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GIA TZOONG ENTERPRISE CO., LTD.

2025

Annual Report

Published on Apr 17, 2026

This annual report is available at <http://mops.twse.com.tw>

The Company's website: <http://www.gia-tzoong.com.tw>

1. Spokesperson or acting spokesperson

- 1、 Spokesperson
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Website : <https://ecorp.ctbcbank.com/cts/index.jsp>

4. The certified public accountants who duly audited the annual financial report for the most recent year

Name of Accounting Firm : Baker Tilly Clock & Co.
Names of CPAs : LAI CHIA YU, WU HSIN LIANG
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5. The name of any exchanges where the company's securities are traded offshore, and the method by which to access information on said offshore securities: None

6. The address of the Company's website

<http://www.gia-tzoong.com.tw/>

Contents

I.	Report to the shareholders	1
1.	Introduction.....	1
2.	2025 Annual Business Report.....	2
3.	Summary of 2026 Business Plan	4
II.	Corporate governance report.....	7
1.	Profiles of Directors, Presidents, Vice Presidents, Assistant Vice Presidents, Division Heads, and Branch Heads	7
2.	Remuneration paid during the most recent year to directors, president and vice president	14
3.	Corporate governance practices	17
4.	Information on the professional fees of the attesting CPAs	60
5.	Information on replacement of certified public accountant.....	60
6.	The chairman, president, managerial in charge of financial or accounting affairs of the Company, who has worked in the firm or affiliated company of the certified public accountant within the last year	60
7.	In the most recent year to the date this report was printed, directors, supervisors, managerial officers and the shareholders holding more than 10% of the shares in the transfer of shares and pledge of shares under lien, and any change thereof.	60
8.	Information on shareholders among the top 10 by proportion of shareholding who are related parties to one another or spouse, kindred within the 2nd degree of kinship.....	61
9.	The number of shares held by the Company, the Company's directors, managerial officers and enterprises directly or indirectly controlled by the Company in the same reinvested enterprise, and the comprehensive shareholding ratio.....	62
III.	Capital Overview	63
1.	Capital and shares	63
2.	Status of Corporate bond	68
3.	Status of preferred share	68
4.	Status of overseas depository receipt.....	68
5.	Status of employee stock options.....	68
6.	Status of new employee restricted share undertaking.....	68
7.	Status of issuance of new shares due to merger and acquisition or acceptance of shares transferred by other companies	68
8.	Implementation status of the fund utilization plan	68

IV.	Operational Overview	69
1.	Business content.....	69
2.	Overview of market, production, and sales	72
3.	Information of employees in the last two years and as of the date of publication of the annual report	77
4.	Information on environmental protection expenditures.....	77
5.	Labor–management relations.....	78
6.	Cyber security management.....	80
7.	Important Contracts	81
V.	Review of Financial Position, Financial Conditions, and Risk Matters	82
1.	Consolidated Financial Position	82
2.	Consolidated Financial Performance	83
3.	Consolidated cash flow	84
4.	The impact of major capital expenditures on financial operations in the most recent year	84
5.	The reinvestment policy for the most recent year, the main reasons for its profit or loss, and the improvement plan and investment plan for the next year	84
6.	Risk items should be analyzed and evaluated for the following matters in the most recent year and as of the printing date of the annual report	85
7.	Other important matters	92
VI.	Special Disclosure.....	93
1.	Information regarding the Company's affiliates	93
2.	Private placement of securities in 2025 and up to the date of publication of the annual report	96
3.	Other necessary supplementary notes	96
VII.	Any matter in the most recent year and up to the date of publication of the annual report which has a significant impact on shareholders' equity or securities prices as stipulated in subparagraph 2 of paragraph 3 of Article 36 of the Securities and Exchange Act	96

I. Report to the shareholders

Dear shareholders,

I would like to report to all shareholders on our operations in 2025 as follows:

I Introduction

The The Company's operating income in 2025 was NT\$462,684 thousand, net profit after tax was NT\$186,568 thousand, and net profit per share was NT\$1.12. The operating income in 2025 decreased slightly compared to the previous year, mainly due to the company's market competition and transition period; Due to measures such as manpower lean planning and adjustment of product production and sales, gross profit margin increased slightly. Operating expenses decreased compared with the previous year, mainly due to the reversal of sluggish losses in accounts receivable in the same period last year. The biggest change is in non-operating income and expenditure, due to the impact of exchange losses recognized in 114 and losses on financial assets measured at fair value, resulting in a negative non-operating income and expenditure.

Looking forward to 2026, innovation remains the core value of Jiazong Industry and the key driving force for the company's sustainable growth. We firmly believe that only by continuously pushing the boundaries of technology can we remain competitive in a rapidly changing market environment. To this end, we actively work with customers to jointly develop new products that meet future trends, and continue to increase investment in R&D to strengthen technical capabilities to meet diversified market demands. This year, we have demonstrated initial results in the fields of copper-clad ceramic substrates and embedded printed circuit boards, which not only represents our breakthrough in advanced materials and process technology, but also symbolizes the company's gradual establishment of a leading position in the next-generation electronics industry chain. In the future, we will continue to deepen our R&D layout, expand application areas, and lead the development of the industry with innovative thinking to create higher value for customers.

In terms of environmental, social, and governance (ESG), we adhere to sustainable business philosophy and promote multifaceted strategies: **Environmental Protection:** We are committed to promoting green production, from raw material selection, process design to energy use, comprehensively introducing environmental protection to reduce carbon emissions and resource consumption. At the same time, we actively invest in energy-saving equipment and establish comprehensive environmental monitoring mechanisms to ensure that the production process meets international sustainability standards. **Social Responsibility:** We understand that employees are the most important asset of the company, so we continue to create a safe, healthy, and inclusive work environment, promote diversity

and equal opportunities, and enhance employees' happiness and sense of belonging. Additionally, we actively participate in community charity activities, giving back to society and promoting shared prosperity through educational support, charitable donations, and volunteer services. **Corporate Governance:** We continue to optimize our corporate governance structure, strengthen the functions of the board of directors, enhance decision-making transparency and compliance, and establish rigorous risk management and internal control mechanisms to ensure the company's stable operations. Through information disclosure and honest management, we are committed to building long-term trust and safeguarding the common interests of shareholders, customers, and employees.

GIA Industrial will continue to drive growth with innovation, take sustainability as its business policy, and work with customers, employees, and society to move towards a better future. Thank you for your support and trust, and we will continue to strive to enhance the company's value and give back to our shareholders.

II 2025 **Annual** Business Report

(1) Comparative analysis of operating results

1. Consolidated

Unit: NT\$ thousand

Item	2025	2024	Variation ratio %
Operating revenue	462,684	481,720	(4)
Operating costs	(536,534)	(576,133)	(7)
Gross operating profit	(73,850)	(94,413)	(22)
Operating expenses	(90,879)	(96,740)	(6)
Operating profit	(164,729)	(191,153)	(14)
Non-operating revenue and expense	(15,100)	41,031	(137)
Net profit before tax	(179,829)	(150,122)	20
Income tax expense	(6,739)	(3,269)	106
Net profit for current year	(186,568)	(153,391)	22

2. Parent company-only

Unit: NT\$ thousand

Item	2025	2024	Variation ratio %
Operating revenue	431,610	446,920	(3)
Operating costs	(535,626)	(570,851)	(6)
Gross operating profit	(104,016)	(123,931)	(16)
Operating expenses	(76,295)	(80,956)	(6)
Operating profit	(180,311)	(204,887)	(12)
Non-operating revenue and expense	94	54,348	(100)
Net profit before tax	(180,217)	(150,539)	20
Income tax expense	(6,351)	(2,852)	123
Net profit for current year	(186,568)	(153,391)	22

(2) Budget implementation: Does not apply

(3) Financial position and profitability analysis:

1. Financial position

(1) Consolidated

Item	Year	
	2025	2024
Cash inflows (outflows)	(26,844)	51,818
Debt ratio(%)	29	20
Current ratio(%)	319	328

(2) Parent company-only

Item	Year	
	2025	2024
Cash inflows (outflows)	37,039	45,973
Debt ratio(%)	29	20
Current ratio(%)	281	290

2. Profitability analysis

(1) Consolidated

Analysis item	Year			
	2025	2024		
Profitability	Return on assets(%)		(16.55)	(12.30)
	Return on shareholders equity(%)		(22.11)	(15.14)
	Ratio to paid-in capital	Operating profit	(9.92)	(11.51)
	Ratio(%)	Net profit before tax	(10.83)	(9.04)
	Net profit margin(%)		(40.32)	(31.84)
	Earnings per share (NT\$)		(1.12)	(0.92)

(2) Parent company-only

Analysis item	Year			
	2025	2024		
Profitability	Return on assets(%)		(16.69)	(12.40)
	Return on shareholders equity(%)		(22.11)	(15.14)
	Ratio to paid-in capital	Operating profit	(10.85)	(12.33)
	Ratio(%)	Net profit before tax	(10.85)	(9.06)
	Net profit margin(%)		(43.23)	(34.32)
	Earnings per share (NT\$)		(1.12)	(0.92)

- (4) Research and development status
 1. Technologies and products developed successfully
 - (1) High-end (6th level or above) HDI/Any-layer circuit board products have entered the mass production stage.
 - (2) DBC ceramic substrate(AlN) has completed the R&D sample test and entered the trial mass production stage.
 - (3) Composite circuit board with embedded copper blocks/ceramic/passive components, and completed the R&D sample test.
Composite circuit board with embedded copper blocks/ceramic/passive components, and completed the R&D sample test.
 2. Research and development plan for the coming year
 - (1) For embedded composite circuit boards, increase product structure diversification and expand the scope of market applications.
 - (2) For DBC ceramic substrate(AlN), the process conditions are optimized to improve the yield and product reliability.
 - (3) Development AMB aluminium nitride/ silicon nitride copper clad ceramic substrate.

III Summary of 2026 Business Plan:

(I) Business Strategy

1. **Enhancing product value** We continue to expand our technical scope, with high-power, heat dissipation, and composite circuit boards as our target markets, and domestic semiconductor IC design manufacturers as our target customers. Focusing on the R&D and application of HDI embedded composite circuit boards, and deeply cultivating related technologies to improve product performance and reliability. Through continuous technological breakthroughs and innovations, we are committed to expanding our influence in niche markets and establishing differentiated competitive advantages
Customer satisfaction: In response to the trend of high power and product modularization of customers, we meet the product needs of customers for diversified composite circuit boards, improve product quality, and provide fast and flexible services to deepen and expand the niche market.
2. **Customer Satisfaction** Faced with the market trend of high power and product modularity, we actively develop a variety of composite circuit board products to meet the diverse needs of our customers. At the same time, it continues to improve product quality and provides fast and flexible service models, deepens cooperative relationships with customers, and further expands the territory of niche markets.
3. **Reducing Operating Costs** We continuously optimize our production processes, continuously improving methods to increase yields and reduce manufacturing costs, ensuring that our products are priced competitively in the market. Through lean management and efficiency improvement, we not only strengthen the operational

resilience of enterprises but also provide customers with more valuable solutions.

(II) Estimated sales volume and basis

The company's products are mainly used in high-power/high-thermal conductivity device industries such as on-board systems, power drives, industrial controls, energy storage equipment, LED lighting, etc., among which composite circuit boards are oriented to niche markets. Based on a comprehensive evaluation, the company's niche points and market development trends are as follows:

1. **MCPCB (aluminum/copper)** These products have excellent heat dissipation performance and are widely used in high-power devices, and sales are expected to maintain steady growth as the market demand for high-performance cooling solutions continues to increase.
2. **FR4 multilayer circuit board products** The traditional FR4 multilayer circuit board market is highly competitive, with significant price pressure. Although there is still some demand, sales are expected to decline slightly due to the market environment.
3. **DBC ceramic substrate** The traditional FR4 multilayer circuit board market is highly competitive, with significant price pressure. Although there is still some demand, sales are expected to decline slightly due to the market environment.
4. **Hybrid circuit boards** In response to the market demand for power and communication modules, we actively promote the application of embedded technology and HDI technology. With the popularity of high-frequency communication and modular products, the market for composite circuit boards has huge potential and is expected to grow significantly.

(III) Important production and sales policies

1. **Co-Creating Value with Customers** The company's consistent strategic direction is to establish long-term partnerships with customers and enhance market competitiveness through joint development of new products. Especially in the field of embedded composite circuit boards, we continue to deepen technical cooperation to ensure that our products can accurately meet customer needs and lead industry trends.
2. **Order-to-order production management** Most products adopt an order-to-order production model to effectively reduce inventory risks and improve resource utilization efficiency. We conduct real-time risk and reward assessments during the order taking process to ensure reasonable order allocation and balance operational stability and market flexibility.

3. **DBC Copper-Clad Ceramic Substrate Planning** Due to the long delivery time of raw materials for DBC copper-clad ceramic substrates, the company conducts annual inventory planning based on customer estimates and its own production capacity. This not only ensures stable supply but also improves delivery efficiency and meets customer needs for high-reliability products.
- (IV) The company's future development strategy is affected by the external competitive environment, regulatory environment, and overall operating environment:

Long-term Development Strategy: The Company's future development direction will focus on three core areas:

Technological Innovation: Continuously increase investment in R&D, promote technological breakthroughs, enhance product performance and competitiveness, and ensure maintaining a leading position in the high-end electronics industry.

Market expansion: Actively expand niche markets, increase the proportion of new product revenue, and increase gross profit margin through differentiated strategies to strengthen market influence.

Talent training: Strengthen talent cultivation and team building to build a professional and efficient workforce to ensure that the company has long-term competitive advantages in technology and management.

External Competitive Environment: We face fierce competition from domestic and foreign peers, with rapidly changing market demands and accelerating technological advancements. These challenges require us to continuously innovate and improve product quality to maintain market competitiveness and meet the diverse needs of customers.

Regulatory Environment: As the government's environmental protection requirements for the printed circuit board industry become increasingly stringent, we will actively introduce green production processes to ensure that all processes comply with relevant regulations and international standards, and continue to promote energy conservation and carbon reduction, demonstrating corporate sustainability responsibility.

Overall operating environment: The uncertainty of the global economy and supply chain fluctuations have a certain impact on the company's operations. We will continue to pay attention to the international economic situation and ensure that the company can maintain steady growth in a changing environment through flexible business strategies and risk management mechanisms.

Finally, we wish you good health and great fortune!

Chairman: Tseng Chi-li

II. Corporate governance report

1. Profiles of Directors, Presidents, Vice Presidents, Assistant Vice Presidents, Division Heads, and Branch Heads

(1) Profiles of Directors and Independent Directors

April 13, 2026

Title	Nationality or place of registration	Name	Gender/Age	Election (Appointment) Date	Term of office	Initial Election Date	Shares at Election		Current shareholding		Current shareholding held by spouse & minor children		Shareholding held through nominees		Principal work experience and academic qualifications	Position(s) held concurrently in the company and/or in any other company	Other officer, directors or supervisors with a spousal or other second degree of kinship			Remark
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relation	
Chairman	R.O.C.	TSENG CHI LI	- Male 61-70	June 11, 2025	3 years	Aug. 22, 2008	9,561,794	5.76%	9,561,794	5.76%	819,405	0.49%	0	0%	Graduated from Dept. of Law, Fu Jen Catholic University Boxin Enterprise Co., Ltd – Business Manager	GIA TZOONG ENTERPRISE CO., LTD.- Chief Executive Officer Puyu Investment Co., Ltd.-Chairman	Director	TSENG I SHANG	Father and daughter	Note 1
Director and Vice President of Manufacturing Division	R.O.C.	LEE WEI HSIN	Male 51-60	June 11, 2025	3 years	June 17, 2013	3,452,993	2.08%	3,452,993	2.08%	358	0.00%	0	0%	Graduated from Chinese Culture University	GIA TZOONG ENTERPRISE CO., LTD.- Vice President of Manufacturing Division	None	None	None	
Director	R.O.C.	TSENG I SHANG	Female 31-40	June 11, 2025	3 years	June 11, 2025	1,762,165	1.06%	1,762,165	1.06%	0	0%	0	0%	THE UNIVERSITY OF QUEENSLAND-ARTS&COMMERCE Mynet Inc Group - Overseas business Development director	Mynet Inc Group -Overseas bussiness Development director	Chairman	TSENG CHI LI	Father and daughter	
Director	R.O.C.	YANG CHIAO SUNG	Male 21-30	June 11, 2025	3 years	June 11, 2025	0	0.00%	0	0.00%	0	0%	0	0%	National Taiwan University-Department of engineering science and ocean engineering HON LIN Technology Co., Ltd-Engineer	HON LIN Technology Co., Ltd-Engineer SOLID STATE SYSTEM CO., LTD-Director	None	None	None	
Independent Director	R.O.C.	TUAN MU CHENG	Male 51-60	June 11, 2025	3 years	June 12, 2020	0	0.00%	0	0.00%	0	0%	0	0%	Master of Business Administration-Drexel University, USA Certified Public Accountant of Genie Joint CPA Firm	Note 3	None	None	None	
Independent Director	R.O.C.	HUNG WEN MING	Male 61-70	June 11, 2025	3 years	June 13, 2018	0	0.00%	0	0.00%	0	0%	0	0%	Dept. of Political Science, Soochow University EMBA, National ChengChi University Executive Vice President of Yuanta Life Insurance Co., Ltd.	Integrated Service Technology Inc.- Independent Director	None	None	None	

Independent Director	R.O.C.	PI WAN PING	Female 41-50	June 11, 2025	3 years	June 11, 2025	0	0.00%	0	0.00%	0	0%	0	0%	THE UNIVERSITY OF LEEDS-International Marketing Mangement SUNPOWER SMART ENERGY CO., LTD-CEO UNISON HEALTHCARE GROUP-Executive Assistant to the President	SUNPOWER SMART ENERGY CO., LTD-CEO Taiwan Association of Green Energy Transition-CEO Taiwan Photovoltaic Industry System Association -Managing Supervisor Association Of Women Entrepreneurs-Director Small and Medium Enterprise and Startup Administration Ministry of Economic Affairs-Secretary General BEAST KINGDOM CO., LTD-Independent Director	None	None	None
Independent Director	R.O.C.	CHIU CHENG CHUNG	Male 51-60	June 11, 2025	3 years	June 11, 2025	0	0.00%	0	0.00%	0	0%	0	0%	National Taipei Institute of Technology WEB-PRO CORPORATION-Chairman	Junyung CO., LTD-Director Weipu Industrial Co., Ltd-Director WEB-PRO CORPORATION-Vice Chairman YI-PING CONSTRUCTION MATERIAL CO-Director Wan Jin Rest CO., LTD-Supervisor Comilon Co., Ltd.- Chairman SUN SHINE PLYWOOD & LUMBER CO., LTD-Chairman PROCHEM PHARMTECH CO., LTD-The legal representative of the director	None	None	None
Independent Director	R.O.C.	HUANG KER JER	Male 51-60	June 11, 2025	3 years	May 29, 2024	0	0.00%	0	0.00%	0	0%	0	0%	National Tsing Hua University-Department of power mechanical engineering -Doctor of Philosophy GranDen CORP-Project manager	SOLID STATE SYSTEM CO., LTD-Independent Director POWERTIP IMAGE CORP-Independent Director YOUNG OPTICS INC-Director POWERTECH INDUSTRIALCO., LTD-Director	None	None	None

Note 1: The representative of the chairman of the Company and the CEO are the same person, which improves the efficiency of management and decision-making. Management and approval decisions are subject to the approval hierarchy rules, and all major decisions are submitted to the Board of Directors in accordance with the rules. The Company established the Audit Committee on June 16, 2022, and the number of independent directors has been increased to five seats to strengthen the supervisory function of the Board of Directors. More than half of the directors do not concurrently serve as employees. Please refer to the positions in affiliated companies specified in the special recorded items of this annual report (page 95) for details.

Note 2: The director LEE MAO TONG was initially appointed in September 1988, dismissed in April 2002, and elected on June 17, 2016, resigned on June 27, 2024

Note 3: Certified Public Accountant of Jing Hua Accounting Firm

Tainan Enterprise Co., Ltd.- Independent Director
Oriental System Technology Inc.-Independent Director
Wits Academy Co., Ltd.-Director
Xinyue Biotechnology Co., Ltd.-Director
E&T Venture Co., Ltd.-Director
RICOTTA Industry Co., Ltd.-Director
Chung Shing Textile Co., Ltd.- Director
Supervisor of Golden Circles Design Company
Supervisor of Aquarium Division Ministry CO., LTD.
Supervisor of Real Good Information Inc.
Supervisor of Taiwan Fulida International Co., Ltd.
Supervisor of Huhai Yunda Smart Agriculture and Fishery Development Co., Ltd.

(3) Disclosure of Professional Qualifications of Directors and Independent Directors and Independence of Independent Directors

1. Professional Qualifications of Directors and Independent Directors

Name	Conditions	Professional qualifications and experience	Independent status	Number of other public companies in which the individual is concurrently serving as independent director
Chairman: TSENG CHI LI		1. A professional investment institution 2. He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	Not applicable	0
Director: LEE WEI HSIN		1. GIA TZOONG ENTERPRISE CO., LTD.-Vice President of Manufacturing Division 2. He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	Not applicable	0
Director: TSENG I SHANG		1. Mynet Inc Group -Overseas bussiness Development director 2. He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	Not applicable	0
Director: YANG CHIAO SUNG		1. National Taiwan University- Department of engineering science and ocean engineering 2. He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	Not applicable	0
Independent Director: TUAN MU CHENG		1. Certified Public Accountant of Jing Hua Accounting Firm 2. Independent Director of Oriental System Technology Inc. 3. Independent Director-Tainan Enterprise Co., Ltd. 4. He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	Complied with the provisions of the various subparagraphs of Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies (Note 1)	2
Independent Director: HUNG WEN MING		1. Executive Vice President of Yuanta Life Insurance Co., Ltd. 2. Independent Director of Integrated Service Technology Inc. 3. He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	Complied with the provisions of the various subparagraphs of Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies (Note 1)	1
Independent Director: PI WAN PING		1. Taiwan Association of Green Energy Transition-CEO 2. SUNPOWER SMART ENERGY CO., LTD-CEO 3. BEAST KINGDOM CO., LTD- Independent Director 4. He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	Complied with the provisions of the various subparagraphs of Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies (Note 1)	1
Independent Director: CHIU CHENG CHUNG		1. Comilon Co., Ltd.- Chairman 2. WEB-PRO CORPORATION-Vice Chairman	Complied with the provisions of the various subparagraphs of Paragraph 1, Article 3 of the Regulations Governing	0

	3. He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	Appointment of Independent Directors and Compliance Matters for Public Companies (Note 1)	
Independent Director: HUANG KER JER	1. GranDen CORP-Project manager 2. SOLID STATE SYSTEM CO., LTD-Independent Director 3. POWERTIP IMAGE CORP-Independent Director 4. He is not under any circumstances specified in the provisions of Article 30 of the Company Act.	Complied with the provisions of the various subparagraphs of Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies (Note 1)	2

Note 1: According to Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, “During the two years before being elected or during the term of office, an independent director of a public company may not have been or be any of the following:

1. An employee of the company or its affiliates.
2. A director or supervisor of the company or any of its affiliates.
3. A natural-person shareholder who holds shares, together with those held by the person’s spouse, minor children, or held by the person under others’ names, in an aggregate of one percent or more of the total number of the total number of issued shares of the company or ranking in the top 10 in holdings.
4. A spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer under subparagraph 1 or any of the persons in the preceding two subparagraphs.
5. A director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act.
6. If a majority of the company’s director seats or voting shares and those of any other company are controlled by the same person: a director, supervisor, or employee of that other company.
7. If the chairman, president, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: a director (or governor), supervisor, or employee of that other company or institution.
8. A director, supervisor, managerial 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 managerial officer of a sole proprietorship, partnership, company, or institution that, provides auditing 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; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.”

2. Diversity and independence of the Board:

(1) Board Diversity Policy:

In order to achieve sustainable and balanced development as well as increasing diversity of the Board of Directors, when setting the composition of the Board of Directors, in addition to ensuring that the number of the directors who are also managers of the Company shall not exceed one third of the director seats, the Company also considers the diversity of the Board of Directors from various aspects, including but not limited to the gender, age, culture, educational background, ethnicity, professional experience, skills, knowledge, and field of work. Members of the Board of Directors shall generally possess the knowledge, skills and literacy necessary to perform their duties. In order to achieve the ideal goal of corporate governance, the overall Board of Directors possesses the following capabilities:

- 1) Judgment on operation.
- 2) Accounting and financial analysis.
- 3) Operations management.

- 4) Crisis handling.
- 5) Industrial knowledge.
- 6) International market outlook.
- 7) Leadership.
- 8) Decision making.

Currently, the Company's Board of Directors has a total of nine directors (including five independent directors). Regarding the overall composition of the Board of Directors, it is composed of different genders, ages, professional knowledge and backgrounds, with the members possessing extensive experience and expertise in the areas of operations management, leadership, decision making, industry knowledge, finance and accounting, law, international outlook, etc. The relevant implementation status is as follows:

Diversity Core Item/ Name of Director	Gender	Age					Operations management	Leadership decision making	Industrial knowledge	Financial and accounting	Law	international outlook
		20-30	31-40	41-50	51-60	61-70						
TSENG CHI LI	Male					v	v	v	v	v	v	v
LEE WEI HSIN	Male				v		v	v	v			v
TSENG I SHANG	Female		v				v	v				v
YANG CHIAO SUNG	Male	v					v					v
TUAN MU CHENG	Male				v		v	v	v	v		v
HUNG WEN MING	Male					v	v	v		v		v
PI WAN PING	Female			v			v	v				v
CHIU CHENG CHUNG	Male				v		v	v		v		v
HUANG KER JER	Male				v		v	v				v

Specific Diversity Policy Objectives of the Board of Directors of the Company:

In addition to the consideration of the company's daily management and operation needs. More than 30% of all directors have professional status in the PCB industry. It is expected to be in line with the principles of corporate governance and to make the functions of independent directors more effective, Therefore, the proportion of independent directors with professional fields such as accounting, leadership decision-making, and operation management is more than 22%, We will move towards advocating a policy of diversity among directors and achieving one-third of the seats on the Board of Directors of any gender in order to improve the Board structure of the Company.

Achievement of Diversity Policy:

There are 9 directors and independent directors of the Company, 2 of whom have professional experience in PCB, In line with the company's principle of selecting directors with the PCB industry as the main body, and there are 5 independent directors, who also have rich industry experience and financial and accounting related knowledge, Supplemented by the professional and experienced business judgment ability, accounting and financial analysis ability, operation management ability, crisis management ability and decision-making ability of each director, the overall board of directors

is the industry-leading in the core area of the PCB industry, The company's directors were fully re-elected on June 11, 2025, with 2 new female directors (accounting for 22%) Due to the characteristics of the industry, it is difficult to find professional female member, In the future, we will actively seek suitably qualified persons to serve as directors of the Company in order to meet the requirement of one-third of directors of any gender, It is hoped that the Company's Board of Directors will have the desired goal of professional diversity and gender diversity.

(2) Board independence:

Currently, the Company has five independent directors, accounting for 56% of all directors. All five independent directors meet the requirements for independence. Two directors of the Company have a spouse or a relative relationship within the second degree of kinship, and the board of directors operates independently.

(4) Profiles of Presidents, Vice Presidents, Assistant Vice Presidents, Division Heads, and Branch Heads

April 13, 2026

Title	Nationality	Name	Gender	Election (Appointment) Date	Shareholding		Shareholding held by spouse & minor children		Shareholding held through nominees		Principal work experience and academic qualifications	Position(s) held concurrently in any other company	Manager with a spousal or other second degree of kinship			Remark
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Position	Name	Relationship	
Chairman and Chief Executive Officer	R.O.C.	TSENG CHI LI	Male	June 28, 2007	9,561,794	5.76%	819,405	0.49%	0	0%	Graduated from Dept. of Law, Fu Jen Catholic University Boxin Enterprise Co., Ltd. – Business Manager	GIA TZOONG ENTERPRISE CO., LTD.-Chief Executive Officer Puyu Investment Co., Ltd.-Chairman	None	None	None	Note 1
President	R.O.C.	HSIAO MING YANG	Male	Mar. 22, 2023	0	0%	406,000	0.24%	0	0%	Graduated from Dept. of Electrical Engineering, National Cheng Kung University C SUN MFG. LTD.	None	None	None	None	
Vice President	R.O.C.	LEE WEI HSIN	Male	Nov. 9, 2015	3,452,993	2.08%	358	0.0%	0	0%	Graduated from Chinese Culture University GIA TZOONG ENTERPRISE CO., LTD.	None	None	None	None	
Assistant Vice Presidents	R.O.C.	CHAN KUAN MIN	Male	Nov. 9, 2015	0	0%	0	0%	0	0%	Graduated from Dept. of Finance, National Sun Yat-sen University Signality System Engineering Co., Ltd.-Financial Manager	None	None	None	None	
Assistant Vice Presidents	R.O.C.	YU HSIU WEN	Male	Nov. 9, 2015	0	0%	0	0%	0	0%	Graduated from Tamkang University Printed Wire Corporation	None	None	None	None	

Note 1: The representative of the chairman of the Company and the CEO are the same person, which improves the efficiency of management and decision-making. Management and approval decisions are subject to the approval hierarchy rules, and all major decisions are submitted to the Board of Directors in accordance with the rules. The Company established the Audit Committee on June 16, 2022, and the number of independent directors was increased to five seats to strengthen the supervisory function of the Board of Directors. More than half of the directors do not concurrently serve as employees. Please refer to the positions in affiliated companies specified in the special recorded items of this annual report (page 95) for the details.

2. Remuneration paid during the most recent year to directors, president and vice president

(1) Remuneration to general directors and independent directors

Dec. 31, 2025 Unit: thousand shares /NT\$ thousand

Title	Name	Remuneration to Directors								The sum of A, B, C and D and proportion to net profit after tax		Remuneration to the capacity as employees								The sum of A, B, C, D, E, F and G and proportion to net profit after tax	Remuneration received from an invested company other than the company's subsidiary or parent company	
		Remuneration (A)		Pension(B)		Remuneration to directors (C)		Business execution expenses (D)				Salaries, bonus and special disbursements(E)		Pension(F)(Note 1)		Compensation to employees (G)						
		The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	The Company	All companies mentioned in the financial statements	Cash	Stock	Cash	Stock			The Company
Chairman	Cheng An Investment Co., Ltd. Representative-TSENG CHI LI (concurrently serve CEO) (Note1)	440	440	0	0	0	0	70	70	510	510	0	0	0	0	0	0	0	0	510	510	None
Chairman(concurrently serve CEO)	TSENG CHI LI (Note1)	130	130	0	0	0	0	80	80	210	210	4,706	9,524	0	0	0	0	0	0	4,916	9,734	None
Director (concurrently serve Vice President of Manufacturing Division)	LEE WEI HSIN	185	185	0	0	0	0	150	150	335	335	2,143	2,143	0	0	0	0	0	0	2,478	2,478	None
Director	TSENG I SHANG (Note1)	130	130	0	0	0	0	80	80	210	210	0	0	0	0	0	0	0	0	210	210	None
Director	YANG CHIAO SUNG (Note1)	130	130	0	0	0	0	80	80	210	210	0	0	0	0	0	0	0	0	210	210	None
Independent Director	WU TSENG FENG (Note1)	110	110	0	0	0	0	70	70	180	180	0	0	0	0	0	0	0	0	180	180	None
Independent Director	TAI KUO MING (Note1)	110	110	0	0	0	0	60	60	170	170	0	0	0	0	0	0	0	0	170	170	None
Independent Director	TUAN MU CHENG	240	240	0	0	0	0	150	150	390	390	0	0	0	0	0	0	0	0	390	390	None
Independent Director	HUNG WEN MING	240	240	0	0	0	0	150	150	390	390	0	0	0	0	0	0	0	0	390	390	None
Independent Director	PI WAN PING (Note1)	130	130	0	0	0	0	75	75	205	205	0	0	0	0	0	0	0	0	205	205	None
Independent Director	CHIU CHENG CHUNG (Note1)	130	130	0	0	0	0	80	80	210	210	0	0	0	0	0	0	0	0	210	210	None
Independent Director	HUANG KER JER (Note1)	130	130	0	0	0	0	80	80	210	210	0	0	0	0	0	0	0	0	210	210	None

Note 1 The Company re-elected on June 11, 2025: The chairman- Cheng An Investment Co., Ltd and Independent Director- WU TSENG FENG, TAI KUO MING resigned.

The chairman- TSENG CHI LI and Director- TSENG I SHANG, YANG CHIAO SUNG; Independent Director -PI WAN PING CHIU CHENG CHUNG HUANG KER JER took office.

Note 2: The independent director remuneration payment policy, system, criteria, and structure; and their relationship with the amount of remuneration paid according to the responsibilities borne, risks, time invested and other factors: Independent directors' remuneration is paid in accordance with the Company's remuneration payment guidelines, including the remuneration and expenses for business implementation. The remuneration is paid according to the fixed amount approved by the Board of Directors, and the business execution expenses refer to the attendance fee (see page 17 for reference).

Note 3: In addition to the disclosure in the above table, the remuneration received by the director of the Company in the most recent year for providing services (such as serving as a consultant but not as an employee for the parent company / all companies mentioned in the financial statements / reinvested companies, etc.): None.

(2) Remuneration to President and Vice Presidents

Dec. 31, 2025 Unit: thousand shares /NT\$ thousand

Title	Name	Salaries (A)		Pension (B) (Note 1)		Bonus and special disbursement (C)		Remuneration to the employees (D)				The sum of A, B, C and D and proportion to net profit after tax (%)		Remuneration received from an invested company other than the company's subsidiary or parent company
		The Company	All companies mentioned in the financial reports	The Company	All companies mentioned in the financial reports	The Company	All companies mentioned in the financial reports	The Company		All companies mentioned in the financial reports		The Company	All companies mentioned in the financial reports	
								Cash	Stock	Cash	Stock			
Chief Executive Officer	TSENG CHI LI	4,318	9,136	0	0	388	388	0	0	0	0	4,706 -2.52%	9,524 -5.10%	None
President	HSIAO MING YANG	2,658	2,658	108	108	255	255	0	0	0	0	3,021 -1.62%	3,021 -1.62%	None
Vice President	LEE WEI HSIN	1,936	1,936	0	0	207	207	0	0	0	0	2,143 -1.15%	2,143 -1.15%	None

Note 1: The pension in this table refers to the amount appropriation that will be expensed in 2025.

(3) The top five executives with the highest remuneration in the Company

Dec. 31, 2025 Unit: thousand shares /NT\$ thousand

Title	Name	Salaries(A)		Pension(B) (Note 1)		Bonus and special disbursement (C)		Remuneration to the employees (D)				The sum of A, B, C and D and proportion to net profit after tax (%)		Remuneration received from an invested company other than the company's subsidiary or parent company
		The Company	All companies mentioned in the financial reports	The Company	All companies mentioned in the financial reports	The Company	All companies mentioned in the financial reports	The Company		All companies mentioned in the financial reports		The Company	All companies mentioned in the financial reports	
								Cash	Stock	Cash	Stock			
Chief Executive Officer	TSENG CHI LI	4,138	9,136	0	0	388	388	0	0	0	0	4,706 -2.52%	9,524 -5.10%	None
President	HSIAO MING YANG	2,658	2,658	108	108	255	255	0	0	0	0	3,021 -1.62%	3,021 -1.62%	None
Vice President	LEE WEI HSIN	1,936	1,936	0	0	207	207	0	0	0	0	2,143 -1.15%	2,143 -1.15%	None
Assistant Vice President of Management Division	CHAN KUAN MIN	1,199	1,469	79	79	127	127	0	0	0	0	1,405 -0.75%	1,675 -0.90%	None
Assistant Vice President of Quality Assurance Division	YU HSIU WEN	946	946	63	63	110	110	0	0	0	0	1,119 -0.60%	1,119 -0.60%	None

Note 1: The pension in this table refers to the amount appropriation that will be expensed in 2025.

- (4) The name of the managerial officer with distributed employee remuneration, and the distribution status

Dec. 31, 2025; Unit: NT\$ thousand

	Title	Name	Amount of stock bonus	Amount of cash bonus	Total	Percentage of the total amount in the net profit after tax (%)
Managerial officer	Chief Executive Officer	TSENG CHI LI	0	0	0	0%
	President	HSIAO MING YANG				
	Director concurrently serve Vice President of Manufacturing Division	LEE WEI HSIN				
	Assistant Vice Presidents of Busiess Division(Note)	CHENG CHEN HAI				
	Assistant Vice President of Quality Assurance Division	YU HSIU WEN				

- (5) Comparison and explanation of the proportion of the total amount of remuneration paid to the Company's directors, supervisors, president, and vice president over the last 2 years to the net profit after tax for the Company and for all the companies mentioned in the consolidated financial statements, respectively; along with an explanation of the policies, standards, packages, and procedure for determining the remuneration, and the relationships with operating performance and future risks.

Item	Title	The Company				All companies mentioned in the financial statements			
		2024		2025		2024		2025	
		Total	Proportion to net profit after tax	Total	Proportion to net profit after tax	Total	Proportion to net profit after tax	Total	Proportion to net profit after tax
Remuneration to directors		4,005	-2.61%	3,230	-1.73%	4,005	-2.61%	3,230	-1.73%
Remuneration to president and vice president		10,871	-7.08%	9,870	-5.29%	13,920	-9.07%	14,680	-7.86%
Net profit after tax		-153,391		-186,568		-153,391	-	-186,568	

Note: This table includes the amount appropriated for expensed resignation benefits and pensions.

The Company's payment of remuneration to directors is based on the Company's Articles of Incorporation (see page 67-68) as well as the Company's remuneration payment guidelines, and the Board of Directors is authorized to determine the remuneration based on the level of participation and contribution of directors to the Company's operations, taking into account the common standard in the peer industry.

The Company's president, vice president, and managerial officers are employees under the organizational structure of the Company and are paid according to the Company's salary system. The salary is determined based on their educational background, work experience, performance, work seniority, etc. in accordance with the Company's Articles of Incorporation and approval authority. In case of bonuses, they shall also be paid according to the distribution ratio of employee bonuses.

The main reason for the reduction in the proportion of the total remuneration of the directors, president, and vice president to the net profit after tax this year is the change in the directors and supervisors. The Company's bonus distribution is based on the individual's achievement rate of the Company's operating goals and takes the Company's overall operating performance into account as the distribution criteria, which is directly and positively related to the Company's operating performance.

Item	Status	Remuneration policies, standards, packages, and procedure for determining the remuneration		Correlation with operating performance	Correlation with future risks
	Director	President, vice president, and managerial officer			
Transport allowance	According to the Company's remuneration payment guidelines	—		Unrelated	Unrelated
Salary	According to the Company's remuneration payment guidelines	According to the Company's salary method		Unrelated	Unrelated
Bonus	—	According to the Company's bonus payment guidelines		Directly and positively related	Unrelated
Surplus distribution for director and supervisor remuneration	As detailed in the Company's dividend policy	—		Directly and positively related as detailed in the dividend policy	Unrelated
Surplus distribution for employee remuneration	—	As detailed in the Company's dividend policy		Directly and positively related as detailed in the dividend policy	Unrelated

3. Corporate governance practices

(1) Operation of the Board of Directors

1. A total of 6 board meetings were held in 2025. The attendance status of the directors is as follows:

The 10th Board of Directors met 3 times in 2025 (Term Jun 16, 2022- Jun 15, 2025).					
Title	Name	Actual number of attendance	Attend through proxy	Actual attendance rate(%)	Remark
Chairman	TSENG CHI LI	3	0	100.00%	
Director	LEE WEI HSIN	3	0	100.00%	
Independent Director	TUAN MU CHENG	3	0	100.00%	
Independent Director	HUNG WEN MING	3	0	100.00%	
Independent Director	WU TSENG FENG	3	0	100.00%	Term ended on Jun. 11, 2025
Independent Director	TAI KUO MING	1	2	33.33%	Term ended on Jun. 11, 2025
The 11th Board of Directors met 3 times in 2025 (Term Jun 11, 2025- Jun 11, 2028).					
Chairman	TSENG CHI LI	3	0	100.00%	
Director	LEE WEI HSIN	3	0	100.00%	
Director	TSENG I SHANG	3	0	100.00%	Newly appointed on Jun. 11, 2025
Director	YANG CHIAO SUNG	3	0	100.00%	Newly appointed on Jun. 11, 2025

Independent Director	HUNG WEN MING	3	0	100.00%	
Independent Director	TUAN MU CHENG	3	0	100.00%	
Independent Director	PI WAN PING	2	0	66.67%	Newly appointed on Jun. 11, 2025
Independent Director	CHIU CHENG CHUNG	3	0	100.00%	Newly appointed on Jun. 11, 2025
Independent Director	HUANG KER JER	3	0	100.00%	Newly appointed on Jun. 11, 2025

Other matters to be recorded:

1. If case the operation of the Board of Directors is in any of the following circumstances, the Board of Directors meeting date, session, content of the proposal, opinions of all the independent directors, and the Company's handling of the opinions of the independent directors shall be clearly stated:

- (1) Items listed in Article 14-3 of the Securities and Exchange Act: The company has established an audit committee, which applies to the matters listed in Article 14-5 of the Securities and Exchange Act. This item does not apply.
- (2) Apart from the aforementioned matters, other resolutions of the Board of Directors that have been objected to or reserved by independent directors with records or written statements: None.

2. For the implementation status of director recusal from proposals due to conflicts of interest, the director's name, content of the proposal, reasons for recusal due to conflicts of interest, and participation status in the voting shall be clearly stated:

Sessions of the Board of Directors	Name of director who recuses from interest	The content of the motion	Reasons should be avoided by interests	Voting situation
The 10th meeting of the 15th session (Jan. 14,2025).	TSENG CHI LI, LEE WEI HSIN	The company's 2024 annual manager year-end bonus case	At the same time, he has the status of a manager	It was approved by all the directors present with the right to vote.

3. Information on the evaluation cycle and period, evaluation scope, method, and evaluation content of the Board of Directors' self (or peer) evaluation, and the implementation status of the board evaluation:

The Company's Board of Directors passed the "Board of Directors Performance Evaluation Guidelines" in 2016, and conducts the performance evaluation of the Board of Directors for the previous year in January every year. The targets of evaluation in 2025 included the overall operation of the Board of Directors, the Compensation and Remuneration Committee, the Audit Committee, and the performance of individual directors. The implementation content is set out in the table below, In 2025, the Company adopted an internal self-assessment method to conduct the performance evaluation of the Board of Directors, individual directors, the Remuneration Committee, Audit Committee and the Sustainable Development Committee, and the self-evaluation results were all "excellent" to "outstanding", indicating that the directors and members have a positive evaluation of the efficiency and effectiveness of the operation of the Board of Directors, the Remuneration Committee and the Audit Committee, and the overall operation should be good, and the operation efficiency of the Board of Directors, the Remuneration Committee and the Audit Committee will continue to be improved and has been presented with the report of the Board of Directors dated March 12, 2026.

Implementation Status of Board Evaluation

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content	Evaluation result
Once a year	Jan. 1, 2025 to Dec. 31, 2025	Board of Directors	Board self-evaluation	<ol style="list-style-type: none"> 1. Level of participation in the Company's operations. 2. Improving board decision making quality. 3. Composition and structure of the Board of Directors. 4. Selection and continuing education of directors. 5. Internal control. 	The overall score was 4.87 points out of the total score of 5 points, and the evaluation results ranged from "excellent" to "outstanding".
		Individual directors	Board member self-evaluation	<ol style="list-style-type: none"> 1. Mastering the Company's goals and tasks. 2. Cognition of director responsibilities. 3. Level of participation in the Company's operations. 4. Internal relationship management and communication. 5. Professional and continuing education of directors. 6. Internal control. 	The overall score was 4.88 points out of the total score of 5 points, and the evaluation results ranged from "excellent" to "outstanding".
		Functional committee (Remuneration Committee/ Audit Committee)	Functional committee self-evaluation	<ol style="list-style-type: none"> 1. Level of participation in the Company's operations. 2. Cognition of the responsibilities of the functional committees. 3. Improving the decision making quality of the functional committees. 4. Composition and selection of members of the functional committees. 5. Internal control. 	<p>Remuneration Committee The overall score was 4.75 points out of the total score of 5 points, and the evaluation results were "excellent" to "outstanding".</p> <p>Audit Committee The overall score was 4.9 points out of the total score of 5 points, and the evaluation results were "excellent" to "outstanding".</p> <p>Sustainable Development Committee The overall score was 4.8 points out of the total score of 5 points, and the evaluation results were "excellent" to "outstanding".</p>

4. Objectives for strengthening the functions of the Board of Directors in the current year and the most recent year (such as setting up the audit committee, and improving information transparency) and the evaluation of its implementation status:

- (1) The Company has formulated the "Rules of Procedure for Board of Directors Meetings" in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies", and filed the director attendance status on the Market Observation Post System in accordance with regulations. According to the statistics, the total number of education and training hours for directors and independent directors in 2025 was 78 hours.
- (2) The Company has set up the Compensation and Remuneration Committee and formulated the "Board of Directors Performance Evaluation Guidelines". The committee is in charge of assisting the Board of Directors in the periodic evaluation and determination on the remuneration of directors and managerial officers, and regularly reviewing the policies, systems, criteria, and structures of performance evaluation and remuneration of directors and managerial officers.
- (3) On December 12, 2017, the Company's Board of Directors approved the formulation of the "Board Diversity Policy". When setting the composition of the Board of Directors, the Company considers the diversity of board members from various aspects, including but not limited to the gender, age, culture, educational background, ethnicity, professional experience, skills, and knowledge or field of work, in order to improve the Company's operating performance and management efficiency.
- (4) The Company established the Audit Committee on June 16, 2022 to exercise the functions and powers stipulated in the Securities and Exchange Act, the Company Act, and other laws and regulations, and to assist the Board of Directors in performing its supervision over the quality and level of integrity relating to the

Company's implementation of accounting, auditing, financial reporting processes, and financial control. For the operating status of the Audit Committee, please refer to pages 21-23 of this annual report.

- (5) The company established the “Sustainable Development Committee” on November 8, 2024 , which is responsible for supervising 5 teams to formulate strategies, risk management, goals, and specific action plans.

2. Continuing education for directors, independent directors for the year 2025

Title	Name	Course date	Organizers	Course Title	Course hours
Chairman Director	TSENG CHI LI	Mar. 18, 2025	Taipei Exchange	Resilient Taiwan - TPEX Perpetual Bond and ETF Forum	3
		Jul. 29, 2025	Taipei Exchange	114th annual Shangxing Company Insider Equity Promotion Briefing	3
		Aug. 22, 2025	Chinese National Association of Industry and Commerce	2025 Taishin Shin Kong Net Zero Summit Forum	3
Director	LEE WEI HSIN	Mar. 18, 2025	Taipei Exchange	Resilient Taiwan - TPEX Perpetual Bond and ETF Forum	3
		Mar. 21, 2025	Securities & Futures Institute	Sustainability Disclosure Promotion Meeting for Listed and OTC Companies	3
Director	TSENG I SHANG	Aug. 05, 2025	Securities & Futures Institute	Discussion on the issue of employee and director remuneration - starting from the amendment to Article 14 of the Securities and Exchange Act	3
		Aug. 22, 2025	Chinese National Association of Industry and Commerce	2025 Taishin Shin Kong Net Zero Summit Forum	3
		Oct. 16, 2025	Financial Supervisory Commission Republic of China (Taiwan)	The 15th Taipei Corporate Governance Forum	6
Director	YANG CHIAO SUNG	Aug. 22, 2025	Chinese National Association of Industry and Commerce	2025 Taishin Shin Kong Net Zero Summit Forum	3
Independent Director	TUAN MU CHENG	May. 08, 2025	Taiwan Corporate Governance Association	The impact and response of the latest tax law changes on business operations	3
		Aug. 11, 2025	Taiwan Corporate Governance Association	New knowledge on AI transformation in manufacturing	3
		Oct. 29, 2025	Taiwan Corporate Governance Association	The obligations and responsibilities of the company and its directors and supervisors under the Securities and Exchange Act	3
Independent Director	HUNG WEN MING	Apr. 25, 2025	Taiwan Corporate Governance Association	From the perspective of investigation, insider trading is viewed	3

Title	Name	Course date	Organizers	Course Title	Course hours
		Dec. 17, 2025	Taiwan Corporate Governance Association	What investors are thinking about - talking about sustainable transformation from ESG investment and financing	3
Independent Director	PI WAN PING	Jul. 09, 2025	Taiwan Stock Exchange	2025 Cathay Pacific Sustainable Finance and Climate Change Summit	6
		Aug. 22, 2025	Chinese National Association of Industry and Commerce	2025 Taishin Shin Kong Net Zero Summit Forum	3
		Oct. 15, 2025	Taiwan Stock Exchange & Taipei Exchange	2025 Taiwan Week IR & Engagement New Trends: ESG and Sustainable Investment Forum	3
Independent Director	CHIU CHENG CHUNG	Jul. 11, 2025	Securities & Futures Institute	Directors, Supervisors and Corporate Governance Supervisors Series Courses - Code of Ethical Management	3
		Jul. 22, 2025	Taiwan Corporate Governance Association	Risk management and strategic analysis of corporate sustainability	3
		Jul. 29, 2025	Taipei Exchange	114th annual Shangxing Company Insider Equity Promotion Briefing	3
		Aug. 22, 2025	Chinese National Association of Industry and Commerce	2025 Taishin Shin Kong Net Zero Summit Forum	3
Independent Director	HUANG KER JER	Jul. 09, 2025	Taiwan Stock Exchange	2025 Cathay Pacific Sustainable Finance and Climate Change Summit	6
		Nov. 06, 2025	Taiwan Investor Relations Institute	Enterprise Digital Transformation - Application Cases of AI and Emerging Technologies	3

(2) Operation of the Audit Committee

A total of 5 Audit Committee meetings were held in the most recent year (2025). The attendance status of the independent directors is as follows:

The first audit committee met 3 times (A).					
Title	Name	Actual number of attendance (B)	Attend through proxy	Actual attendance rate (%) (B/A)	Remark
Convener	WU TSENG FENG	3	0	100%	Term ended on Jun. 11, 2025
Member	TAI KUO MING	1	2	33.33%	Term ended on Jun. 11, 2025
Member	TUAN MU CHENG	3	0	100%	
Member	HUNG WEN MING	3	0	100%	

The second audit committee met 2 times (A).					
Title	Name	Actual number of attendance (B)	Attend through proxy	Actual attendance rate (%) (B/A)	Remark
Convener	HUNG WEN MING	2	0	100%	
Member	TUAN MU CHENG	2	0	100%	
Member	PI WAN PING	1	0	50%	Newly appointed on Jun. 11, 2025
Member	CHIU CHENG CHUNG	2	0	100%	Newly appointed on Jun. 11, 2025
Member	HUANG KER JER	2	0	100%	Newly appointed on Jun. 11, 2025

Other matters to be recorded:

1. In case of any of the following circumstances in the operation of the Audit Committee, the Audit Committee meeting date, session, content of proposals, independent directors' opinions of objection, reservation or major advice items and contents, Audit Committee resolutions, and the Company's handling of the Audit Committee's opinions shall be clearly stated.

(1) Items listed in Article 14-5 of the Securities and Exchange Act:

Meeting date	Important resolutions	Audit Committee's resolutions and the Company's handling of the Audit Committee's opinions
The 12rd meeting of the 1st session (Jan. 14, 2025)	1. Amended the case of investment in SUNPOWER SMART ENERGY CO., LTD.	
The 13rd meeting of the 1st session (Mar. 13, 2025)	1. The company's 2024 annual internal control system statement case.	All the members present agreed to approve it and submitted it to the Board of Directors, Approved with the consent of all directors present.
	2. The Company's 2024 annual business report and financial statements.	
	3. Prepare the company's 2024 annual loss compensation case.	
	4. The Company's accounts receivable and overdue payments other than accounts receivable as of the end of December 2024 are not in the nature of capital loans.	
	5. The Company acquired or disposed of machinery and equipment for business use.	
	6. The Company assesses the independence and competence of the certified public accountants.	
	7. 2025 years of accountant remuneration case of Baker Tilly Clock & Co.	
	8. Scope of the Company's junior employees.	
	9. Amendment to certain provisions of the Company's "Articles of Incorporation".	
The 14th meeting of the 1st session (May. 8, 2025)	1. The first draft of the Company's 2025 Q1 consolidated financial statements and notes were revealed.	All the members present agreed to approve it and submitted it to the Board of Directors, Approved with the consent of all directors present.
	2. The company's accounts receivable and overdue amounts other than accounts receivable as of the end of March 2025 are not in the nature of capital loans.	
	3. The Company acquired or disposed of machinery and equipment for business use.	

The 1th meeting of the 2st session (Aug. 8, 2025)	1. The company's 2nd quarter 2025 consolidated financial statements and notes revealed the first draft.	All the members present agreed to approve it and submitted it to the Board of Directors, Approved with the consent of all directors present.
	2. As of the end of June 2025, the company's accounts receivable and overdue amounts other than accounts receivable are not in the nature of capital loans.	
	3. The Company acquired or disposed of machinery and equipment for business use.	
The 2th meeting of the 2st session (Nov. 10, 2025)	1. The Company's consolidated financial statements and notes for the third quarter of 2025 revealed the first draft.	All the members present agreed to approve it and submitted it to the Board of Directors, Approved with the consent of all directors present.
	2. The company's accounts receivable and overdue amounts other than accounts receivable as of the end of September 2025 are not in the nature of capital loans.	
	3. The Company acquired or disposed of machinery and equipment for business use.	
	4. The company and its subsidiaries 2026 annual audit plan.	

(2) Apart from the aforementioned matters, other resolutions that have not been approved by the Audit Committee but approved by two thirds or more of all the directors: None.

2. For the implementation status of the independent director's recusal from proposals due to conflicts of interest, the name of the independent director, the content of the proposal, the reason for the recusal out of conflicts of interest, and the participation status in the voting shall be clearly stated: None.

3. Communication status between the independent directors, internal audit supervisors, and certified public accountants:

(1) On Mar. 12, 2026, the certified public accountants carried out the communication matters with the directors and independent directors of the Company on governance units, and the auditors issued an auditor's independence statement in 2025. The financial status of the Company and its overseas subsidiaries, communication on key audit matters, overall operations, and the internal control status were reported to the directors and independent directors, and full communication was conducted on whether there were major adjusting journal entries and whether accounting and audit issues or amendments to laws and regulations affected the accounting situation. The implementation status was good, which is described as follows:

Date	Communication matters		Communication results	
	Cause	Independent director's advice	Results	The Company's handling and implementation status
Mar. 12, 2026 Corporate governance meeting	The certified public accountant explained the impact of the 2025 financial report audit result on the financial report, and discussed and communicated with the meeting attendees on questions raised.	None	Acknowledged by all the independent directors in attendance	Further submitted to the Board of Directors, and the announcement and filing of the 2025 financial report was completed on Mar. 12, 2026.

(2) The internal audit has conducted the audit operation communication meeting with the independent directors in the most recent year as follows:

Date	Communication matters		Communication results		
	Cause	Independent director's advice	Results	The Company's handling and implementation status	
Mar. 12, 2025 Pre-conference board meeting	1.	The Audit Office reported on the matters found in the Q4 2024 audit as well as the subsequent tracking and improvement, and discussed and communicated on the issues raised by the independent directors attending the meeting.	None	Acknowledged by all the independent directors attended the meeting	Further submitted to the Board of Directors on Mar. 12, 2025 and approved by all the directors.
	2.	Issued the Company's 2024 "Statement of Internal Control System".			
	3.	In accordance with Article 14, Paragraph 6 of the Securities and Exchange Act, the scope of the Company's junior employees is defined, and some provisions of Section 9, "Payroll Operations" of Chapter 5 of the Company's Internal Control, "Payroll Business Cycle", are amended for discussion.			
May. 8, 2025 Pre-conference board meeting	1.	The Audit Office reported on the matters found in the Q1 2025 audit as well as the subsequent tracking and improvement, and discussed and communicated on the issues raised by the independent directors attending the meeting.	None	Acknowledged by all the independent directors attended the meeting	Further submitted to the Board of Directors on May 8, 2025 and approved by all the directors.
Aug. 8, 2025 Pre-conference board meeting	1.	The Audit Office reported on the matters found in the Q2 2025 audit in as well as the subsequent tracking and improvement, and discussed and communicated on the issues raised by the independent directors attending the meeting.	None	Acknowledged by all the independent directors attended the meeting	Further submitted to the Board of Directors on Aug. 8, 2025 and approved by all the directors.
Nov. 8, 2025 Pre-conference board meeting	1.	The Audit Office reported on the matters found in the Q3 2025 audit as well as the subsequent tracking and improvement, and discussed and communicated on the issues raised by the independent directors attending the meeting.	None	Acknowledged by all the independent directors attended the meeting	Further submitted to the Board of Directors on Nov. 10, 2025 and approved by all the directors.
	2.	Issued the Company and its subsidiary 2026 audit plan.			

(3) Implementation Status of Corporate Governance as required for company, and any nonconformity to the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons thereof

Items for evaluation	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
1. Has the Company established and disclosed its corporate governance practices based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	✓		The Company established the "Corporate Governance Best Practice Principles" on November 9, 2023 by the Board of Directors in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies", which was disclosed on the Company's website and public information observatory.	1. There were no material differences.
2. Equity structure and shareholders' equity (1) Has the Company instituted an internal procedure for handling suggestions, questions, disputes of the shareholders and legal actions, and comply with the procedure properly?	✓		(1) The Company has the 1) Spokesperson, Acting Spokesperson. 2) Investor mailbox. 3) Channels such as the Company website to handle shareholder suggestions or disputes. If there is a legal actions, the legal department will discuss and handle the relevant matters with the legal counsel in accordance with the procedures.	(1) There were no material differences.
(2) Has the Company kept track on the major shareholders roster of the Company and the parties controlling these shareholders?	✓		(2) The Company and its subsidiaries keep abreast of the changes in the equity of directors and major shareholders at all times and the pledge status, and regularly make filings on the Market Observation Post System every month.	(2) There were no material differences.
(3) Has the Company established and implemented the risk control mechanism and firewall between the corporate headquarters and the affiliates?	✓		(3) The Company and its affiliated companies operate independently, and each company has its own internal control system and approval authority for its implementation. The Company has formulated the "Transactions with Related Persons, Specific Companies and Group Companies Operational Procedures", the "Handling Procedures for Acquisition or Disposal of Assets", the "Subsidiary Supervision and Monitoring Operational Guidelines", etc. to serve as the basis for controlling and implementing related operations among affiliated companies. If files and documents containing material information are to be transmitted by e-mail or other electronic means, they shall be properly encrypted and processed.	(3) There were no material differences.
(4) Has the company adopted internal rules prohibiting company insiders from trading securities using information not disclosed to the market?	✓		(4) The Company has formulated the "Insider Shareholding Declaration Management Guidelines" and the "Material Inside Information Operational Procedures" for compliance. In addition to managing	(4) There were no material differences.

Items for evaluation	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			insider declaration operations in accordance with the law, education and advocacy on relevant laws and regulations are also conducted for directors, managerial officers, and employees during the election, and relevant information is provided from time to time. The content has incorporated the violation handling measures so as to protect the rights and interests of the Company and investors.	

Items for evaluation	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
<p>3. Composition and Responsibilities of the Board of Directors</p> <p>(1) Has the Board established a diversity policy, specific management goals and implemented it accordingly?</p> <p>(2) Further to the establishment of the Compensation and Remuneration Committee and the Auditing Committee, has the Company voluntarily established other functional committees?</p> <p>(3) Has the Company established a methodology for evaluating the performance of its Board of Directors, performed evaluations on an annual basis, submitted the results of the performance evaluation to the Board, and used such as a reference for individual director remuneration and renomination?</p>	<p>✓</p> <p></p> <p>✓</p>	<p></p> <p>✓</p> <p></p>	<p>(1) On December 12, 2017, the Company's Board of Directors approved the "Board Diversity Policy". The composition of the Company's Board of Directors shall consider diversity, including but not limited to the gender, age, culture, educational background, race, professional experience, skills, knowledge or field of work, etc. In order to improve the Company's operating performance and considering the future trends in business development, the number of board seats for directors who concurrently hold employee status in the future board member structure shall not exceed one third thereof, and the number of independent directors shall also be increased; the number of directors with industrial professional skills shall not be less than one third thereof so as to strengthen the board function. The Company currently has nine directors, including five independent directors. The current term of the Board of Directors expires on June 10, 2028. The background diversity of individual directors of the Company is detailed on page 11-12.</p> <p>(2) The Company has set up a Remuneration Committee and an Audit Committee, and established the Sustainable Development committee on November 8, 2024, and will set up other functional committees in the future as required by laws and regulations and as required for the Company's operations.</p> <p>(3) On November 9, 2016, the Board of Directors of the Company passed a resolution granting the Compensation and Remuneration Committee the authority to formulate the Company's "Board of Directors Performance Evaluation Guidelines".</p> <p>(1) Evaluation cycle and period: The Board of Directors of the Company shall conduct an internal performance evaluation of the Board of Directors at least once a year, and may conduct an evaluation every 3 years by an external professional independent organization or an external team of experts and scholars.</p> <p>(2) The evaluation methods include internal self-evaluation by the Board of Directors, self-evaluation by directors, peer evaluation, commissioning external professional institutions, experts or using other appropriate methods for performance evaluation.</p> <p>(3) The measurement items of the performance evaluation of the Board of Directors shall include at least the following five aspects:</p>	<p>(1) There were no material differences.</p> <p>(2) There were no material differences.</p> <p>(3) There were no material differences.</p>

Items for evaluation	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
(4) Has the Company evaluated the independence of the commissioned certified public accountants regularly?	✓		<p>1. The level of participation in the Company's operations.</p> <p>2. Improving the board decision making quality of the Board of Directors.</p> <p>3. Composition and structure of the Board of Directors.</p> <p>4. Selection and continuing education of directors.</p> <p>5. Internal control.</p> <p>The measurement items for the performance evaluation of board members (self or peers) shall include at least the following six aspects:</p> <p>1. Mastering the Company's goals and tasks.</p> <p>2. Cognition of director responsibilities.</p> <p>3. Level of participation in the Company's operations.</p> <p>4. Internal relationship management and communication.</p> <p>5. Professional and continuing education of directors.</p> <p>6. Internal control.</p> <p>(4) The 2025 performance self-evaluation results of the Board of Directors are set out as follows: The results of the overall performance evaluation of the Board of Directors in 2025 were excellent; and the results of the performance evaluation of directors (self or peers) in 2025 were excellent.</p> <p>(5) The implementation status of the performance evaluation of the Board of Directors in 2025 was in good condition, and the overall rating was between excellent and outstanding. The evaluation results have been reported to the Board of Directors on Mar. 12, 2026 (see page 18-20). The Company's website: http://www.gia-tzoong.com.tw</p> <p>(4) 1. The Company evaluates the independence and competency of the visa accountants at least once a year, and evaluates the five major aspects of the visa accountants, including "professionalism", "quality control", "independence", "supervision" and "innovation ability", with reference to the 13 audit quality indicators (AQIs), and requires the visa accountants and their firms to fill in a questionnaire and provide the "Declaration of Independence" and related information for the Company's evaluation.</p>	(4) There were no material differences.

Items for evaluation	Implementation Status		Summary	Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons																																
	Yes	No																																		
			<p>Based on the results of the assessment of independence criteria in the table below, the visa accountants have no financial interests or business relationships with the Company other than the fees for visa and tax cases.</p> <table border="1"> <thead> <tr> <th colspan="2">Certified public accountant Independence Evaluation Indicators</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>As of the most recent visa operation, there has not been a change in seven years.</td> </tr> <tr> <td>2.</td> <td>There is no material financial interest in the client.</td> </tr> <tr> <td>3.</td> <td>Avoid any inappropriate relationship with the principal.</td> </tr> <tr> <td>4.</td> <td>Accountants should ensure that their assistants are honest, impartial and independent.</td> </tr> <tr> <td>5.</td> <td>The financial statements of the service organization within the two years prior to the practice of law shall not be audited.</td> </tr> <tr> <td>6.</td> <td>The name of the accountant shall not be used by others.</td> </tr> <tr> <td>7.</td> <td>Does not hold any shares in the Company or its affiliates.</td> </tr> <tr> <td>8.</td> <td>There is no money loan with the Company or its affiliates</td> </tr> <tr> <td>9.</td> <td>There is no joint investment or benefit-sharing relationship with the Company or its affiliates.</td> </tr> <tr> <td>10.</td> <td>Not concurrently working for the Company or its affiliates, Receive a fixed salary.</td> </tr> <tr> <td>11.</td> <td>It is not involved in the decision-making and management functions of the Company or its affiliates.</td> </tr> <tr> <td>12.</td> <td>Failure to engage in other businesses that may result in the loss of its independence.</td> </tr> <tr> <td>13.</td> <td>There is no spouse, direct blood relative, direct in-law or second consanguinity with the management of the Company.</td> </tr> <tr> <td>14.</td> <td>No commissions are charged in relation to the business.</td> </tr> <tr> <td>15.</td> <td>Whether the appointed accountant complies with the Communiqué No. 10 of the Code of Professional Ethics for Accountants "Independence of Auditing and Verification", and obtains a declaration of independence issued by the certified public accountant.</td> </tr> </tbody> </table> <p>2. In 2025, the independence assessment results and performance index assessment results of certified public accountants were all up to standard. On Mar. 12, 2026 the Company's Board of Directors passed the 2025 certified public accountants' independence proposals, respectively.</p>	Certified public accountant Independence Evaluation Indicators		1.	As of the most recent visa operation, there has not been a change in seven years.	2.	There is no material financial interest in the client.	3.	Avoid any inappropriate relationship with the principal.	4.	Accountants should ensure that their assistants are honest, impartial and independent.	5.	The financial statements of the service organization within the two years prior to the practice of law shall not be audited.	6.	The name of the accountant shall not be used by others.	7.	Does not hold any shares in the Company or its affiliates.	8.	There is no money loan with the Company or its affiliates	9.	There is no joint investment or benefit-sharing relationship with the Company or its affiliates.	10.	Not concurrently working for the Company or its affiliates, Receive a fixed salary.	11.	It is not involved in the decision-making and management functions of the Company or its affiliates.	12.	Failure to engage in other businesses that may result in the loss of its independence.	13.	There is no spouse, direct blood relative, direct in-law or second consanguinity with the management of the Company.	14.	No commissions are charged in relation to the business.	15.	Whether the appointed accountant complies with the Communiqué No. 10 of the Code of Professional Ethics for Accountants "Independence of Auditing and Verification", and obtains a declaration of independence issued by the certified public accountant.	
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Items for evaluation	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
4. Does the TWSE/TPEX Listed Company have an appropriate and appropriate number of corporate governance personnel, and has the Company designated a Corporate Governance Senior Officer to deal with corporate governance related affairs (including, but not limited to, providing directors and supervisors with information required for the execution of their duties; assisting directors and supervisors in complying with the laws and regulations; conducting board meeting and shareholders' meeting related matters; handling company registration and change of registration and preparing the minutes for board meetings and shareholders' meeting in accordance with the law, etc.)?	✓		<p>On May 9, 2023, the Board of Directors approved the appointment of CHAN KUAN MIN, Director of the Management Department of the Company, as the head of corporate governance, responsible for corporate governance-related affairs. The supervisor has been engaged in finance, stock affairs and corporate governance related affairs in a public company for more than three years, and meets the qualifications of a corporate governance supervisor as stipulated in Article 20 of the "Key Points for the Establishment and Exercise of Powers by the Board of Directors of OTC Companies".</p> <p>The Head of Corporate Governance is responsible for corporate governance-related matters, including the following:</p> <ol style="list-style-type: none"> 1. Handle matters related to the meetings of the board of directors and shareholders' meetings in accordance with the law. 2. Prepare minutes of the board of directors and shareholders' meetings. 3. Assist directors in their appointment and continuing education. 4. Provide the information necessary for the directors to carry out their business. 5. Assist directors in complying with laws and regulations. 6. Report to the Board of Directors on the results of its review of whether the qualifications of independent directors at the time of nomination, election and during their term of office comply with relevant laws and regulations. 7. Handle matters related to the change of directors. 8. Other matters stipulated in the articles of association or contract. <p>Details of the training for corporate governance executives are on page 56.</p>	There were no material differences.
5. Has the Company established a communications channel and established a designated zone on its website for stakeholders (including, but not limited to, shareholders, employees, customers, and suppliers), and has the Company properly responded to all CSR issues such stakeholders are concerned with?	✓		<p>The Company has a spokesperson and an acting spokesperson in place to release material information in real time on incidents that may affect shareholders or interested parties, and has set up the "Stakeholder Zone" on the Company's website.</p>	There were no material differences.
6. Has the Company appointed a specialized shareholder services agent to deal with shareholder affairs?	✓		<p>The Company has currently appointed the agency department of CTBC Bank to handle stock affairs and shareholders meeting related affairs. None of its subsidiaries is a public company, and therefore there is no need to appoint a professional stock affairs agency according to the law.</p>	There were no material differences.

Items for evaluation	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
7. Disclosures (1) Has the Company established a website for the disclosure of Company's financial and business, and corporate governance?	✓		(1) The Company has set up information zones on corporate social responsibility, investors, product introductions, technology research and development, etc. through the Company website to disclose information on consolidated financial statements, business and corporate governance at any time. The Company's website: http://www.gia-tzoong.com.tw	(1) There were no material differences.
(2) Has the Company adopted other means of disclosures (e.g., the installation of a website in English language, appointment of designated persons for the gathering and disclosure of information, the proper implementation of the spokesperson system, and the minutes of the investor conference on record posted on the website)?	✓		(2) The current spokesperson of the Company will announce the current situation when there is a change in the Company's situation.	(2) There were no material differences.
(3) Does the Company announce and report the annual financial report within two months after the end of the fiscal year? Does the Company announce and report the first, second, and third quarter financial reports and the monthly operating conditions well in advance of the required deadlines?		✓	(3) The Company's financial reports are all submitted to the Board of Directors for approval in accordance with regulations and then announced and filed. The operating status of each month is also announced and filed prior to the prescribed deadline.	(3) There were no material differences.

Items for evaluation	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
8. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (including, but not limited to, employee rights and benefits, employee care, investor relations, supplier relations, stakeholder rights, status of directors' and supervisors' continuing education, implementation of risk management policies and risk assessment criteria, implementation of customer related policies, and purchase of liability insurance for directors and supervisors by the Company)?	✓		<p>The Company has set up the Compensation and Remuneration Committee to be in charge of formulating and regularly reviewing the policies, systems, criteria and structures of the performance evaluation and remuneration of directors and managerial officers, and regularly evaluating and determining the remuneration of directors and managerial officers. The relevant operational status is detailed on pages 34-35.</p> <ol style="list-style-type: none"> 1. Employee rights and interests: The Company has established the Employee Welfare Committee, and has taken out employee group insurance. 2. Care for employees: The Company hopes that employees on both sides of the strait will receive care and attention both physically and mentally. The content thereof includes: <ol style="list-style-type: none"> 1. Employee suggestion box 2. Improvement in restaurant catering 3. Birthday parties 4. Employee travel 5. Labor-management meeting every 3 months 3. Investor relations: The Company has a spokesperson and acting spokesperson in place to communicate with interested parties. 4. Supplier relationship: to maintain a sound cooperative relationship with suppliers through the procurement unit as the point of contact, with a commitment to corporate social responsibility. 5. Rights of interested parties: We have set up a point of contact on the Company website for interested parties. 6. The status of continuing education for directors of the Company: see pages 20-21 for details. 7. Implementation status of risk management policies and risk measurement criteria: All major operational policies have been evaluated and analyzed by relevant responsible departments and resolved by the Board of Directors for implementation. 8. Implementation status of client policy: The business and client service departments are the responsible units to establish a good communication channel with clients and to meet their needs, and the results of client satisfaction surveys are used to serve as the basis for improvement and long-term strategies of the Company. 9. The Company's Board of Directors has approved the purchase of liability insurance for directors, and the Company has taken out insurance from Fubon Insurance Company to strengthen the protection of shareholders' rights and interests. <p>Note: The Audit Committee was established in June 2022.</p>	There were no material differences.

Items for evaluation	Implementation Status			Deviation from the Corporate Governance Best-Practice Principles for the TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>10. Succession planning for members of the Board of Directors and important management:</p> <p>(1) With regard to the succession planning of the Board of Directors, at present, the Company has many senior managerial officers who possess the management skill and professional skill required to serve as directors. At the same time, the Company also plans to recruit professionals with industry experience related to the Company's business so that the Company's Board of Directors can continue to provide an effective and diverse Board of Directors that meets the needs of the Company for the planning of director succession. As for the part of independent directors, they are required to possess work experience in business, legal affairs, finance, accounting, or the Company's business according to the law. There is no shortage of such professionals in this country. The Company will hire independent directors according to regulatory requirements. The main policy of the Company's planning for the succession of independent directors is to recruit professionals from the industry, government, and academia who are familiar with the Company's industry, so as to give full play to the function of corporate governance.</p> <p>(2) The Company's employees above the managerial level are important management levels, whose capabilities are cultivated for their succession through the practical experience in the Company's operations. In addition to cultivating important management levels through substitution of routine duties, the Company also conducts duty rotation and position promotion for key talents in a timely manner according to various development strategies, investment plans, employee performance appraisals, and resignation or retirement status, so as to effectively pass on professional experience and cultivate suitable management talents for succession.</p>	
<p>9. State of corrective action taken for responding to the results of the corporate governance assessment announced by Taiwan Stock Exchange Corporation in the Corporate Governance Center the most recent year, and the priority for improvement on issues pending further corrective action and related measures. (Companies not included in the evaluation do not need to fill in this part.)</p> <p>The company is not included in the evaluation, so this item is not applicable.</p>				

(4) The composition, duties and operation of the Compensation and Remuneration Committee and the Nomination Committee:

1. The Company has established a Compensation and Remuneration Committee. The purpose of the Compensation and Remuneration Committee is to assist the Board of Directors in implementing and evaluating the Company's overall remuneration and welfare policies, as well as the remuneration of managerial officers. The Compensation and Remuneration Committee holds regular meetings at least twice a year.

1. Information on Compensation and Remuneration Committee Members

Identify		Conditions	Professional qualifications and experience	Independent status	Number of other public companies in which the individual is concurrently serving as the Compensation and Remuneration Committee member
Name					
Independent Director and convener	CHIU CHENG CHUNG	1. Comilon Co., Ltd.- Chairman 2. WEB-PRO CORPORATION- Vice Chairman 3. Relevant work experience of 20 years or more	Conformed with the provisions of Paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange (Note 1)	0	
Independent Director and member	PI WAN PING	1. Taiwan Association of Green Energy Transition-CEO 2. SUNPOWER SMART ENERGY CO., LTD-CEO 3. BEAST KINGDOM CO., LTD-Independent Director	Conformed with the provisions of Paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange (Note 1)	0	
Member	YU WEI PIN	1. Chairman of Integrated Service Technology Inc. 2. Relevant work experience of 20 years or more	Conformed with the provisions of Paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange (Note 1)	0	

Note 1: According to Article 6, paragraph 1 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange, "During the 2 years before being appointed or during the term of office, a remuneration committee member shall not have been or be any of the following:

1. An employee of the company or its affiliates.
2. A director or supervisor of the company or any of its affiliates.
3. A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of the total number of issued shares of the company or ranking in the top 10 in holdings.
4. A spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer under subparagraph 1 or any of the persons in the preceding two subparagraphs.
5. A director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its

representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act.

6. If a majority of the company's director seats or voting shares and those of any other company are controlled by the same person: a director, supervisor, or employee of that other company.
7. If the chairman, president, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: a director (or governor), supervisor, or employee of that other company or institution.
8. A director, supervisor, managerial 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 managerial officer of a sole proprietorship, partnership, company, or institution that, provides auditing 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; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations."

2. Operations of the Remuneration Committee

- (1) The Remuneration Committee of the Company is consisted of 3 members.
- (2) The Compensation and Remuneration Committee held two meetings in the most recent year 2025, and the qualifications and attendance status of the committee members are set out as follows:

The fifth session was held 1 time (A) The term of office is from June 24, 2022 to June 15, 2025					
Title	Name	Actual number of attendance (B)	Attend through proxy	Actual attendance rate (%) (B/A)(note)	Remark
Convener	WU TSENG FENG	1	0	100%	Term ended on Jun. 11, 2025
Member	TAI KUO MING	0	1	0%	Term ended on Jun. 11, 2025
Member	YU WEI PIN	1	0	100%	

The sixth session was held 1 time (A) The term of office is from June 11, 2025 to June 10, 2028					
Title	Name	Actual number of attendance (B)	Attend through proxy	Actual attendance rate (%) (B/A)(note)	Remark
Convener	CHIU CHENG CHUNG	1	0	100%	Newly appointed on Jun. 11, 2025
Member	PI WAN PING	0	0	0%	Newly appointed on Jun. 11, 2025
Member	YU WEI PIN	1	0	100%	

Other matters to be recorded:

1. If the Board of Directors does not adopt or revise the suggestion of the Compensation and Remuneration Committee, it shall state the date and session of the board meeting, content of the proposal, the resolution of the Board of Directors, and the Company's handling of the opinions of the Compensation and Remuneration Committee (for example, when the salary and remuneration approved by the Board of Directors is better than that suggested by the Compensation and Remuneration Committee, the difference and reason thereof shall be clearly stated): None.

2. For the resolutions of the Compensation and Remuneration Committee, if its members have opinions of objection or reservation with records or written statements, the date and session of the Compensation and Remuneration Committee meeting, content of the proposal, the opinions of all the members, and the handling of the members' opinions: None.
3. The operational status of the Salary and Remuneration Committee in the most recent year and as of the publication date of the annual report is as follows:

Meeting Date	Content of the proposal	Resolution	The Company's handling of the Remuneration Committee's opinions
The seventh meeting of the fifth session (Jan. 14, 2025).	Review of the 2024 year-end bonus for managers.	It was agreed to be adopted as planned	Submitted to the Board of Directors
The first meeting of the sixth session (Aug. 8, 2025)	Review of the amendment to the Company's " remuneration committee charter " .	It was agreed to be adopted as planned	Submitted to the Board of Directors
	Review of the performance evaluation of directors, supervisors, and managers, and the implementation status of the compensation and remuneration in 2024.	It was agreed to be adopted as planned	Submitted to the Board of Directors
	Review of the policies, systems, criteria, and structure of compensation and remuneration; the compensation and remuneration of directors, supervisors and managers.	It was agreed to be adopted as planned	Submitted to the Board of Directors
The second meeting of the sixth session (Jan. 30, 2026)	Review of the 2025 year-end bonus for managers.	It was agreed to be adopted as planned	Submitted to the Board of Directors

Note: (1) If a member of the Compensation and Remuneration Committee leaves office prior to the end of the year, the date of leaving office shall be indicated in the remarks column. The actual attendance rate (%) is calculated based on the number of meetings of the Compensation and Remuneration Committee and the number of actual attendances during the term of office.

(2) If there is reelection of the Compensation and Remuneration Committee prior to the end of the year, both the new and former members of the Compensation and Remuneration Committee shall be filled in, and the status of either the former, new, or reelected member as well as the date of reelection shall be indicated in the remarks column. The actual attendance rate (%) is calculated based on the number of meetings of the Compensation and Remuneration Committee and the number of actual attendances during the term of office.

(3) Contents of the scope of functions and powers of the Compensation and Remuneration Committee:

A. Formulate and regularly review policies, systems, criteria, and structures for performance evaluation and remuneration of directors, supervisors, and managerial officers.

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

2. Information on members and operational status of the Nomination Committee: The Company has not yet established a nomination committee.

(5) The composition, responsibilities and operation of the Sustainable Development Committee:

1. Information on the members of the Sustainable Development Committee

Identify	Name	Professional competence
Convener-Chairman	TSENG CHI LI	Operations management 、 Industrial knowledge 、 international outlook 、 Leadership decision making
Member-Independent Director	HUNG WEN MING	Operations management 、 international outlook 、 Leadership decision making
Member-President	HSIAO MING YANG	Operations management 、 Industrial knowledge 、 international outlook 、 Leadership decision making

2. Information on the operation status of the Sustainable Development Committee

(1) The content of the terms of reference of the Sustainable Development Committee

- A. Formulate, promote, and strengthen the company's sustainable development policies, annual plans, and strategies.
- B. Review, track, and revise the implementation and effectiveness of sustainable development.
- C. Supervise sustainability information disclosure matters and review sustainability reports.
- D. Supervise the implementation of the Company's Sustainable Development Code or other sustainable development-related work as resolved by the Board of Directors.

(2) The term of office of the second term of the members is from June 11, 2025 to June 10, 2028, and the last 2025 annual Sustainable Development Committee has met twice (A), and the qualifications and attendance of the members are as follows:

Title	Name	Actual number of attendance (B)	Attend through proxy	Actual attendance rate (%) (B/A)	Remark
Convener	TSENG CHI LI	2	0	100%	Re-election on Jun 11, 2025
Member	TUAN MU CHENG	2	0	100%	
Member	HSIAO MING YANG	1	1	50%	

(3) The operation of the Sustainable Development Committee for the most recent year and as of the date of publication of the annual report is as follows

Meeting Date	Content of the proposal	Resolution	The company's handling of opinions on the Sustainable Development Committee
The first meeting of the first session (May. 8, 2025)	The Company's 2024 stakeholder engagement results, including stakeholder identities, issues of concern, communication channels, and response methods.	Understanding and submit a report to the board of directors.	Report to the board of directors
	The Company's 2024 Material Sustainability Issue Identification Results and Sustainability Issue Management Policy Report.	Understanding and submit a report to the board of directors.	Report to the board of directors
	The Company's greenhouse gas inventory and assurance implementation status report.	Understanding and submit a report to the board of directors.	Report to the board of directors
	The Company's 2024 Climate-related Financial Disclosures (TCFD) Report.	Understanding and submit a report to the board of directors.	Report to the board of directors
	The Company's 2024 Sustainability Report Implementation Progress and Planning Report.	Understanding and submit a report to the board of directors.	Report to the board of directors
The second meeting of the first session (Aug. 8, 2025)	The Company's 2024 Sustainability Report.	Agree to pass it as it is and submit it to the board of directors.	Report to the board of directors

(5) The implementation status of the promotion of sustainable development and the differences from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reasons thereof:

Implementation item	Implementation status			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason
	Yes	No	Summary description	
1. Did the Company establish a governance structure to promote sustainable development, and set up a dedicated (part-time) unit to promote sustainable development, and the Board of Directors authorize the senior management to handle such matters, and the supervisory status by the Board of Directors?	✓		<p>On November 8, 2024, the Board of Directors approved the establishment of the "Sustainable Development Committee", The company's governance structure to promote sustainable development is implemented and supervised by the board of directors, The members of the committee are TSENG CHI LI, Chief Executive Officer, HSIAO MING YANG, President, and HUNG WEN MING, Independent Director. Responsible for reviewing sustainable development policies, strategies and management guidelines, and supervising the company's sustainable development related matters and implementation plans.</p> <p>The Company follows the ESG short-, medium- and long-term blueprint, The CEO will convene and organize a sustainable development group, which consists of five groups: environmental sustainability group, product sustainability design group, supply chain sustainability group, corporate social responsibility group, and corporate governance group</p> <p>Promote and execute sustainable development programs, Responsible for integrating cross-departmental strategic guidelines and implementation results related to the environment, occupational safety, employee care, social care, corporate governance, stakeholder communication, etc. generated by the company's business activities, Report to the Board of Directors at least once a year.</p> <p>The Sustainable Development Committee held a total of 2025 meetings in 2 fiscal years and reported to the board of directors, and the implementation status is as follows: May 8, 2025 (1) Report on the results of 2024 stakeholder meetings (including stakeholder identities, issues of concern, communication channels, and response methods). (2) Report on the identification results of major sustainability issues in 2024 years and the management policy of sustainability issues. (3) Report on the implementation of greenhouse gas inventory and assurance. (4) Report on the 2024 annual climate-related financial disclosures (TCFD). (5) Report on the implementation progress and planning of the 2024-year sustainability report. August 8, 2025 Review the Company's 2024 Sustainability Report and submit it to the Board of Directors for approval.</p>	There were no material differences.

Implementation item	Implementation status			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason
	Yes	No	Summary description	
2. Did the Company conduct risk assessments on environmental, social and corporate governance issues related to company operations in accordance with the principle of materiality, and formulate relevant risk management policies or strategies?	✓		The Company regularly collects internal and external issues, identifies the needs and expectations of stakeholders, evaluates regulatory compliance, identifies and evaluates environmental considerations, analyzes risks and opportunities, formulates annual risk and opportunity identification tables to plan out the actions take, and continues to carry out the tracking and control.	There were no material differences.
3. Environmental issues (1) Did the Company establish an appropriate environmental management system according to its industrial characteristics?	✓		(1) The Company continues to implement ISO 14001 to implement the environmental policy of pollution prevention, regulatory compliance, and continuous improvement, and sets environmental goals and management plans for continuous improvement: 1. ISO 14064-1 Verification and Confirmation of Greenhouse Gas Emissions. 2. Process adjustments achieve waste reduction. 3. Establish an energy management and monitoring system. 4. Improve the heat dissipation efficiency of cooling towers. 5. The latest ISO 14001 certificate of the Company is valid from Aug. 28, 2024 through July 29, 2027.	(1)There were no material differences.

<p>(2) Is the Company committed to improving energy efficiency and using recycled materials with low impact on the environment?</p>	<p>✓</p>	<p>(2) The Company has established energy management personnel in accordance with the law, and formulated energy conservation goals and management plans to replace some high-energy-consuming public facilities and manufacturing process equipment in the factory year by year. The average annual electricity saving rate in the past 5 years has reached 1.85% thereof (higher than the regulatory target of 1%). The Company carefully selects waste recycling and processing operators, and regularly and irregularly audits waste treatment operators so as to ensure that all waste can be recycled or properly disposed of without polluting the environment, and continues to promote waste reduction, recycling, and reuse. We also use recyclable packaging materials and have established a management system to promote restricted use of hazardous substances.</p>	<p>(2)There were no material differences.</p>
<p>(3) Did the Company assess the current and future potential risks and opportunities of climate change for the Company, and take measures to address climate-related issues?</p>	<p>✓</p>	<p>(3) We have incorporate climate change issues into the assessment and identification of potential risks and opportunities, cooperate with the government's energy-saving and carbon-reduction policies and energy users' power-saving plans, install energy-saving equipment (inverters and silicon-controlled rectifier power-saving equipment) and establish an energy management system, promote the replacement of cloud-based intelligent electronic water meters to save water, and promote the power-saving of inverter-type energy-saving and environmentally friendly air compressors, promote the use of energy-saving water heaters in dormitories, replacement of high-efficiency windmill motor and installation of frequency converter in scrubber energy-saving case, reducing the usage of chemicals and emissions through process improvement, monitor the, adopt LDI equipment to reduce the use of film materials, and promote green procurement to prioritize products with better environmental performance.</p>	<p>(3)There were no material differences.</p>
<p>(4) Did the Company calculate the greenhouse gas emissions, water consumption and total weight of waste in the past two years, and formulated policies for energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction or other waste management policies?</p>	<p>✓</p>	<p>(4) The company conducts daily water meter copying, water volume statistics and monitoring and management of water consumption in each area of the plant, and the water consumption in 2025 years increased by 9.4% compared with the previous year. We continued to monitor the amount of waste and put forward a waste reduction implementation plan, including the introduction of waste treatment procedures into SRF treatment plants, the use of adsorption equipment to reduce the content of heavy metals in wastewater, and the resource utilization of alkaline etching aluminum sludge. The amount of waste in 2025 years was reduced by 11.7% compared with the previous year. In order to promote environmental improvement programs such as energy conservation and carbon reduction, the Company identifies and inventories all emission sources within the geographical boundaries according to the organizational boundary setting, and distinguishes direct and indirect emission sources (Taiwan factory scope 1 1 and scope 2), so as to clearly define the Company's reporting boundaries and manage the risks and opportunities derived from greenhouse gases. The baseline year for the inventory check is set as 2024, and the inventory check and verification for the previous year are completed annually.</p>	<p>(4)There were no material differences.</p>

Implementation item	Implementation status			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason																
	Yes	No	Summary description																	
			<p>Water consumption, waste and total greenhouse gas emissions are as follows:</p> <table border="1"> <thead> <tr> <th>Item</th> <th>Water consumption (m³)</th> <th>Waste (tons)</th> <th>greenhouse gas metric tons CO₂e</th> </tr> </thead> <tbody> <tr> <td>2025</td> <td>139,756</td> <td>939.1</td> <td>6,525.</td> </tr> <tr> <td>2024</td> <td>154,218</td> <td>1,063.3</td> <td>7,527</td> </tr> <tr> <td>2023</td> <td>153,944</td> <td>1,106.4</td> <td>8,111</td> </tr> </tbody> </table>	Item	Water consumption (m ³)	Waste (tons)	greenhouse gas metric tons CO ₂ e	2025	139,756	939.1	6,525.	2024	154,218	1,063.3	7,527	2023	153,944	1,106.4	8,111	
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Implementation item	Implementation status			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason
	Yes	No	Summary description	
<p>4. Social Issues</p> <p>(1) Did the Company formulate relevant management policies and procedures in accordance with relevant laws and international human rights conventions?</p>	✓		<p>(1) The Company abides by labor laws and regulations, supports and respects relevant international labor and human rights norms, including the Tripartite Declaration of Principles of the International Labor Organization, the OECD Guidelines for Multinational Enterprises, the United Nations Universal Declaration of Human Rights, the United Nations “Global Compact”, and the Electronic Industry Code of Conduct. The Company attaches great importance to labor and the promotion of business ethics and policies. Through the advocacy of the Company's internal employee handbook and regular inspections under the Employee Code of Conduct, the human rights of labor are protected. The Company is convinced that every employee shall be treated fairly and humanely and respected as well. The “Workplace Sexual Harassment Prevention and Control Measures Complaints and Disciplinary Guidelines” were formulated to provide channels for complaints so as to implement the protection of women’s rights and interests. The Company prohibits child labor, eliminates various forms of forced labor, employs people with disabilities, implements gender equality and equal work rights of foreign workers, eliminates discrimination in employment and the workplace, holds labor–management meetings, achieves labor–management negotiations and harmonious relations, and protects the legitimate rights and interests of employees. The Company has formulated the “Safety and Health Management Procedure” and implemented it in order to provide employees with a safe and healthy working environment. The implementation of the “Personnel Appraisal Committee Management Guidelines” has made the promotion channels for employees smoother.</p>	(1)There were no material differences.
<p>(2) Did the Company formulate and implement reasonable employee welfare measures (including remuneration, leave and other benefits, etc.), and appropriately reflect operating performance or results on employee compensation?</p>	✓		<p>(2) The labor contract between the Company's employees and the Company has been formulated in compliance with the relevant local laws and regulations, and the salary is assessed and determined in accordance with the Company's salary payment criteria; the bonus distribution is implemented in accordance with the Bonus Distribution Guidelines; and employee remuneration is appropriated and calculated in accordance with the Company's Articles of Incorporation. The Company has various welfare measures in place, including gift money for the three major festivals, staff travel, birthday celebration activities and gift money, marriage allowance, maternity allowance, funeral allowance, etc. (as detailed in the employee welfare measures section).</p>	(2)There were no material differences.

Implementation item	Implementation status			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason
	Yes	No	Summary description	
(3) Did the Company provide employees with a safe and healthy working environment, and conduct regular safety and health education for employees?	✓		<p>In terms of the leave system, colleagues may apply for leave without pay in case of childcare, serious injury or illness, major accidents or incidents, etc., so as to take into account the needs of personal and family care. Additionally, the Company provides employees with free health checks every year, and employee retention bonuses for a certain work seniority. In terms of diversity and equality in the workplace, we extend care to foreign employees, promote women's rights and interests as well as gender equality, and actively promote women's potential and self-realization. In 2024, the average percentage of female employees was 47.69%, and the average percentage of female supervisors was 19.51%. The Company has formulated the "Employee Code of Conduct Procedural Rules", the "Skills Practice Assessment", the "Employee Incentive Measures Procedural Rules", and the employee performance appraisal. The results of the implementation are used as the basis for employee promotion and salary assessment.</p> <p>(3) Adhering to the principle of "respecting life and caring for health", the Company has been committed to promoting the occupational safety and health management system, and complies with the occupational safety and health regulations and other relevant regulations formulated by our government. With full control of all the internal working environments and characteristics of activities, we arrange for employees to receive education and training related to occupational safety and health prior to starting work and during their employment period, and strive to improve employees' safety awareness and eliminate health risks and hazards in the workplace so as to achieve occupational safety and health management performance and continuous improvement. Therefore, we commit to:</p> <ol style="list-style-type: none"> 1. Abide by national laws and regulations and fulfill corporate responsibilities. 2. Promote staff participation and implement communication mechanisms. 3. Strengthen risk management and prevent hazards from occurring. 4. Effectively reduce occupational accidents to ensure the safety of employees. <p>According to the records in 2025, no occupational accidents, fires or other incidents that endanger the safety of employees have occurred. Despite this, the company still conducts necessary safety and health education and training for all colleagues on a regular basis according to the plan, and conducts fire escape drills according to firefighting groups. In view of the endless fire news, The company also entrusted a professional fire protection consulting company to regularly inspect the fire protection facilities of the whole plant, and immediately improve any deficiencies (fire extinguisher updates, alarm repairs, pipeline maintenance).</p>	(3) There were no material differences.

Implementation item	Implementation status			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason
	Yes	No	Summary description	
(4) Did the Company establish an effective career development training program for employees?	✓		<p>In order to protect employees from harmful substances in the workplace and provide a healthy and comfortable working environment, an annual monitoring plan for the operating environment is formulated according to the type and characteristics of the operation; the measurement of the operating environment is carried out in January and July, and the monitoring results are used to understand the actual state of exposure by the operating staff as the basis for continuous improvement of occupational safety and health management items. Safety and health training courses are held to advocate safety and health information every month, and we invite specialists and nurses from HWA YOUNG Hospital to hold safety and health lectures at the factory implement education and training for different work contents, provide earplugs and earmuffs in the noise work area, and conduct general and special health examinations for employees every year.</p> <p>(4) The Company plans out complete functional training for all employees, including internal and external training for new recruits, basic and professional operators, special skills personnel, environmental protection personnel, safety and health dedicated personnel, auditors, five tools for training, middle and senior executives, etc., to strengthen knowledge and techniques, enhance management and professional skills, cultivate professional talents, enhance personnel to improve their reasonable concept of work, and create a high standard of quality. A total of 2,634 people completed the career training in 2025, with a total of 4,192 hours. We assist staff in inspecting their self-growth every year, implement employee career planning, achieve goals through employee satisfaction surveys, and provide employees with a working environment where they can continue to learn and grow.</p>	(4) There were no material differences.
(5) Did the Company comply with relevant laws and international standards, and formulate relevant consumer or customer rights protection policies and grievance procedures for issues such as customer health and safety, customer privacy, marketing and labelling of products and services?	✓		<p>(5) The Company attaches great importance to client complaints and is committed to improving client satisfaction. It has established client complaint handling procedures and client satisfaction surveys and implemented them accordingly. It also cooperates with suppliers to manufacture products that meet client needs and conform to environmental protection regulations. The Company's products are customized production, all following client requirements in line with relevant laws and regulations: UL, RoHS, GP, REACH, TSCA, WEEE, China Blue Sky Project, and other relevant international laws and regulations. The Company signs a confidentiality commitment with employees, signs a confidentiality agreement with clients, and has dedicated personnel in place to handle complaints as well as product and service issues.</p>	(5) There were no material differences.

Implementation item	Implementation status			Difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason
	Yes	No	Summary description	
(6) Did the Company formulate a supplier management policy, requiring suppliers to follow relevant norms on issues such as environmental protection, occupational safety and health, or labor rights, and their implementation status?	✓		(6) The Company requires suppliers to sign the “Supplier Environmental Management Questionnaire” and the “Restricted Substance Commitment Letter” to ensure that the products conform to relevant domestic and international laws and regulations, such as RoHS and REACH, which contribute to the implementation of green and environmental protection and joint commitment to enhancing corporate social responsibility. In the management system, there are environmental protection and occupational safety and health management procedures in place for suppliers and contractors. All suppliers and contractors must comply with and follow the management procedures established by the Company. The implementation status is, for example: supplier environmental protection data investigation and communication, environmental protection processor's qualification review and processing inspection, the contractor's safety and health meeting, contractor's work permit application and toolbox meeting, etc.	(6) There were no material differences.
5. Did the Company refer to the internationally accepted reporting preparation standards or guidelines to prepare reports such as sustainability reports that disclose non-financial information of the Company? Did the foregoing disclosure report obtain the assurance or assurance opinion of the third-party verification unit?		✓	The company has prepared the 2024 Sustainability Report in accordance with SASB, TCFD, GRI and other standards, and publishes the relevant information on our website.	There were no material differences.
6. If the Company has its formulated its own sustainable development code based on the “Sustainable Development Best Practice Principles for TWSE/GTSM-Listed Companies”, please describe the difference between its operation and its formulated code: The Company's Board of Directors approved the formulation of the Corporate Social Responsibility Code on January 17, 2020, On March 13, 2024, the Board of Directors approved the amendment to the "Code of Practice for Sustainable Development" to strengthen the implementation of corporate social responsibility and follow the “Sustainable Development Best Practice Principles for TWSE/GTSM-Listed Companies”. The Company regularly inspects the implementation status and makes improvements accordingly, and there has been no difference in the implementation so far.				
7. Other important information that helps to understand the implementation status of sustainable development (such as the Company’s adopted systems and measures for environmental protection, community participation, social contribution, social services, social welfare, consumer rights and interests, human rights, safety and health, and other social responsibility activities, as well as the implementation status): (1) Environmental protection (1) Management system: The company has established a ISO14001 environmental management system and completed the ISO14064-1 inventory and inspection. (2) Energy saving: Replace the cooling tower heat dissipation fins to improve the cooling tower's heat dissipation capacity and energy efficiency. (3) Pollution prevention: Chemically etched roughened aluminum plates are replaced by physical brushing to reduce ammonia nitrogen emissions in effluent water. (2) Social welfare (1) Employees are regularly encouraged to participate in blood donation activities every year. (2) Encourage employees to participate in public welfare and support the charity sale of the Social Welfare Foundation every year. (3) Encourage employees to show love and donate to Taiwan United Animal Park, Tainan Stray Animal Welfare Association, etc. every year. and other units.				

Climate-related information

1. Implementation status of climate-related information

project	Execution status														
<p>1. Describe the oversight and governance of the board of directors and management on climate-related risks and opportunities.</p>	<p>The board of directors is the highest decision-making body for corporate risk management, responsible for overseeing and approving risk management policies to ensure that the company can make informed decisions when addressing climate change risks. The company has formulated the "Risk Management Procedures" to strengthen corporate governance, reduce operational risks, and ensure the stable development and sustainable operation of the business.</p> <p>Board of Directors: The highest decision-making level, responsible for reviewing and approving risk management policies, overseeing annual risk management operations, and ensuring that strategies are aligned with long-term goals.</p> <p>Sustainability Development Committee: Formulates and promotes the company's ESG strategy, reviews climate risk management policies and action plans, and reports progress to the board of directors.</p> <p>Sustainability Promotion Team: Composed of various departments, responsible for identifying, assessing risks, formulating countermeasures, and reporting significant risks to the Sustainability Committee.</p> <p>Audit Office: Regularly review the implementation of internal controls and risk management measures to ensure their effective operation and prevent systemic risks.</p>														
<p>2. Describe how the identified climate risks and opportunities affect the company's business, strategy, and finances (short, medium, and long term).</p>	<p>According to the assessment of climate change risks and opportunities, the short-term is defined as within 1~3 years, the medium-term is within 3~5 years, and the long-term is more than 5 years. The Company has formulated a climate change policy as the company's highest guiding principle for responding to climate change, and expects to formulate a low-carbon reduction plan as the strategic direction of the overall plan. Analyze the impact and contribution of climate change risks and opportunities on operations according to the TCFD framework.</p>														
<p>3. Describe the financial impact of extreme weather events and transition actions.</p>	<table border="1"> <thead> <tr> <th data-bbox="734 1062 1003 1166">project</th> <th data-bbox="1010 1062 1267 1166">risk</th> <th data-bbox="1274 1062 1666 1166">Risk description</th> <th data-bbox="1673 1062 1872 1166">Stakeholders impacted</th> <th data-bbox="1879 1062 2123 1166">Financial impact</th> </tr> </thead> <tbody> <tr> <td data-bbox="734 1171 1003 1431">Extreme rainfall times</td> <td data-bbox="1010 1171 1267 1431">Physical risk - immediacy</td> <td data-bbox="1274 1171 1666 1431">Supply chain disruptions and insufficient supply of raw materials affect production and delivery times, leading to potential losses.</td> <td data-bbox="1673 1171 1872 1431">E/ S</td> <td data-bbox="1879 1171 2123 1431">Due to the delay in raw materials, revenue decreased and costs increased, requiring</td> </tr> </tbody> </table>					project	risk	Risk description	Stakeholders impacted	Financial impact	Extreme rainfall times	Physical risk - immediacy	Supply chain disruptions and insufficient supply of raw materials affect production and delivery times, leading to potential losses.	E/ S	Due to the delay in raw materials, revenue decreased and costs increased, requiring
project	risk	Risk description	Stakeholders impacted	Financial impact											
Extreme rainfall times	Physical risk - immediacy	Supply chain disruptions and insufficient supply of raw materials affect production and delivery times, leading to potential losses.	E/ S	Due to the delay in raw materials, revenue decreased and costs increased, requiring											

				additional remedial measure funds.
High temperature	Physical risk - immediacy	In order to maintain the operation of machinery and equipment in high-temperature areas, energy consumption needs to be increased, resulting in higher operating costs.	G/E/S/I	Increased cooling system and energy usage costs may affect profits in the long run rate.
High temperature	Physical risk - immediacy	Employees are less efficient due to high-temperature environmental health issues, increasing sick absenteeism and affecting production schedules.	G/E/S/I	Increase employee health protection costs, and production losses due to absenteeism may affect revenue
Heavy rainfall	Physical risk - immediacy	Heavy rainfall can affect the transportation of raw materials and products, leading to delays in delivery and loss of revenue.	G/E/S/I	Reduced revenue and loss of reputation due to delayed delivery, increasing logistics and remediation costs.
Heavy rainfall	Physical risk - immediacy	The factory facilities were affected by heavy rainfall, causing equipment damage and production disruptions, resulting in financial losses.	G/E/S/I	The potential costs of facility repairs and production disruptions can significantly

				impact operating margins.
	Earthquake	Physical risk - immediacy	Earthquakes can lead to building damage and equipment failures in factories, affecting production schedules and delivery times.	G/E/S/I Loss of revenue during facility repairs and shutdowns can add to financial pressure
	Taiwan's sustainability policy	Transition Risk – Regulations and Policies	The accelerated implementation of sustainability-related policies may lead to increased compliance costs and competitive pressure in the market.	I The increased compliance costs in the early stages of the implementation of the new policy may affect short-term profit performance.
	Changes in carbon emission regulations	Transition Risk – Regulations and Policies	Increased carbon emission requirements may increase energy and emissions management costs, putting pressure on profitability.	G/S/I Equipment investment and compliance costs need to be increased, which may affect cash flow and net profit margin in the short term.
	The market is low-carbon trend	Transformation Risk - Market	Customer demand is biased towards low-carbon products, and the company needs to increase	G/S/I The initial development and transformation costs are high,

			development costs to meet market demand.		and the market share may decline in the short term.
	reputation	Transformation risk - reputation	Failure to properly address environmental issues can lead to damage to a company's reputation, affecting customer trust and market performance.	G/ I	Image damage can directly affect business cooperation opportunities, leading to lower revenue and higher public relations costs.

NOTE:EMPLOYEE E / CUSTOMER G / SUPPLIER S / SHAREHOLDER AND INVESTOR I

4. Describe how the identification, assessment, and management processes of climate risks are integrated into the overall risk management system.

step	1	2	3	4	5
process	Topic identification	Interviews/Workshops	Analysis and confirmation	Reporting and tracking	Continuous monitoring
Description	The Sustainability Committee identifies climate-related risks and opportunities that may affect the business of the company.	Gather the views and recommendations of the Sustainability Committee on identifying risks and opportunities.	Further analyze and prioritize risks and opportunities.	Incorporate the identification results of risks and opportunities into the company's sustainability report, and continuously track and update it.	Regularly review changes in risks and opportunities, and regularly report on risk management progress to the Board and other stakeholders.

<p>5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analysis factors, and key financial impacts used.</p>	<p>Not applicable.</p>
<p>6. If there is a transition plan to manage climate-related risks, explain the content of the plan, and the indicators and goals used to identify and manage physical risks and transition risks.</p>	<p>Not applicable.</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained.</p>	<p>Not applicable.</p>
<p>8. If climate-related goals are set, they should explain the activities covered, the scope of greenhouse gas emissions, the planned schedule, and the progress of achieving them each year. If carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, the source and quantity of carbon reduction credits or the number of renewable energy certificates (RECs) should be explained.</p>	<p>Not applicable.</p>
<p>9. Greenhouse gas inventory and confidence status and reduction targets, strategies, and specific action plans (fill in 1-1 and 1-2 separately).</p>	<p>The following tables (1-1) and (1-2)</p>

1-1 The Company's greenhouse gas inventory and assurance status for the most recent two years

1-1-1 Greenhouse Gas Inventory Information

Describe the greenhouse gas emissions (metric tons of CO₂e), intensity (metric tons of CO₂e/million dollars), and the scope of data coverage for the last two years.

Greenhouse Gas Emissions and Intensity (Consolidated)		
category	2024	2025
Revenue (million yuan) (consolidated)	\$481.720	\$462.684
Scope 1 emissions (metric tonnes of CO ₂ e) (consolidated)	421.3333	348.9901
Scope 2 emissions (metric tonnes of CO ₂ e) (consolidated)	7,114.2827	6,183.3874
Scope 3 emissions (metric tonnes of CO ₂ e) (consolidated)	3,922.3235	3,204.2518
Total emissions (metric tons of CO ₂ e) (consolidated)	11,457.9395	9,736.6293
Density (metric ton CO ₂ e/turnover of NT million) (consolidated)	23.7855	21.0438

Note: The consolidated revenue in 113 was 481.720 (million yuan), and the consolidated revenue in 114 was 462.684 (million yuan).

Note 1: Direct emissions (Scope 1, i.e., emission sources directly owned or controlled by the company), indirect energy emissions (Scope 2, indirect greenhouse gas emissions from imported electricity, heat or steam) and other indirect emissions (Scope 3, that is, emissions generated by corporate activities are not indirect energy emissions, but come from emission sources owned or controlled by other companies).

Note 2: The coverage of direct emissions and energy indirect emissions data shall be handled in accordance with the schedule specified in Article 10, Paragraph 2 of the Regulations, and other indirect emissions information may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or international standards organizations (International Organization for Standardization, ISO).

Note 4: The intensity of greenhouse gas emissions can be calculated per unit of product/service or turnover, but at least the data calculated in turnover (NT\$million) should be specified.

1-1-2 Greenhouse Gas Conviction Information

A description of the conviction status for the most recent two years as of the date of publication of the annual report, including the scope of conviction, the conviction body, the conviction criteria, and the conviction opinion.

project	2024	2025
Confidence range	Parent Company and Subsidiaries	
Conviction Agency	Ares International Verification Co., Ltd	
Confidence criteria	ISO14064-3:2019	
Convinced opinion	Limited confidence/reasonable assurance level	

Note 1: If the company does not obtain a complete greenhouse gas conviction opinion by the date of publication of the annual report, it shall indicate that "complete assurance information will be disclosed in the sustainability report", and if the company has not prepared a sustainability report, it shall indicate "complete assurance information will be disclosed in the Public Information Observatory" and disclose the complete assurance information in the next annual report.

Note 2: The conviction institution shall comply with the relevant regulations on the sustainability report assurance institution established by the Taiwan Stock Exchange Corporation and the Taipei Exchange of the Republic of China.

.Note 3: For the content of the disclosure, please refer to the Best Practices Reference Example on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

1-2 Greenhouse gas reduction targets, strategies, and specific action plans

Describe the greenhouse gas reduction base year and its data, reduction targets, strategies, specific action plans, and achievement of reduction targets.

According to the "Sustainable Development Roadmap for Listed and OTC Companies", it is planned to be disclosed in 2027.

Note 1: The procedure shall be conducted in accordance with the schedule specified in Paragraph 2, Article 10 of the Regulations.

Note 2: The base year shall be the year in which the inventory is completed at the boundary of the consolidated financial report, for example, in accordance with Paragraph 2 of Article 10 of the Regulations, a company with a capital of 10 billion yuan or more shall complete the inventory of the 2024 annual consolidated financial report in 2025, so the base year is 2024.

Note 3: For disclosures, please refer to the Best Practices Reference Examples on the Taiwan Stock Exchange Corporate Governance Center website.

6) Implementation status of performing ethical corporate management and the difference from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the reasons thereof:

Evaluation item	Operational status			Difference from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the reason
	Yes	No	Summary description	
<p>1. Formulation of policies and plans for ethical corporate management</p> <p>(1) Did the Company formulate an ethical corporate management policy approved by the Board of Directors, and express the policy and practice of ethical corporate management in its regulations and external documents, as well as the commitment of the Board of Directors and senior management to actively implement the management policy?</p>	✓		<p>(1) The Company has formulated the “Ethical Corporate Management Best Practice Principles”, the “Ethical Corporate Management Operational Procedures and Code of Conduct”, and the “Whistleblowing System”. The Company adheres to the principle of integrity to operate its enterprise sustainably, taking “integrity and pragmatism” as the foundation to be supplemented by “retaining and cultivating talents” to continuously innovate and sustainably operate the enterprise. The Company’s website: http://www.gia-tzoong.com.tw</p>	(1) There were no material differences.
<p>(2) Did the Company establish an assessment mechanism for the risk of ethical behavior, regularly analyzes and evaluates the business activities with high risk of ethical behavior within the business scope, and formulate a plan for preventing ethical behavior based on it, which at least covers the preventive measures for the behaviors in the subparagraphs of Paragraph 2, Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies“?</p>	✓		<p>(2) The Company abides by the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, the Political Donations Act, the Anti-Corruption Act, the Government Procurement Act, the Public Servants Conflict of Interest Recusal Act, relevant regulations on TWSE and TPEX listing, and all other laws and regulations relating to business conduct as the basic premise of implementing ethical corporate management. We also conduct evaluation and implementation in accordance with the relevant regulations on ethical corporate management so as to prevent possible risks of unethical conduct.</p>	(2) There were no material differences.
<p>(3) Did the Company clearly define operating procedures, behavior guidelines, punishment and appeal systems for non-compliance in the plan for preventing ethical behavior, and implement it, and regularly review and revise the plan before disclosure?</p>	✓		<p>(3) The Company has formulated the “Ethical Corporate Management Best Practice Principles” and the “Ethical Corporate Management Operational Procedures and Code of Conduct” combined with employee performance appraisal and human resource policies, and strengthened the promotion of the importance of ethical corporate management during the education and training to new recruits. In 2025, the Company conducted 6 hours of relevant courses for education and advocacy for 281 of its current directors, managerial officers and employees; the courses covered prevention of insider trading management, internal major handling procedures, as well as related laws and regulations. In 2025, there were no reports, complaints, gifts, bribes, etc. The implementation unit continues to review and revise the implementation of the ethical corporate management procedures. The implementation status of the operational procedures for ethical corporate management in 2025 was reported to the Board of Directors on Jan. 30, 2026.</p>	(3) There were no material differences.

Evaluation item	Operational status			Difference from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the reason
	Yes	No	Summary description	
2. Implementation of ethical corporate management				
(1) Did the Company evaluate the integrity record of its counterparties and specify the terms of integrity in its contracts with counterparties?	✓		(1) Before starting any business dealings, the Company conducts basic information checks on suppliers, clients, and other business counterparties. Suppliers are required to fill in the "Ethics Agreement" so as to prohibit unethical conduct.	(1)There were no material differences.
(2) Did the Company set up a dedicated unit for promoting corporate ethical corporate management under the Board of Directors, and report regularly (at least once a year) to the Board of Directors on its ethical corporate management policy and plan to prevent ethical behavior and supervise the implementation?	✓		(2) The Company has designated the Human Resources Management Section as a dedicated unit to handle the revision, implementation, interpretation, consulting services, registration and filing of notification content, and other related operations and supervision of the implementation of the ethical corporate management policy. The implementation status of the ethical corporate management operation in 2025 was reported to the Board of Directors on Jan. 30, 2026.	(2)There were no material differences.
(3) Did the Company have a policy to prevent conflicts of interest, provide appropriate channels for representation, and implement it?	✓		(3) The Company has formulated the "Ethical Corporate Management Best Practice Principles", the "Ethical Corporate Management Operational Procedures and Code of Conduct", and the "Whistleblowing System". All directors of the Company uphold a high degree of self-discipline, and recuse themselves from any proposal listed by the Board of Directors when they themselves or the legal person they represent have a conflict of interest with the Company.	(3)There were no material differences.
(4) Did the Company establish an effective accounting system and internal control system for the implementation of ethical corporate management, and the internal audit unit formulate relevant audit plans based on the results of the assessment of the risk of ethical behavior, and checked the compliance of the plan to prevent ethical behavior based on it, or appoint an public certified accountant to perform the audit?	✓		(4) The Company regularly reviews the accounting system and internal control system to ensure the continuous effectiveness of the design and implementation of the system. The internal audit unit checks the improvement status of unethical conduct based on the implementation results of the ethical corporate management operation.	(4)There were no material differences.
(5) Did the Company regularly hold internal and external education and training on ethical corporate management?	✓		(5) The Company was already in the practice of regularly promoting relevant information, and it has strengthened the importance of ethical corporate management when educating and training new recruits.	(5)There were no material differences.

Evaluation item	Operational status			Difference from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the reason
	Yes	No	Summary description	
<p>3. Operational status of the Company whistleblowing system</p> <p>1. Did the Company formulate a specific reporting and reward system, establish a convenient reporting channel, and assign appropriate personnel in charge of the report to the counterparty?</p> <p>2. Did the Company establish the standard operating procedures for the investigation of reported matters, the follow-up measures to be taken after the investigation is completed, and the relevant confidentiality mechanism?</p> <p>3. Did the Company take measures to protect whistleblowers from being mistreated due to whistleblowing?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(1) The Company has formulated the “whistle-blowing system”. The internal communication channels of the Company and its subsidiaries include: whistle-blowing hotline, president mailbox, sexual harassment complaint mailbox, and employee opinion mailbox. The external reporting mailbox can be found on the Company’s website (http://www.gia-tzoong.com.tw) by following the path About Us → Corporate Social Responsibility → Stakeholder Zone; here, whistleblowers may report violations by mail, e-mail, etc., and dedicated personnel will handle the reported matters.</p> <p>(2) The Company has established the “whistle-blowing system” to carry out investigation procedures and confidentiality measures for reported matters. After the investigation team has completed the necessary investigation procedures for the reported matter, it will handle the reported matter according to the facts investigated and verified in accordance with the content of the operational procedure, and report the investigated matter, the handling method, and the follow-up review and improvement measures to the Board of Directors.</p> <p>(3) The relevant personnel of the Company handling the whistleblowing matter shall make a written statement to keep the identity of the whistleblower and the content of the whistleblowing matter confidential, take appropriate measures to protect the confidentiality of both the whistleblower and the information provided, and undertake to protect the whistleblower from retaliation for reporting.</p>	<p>(1)There were no material differences.</p> <p>(2)There were no material differences.</p> <p>(3)There were no material differences.</p>
<p>4. Strengthen information disclosure</p> <p>(1) Did the Company disclose the content of its Ethical Corporate Management Best Practice Principles and promote its effectiveness on its website and Market Observation Post System?</p>	<p>✓</p>		<p>(1) The Company has formulated the “Ethical Corporate Management Best Practice Principles”, the “Ethical Corporate Management Operational Procedures and Code of Conduct”, and the “Whistleblowing System”. Relevant information is disclosed on the Company’s website and in the annual report.</p>	<p>(1)There were no material differences. °</p>
<p>5. If the Company has formulated its own ethical corporate management code in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”, please describe the difference between its operation and its formulated code: The Company has formulated the “Ethical Corporate Management Best Practice Principles”, the “Ethical Corporate Management Operational Procedures and Code of Conduct”, and the “Whistleblowing System” and implemented the relevant rules accordingly, which is applicable to both the Company and its subsidiaries.</p>				
<p>6. Other important information that helps to understand the Company's ethical corporate management and operation (such as the Company's review and revision of its ethical corporate management code): It has been explained in the aforementioned operating status.</p>				

(7) Other circumstances sufficient to enhance the operation of corporate governance:

1. According to the “Corporate Governance 3.0 - Sustainable Development Roadmap” issued by the Financial Supervisory Commission, the Company has carried out the relevant operations of the “Corporate Governance Evaluation System”. Based on the data from 2025, it completed the self-assessment operation on the various indicators in January 2026. Among the relevant accounting, finance, and auditing personnel of the Company, one person has obtained a domestic internal auditor certificate.
2. The continuing education status of the Company's managerial officers, finance and accounting supervisors, Corporate Governance Officer, and internal audit supervisors participating in corporate governance related courses in 2025:

Title	Name	Course Date	Organizers	Course Name	Course hours
Representative of the Chairman and Chief Executive Officer	TSENG CHI LI	Mar. 18, 2025	Taipei Exchange	Resilient Taiwan - TPEX Perpetual Bond and ETF Forum	3 hours
		Jul. 29, 2025	Taipei Exchange	114th annual Shangxing Company Insider Equity Promotion Briefing	3 hours
		Aug. 22, 2025	Chinese National Association of Industry and Commerce	2025 Taishin Shin Kong Net Zero Summit Forum	3 hours
Vice President of Manufacturing Division	LEE WEI HSIN	Mar. 18, 2025	Taipei Exchange	Resilient Taiwan - TPEX Perpetual Bond and ETF Forum	3 hours
		Mar. 21, 2025	Securities & Futures Institute	Sustainability Disclosure Promotion Meeting for Listed and OTC Companies	3 hours
Assistant Vice President of Management Division and Director of Financial and Accounting	CHAN KUAN MIN	May. 19, 2025 May. 20, 2025	Accounting Research and Development Foundation	Accounting Supervisor Continuing Education	12 hours
Corporate Governance Officer		Jul. 09, 2025	Taiwan Stock Exchange	2025 Cathay Pacific Sustainable Finance and Climate Change Summit	6 hours
		Aug. 27, 2025	The Institute of Internal Auditors-Chinese	Discussion on audit practice of corporate cost and value creation	6 hours
Chief Auditor	LIN HUI LING	Mar. 19, 2025	The Institute of Internal Auditors-Chinese	"Compliance with Laws and Regulations" Internal Control and Internal Audit Key Discussions	6 hours
		Mar. 18, 2025	The Institute of Internal Auditors-Chinese	Generative AI X Python crawler practical and visualization score	6 hours
Audit Agent	LIN SU HSIANG	Jan. 21, 2025	The Institute of Internal Auditors-Chinese	Establish a stable and sound foundation for labor-management relations - focus on drafting labor contracts, work rules, and various human resource management measures	6 hours
		JuL. 23, 2025	The Institute of Internal Auditors-Chinese	"Sustainability Information Management" and Internal Control and Internal Audit Practices	6 hours

(8) Implementation Status of Internal Control System

1. Internal Control System Statement

GIA TZOONG ENTERPRISE CO., LTD.

Internal Control System Statement

Date: March 13, 2026

With regard to the 2025 internal control system, the Company declares the following based on the self-evaluation findings:

1. The Company is fully aware that establishing, implementing, and maintaining an internal control system are the responsibility of its Board of Directors and managerial officers. The Company has established such a system to provide reasonable assurance for attaining the aims of the effectiveness and efficiency of business operations (including profits, performance, safeguarding of asset security, etc.); reliability, timeliness, transparency of reporting; and compliance with the governing laws and regulations.
2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system provides assurance to the aforementioned aims only to a reasonable extent. Moreover, due to changes of environments and circumstances, the effectiveness of an internal control system may change accordingly. Nevertheless, the internal control system of the Company is equipped with a self-monitoring mechanism, and the Company takes corrective actions as soon as any fault is identified.
3. The Company determines the design and operating effectiveness of its internal control system in accordance with the determining factors provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the "Regulations"). The internal control system determining factors specified in the Regulations divide an internal control system into five elements based on its management: 1. Control Environment, 2. Risk Assessment, 3. Control Operations, 4. Information and Communications, and 5. Monitoring. Each element further contains several items. Refer to the Regulations for the aforementioned items.
4. The Company has adopted the aforementioned internal control system determining factors to examine the design and operating effectiveness of its internal control system.
5. Based on the findings of the evaluation mentioned in the preceding paragraph, the Company deems that the internal control system as of Dec. 31, 2025 (including supervision and management of subsidiaries), which encompass internal controls for knowledge of the accomplishment degree of operating effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with the governing laws and regulations, are effectively designed and implemented, and reasonably assure accomplishment of the abovementioned aims.
6. This Statement constitutes the main content of the Company's annual report and prospectus, and will be made public. Any wrongful act pertaining to falsification or concealment involving the above public declaration will be subjected to legal liabilities under Articles 20, 32, 171, and 174 of, and other regulations relating to, the Securities and Exchange Act.
7. This statement was approved by the board of directors of the company on March 12, 2026, and among the 9 directors present, 0 of them held objections, and the rest agreed with the content of this statement and made this statement.

GIA TZOONG ENTERPRISE CO., LTD.

Chairman: TSENG CHI LI

Chief Executive Officer: TSENG CHI LI

President: HSIAO MING YANG

2. Where a certified public accountant is appointed to review the internal control system, it shall disclose the certified public accountant's review report: None.

(9) Important resolutions of shareholders meetings and Board of Directors meetings in the most recent year and as of the date of publication of the annual report:

1. Important resolutions and the implementation status of the Company's 2025 general shareholders meeting

(1) 2024 business report and financial statements.

Implementation status: This proposal was put to a vote, and passed for the 2024 business report and financial statements.

(2) Approved the 2024 loss appropriation proposal.

Implementation status: This proposal was put to a vote, and passed that no surplus is to be distributed in 2024.

2. The important resolutions of the Board of Directors in 2025 and as of the publication date of the annual report of the Company are summarized as follows:

Sessions of the Board of Directors	Important Resolutions
The 15th meeting of the 10th session (Jan. 14, 2025)	1. Renewed the contract with Fubon Insurance Company to purchase directors' and supervisors' liability insurance.
	2. Approved the company's 2025 financial budget and business plan.
	3. Apply for a short-term working capital loan from Bank of Taiwan Taoyuan Branch.
	4. Apply for the renewal of the comprehensive quota to the Taoying Branch of Banxin Commercial Bank.
	5. Amended the case of investment in SUNPOWER SMART ENERGY CO., LTD. through the Audit Committee.
	6. roposed the year-end bonus plan for managers for 2024 through the remuneration committee.
The 16th meeting of the 10th session (Mar. 13, 2025)	1. Approved the 2024“Internal Control System Statement”.
	2. Approved the 2024 business report and financial statements.
	3. Approved the 2024 loss compensation.
	4. Accounts receivable and overdue amounts other than accounts receivable through the Comany as of the end of December 2024 are not funds Loan and nature cases.
	5. Approved the Company's acquisition and disposal of machinery and equipment for business use.
	6. valuate the independence and competency of the certified public accountant through the company.
	7. assed the 2025- year accountant remuneration case of Baker Tilly Clock & Co.
	8. Approved the scope of the company's junior employees.
	9. Approved the amendment to certain provisions of the Company's "Articles of Incorporation”.
	10.Passed the amendment to the provisions of the Company's "Standard Operating Procedures for Handling Directors' Requests”.
	11. Passed the re-appointment of Mr. Lin Liangcai attorney at law of CHYN DER Law Firm as the company's perennial legal counsel.
	12. Approved the re-election of directors (including independent directors) of the Company.
	13. Prepare and accept the proposals of shareholders for the 2025 annual general meeting of shareholders and accept candidates for directors (including independent directors)Nomination-related matters.
	14. Approve the list of candidates for nominee directors (including independent directors) and deliberate on the qualifications of nominees.
	15. Approved the convening of the 2025 general meeting of shareholders of the Company.
The 17th meeting of the 10th session (May. 8, 2025)	1. The first draft of the Company's consolidated financial statements and notes for the first quarter of 2025 was revealed.
	2. Approved the accounts receivable and overdue amounts other than accounts receivable of the company and its subsidiaries as of the end of March 2025 that were not in the nature of capital loans.

	3. Approved the Company's acquisition and disposal of machinery and equipment for business use.
The first meeting of the 11th session (Jun. 11, 2025).	1. Approved the appointment of Mr. CHIU CHENG CHUNG, an independent director, Ms. PI WAN PING and Mr. Yu Weibin as members of the Company's remuneration committee.
	2. Approved the appointment of Mr. TSENG CHI LI, an independent director, Mr. HUNG WEN MING, and a President, Mr. HSIAO MING YANG, as members of the Sustainable Development Committee.
	3. Approved the re-election of the chairman of the company.
The 2th meeting of the 11th session (Aug. 8, 2025).	1. Disclosure of the first draft of the Company's consolidated financial statements and notes for the second quarter of 2025.
	2. It was approved that the accounts receivable and overdue amounts other than accounts receivable by the company and its subsidiaries as of the end of June 2025 were not loans of the nature of funds.
	3. Approved the Company's acquisition and disposal of machinery and equipment for business use.
	4. Approved the application for a quota from Shanghai Commercial & Savings Bank, Ltd.-Yenping Branch.
	5. Apply for quota renewal to the Taiwan Cooperative Bank-Dong Taipei Branch.
	6. Approved the company's 2024 sustainability report.
	7. Approved the proposal of the Remuneration Committee to amend the Company's "Remuneration Committee Organizational Regulations".
	8. Approved the 2024 annual performance evaluation and remuneration implementation of directors and managers proposed by the Remuneration Committee.
	9. Approved the Remuneration Committee to discuss the policies, systems, standards, structure, and remuneration of directors and managers.
The 3th meeting of the 11th session (Nov. 10, 2025)	1. Disclosed the first draft of the company's consolidated financial statements and notes for the third quarter of 2025.
	2. Approved the accounts receivable and overdue payments other than accounts receivable by the company and its subsidiaries as of the end of September 2025 are not in the nature of capital loans.
	3. Approved the Company's acquisition and disposal of machinery and equipment for business use.
	4. Approved the 115th annual audit plan of the company and its subsidiaries.
	5. Apply for comprehensive quota renewal from Bank of panhsin-Taoying Branch.
The 4th meeting of the 11th session (Jan. 30, 2026)	1. Renewed the contract with Fubon Insurance Company to purchase directors' and supervisors' liability insurance.
	2. Approved the company's 2026 financial budget and business plan.
	3. Apply for a short-term working capital loan from Bank of Taiwan Taoyuan Branch.
	4. Proposed the year-end bonus plan for managers for 2025 through the remuneration committee.
The 5th meeting of the 11th session (Mar. 12, 2026).	1. Approved the 2025 "Internal Control System Statement".
	2. Approved the revision of some of the provisions of Section 9 "Payroll Operations" of Chapter 5 of the Company's internal control, "Payroll Business Cycle".
	3. Approved the 2025 business report and financial statements.
	4. Approved the company's 114th annual loss to be allocated to the supplement.
	5. Approved the accounts receivable and overdue payments other than accounts receivable by the company and its subsidiaries as of the end of December 2025, which are not in the nature of capital loans.
	6. Approved the Company's acquisition and disposal of machinery and equipment for business use.
	7. Evaluate the independence and competency of the certified public accountant through the company.
	8. Passed the 2026- year accountant remuneration case of Baker Tilly Clock & Co.
	9. Approved the company's plan to reduce capital to make up for losses.
	10. Approved the acceptance of shareholders' proposals related to the 115th annual shareholders' meeting.
	11. Approved the convening of the 2026 general meeting of shareholders of the Company.

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

4. Information on the professional fees of the attesting CPAs

(1) Professional fees of the attesting CPAs:

Unit: NT\$ thousand

Name of Accounting Firm	Names of CPAs	Duration of Audit	Audit fee	Non- Audit fee	Total	Note
Baker Tilly Clock & Co.	LAI CHIA YU	January 1, 2025 to Dec. 31, 2025	1,580	128(Note1)	1,708	
	WU HSIN LIANG	January 1, 2025 to Dec. 31, 2025				

Note 1: The non-audit public expense is 100 thousand yuan for business tax visa, and 18 thousand yuan for the review of shareholders' meeting manual and annual report, amendment of the constitution and re-election of directors and election of the chairman of the board of directors 10 thousand yuan.

- (2) If there is a change in the accounting firm, and the audit fees paid for the year in which the change took place are lower than those paid for the fiscal year immediately preceding the change, the amount and reason for the reduction in audit fees shall be disclosed: There is no such situation.
- (3) When the audit fees paid for the current fiscal year are lower than those paid for the immediately preceding fiscal year by 10% or more, the amount and percentage of and reason for the reduction in audit fees shall be disclosed: There is no such situation.

5. Information on replacement of certified public accountant: None.

6. The chairman, president, managerial in charge of financial or accounting affairs of the Company, who has worked in the firm or affiliated company of the certified public accountant within the last year: None

7. In the most recent year to the date this report was printed, directors, supervisors, managerial officers and the shareholders holding more than 10% of the shares in the transfer of shares and pledge of shares under lien, and any change thereof.

(1) Changes in equity transfer of directors, managerial officers and major shareholders:

Unit: share

Title	Name	2025		As of April 13, 2026	
		Increase (decrease) in No. of Shares	Increase (decrease) in No. of Pledged Shares	Increase (decrease) in No. of Shares	Increase (decrease) in No. of Pledged Shares
Chairman	TSENG CHI LI Newly appointed on Jun. 11, 2025	0	0	0	0
Director and Vice President of Manufacturing Division	LEE WEI HSIN	0	0	0	0
Director	TSENG I SHANG Newly appointed on Jun. 11, 2025	0	0	0	0
Director	YANG CHIAO SUNG Newly appointed on Jun. 11, 2025	0	0	0	0
Independent Director	TUAN MU CHENG	0	0	0	0
Independent Director	HUNG WEN MING	0	0	0	0
Independent Director	PI WAN PING Newly appointed on Jun. 11, 2025	0	0	0	0
Independent Director	CHIU CHENG CHUNG Newly appointed on Jun. 11, 2025	0	0	0	0
Independent Director	HUANG KER JER Newly appointed on Jun. 11, 2025	0	0	0	0
President	HSIAO MING YANG	0	0	0	0

Title	Name	2025		As of April 13, 2026	
		Increase (decrease) in No. of Shares	Increase (decrease) in No. of Pledged Shares	Increase (decrease) in No. of Shares	Increase (decrease) in No. of Pledged Shares
Assistant Vice President of Management Division concurrently serving as Director of Financial and Accounting and Corporate Governance Officer	CHAN KUAN MIN	0	0	0	0
Assistant Vice President of Quality Assurance Division	YU HSIU WEN	0	0	0	0
Chairman	CHENG AN INVESTMENT CO., LTD. Term ended on Jun. 11, 2025	0	0	0	0
Director	TAI KUO MING Term ended on Jun. 11, 2025	0	0	0	0
Director	WU TSENG FENG Term ended on Jun. 11, 2025	0	0	0	0

(2) Information on equity transfer

Name	Reason for equity transfer	Date of transaction	Transaction counterparty	Relationship between the transaction counterparty and the Company, directors, supervisors, managerial officers, and shareholders holding more than 10% of the shares	Number of shares	Transaction price
None						

(3) Information on equity pledge

Name	Reason for changes in pledge	Date of change	Transaction counterparty	Relationship between the transaction counterparty and the Company, directors, supervisors, managerial officers, and shareholders holding more than 10% of the shares	Number of shares	Shareholding ratio	Pledge ratio	Pledge (redemption) amount
None								

8. Information on shareholders among the top 10 by proportion of shareholding who are related parties to one another or spouse, kindred within the 2nd degree of kinship

April 13, 2026

Name (Note 1)	Own shareholdings		Shares held by Spouse & minor children		Shares held through nominees		If there are related parties, spouses, kindred within the 2nd degree of kinship among the top 10 shareholders, give the names and affiliations of such shareholders (note 3)		Remark
	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Name	Relation	
LEE MAW CHANG	15,026,066	9.05%	39,423	0.02%	0	0	LEE MAO TONG	Brother	

SHEN CHEN CHIEN	10,810,000	6.51%	0	0	0	0	None	None	
TSENG CHI LI	9,561,794	5.76%	819,405	0.49%	0	0	None	None	
CHEN DA YU	7,047,000	4.24%	0	0	0	0	None	None	
LEE MAO TONG	5,276,660	3.18%	2,821,371	1.70%	0	0	LEE MAW CHANG	Brother	
JIA YU PING	4,858,000	2.92%	0	0	0	0	None	None	
JIA YU LIAN	4,751,000	2.86%	0	0	0	0	None	None	
Hung Kuan Investment Co., Ltd., Representative NIEN, CHIA-CHUN	4,511,235	2.72%	0	0	0	0	None	None	
	0	0	0	0	0	0	None	None	
WU CHIA LI	3,981,470	2.40%	0	0	0	0	None	None	
JIA ZHI HAO	3,624,000	2.18%	0	0	0	0	None	None	

Note 1: All the top ten shareholders shall be listed; in case of corporate shareholders, the names of the corporate shareholders and the names of the their representatives shall be listed separately.

Note 2: The calculation of the shareholding ratio refers to the shareholding ratio calculated in the name of oneself, the spouse, and minor children or nominees, respectively.

Note 3: For the shareholders listed above (including corporate and natural persons), the relationships among them shall be disclosed in accordance with the provisions of the Regulations Governing the Preparation of Financial Reports by Issuers.

9. The number of shares held by the Company, the Company's directors, managerial officers and enterprises directly or indirectly controlled by the Company in the same reinvested enterprise, and the comprehensive shareholding ratio:

Dec. 31, 2025 Unit: share %

Investee (Note 1)	Investment made by the Company		Investment made by directors, managerial official and direct or indirect subsidiaries		Combined investment	
	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio
PSC ENTERPRISE CO.,LTD.	9,725,000	100%	0	0	9,725,000	100%
ENRICH NATIONALS TRADE LIMITED	1,106,222	100%	0	0	1,106,222	100%
GIA TZOONG (ShenZhen) Ltd.	0	0	Not applicable (note 2)	100%	Not applicable (note 2)	100%
PSC (H.K.) ELECTRONICS LIMITED	10,000	100%	0	0	10,000	100%
Puyu Investment Co., Ltd.	2,000,000	100%	0	0	2,000,000	100%

Note 1: Refers to the investment of the Company using the equity method.

Note 2: Not applicable: Non-limited liability companies by shares have not issued shares. The Company is represented by shareholding ratio.

III. Capital Overview

1. Capital and shares

(1) Sources of Share Capital

1. Formation process of Share capital

Unit: share

April 17, 2026

Month/ Year	Issued price (NT\$)	Authorized Share capital		Paid in Share capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Sources of Share capital	Property other than cash is paid by subscribers	Other
Sep. 1988	10	1,000	10,000,000	1,000	10,000,000	Established by capital raising	None	77-Chien-san-ting-ti No. 355674
Feb. 1990	10	4,000	40,000,000	4,000	40,000,000	Cash capital increase NT\$30,000,000	None	Ching (79)Shang-tzu-ti No. 102502
Jan. 1995	10	12,000	120,000,000	12,000	120,000,000	Cash capital increase NT\$80,000,000	None	Ching (84)Shang-tzu-ti No. 100573
Sep. 1995	10	19,800,000	198,000,000	19,800,000	198,000,000	Cash capital increase NT\$78,000,000	None	Ching (84)Shang-tzu-ti No. 117889
Dec. 1996	10	50,000,000	500,000,000	29,700,000	297,000,000	Capital increase by earnings recapitalization NT\$99,000,000	None	(85)Tai-tsai-cheng-(1) ti No. 58270
June 1997	10	50,000,000	500,000,000	39,600,000	396,000,000	Cash capital increase NT\$39,600,000 Capital increase by earnings recapitalization NT\$59,400,000	None	(86)Tai-tsai-cheng-(1) ti No. 48480
Dec. 1998	10	90,000,000	900,000,000	56,687,000	566,870,000	Cash capital increase NT\$70,000,000 Capital increase by earnings recapitalization NT\$100,870,000	None	(87)Tai-tsai-cheng-(1) ti No. 59678 (87)Tai-tsai-cheng-(1) ti No. 103385
Aug. 1999	10	90,000,000	900,000,000	62,482,270	624,827,000	Capital increase by earnings recapitalization NT\$41,594,370 Capital increase by capital reserve NT\$16,362,630	None	(88)Tai-tsai-cheng-(1) ti No. 70993
June 2000	10	90,000,000	900,000,000	68,828,970	688,289,700	Capital increase by earnings recapitalization NT\$32,221,350 Capital increase by capital reserve NT\$31,241,350	None	(89)Tai-tsai-cheng-(1) ti No. 54998
May 2001	10	90,000,000	900,000,000	74,508,346	745,083,460	Capital increase by earnings recapitalization NT\$56,793,760	None	(90)Tai-tsai-cheng-(1) ti No. 130612
June 2002	10	108,000,000	1,080,000,000	74,508,346	745,083,460	Raise authorized capital share NT\$1,080,000,000	None	Ching-shou-shang-tzu-ti No. 09101253500
June 2003	10	148,000,000	1,480,000,000	74,508,346	745,083,460	Raise authorized capital share NT\$1,480,000,000	None	Ching-shou-shang-tzu-ti No. 09201214300
June 2004	10	168,000,000	1,680,000,000	74,508,346	745,083,460	Raise authorized capital share NT\$1,680,000,000	None	Ching-shou-shang-tzu-ti No. 09301151390
May 2006	10	168,000,000	1,680,000,000	79,879,721	798,797,210	Transferred from corporate bond NT\$53,713,750	None	Ching-shou-shang-tzu-ti No. 09501080100
June 2006	10	168,000,000	1,680,000,000	77,885,210	778,857,210	Cancellation of treasury stock NT\$19,940,000	None	Ching-shou-shang-tzu-ti No. 09501126910

Month/ Year	Issued price (NT\$)	Authorized Share capital		Paid in Share capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Sources of Share capital	Property other than cash is paid by subscribers	Other
July 2006	10	168,000,000	1,680,000,000	86,214,233	862,142,330	Transferred from corporate bond NT\$83,285,120	None	Ching-shou-shang-tzu-ti No. 09501164530
Oct. 2006	10	168,000,000	1,680,000,000	90,671,353	906,713,530	Transferred from corporate bond NT\$44,571,200	None	Ching-shou-shang-tzu-ti No. 09501245250
Feb. 2007	10	168,000,000	1,680,000,000	94,042,774	940,427,740	Transferred from corporate bond NT\$33,714,210	None	Ching-shou-shang-tzu-ti No. 09601026580
May 2007	10	168,000,000	1,680,000,000	101,386,517	1,013,865,170	Transferred from corporate bond NT\$73,437,430	None	Ching-shou-shang-tzu-ti No. 09601102300
Aug. 2007	10	168,000,000	1,680,000,000	107,457,944	1,074,579,440	Transferred from corporate bond NT\$60,714,270	None	Ching-shou-shang-tzu-ti No. 09601196450
Oct. 2007	10	168,000,000	1,680,000,000	117,548,117	1,175,481,170	Transferred from corporate bond NT\$100,901,730	None	Ching-shou-shang-tzu-ti No. 09601267220
Feb. 2008	10	168,000,000	1,680,000,000	117,709,724	1,177,097,240	Transferred from corporate bond NT\$1,616,070	None	Ching-shou-shang-tzu-ti No. 09701024200
Jan. 2009	10	168,000,000	1,680,000,000	132,524,524	1,325,245,240	Issued new shares via private placement NT\$148,148,000	None	Ching-shou-shang-tzu-ti No. 09801016170
Apr. 2009	10	168,000,000	1,680,000,000	132,680,774	1,326,807,740	Transferred from corporate bond NT\$1,562,500	None	Ching-shou-shang-tzu-ti No. 09801082710
Aug. 2009	10	168,000,000	1,680,000,000	137,028,594	1,370,285,940	Issued new shares via private placement NT\$43,478,200	None	Ching-shou-shang-tzu-ti No. 09801171690
Oct. 2009	10	168,000,000	1,680,000,000	137,995,253	1,379,952,530	Transferred from corporate bond NT\$9,666,590	None	Ching-shou-shang-tzu-ti No. 09801246220
Jan. 2010	10	168,000,000	1,680,000,000	138,036,919	1,380,369,190	Transferred from corporate bond NT\$416,660	None	Ching-shou-shang-tzu-ti No. 09901020000
Apr. 2010	10	168,000,000	1,680,000,000	143,628,570	1,436,285,700	Transferred from corporate bond NT\$55,916,510	None	Ching-shou-shang-tzu-ti No. 09901081790
July 2011	10	168,000,000	1,680,000,000	143,710,770	1,437,107,700	share transfer from employee stock option NT\$822,000	None	Ching-shou-shang-tzu-ti No. 10001174270
Nov. 2011	10	168,000,000	1,680,000,000	155,249,231	1,552,492,310	Cash capital increase NT\$115,384,610	None	Ching-shou-shang-tzu-ti No. 10001257890
Jan. 2012	10	168,000,000	1,680,000,000	155,282,844	1,552,828,440	Transferred from corporate bond NT\$336,130	None	Ching-shou-shang-tzu-ti No. 10101012130
Feb. 2013	10	250,000,000	2,500,000,000	159,496,164	1,594,961,640	Transferred from corporate bond NT\$42,133,200	None	Ching-shou-shang-tzu-ti No. 10201024350
May 2013	10	250,000,000	2,500,000,000	160,722,822	1,607,228,220	Transferred from corporate bond NT\$12,266,580	None	Ching-shou-shang-tzu-ti No. 10201089910
Aug. 2013	10	250,000,000	2,500,000,000	161,936,816	1,619,368,160	Transferred from corporate bond NT\$8,399,940 share transfer from employee stock option NT\$3,740,000	None	Ching-shou-shang-tzu-ti No. 10201173590
Nov. 2013	10	250,000,000	2,500,000,000	162,136,815	1,621,368,150	Transferred from corporate bond NT\$1,999,990	None	Ching-shou-shang-tzu-ti No. 10201233530
Feb. 2014	10	250,000,000	2,500,000,000	164,070,144	1,640,701,440	Transferred from corporate bond NT\$19,333,290	None	Ching-shou-shang-tzu-ti No. 10301027310

Month/ Year	Issued price (NT\$)	Authorized Share capital		Paid in Share capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Sources of Share capital	Property other than cash is paid by subscribers	Other
May 2014	10	250,000,000	2,500,000,000	166,230,137	1,662,301,370	Transferred from corporate bond NT\$21,599,930	None	Ching-shou-shang-tzu-ti No. 10301089670
Aug. 2014	10	250,000,000	2,500,000,000	167,963,463	1,679,634,630	Transferred from corporate bond NT\$17,333,260	None	Ching-shou-shang-tzu-ti No. 10301170420
Nov. 2014	10	250,000,000	2,500,000,000	168,496,795	1,684,967,950	Transferred from corporate bond NT\$5,333,320	None	Ching-shou-shang-tzu-ti No. 10301237650
Dec. 2014	10	250,000,000	2,500,000,000	166,562,795	1,665,627,950	Cancellation of treasury stock NT\$19,340,000	None	Ching-shou-shang-tzu-ti No. 10301262270
Feb. 2015	10	250,000,000	2,500,000,000	171,936,126	1,719,361,260	Transferred from corporate bond NT\$53,733,310	None	Ching-shou-shang-tzu-ti No. 10401027300
Apr. 2015	10	250,000,000	2,500,000,000	173,722,792	1,737,227,920	Transferred from corporate bond NT\$17,866,660	None	Ching-shou-shang-tzu-ti No. 10401067910
Dec. 2015	10	250,000,000	2,500,000,000	166,122,792	1,661,227,920	Cancellation of treasury stock NT\$76,000,000	None	Ching-shou-shang-tzu-ti No. 10401269360

2. Type of Stock

Type of Stock	Authorized Share capital			Remark
	Outstanding shares	Unissued stock	Total	
Ordinary shares	166,122,792	83,877,208	250,000,000	TPEX listed company

3. Information on the comprehensive reporting system: N/A.

(2) List of Major Shareholders

April 13, 2026

Name of major shareholder	Shares	Number of Shares	Ratio of Shareholding
LEE MAW CHANG		15,026,066	9.05%
SHEN CHEN CHIEN		10,810,000	6.51%
TSENG CHI LI		9,561,794	5.76%
CHEN DA YU		7,047,000	4.24%
LEE MAO TONG		5,276,660	3.18%
JIA YU PING		4,858,000	2.92%
JIA YU LIAN		4,751,000	2.86%
Hung Kuan Investment Co., Ltd.,		4,511,235	2.72%
WU CHIA LI		3,981,470	2.40%
WU CHIA LI		3,624,000	2.18%

(3) Dividend policy and implementation status of the Company:

1. Dividend policy stipulated in the Company's Articles of Incorporation

- (1) If there is a surplus in the Company's annual final accounts, the Company shall pay taxes first and make up for past losses. Then, 10% thereof shall be appropriated as the legal reserve, unless the legal reserve has reached the total paid-in capital of the Company. The special reserve shall also be appropriated or reversed in accordance with the laws and regulations or requirements of the competent authority. If there is still any surplus, the balance thereof shall be added to the accumulated undistributed earnings of previous years. The Board of Directors shall prepare a distribution proposal and submit it to the shareholders meeting for a resolution before distribution.
- (2) The Company is in the electronics manufacturing industry. Considering that with the distribution of stock dividends to shareholders for the year making profits, although the Company can retain funds for engaging in R&D and business expansion activities, it also inflates the share capital. If the profit cannot increase proportionally, it will decrease earnings per share and adversely affect shareholders' equity. Thus, the current dividend policy of the Company adheres to a cash dividend policy. Its implementation method is based on the Company's future capital budget planning to measure the capital needs of the future year, and

then to distribute cash dividends as much as possible. The implementation ratio of the aforementioned cash dividend policy is that cash dividends shall be the major part among the dividends to be distributed, whereas stock dividends (including surplus allotment and capital reserve allotment) shall be less than 50% thereof.

2. The dividend distribution proposed by shareholders this time (approved by the Board of Directors, but not yet approved by the shareholders meeting)

The Company's 2025 loss provision proposal has been drawn up by the Board of Directors: the loss to be made up at the end of the current period is in the amount of NT\$887,190,637, and thus no surplus for the year 2025 will be distributed.

3. Any expected major change in the dividend policy: None.

- (4) The effect of the free-gratis dividends proposed for this shareholders meeting on the Company's operating performance and earnings per share: Not applicable (None).

- (5) Remuneration of employees, directors and supervisors

1. The percentage or scope of the remuneration for employees and directors stated in Article 23 of the Company's Articles of Incorporation: The Company's profit before tax in the current year, before deducting the remuneration to be distributed to employees, directors, shall be first retained to make up for the accumulated losses; then, if there is any remaining balance, no less than 3% thereof shall be appropriated as employee remuneration, One-third of them shall be allocated to grassroots employees, and no more than 2% thereof as director remuneration.

Decisions on employee remuneration and the distribution ratio of director remuneration, as well as whether the employee remuneration is distributed in stock or in cash, shall be resolved by the Board of Directors with the attendance of two thirds or more of the directors and with the consent of more than half of the directors in attendance, and shall be reported to the shareholders meeting.

Employee remuneration is distributed in stock or in cash to counterparties including employees of affiliated companies who meet certain conditions.

According to the remuneration payment guidelines formulated by the Company, directors shall only be paid for fixed remuneration and attendance fees. The managerial officer remuneration includes the salary and bonus, and the salary is based on the Company's salary system considering items such as the job title, rank, academic background and work experience, and professional skills. The bonus is distributed according to the performance evaluation results of the managerial officer in each quarter, which includes the manager's organizational leadership, internal management performance, moral, skills, and planning creativity, also taking account of the Company's revenue and profit status, the achievement rate of operating goals, etc., and is determined in accordance with the procedure.

2. The estimation basis for the estimated amount of remuneration for employees, directors and supervisors in the current period; the calculation basis of the number of shares for employee remuneration distributed in stock; and the accounting treatment when the actual distribution amount is different from the estimated amount: The basis for estimation is in accordance with the Company's Articles of Incorporation. If there is a discrepancy between the actual distribution amount and the estimated amount, it shall be handled in accordance with relevant laws and regulations.

3. The distribution status of remuneration approved by the Board of Directors: Due to the net loss after taxes in the current period, there is no distribution of remuneration this year.
4. If the actual distribution status of the remuneration for employees, directors and supervisors in the previous year (including the number of shares distributed, amount and stock price) is different from the recognized remuneration for employees, directors and supervisors, the amount of the difference, the reason, and the handling status shall be clearly stated: The Company approved at the Sixteen meeting of the 10th Board of Directors in 2025 and the shareholders' meeting on June 11, 2025 that there will be no distribution of earnings in 2024.

(6) Repurchase of Company shares: None

2. Status of Corporate bond: None
3. Status of preferred share: None
4. Status of overseas depository receipt: None
5. Status of employee stock options:
As of the publication date of the annual report, no employee stock options was issued.
6. Status of new employee restricted share undertaking:
As of the publication date of the annual report, no new employee restricted share was issued.
7. Status of issuance of new shares due to merger and acquisition or acceptance of shares transferred by other companies: None
8. Implementation status of the fund utilization plan: None

IV. Operational Overview

1. Business content

(1) Business scope

1. The main content of the business and its proportion in business

Unit: NT\$1,000

Classification of circuit boards	2025 revenue	Proportion in business
Printed circuit board	462,684	100.00%
Total	462,684	100.00%

2. The Company's current product: printed circuit boards

- (1) MCPCB aluminum/copper substrates
- (2) FR4 multilayer circuit board products, including high-power circuit board and HDI circuit board
- (3) DBC ceramic substrate(Al_2O_3) / aluminium nitride ceramic substrate
- (4) Embedded composite circuit boards

3. New products planned for development

- (1) Ceramic/FR4 composite circuit board.
- (2) AMB aluminium nitride/ silicon nitride copper clad ceramic substrate

(2) Industry overview

1. Current status and development of the industry

Due to international political instability, the global consumption of the electronics industry will continue to be sluggish, resulting in a continued recession in the circuit board industry. Due to the rise of the AI industry, the rapid development of the AI server, high-power power supply and communication electronic module industries has also triggered the rise of composite circuit boards.

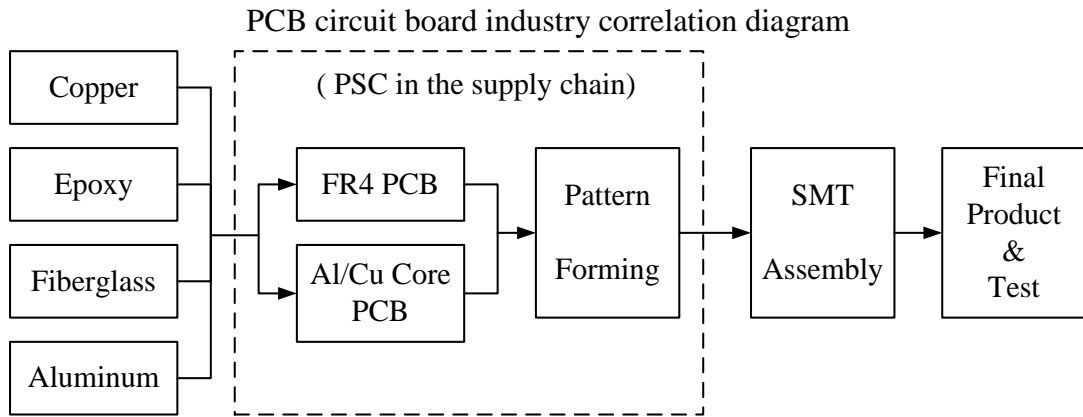
Looking forward to 2026, it is expected that the prosperity of traditional circuit board products is still not optimistic. However, the AI-related electronic components/components industry still maintains growth momentum. At the same time, the trend of high-power circuit boards is that the current is increasing, and the technology of heat dissipation is becoming more and more important. Therefore, the growth momentum of heat-dissipating aluminum/copper substrates, high-power circuit boards, copper-clad ceramic circuit boards, and embedded composite circuit boards should be higher than that of conventional circuit boards.

Embedded composite circuit boards are the core technology developed by GIA in 2025. According to market trends, the demand for high power, information streaming, and thinness and short size of AI products continues to rise, and the composite circuit board will be able to meet market expectations, and it is expected that there will be a breakthrough growth demand for composite circuit boards in 2026.

2. The relationship between the upstream, midstream, and downstream reaches of the industry

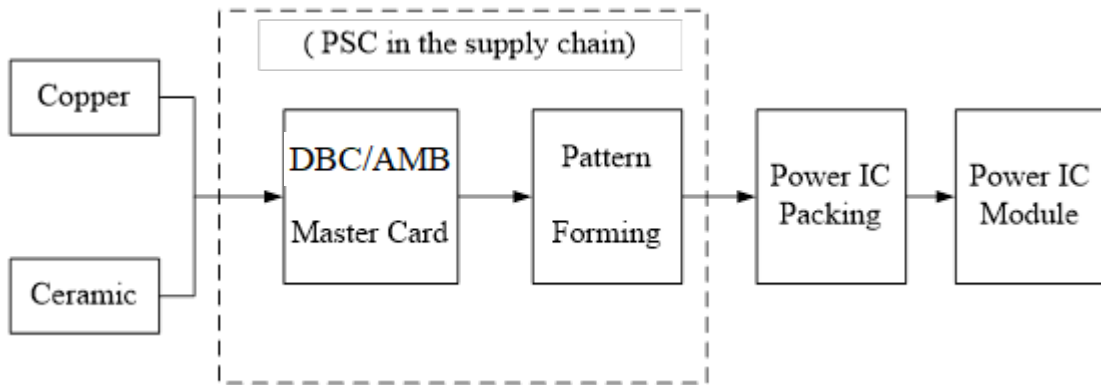
PCB circuit boards can be mainly divided into five categories: rigid boards, flexible boards, IC substrates/substrate-like substrates, rigid-flex boards and metal substrates MCPCB. The structure of the printed circuit board is mainly based on insulating materials and metal materials, and then according to the circuit design, the wire line connecting the electronic components is drawn into a circuit pattern, and then the required electronic circuit is left on the printed circuit board by exposure, development, etching, machining, surface treatment, etc., and becomes the substrate

connecting all electronic components. The printed circuit board is the substrate before assembling electronic components, and its function is to connect and carry components, which is the main support for the installation and interconnection of electronic components, and is an indispensable basic part of all electronic products.



Copper-clad ceramic substrates are divided into DBC and AMB according to the manufacturing process. Using DBC or AMB technology, the copper foil is combined on the ceramic substrate, and then the required power electronic circuits are left on the copper-clad ceramic substrate by exposure, development, etching, machining, surface treatment, etc., and then packaged into power semiconductor components through IC.

DBC /AMB copper-clad ceramic substrate industry correlation chart



3. Various development trends in products

The trend of electronic products has always been light, thin, short and small, and printed circuit boards are also developing towards multi-layer, fine-line, small aperture and thin layers. At present, 3C products, 5G communication products, portable electronics and AI-related products, due to the increasing power demand, not only need high-density HDI circuit boards, but also require higher conductivity to reduce power loss, so the development trend of HDI and 3D stacked electronic components, the niche market of composite circuit boards has also emerged.

In recent years, due to the problem of carbon emissions, the rise of energy storage and electric vehicle industries, the demand for high-power, high-heat dissipation circuit boards and DBC/AMB copper-clad ceramic substrates has also

shown continuous growth, which is in line with the niche market of the company's core technology extension.

In response to market trends, the company's research and development of various products and technologies in recent years is mainly divided into three categories: (1) high-density HDI circuit boards; It is used in electronic products such as composite electronic component modules, SIP carrier boards, etc. (2) High thermal conductivity metal power circuit boards; It is used in power IC module circuit boards, power circuit boards for electric vehicles and other products. (3) DBC /AMB copper-clad ceramic substrate; Power IC modules for applications of 650V or more.

In summary, a considerable proportion of the application market for new products belongs to the IC industry, which helps to enhance the company's core competitiveness.

4. Competition situation

Whether it is FR4 circuit board or DBC/AMB ceramic substrate: "Made in China" enjoys a low-cost price competitive advantage, the products of European, American and Japanese manufacturers have high market price and high reliability, The price and quality of the company's products are in between. Therefore, the customized niche market will be one of the target markets of the company.

The current international situation has led to the rise of trade barriers, resulting in the collapse of the trend of globalization, and the gradual formation of regional economic circles. The transformation of global competition into regional competition is for the Company; The advantage is that there are fewer intra-regional competitors; The disadvantage is that the company is not able to compete in individual regional economies abroad. Therefore, niche products in the regional market are the target market of Jiazong.

(3) Overview of technology and R&D

1. Research and development expenses invested in this year and every year as of the printing date of the annual report: The research and development expenses in 2025 were in the amount of NT\$16,533 thousand.
As of the date of printing of the annual report, the financial statements reviewed by accountants for the first quarter of 2026 have not been obtained.
2. Successfully developed technologies or products
 - (1) High-end (6th level or above) HDI/Any-layer circuit board products have entered the mass production stage.
 - (2) DBC ceramic substrate (AlN) has completed the R&D sample test and entered the trial mass production stage.
 - (3) Composite circuit board with embedded copper blocks/ceramic/passive components, and completed the R&D sample test.
3. Research and development plans for future years
 - (1) For embedded composite circuit boards, increase product structure diversification and expand the scope of market applications.
 - (2) For DBC ceramic substrate(AlN), the process conditions are optimized

to improve the yield and product reliability.

(3) Development AMB AlN/Si₃N₄ copper clad ceramic substrate.

Future R&D plans are as follows:

Main product category	R&D plan name	Mass production schedule	R&D plan content	Key factors for successful R&D	R&D plan current progress	Estimated investment
Hybrid circuit board	3D stacked circuit boards	2026 Q3	1. Development of embedded technology for active and passive electronic components	Feedback on client product verification issues	1. Completion rate 80%	600 million
DBC ceramic substrate(AlN)	DBC process optimization	2026 Q3	1. DBC ceramic substrate (AlN) process optimization	Signed a long-term cooperation agreement with ITRI	1. Completion rate 95%	500 thousands
AMB AlN/Si ₃ N ₄ copper clad ceramic substrate	1. AMB AlN/Si ₃ N ₄ copper clad ceramic substrate.		1.AMB silicon nitride copper clad ceramic substrate process technology. 2. AMB aluminium nitride ceramic substrate process technology.	Signed a long-term cooperation agreement with ITRI	1. Completion rate 5%	600 million

(4) Long-term and short-term business development plans

High-power/heatsink/composite circuit boards are our core products, so we develop products in different application fields based on the extension of core technologies. Therefore, the direction of business development is to promote core products to different levels of markets.

1. Long-term: The target market is power module/communication module 3D components, and foreign semiconductor IC design manufacturers are the target customers.
2. Short-term: The target market is high-power/heat dissipation/composite circuit boards, and domestic semiconductor IC design manufacturers are the target customers.

2. Overview of market, production, and sales

(1) Market analysis

1. Sales area of main products

	Unit: NT\$1,000			
	Revenue from external clients		Non-current assets	
	2025	2024	Dec. 31, 2025	December 31, 2024
Taiwan	\$328,521	\$341,420	\$339,569	\$365,523
Asia	72,226	67,988	298	480
America	30,017	30,313	—	—
Europe	31,379	36,028	—	—
Other	541	5,971	—	—
Total	\$462,684	\$481,720	\$339,867	\$366,003

2. Main competitors:

- (1) The main competitors of the Company's traditional circuit board and copper-clad ceramic substrate products come from the "Made in China" low-price competition, and only by mastering the advantages of innovation, product development and advance layout can we create product differentiation.
- (2) For traditional circuit board products, the rise of the regional economy, Southeast Asia has gradually become a very threatening low-cost competitor in the future.
- (3) Hybrid circuit boards, which are still in the product growth stage, belong to the development competition of integrated technology.

3. Market share and future market supply and demand situation and growth:

PCB circuit boards are an indispensable basic component of various electronic products, and they are still a thriving and highly growing industry. The explosive growth of new industries such as AI and electric vehicles has driven the continuous growth of the PCB and circuit board industry; In particular, 3D stacked power modules/systems with high power/heat dissipation requirements should grow at a compound growth rate of more than 10% in the next few years.

4. Business objectives:

In the short term, high-power/heat dissipation composite circuit boards are the main target market, and in the long term, the target market is foreign semiconductor IC design manufacturers.

5. Favorable and unfavorable factors and countermeasures for competitive niches and development prospects:

- (1) Competitive niche: The company is a small and medium-sized factory, which has the advantages of both large factory process capabilities and small factory flexible scheduling to meet customer needs. The high-power/heat dissipation circuit boards that the Company is actively developing have more complex technologies to match, especially the hybrid circuit boards, which involve packaging technology, and the technical integration is difficult, which is obviously differentiated from the market of other manufacturers in the same industry, and is the company's niche products.
- (2) Favorable factors
 - (a) The company has obtained the IATF-16949 global certification for automotive steel, which can provide better product quality to customers.
 - (b) Heat-dissipating circuit board technology is the core technology of the company. The rapid growth of the power module/system product market is conducive to the company's market development.
 - (c) Our long-term cooperation with ITRI is a long-term cooperation to deepen the technological energy and contribute to the development of new technologies and products.
 - (d) Due to the completion of the development of DBC ceramic substrate, It has been certified by the power semiconductor company, which helps to enhance the company's image.

(3) Unfavorable factors

- (a) The rise of the regional economy has led to the large-scale relocation of PCB circuit board factories to Southeast Asia. The company is a small and medium-sized enterprise, the enterprise resources are not enough to set up factories abroad, and it is not easy to enter the ASEAN regional economic industry chain.
- (b) It is expected that the economy will continue in 2026 and the state of 2025, with fierce competition from PCB manufacturers and rising raw material prices, resulting in a significant decrease in PCB profits.

(4) Countermeasures:

- (a) Strengthen high-power/high-heat dissipation circuit board technology, and form strategic alliances with related material manufacturers to develop innovative products
- (b) Deeply rooted in DBC/AMB copper-clad ceramic substrate technology, seeking power semiconductor manufacturers to pass the certification.
- (c) Strengthen technical exchanges with semiconductor manufacturers, establish partnerships, and jointly develop new products.

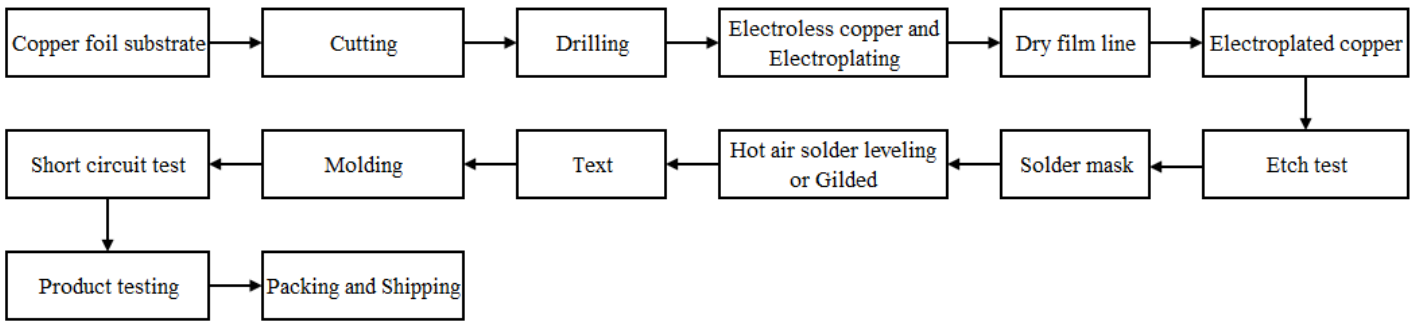
(2) Important uses and production processes of major products:

1. Main product usage:

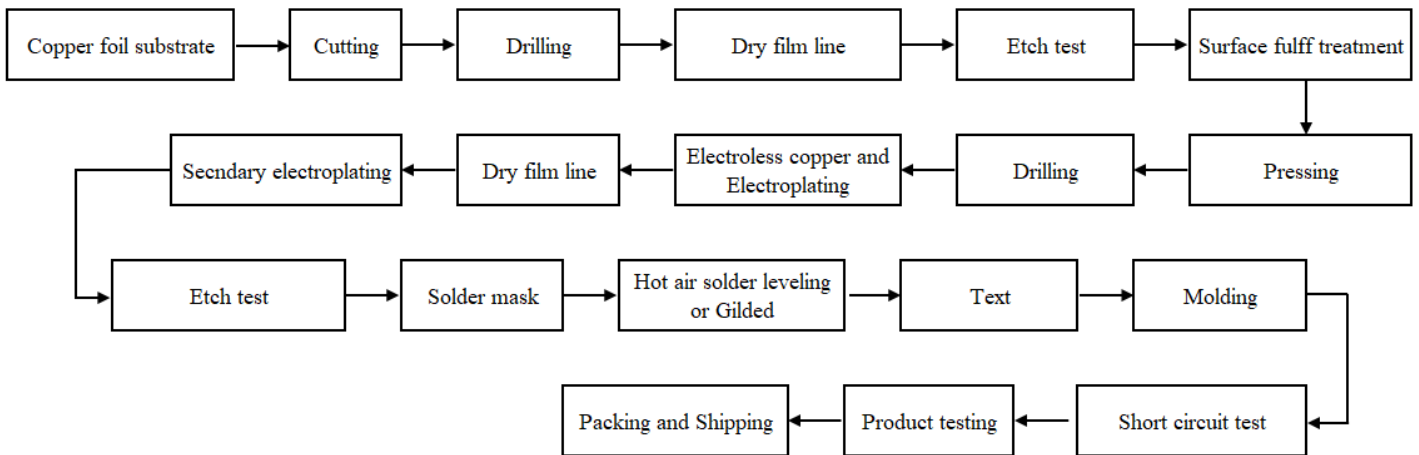
- (1) MCPCB aluminum/copper substrate: used for LED light products, high-power LED lighting, and high-heat dissipation products.
- (2) FR4 multilayer circuit board products: including high-power circuit board and HDI circuit board. High-power circuit boards: mainly used in power SiP modules, motor control drives, energy storage equipment, and high-power power systems. HDI circuit boards, mainly used in niche customer markets such as dash cams and automotive HUDs.
- (3) DBC ceramic substrate: It is a power semiconductor module substrate, and the application products are high-power electrical devices such as motor drives, inverters, and converters.

2. Manufacturing production process:

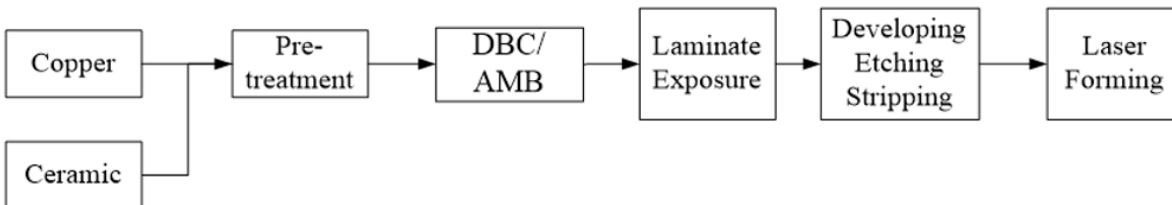
(I) MCPCB aluminum/copper substrate:



(II) FR4 Multilayer Board:



(III) DBC ceramic substrate:



(3) Supply status of main raw materials

The company's main raw materials are substrates, copper foils, glass cloth films, phosphor copper balls, aluminum plates, red copper plates, mirror aluminum plates, polyimide flexible substrates, dry films and inks, and ceramic substrates. And due to the requirements of customer environmental protection standards, the use of environmentally friendly substrates and environmentally friendly materials will relatively increase R&D expenses and material costs.

(4) Clients that have accounted for 10% or more of the total purchase (sales) in any of the last 2 years

1. The names of clients accounting for 10% or more of the total sales in the last 2 years, the sales amount and proportion, and the relationship with the issuer:

Unit: NT\$1,000

2024				2025				Q1 2026(Note1)			
Name	Amount	Ratio of annual net sales (%)	Relationship with the issuer	Name	Amount	Ratio of annual net sales (%)	Relationship with the issuer	Name	Amount	Ratio of annual net sales (%)	Relationship with the issuer
A	78,594	16	None	A	57,897	13	None	N/A			
B	65,773	14	None	B	57,374	12	None				
Other	337,353	70		Other	347,413	75					
Net sales	481,720	100		Net sales	462,684	100		Net sales			

Reasons for the change:

(1) The decrease in sales amount of customers A and B is mainly due to weakening market demand..

Note 1: As of the date of printing of the annual report, the financial statements reviewed by accountants in the first quarter of 2026 have not been obtained.

2. Names of clients that accounted for 10% or more of the total purchases in the last 2 years, the purchase amount and proportion, and their relationship with the issuer:

Unit: NT\$1000

2024				2025				Q1 2026(Note1)			
Name	Amount	Ratio of annual net purchases (%)	Relationship with the issuer	Name	Amount	Ratio of annual net purchases (%)	Relationship with the issuer	Name	Amount	Ratio of annual net purchases (%)	Relationship with the issuer
A	36,613	18	None	A	38,643	19	None	N/A			None
				B	23,184	12	None				None
Other	161,641	82		Other	136,966	69					
Net purchases	198,254	100		Net purchases	198,793	100		Net purchases			

Reasons for the change:

(1) The increase in the purchase amount of manufacturer A is mainly due to the increase in the price of the material.

(2) The increase in the purchase amount of manufacturer B is mainly due to the increase in outsourcing orders.

Note 1: As of the date of printing of the annual report, the financial statements reviewed by accountants in the first quarter of 2026 have not been obtained.

3. Information of employees in the last two years and as of the date of publication of the annual report

Year		2024	2025	April 17, 2026
Number of employees	Management and indirect personnel	56	58	59
	R&D, technical personnel	34	29	24
	Operator	264	204	200
	Total	354	291	283
Average age		43	44	45
Average years of service		9.65	10.11	11.05
Educational distribution Ratio	PhD	0.00%	0.00%	0.00%
	Master	1.41%	2.07%	2.12%
	Junior college	34.18%	39.18%	39.22%
	Senior high school	54.23%	50.51%	50.88%
	Senior high school and below	10.17%	8.25%	7.78%

4. Information on environmental protection expenditures

(1) Losses caused by environmental pollution:

1. In 2025 and as of the publication date of the annual report, the Company has not incurred any loss or punishment due to environmental pollution.
2. The Company continues to comply with the requirements of ISO 14001, and combines the cost-saving plan of the production line with the concept of industrial waste reduction, and continues to reduce pollutant waste and conduct waste reduction management from the aspects of raw material management, manufacturing process improvement, equipment automation, recycling, and use of clean energy.

(2) Future environmental protection expenditures:

The estimated loss that may occur in the future is in the amount of NT\$100,000. Every year in the future, investment related expenses will be directed at pollution prevention, water quality improvement, air quality improvement, reduction of greenhouse gas emissions, regulatory compliance, and implementation of legal disposal of waste. In response to the Company's continuous updating of product manufacturing processes and international environmental trends, and for the diversification of waste disposal methods in the future, it is expected that related expenses such as permit changes or extensions will be incurred. Additionally, the international situation has caused a sharp increase in raw materials. The total environmental protection capital expenditure is estimated to be about NT\$28,805,000. The items are described as follows:

Item \ Year	2026	2027	2028
Pollution prevention and control equipment to be purchased or content of expenditure (wastewater, waste gas, waste, and other solutions)	<ul style="list-style-type: none"> * Water quality control and testing fees * Regular maintenance and update of equipment * Air pollution control and detection * Greenhouse gas reduction * Waste disposal fee * ISO14001 implementation and management * Implementation of waste reduction plan 	<ul style="list-style-type: none"> * Water quality control and testing fees * Regular maintenance and update of equipment * Air pollution control and detection * Greenhouse gas reduction * Waste disposal fee * ISO14001 implementation and management * Implementation of waste reduction plan 	<ul style="list-style-type: none"> * Water quality control and testing fees * Regular maintenance and update of equipment * Air pollution control and detection * Greenhouse gas reduction * Waste disposal fee * ISO14001 implementation and management * Implementation of waste reduction plan
Expected improvement	<ol style="list-style-type: none"> 1. Comply with the requirements of environmental regulations 2. Continuous improvement and pollution reduction 	<ol style="list-style-type: none"> 1. Comply with the requirements of environmental regulations 2. Continuous improvement and pollution reduction 	<ol style="list-style-type: none"> 1. Comply with the requirements of environmental regulations 2. Continuous improvement and pollution reduction
Amount	28,805	28,805	28,805

5. Labor-management relations:

(1) The Company's various employee welfare measures, continuing education, training, and retirement systems and their implementation status, as well as the agreement between labor and management and various employee rights and interests protection measures

1. Employee welfare measures

- (1) Establish a year-end bonus and dividend system to combine the interests of employees with the interests of the Company so as to create outstanding performance.
- (2) The Company has established a Labor Pension Reserve Supervisory Committee in accordance with the law, and has retirement guidelines in place for formally hired employees. The pension is allocated at the rate of 2% of the employee's total salary every month as the pension reserve which is deposited in a dedicated account in the Bank of Taiwan for safekeeping; the pension for employees adopting the new pension system is allocated monthly based on 6% of the total salary of the employee and deposited in the dedicated account of the Labor Insurance Bureau according to the individual's name, ID card number, and date of birth.
- (3) Strengthen various welfare measures, build staff dormitories, social halls, staff restaurants, etc. in order to seek the best benefits for employees.
- (4) Hold employee trips every year or distribute cash instead thereof; distribute gifts or gift money for the three major festivals; hold dinner parties; conduct lottery drawings at the end-year party; and provide various benefits, subsidies, and emergency assistance for weddings, funerals, celebrations, and festivals. In addition, we offer three free meals a day, labor insurance, national health insurance, group insurance, distribution of work uniforms, production bonuses, introductory and long-term bonuses, birthday gift money, employee health checks and lectures, special shops, childcare centers, and other welfare measures.
- (5) All employees of the Company enjoy dividends and allotment benefits, fully combining performance and remuneration.
- (6) The continuing education and training of employees are carried out in accordance with the annual training plan and the training of temporary needs in the operation, and are handled in accordance with the rules after the employee submits an application. The actual operation is currently good.
- (7) Formulate employee incentive guidelines and operating rules; reward employees who improve work efficiency and achieve quality goals; distribute bonuses, gifts, etc.

2. Retirement system and its implementation status

- (1) The Company has been approved by Taoyuan County Government letter No. 1989-Fu-She-Lao-Tzu-089308 to establish the Labor Pension Reserve Supervisory Committee. The labor retirement reserve is allocated at 2% of the total monthly salary and deposited in a dedicated account with the Bank of Taiwan to be used as a reserve for future payment of employee pensions. However, after the employee seniority has been settled in succession in 2016 under the aforementioned employee retirement plan, the Company has no further obligation to make any provision at present. The remaining balance in the dedicated account was withdrawn in February 2021 and canceled.
 - (2) The Labor Pension Act came into effect on July 1, 2005, and adopted a definite appropriation system. After implementation, employees may choose to apply the pension plan related to the “Labor Standards Act” (old system), or apply the pension system of the Act (new system) and retain the work seniority before the application of the Act (retain the seniority under the old system). For employees who choose to apply the new pension system, the Company allocates 6% of the employee's salary to the employee's personal pension account every month, and employees may also contribute their pension reserve according to their personal wishes.
 - (3) According to the Labor Pension Act, employees of the Company who have reached the age of 60 may apply for pension, and if they have worked for 15 years, they may choose to apply for monthly pension or one-off pension; if they have worked for less than 15 years, they shall only apply for one-off pension. Retirement application procedures and conditions are no less favorable than those under the regulatory requirements.
 - (4) According to the local laws and regulations, the subsidiary in China shall allocate pension insurance funds according to a certain percentage of the total salary of local employees every month. The pension of each employee is allocated uniformly by the local government on a monthly basis, and there is no further obligation.
3. Employee education and training: We conduct employee education and training in accordance with the education and training procedures and implement new employee education and training and on-the-job education and training according to the status of the personnel.

Education and training in 2025

Training category	Number of participants	Course hours	Average course satisfaction	Course pass rate
Newcomer training	14	112	95%	100%
Professional training	922	1263	94%	100%
Management training	1641	2362.5	92%	100%
Professional external training	31	255.5	-	100%
Statutory training	26	199	-	100%

* Newcomer training topics include: Company introduction, personnel regulations, information security, safety and health, environmental safety, and PCB whole process.

* Professional training includes: Ongoing management 、 Carbon disc check 、 IPC-A-600 、 VDA6.3 、 IATF16949.

* Management training includes: Management and practical courses for each unit.

* Professional external training includes: corporate governance evaluation 、 carbon footprint verifier 、 middle-aged and elderly-friendly certification 、 electricity management 、 factory safety management 、 Six standard deviations 、 information security and AI-driven (professional courses are external training courses, no satisfaction is available).

* Statutory training includes: Directors and Supervisors Management Course 、 Accounting 、 Supervisor Course 、 Auditor Course 、 Fallout management staff 、 energy management 、 FIRE WARDEN.

(The statutory courses are external training courses · No satisfaction was available).

4. Labor-management agreement status

Since the Company has always paid attention to employee benefits, the relationship between labor and management has been harmonious over the years. There have been no labor disputes in the past 3 years, and no losses have been incurred therefrom.

5. Various employee rights and interests protection measures

The Company has formulated the “Employee Code of Conduct and Operational Rules”, the “Safety and Health Management Procedures”, and other rules to protect the rights and health of employees; it has also set up the whistleblower mailbox, sexual harassment prevention and complaint handling guidelines, and employee satisfaction surveys, etc., and the communication channels are smooth.

(2) Losses incurred due to labor disputes in the most recent year and as of the date of publication of the annual report

The Company's labor inspection results showed the violations of the Labor Standards Act as follows, and the possible administrative fine in the future is estimated to be in the amount of NT\$200,000. Due to system design and cost considerations, adjustments will be made depending on the operating conditions.

Date of disposition	Dispose of the font size	Violation of the provisions of the law	Content that violates laws and regulations	The content of the sanction
Nov. 03,2025	Fu Lao Tiao Zi No. 1140312141	Article 24, Paragraph 1 of the Labor Standards Act	If the employer extends the working hours, the wages for the extended working hours shall be increased according to the following standards: 1. Those who extend their working hours for less than two hours shall be paid more than one-third of the hourly wage on weekdays. 2. Those who work longer hours for less than two hours shall be paid more than two-thirds of the hourly wage on weekdays. 3. In accordance with the provisions of Paragraph 4 of Article 32, those who extend their working hours shall be paid double the hourly wage on weekdays.	An administrative fine of NT\$150,000
Nov. 03,2025	Fu Lao Tiao Zi No. 11403121411	Article 43, of the Labor Standards Act	Workers may take leave due to marriage, funeral, illness, or other legitimate reasons. The minimum standard for wages paid during the period other than the holidays and personal leave shall be determined by the central competent authority.	An administrative fine of NT\$20,000

6. Cyber security management:

(1) Clearly describe the cyber security risk management framework, cyber security policies, specific management plans, and resources invested in cyber security management, etc.

The cyber security risk management of the Company and its subsidiaries is coordinated, formulated and implemented by the General Management Department. The Company has formulated the “Cyber Security Policy and Management Guidelines” to strengthen the Company's cyber security organization, established the powers and responsibilities of information personnel, implemented cyber security management, and safeguarded information assets so as to ensure the smooth progress of the

overall information business. The scope of cyber security is divided into ten items, and the division of work in business is set out as follows:

1. Formulation and evaluation of cyber security policy: cyber security organization.
 2. Cyber security organization and powers and responsibilities: personnel, audit, and information units.
 3. Classification and control of information assets: information and property management units.
 4. Personnel safety management: personnel and information units.
 5. Physical and environmental safety management: information unit.
 6. Communication and operation management: information and business units.
 7. Access control: information and business units.
 8. System development and maintenance: information unit.
 9. Operational continuity management: information unit.
 10. Cyber security protection equipment: information unit.
- (2) List the losses incurred due to major cyber security incidents in the most recent year and as of the date of publication of the annual report, possible impacts and countermeasures. If these cannot be reasonably estimated, the fact that they cannot be reasonably estimated shall be stated: Not applicable.

7. Important Contracts:

Manner of contract	Party	Contract Period	Main content	Restrictive clause
Medium term loan	Taiwan Cooperative Bank-Dong Taipei Branch	Nov. 26, 2025 - Nov. 25, 2030	Mortgage loan	No special restrictive clause
Short term loan	Taiwan Cooperative Bank-Dong Taipei Branch	Jan. 15, 2026 - Jan. 15, 2027	Mortgage loan	No special restrictive clause
Short term loan	Bank of Taiwan - Taoyuan Branch	Mar. 06, 2026 - Mar 06, 2027	Mortgage loan	No special restrictive clause
Medium term loan	The Shanghai Commercial & Savings Bank, Ltd. - Yenping Branch	Dec. 02, 2025 - Dec. 02, 2030	Credit loan	No special restrictive clause
Short term loan	Bank of Panhsin-Taoying Branch	Jan. 03, 2026 - Jan. 03, 2027	Credit loan	No special restrictive clause
Medium term loan	Bank of Panhsin-Taoying Branch	Jan. 03, 2025 - Jan. 03, 2028	Credit loan	No special restrictive clause

V. Review of Financial Position, Financial Conditions, and Risk Matters

1. Consolidated Financial Position

Item	Year	2025	2024	Variation	
				Amount	%
Current assets		633,152	725,133	(91,981)	(13)
Property, plant and equipment and right-of-use asset		332,742	360,082	(27,340)	(8)
Other assets		93,857	91,284	2,573	3
Total assets		1,059,751	1,176,499	(116,748)	(10)
Current liabilities		198,200	221,067	(22,867)	(10)
Non-current liabilities		112,117	16,933	95,184	562
Total liabilities		310,317	238,000	72,317	30
Share capital		1,661,228	1,661,228	0	0
Legal reserve		474	474	0	0
Other Equity		(25,077)	(22,580)	(2,497)	11
Retained earnings		(887,191)	(700,623)	(186,568)	27
Total shareholders equity		749,434	938,499	(189,065)	(20)

The 20% difference in financial position and operating results is explained as follows:

20% difference between financial condition and operating results Description:

1. Non-current liabilities: mainly due to the increase in long-term borrowings.
2. Total liabilities: mainly due to the increase in long-term borrowings.
3. Retained earnings: mainly due to increased losses.
4. Total shareholders' equity: mainly due to increased losses.

2. Consolidated Financial Performance

(1) Comparative Analysis of Operating Results

Item	Year		Increase (decrease) amount	Variation Ratio
	2025	2024		
Operating revenue	462,684	481,720	(19,036)	(4)
Gross operating profit (loss)	(73,850)	(94,413)	20,563	(22)
Operating profit (loss)	(164,729)	(191,153)	26,424	(14)
Non-operating revenue and expense	(15,100)	41,031	(56,131)	(137)
Net profit (loss) before tax	(179,829)	(150,122)	(29,707)	20
Net profit (loss) for current year	(186,568)	(153,391)	(33,177)	22
Other comprehensive income (Net after tax)	(2,497)	3,820	(6,317)	(165)
Comprehensive income attributable to owners of the parent	(189,065)	(149,571)	(39,494)	26
Comprehensive income attributable to non-controlling interest	0	0	0	0

Note: The financial performance of 2025 and 2024 is filled in with consolidated financial information.

Explanation of the change analysis of the ratio of increase and decrease:

1. Gross operating loss: mainly due to product structure adjustment and salary reduction.
2. Change in net non-operating income and expenditure: mainly due to an increase in foreign currency exchange losses and net losses on financial assets measured at fair value through profit or loss.
3. Net loss before tax and net loss for the period: Mainly due to the increase in non-operating income and expenditure losses.
4. Changes in other comprehensive gains and losses (net after tax): Mainly due to the increase in the exchange difference in the translation of the financial statements of foreign operating institutions.
5. Change in total comprehensive profit or loss attributable to non-controlling interests: due to an increase in net loss for the period.

(2) Analysis of changes in gross operating profit:

Ditto (1) 1. Changes in gross operating loss.

(3) The expected sales volume in the coming year and its basis and the main factors affecting the Company's expected sales volume to continue to grow or decline:

1. The Company comprehensively analyzes external market trends and internal technology and production capacity conditions as the basis for setting annual sales targets.
2. The main factors affecting the Company's expected sales volume to continue to grow or decline:
The company's products are mainly used in high-power/high-thermal conductivity device industries such as on-board systems, power drives, industrial controls, energy storage equipment, LED lighting, etc., and composite circuit boards are niche market-oriented. Based on this, the company's niche and market development trends are described as follows:

- (1) MCPCB (aluminum/copper):
Sales of high-heat dissipation products are expected to continue to grow.
- (2) FR4 multilayer circuit board products:
Sales of traditional FR4 multilayer circuit boards are expected to decline slightly due to fierce price competition in the market.
- (3) DBC/AMB copper-clad ceramic substrate:
It is a power semiconductor module carrier board, due to the slowdown in the growth of electric vehicles, resulting in extreme market price competition, Jiazong DBC/AMB products will be mainly sold for industrial use, and the performance is expected to continue to grow.
- (4) Composite circuit boards:
mainly targeting the power/communication module application market, generally using embedded technology and HDI technology, and are expected to have a significant growth.

3. Consolidated cash flow

(1) Flow analysis for the most recent two years:

Item \ Year	2025	2024	Increase (decrease) ratio(%)
Cash Flow Ratio	0%	0%	0%
Cash Flow Adequacy Ratio	0%	0%	0%
Cash Reinvestment Ratio	0%	0%	0%

Explanation on the analysis of changes in the increase/decrease ratio: Since the net operating cash flow is negative, the analysis of the cash flow adequacy ratio and cash reinvestment ratio is not applicable.

(2) Cash flow analysis for the next year

Unit: NT\$ thousand

Beginning of year cash balance (1)	Expected net operating activities cash flow for the whole year (2)	Cash (outflow) inflow for the whole year (3)	Cash surplus (deficit) (1)+(2)+(3)	Remedial measures for expected cash shortage	
				Investment	Wealth management
196,837	(75,924)	81,891	202,804	—	—

1. Analysis of cash flow changes in the coming year

- (1) Operating activities: It is estimated that net cash outflow from operating activities in 2026 will be good.
- (2) Investment and financing activities: Borrowings are expected to increase in 2026, so investment and fundraising are net cash inflows.

2. Remedial measures and liquidity analysis for expected cash shortage: None.

4. The impact of major capital expenditures on financial operations in the most recent year:

The Company has no capital expenditures exceeding 5% of the paid-in capital or in the amount of NT\$ 100 million or more in the most recent year.

5. The reinvestment policy for the most recent year, the main reasons for its profit or loss, and the improvement plan and investment plan for the next year:

- (1) Reinvestment policy for the most recent year: The Company's reinvestment policy is based on improving its own products and market competitiveness in order to increase

investment returns.

(2) Analysis for reinvestment profitability

Dec. 31, 2025

Item \ Description	Carrying amount	Policy	Main reasons for profit or loss	Improvement plan	Investment plan for the coming year
PSC ENPERPRISE CO., LTD.	52,676	Trading	Profit from trading	Continue to develop new clients to increase profitability.	Examine the market and industrial development situation to evaluate and adjust in a timely manner.
Enrich Nationals Trade Limited	26,422	Holding and trading	Recognized in the income of reinvesting in GIA TZOONG (ShenZhen) Ltd.		
Puyu Investment Co., Ltd.	26,253	Investment in real estate	Disposal of investment income		
PSC (H.K.) ELECTRONICS LIMITED	12,448	Sales base	Profit from trading		
GIA TZOONG (ShenZhen) Ltd.	24,149	Sales base	Profit from trading		

6. Risk items should be analyzed and evaluated for the following matters in the most recent year and as of the printing date of the annual report:

(1) The impact of changes in interest rates, exchange rates, and inflation on the Company's profit and loss and future response measures:

1. Changes in interest rates

Item	2025		2024	
	Amount	Ratio to revenue	Amount	Ratio to revenue
Interest income	6,075	1.31%	12,638	2.62%
Interest expense	(1,874)	-0.41%	(1,024)	-0.21%
Sub-total	4,201	0.91%	11,614	2.41%

In 2025, the net interest income and expenses accounted for about 0.91% of the Company's revenue, which was relatively small; the calculation was based on the changes in the fair value of fixed-income investments and floating-rate loans at the end of 2025, and it was assumed to be held for one quarter. Every change in interest rate (0.25%) affected profit and loss decrease/increase in the amount of NT\$ (136) thousand / NT\$136 thousand respectively, and thus the

impact of interest rate changes on the Company's profit and loss should not be significant. Considering that the Company still needs to invest a large amount of working capital for its future development, in order to avoid future interest rate rises, the Company regularly evaluates bank loan interest rates, and keeps in touch with banks to obtain more favorable loan interest rates, and pays attention to changes in interest rates to obtain the best capital cost.

2. Exchange rate fluctuations

Item	2025		2024	
	Amount	Ratio to revenue	Amount	Ratio to revenue
Gain on exchange	-	0.00%	20,587	4.27%
Loss on exchange	(11,889)	-2.57%	-	0.00%
Sub-total	(11,889)	-2.57%	20,587	4.27%

About 23% of the Company's product sales revenue is denominated in foreign currency, and some raw materials, machinery, and equipment purchases are also denominated in foreign currency. The foreign currency assets and liabilities are offset against each other, resulting in a natural hedging effect. For the difference, the Company takes hedging transactions (such as forward foreign exchange) when necessary to avoid the risk of exchange rate fluctuations; or in order to avoid the decrease in the value of foreign currency assets and the fluctuation of future cash flow due to exchange rate changes, we use short-term borrowings to avoid exchange rate risks. Financial personnel collect information about exchange rate changes at all times and refer to financial and fiduciary information provided by banks and investment institutions to grasp exchange rate dynamics in real time and adjust foreign currency positions held at any time.

The exchange rate has a clear risk-avoiding foreign exchange operation strategy and a strict control process to monitor changes in foreign exchange, and manage foreign currency positions well to reduce the impact of exchange rate changes.

3. Inflation

Inflation in recent years has had no significant impact on the Company's profit or loss. Recently, the price of raw materials has risen due to the shortage of raw materials. The Company always observes the price fluctuation of raw materials in the market, and maintains a good interactive relationship with suppliers and clients to reduce the impact of inflation.

- (2) Policies for engaging in high-risk, high-leverage investments, lending funds to others, endorsement guarantees, and derivatives transactions, the main reasons for profits or losses, and future countermeasures:
1. The Company does not engage in high-risk, high-leverage investment transactions.
 2. Lending funds to others: Refers to a loan to a company in which the Company reinvests 20% or more of shares, or with which the Company has business dealing where it is necessary for the purpose of short-term financing due to operational turnover needs, and is subject to the "Operational Procedures for Lending Funds to Others" formulated by the Company for implementation.
 3. Endorsement and guarantee: The counterparty of the Company's endorsement and guarantee is a company that directly and indirectly holds more than 50% of the voting shares, and it will be implemented in accordance with the

“Endorsement and Guarantee Guidelines” formulated by the Company.

4. Derivatives trading: The Company has not engaged in derivatives trading. If there is any derivative transaction, it will be executed in accordance with the “Handling Procedures for Acquisition and Disposal of Assets” formulated by the Company.

(3) Future R&D plans and estimated R&D expenses:

1. Future R&D plans

- (1) For embedded composite circuit boards, increase product structure diversification and expand the scope of market applications.
- (2) For DBC ceramic substrate(AlN), the process conditions are optimized to improve the yield and product reliability.
- (3) Development AMB aluminium nitride/ silicon nitride copper clad ceramic substrate.

Future R&D plans are as follows:

Main product category	R&D plan name	Mass production schedule	R&D plan content	Key factors for successful R&D	R&D plan current progress	Estimated investment
Hybrid circuit board	3D stacked circuit boards	2026 Q3	1. Development of embedded technology for active and passive electronic components	Feedback on client product verification issues	1. Completion rate 80%	600 million
DBC ceramic substrate(AlN)	DBC process optimization	2026 Q3	1. DBC ceramic substrate (AlN) process optimization	Signed a long-term cooperation agreement with ITRI	1. Completion rate 95%	500 thousands
AMB aluminium nitride/ silicon nitride copper clad ceramic substrate	1. AMB aluminium nitride /silicon nitride copper clad ceramic substrate.		1.AMB silicon nitride copper clad ceramic substrate process technology. 2. AMB aluminium nitride ceramic substrate process technology.	Signed a long-term cooperation agreement with ITRI	1. Completion rate 5%	600 million

2. Estimated research and development expenses: estimated at 3% of Operating revenue.

- (4) The impact of major domestic and foreign policy and legal changes on the Company's finance and business and countermeasures: None.
- (5) The impact of technological changes (including cyber security risks) and industrial changes on the Company's finance and business, and the countermeasures:
 1. The Company keeps abreast of market changes and adjusts product policies, finds out the direction that is beneficial to the Company for sales, responds to technological development and industrial changes, and manages risks well to reduce the impact on the Company.
 2. The Company continues to invest resources in information security affairs, and will appropriately increase the budget every year to update and strengthen software and hardware equipment, including firewalls, anti-virus software, anti-hacking and intrusion detection, etc., and actively strengthen the protection of endpoint analysis. In addition, in terms of enhancing information security

awareness and personal data protection, the company will comprehensively carry out education and training courses on information and communication security and personal data protection for new recruits, and immediately notify the personnel of the information unit to pay more attention when suspicious emails and behaviors are found, and under the trend of information security environment, the company will join the information security alliance organization (TWCERT/CC) In view of the latest information security risks on the island, the necessary protection mechanism is carried out, and at present, the Company is committed to investing information security resources, and there is no significant impact on the financial business of the Company due to information security incidents.

3. The analysis of the Company's cyber security risk assessment is as follows:
Information security risk assessment focuses on: (1) information architecture review, (2) network activity review, (3) network equipment, server and terminal equipment testing, (4) website security testing, (5) security setting review, (6) e-mail social engineering drill, (7) remote office information security risk review and other operational items. The main testing items and implementation methods are described as follows:

- (1) Information architecture inspection

- A. Examine the suitability of the equipment architecture

For the configuration of the network structure, check its adequacy, assess whether there are possible risks, and if so, take necessary countermeasures. Evaluate the security control of various processes in information security management; measure the effectiveness of the current security control mechanism design; and focus on the adequacy of information security management, the rationality of network topology configuration, the current situation of security control of external connection points of firewalls, and network control and management methods of equipment and hosts based on network architecture, host deployment, firewall rules, and authority control mechanisms.

- B. Examine the maximum impact and risk bearing capacity of a single point of failure

Assess whether the impact is within the risk tolerance, and if not, discuss and implement improvement plans.

- C. Examine the appropriateness of the relevant measures taken for continuous operation

Check whether there is a single point of failure risk in the structure and maintenance mechanism of relevant measures, conduct risk analysis on the suitability of business continuity, and propose the results and suggestions of information architecture security assessment.

- (2) Network activity inspection

- A. Examine device access records and account permissions

Check whether the access records of network equipment, information security equipment and servers, and the granting and monitoring mechanism of account permissions comply with the internal control operation rules; check the account permissions and access records of these devices based on the principle of least privilege; identify abnormal records and confirm alert mechanism.

- B. Examine the monitoring records of information security equipment

Confirm the correctness of relevant settings of information security equipment (such as firewalls, intrusion detection systems, anti-virus software), review information security event monitoring records, process

procedures for sending alarm messages, identify abnormal records and confirm alarm mechanisms, and ensure the effectiveness of monitoring mechanisms.

C. Examine the connection of network packets

Deploy network traffic packet skimming tools (such as: Riverbed, NIKSUN) to capture internal network traffic, check whether there are abnormal connections in network packets or abnormal domain name resolution servers (Domain Name System Server, DNS Server) query, collect the connection records of the network gateway firewall and proxy server, analyze and compare whether the internal host has a connection to the relay station or conforms to the characteristics of malicious network behavior.

(3) Detection of network equipment, servers, terminals and other equipment

A. Vulnerability scanning and patching

Conduct regular or timely vulnerability scans of network equipment, servers, and terminals, and perform improvements and repairs for the discovered vulnerabilities. Evaluate the scope, operation mode, and vulnerability improvement plan and repair situation of the vulnerability scanning operation, and provide evaluation suggestions based on the scanning results. The focus is to find out possible weaknesses and loopholes in the structure, improve and repair them, and reduce the overall information security risk.

B. Malware detection

Use malicious program detection tools (such as: XecProbe, Fireeye HX) to detect whether there are malicious programs on the terminal and server, including: suspicious programs with malicious behavior, suspicious backdoor programs with unknown connections, implanting one or more important suspicious libraries of system programs, unnecessary unknown system services, hidden unknown programs and hacking tools, etc. The detection work includes: identifying malicious programs, checking the correlation between malicious programs and system records, analyzing the network connection behavior and characteristics of malicious programs, which can be performed in the test and OA environment first, and then deployed to check the operating environment. If any abnormality is found, it must be improved immediately, and a reexamination shall be carried out after improvement.

C. Detection of password and its protection mechanism

Detect the login password of the system account, whether its complexity complies with the principles of internal control norms; check external connections, such as: file transfer (File Transfer Protocol, FTP), database connection, etc., password storage protection mechanism and access control, and check the settings of the relevant rules disclosed above.

(4) Website security detection

A. Penetration testing on the website

collection, information analysis, and target penetration; the execution method simulates hacker attack behavior, and uses security detection tools (such as: Nessus, Nmap, Ixia BreakingPoint) to conduct penetration testing on websites with open external links, so as to discover the weaknesses exposed to the outside world as soon as possible and repairs them.

B. Scan against the website

Conduct vulnerability scanning, program source code scanning or black box testing for websites; use detection tools (such as: WebInspect,

Checkmarx) to evaluate website operating systems, website services and applications; identify, track, and repair software source codes in technical and logical aspect security loopholes; truly grasp and improve hidden vulnerability risks and design flaws.

C. Examine the website directory and web page access authority

Check the website directories and webpages that provide services to the outside world to see if the authority recovery and management operations are actually performed, and correct them if they do not match.

D. Examine the operation status of the authorized connection

Check whether the system has authorized connections being hijacked, a large number of unauthenticated connections consuming resources, database deadlocks, abnormal CPU consumption, unsafe exception handling and unsafe database query commands (including unlimited conditions and unlimited count), etc. Check the website directory permission setting rules and access records, confirm that the database deadlock detection setting is enabled, and check whether the relevant webpage replacement protection and database resource monitoring mechanisms are sound.

(5) Security settings inspection

A. Server security policy setting

Check the settings of the server (such as: domain service active directory) related to “password setting policy” and “account lockout policy”. Through tool analysis and manual operation, check whether the relevant domain security policy settings comply with internal control regulations.

B. Firewall connection settings

Use firewall connection rule management tools (such as: FireMon, tuffin) to check the firewall connection rules, confirm that no security risk or unnecessary communication ports are opened; and check the operation of the firewall, including whether there are security weaknesses in the connection settings, etc.

C. Access restrictions and account management

Check whether the access restrictions of the system (such as: Access Control List) and privileged account management are appropriate; manually check whether the account permission list is consistent with the work item list, and test its related access authority.

D. Software update

Use the asset management system and vulnerability scanning reports to collect update information on Windows, Office, and SQL server, and check the update settings and update status of the operating system, anti-virus software, Office software, and application software to confirm compliance with the current situation.

E. Key storage protection mechanism and access control

Check whether the storage protection mechanism and access control of the key comply with internal control regulations.

(6) E-mail social engineering drill

For information operators, within the scope of internal security monitoring, drill e-mails are sent to test, publicize and strengthen information security education. The main evaluation items are:

A. E-mail content and attachment files

B. Mail delivery time and method

C. E-mail open rate and click-through rate

The goal of follow-up improvement mechanism drills is mainly to let

colleagues understand the risks of using e-mails, improve the crisis awareness of colleagues in preventing social engineering attacks, and continue to conduct drills to reduce the risks caused by social engineering attacks, thereby achieving the goal of protecting client data and important operational information and the purpose of services.

(7) Remote office information security risk inspection

When the Company establishes the “remote work” mechanism, it is necessary to strengthen the information security protection of “network security, equipment monitoring, data protection, and platform confidentiality” in order to prevent the spread of the pandemic and maintain the Company's operations. New thinking for emergency management in three aspects: In the face of global mobilization for pandemic prevention, companies should optimize emergency management thinking in terms of “technology, process, and personnel” to improve the effectiveness of the Company's network security protection strategy.

A. Technical aspect: strengthen the network monitoring mechanism

The “Firewall” is the first barrier in place the Company’s network protection plan. In addition to setting device or IP restrictions, it should also monitor, intercept and analyze the traffic of remote work; since the Company has built a virtual private network (VPN), it should also be examined whether a dedicated encrypted channel needs to be established, and the encryption strength and certificate management should be confirmed. However, in the face of the shortage of manpower and resources of the Company during the pandemic, it is suggested that the Company can use external risk consultants to strengthen the effectiveness of information security protection measures.

B. Process aspect: multi-layer access and emergency response

The looser the access authority setting, the greater the convenience for employees, but the risk of data leakage also increases. It is recommended to establish a multi-level access mechanism based on the level of data alertness and urgency, and introduce a springboard mechanism (such as restricting external remote end-to-end connection is limited to the relay personal computer host connected to the office network segment) and strengthened authentication. At the same time, the Company should plan the abnormal event response process in advance, and strengthen external communication with employees to take into account the Company's operations and information security protection.

C. Personnel aspect: strengthen cyber security awareness

When a disaster occurs, unscrupulous people may take advantage of the chaos to launch malicious attacks. Therefore, safety awareness promotion in emergencies is extremely important. The Company should train employees to have the ability to protect data assets and identify security threats and high-risk behaviors. Since the current pandemic situation is under control and has not caused community infection, the Company should prepare emergency response measures based on work types and risk tolerance. It is not recommended that significant changes be made to the structure.

Conclusion of information security risk assessment

The popularization of the network environment and the convenience of the open network system has led to more and more network-based applications. However, malicious attack methods are changing with each passing day. For network service providers and users, it is always necessary

to prevent and respond to the trend, and the information departments of various companies are also facing unprecedented challenges in information security protection. For this reason, the information security risk assessment operation has become increasingly important and practical. Through the implementation of various testing items, the gap between the system and the requirements of internal control security regulations is analyzed to reveal the hidden risks of the system under the existing network security framework. Based on this improvement, the risk is minimized to maintain the safe and continuous operation of the system. Therefore, under the implementation of the above evaluation points, the Company's information security has no immediate information security risk hazards.

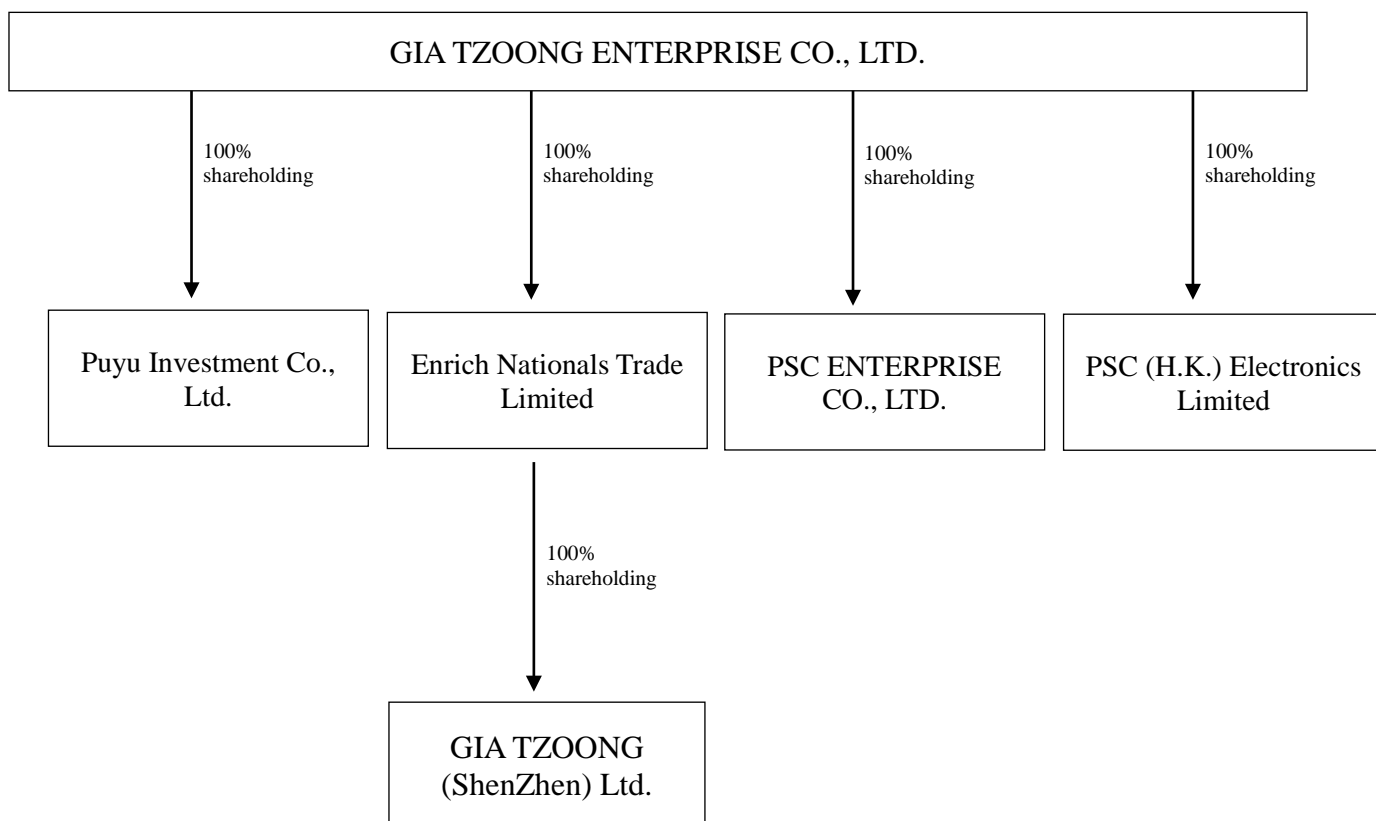
- (6) The impact of corporate image changes on corporate crisis management and countermeasures: None.
 - (7) Expected benefits, possible risks and countermeasures of mergers and acquisitions: None.
 - (8) Expected benefits, possible risks and countermeasures of plant expansion: None.
 - (9) Risks and countermeasures faced by concentrated purchase or sales: The Company has never purchased or sold 30% or more of its revenue or net purchases. The Company actively researches and develops customized products, develops clients in related industries at home and abroad, so as to diversify revenue sources and reduce the risk of being affected by a single client's prosperity.
 - (10) Directors, supervisors, or major shareholders holding 10% or more of the shares, the impact and risk of a large number of equity transfers or replacements on the Company, and the countermeasures: We keep track of directors, supervisors, or shareholders holding 10% or more of the shares. There has been no large-scale transfer or replacement of equity in recent years, so there is no significant impact on the Company.
 - (11) The effect, risk and countermeasures of the change of management right on the Company: None.
 - (12) Litigation or non-litigation events:
 1. Major litigation, non-litigation or administrative litigation events that have been determined or are still in the process of being decided or are still in the company's latest year and as of the date of printing of the annual report, the outcome of which may have a significant impact on shareholders' rights and interests or securities prices: None
 2. The directors, supervisors, general managers, substantive responsible persons, major shareholders holding more than 10% of the shares and subordinate companies of the company in the most recent year and as of the date of printing of the annual report, have been determined or are still in the process of major litigation, non-litigation or administrative disputes, the results of which may have a significant impact on shareholders' rights and interests or securities prices: None.
 - (13) Other important risks and countermeasures: None.
7. Other important matters: None.

VI. Special Disclosure

1. Information regarding the Company's affiliates

(1) Consolidated business report of the Company's affiliates

1. Organization Chart of the Company's affiliates:



2. Profiles of the Company's Affiliates

Company Name	Date of Establishment	Address	Paid-in Capital	Major business or production items
PSC ENTERPRISE CO., LTD.	July 5, 2011	Unit 25, 2nd Floor, Nia Mall, Saleufi Street, Apia, Samoa.	US\$9,725,000	Trading on PCB
PSC (H.K.) Electronics Limited	Dec. 10, 2010	Room 1204, Yu Sung Boon Bldg., 107-111 Des Voeux Road Central, Hong Kong	US\$10,000	Trading on PCB
Enrich Nationals Trade Limited	Jan. 28, 2008	FLAT/RM 6 16/F WORKINGBOND COMMERCIAL CENTRE 162-164 PRINCE EDWARD ROAD WEST MONGKOK	HK\$1,106,222	Investment on PCB
GIA TZOONG(ShenZhen) Ltd.	July 17, 2019	718, 7th Floor, Block B, Building B, Building 3, Xincheng Community, Longgang Street, Longgang District, Shenzhen	US\$140,000	Trading on PCB
Puyu Investment Co., Ltd.	Mar. 2, 2018	No. 39-4, Xingbang Rd., Dalin Village, Taoyuan District, Taoyuan City	NT\$20,000,000	General investment

Note 1. The exchange rate on the balance sheet day was as follows:

US dollar (USD) 1 = NT\$31.43, Renminbi (RMB) 1 = NT\$4.4716.

3. If it is presumed to have a relationship of control and subordination, information on the same shareholder: None.
4. The industries covered by the businesses operated by the whole affiliated companies mainly include:
 - (1) Main business: manufacturing, processing, and trading of printed circuit boards.
 - (2) General investment.

5. Information on directors, supervisors and presidents of each affiliate

Unit: shares; %

Company Name	Title	Name or Representative	Shareholdings	
			No. of shares	Shareholding ratio
PSC ENTERPRISE CO., LTD.	Director	Representative person of GIA TZOONG ENTERPRISE CO., LTD.: TSENG CHI LI	9,725,000	100%
PSC (H.K.) Electronics Limited	Director	Representative person of GIA TZOONG ENTERPRISE CO., LTD.: TSENG CHI LI TSENG CHI LI	10,000 —	100% —
Enrich Nationals Trade Limited	Director	Representative person of GIA TZOONG ENTERPRISE CO., LTD.: TSENG CHI LI TSENG CHI LI	1,106,222 —	100% —
GIA TZOONG(ShenZhen) Ltd.	Director	TSENG CHI LI	—	—
Puyu Investment Co., Ltd.	Director	Representative person of GIA TZOONG ENTERPRISE CO., LTD.: TSENG CHI LI	2,000,000	100%

6. Business operations of each affiliate:

Unit: NT\$ thousand , Earnings (loss) per share (NT\$)

As of Dec. 31, 2025

Company Name	Capital	Total assets	Total liabilities	Net Worth	Operating revenue	Operating profit	Profit or loss for the current period (after tax)	Earnings per share (loss)(NT\$)
PSC ENTERPRISE CO., LTD.	329,006	80,776	28,100	52,676	56,971	2,770	4,614	0.47
PSC (H.K.) Electronics Limited	7,142	15,784	3,336	12,448	17,659	6,121	6,334	Not applicable
Enrich Nationals Trade Limited	4,536	26,422		26,422		-100	7,255	Not applicable
GIA TZOONG(Shenzhen) Ltd.	4,339	40,762	16,612	24,149	58,190	8,099	7,270	Not applicable
Puyu Investment Co., Ltd.	20,000	26,888	635	26,253	0	-1,345	1,904	0.95

Note 1: The exchange rate on the balance sheet was as follows:

US dollar (USD) 1 = NT\$31.43, Renminbi (RMB) 1 = NT\$4.4716.

The exchange rate on the profit and loss statement was as follows:

US dollar (USD) 1 = NT\$31.178, Renminbi (RMB) 1 = NT\$4.3642.

(2) Consolidated financial statements of Company Affiliates: Please refer to the EMOPS

Path : EMOPS>Electronic Books

Website : <https://emops.twse.com.tw/server-java/t58query>

(3) Relationship report: Not applicable

2. Private placement of securities in 2025 and up to the date of publication of the annual report: None
3. Other necessary supplementary notes: None

VII. Any matter in the most recent year and up to the date of publication of the annual report which has a significant impact on shareholders' equity or securities prices as stipulated in subparagraph 2 of paragraph 3 of Article 36 of the Securities and Exchange Act: None

GIA TZOONG ENTERPRISE CO., LTD

Chairman: TSENG CHI LI