no major cyber security incident that has caused business damage. The Company will convene information security meetings irregularly to discuss relevant issues, and will continue to implement information security management policy objectives, and regularly implement recovery plan drills, in order to protect important systems and data security of the Company.

VII. Important Contracts:

Nature of Contract	Contracting Party	Contract Term	Major Content	Restrictive Covenants
Land Use Rights Agreement	Vietnam Industrial Investment & Development Corporation (BECAMEX IDC CORP.)	2020/3/29 ~ 2057/6/30	Vietnam land use rights	None
Land Use Rights Agreement	Vietnam Industrial Investment & Development Corporation (BECAMEX IDC CORP.)	2021/3/19 ~ 2066/4/26	Vietnam land use rights	None
Credit Facility Agreement	CTBC Bank	2025/9/25 ~ 2026/9/30	Comprehensive credit facility agreement	None
Credit Facility Agreement	Bank SinoPac	2025/8/28 ~ 2026/8/31	Comprehensive credit facility agreement	None
Credit Facility Agreement	E.SUN Bank	2025/9/23 ~ 2026/9/23	Comprehensive credit facility agreement	None
Credit Facility Agreement	Bank of Taiwan	2025/10/7 ~ 2026/10/7	Comprehensive credit facility agreement	None
Credit Facility Agreement	Chang Hwa Bank	2025/7/1 ~ 2026/4/30	Comprehensive credit facility agreement	None
Credit Facility Agreement	Mega International Commercial Bank	2025/2/24 ~ 2026/2/23	Comprehensive credit facility agreement	None
Credit Facility Agreement	DBS Bank	2025/8/30 ~ 2026/8/30	Comprehensive credit facility agreement	None
Credit Facility Agreement	International Bills Finance Corporation	2025/7/16 ~ 2026/7/15	Comprehensive credit facility agreement	None
Credit Facility Agreement	Hua Nan Commercial Bank	2025/6/2 ~ 2026/6/2	Comprehensive credit facility agreement	None
Credit Facility Agreement	Cathay United Bank	2025/11/30 ~ 2026/11/30	Comprehensive credit facility agreement	None
Credit Facility Agreement	Shin Kong Commercial Bank	2025/6/26 ~ 2026/6/26	Comprehensive credit facility agreement	None
Credit Facility Agreement	EnTie Commercial Bank	2025/4/26 ~ 2026/4/26	Comprehensive credit facility agreement	None
Credit Facility Agreement	Taichung Commercial Bank	2025/7/2 ~ 2026/7/2	Comprehensive credit facility agreement	None
Credit Facility Agreement	Taishin International Bank	2025/7/1 ~ 2026/6/30	Comprehensive credit facility agreement	None
Credit Facility Agreement	Taipei Fubon Bank	2025/2/25 ~ 2026/2/25	Comprehensive credit facility agreement	None
Credit Facility Agreement	Taiwan Cooperative Bills Finance Corporation	2025/11/9 ~ 2026/11/9	Comprehensive credit facility agreement	None
Credit Facility Agreement	Bank of Shanghai	2024/5/28 ~ 2031/5/1	Comprehensive credit facility agreement	None
Credit Facility Agreement	First Commercial Bank	2025/3/13 ~ 2026/3/13	Comprehensive credit facility agreement	None

Nature of Contract	Contracting Party	Contract Term	Major Content	Restrictive Covenants
Credit Facility Agreement	Viet A Bank	2025/6/10 ~ 2026/6/10	Comprehensive credit facility agreement	None
Credit Facility Agreement	Kunshan Rural Commercial Bank	2025/9/24 ~ 2026/9/24	Comprehensive credit facility agreement	None

Five. Review and Analysis of Financial Status and Financial Performance and Risk Management

I. Financial Status

Unit: NT$ thousand; %

Item \ Year	December 31, 2025	December 31, 2024	Difference	
			Amount	%
Current assets	4,998,185	5,135,979	(137,794)	-2.68%
Property, plant and equipment	2,946,326	3,083,309	(136,983)	-4.44%
Intangible assets	151,664	119,288	32,376	27.14%
Other assets	1,017,608	1,098,378	(80,770)	-7.35%
Total assets	9,113,783	9,436,954	(323,171)	-3.42%
Current liabilities	5,693,906	5,790,920	(97,014)	-1.68%
Non-current liabilities	747,863	704,107	43,756	6.21%
Total liabilities	6,441,769	6,495,027	(53,258)	-0.82%
Share capital	1,500,000	1,500,000	0	0.00%
Capital reserve	804,881	981,881	(177,000)	-18.03%
Retained earnings	858,105	797,489	60,616	7.60%
Other equity	(305,678)	(152,149)	(153,529)	100.91%
Treasury shares	(185,294)	(185,294)	0	0.00%
Equity attributable to owners of the parent company	2,672,014	2,941,927	(269,913)	-9.17%
Total equity	2,672,014	2,941,927	(269,913)	-9.17%

Analysis of Significant Changes
(For changes exceeding 20% between periods and amounting to more than NT$10 million)

1. **Intangible Assets:**
The increase in the amount for the current year was primarily attributable to the acquisition of webcam system-related assets.

2. **Other Equity:**
The decrease in the amount for the current year was mainly due to increased exchange losses arising from the translation of financial statements of foreign operating entities as a result of foreign currency fluctuations.

II. Financial Performance

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

Unit: NT$ thousand; %

Item \ Year	2025	2024	Amount of increase (decrease)	Change ratio (%)
Net operating income	5,540,235	6,881,438	(1,341,203)	-19%
Operating cost	4,487,313	5,617,491	(1,130,178)	-20%
Gross profit	1,052,922	1,263,947	(211,025)	-17%
Operating expense	614,089	672,679	(58,590)	-9%
Operating profit	438,833	591,268	(152,435)	-26%
Total non-operating incomes and expenses	(307,508)	(185,337)	(122,171)	66%
Net income before tax	131,325	405,931	(274,606)	-68%
Income tax (expense) gain	(26,459)	(96,953)	70,494	-73%
Net income (loss) of current period	104,866	308,978	(204,112)	-66%
Other comprehensive income (loss) for the current period (net amount after tax)	(153,529)	48,581	(202,110)	-416%
Total comprehensive income (loss)	(48,663)	357,559	(406,222)	-114%

Analysis of Significant Changes in Operating Revenue, Operating Income, and Profit Before Tax for the Most Recent Two Fiscal Years

Analysis of Changes

(For changes exceeding 20% between periods and amounting to more than NT$10 million)

1. Operating Costs, Operating Income, Profit Before Tax, Income Tax Expense, Net Income for the Period, and Total Other Comprehensive Income (Loss) for the Period:
   The decrease in operating revenue in 2025 resulted in corresponding decreases in related operating costs, profits, net income, and income tax expense.
2. Non-operating Income and Expenses and Other Comprehensive Income (Loss) for the Period (Net of Tax):
   The changes were primarily attributable to increased foreign exchange losses and increased translation losses from the conversion of financial statements of foreign operating entities due to fluctuations in exchange rates.

(II) Sales volume forecast and basis thereof

The Company and its subsidiaries establish sales targets based on industry conditions, market trends, and historical operating performance. Sales revenue is expected to maintain a growth trend in future years following 2025.

(III) Possible impact on the future financial business of the Company and response plan

No significant impact on the Company's future financial business.

III. Cash Flow

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

Unit: NT$ thousand

Item \ Year	Cash inflow (outflow)		Increase (decrease) change	
	2025	2024	Amount	%
Operating activities	124,813	392,054	(267,241)	-68%
Investment activities	(446,449)	(416,089)	(30,360)	7%
Financing activities	(46,610)	237,502	(284,112)	-120%

Analysis of Changes
(For changes exceeding 20% between periods)

1. Net cash inflows from operating activities decreased compared with the previous period, primarily due to a decrease in profit before tax.
2. Net cash outflows from financing activities increased compared with the previous period, mainly due to the distribution of cash dividends.

(II) Improvement plan for insufficient liquidity: The Company intends to gradually replace short-term borrowings with medium- and long-term borrowings in order to improve its liquidity position and alleviate liquidity constraints.

(III) Analysis for the next year

Unit: NT$ thousand

Cash balance at the beginning of the period	Expected annual net cash flow from operating activities	Expected cash inflow (outflow) from investing and financing activities for the whole year	Expected cash surplus (deficit)	Remedial measures for expected cash flow deficit	
				Investment plan	Financial management plan
248,826	1,001,912	(945,137)	305,601	-	-

(1) Analysis of Expected Changes in Cash Flows

1. Operating Activities:

Net cash inflows from operating activities are expected in the coming fiscal year, primarily attributable to increased net cash inflows generated from higher profit before tax.

2. Investing and Financing Activities:

Net cash outflows from investing and financing activities are expected in the coming fiscal year, mainly due to the repayment of bank borrowings and the payment of cash dividends.

(2) Remedies for Expected Cash Shortfalls and Liquidity Analysis: Not applicable.

IV. Impact of Significant Capital Expenditures in the Most Recent Year on the Financial and Operating Conditions of the Company

Major capital expenditure utilization status and source of capital: The Company's significant capital expenditures in 2025 primarily consisted of investments in equipment acquired to satisfy customer requirements and support production operations.

V. Investment Policy for the Last Year, Main Causes of Profits or Losses, Improvement Plans and Investment Plans for the Coming Year: None.

VI. Analysis and Assessment on Risk Matters for the Most Recent Year and Up to the Printing date of the Annual Report:

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

1. Impact of Interest Rate Fluctuations on the Company's Profitability and Future Countermeasures

The Company obtains bank borrowings to support operational funding requirements and investments in offices, plants, and equipment, resulting in interest expenses associated with such borrowings. Interest expenses for 2024 and 2025 amounted to NT$205,911 thousand and NT$177,648 thousand, respectively, representing 2.99% and 3.21% of consolidated net operating revenue. As the proportions remain relatively low, interest rate fluctuations have not had a material adverse impact on the Company's revenue or profitability. In addition, the Company maintains stable and long-term relationships with its banking partners and continuously monitors the impact of financial market interest rate changes on its funding conditions. As the Company's operating scale and profitability continue to improve, internally generated funds have become increasingly sufficient. Therefore, the impact of interest rate fluctuations on the Company's revenue and profitability remains limited.

2. Impact of Exchange Rate Fluctuations on the Company's Profitability and Future Countermeasures

Export sales accounted for 99.96% and 99.90% of the Company's total sales in 2024 and 2025, respectively, with export collections primarily denominated in U.S. dollars. Although certain raw material purchases are also settled in U.S. dollars, such arrangements cannot fully offset foreign exchange risks.Net foreign exchange losses in 2024 and 2025 amounted to NT$(9,207) thousand and NT$(155,295) thousand, respectively, representing (0.13)% and (2.80)% of consolidated net operating revenue. The impact ratios remained relatively low and did not materially adversely affect the Company's revenue or profitability. However, as the Company's operating scale continues to expand, exchange rate fluctuations may still have potential impacts on operations.Accordingly, the Company’s finance department maintains close relationships with financial institutions and continuously monitors exchange rate movements and international foreign exchange market trends in order to respond promptly to the impact of currency fluctuations.

3. Impact of Inflation on the Company’s Profitability and Future Countermeasures

During the most recent fiscal year and up to the date of publication of this annual report, the Company’s revenue and profitability have not been materially affected by inflation. Should inflation result in increased procurement costs, the Company will appropriately adjust product pricing and closely monitor price fluctuations in upstream raw materials and key components in order to mitigate the impact of inflation-related cost increases on the Company’s profitability.

(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:

The Company focuses on the operation of the core business, and the financial policy is based on the principle of stability and conservatism, such that the Company does not engage in investments of high risk or high leverage. In addition, the Company has established the "Procedures for Loaning Funds to Others", "Procedures for Providing Endorsements/Guarantees" and "Procedures for Acquisition or Disposal of Assets" as the basis for the Company's compliance during execution of relevant activities. On April 24, 2025, the Board of Directors of the Company has approved the extension of loan to Richmake International Limited provided by Brilliance Investment Co., Ltd. and the loan to Brilliance Investment Co., Ltd. provided by Dong Guan Yi Zhuo Electronics Co., Ltd. In addition, the Company has not engaged in derivative transactions.

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

The Company focuses on the research and development of earphones, and the products cover a wide range of low, medium, and high-end models. In addition to satisfying the product demands of customers and continuously monitoring the industry dynamics, the Company also aims to become a professional supplier and to grow together with the customers.

1. Future R&D plan

The Company's earphone products are slim, lightweight, portable and wireless, and are developed to meeting customers' demands in terms of the exterior design, mechanical design, electronic hardware design, antenna design, firmware integration, digital signal processing, acoustics calibration, and comprehensive services are also provided.

The Company will focus on the development of e-sports earphones, and will further expand the product breadth to music earphones, business earphones, true wireless earphones, noise reduction earphones, and smart earphones, in order to head towards the goal of providing products equipped with the functions of low power consumption, long transmission distance and low latency. The Company aims to achieve vertical integration, in-depth cultivation of professional fields, and independent R&D design of speaker unit, diaphragm, cavity and ear pad materials, along with the introduction of professional simulation software for analyzing the structure of various materials.

2. Expected investment in R&D budget:

The Company’s industrial competitiveness comes from the Company’s own R&D capability. The Company continues to invest in R&d expenses every year for the research or purchase of R&D equipment demanded by various R&D units, in order to cultivate outstanding R&D talents. The R&D expenses are classified according to the progress of product development. In the future, the R&D expenses will be adjusted according to the R&D progress and results, in order to expand the scale of the operations and to enhance the competitiveness of the Company.

(IV) Impacts of changes in important domestic and foreign policies and laws on the Company's financial operations and countermeasures:

The routine operation of the Company complies with the relevant domestic and foreign laws and regulations, and the Company 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 Company. For the most recent year and up to the printing date of the annual report, the Company’s financial business has not been affected due to changes in 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 Company's R&D team possesses strong product development capabilities. In addition to ensuring that its research and development projects do not infringe upon the intellectual property rights of others, the Company actively develops innovative technologies to maintain its technological leadership. The Company closely monitors technological advancements, market trends, and industry developments, and proactively evaluates the adoption of emerging technologies, including AI Agents, to enhance operational efficiency and decision-making capabilities. The Company also regularly assesses and analyzes the potential impact of changes in the overall business environment on its operations and formulates appropriate response strategies accordingly. Through continuous innovation and technological advancement, the Company maintains its competitive edge. As of the date of this Annual Report, no significant technological changes or industry developments have had a material adverse effect on the Company's financial condition or business operations.

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

The Company adheres to the philosophy of "innovation, efficiency, and social responsibility fulfillment" and pursues steady growth, in order to achieve greater value for shareholders. The Company complies with applicable laws and regulations for operations, and values corporate image and risk control. As of the publication date of the annual report, the Company has not experienced any major changes in the corporate image for crisis management.

(VII) Expected benefits, risks, and response measures in relation to mergers and acquisitions:

In the most recent year and as of the printing date of the annual report, the Company has no plans for mergers and acquisitions of other companies. In the event of future mergers and acquisitions, the Company will comply with all operational rules and regulations to perform benefit assessment and risk control in a prudent manner, in order to protect the rights and interests of the Company and shareholders.

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

On November 12, 2020, the Board of Directors of the Company has approved the signing of a contract with Vietnam industrial investment & development headquarters (BECAMEX IDC

CORP.) to acquire the land use right, in order to meet the future business growth needs. Up to the printing date of the annual report, relevant factory expansion plan and expected benefits are still under evaluation and planning.

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

1. Risks faced due to concentrated procurement and countermeasures:

In 2024 and 2025, purchases from the Company's and its subsidiaries' largest supplier accounted for no more than 14.94% and 12.84% of total purchases, respectively, indicating that procurement was not excessively concentrated.In addition, the Company generally maintains relationships with more than two suppliers for key raw materials to ensure procurement flexibility and diversify supply sources. This approach also ensures that materials satisfy customer requirements in terms of quality, technology, pricing, and delivery schedules. Over the long term, the Company has established stable cooperative relationships with its suppliers, whose product quality and delivery performance have remained normal, with no occurrences of material shortages or supply interruptions.

2. Risks faced due to concentrated sales and countermeasures:

The Company is primarily engaged in the design, manufacturing, and sales of headphone products, with its major customers consisting mainly of international headphone brand manufacturers. In 2024 and 2025, sales to the Company's largest customer accounted for 27.78% and 27.40% of total sales, respectively, indicating a degree of customer concentration. Such concentration was primarily attributable to the Company's extensive experience and development capabilities cultivated over many years in the headphone industry, which have earned the trust of its end customers. Historically, the Company focused primarily on the development of gaming headsets, resulting in a relatively higher concentration of sales to this customer. To mitigate customer concentration risks, the Company continues to actively diversify both its product portfolio and customer base.

(X) Impacts, risks and countermeasures of directors or major shareholders with shareholding exceeding 10%, large equity transfer or change on the Company:

There has been no significant transfer or change of shares by directors or major shareholders with shareholding exceeding 10% in the most recent year and up to the printing date of the annual report that may cause material impact on the business operation of the Company.

(XI) Impacts, risks and countermeasures of change in management right to the Company:

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

(XII) In the case of litigation case or non-contentious case, specify the names of the directors, the President, the de facto responsible person, shareholders each holding more than 10% of company shares, and subsidiaries with final ruling made or still in major legal proceedings, non-contentious matters, or administrative disputes, and where the result thereof may significantly affect shareholders' equity or stock price, disclose the fact of the contentions, the amount involved, the commencement date of the proceedings, the major litigants in the proceedings, and the status as of the publication date of this report: None.

(XIII) Other significant risks and countermeasure:

Cybersecurity risks that result in information system disruptions, data breaches, or operational disruptions may adversely affect business operations, customer services, and financial processes, increase operating costs and losses, and consequently have a material adverse effect on the Company's financial condition and operating results. The Company continues to strengthen its information security management and risk control measures by implementing the ISO/IEC 27001 Information Security Management System (ISMS). During the year, the Company successfully completed the upgrade of its core Enterprise Resource Planning (ERP) system to further enhance operational efficiency and financial management capabilities. The Company also continues to invest in advanced cybersecurity solutions, including firewalls and anti-malware systems, to defend against cyber threats. In addition, comprehensive data protection mechanisms have been established, and regular risk assessments, vulnerability assessments and penetration testing, employee cybersecurity awareness training, and business continuity drills are conducted to strengthen information security protection and operational resilience. These measures are intended to mitigate the impact of cybersecurity risks on the Company's financial condition and business operations while ensuring the continuity of its operations.

VII. Other important matters: None.

Six. Special Disclosure

I. Information on Affiliated Enterprises

Affiliated Enterprise Reports (the Three Affiliated Enterprise Reports): Please refer to the Affiliated Enterprise Reports section under “Electronic Document Download” in the “Single Company” category on the Market Observation Post System (MOPS) at https://mopsov.twse.com.tw/mops/web/t57sb01_q10

II. Information on private placement of securities for the most recent year and up to the printing date of the annual report: None.

III. Additional information required to be disclosed: None.

IV. For the most recent year and up to the printing date of the annual report, occurrence of events having material impact on shareholders' rights and interests or securities prices according to Subparagraph 2 of Paragraph 2 of Article 36 of the Securities and Exchange Act: None.

AMPACS CORPORATION

Chairman: Huang, Chang-Ching