Stock Code：3679

This annual report can be found on websites below:
Market Observation Post System：https://mops.twse.com.tw
Company Website：https://www.nishoku.com.tw

Nishoku Technology Inc.

2025 Annual Report

Published on April 15, 2026

1. Names, Job Titles, and Telephone Numbers of the Company's Spokesperson and Acting Spokesperson :

Spokesperson:
Name: Tsai, Chien-Sheng
Title: General Manager
Tel: (02)2998-3578
E-mail:ir@nishoku.com.tw

Deputy Spokesperson:
Name: Lin, Tzu-Hsuan
Title:CFO
Tel: (02)2998-3578
E-mail:ir@nishoku.com.tw

2. CORPORATE HEADQUATERS AND MANUFACTURING SITE

Address: No. 36, Ln. 11, Huacheng RD., Xinzhuang Dist., New Taipei City
Tel.: (02)2998-3578

3. COMMON SHARE TRANSFER AGENT AND REGISTRAR

Name: The Transfer Agency Department of CTBC Bank
Address:5F, 83, Sec. 1, Chung-Ching S. Rd., Taipei City
Website:https://www.chinatrust.com.tw
Tel.: (02) 6636-5566

4. AUDITORS

CPA Firm: KPMG
Name of CPA: Yung-Hua Huang and Sheng-Ho Yu
Address: 68F, TAIPEI 101 TOWER, No. 7, Sec. 5, Xinyi Road, Taipei City
Website:www.kpmg.com.tw
Tel.: 886(2) 8101-6666

5. OVERSEAS SECURITIES EXCHANGE：None.

6. FOR MORE INFORMATION ABOUT NISHOKU：https://www.nishoku.com.tw

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1. Letter to Shareholders

Dear Shareholders,

Thank you to all shareholders for your long-term support and trust in Nishoku Group, and for taking the time out of your busy schedules to attend the Company's 2026 annual shareholders meeting. Here, on behalf of all colleagues of Nishoku, I would like to extend the most sincere welcome and gratitude to all shareholders.

Looking back at 2025, the global economy was in an environment full of challenges and changes. Under the influence of the "Trump 2.0" policy, increased tariff barriers, intensified geopolitical risks, and continued international political and military tensions have significantly impacted global economic development and supply chain stability, causing enterprises to generally face adjustment pressure amid a high degree of uncertainty.

In the face of this volatile situation, Nishoku still demonstrated solid operating results. In 2025, the consolidated company achieved consolidated net operating revenue of NT$4.471 billion for the full year, representing growth of 5% compared to the previous year; the gross profit margin for the full year increased to 33%, an increase of 2 percentage points from the previous year. However, affected by U.S. tariff policies and market expectations of an escalating trade war, the strengthening of the U.S. dollar led to increased foreign exchange losses, resulting in after-tax earnings per share of NT$9.78, a decrease of NT$4.07 compared to 2024.

Looking ahead to 2026, the global economy still faces uncertainties such as renewed inflationary pressures and geopolitical conflicts. The Company will actively respond to the new regionalized trade landscape, continue to promote process automation and deepen the integration of Group resources, and accelerate expansion into the Vietnam market, strengthen its global presence, so as to improve overall operating efficiency and supply chain resilience, and move toward the goal of stable growth in revenue and profitability.

Below is 2025 operating report and 2026 operating plans:

1. The 2025 Business result:

(1) 2025 Performance Of Business Plan

In 2025, the global economy demonstrated notable resilience amid political and economic changes, completing a critical transition from “inflation resistance” to a “new trade landscape” and the “physical implementation of AI.” As global prices gradually stabilized, major central banks shifted from monetary tightening to interest rate cuts, driving a recovery in consumption and investment momentum. However, the resulting global tariff restructuring

and regional protectionist measures forced supply chains to accelerate their shift from maximizing efficiency toward greater security and localized production. Amid such volatility, artificial intelligence entered a new phase of growth. The influence of AI is no longer limited to cloud computing, but has extended comprehensively to smartphones, personal computers, and various end-user devices, triggering a large-scale global wave of hardware replacement and technology upgrades.

Against this macroeconomic backdrop, the Company maintained steady growth in its operating performance in 2025. Consolidated operating revenue for the year amounted to NT$4.471 billion, representing an increase of 5% over 2024. Gross margin improved to 33%, reflecting the effectiveness of the Company's continuous efforts to enhance operational efficiency and optimize its product mix. However, affected by the tariff policies of the Trump administration, market expectations of a weaker U.S. dollar intensified, resulting in the relative appreciation of non-U.S. dollar currencies such as the New Taiwan dollar and the recognition of foreign exchange losses during the year. Due to this non-operating factor, earnings per share after tax were NT$9.78, a decrease of NT$4.07 from 2024. Despite facing exchange rate volatility and geopolitical challenges, the Company will continue to strengthen its core competitiveness in order to respond to both the opportunities and challenges arising from the new global trade landscape.

Unit: NT$ thousand

Item \ Year	2025	2024	Percentage of change (%)
Net operating income	4,471,195	4,259,658	5%
Operating cost	2,997,131	2,944,014	2%
Gross profit	1,474,064	1,315,644	12%
Operating profit	1,003,143	822,855	22%
Non-Operating Income	(104,012)	425,255	-124%
Profit before tax	899,131	1,248,110	-28%
Profit after tax	615,304	869,119	-29%
Gross profit (%)	33%	31%	
Operating profit (%)	22%	19%	

(2) Status of Budget Execution

Not available as Nishoku Technology Inc. had not declared 2025 financial forecast.

(3) Financial Receipt and Expenditure, and Profitability Analysis

Items of analysis		2025	2024
Financial Structure & Solvency	Current ratio (%)	281.27	240.63
	Quick ratio (%)	263.07	223.05
	Interest coverage ratio	22.13	25.21
	Debt to assets ratio (%)	45.50	44.20
Profitability	ROA (%)	7.18	10.43
	Return on shareholders' equity (%)	12.34	18.43
	Income before tax as a percentage of paid-in capital (%)	142.67	198.04
	Net profit rate (%)	13.76	20.40
	After tax EPS (NT$)	9.78	13.85

(4) Status of R&D

1．R&D Strategy and Production Transformation

The Company continues to deepen its R&D capabilities through co-design with end customers, enabling precise insight into market trends and early access to product development opportunities. By integrating its established technologies, the Company actively invests in the development of new materials and multi-material composite manufacturing processes. At the same time, through the introduction of artificial intelligence (AI) and automated equipment, the Company has significantly improved production yield and capacity efficiency, thereby establishing a highly intelligent manufacturing system.

2．Breakthroughs in Core Technologies and Application Achievements

The Company has achieved a number of key advances in composite processing and materials science. Major achievements include the following:

- Advanced composite processing: The Company has successfully integrated carbon fiber thermoforming with insert injection molding technology, while also incorporating laser engraving and precision coating processes to provide customers with high-strength surface treatment solutions featuring premium aesthetics.
- Metal replacement solutions: Through high-precision processing technology for engineering plastics, the Company has successfully replaced traditional metal parts, achieving both lightweight design and high strength. These solutions are widely applied in high-end products with stringent weight requirements.

- Advanced elastomer applications: By introducing specialty materials such as TPR, TPU, and LSR (liquid silicone rubber), the Company has significantly enhanced product waterproofing, anti-slip performance, and tactile quality, thereby strengthening product functionality.
- Electronic component integration: The Company has advanced insert molding technology for integrating FPCs (flexible printed circuits) with plastic components, meeting the stringent requirements of miniaturization and precision manufacturing in electronic devices.

3．Competitive Advantages and Core Value

Through the adoption of the above technologies, the Company is able to provide diversified, refined, and highly functional products, while also effectively optimizing process structures and reducing subsequent processing costs. This creates greater profit potential for customers. The establishment of these technological barriers will further reinforce the Company's leading position in the industry and translate into long-term competitive advantages that support sustainable growth.

2. 2026 Business Prospects

(1) Business strategy

i. Increase the production capacity of Vietnam plant and accelerate vertical integration in response to the opportunity of order transfers.

ii. Strengthen the data-driven foundation of Industry 4.0, integrate Industry 5.0 human-machine collaboration and green manufacturing processes, and build a smart factory that combines precision, resilience, and sustainability, thereby advancing intelligent production upgrades.

iii. Through the targeted recruitment of key strategic talent and the acceleration of internal talent development, the Company aims to improve workforce allocation and productivity. At the same time, ESG indicators will be incorporated into the performance and compensation system to encourage employees to enhance work efficiency while actively creating environmental and social value. This strategy will help strengthen human capital effectiveness, optimize organizational operations, and further enhance the Company's core competitiveness for sustainable development.

iv. Continue to effectively implement cost control, strive to create a higher shareholder value.

(2) Forecast of Sales Quantity and Its Basis

The Company took into the account the the overall external environmental changes and future developments in the estimation of future sales volume, based on which, the Company formulates with reference to past business operation, Company's current status

and future development trend. As the Company does not disclose its 2025 financial forecast, the estimated sales volume shall not be disclosed.

(3) Policies on Production and Marketing

i. Continue to improve production process capability and yield, and enhance cost control and inventory management.

ii. Actively develop new market applications, expand product width, and maintain the market competitiveness.

iii. Continue to expand global product lines and sales regions to reduce the operational risk of excessively concentrated product development.

3. Future Developing Strategies of Company

In face of the rapid changes and challenges of the domestic and international environment, the future development strategies are as follows:

i. To respond to the reorganization of the global supply chain, the production base in Vietnam has been expanded, to meet the order shifting demands.

ii. Improve the green manufacturing capabilities, to deepen and widen the core competitiveness of Company.

iii. Continue the promotion of automated processes to improve efficiency and optimize manpower.

iv. Deepen the compound process for the integration of the midstream and downstream industry chains to create comprehensive synergies and enhance the overall competitive advantages.

4. Impacts of the external competitive environment, regulatory environment, and the overall business environment

In 2025, although the global economy demonstrated resilience and maintained a trend of moderate growth, uncertainty remained elevated. As inflationary pressures in major economies eased and monetary policies shifted, the momentum of economic activity slowed. Affected by geopolitical risks, rising international trade protectionism, and the restructuring of global supply chains, the industrial operating environment faced significant pressure from rapid change. Against this complex political and economic backdrop, the Company maintained stable operations through flexible strategic adjustments.

Looking ahead to 2026, global economic growth is expected to continue, although regional performance is likely to become increasingly divergent. As the two key engines of the global economy, the United States and China are expected to adopt a more cautious growth pace, affected

by domestic policy adjustments, trade barriers, and intensified external competition. Meanwhile, the recoveries of the European Union, Japan, and the United Kingdom remain subject to uncertainty due to fluctuations in energy prices and policy adjustments.

In response to the rapid changes in the external competitive and regulatory environment, the Company will adopt an approach of being "prudent and conservative, yet steady and proactive," and will continue to optimize group resource integration and organizational efficiency. In the coming year, we will strengthen risk management mechanisms, closely monitor global competitive developments and key regulatory changes, and reduce the impact of environmental changes on operations through early deployment and timely response measures, thereby ensuring that the Company can reinforce its core competitive advantages and achieve steady growth amid a volatile business environment.

Once again, I thank each of our shareholder's support, trust and encouragement for the Company.

I wish you all

Healthy and well

Chairman Chen, Piao-Fu

General Manager Tsai, Chien-Sheng

2. Corporate Governance

2.1.1 Introduction of Board of Directors

2.1.1.1 Director & Supervisor

As of 03/31/2026

Title	Nationality	Name	Gender / Age	Date First Elected	Date Elected	Term (Years)	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Selected Current Positions	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with Number of the Concerned Person			Note (Note 1)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	R.O.C	Jin Hong Investment Limited	-	6/15/2022	5/29/2025	3	3,600,000	5.71%	3,600,000	5.71%	0	0%	0	0%	—	—	—	—	—	—
	R.O.C	Rep.:Chen, Piao-Fu	Male 66 | 75 Age	12/26/2008	5/29/2025	3	0	0%	222,682	0.35%	118,708	0.19%	1,880,621	2.98%	Lee-Ming College of Technology QC supervisor of Sampo Corporation QC Assistant Manager of Dixing Industrial Co., Ltd.	Chairman of Nishoku Technology Inc. Chairman of SAME START LIMITED Chairman of Nishoku Hong Kong Holding Limited Director of SUN NICE LIMITED(SAMOA) Director of Nishoku Boueki Co., Ltd. Chairman of Nishoku Technology Vietnam Co., Ltd. Director of Kunshan Nishoku Plastic ElectronicCo., Ltd Director of SUN NICE LIMITED(B.V.I)	None	None	None	None
Director	R.O.C	Heng Sheng Investment Limited	-	12/26/2008	5/29/2025	3	2,263,956	3.59%	2,263,956	3.59%	0	0%	0	0%	—	—	—	—	—	—
	R.O.C	Rep.: Tsai, Chien-Sheng	Male 56 | 65 Age	12/26/2008	5/29/2025	3	0	0%	1,202,130	1.91%	31,805	0.05%	4,500,000	7.14%	EMBA, Institute of Management, National Taiwan University Engineering Supervisor of Dixing Industrial Co., Ltd.	President of Nishoku Technology Inc. Director of SAME START LIMITED Director of Nishoku Hong Kong Holding Limited Chairman of SUN NICE LIMITED(SAMOA) Director of Nishoku Boueki Co., Ltd. Director of Nishoku Technology Vietnam Co., Ltd. Chairman of Kunshan Nishoku Plastic ElectronicCo., Ltd. Chairman of SUN NICE LIMITED(B.V.I)	Director	Wu, Ying-Lan	Spouse	None

Title	Nationality	Name	Gender / Age	Date First Elected	Date Elected	Term (Years)	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Selected Current Positions	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with Number of the Concerned Person			Note (Note 1)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	R.O.C	Cyuan Guan Investment Limited	-	12/26/2008	5/29/2025	3	1,855,308	2.94%	1,855,308	2.94%	0	0%	0	0%	—	—	—	—	—	—
	R.O.C	Rep.: Chang, Wen-Hsien	Male 56 | 65 Age	12/26/2008	5/29/2025	3	0	0%	117,309	0.19%	9,316	0.01%	4,050,000	6.43%	Ta Hwa Technical College Manafacturing Supervisor of Dixing Industrial Co., Ltd.	Executive Vice President of Nishoku Technology Inc. Supervisor of Nishoku Boueki Co., Ltd. Director of SAME START LIMITED Director of Nishoku Hong Kong Holding Limited Director of SUN NICE LIMITED(SAMOA) Director of Nishoku Technology Vietnam Co., Ltd. Director of Kunshan Nishoku Plastic ElectronicCo., Ltd Director of SUN NICE LIMITED(B.V.I)	None	None	None	None
Director	R.O.C	Ji Teng Investment Limited	-	6/15/2022	5/29/2025	3	4,500,000	7.14%	4,500,000	7.14%	0	0%	0	0%	—	—	—	—	—	—
	R.O.C	Rep.: Wu, Ying-Lan	Female 56 | 65 Age	6/18/2019	5/29/2025	3	0	0%	31,805	0.05%	1,202,130	1.91%	4,500,000	7.14%	Ming Chuan College Chairman of Nishoku Boueki Co., Ltd.	Chairman of Nishoku Boueki Co., Ltd. Vice President of Nishoku Technology Inc. Supervisor of Ji Teng Investment Limited	Director	Tsai, Chien-Sheng	Spouse	None
Director	R.O.C	Jhan Yu Investment Limited	-	12/26/2008	5/29/2025	3	2,683,082	4.26%	2,683,082	4.26%	0	0%	0	0%	—	—	—	—	—	—
	R.O.C	Rep.: Hsieh, Hsin-I	Male 46 | 55 Age	1/29/2019	5/29/2025	3	0	0%	47,968	0.08%	38,400	0.06%	4,736,000	7.51%	MBA of International University of Monaco Sales of Spring Machinery Company	Principal of Zhanyu Investment Co., Ltd. Principal of Ji Teng Investment Co., Ltd	None	None	None	None

Title	Nationality	Name	Gender / Age	Date First Elected	Date Elected	Term (Years)	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Selected Current Positions	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with Number of the Concerned Person			Note (Note 1)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	R.O.C	Chang Shun Investment Limited	-	6/18/2019	5/29/2025	3	2,705,932	4.29%	2,705,932	4.29%	0	0%	0	0%	—	—	—	—	—	—
	R.O.C	Rep.: Fan, Chia-Wen	Female 46 | 55 Age	6/18/2019	5/29/2025	3	0	0%	194,409	0.31%	0	0%	0	0%	EMBA of Chang Gung University Flight attendants of EVA Air	CFO of Changshun Investment Co., Ltd	None	None	None	None
Independent Director	R.O.C	Lin, Horng Chang	Male 56 | 65 Age	6/18/2019	5/29/2025	3	0	0%	0	0%	0	0%	0	0%	MBA of George Washington University EMBA, Institute of Management, National Taiwan University Financial Senior Manager and Spokeman of Senao International Co., Ltd CFO of HEALTHCONN CORP.	CEO of Heng Cheng Investment Ltd. Director of GREENYN BIOTECHNOLOGY CO., LTD Independent Director of TOPLUS GLOBAL CO., LTD.	None	None	None	None
Independent Director	R.O.C	Wang, Chih-Cheng	Male 66 | 75 Age	6/15/2022	5/29/2025	3	0	0%	0	0%	0	0%	0	0%	EMBA, Institute of Management, National Taiwan University GM of INVENTEC CORPORATION	Independent Director of PROVISION INFORMATION CO., LTD.	None	None	None	None
Independent Director	R.O.C	Tsai, Chih-Chieh	Male 56 | 65 Age	6/15/2022	5/29/2025	3	0	0%	0	0%	0	0%	0	0%	MBA, National Taipei University Electrophysics,National Chiao Tung University Chairman of SAN FAR PROPERTY LIMITED. Chairman of WitsLight Technology Corporation Limited (Samoa) Executive Vice President, Lung Yang Venture Capital (Yulong Group) President of GLOBAL VIEW CO., LTD.	CPA of Jianda United Accounting Chairman of Jet & Company Business Consulting Services. Director of SUNPLUS TECHNOLOGY CO., LTD. Independent Director of Silergy Corp. Independent Director of BAOTEK INDUSTRIAL MATERIALS LTD. Supervisor of TAI FU INTERNATIONAL NETWORK CO., LTD. Director of Deyi Life Construction and Development Co., Ltd.	None	None	None	None

Title	Nationality	Name	Gender / Age	Date First Elected	Date Elected	Term (Years)	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Selected Current Positions	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with Number of the Concerned Person			Note (Note 1)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
															Director of GLOBAL VIEW CO., LTD					

Note 1 Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto

2.1.1.2 Director、Supervisor Major Shareholders of the Major Shareholders that are Juridical Persons:

2.1.1.2.1 Major Shareholders of the Institutional Shareholders

As of 3/31/2026

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
Jin Hong Investment Limited	Chen, Piao-Fu (83%)
Heng Sheng Investment Limited	LEADING PIONEER CO., LTD. (100%)
Cyuan Guan Investment Limited	STAR GATE CO., LTD. (100%)
Ji Teng Investment Limited	Wu, Ying-Lan (60%)
Jhan Yu Investment Limited	PAN OCEAN INTERNATIONAL CO., LTD.(100%)
Chang Shun Investment Limited	Quansheng Investment Co., Ltd(100%)

2.1.1.3Major Shareholders of the Major Shareholders that are Juridical Persons

As of 3/31/2026

Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
LEADING PIONEER CO., LTD.	FAMOUS DRAGON LIMITED.(100%)
STAR GATE CO., LTD.	ELITE ALLY LIMITED.(100%)
PAN OCEAN INTERNATIONAL CO., LTD.	ADVANCE SUCCESS INTERNATIONAL LIMITED.(100%)
Quansheng Investment Co., Ltd	CFC Limited(100%)

2.1.1.4 Professional Qualifications and Independence Analysis of the Board Directors

Criteria / Name	Professional qualification and experience	Independence status	Number of Other Public Issuing Companies in Which the Individual is Concurrently Serving as an Independent Director
Jin Hong Investment Limited Rep.: Chen, Piao-Fu (Director)	• Possessing crisis response and management capabilities for strategic and operational risks, as well as the work experience required for the Company's business, such as commercial capabilities, industry knowledge, and operational and management abilities. • Currently serving as Chairman and Chief Strategy Officer of the Company, Chairman of SAME START LIMITED Chairman of Nishoku Hong Kong Holding Limited Director of SUN NICE LIMITED(SAMOA) Director of Nishoku Boueki Co., Ltd. Chairman of Nishoku Technology Vietnam Co., Ltd. Director of Kunshan Nishoku Plastic ElectronicCo., Ltd Director of SUN NICE LIMITED(B.V.I) • Directors in the past • None of the circumstances in the subparagraphs of Article 30 of the Company Act.	Not applicable.	None
Heng Sheng Investment Limited Rep.: Tsai, Chien-Sheng (Director)	• Holds a Master's degree from the EMBA Program, Business Administration Division, College of Management, National Taiwan University, is a professional manager with extensive industry experience, and possesses the work experience required for the Company's business, such as commercial capabilities, industry knowledge, and operational and management abilities. • Currently serving as President of the Company, Director of SAME START LIMITED Director of Nishoku Hong Kong Holding Limited Chairman of SUN NICE LIMITED(SAMOA) Director of Nishoku Boueki Co., Ltd. Director of Nishoku Technology Vietnam Co., Ltd.	Spouse of the representatives of Ji Teng Investment Limited, Wu, Ying-Lan, but no exceeding half of the board members.	None

Criteria / Name	Professional qualification and experience	Independence status	Number of Other Public Issuing Companies in Which the Individual is Concurrently Serving as an Independent Director
	Chairman of Kunshan Nishoku Plastic ElectronicCo., Ltd. Chairman of SUN NICE LIMITED(B.V.I) • Directors in the past • None of the circumstances in the subparagraphs of Article 30 of the Company Act.		
Cyuan Guan Investment Limited Rep.: Chang, Wen-Hsien (Director)	• Possessing crisis response and management capabilities for strategic and operational risks, as well as the work experience required for the Company's business, such as commercial capabilities, industry knowledge, and operational and management abilities. • Currently serving as Executive Vice President of the Company; Supervisor of Nishoku Boueki Co., Ltd. Director of SAME START LIMITED Director of Nishoku Hong Kong Holding Limited Director of SUN NICE LIMITED(SAMOA) Director of Nishoku Technology Vietnam Co., Ltd. Director of Kunshan Nishoku Plastic ElectronicCo., Ltd Director of SUN NICE LIMITED(B.V.I) • Directors in the past • None of the circumstances in the subparagraphs of Article 30 of the Company Act.	Not applicable.	None
Ji Teng Investment Limited Rep.: Wu, Ying-Lan (Director)	• Possessing professional knowledge and skills in finance and business management, as well as the work experience required for the Company's business, such as commercial capabilities, industry knowledge, and operational and management abilities. • Currently serving as Vice President of the Company, Chairman of Nishoku Boueki Co., Ltd. Supervisor of Ji Teng Investment Limited. None of the circumstances in the	Spouse of the representatives of Heng Sheng Investment Limited, Wu, Ying-Lan, but no exceeding half of the board members.	None

Criteria / Name	Professional qualification and experience	Independence status	Number of Other Public Issuing Companies in Which the Individual is Concurrently Serving as an Independent Director
	subparagraphs of Article 30 of the Company Act.		
Jhan Yu Investment Limited Rep.: Hsieh, Hsin-I (Director)	• Holds an Executive MBA from the Royal University of Monaco, possesses professional knowledge and skills in management, and has the work experience required for the Company's business, such as commercial capabilities, industry knowledge, and operational and management abilities. • Currently serving as Principal of Zhanyu Investment Co., Ltd. Principal of Ji Teng Investment Co., Ltd • None of the circumstances in the subparagraphs of Article 30 of the Company Act.	Not applicable.	None
Chang Shun Investment Limited Rep.: Fan, Chia-Wen (Director)	• Holds a Master's degree in Business Administration from the College of Management, Chang Gung University, possesses professional knowledge and skills in management, and has the work experience required for the Company's business, including business capabilities, industry knowledge, business management capabilities, and hotel management capabilities. • Currently serving as CFO of Chang Shun Investment Limited • None of the circumstances in the subparagraphs of Article 30 of the Company Act.	Not applicable.	None
Lin, Horng-Chang (Independent Director)	• Holds a Master's degree in Finance from The George Washington University in the United States and a Master's degree from the EMBA Program, Business Administration Division, College of Management, National Taiwan University, possesses business experience and the work experience required for the Company's business, has expertise in financial management and corporate governance, and also possesses business capabilities, industry knowledge, and business management abilities required for the Company's	• Independent director' conformity to the independence requirement • If the independent director, his/her spouse, or relative within the second degree of kinship is a director, supervisor, or employee of the company or any of its affiliates; not holding the Company's shares. Not a director, supervisor, or employee of any company or institution having specific relationship with the Company • Not receiving compensation by providing commercial, legal, financial, accounting or related services to the company or any affiliate of the company.	1

Criteria / Name	Professional qualification and experience	Independence status	Number of Other Public Issuing Companies in Which the Individual is Concurrently Serving as an Independent Director
	business. • Former Chief Financial Officer of a listed company and currently serves as the Chairperson of the Company's Sustainable Development and Risk Management Committee. CEO of Heng Cheng Investment Ltd. Director of GREENYN BIOTECHNOLOGY CO., LTD Independent Director of TOPLUS GLOBAL CO., LTD. • None of the circumstances in the subparagraphs of Article 30 of the Company Act.		
Wang, Chih-Cheng (Independent Director)	• Holds a Master's degree from the EMBA Program, Business Administration Division, College of Management, National Taiwan University, possesses more than 20 years of business and Company-required work experience, and has expertise in leadership, operations and manufacturing, risk management, and crisis handling. • The Convener of the Company's Remuneration Committee, independent director of Provision Information Co., Ltd. • None of the circumstances in the subparagraphs of Article 30 of the Company Act.	• Independent director' conformity to the independence requirement • If the independent director, his/her spouse, or relative within the second degree of kinship is a director, supervisor, or employee of the company or any of its affiliates; not holding the Company's shares. Not a director, supervisor, or employee of any company or institution having specific relationship with the Company • Not receiving compensation by providing commercial, legal, financial, accounting or related services to the company or any affiliate of the company.	1
Tsai, Chih-Chieh (Independent Director)	• Holds a Master's degree from the Graduate Institute of Business Administration of National Taipei University, possesses extensive professional background and practical experience in finance and accounting, has the ability to manage accounting, financial, and tax information risks, and possesses the business capabilities, industry knowledge, and management abilities required for the Company's business. • Currently serving as CPA of Jianda United Accounting, Chairman of Jet & Company Business Consulting Services. Director of SUNPLUS TECHNOLOGY CO., LTD. Independent Director of Silergy Corp.	• Independent director' conformity to the independence requirement • If the independent director, his/her spouse, or relative within the second degree of kinship is a director, supervisor, or employee of the company or any of its affiliates; not holding the Company's shares. Not a director, supervisor, or employee of any company or institution having specific relationship with the Company • Not receiving compensation by providing commercial, legal, financial, accounting or related services to the company or any affiliate of the company.	2

Criteria / Name	Professional qualification and experience	Independence status	Number of Other Public Issuing Companies in Which the Individual is Concurrently Serving as an Independent Director
	Independent Director of BAOTEK INDUSTRIAL MATERIALS LTD. Supervisor of TAI FU INTERNATIONAL NETWORK CO., LTD. Director of Deyi Life Construction and Development Co., Ltd. Chairperson of the Company's Remuneration Committee. • None of the circumstances in the subparagraphs of Article 30 of the Company Act		

II. The board of directors' diversity and independence:

1. Specific management targets for the diversity policy

To enhance the corporate governance, and promote the healthy development of the composition and structure of the board of directors, the Company amended Article 20 of the "Corporate Governance Best Practice Principles" to adjust the diversity guidelines. The policy indicates that the composition of the board of directors shall be determined by taking diversity into consideration and formulating an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs. It is advisable that the policy include, without being limited to, the following two general standards:

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

(2) Professional knowledge and skills: Professional background (e.g., law, accounting, industry, finance, marketing or technology), professional skills, and industry experience.

All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the board of directors, as a whole, shall possess the following abilities:

(1) The ability to make judgments about operations.

(2) Accounting and financial analysis ability.

(3) Business management ability.

(4) Crisis management ability.
(5) Knowledge of the industry.
(6) An international market perspective.
(7) Leadership ability.
(8) Decision-making ability.

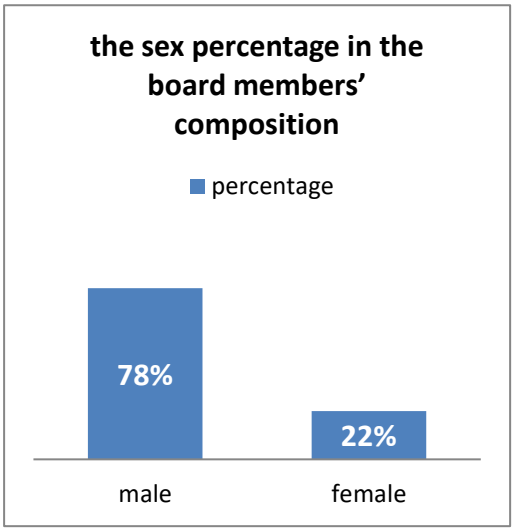
2. Implementation of the board members' diversity policy

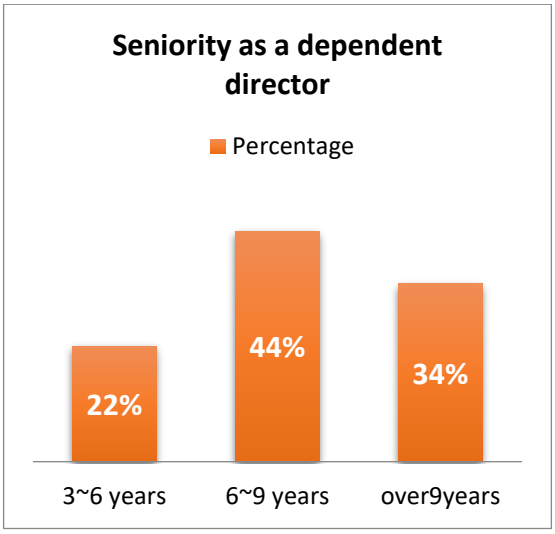
The current board consists of nine directors, including six directors and three independent directors; among them, two are female. The independent directors are conformed to the qualifications of independent directors required by the Securities and Futures Bureau, Financial Supervisory Commission.

Each board member possesses the rich experience and expertise in finance, commerce, management, and industry.

All board members are Taiwanese. In terms of composition and structure, directors are also the employees of the Company for 45%; independent directors accounted for 33%; two female directors accounted for 22%; the age distribution of the directors is as follows: 2 are aged 46 to 55, 5 are aged 56 to 65, and 2 are aged 66 to 75. The Company also emphasizes the gender equality in the composition of the Board of Directors. Upon the expiration of the term of the Company's 15th Board of Directors in 2025, the Company, in order to promote board diversity, had not yet identified suitable candidates aligned with the Company's industry characteristics during the process of soliciting nominees for director candidates. The Company expects to continue seeking appropriate candidates in the next board re-election so as to achieve the goal of board diversity and increase the number of female directors to three.

Distribution of independent directors' tenure: Currently, none of the independent directors has served more than three consecutive terms. Independent Director Lin Hong-Chang assumed office on June 18, 2019, and has a tenure of 6 years; Independent Directors Wang Chih-Cheng and Tsai Chih-Chieh both assumed office on June 15, 2022, and each has a tenure of 3 years.





Board member diversity status:

The current Board of Directors consists of 9 directors who have practical experience in corporate management of listed companies, and all of them have leadership and decision-making, crisis management and international market perspective. In addition, three of the independent directors, Lin, Horng-Chang, who used to be the chief financial officer of a listed company, Wang, Chih-Cheng, who used to be the general manager of a listed company, and Tsai, Chih-Chieh, who is a certified public accountant, have expertise in financial accounting, industry knowledge, and operational judgment. The other six non-independent directors, Chen, Piao-Fu, Chairman; Tsai, Chien-Sheng, Director; Wu, Ying-Lan, Director; Chang, Wen-Hsien, Director, have held key management positions as chairman or general manager or vice president of listed companies and have decades of experience in operations and management. Directors Hsieh, Hsin-I and Fan, Chia-Wen have experience in the hotel, traditional manufacturing and investment industries, and all of the above directors have expertise in marketing, management, industry knowledge and operational judgment, all directors mentioned above possess professional capabilities in marketing, business management, industry knowledge, and operational judgment. In addition to having fundamental qualifications and professional expertise, directors contribute to the supervision and decision-making in corporate governance, environmental sustainability, corporate social responsibility, legal compliance, and human rights protection through the operation of various functional committees.

The basic composition of the Board of Directors is as follows:

Item / Director Name	Basic composition								Professional background					Professional knowledge and skills			
	Nationality	Sex	Employee of the Company	Age			Seniority as an independent director		Accounting/ Finance	Law	Hotel/tourism	Technology and electronics	Manufacturing	The ability to make	Decision-making	Knowledge of the	Crisis management
				46-55	56-65	66-75	Less than 3 years	3-9 years									
Chen, Piao-Fu	ROC	Male	◎			◎							◎	◎	◎	◎	◎
Tsai, Chien-Sheng	ROC	Male	◎		◎								◎	◎	◎	◎	◎
Chang, Wen-Hsien	ROC	Male	◎		◎								◎	◎	◎	◎	◎
Wu, Ying-Lan	ROC	Female	◎		◎				◎				◎	◎	◎	◎	◎
Hsieh, Xin-Yi	ROC	Male		◎									◎	◎	◎	◎	◎
Fan, Chia-Wen	ROC	Female		◎					◎		◎		◎	◎	◎	◎	◎
Lin, Horng-Chang	ROC	Male			◎			◎	◎		◎	◎	◎	◎	◎	◎	◎
Wang, Chih-Cheng	ROC	Male				◎		◎				◎	◎	◎	◎	◎	◎
Tsai, Chih-Chieh	ROC	Male			◎			◎	◎			◎	◎	◎	◎	◎	◎

3. The board of directors' independence:

The election procedures of all directors are open and just, complying with the "Articles of Incorporation," the "Procedures for Election of Directors," the "Corporate Governance Best Practice Principles," the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," and "Article 14-2 of the Securities and Exchange Act." The current board consists of nine directors, including six directors and three independent directors. The independent directors accounted for 33%. As of the end of 2025, all independent directors complied with the regulations related to the

independent directors by the Securities and Futures Bureau, Financial Supervisory Commission; between directors and independent directors, there is no circumstance provided in paragraph 3 and 4 of Article 26-3, the Securities and Exchange Act.

Among the directors, the representatives of Heng Sheng Investment Limited, Tsai, Chien-Sheng and Ji Teng Investment Limited, Wu, Ying-Lan are couples, but no exceeding half of the board members.

In nutshell, the board of directors of the Company is independent.

2.1.2 Introduction of the Management Team

As of 03/31/2026

Title	Nationality	Name	Gender	On-board Date	Current Shareholding (Note)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Selected Current Positions	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with Number of the Concerned Person			Note (Note 1)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chief Strategy Officer	R.O.C	Chen, Piao-Fu	Male	12/27/2011	222,682	0.35%	118,708	0.19%	3,600,000	5.71%	Lee-Ming College of Technology Chairman of Nishoku Technology Inc.	Chairman of Nishoku Technology Inc. Chairman of SAME START LIMITED Chairman of Nishoku Hong Kong Holding Limited Director of SUN NICE LIMITED(SAMOA) Director of Nishoku Boueki Co., Ltd. Chairman of Nishoku Technology Vietnam Co., Ltd. Director of Kunshan Nishoku Plastic ElectronicCo., Ltd Director of SUN NICE LIMITED(B.V.I)	None	None	None	N.A.
President	R.O.C	Tsai, Chien-Sheng	Male	3/1/2007	1,202,130	1.91%	31,805	0.05%	4,500,000	7.14%	EMBA of National Taiwan University President of Nishoku Technology Inc.	resident of Nishoku Technology Inc. Director of SAME START LIMITED Director of Nishoku Hong Kong Holding Limited Chairman of SUN NICE LIMITED(SAMOA) Director of Nishoku Boueki Co., Ltd. Director of Nishoku Technology Vietnam Co., Ltd. Chairman of Kunshan Nishoku Plastic ElectronicCo., Ltd. Chairman of SUN NICE LIMITED(B.V.I)	Vice President	Wu, Ying-Lan	Spouse	
Executive Vice President	R.O.C	Chang, Wen-Hsien	Male	1/1/2008	117,309	0.19%	9,316	0.01%	4,050,000	6.43%	Ta Hwa Technical College Executive Vice President of Nishoku Technology Inc. President of Kunshan Nishoku Plastic ElectronicCo., Ltd.	Executive Vice President of Nishoku Technology Inc. Supervisor of Nishoku Boueki Co., Ltd. Director of SAME START LIMITED Director of Nishoku Hong Kong Holding Limited Director of SUN NICE LIMITED(SAMOA) Director of Nishoku Technology Vietnam Co., Ltd. Director of Kunshan Nishoku Plastic ElectronicCo., Ltd Director of SUN NICE LIMITED(B.V.I)	None	None	None	
Executive Vice President	R.O.C	Wu, Ying-Lan	Female	1/1/2021	31,805	0.05%	1,202,130	1.91%	4,500,000	7.14%	Ming Chuan College Chairman of Nishoku Boueki Co., Ltd. VP of Nishoku Technology Inc.	Chairman of Nishoku Boueki Co., Ltd. Vice President of Nishoku Technology Inc. Supervisor of Ji Teng Investment Limited	Director	Tsai, Chien-Sheng	Spouse	
Assistant vice president	R.O.C	Lin, Tzu-Husan	Female	5/1/2010	36,400	0.06%	0	0%	0	0%	Master degree in Accounting, National Taipei University Manager of Alchip Technologies, Limited Assistant Manager of Deloitte.	Accounting Supervisor of Nishoku Boueki Co., Ltd. Accounting Supervisor of Same Start Ltd.(Anguilla) Accounting Supervisor of Nishoku Hong Kong Holding Limited	None	None	None	

Title	Nationality	Name	Gender	On-board Date	Current Shareholding (Note)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Selected Current Positions	Other Managers that Have Spousal Relationship or are within the Second Degree of Kinship with Number of the Concerned Person			Note (Note 1)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
												Accounting Supervisor of Sun Nice Ltd. (Samoa) Accounting Supervisor of Sun Nice Ltd. (B.V.I.)				
Manager	R.O.C	Cheng, Chao-Ming	Male	6/27/2017	27,000	0.04%	0	0%	0	0%	Bachelor degree of National Taipei University of Technology Engineering dep. Of Kuang Wu Industry and Commerce Junior College Manager of Nishoku Platic Mold (Shenzhen) Co., Ltd. Xiamen, Jien Tyen Industry Co., Ltd., manufacturing manager.	None	None	None	None	

Note 1: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto.

2.2 Remuneration and Compensation Paid to Directors, the President, and Vice President

2.2.1 Remuneration Paid to Director

As of 12/31/2025, Unit：NT$ thousand; %

Title		Name	Remuneration								Total remuneration (A+B+C+D) as a % of net income		Compensation Earned by a Director Who is an Employee of Pegatron or its Consolidated Entities								Total remuneration (A+B+C+D+E+F+G) as a % of net income		Compensation paid to directors from non-consolidated affiliates
			Base Compensation (A)		Severance Pay and Pensions (B)		Compensation to Directors(C)		Allowances (D)				Base Compensation, Bonuses, and Allowances (E)		Severance Pay and Pensions (F)		Employee Compensation (G)						
			From Pegatron	From all consolidated entities	From Pegatron	From all consolidated entities	From Pegatron	From all consolidated entities	From Pegatron	From all consolidated entities	From Pegatron	From all consolidated entities	From Pegatron	From all consolidated entities	From Pegatron	From all consolidated entities	From Pegatron		From all consolidated entities		From Pegatron	From all consolidated entities	
																	Cash	Stock	Cash	Stock			
Director	Chairman	Jin Hong Investment Limited	0	0	0	0	6,765	6,765	420	420	1.17%	1.17%	24,279	24,279	324	324	10,488	0	10,488	0	6.87%	6.87%	0
	Rep	Chen, Piao-Fu																					
	Director	Heng Sheng Investment Limited																					
	Rep	Tsai, Chien-Sheng																					
	Director	Cyuan Guan Investment Limited																					
	Rep	Chang, Wen-Hsien																					
	Director	Ji Teng Investment Limited																					
	Rep	Wu, Ying-Lan																					
	Director	Jhan Yu Investment Limited																					
	Rep	Hsieh, Hsin-I																					
	Director	Chang Shun Investment Limited																					
	Rep	Fan, Chia-Wen																					
Independent Director	Independent Director	Lin, Horng-Chang	0	0	0	0	3,435	3,435	240	240	0.60%	0.60%	0	0	0	0	0	0	0	0	0.60%	0.60%	0
	Independent Director	Wang, Chih-Cheng																					
	Independe	Tsai, Chih-																					

	nt Director	Chieh																				

1.Please describe the independent directors' remuneration policy, system, standards, and structure, and explain the factors including the independent directors' duties, risks, and invested time connecting to the remuneration amount:

The Company's distribution of remuneration to employees is according to the provisions stipulated in Article 20 in the Articles of Incorporation.

In case the Company has yearly profit, at least 1% shall be appropriated as staff reward and less than 5% as rewards for directors and supervisors. In case the company has accumulative losses (including adjusted unappropriated earnings), reserve shall be made as remuneration.

The Company's remuneration to independent directors is handled in accordance with the Company's Articles of Incorporation. After the Remuneration Committee has been established on April 25, 2011, related remuneration motions are proposed by the Remuneration Committee and are implemented after being discussed by the Board of Directors. Remuneration to independent directors is determined by the duties, risks, time invested and contribution carried out by them. The Company takes references from related results of the performance evaluation conducted each year and usual standards of peers in the same industry. After being reviewed by the Remuneration Committee, it will be determined by the Board of Directors and it may not exceed the amount stipulated in the Company's Articles of Incorporation. As summarized above, the Company's policy of remuneration to independent directors and procedures for remuneration determination are positively linked to the management performance. The Company also reviews the remuneration system in a timely manner according to the actual operating situation and applicable acts and regulations, in order to balance the Company's sustainable management and risk control. The Company has established Board Performance Evaluation Procedures and regularly conducts self-evaluations of the Board and individual directors annually. Besides internal assessments, the Company also engages external evaluation institutions at least once every three years to conduct formal board performance evaluations. The reasonableness of performance evaluations and compensation is reviewed by the Remuneration Committee and the Board of Directors.

2. Remuneration received by directors for providing service to any company included in the financial statements (Such as serving as a consultant to all non-employees of the parent company/financial report of all companies/reinvested enterprises, etc.) in the last year: None.

Note 1：Pursuant to Article 20 of the Company's Articles of Incorporation, in circumstances where the Company has an annual profit, the Company shall appropriate remuneration of no less than 1% and no higher than 5% to employees and directors, respectively.

Range of Remunerations for Directors

Bracket	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The company	The company Companies in the financial report	The company	The company Companies in the financial report
Below NT$ 1,000,000	Jhan Yu Investment Limited Rep.: Hsieh, Hsin-I., Chang Shun Investment Limited Rep.: Fan, Chia-Wen	Jhan Yu Investment Limited Rep.: Hsieh, Hsin-I.、Chang Shun Investment Limited Rep.: Fan, Chia-Wen	Jhan Yu Investment Limited Rep.: Hsieh, Hsin-I.、Chang Shun Investment Limited Rep.: Fan, Chia-Wen	Jhan Yu Investment Limited Rep.: Hsieh, Hsin-I.、Chang Shun Investment Limited Rep.: Fan, Chia-Wen
NT$1,000,000(Included) ~ NT$2,000,000(Excluded)	Lin, Horng-Chang, Wang, Chih-Cheng, Tsai, Chih-Chieh.	Lin, Horng-Chang, Wang, Chih-Cheng, Tsai, Chih-Chieh.	Lin, Horng-Chang, Wang, Chih-Cheng, Tsai, Chih-Chieh.	Lin, Horng-Chang, Wang, Chih-Cheng, Tsai, Chih-Chieh.
NT$2,000,000(Included) ~ NT$3,500,000(Excluded)				
NT$3,500,000(Included) ~ NT$5,000,000(Excluded)				
NT$5,000,000(Included) ~ NT$10,000,000(Excluded)				
NT$10,000,000(Included) ~ NT$15,000,000(Excluded)	Jin Hong Investment Limited Rep.: Chen, Piao-Fu, Heng Sheng Investment Limited Rep.: Tsai, Chien-Sheng,	Jin Hong Investment Limited Rep.: Chen, Piao-Fu, Heng Sheng Investment Limited Rep.: Tsai, Chien-Sheng,	Jin Hong Investment Limited Rep.: Chen, Piao-Fu, Heng Sheng Investment Limited Rep.:	Jin Hong Investment Limited Rep.: Chen, Piao-Fu, Heng Sheng Investment Limited Rep.: Tsai, Chien-

	Cyuan Guan Investment Limited Rep.: Chang, Wen-Hsien, Ji Teng Investment Limited Rep.: Wu, Ying-Lan.	Cyuan Guan Investment Limited Rep.: Chang, Wen-Hsien, Ji Teng Investment Limited Rep.: Wu, Ying-Lan.	Tsai, Chien-Sheng, Cyuan Guan Investment Limited Rep.: Chang, Wen-Hsien, Ji Teng Investment Limited Rep.: Wu, Ying-Lan.	Sheng, Cyuan Guan Investment Limited Rep.: Chang, Wen-Hsien, Ji Teng Investment Limited Rep.: Wu, Ying-Lan.
NT$15,000,000(Included) ~ NT$30,000,000(Excluded)				
NT$30,000,000(Included) ~ NT$50,000,000(Excluded)				
NT$50,000,000(Included) ~ NT$100,000,000(Excluded)				
Over NT$100,000,000				
Total	9	9	9	9

2.2.2. Remuneration Paid to Supervisor：The company has set up an audit committee to Replace the supervisors so it is not applicable.

2.2.3 Compensation Paid to President and Vice President

3.3.3.1 Compensation Paid to President and Vice President

12/31/2025, Unit: NT$; %

Title	Name	Salary(A)		Severance Pay and Pensions (B)		Bonuses and Allowances (C)		Employee Compensation (D)				Total remuneration (A+B+C+D) as a % of net income		Compensation paid to directors from non-consolidated affiliates
		From Pegatron	From all consolidated entities	From Pegatron	From all consolidated entities	From Pegatron	From all consolidated entities	From Pegatron		From all consolidated entities		From Pegatron	From all consolidated entities	
								Cash	Stock	Cash	Stock			
Chief Strategy Officer	Chen, Piao-Fu	15,300	15,300	324	324	8,979	8,979	10,488	0	10,488	0	5.70%	5.70%	None
President	Tsai, Chien-Sheng													
Executive Vice President	Chang, Wen-Hsien													
Executive Vice President	Wu, Ying-Lan													

Note 1: The Company's distribution of remuneration to employees is according to the provisions stipulated in Article 20 in the Articles of Incorporation.
In case the Company has yearly profit, at least 1% shall be appropriated as staff reward and less than 5% as rewards for directors and supervisors. In case the company has accumulative losses (including adjusted unappropriated earnings), reserve shall be made as remuneration.

Note 2: The policies, standards, and packages, the procedure for determining managerial officers' remunerations, and its linkage to operating performance and future risk exposure: the remunerations paid to the managerial officers are based on the functions, contributions, the Company's operating results of the year, while considering the future risks, deliberated by the Remuneration Committee, and resolved by the board of directors.

Remuneration Brackets Table

Bracket	Name of General Manager and Deputy General Manager	
	The company	The company Companies in the financial report E
Below NT$ 1,000,000		
NT$1,000,000(Included) ~ NT$2,000,000(Excluded)		
NT$2,000,000(Included) ~ NT$3,500,000(Excluded)		
NT$3,500,000(Included) ~ NT$5,000,000(Excluded)		
NT$5,000,000(Included) ~ NT$10,000,000(Excluded)	Chen, Piao-Fu, Tsai, Chien-Sheng, Chang, Wen-Hsien, Wu, Ying-Lan.	Chen, Piao-Fu, Tsai, Chien-Sheng, Chang, Wen-Hsien, Wu, Ying-Lan.
NT$10,000,000(Included) ~ NT$15,000,000(Excluded)		
NT$15,000,000(Included) ~ NT$30,000,000(Excluded)		
NT$30,000,000(Included) ~ NT$50,000,000(Excluded)		
NT$50,000,000(Included) ~ NT$100,000,000(Excluded)		
Over NT$100,000,000		
Total	4	4

2.2.3.2Employee Profit Sharing Granted to Management Team

unit：Thousand shares; NT$ thousand

	Position	Name	Stock	Cash	Total	Ratio of Total Amount to Net Income(%)
Managers	Chief Strategy Officer	Chen, Piao-Fu	0	12,168	12,168	1.98%
	President	Tsai, Chien-Sheng				
	Executive Vice President	Chang, Wen-Hsien				
	Executive Vice President	Wu, Ying-Lan				
	Assistant vice president	Lin, Tzu-Husan				
	Manager	Cheng,Chao-Ming				

2.2.4 Compare and state the ratio of total remuneration paid to the Company's Directors, President and Vice Presidents by the company and the companies in the consolidated financial statements to net income in the past two years. Please also describe the policy, criteria, packages and rules relating to the remuneration, as well as its relation to business performance and future risks.

2.2.4.1 Total amount of remuneration as a percentage of net income in the parent company only and consolidated financial statements

Unit: NT$ thousand; %

Year	2025				2024			
Title	Total Remuneration		Total amount of remuneration as a percentage of net income %		Total Remuneration		Total amount of remuneration as a percentage of net income %	
	The company	Companies in the consolidated Financial statements	The company	Companies in the consolidated Financial statements	The company	Companies in the consolidated Financial statements	The company	Companies in the consolidated Financial statements
Director	10,860	10,860	1.77%	1.77%	12,645	12,645	1.45%	1.45%
President& Vice president	35,091	35,091	5.70%	5.70%	39,550	39,550	4.55%	4.55%
Total	45,951	45,951	7.47%	7.47%	52,195	52,195	6.00%	6.00%

Note 1: The total remuneration for directors, the General Manager, and Deputy General Managers for 2025 was lower than that for 2024 due to reduced profitability in 2025. Consequently, the ratio of total remuneration to net income after tax was higher in 2025 than in 2024.

2.2.4.2 Remuneration policy, standards and composition, procedures and the correlation with operation performance and future risks

(1) Policy, standard, and mix of the remunerations paid.

A. Directors

The Company’s remuneration distribution to directors are in compliance with Article 20 of the Company’s Articles of Incorporation, in circumstances where the Company has an annual profit, the Company shall appropriate remuneration of no less than 1% and no higher than 5% to employees and directors, respectively. However, the Company’s accumulated losses shall first have been covered. It has been passed via a special resolution by the Board of Directors and submitted to the Shareholders Meeting.

The payment of remuneration depends on the degree of participation and contribution value of each director, and is determined according to the relevant results of the performance of directors regularly evaluated pursuant to the “Procedures for the Board of Directors Performance Evaluation” and the usual level of the industry, while taking into account the Company's overall operating performance, future risks in the industry and development trend, to give reasonable remuneration. The Chairman's performance is measured based on the results of annual operating indicators of the Company's operations, corporate governance and financial results of the Company, including at least but not limited to pre-tax net income, corporate governance evaluation, etc.，the said remunerations have been deliberated by the Remuneration Committee, and than resolved by the board of directors; the maximum set forth in the Articles of Incorporation must not be exceeded.

The following is a list of the key performance evaluation items and ratios for directors' remuneration. The relevant performance evaluation and remuneration rationality have been reviewed by the Remuneration Committee and the Board of Directors:

(1) Operating performance: Subject to the multiple considerations for the current year, such as the annual operating revenue growth rate, net income before tax growth rate, operating income growth rate, and return on equity, etc., which account for 60% of the overall evaluation.

(2) Sustainable performance: Subject to the multiple considerations, such as the Company's sustainability commitment goals including green product innovation, low-carbon manufacturing transformation, circular renewal economy, sustainable responsible procurement, occupational safety and health, etc., which account for 20% of the overall evaluation.

(3) External evaluation: Subject to the comprehensive considerations, such as the changes in the Company's corporate governance evaluation, which account for 10% of the overall evaluation.

(4) Peer level: Subject to the comprehensive considerations, such as the average remuneration to directors of TWSE/TPEx listed companies or peer companies, which account for 10% of the overall evaluation.

B. President and Vice President

The remunerations of the President, the Vice Presidents and Managerial Officers are based on the various allowances and bonuses set forth in the “Management Regulations Governing Appointment and Remunerations of Managerial Officers,” and “Regulations for Wage Management” as the appreciation and rewards to employees for their efforts. The remuneration is divided into two major components: I. financial indicators that take into account the Company's annual operating performance, financial position and operational status, and the achievement of the manager's goals; II. non-financial indicators that take into account the individual's time commitment, responsibilities, performance of core management functions and other dutiesThe Company has also established a set of sustainable performance evaluation indicators for the senior managers (including the President and vice presidents). The indicators include the mitigation of climate change and adaptation to related goals (including greenhouse gas inventory and assurance completion rate of subsidiaries, and carbon reduction by 2% from the previous year), and promotion for the achievement of occupational safety and health goals, etc., accounting for 20% of the overall evaluation.

The performance evaluation is conducted pursuant to the “Management Regulations for Employee’s Performance Management and Appraisal;” its result are used as a reference for issuing managerial officers’ remunerations. The appraisal includes the results of project or task target execution (or including the achievement of KPI), core functions, and management performance (management functions), to calculate the remunerations for managerial officers’ performance. The said payments are determine after deliberated by the Remuneration Committee and resolved by the board of directors.

Where the Company has an annual profit, pursuant to Article 20 of the Company’s Articles of Incorporation, at least 1% shall be appropriated as employee remuneration”. However, the Company’s accumulated losses shall first have been covered. In the amount of employees’ remuneration as mentioned in the preceding paragraph, no less than 20% of the amount shall be distributed as remuneration to non-executive employees.

C. The remuneration mix paid by this Company is determined pursuant to the Remuneration Committee Charter, including cash remuneration, stock options, bonus and share dividends, retirement benefits, or severance pay, various allowances and other measures with substantial rewards. Its scope should be consistent with the remuneration of directors and managerial officers as provided in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

(2) Procedure for determine remuneration

To regularly evaluate the remuneration of directors and managerial officers, the Company take the evaluation results pursuant to the “Procedures for the Board of Directors Performance Evaluation” and the “Management Regulations for Employee’s Performance

Management and Appraisal" applicable to managerial officers and employees as the basis.

The directors and managerial officers' performance evaluation and the reasonableness of the remuneration are reviewed and evaluated regularly by the Remuneration Committee and the board of directors every year.

(3) Linkage to operating performance and future risk exposure.

The performance objectives of the managerial officers are integrated with "risk control," to reduce the possible risks generated within the scope of responsibilities, and further manage the occurrence of risks. According to the results of actual performance, various human resources and remuneration policies are linked to. The key decisions of the current management are all made after measuring various risk factors, and the relevant decisions are reflected in the Company's profitability, while the remuneration of the management is related to the performance of its risk control.

In order to enhance the Company's ability to sustain its development and achieve long-term ESG goals, the Company, by connecting ESG performance with a high-level remuneration system, expects that the senior managers and full-time (part-time) unit managers in charge of the sustainable development and risk management can incorporate short-, mid- and long-term ESG goals into the factors taken into consideration in the investment decision making and adopt a phased reward mechanism to seek a balance between short-term interests and long-term goals, align operational performance with sustainable operations, and deepen the sustainable governance culture.

The remuneration policy for the President, vice presidents and other equivalent managers is based on the provisions of the Company's "Regulations Governing Management and Appraisal of Employees' Performance." Meanwhile, in reference to the Company's overall operating performance and linked ESG indicators, personal performance achievement rate and contribution to the Company's operations, as well as the market salary level, the Company pays reasonable remuneration. The actual amount of remuneration paid to directors and managers each year is reviewed by the Remuneration Committee and then resolved by the Board of Directors.

ESG key indicators for senior managers

Scope of indicator	Weight	Detail
Financial indicator	20%	The Company's financial performance and comparative industry performance, such as ROE, ranking of the ROE among peers, budget achievement, total assets, and revenue performance, etc.
Strategic indicator	50%	The goals developed by the Company based on its mid- and long-term strategies such as digital

Scope of indicator	Weight	Detail
		transformation, achievement of the sustainability commitment, and response and adaption to major topics.
Sustainability and internal control indicators	30%	The Company is committed to fulfilling the three major sustainability commitments, namely ethical corporate management, compliance with laws and regulations, and risk control, and fulfilling the ESG practices (including care for climate risks and promotion of the net zero concrete action indicator as 10%).
Management indicator	Additional items to be taken into consideration	Include the human resource indicators and promote the talent development and occupational safety and health.

2.3 Implementation of Corporate Governance

2.3.1 Board of Directors

A total of__7__(A) meetings of the Board of Directors were held in 2025. The directors' attendance status is as follows:

Title	Name	Attendance in person (B)	By Proxy	Attendance rate (%) (B/A)	Remarks
Chairman	Jin Hong Investment Limited Rep.: Chen, Piao-Fu	7	0	100%	
Director	Heng Sheng Investment Limited Rep.: Tsai, Chien-Sheng	7	0	100%	
Director	Ji Teng Investment Limited Rep.: Wu, Ying-Lan	7	0	100%	
Director	Cyuan Guan Investment Limited Rep.: Chang, Wen-Hsien	7	0	100%	
Director	Jhan Yu Investment Limited Rep.: Hsieh, Hsin-I	7	0	100%	
Director	Chang Shun Investment Limited Rep.: Fan, Chia-Wen	7	0	100%	
Independent Director	Lin, Horng-Chang	7	0	100%	
Independent Director	Wang, Chih-Cheng	7	0	100%	
Independent Director	Tsai, Chih-Chieh	7	0	100%	

Other issues to be recorded:

1.If operation of the Board of Directors encounters one of the following circumstances, the date, session of the board meeting, content of the proposal, opinions of all Independent Directors, and the Company's handling of the aforementioned opinions should be clarified:

1) Article 14(3) of the Securities and Exchange Act:
The company has set up an audit committee,in accordance with the Article 14-5 of the Securities and Exchange Act so it is not applicable the Article 14-3 of the Securities and Exchange Act

2) Except for the preceding items, other resolutions expressed disapproval or reservations by Independent Directors through written statements or records: None.

2.In implementation of avoidance of conflict of interest for certain proposals, the names of the Direct ors, content of the proposals, reasons for the recusal, and the participation in the voting were clarified as follows:

1. February 27, 2025 (1st board meeting in 2025)
   (1) Discussion of the proposal to distribute the directors' remunerations: the proposal was voted for each director's remuneration individually; the concern director recused him/herself due to conflict of interest, not participating the discussion and voting.
   (2) Discussion of the proposal to distribute the managerial officers' remunerations: the Chairman, Chen, Piao-Fu, and Directors Tsai, Chien-Sheng, Chang, Wen-Hsien, and Wu, Ying-Lan will receive the remunerations; therefore they recused themselves due to

conflict of interest, not participating the discussion and voting.

2. February 26, 2026 (1st board meeting in 2026)
   (1) Discussion of the proposal to distribute the directors' remunerations: the proposal was voted for each director's remuneration individually; the concern director recused him/herself due to conflict of interest, not participating the discussion and voting.
   (2) Discussion of the proposal to distribute the managerial officers' remunerations: the Chairman, Chen, Piao-Fu, and Directors Tsai, Chien-Sheng, Chang, Wen-Hsien, and Wu, Ying-Lan will receive the remunerations; therefore they recused themselves due to conflict of interest, not participating the discussion and voting.

3. TWSE/TPEx Listed Companies should disclose information including the evaluation cycle and period, evaluation scope, method and evaluation content of the Board's self (or peer) evaluation and the Evaluation of the Board of Directors in Attachment should be filled in:

Nature	Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Board of Directors	Executed once a year	2025/01/01~ 2025/12/31	Entire board of directors and individual board members	The performance evaluation is conducted internally, with the Finance and Accounting Department responsible for implementation. The evaluation is carried out through internal questionnaires, assessing the operation of the Board of Directors, directors' participation, and the functioning of the Remuneration Committee, Audit Committee, and Sustainability Development and Risk Management Committee. The results of the above performance evaluations serve as reference for the selection or nomination of directors, and the performance evaluation results of directors and functional committee members are used as reference for determining their individual compensation.	The measurement items for the performance evaluation of the board of directors of the Company include the following five major aspects: 1. Participation in the operation of the company; 2. Improvement of the quality of the board of directors' decision making; 3. Composition and structure of the board of directors; 4. Election and continuing education of the directors; and 5. Internal control. The measurement items for the self-evaluation of the members of the board of directors include the following six major aspects: 1. Alignment of the goals and mission of the company; 2. Awareness of the duties of a director; 3. Participation in the operation of the company; 4. Management of internal relationship and communication; 5. The director's professionalism and continuing education; and 6. Internal control.
Functional committees			Audit Committee		The measurement items for the internal self-evaluation of the Audit committee and self-evaluation of members thereof include the following five major aspects: 1. Participation in the operation of the company; 2. Awareness of the duties of the Audit committee; 3. Improvement of quality of decisions made by the Audit committee; 4. Composition of the Audit committee and election of its members; and 5. Internal control.
			Remuneration Committee		The measurement items for the internal self-evaluation of the Remuneration committee and self-evaluation of members thereof include the following five major aspects: 1. Participation in the operation of the company; 2. Awareness of the duties of the Remuneration committee; 3. Improvement of quality of decisions made by the Remuneration committee; 4. Composition of the Remuneration committee and election of its members; and 5. Internal control.
			Sustainable Development and Risk Management Committee		The measurement items for the internal self-evaluation of the Sustainable Development and Risk Management Committee and self-evaluation of members thereof include the following five major aspects: 1. Participation in the operation of the company; 2. Awareness of the duties of the Sustainable

					Development and Risk Management Committee; 3. Improvement of quality of decisions made by the Sustainable Development and Risk Management Committee; 4. Composition of the Sustainable Development and Risk Management Committee and election of its members; and 5. Internal control.

The 2025 evaluation result conducted by the Board in accordance with the Regulations Governing the Board Performance Evaluation is as follows; it has been determined by the review of the Company's Remuneration Committee on January 30, 2026 then is submitted to the Board of Directors meeting on February 26, 2026.

Evaluation period: January 1, 2025 - December 31, 2025

(a) The total evaluation score for the Board is 100 points and the evaluation result is 99.09

(b) The total evaluation score for the Board members is 100 points and the evaluation result is 97.00.

(c) The total score of each functional committee is 100 points, and the scoring results are as follows:

(1) Remuneration committee, result is 100

(2) Audit Committee, result is 100

(3) Sustainable Development and Risk Management Committee, result is 98

Regarding the aforementioned evaluation result:

1. Entire board of directors - The board of directors performance evaluation indicators include five major aspects for a total 45 indicators, and the evaluation result is: Excellent (99.09) The board members and operation status are relative mature. In addition to certain level of understanding on the operation of the management team, all of the board members are able fulfill their supervisory responsibilities as directors, thereby complying the implementation standard for corporate governance.
2. Individual board member - The board member performance evaluation indicators include six major aspects for a total of 23 indicators, and the evaluation result is: Excellent (97.00), indicating that each director receives positive evaluation result in the operation efficiency and effect for all indicators.
3. The performance evaluation indicators for each functional committee cover five major dimensions, with the Remuneration Committee having 20 indicators, the Audit Committee having 23 indicators, and the Sustainability Development and Risk Management Committee having 20 indicators.

(1) Remuneration committee, result is "Excellent" (100)

(2) Audit Committee, result is "Excellent" (100)

(3) Sustainable Development and Risk Management Committee, result is "Excellent" (98)

The Audit Committee、Remuneration Committee and Sustainable Development and Risk Management Committee are composed of professionals and are actively engaged in the operation and internal relationship management of the Company, indicating the complete and thorough operation of the functional committees.

4. Measures the objectives to strengthen the functionality of the Board and execution status in the current year and the recent years:

(1) The Company's members of the Board of Directors attach great importance to the elements of diversification. The term of the Board of Directors expired on May 29, 2025; fully new directors were appointed by the election, 2 female directors were newly elected who have different professional backgrounds in terms of knowledge, skills and industries needed for the position. The 2 directors take in reports discussed by the management team on the Board of Directors meeting and offer guidance and suggestions while maintaining sound communication with the management team, creating best interests for shareholders. In 2025, the Company held a total of 7 Board of Directors meetings which is in compliance with the provisions stipulated in the Rules and Procedures for Board Meetings that at least one meeting shall be conducted each quarter. Important motions are publicly announced on the

MOPS in accordance with the law so as to make the information public.

(2) Create a good board governance system of the Company; strengthen the functions of supervision and management mechanism which meet the Company's Board Meeting rules. The Audit Committee was established in 2019.

(3) On June 30, 2020, the Company appointed, upon the resolution of the board of directors, Assistant Vice President Tzu-Hsuan Lin of Financial and Accounting Division, as the Corporate Governance Officer. She holds both accountant qualification in Taiwan and the U.S, and has served as an officer in a public company for accounting, financial, shareholder services and affairs related to corporate governance for more than 3 years, so she is qualified as required by laws and regulations.

(4) In 2021, the revised "Measures for Board Performance Evaluation" is in line with the current practice, and it is specified that the evaluation should be carried out by an external professional independent organization or an external team of experts and scholars at least once every three years；The Company first engaged an external institution to conduct a Board of Directors performance evaluation in 2021. As the three-year cycle was completed in 2024, the Company commissioned the Taiwan Corporate Governance Association, an external institution, in March 2024 to conduct a Board of Directors performance evaluation. The evaluation period was from April 1, 2023, to March 31, 2024. The report was issued on June 7, 2024. Considering timeliness, the Company first presented the external evaluation results to the Board of Directors on July 31, 2024, and subsequently reported to the Remuneration Committee on January 20, 2025. The 2024 external Board of Directors performance evaluation can be found on the Company's website at https://www.nishoku.com.tw/zh-TW/Investor/Governance under 'Board of Directors (Internal and External) Performance Evaluation Results.'

(5) On June 27, 2024, the Board of Directors approved the establishment of the Sustainability Development and Risk Management Committee. The Committee consists of three independent directors and two directors, who assist the Board in promoting ESG sustainability and risk management, enhancing corporate governance, and driving and supervising the implementation of corporate sustainability policies.

2.3.2 Operation status of the Audit Committee or participation of the supervisors in the operation of the Board:

In addition to performing the duties of a supervisor as provided for in relevant laws and regulations, the Audit Committee of the Company aims to assist the Board of Directors in fulfilling its duties of supervising the proper presentation of the Company's financial statements, the selection (dismissal) and independence and performance of the certifying accountants, the effective implementation of the Company's internal control, the Company's compliance with relevant laws and regulations, and the control of the Company's existing or potential risks.

The main review matters for the Audit Committee of this year includes

- Review quarterly financial statements
- Establish or amend internal control system and relevant important procedures
- Review the effectiveness of the internal control system
- A material monetary loan, endorsement, or provision of a guarantee.
- The hiring, discharge, or compensation of an attesting CPA.

● Business report and proposal for distribution of profit or covering losses.

2.3.2.1 Audit Committee：

A total of 6 (A) meetings of the audit committee were held in 2025. The independent directors'attendance status is as follows:

Title	Name	Attendance in person (B)	By Proxy	Attendance rate (%) (B/A)	Remarks
Independent Director (Convener)	Wang, Chih-Cheng	6	0	100%	The convener of the third term
Independent Director	Lin, Horng- Chang	6	0	100%	The convener of the second term
Independent Director	Tsai , Chih-Jie	6	0	100%	

Remarks:

I. Where the operation of the Audit Committee meets any of the following circumstances, the minutes concerned shall clearly state the meeting date, term, contents of motions, independent directors' dissent, qualified opinion, or material recommendations, opinions of the Audit Committee and the Company's handling of said opinions:

(I) The listed items on Article 14-5 of the Securities and Exchange Act:

Date/session of board of directors' meeting	Proposal content and subsequent handling	Matters specified in §14-5of the Securities and Exchange Act	Resolutions not approved by the Audit Committee but with the consent of more than two-thirds of all directors
2025/02/27 (The 17th meeting of the 2nd term)	(1) Proposal for the Company's 2024 parent only and consolidated financial statements	✓	None
	(2) Proposal for the 2024 Business Report	✓	None
	(3) Proposal for the 2024 Internal control system declaration	✓	None
	(4) Proposal on The Company's 2024 Earnings Distribution Proposal	✓	None
	(5) Proposal to Lift the Non-Compete Restrictions for Independent Director Candidates.	✓	None
	(6) Proposal to Revise the "Computer Cycle" Policy	✓	None
	(7) Proposal for the company provided the bank credit line endorsement guarantee to the subsidiary Nishoku Technology Vietnam Co., Ltd.	✓	None
	Resolution Result of Audit Committee: Approved by the Audit Committee Meeting attended by all Audit Committee members.		
	Company's Handling for Opinions of Audit Committee: Submitted to the board of directors' meeting and approved by all attending independent directors and directors.		
2025/04/25 (The 18th meeting of the 2nd term)	(1) Consolidated financial statements of Q1, 2025	✓	None
	(2) Proposal to Increase the Investment in Nishoku Technology Vietnam Co., Ltd.	✓	None
	Resolution Result of Audit Committee: Approved by the Audit Committee Meeting attended by all Audit Committee members.		
	Company's Handling for Opinions of Audit Committee: Submitted to the board of directors' meeting and approved by all attending independent directors and directors.		

2025/06/19 (The 1th meeting of the 3rd term)	(1) Proposal for the Company's Revision of the "Group Approval Authority Matrix"	✓	None
	Resolution Result of Audit Committee: Approved by the Audit Committee Meeting attended by all Audit Committee members.		
	Company's Handling for Opinions of Audit Committee: Submitted to the board of directors' meeting and approved by all attending independent directors and directors.		
2025/07/25 (The 2nd meeting of the 3rd term)	(1) Motion for the Consolidated Financial Statements for the Second quarter of 2025.	✓	None
	(2)Proposal for the Company to Cancel the Credit Line for Loans to Its Overseas Subsidiary, Nishoku Technology Vietnam Co., Ltd.	✓	None
	(2) Proposal for the loaning of funds to the offshore company Nishoku Technology Vietnam Co. Ltd. with 100% equity directly held by the Company.	✓	None
	Resolution Result of Audit Committee: Approved by the Audit Committee Meeting attended by all Audit Committee members.		
	Company's Handling for Opinions of Audit Committee: Submitted to the board of directors' meeting and approved by all attending independent directors and directors.		
2025/10/31 (The 3rd meeting of the 3rd term)	(1) Motion for the Consolidated Financial Statements for the Third quarter of 2025.	✓	None
	(2) Proposal for The company provided the bank credit line endorsement guarantee to the subsidiary Nishoku Technology Vietnam Co., Ltd.	✓	None
	Resolution Result of Audit Committee: Approved by the Audit Committee Meeting attended by all Audit Committee members.		
	Company's Handling for Opinions of Audit Committee: Submitted to the board of directors' meeting and approved by all attending independent directors and directors.		
2026/12/19 (The 4th meeting of the 3rd term)	(1) Motion for reporting the Company's 2026 budgets and business plans.	✓	None
	(2) Motion for reporting the Company's 2026 audit plans	✓	None
	(3) Motion for the Company's 2026 independence evaluation of CPAs appointed by the CPA firm.	✓	None
	(4) Proposal of establishment of the general principles for the Company's 2026 pre-approved non-assurance service policy.	✓	None
	(5) Proposal for The company provided the bank credit line endorsement guarantee to the subsidiary Nishoku Technology Vietnam Co., Ltd.	✓	None
	Resolution Result of Audit Committee: Approved by the Audit Committee Meeting attended by all Audit Committee members.		
	Company's Handling for Opinions of Audit Committee: Submitted to the board of directors' meeting and approved by all attending independent directors and directors.		

(II) Other than those described above, any resolutions not approved by the Audit Committee but passed by more than two-thirds of directors: None.

II. For the implementation of independent directors' recusal for conflicts of interests, the independent directors' name, topic discussed, reasons for the required recusal and participation in the voting process: in 2025 there were no motions that had any conflict of interest between the Audit Committee and independent directors.

III. Descriptions of the communications between the independent directors, the internal auditors, and the independent auditors in 2025:

1. The Company's internal Audit Officer discusses audit report results with members of the Audit Committee on a regular basis, and makes an internal audit report in the Audit

Committee meeting each quarter. Where there is a special circumstance, members of the Audit Committee will also be reported to immediately. In 2025, there was no occurrence of any of the situation stated above.

2. The Company's CPAs periodically reports the audit result or review result of financial statements on Audit Committee meetings as well as other matters required by other applicable laws and regulations. Where there is a special circumstance, members of the Audit Committee will also be reported to immediately. In 2025, there was no occurrence of any of the situation stated above.

3. Communication status is as follows:

(1) Communication status for internal audits

Date	Attendees	Key points of communication	Results of communication
2025/02/27	Independent Director Lin, Horng-Chang Independent Director Wang, Chih-Cheng Independent Director Tsai, Chih-Chieh Audit Supervisor Cheng,Chao-Ming	1. Report on the January 2025 audit implementation. 2. 2024 Internal Self-Assessment Audit Report.	No opinion was raised in the meeting.
2025/04/25	Independent Director Lin, Horng-Chang Independent Director Wang, Chih-Cheng Independent Director Tsai, Chih-Chieh Audit Supervisor Cheng,Chao-Ming	1. Report on the March 2025 audit implementation。	No opinion was raised in the meeting.
2025/06/19	Independent Director Lin, Horng-Chang Independent Director Wang, Chih-Cheng Independent Director Tsai, Chih-Chieh Audit Supervisor Cheng,Chao-Ming	Report on the May 2025 audit implementation	No opinion was raised in the meeting.
2025/07/25	Independent Director Lin, Horng-Chang Independent Director Wang, Chih-Cheng Independent Director Tsai, Chih-Chieh Audit Supervisor Cheng,Chao-Ming	Report on the June 2025 audit implementation.	No opinion was raised in the meeting.
2025/10/31	Independent Director Lin, Horng-Chang Independent Director Wang, Chih-Cheng Independent Director Tsai, Chih-Chieh Audit Supervisor Cheng,Chao-Ming	Report on the September 2025 audit implementation	No opinion was raised in the meeting.
2025/12/19	Independent Director Lin, Horng-Chang Independent Director Wang, Chih-Cheng	1.Report on the November 2025 audit implementation. 2.Report on 2026 annual audit plans.	No opinion was raised in the meeting.

	Independent Director Tsai, Chih-Chieh Audit Supervisor Cheng,Chao-Ming		

(2) Commutation status with CPAs

Date	Attendees	Key points of communication	Results of communication
2025/02/27	Independent Director Lin, Horng-Chang Independent Director Wang, Chih-Cheng Independent Director Tsai, Chih-Chieh CPA Huang, Yung-Hua	1. The CPAs explained the 2024 audited financial report, and discussed the audit findings. 2. The CPAs reported the internal control audit results to the Company 3. Discussion and communication of CPAs focusing questions asked by personnel participating in the meeting.	No opinion was raised in the meeting.
2025/04/25	Independent Director Lin, Horng-Chang Independent Director Wang, Chih-Cheng Independent Director Tsai, Chih-Chieh CPA Huang, Yung-Hua	1. The CPAs explained the first quarter 2025 audited financial report, and discussed the audit findings. 2. Discussion and communication of CPAs focusing questions asked by personnel participating in the meeting.	No opinion was raised in the meeting.
2025/07/25	Independent Director Lin, Horng-Chang Independent Director Wang, Chih-Cheng Independent Director Tsai, Chih-Chieh CPA Huang, Yung-Hua	1. The CPAs explained the second quarter 2025 audited financial report, and discussed the audit findings. 2. The accountant explained the differences between the sustainability-related financial information disclosed in the financial statements and the sustainability information disclosed in the annual report, as well as the implementation timeline. 3. Discussion and communication of CPAs focusing questions asked by personnel participating in the meeting.	No opinion was raised in the meeting.
2025/10/31	Independent Director Lin, Horng-Chang Independent Director Wang, Chih-Cheng Independent Director Tsai, Chih-Chieh CPA Huang, Yung-Hua	1. The CPAs explained the third quarter 2025 audited financial report, and discussed the audit findings. 2. Accountants discuss annual audit planning. 3. Discussion and communication of CPAs focusing questions asked by personnel participating in the meeting.	No opinion was raised in the meeting.

2.3.3 Corporate Governance Implementation Status and Deviations from "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies"

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
1. If the Company established and disclosed Corporate Governance Principles in accordance with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies?	V		The Company's Board passed the "Corporate Governance Best-Practice Principles" in 2014 which has been disclosed on the Company's corporate website/Investor Relations/Governance/Organizational Operations Regulations. Website: https://www.nishoku.com.tw	None
2. Shareholding Structure & Shareholders' Rights				
(1) If the Company established internal procedures to handle shareholder suggestions, proposals, complaints and litigation and execute accordingly?	V		(I) The Company has established the "Management Measures for Stock Affairs" and has set up spokespersons and representatives. Dedicated personnel is in charge of handling shareholders' suggestions, concerns, disputes and litigation matters.	None
(2) If the Company maintained of a list of major shareholders and a list of ultimate owners of these major shareholders?	V		(II) The Company's internal personnel (directors, managerial officers and major shareholders holding more than 5% of the shares) provides shareholders' list by the report of shareholding changes and stock agency, keeping a hold of the actual control list at any time.	None
(3) If risk management mechanism and "firewall" between the Company and its affiliates are in place?	V		(III) The Company has established applicable management measures for subsidiaries in accordance with the internal control system and Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises, building an appropriate risk control mechanism and firewall.	None
(4) If the Company established internal policies that forbid insiders from trading based on non-disclosed information?	V		(IV) As a means to prevent insider trading, the Company has established the "Operating Procedures for the Prevention of Insider Trading" and conducts a quarterly promotion to internal personnel and the Company's employees. In addition, the Company's internal personnel including newly	None

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			appointed directors and managerial officers are given “Promotional Handbook for Company’s Internal Personnel Trading Equity” compiled by the TWSE for the compliance of internal personnel and at the same time strengthening the prevention of insider trading, protecting the rights and interests of investors and the Company. In order to protect shareholders' rights and interests and to implement equal treatment of shareholders, the Company has established internal regulations to prohibit insiders from trading marketable securities using undisclosed information. On April 28, 2023, the Board of Directors approved the amendment of some provisions of the "Corporate Governance Best Practice Principles", including Paragraph 3 of Article 10, which stipulates that “the Company's insiders shall not trade in the Company's shares during the closed period of 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of the quarterly financial report, including (but not limited to) the directors' trading in the Company's shares after the date of receipt of the Company's financial report or the related results. ” The directors were informed on January 24, 2025, April 9, 2025, July 9, 2025 and October 15, 2025 that there the Company's shares may not be traded during the closed period of 30 days prior to the announcement of each quarterly financial report, in order to avoid any unintentional violation of such regulation by the directors.	
3. Structure of Board of Directors and its responsibility (1) If the Board consisted of members from diverse background?	V		(I) The Company has established the “Corporate Governance Best-Practice Principles” which has been disclosed on the Company's corporate website/Investor Relations/Governance/Organizational Operations Regulations. The Company's website: https://www.nishoku.com.tw. It regulates that the composition of the board of directors shall be determined by taking diversity into consideration. An appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs be formulated and include, without being limited to, the	None

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			following two general standards: (1) Basic requirements and values: Gender, age, nationality, and culture. (2) Professional knowledge and skills: A professional background (e.g. law, accounting, industry, finance, marketing, and technology), professional skills, and industry experience. To achieve the ideal goal of corporate governance, members of the Board of Directors shall possess the following abilities: (1) The ability to make judgments about operations. (2) Accounting and financial analysis ability. (3) Business management ability. (4) Crisis management ability. (5) Knowledge of the industry. (6) An international market perspective. (7) Leadership ability. (8) Decision-making ability. For the diversity policy for the board member and its implementation, please refer to page 16~20 of the annual report, the description of II. The board of directors' diversity and independence.	
(2) If the Company established any other functional committee in addition to Compensation Committee, Audit Committee as required by law?	V		(II) Not only has the Company established an Remuneration Committee, and Audit Committee , The Board of Directors approved the establishment of the Sustainable Development and Risk Management Committee on June 27, 2024.The Committee appoints three independent directors and two directors to assist the Board of Directors in promoting ESG practices and risk management, in order to improve corporate governance and promote and supervise the implementation of sustainable policies.	None
(3) If the Company established methods and procedures to assess the performance of the Board and conduct assessment on annual basis?	V		(III) The Company's Board passed the "Regulations Governing the Board Performance Evaluation" which has been disclosed on the Company's corporate website/Investor Relations/Governance/Organizational Operations Regulations. Website: https://www.nishoku.com.tw	None

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
If the result of the assessment will be reported to the Board and taken into considerations for individual remuneration nomination purpose?			The Company uses questionnaires to carry out self-assessment of its performance and discusses future issues that require special attention. As a means to implement corporate governance while improving the function of the Company's Board, performance goals are set to enhance the Board efficiency. The Company's Board shall conduct an internal performance assessment of the internal Board of Directors at least once per year, and a self-assessment for the year shall be conducted at the end of each year according to assessment procedures and assessment indicators. The internal assessment outcome of the Board shall be reported to the next Board of Directors' meeting. The payment of remuneration depends on the degree of participation and contribution value of each director, while taking into account the relevant results of the performance of directors regularly evaluated each year and the usual level of the industry, which have been deliberated by the Remuneration Committee, and than resolved by the board of directors; the maximum set forth in the Articles of Incorporation must not be exceeded. In March 2024, in accordance with Article 3, Paragraph 2 of the Company's Board of Directors Performance Evaluation Management Procedures, an external professional independent institution was commissioned to conduct the Board of Directors performance evaluation. The performance evaluation certification from the external institution was obtained in June. In 2025, the board of directors has conducted a performance evaluation, which will be used as a reference for individual directors' remuneration and nomination for re-appointment, in accordance with the performance evaluation method of the board of directors, and submitted the evaluation results to the salary report the Company's Remuneration Committee on January 30, 2026 for approval, and submitted it to the board of directors report on February 26, 2026. For the evaluation results, please refer to page 33~35 of the Annual report.,	

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
(4) If the Company assess the independence of CPA periodically?	V		This has also been disclosed on the Company's website at (https://www.nishoku.com.tw/zh-TW/Investor/Govermance). (IV) When the Company appoints CPAs each year, the Financial and Accounting Division carries out an independence and suitability evaluation of the CPA and an independence statement, as well as AQI statements shall be obtained. The Company confirms that other than the fees for certification and taxation cases, the CPAs have no additional financial interest or business relationship with the Company.The evaluation outcome shall be sent to the Audit Committee for review then to the Board of Directors meeting for discussion as references of appointed CPAs. The appointment of the certifying accountant for fiscal year 2026 was approved by the Audit Committee on December 19, 2025, and was subsequently submitted to and approved by the Board of Directors on the same date. The relevant evaluation mechanisms are as follows: 1. Facts regarding the evaluation of the independence and suitability of the certifying accountants with reference to Audit Quality Indicators (AQIs): (1) Confirmation that the Company's certifying accountants are not related parties to the Company or its directors. (2) Compliance with the Corporate Governance Best Practice Principles regarding the rotation of certifying accountants. (3) Obtained the report on 13 Audit Quality Indicators (AQIs) provided by the accounting firm, and evaluated the audit quality of the accounting firm and the audit team based on the 'Guidelines for Audit Committees to Interpret Audit Quality Indicators (AQIs)' issued by the competent authority. 2. Procedures for Evaluating the Independence and Competence of the Certified Public Accountant, and the Specific Standards for Such Evaluation.	None

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			(1) Confirm that the appointed certifying CPA is not a related party of the Company, its directors, or senior executives. (2) All audit and non-audit services provided by the CPA are subject to prior review by the Audit Committee to ensure that non-audit services do not affect the outcome of the audit. (3) Confirm that there has been no failure to rotate the CPA for seven consecutive years, and that the appointed CPA has not been subject to any disciplinary action or any circumstances that may impair independence. (4) Evaluate the CPA's independence and competence based on documents issued by the accounting firm, including the "CPA Independence Statement" and the "Audit Quality Indicators (AQIs) Report." Following internal evaluation, all appointed certifying CPAs were found to meet the requirements of independence and competence, confirming that the financial reports issued by the certifying CPAs are reliable. For the self-assessment results, please refer to page 56 of the Annual Report (Table 1).	
4. If the Company had adequate number of corporate governance personnel and appoint a chief corporate governance officer overlooking corporate governance affairs including but not limited to handling matters relating to board meetings and shareholder meetings, assisting directors with legal compliance, preparing agendas and producing minutes for board meetings and shareholder meetings?	V		On June 30, 2020, the Company appointed, upon the resolution of the board of directors, Assistant Vice President Tzu-Hsuan Lin of Financial and Accounting Division, as the Corporate Governance Officer. She holds both accountant qualification in Taiwan and the U.S, and has served as an officer in a public company for accounting, financial, shareholder services and affairs related to corporate governance for more than 3 years, so she is qualified as required by laws and regulations. (1) Provides information needed for directors to carry out their duties as well as meeting information 7 days prior to the convening of the Board Meeting. (2) Handles matters relating to the Board Meeting and Shareholders meeting while at the same time assisting in the Board of Directors and Shareholders for the compliance of applicable laws and regulations. (3) Compiles meeting minutes for the Board of Directors, Functional Committees and Shareholders meetings which are provided within 10 days of the meeting.	None

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			(4) Assist the Board of Directors and Supervisors in complying with laws and regulations. (5) Arranges further education courses and visits to the Group's important operation bases for directors. (6) Assists in self performance assessments, guides and improves the Company's implementation of corporate governance. (7) Organizes investor conferences. (8) Replies relevant questions asked by investors. (9) Pursuant to the Corporate Governance Best Practice Principles, when independent directors need to meet with the internal audit officer or CPAs individually to understand the Company's finance and business, assistance is provided to arrange such meetings. (10) Review the classification of relevant information and provide the Company information required by the directors, to maintain successful communications and interactions between directors and heads of departments. (11) Assist independent directors and general directors in formulating annual continuing education plans and arranging courses based on the Company's industry characteristics, and the educational and career background of the directors. (12) Legality review of the qualifications of independent directors. (13) Occasional assistance in matters related to the resignation of directors or reassignment of representatives. The Company's corporate governance promotion of 2025 is as follows: (1) Based on the Company's industrial characteristics and business needs, directors are assisted in proposing annual further education plans and arranging courses. Further education courses were held on June 19, 2025 and October 31, 2025 for 3 hours per each course. (2) The Company assess and purchases liability insurance for directors and supervisors. In the latest period, the Company purchased liability insurance for all directors with a premium of USD 5 million (equivalent to approximately NT$152,950,000). The insurance period started September 1,	

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			2025 and ends September 1, 2026, which has been reported to the Board of Directors meeting held on October 31, 2025 for acknowledgment. (3) In July and November 2025, the Company was invite to take part in the "SinoPac hold road show". Information on most recent Investor Conference can be found on the MOPS. (4) Responsible for reviewing material information for important resolutions to be released after the Board of Directors meeting, ensuring the appropriateness and correctness of important information to protect the transaction information of investors. (5) Maintains investor relations and arranges regular exchange with agency investors, allowing investors to gain enough information to evaluate and decide the Company's reasonable capital market value while at the same time allowing good maintenance of shareholders rights and interests. (6) Completed the preparation of the minutes for the Board of Directors, its functional committees, and the shareholders' meeting for 2025. (7) Completed self-performance evaluation of Board of Directors and its Functional Committees in 2025. (8) Completed the annual corporate value enhancement plan and submitted it to the Board of Directors in October 2025. The corporate governance officer should complete at least 12 hours of continuing education every year. For his/her continuing education, please refer to page 59~60 (Table 4) of the annual report, "Continuing education on corporate governance for managerial officers."	
5. If the Company established communication channel with stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc) and disclosed key corporate social responsibility issues frequently enquired by stakeholders on the	V		The Company's website has a "Stakeholder Section" which discloses information on channels for complaints for stakeholders. There is also a mailbox for Audit Committee complaints and suggestions, enabling the sound communication between the Company and stakeholders. (https://www.nishoku.com.tw/zh-TW/Investor/Relationship) Status of communication with stakeholders in 2025, which has been reported to the Board of Directors meeting on February 26, 2026.	None

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
designated area of corporate website?				
6. If the Company engaged professional transfer agent to host annual general shareholders' meeting?	V		The Company has appointed Stock Agency Department of CTBC Bank as stock agency to handle stock related affairs.	None
7 Information Disclosure (1) If the Company set up a corporate website to disclose information regarding the Company's finance, business and corporate governance?	V		(I) The Company's website also has a "Investor Relations" section, disclosing related financial, businesses, stock affairs and corporate governance information. Relevant regulations and rules as well as their execution status are also explained. (https://www.nishoku.com.tw/zh-TW/Investor)	None
(2) If the Company adopted any other information disclosure channels (e.g., maintaining an English-language website, appointing designated personnel to handle information collection and disclosure, appointing spokespersons, webcasting investors conference, etc)?	V		(II) Aside from setting up a website that is in both Chinese and English, the Company also has a spokesperson system with assigned spokesperson and acting spokesperson who are responsible for the communication in terms of external relations as well as the collection and disclosure of company information. They also upload information regarding shareholder conferences on the Company's website.(https://www.nishoku.com.tw/zh-TW/Investor/Catalog?guid=18110215404026)	None
(3) If the Company disclosed its annual financial report within two months after year end and disclose its 1st. 2nd, 3rd quarter financial reports and monthly revenue ahead	V		(III) The Company announces and reports its annual financial report within two months after the end of the fiscal year before the prescribed time (within three months prescribed by law). Financial report for Q1, Q2 and Q3 and monthly operation status are reported in accordance with regulations. Related information can be found on the MOPS.	None

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
of regulated disclosure date?				
8. If the Company had other important information to facilitate better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	V		(I) Employee Rights: The Company has established the Staff Welfare Committee with welfare fund set aside each month. Representatives are selected by both sides of the labor and the management to be in charge of matters in connection to employee welfare so as to reach the goal of harmonious working environment as well as bringing all employees together. Welfare provided by the Company and the Welfare Committee: (1) Purchases labor insurance, Nati nal Health Insurance and Group Insurance. (2) Holds employee health examinations performance by qualified hospitals, ensuring the health of employees. (3) Sets Employee canteen, providing meals for employees (4) Allowance for employee marriages, childbirths, three major festivals and birthdays (5) Funeral and hospital subsidies (6) Free car and motorbike parking spaces for colleagues. (7) Periodical employee trips (8) Holds education and training inside and outside the plant from time to time (9) Year-end parties and lucky draws (10) Advanced health check for senior employees and managers. (11) In addition to having professional backgrounds and professional skills, the company's directors have chosen to cover finance, risk management, business, and commerce related to the nature of the company's industry, considering the scope beyond the professional abilities of each director in order to enhance their professionalism and continuous improvement. , legal affairs, accounting, corporate social responsibility or internal control systems, and financial reporting responsibility-related courses. At least 6 hours of refresher courses are arranged for each person every year to ensure that board members	None

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			have a considerable degree of industry knowledge and acquire new knowledge. (12) In addition to the menstruation leave that women are entitled to under the Labor Standards Act, the Company also provides the following support programs for female employees: Pregnancy and childbirth: 56 days of maternity leave in accordance with the law, 7 days of maternity examination leave, and the leave of rest in accordance with the doctor's orders, plus a maternity subsidy of NT$12,000 per child. Childcare: The Company provides family care leave of 7 days/year, breastfeeding time, and a baby-sitting system, with a 100% return rate of parental leave without pay. The Company also provides post-natal staff with reinstatement assistance measures and appropriate work arrangements depending on needs. Execution Status of Employee welfare and benefit in 2025, please refer to page 147~148 of the Annual Report. (II) Employee Care: (1) The Company formulates various management rules based on the interest of employees while looking after employees' life, benefits, and offers fair salaries. (2) In order to increase employees' professional ability and enhance work efficiency, further education on employees is encouraged. Methods for further education are various seminars, school training, professional training courses; according to Employee education and training Measures, related fess can be applied and subsided. (3) Employee Safety and Health Measures (A) A first-aid kit is placed on the first floor of the Headquarters to provide instant medical help. (B) The Company has signed an employee health examination contract with a teaching medical center. Not only do we offer health	

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			examinations that are customized and different, we also offer comprehensive health report consultancy, helping our employees to pay more attention on their own health. (C) Professional personnel is hired to carry out maternal and child safety education, fire protection and first aid training at the manufacturing area. (D) Sexual harassment and abuse language are strictly prohibited. An employee opinion box has been set up and there are clear compliant procedures to protect the rights of workers. (E) A lactation room has been set up for female employees at the manufacturing area. (F) The Company has an staff canteen. The meals served by the canteen are based on the "Daily Dietary Guide Manual" of the Health Promotion Administration, Ministry of Health and Welfare, to build a healthy eat out environment for employees. Meanwhile, the Company also conducts the employees' group meal opinion survey regularly as a reference basis for continuing to optimize the employees' group meals, in order to ensure that employees are served healthy and delicious food in a clean and comfortable dining environment. ◦	None
			(III) Investor Relations: The Company has established a spokesperson and acting spokesperson as a communication bridge between the Company and investors. Aside from holding regular shareholder conferences, there is also a dedicated section on the Company's website for investors. The Company's current situation is disclosed through such comprehensive and fair platform, hoping that investors understand wholeheartedly the Company's management outcome and long-term operation direction.	None
			(IV) Supplier Relations: 1. The Company's procurement personnel evaluates the quality service, delivery time and price of suppliers with the requisition unit at least	

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			once every year, and establish a database for the qualified manufacturers according to the evaluation outcome. 2.Negotiations and contracting are first given to excellent suppliers, ensuring the quality while reducing the Company's procurement cost. For supplier management, please refer to page 88 ~ 90 of the annual report, section (VI) "Whether the Company has established supplier management policies requiring suppliers to comply with relevant regulations on environmental protection, occupational safety and health, or labor rights, and their implementation status." (V) Stakeholder Rights: The Company has set a up a spokesperson and acting spokesperson who are responsible for external communication; there is also a dedicated section on the Company's website for stakeholders, and dedicated personnel has been assigned to respond regarding important CSR issues concerned by stakeholders. (VI) Further Education for Directors: The Company had 9 directors in 2025 and a total of 54 training hours should be carried out; directors who actually took part in the training were 9 with a total of 66 training hours, all have respectively completed the further education hours of the year. For the above-stated further education status of directors, please refer to pages 57 ~ 59 (Table 2) of the Annual Report. (VII) Execution Status of Risk Management Policy and Risk Measurement Standard: The Company's "Risk management measures" were revised and renamed as "Risk Management Policies and Procedures" with Board approval in December 2023, establishing the Board of Directors as the highest governance body. In June 2024, the Board approved the establishment of the Sustainable Development and Risk Management Committee, appointing 3 independent directors and 2 directors as committee	None None None

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			members. The committee serves as the supervisory unit for risk management-related operational mechanisms, with a Risk Management Implementation Team established underneath as the implementation and execution unit, designating the President as the convener. The risk management procedures established in the Risk Management Policies and Procedures include risk identification, risk measurement, risk monitoring, risk reporting and disclosure, and risk response. The Risk Management Implementation Team evaluates the frequency of risk events and the severity of their impact on company operations based on 'probability' and 'impact,' aiming to control risks within acceptable limits. The team reports its operational status to the Sustainability Development and Risk Management Committee and the Board of Directors at least once annually. The Board reviews the implementation status of established response strategies and provides guidance for necessary strategic adjustments. The operational status is disclosed on the Company's website at https://www.nishoku.com.tw/zh-TW/Investor/Governance. Additionally, the Internal Audit Unit conducts regular and special audits on the implementation of the internal control system in accordance with internal regulations and the internal control system. The Risk Management Implementation Team reported its operational status to the Sustainable Development and Risk Management Committee and the Board of Directors on December 19, 2025. (VIII) Status of the Company Purchasing Liability Insurance for Directors: It has been stipulated in the Articles of Incorporation that the Company shall purchase liability insurance during the term of office of directors, and shall be liable for their compensation in terms of duties they carry out. Please refer to page 59 of the Annual Report (Table 3). (IX) Further Education and Training Regarding Corporate Governance Participated by Managerial Officers: Please refer to page 59 ~ 60 of the Annual Report (Table 4).	None None None

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			(X) Execution Status of Customer Policy: The Company maintains close contact with customers and informs customers regarding products which may benefit them while ensuring products meet their expectation of the reliability and quality. We also take the initiative to include new perspectives and methods into the Company's actual management system through communication channels including phone, email and video conference in order to meet customer needs. The Company also values and listens to customer voices, focusing on customer needs to enhance customer satisfaction and value, becoming a trusted partner to our customers. We provide timely responses and corresponding improvements to all issues reported by customers to gain customer trust and increase customer satisfaction. Through regular customer satisfaction surveys, we compile customer feedback, prepare reports with improvement strategies, and continuously track effectiveness. In 2025, the Group's average customer satisfaction survey score reached 91.60. (XI) Status of Insider Trading Promotion: The Company has established the "Operating Procedures for the Prevention of Insider Trading" which has been disclosed on the Company's website; the Company has regularly promoted the compliance of stock trading laws to its directors, supervisors and managerial officers.Matters relating to insider training is also being regularly promoted to the Company's internal colleagues. On January 2, 2025, April 1, 2025, July 1, 2025, and October 1, 2025, related education and promotions for current directors, managerial officers, and employees were conducted, for total of 130 attendees and total of 65 hours. The courses included the scope of internal material information, classification operation, public operations and handling of violations; the course briefing files were sent to all directors, managerial officers and employees for reference.	

Item	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			The Company reminds directors in its annual insider trading prohibition program that they should not trade their shares during the closed period of 30 days before the annual financial report announcement and 15 days before the quarterly financial report announcement. The directors were informed on January 24, 2025, April 9, 2025, July 9, 2025 and October 15, 2025 that there the Company's shares may not be traded during the closed period of 30 days prior to the announcement of each quarterly financial report, in order to avoid any unintentional violation of such regulation by the directors.	

9. Any improvement made in accordance with the result of the most recent corporate governance evaluation conducted by TWSE? Any measures to be taken on the outstanding items?

Improvement made: In the Corporate Governance Evaluation results for the past two years, the Company ranked between the 21% and 35% percentile. As of March 31, 2026, the Corporate Governance Evaluation results for 2025 have not yet been announced.

The Company has made efforts to improve items that were not fully satisfactory in the Corporate Governance Evaluation. The main implementation results are as follows:

1. For the 2024 Sustainability Report, Crowe (TW) CPAs was appointed to conduct assurance and issued an accountants' limited assurance report.
2. Held the Annual Shareholders' Meeting in May.
3. The Group's first employee satisfaction survey was conducted in October 2025, with a coverage rate of 89% and an overall satisfaction score of 85.

(Table 1)

The evaluation of the independency of CPA

Evaluation Unit: Board Affairs Unit

Evaluation Year：2026

Appointed Law Firm and CPAs:KPMG/CPA Yung - Hua Huang and An - Chih Cheng

Content	Consistent	Inconsistent	Remark
1. Not an employee of the Company or any of its affiliated enterprises.	✓		After evaluation, no such matters were found in these 2 CPAs
2. Not a director or supervisor of an affiliate of the Company. (However, this restriction does not apply in cases where the person is an independent director of the Company, its parent or subsidiary which the Company directly or indirectly holds 50% of voting rights).	✓		After evaluation, no such matters were found in these 2 CPAs
3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the company or ranks as one of its top ten shareholders.	✓		After evaluation, no such matters were found in these 2 CPAs
4. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship of personnel in(1), (2) and (3).	✓		After evaluation, no such matters were found in these 2 CPAs
5. Not a director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the Company's outstanding shares or a top five shareholder.	✓		After evaluation, no such matters were found in these 2 CPAs
6. Not a director, supervisor, or executive officer of a specific company or institution with financial or business dealings with the Company, or shareholder with 5% or more shares of the Company.	✓		After evaluation, no such matters were found in these 2 CPAs
7. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the company.	✓		After evaluation, no such matters were found in these 2 CPAs
8. Not been a person or any conditions defined in Article 30 of the Company Act.	✓		After evaluation, no such matters were found in these 2 CPAs
9. Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.	✓		After evaluation, no such matters were found in these 2 CPAs
10. Receipt of Auditor's Independence Declaration	✓		Obtained

◆After evaluation, none of the CPAs were found to have matters stated in the independence evaluation stated above.

(Table 2) Board of Directors Training Record:

In 2025, there were a total of 9 directors, and 9 directors completed their first term and continuous further education.

The hours of further education for directors have met the regulations prescribed in the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEx Listed Companies”.

Title	Name	Date		Institute	Course	Period (hours)
		From	To			
Chairman	Chen, Piao-Fu	2025/6/19	2025/6/19	Securities & Futures Institute (SFI)	Tax Challenges and Responses in Business and Asset Succession	3
		2025/10/31	2025/10/31	Securities & Futures Institute (SFI)	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3
Director	Tsai, Chien-Sheng	2025/6/19	2025/6/19	Securities & Futures Institute (SFI)	Tax Challenges and Responses in Business and Asset Succession	3
		2025/10/31	2025/10/31	Securities & Futures Institute (SFI)	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3
Director	Chang, Wen-Hsien	2025/6/19	2025/6/19	Securities & Futures Institute (SFI)	Tax Challenges and Responses in Business and Asset Succession	3
		2025/10/31	2025/10/31	Securities & Futures Institute (SFI)	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3
Director	Wu, Ying-Lan	2025/6/19	2025/6/19	Securities & Futures Institute (SFI)	Tax Challenges and Responses in Business and Asset Succession	3
		2025/10/31	2025/10/31	Securities & Futures Institute (SFI)	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term	3

Title	Name	Date		Institute	Course	Period (hours)
		From	To			
					Resilience and Competitive Advantage	
Director	Fan, Chia-Wen	2025/6/19	2025/6/19	Securities & Futures Institute (SFI)	Tax Challenges and Responses in Business and Asset Succession	3
		2025/10/31	2025/10/31	Securities & Futures Institute (SFI)	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3
Director	Hsieh, Hsin-I	2025/6/19	2025/6/19	Securities & Futures Institute (SFI)	Tax Challenges and Responses in Business and Asset Succession	3
		2025/10/31	2025/10/31	Securities & Futures Institute (SFI)	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3
Independent Director	Lin, Horng-Chang	2025/6/19	2025/6/19	Securities & Futures Institute (SFI)	Tax Challenges and Responses in Business and Asset Succession	3
		2025/10/31	2025/10/31	Securities & Futures Institute (SFI)	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3
		2025/12/18	2025/12/18	The Allied Assocation for Seience Park Idustries	Introduction to Hostile Takeover Practices	
Independent Director	Wang, Chih-Cheng	2025/6/19	2025/6/19	Securities & Futures Institute (SFI)	Tax Challenges and Responses in Business and Asset Succession	3
		2025/10/31	2025/10/31	Securities & Futures Institute (SFI)	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3

Title	Name	Date		Institute	Course	Period (hours)
		From	To			
Independent Director	Tsai, Chih-Chieh	2025/6/19	2025/6/19	Securities & Futures Institute (SFI)	Tax Challenges and Responses in Business and Asset Succession	3
		2025/8/7	2025/8/7	Corporate Operations and Sustainable Development Association	Latest Case Studies on the Business Mergers and Acquisitions Act and Corporate Governance Practices	3
		2025/8/28	2025/8/28	Securities & Futures Institute (SFI)	Trends in Sustainability Information Disclosure: The Issuance, Impact, and Response to the IFRS S1 and S2 Sustainability Disclosure Standards	3
		2025/8/28	2025/8/28	Securities & Futures Institute (SFI)	Integrity Management and Anti-Fraud Forensic Practice in Enterprises	3
		2025/10/31	2025/10/31	Securities & Futures Institute (SFI)	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3

(Table 3) Purchasing of Liability Insurance for Directors:

Liability insurance for the entire Board and Supervisors		
Insured Object	Insurance Company	Insurance Period (start to end)
Entire Board	Cathay Century Insurance Co., Ltd.	September 1, 2025 to September 1, 2026
(Note) The report of the entire Board insured with liability insurance has been submitted to the Board Meeting held on October 31, 2025.		

(Table 4) Further Education and Training Regarding Corporate Governance Participated by Managerial Officers:

Sequence	Title	Name	Course	Number of Hours
1	Chief Strategy Officer	Chen, Piao-Fu	Tax Challenges and Responses in Business and Asset Succession	3
2	Chief Strategy Officer	Chen, Piao-Fu	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3

Sequence	Title	Name	Course	Number of Hours
3	President	Tsai, Chien-Sheng	Tax Challenges and Responses in Business and Asset Succession	3
4	President	Tsai, Chien-Sheng	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3
5	Executive Vice president	Chang, Wen-Hsien	Tax Challenges and Responses in Business and Asset Succession	3
6	Executive Vice president	Chang, Wen-Hsien	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3
7	Vice president	Wu, Ying-Lan	Tax Challenges and Responses in Business and Asset Succession	3
8	Vice president	Wu, Ying-Lan	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	3
9	Corporate Governance Officer	Lin, Tzu-Hsuan	2025 Training Session on Preventing Insider Trading	3
10	Corporate Governance Officer	Lin, Tzu-Hsuan	Tax Challenges and Responses in Business and Asset Successio	3
11	Corporate Governance Officer	Lin, Tzu-Hsuan	Sustainability Strategies Rooted in Core Capabilities: How Companies Can Leverage ESG to Build Long-Term Resilience and Competitive Advantage	7
12	Corporate Governance Officer	Lin, Tzu-Hsuan	How Directors and Supervisors Oversee the Establishment and Promotion of a Sound Risk Management System in a Company	3
13	Manager	Cheng, Chao-Ming	Focus of Operational System Audits and the Integration Across Cycles and Operations	6
14	Manager	Cheng, Chao-Ming	Analyzing the Investment Cycle and R&D Cycle from an Operational Perspective	6

2.3.4 The Composition of the Remuneration Committee and its Operation Status:

The Company's Remuneration Committee primarily executes the following duties:

(1) To establish and regularly review policies, system, standards and structures for performance evaluation and remuneration for directors and managers.

(2) To regularly assess and set up the salary remuneration for directors and managerial officers.

(3) To review incentive remuneration plan or employee remuneration plans with share-based payment.

(4) Motion for suggested amendment to these Rules.

1. Information on the Members of the Remuneration Committee

2026/3/31

Title	Condition / Name	Professional qualification and experience	Independence status	Number of other public companies in which the individual is concurrently serving as an remuneration committee membe
Independent Director (Convener)	Tsai, Chih-Chieh	• Holds a Master's degree from the Graduate Institute of Business Administration of National Taipei University. • Currently serving as CPA of Jianda United Accounting, Chairman of Jet & Company Business Consulting Services. Director of SUNPLUS TECHNOLOGY CO., LTD. Independent Director of Silergy Corp. Independent Director of BAOTEK INDUSTRIAL MATERIALS LTD. Supervisor of TAI FU INTERNATIONAL NETWORK CO., LTD. Director of Deyi Life Construction and Development Co., Ltd. • Served as Chairman of SanDi Properties Co., Ltd., a listed company, from December 2009 to October 2021; and served as Founder/Chairman of WitsLight Technology Corporation Limited (Samoa) from March 2020 to July 2021.	• Independent director' conformity to the independence requirement • If the independent director, his/her spouse, or relative within the second degree of kinship is a director, supervisor, or employee of the company or any of its affiliates; not holding the Company's shares. Not a director, supervisor, or employee of any company or institution having specific relationship with the Company • Not receiving compensation by providing commercial, legal, financial, accounting or related services to the company or any affiliate of the company.	2
Independent Director	Wang, Chih-Cheng	• Holds a Master's degree from the EMBA Program, Business Administration Division, College of Management, National Taiwan University. • Independent director of Provision Information Co., Ltd. • Served as General Manager of a business group at the listed company Inventec Corporation from August 1998 to June 2008; and	• Independent director' conformity to the independence requirement • If the independent director, his/her spouse, or relative within the second degree of kinship is a director, supervisor, or employee of the company or any of its affiliates; not holding the Company's shares. Not a director, supervisor, or employee of any company or institution	1

Title	Condition / Name	Professional qualification and experience	Independence status	Number of other public companies in which the individual is concurrently serving as an remuneration committee membe
		was promoted to General Manager of Inventec Corporation from June 2008 to December 2012.	having specific relationship with the Company • Not receiving compensation by providing commercial, legal, financial, accounting or related services to the company or any affiliate of the company in the most recent 2 years.	
Independent Director	Lin, Horng-Chang	• Holds a Master's degree in Finance from The George Washington University, and Master's degree in Business Administration from the Executive MBA Program, College of Management, National Taiwan University. • Former Chief Financial Officer of a listed company and currently serves. CEO of Heng Cheng Investment Ltd. Director of GREENYN BIOTECHNOLOGY CO., LTD Independent Director of TOPLUS GLOBAL CO., LTD. • Served as Associate Vice President of Finance and Spokesperson of the listed company Senao International Co., Ltd. from September 2002 to November 2014; and served as Consultant to Taiwan Rolling Stock Co., Ltd. from September 2016 to November 2018.	• Independent director' conformity to the independence requirement • If the independent director, his/her spouse, or relative within the second degree of kinship is a director, supervisor, or employee of the company or any of its affiliates; not holding the Company's shares. Not a director, supervisor, or employee of any company or institution having specific relationship with the Company • Not receiving compensation by providing commercial, legal, financial, accounting or related services to the company or any affiliate of the company in the most recent 2 years.	1

2. The operation status of the Remuneration Committee

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

(2) Term of office of the current committee members: May 29, 2025 to May 28, 2028.

A total of 2 (A) meetings of the Compensation Committee were held in 2025. The status of attendance is as follows:

Title	Name	Attendance in person (B)	By Proxy	Attendance rate (%) (B/A)	Remarks (Note)
Convener (Independent Director)	Lin, Horng-Chang	2	0	100%	Convener of the 6th Term
Member (Independent Director)	Wang, Chih-Cheng	2	0	100%	Convener of the 5th Term
Member (Independent Director)	Tsai, Chih-Chieh	2	0	100%	

Other matters that shall be reported:

1. If the Board of Directors does not adopt or amend recommendations proposed by the Remuneration Committee, the date, session, proposal contents and resolutions of the Board of Directors, and the company's actions in response to the opinions of the Audit Committee shall be stated (also, where the remuneration approved by the Board of Directors is superior to that recommended by the Remuneration Committee, the differences and reasons shall be stated): None.

Remuneration Committee Meeting Date/ Session	Proposal Content	Remuneration Committee Resolution Result	Company's handling for opinions of Remuneration Committee
2025/1/20 (The 7th meeting of the 5th term)	(1) Proposal for 2024 board of directors' performance evaluation result of the Company (2) Proposal for 2024 remunerations of directors and supervisors (3) Proposal for 2024 remuneration of employees (4) Proposal for 2024 remuneration of managerial officers	All members of the Audit Committee voted in favor of Proposal 1 and Proposals 3 to 4. For Proposal 2, each director's remuneration was voted on individually. The independent director concerned recused himself due to a conflict of interest and did not participate in the discussion or voting.	Submitted to the board of directors' meeting and approved by all attending independent directors and directors.
2025/12/19 (The 1st meeting of the 6th term)	(1) Periodically evaluate and prescribe the remuneration of managerial officers. (2) Proposal to Revise the "Employee Performance Management and Evaluation Regulations"	All attending members approved the proposal as proposed.	Submitted to the board of directors' meeting and approved by all attending independent directors and directors.

2. Where resolutions of the Remuneration Committee include dissenting or qualified opinion which is on record or stated in a written statement, the date, session, proposal contents, opinions from every member, and actions in response to the opinions of the members shall be stated: None.

2.3.5 The Composition of the Sustainable Development and Risk Management Committee and its Operation Status:

1. The Company established the Sustainable Development and Risk Management Committee under the Board of Directors in June 2024. According to the Company's "Sustainable Development and Risk Management Committee Charter," the Committee shall convene at least once a year. In 2025, the Committee met on February 27, July 25, and December 26, the Committee convened one meeting respectively to report to the Board of Directors the implementation results for the current year and the implementation plan of the next year.

2. The Sustainable Development and Risk Management Committee consists of 5 members, including 3 independent directors and 2 directors. The Committee's functions include the following:

(1) Formulation, promotion and improvement of the Company's sustainable development and risk management policies, annual plans and strategies, etc.

(2) Review on the adequacy of the risk management structure.

(3) Review on the early warning and countermeasures of major risk management issues and supervise the improvement mechanism.

(4) Direction to the disclosure of sustainable information and review on the sustainability report.

(5) Direction to the execution of the business under the Company's Sustainable Development Best Practice Principles or other tasks related to the sustainable development resolved by the Board of Directors.

(6) Review, tracking and revision of he implementation of sustainable development and risk management, and reporting of the implementation status to the Board of Directors on a regular basis.

3. The professional qualifications, experience and operation of the Sustainable Development and Risk Management Committee are as follows:

(1) Profile of Sustainable Development and Risk Management Committee members

Title	Name	Professional qualification and experience
Convener (Independent Director)	Lin, Horng-Chang	He is currently the Chief Executive Officer of an investment company and has professional experience in business analysis and strategic mergers and acquisitions. His practical experience serving as the CFO and an independent director of a listed company, as

Title	Name	Professional qualification and experience
		well as his ESG expertise, will help the Company enhance its sustainable development performance.
Member (Independent Director)	Tsai, Chih-Chieh	He is currently the Managing Partner of a CPA firm. He is the former chairman and president of a TWSE listed company, having the expertise in corporate operation management, leadership decision-making, crisis management and industry knowledge. He has also served as an independent director of many TWSE/TPEx listed companies and, therefore, understands the importance of corporate sustainable development.
Member (Independent Director)	Wang, Chih-Cheng	He is well experienced in serving the president of a TWSE listed company and senior manager of a management consulting company, having the expertise in corporate operation management, leadership decision-making, crisis management and industry knowledge. He has also served as an independent director of many TWSE/TPEx listed companies and, therefore, understands the importance of corporate sustainable development.
Member (Director)	Chen, Piao-Fu	He is the Chairman of the Company, whose professional background covers business management, industry knowledge, leadership decision-making, risk management, and corporate sustainability. He continues to lead the Company to advance and move towards sustainable operation.
Member (Director)	Tsai, Chien-Sheng	He is the President of the Company, whose professional background covers business management, industry knowledge, leadership decision-making, risk management, and corporate sustainability. He leads the management team to achieve various sustainability indicators.

(2) Information on the Operation of the Sustainable Development and Risk Management Committee.

The term of the current committee is from May 29, 2025 to May 28, 2028.

A total of 3 (A) meetings of the Compensation Committee were held in 2025. The status of attendance is as follows:

Title	Name	Attendance in person (B)	By Proxy	Attendance rate (%) (B/A)	Remarks (Note)
Convener	Lin, Horng-Chang	3	0	100%	Convener of the 2nd Term
Member	Tsai, Chih-Chieh	3	0	100%	Convener of the 1st Term
Member	Wang, Chih-Cheng	3	0	100%	
Member	Chen, Piao-Fu	3	0	100%	

Member	Tsai, Chien-Sheng	3	0	100%	

3. Meeting of the Sustainable Development and Risk Management Committee is as follows:

Remuneration Committee Meeting Date/ Session	Proposal Content	Remuneration Committee Resolution Result
2025/2/27 (The 4th meeting of the 1st term)	(1) Proposal to Establish the “Sustainability Information Management Procedures”	All attending members approved the proposal as proposed.
2025/7/25 (The 1st meeting of the 2nd term)	(1) Motion for The company’s 2024-year sustainability report.	All attending members approved the proposal as proposed.
2025/12/19 (The 2nd meeting of the 2nd term)	The agenda consists solely of reporting matters, with no discussion items.	NA

2.3.6 Promotion of sustainable development, and variance from the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies, and the reason for any such variance:

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
1. Does the company establish an exclusively (or concurrently) dedicated unit to promote sustainable development have executives appointed by the board of directors to handle the promotion under the board of directors' supervision?	V		The Company established the Sustainable Development and Risk Management Committee in June 2024. The Sustainable Development Promotion Team was established under the Committee. The Chairman of the Board is the Chairman of the Committee and the CFO is the Chief Executive of the Committee. The Committee is responsible for the formulation and implementation of the relevant policies, systems or related management guidelines and concrete promotion plans for sustainable development, as well as the identification of the relevant issues of concern to the Company's operations and stakeholders. The Committee shall also formulate and implement response strategies and work policies accordingly. The implementation results shall be tracked and implemented to ensure that the sustainable development strategy is fully implemented in the Company's routine operations. Based on the sustainable development issues focusing major annual implementation of corporate governance, development of a sustainable environment and maintenance of social welfare, the Sustainable Development Promotion Team identifies material issues that are of concern to the Company's operations and conducts the risk identification assessment to verify whether it would produce significant impact on the Company. With respect to significant issues, the team shall formulate corresponding strategies and plans and supervise the effectiveness of the implementation of each action plan and report to the Committee and Board of Directors regularly (at least once per year). Three meetings were held in 2025. The main contents of the proposals include (1) Identification of material topics; (2) Supervision of the implementation of sustainability. The Board of Directors provides feasible strategic directions and other suggestions for the annual action plan and implementation status reported by the Sustainable Development and Risk Management Committee, and reviews the progress of the strategy in a timely manner, and urges management to adjust the goals when necessary. Corporate website:https://www.nishoku.com.tw/zh-TW/Responsibility/Corporate	None

<table>
<tr><th rowspan="2">Items</th><th colspan="3">Implementation Status</th><th rowspan="2">Non-implementation and its reason(s)</th></tr>
<tr><th>Y</th><th>N</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td></td><td></td></tr>
<tr><td>2. Does the Company follow the materiality principle to conduct risk assessment for environmental, social and corporate governance topics related to company operation, and establish risk management related policy or strategy?</td><td>V</td><td></td><td>This disclosure and risk assessment boundary cover the sustainability performance of the Group from January 2025 to December 2025.
The Sustainable Development and Risk Management Committee conducts analysis based on materiality principles in the sustainability report, engages with internal and external stakeholders, and evaluates significant ESG issues by reviewing domestic and international research reports, literature, and integrating assessment data from various departments and subsidiaries. Based on this, the Company establishes effective risk management policies for identification, measurement, assessment, supervision, and control of risks, and implements specific action plans to mitigate the impact of relevant risks.
Based on the risks assessed, the relevant risk management policies or strategies are formulated as follows:
<table><tr><th>Orientation</th><th>Risk Items</th><th>Risk management strategies (status of operation)</th></tr><tr><td>Governance/ Economy</td><td>Business strategy and economic performance</td><td>1. Based on industry changes, we annually establish strategic objectives, align with budgetary controls, and regularly monitor budget achievement rates to oversee company operations. Management meetings are convened to review operational plan progress, performance tracking, and analysis.
2. The Company will pay close attention to market economic trends and business strategies, and evaluate the expansion of product lines to reduce the risk of excessive concentration in a single customer.</td></tr></table></td><td>None</td></tr>
</table>

Items	Implementation Status				Non-implementation and its reason(s)
	Y	N	Summary		
				Corporate Governance and Ethical Management	1. Through the establishment of internal regulations and education courses, and the implementation of internal control mechanisms, we ensure that all employees can comply with relevant laws and regulations. 2. Suppliers or third-party vendors are required to sign the Commitment of Integrity, actively preventing unethical conduct to implement the integrity management policy. 3. Plan relevant continuing education courses for directors and provide directors with the latest regulations, institutional developments, and policies annually. 4. The Company takes out directors' liability insurance for directors to protect them in the event of litigation or claims. 5. Establish various communication channels, actively communicate, and reduce conflicts and misunderstandings. An investor mailbox has been established, and is handled and responded to by the spokesperson and the acting spokesperson.	
				customer service quality and Product quality safety	1. We promote products using lead-free processes and fully commit to meeting customer demands for heavy metal and hazardous chemical control. We also implement restrictions on prohibited substances and issue statements requiring suppliers to comply with regulatory	

Items	Implementation Status					Non-implementation and its reason(s)
	Y	N	Summary			
					standards. 2. Source management for standard operations of production equipment and processes is implemented, and strict control performed to ensure the safety of the Company's products. 3. Customer satisfaction surveys are conducted every year to strengthen customer relationships and improve product and service quality.	
			Environmental Aspect	Climate Strategy	In response to customers' environmental compliance requirements, the Company, along with its major operational sites in Kunshan and Vietnam, has obtained ISO 14001 Environmental Management System certification and have been certified regularly since then. Regarding carbon emissions and energy management, the Company has proactively aligned with governmental timelines by completing greenhouse gas (GHG) inventories across all operational sites ahead of schedule. Internal assessments are continuously carried out to monitor emissions. Notably, the Kunshan site obtained ISO 14064 verification for its GHG inventory in 2024. For the management of waste, water resource and waste water, according to the government's schedule, waste, water resources, and wastewater management of all the Group's operating sites is implemented and completed	

Items	Implementation Status					Non-implementation and its reason(s)
	Y	N	Summary			
					ahead of schedule. Continue to promote energy conservation and implement recycling and reuse measures.	
			Social	Friendly workplace	Employee care and labor insurance 1. Supporting the spirit of the Universal Declaration of Human Rights, the Company is committed to understanding the International Bill of Human Rights. On April 26, 2024, the Company amended some provisions of its "Labor Management Policy and Implementation Regulations" and renamed it as "Group Human Rights and Employee Policy," while establishing the "Employment Management Regulations," "Factory Regulations and Work Rules," "Employee Care and Welfare Program Application Regulations" and "Salary Management Regulations" to implement the respect and good treatment for the employees of the Company. 2. The human rights policy is implemented through education courses, and various channels for employees to make complaints are provided to protect the rights and interests of employees, and to create a culture of diversity and equality in which employees and teams respect each other. Talent appointment and retention 1. The Company prepares education and training plans and budgets, improves	

Items	Implementation Status					Non-implementation and its reason(s)
	Y	N	Summary			
					employees' professional or management skills through internal education and external professional training, and indirectly balances the physical and mental health of employees. 2. The Company establishes rules such as employment management policies and salary management guidelines. The Company adheres to gender equality laws and recruit talent through diverse channels to ensure fairness in remuneration and promotion opportunities. Our goal is to enable employees to utilize their skills effectively in suitable positions.	
				Occupational health and safety	1. Organize occupational safety education training and promotion, and arrange relevant training and certification for safe operation guidance dedicated personnel to implement and promote SOP for safe operation in related production processes. 2. Arrange regular health checkups for employees to strengthen health management in the plant. 3. Both Kunshan and Vietnam factories have obtained the "ISO45001 Occupational Health and Safety Management System" certification, and have been certified regularly since then.	

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
3. Environmental Issues (1) If the Company endeavored to utilize resources more efficiently and utilized renewable materials which have a lower impact on the environment?	V		(I) The Company has established the environmental handbook (management handbook), waste management procedures (hazardous waste management plan), and environmental management plan implementation management procedures. Each factory premises has promoted the implementation of ISO14001 activities. In 2025, a total of 4 environmental management programs were completed. In terms of pollution prevention, 4 sets of waste gas treatment equipment were upgraded and modified, upgrading and modifying photo-oxidation waste gas treatment equipment into activated carbon waste gas treatment equipment, in order to improve the waste gas treatment rate and reduce pollutant discharge; in terms of energy and resource conservation, old injection molding machines were replaced, and 4 energy-saving electric injection molding machines were purchased, which can save 42,240 kWh/year of electricity, and 12 injection molding machines were modified with nano heating, which can save 506,880 kWh/year of electricity; in terms of the waste management, organization of the waste reduction activities to reduce the use of paper and reduce the amount of food waste generated in the employee cafeteria; The Company and its subsidiaries all have built adequate environmental management systems according to the ISO14001 (Environmental Management System) which are verified by a fair third-party continuously. The certification has been disclosed on the Company's website. The ISO14001 certificate for the Taipei Factory is effective from 2023/8/9 to 2026/8/14. The ISO14001 certificate for Kunshan Plant is effective from 2024/7/10 to 2027/7/21. The ISO14001 certificate for Vietnam Factory is effective from 2026/2/17 to 2029/2/17.	None
(2) Does the Company dedicate in	V		(II) In order to correspond the Company's business growth, a green headquarters	None

<table>
<tr><th rowspan="2">Items</th><th colspan="2">Implementation Status</th><th rowspan="2">Non-implementation and its reason(s)</th></tr>
<tr><th>Y</th><th>N</th><th>Summary</th></tr>
<tr><td>promoting energy utilization efficiency, and use renewable materials that have low impact to the environment.</td><td></td><td></td><td>has been built which has been put into use on March 30, 2011. The design of the headquarters was based on the standard of the Leadership in Energy and Environmental Design (LEED) prescribed by the US Green Building Council. We have implemented the policy of green building and energy saving and carbon reduction with a goal of lowering the impact on the environment.

(1)The Design of the Headquarters:
“Water Conservation” landscape watering uses entirely recycled rainwater, tap water-saving device and increases the efficiency of kitchen and bathroom water by 70%. The goal of the process water recovery rate after operation is expected to reach over 90%.
Advance night ice storage system has been introduced for “Energy Saving” air conditioning system which can be used in conjunction with a day chiller, saving time and carbon reduction.

(2) Status of renewable and non-renewable energy use at production sites
The Company promotes various energy reduction measures, selects high-efficiency energy-saving equipment, reduces energy consumption in the process, and continues to increase the use of renewable energy, so as to optimize energy use efficiency.
The statistics on renewable and non-renewable energy use cover Taipei Factory, Kunshan Factory, and Vietnam Factory, as detailed in the following table:
<table><tr><th>Category</th><th>Item</th><th>2025 consumption (GJ)</th><th>2024 consumption (GJ)</th></tr><tr><td rowspan="2">Direct energy (A)</td><td>Gasoline (covering both 92/95)</td><td>1,434.0127</td><td>1,729.8101</td></tr><tr><td>Diesel</td><td>3,775.2688</td><td>4,230.7413</td></tr></table></td><td></td></tr>
</table>

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	

	Liquefied Petroleum Gas (LPG)	504.0438	490.1549
	Coal	0.0000	0.0000
Indirect energy (B)	Externally purchased electricity (excluding renewable energy)	223,172.7238	219,356.1427
Non-renewable energy (C)	(A) + (B)	228,886.0491	225,806.8490
Renewable energy (F)	Purchased externally	28,349.2559	54,613.6369
Total energy consumption (G)	(C) + (F)	257,235.3050	280,420.4859
Percentage % of renewable energy	(F) / (G)	11.0207%	19.4756%

In 2025, the group's renewable energy usage was 7,873.000 MWh. Due to a lengthy evaluation period for energy procurement contracts at the Vietnamese facility, a gap emerged in the transition to green power contracts, resulting in an annual usage reduction of 48% and 40% compared to the previous year and 2023, respectively.

Unit:MWh

Production Site	Source of Renewable Energy	2024	2025

<table>
<tr><th rowspan="2">Items</th><th colspan="2">Implementation Status</th><th rowspan="2">Non-implementation and its reason(s)</th></tr>
<tr><th>Y</th><th>N</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td></td></tr>
<tr><td>(3) Has the Company assessed its potential risks and opportunities now and the future regarding climate change, and adopted related responding?</td><td>V</td><td></td><td></td><td>None</td></tr>
</table>

Kunshan Plant	National Energy Administration	10,914	7,873
Vietnam Plant	I - REC	4,253	-
Total MWh		15,167	7,873

To fulfill our energy transition commitments, the Company has optimized and reviewed its procurement processes. A more proactive energy management strategy is being implemented, with the green energy supply potential of each plant assessed on a rolling basis. The goal is to achieve a stable 2% annual growth in renewable energy usage between 2026 and 2028, demonstrating a commitment to net-zero emissions.

The raw materials used by the Group all comply with the RoHS, REACH, and halogen-free specifications of the European Union. Nishoku Group keeps implementing relevant measures for environmental symbiosis, including recycling and reuse of supplies, renewable energy manufacturing of products and pollution reduction in the process, to mitigate the environmental impacts. In terms of green manufacturing, the Company reduces unnecessary waste of resources, and pursue development of waste reduction and reuse technology. The Company also works with the upstream and downstream segments in the value chain to recycle and reuse the packaging materials. In terms of products, the Company uses the best efforts to test the use of renewable materials with low environmental impact, so as to maximize the benefits of the circular economy.

(III) The Company has kept an eye on international trends and corresponding directions and has further understood issues concerned by stakeholders namely the government, investors, customers and the society. The Company evaluated possible legal risks, substantial risks and other risks as well as potential opportunities in order to adopt corresponding measures.

The potential risks and opportunities of the climate change for the Company now and the future, and related responding to the climate adopted:

<table>
<tr><td rowspan="2">Items</td><td colspan="3">Implementation Status</td><td rowspan="2">Non-implementation and its reason(s)</td></tr>
<tr><td>Y</td><td>N</td><td>Summary</td></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><th>Item</th><th>Potential risks of the climate change</th><th>Opportunities</th><th>Response</th></tr>
<tr><td rowspan="2">Now</td><td>Greenhouse gas emission control and carbon credit trading system</td><td>Promote low-carbon green production, save power, and reduce operating costs</td><td>Through the replacement of lighting equipment and the purchase of energy-saving machines, the number of power used is reduced.</td></tr>
<tr><td>Cost of developing carbon product development costs</td><td>Energy saving, carbon reduction, and operating cost deduction through green process and environmental protection system</td><td>Introduce water-based spraying and painting process, to use water-based paint for products, to reduce volatile organic compounds (VOCs).</td></tr>
<tr><td>Future</td><td>The increase in sustainable development regulations increases related costs
The extent to which extreme natural disasters caused by the greenhouse effect have potential and unpredictable impacts on sustainable</td><td>Find and use green energy and environment friendly materials
Mitigate the expansion of the greenhouse effect through carbon reduction actions.</td><td>Investment of resources at the early stage to develop green energy and environmental protection materials.
Implement greenhouse gas reduction targets and encourage employees to use electric vehicles or public</td></tr>
</table>
</td><td></td></tr>
</table>

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			operations. / transportation to reduce carbon emissions.	
(4) If the Company monitored the amount of greenhouse emission, water usage and waste handling for the past two years and established corporate strategies on reduction of carbon emission, greenhouse gas emission, water usage and waste management?	V		(IV) In addition to the Company, the overseas production locations of Nishoku Group - Kunshan, Shenzhen and Vietnam all uphold the notion of co-existence with the Earth environment, In accordance with the "Sustainable Development Best Practice Principles" of the Company, the policies for energy conservation and carbon reduction, greenhouse gas reduction, and reduction of water consumption and other waste management are formulated. continue to promote energy saving and greenhouse gas emission reduction measures, actively reduce carbon emission and focus on power consumption measures and review internal energy consumption status periodically. The Company has established relevant provisions for polices on the energy saving and carbon reduction, greenhouse gas emission reduction, reduction of water usage or other waste management in the “Corporate Social Responsibility Best Practice Principles”, and also implements such polices thoroughly. The Company’s greenhouse gas emission inspection has been verified by external unit. In addition to the obtaining of green building certificate for the Group’s headquarter building, the company will continue to exert effort in the improvement of environment, and also plans to achieve the management goal of reduction of greenhouse gas emission by 5% annually in the future. The execution measures are as follows: 1. Production end energy-saving measures: Reduction of process energy consumption, increase of equipment efficiency and energy management, etc. A total of NT$8,807 thousand was invested in 2025 for low-carbon technology upgrades, directly reducing the energy intensity of the production process through equipment replacement:	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			◎ Kunshan Factory: Purchased 4 high-performance injection molding machines and completed nano-heating modifications to 12 injection molding machines, which is estimated to save 549,120 kWh of electricity and reduce carbon emissions by approximately 271.27 metric tons annually. ◎ Vietnam Factory: Procured 6 all-electric injection molding machines with servo energy-saving hydraulic units, which is estimated to save 69,696 kWh of electricity and reduce carbon emissions by approximately 34.50 metric tons annually. The above energy-saving measures are expected to reduce total annual carbon emissions by approximately 305.77 metric tons (equivalent to planting approximately 555 trees), which will effectively help achieve the intensity reduction target of "a 5% reduction in emissions per NT$1 million of revenue". 2. Office energy saving measures: (1) Group's headquarter building obtained the U.S. Green Building Council LEED green building golden class certification in June 2012. (2) Office environment adjusts the air conditioning depending upon the season and the temperature is set at 26 degree Celsius constantly in order to reduce the power load. (3) Office lighting uses energy-saving and high-performance lighting fixtures in order to reduce the heat generated by the light source and to achieve the objective of energy saving. (4) Promote employees to use stairs instead of elevators. 3. Others: (1) Use document electronic signing and approval system to perform electronic signing approval, thereby reducing the paper usage amount, and promote the use of recycled papers. (2) Properly execute the recycle management and resource classification of wastes, such kitchen wastes, metal/aluminum/glass bottles, waste	

<table>
<tr><th rowspan="2">Items</th><th colspan="2">Implementation Status</th><th rowspan="2">Non-implementation and its reason(s)</th></tr>
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<tr><td></td><td></td><td></td><td></td></tr>
</table>

papers and plastic bottles, etc., and appoint professional personnel to be responsible for the treatment and classification of wastes.

4.Greenhouse gas emissions for the most recent two years:

The information covers all production sites: Taipei Plant/Kunshan Plant/Vietnam Plant/Shenzhen Plant (Note)

Unit: Ton (tCO2e)

Year	Scope 1	Scope 2	Scope 3	Assurance of production site Assurance Institution	Description of assurance
2025	832.8510	35,806.0196	523.9786	Kunshan Plant ASIM Certification (Shanghai) Co., Ltd.	It is expected to be executed in May 2026
2024	688.158	35,574.241	156.823	Kunshan Plant ASIM Certification (Shanghai) Co., Ltd.	ISO 14064-3 reasonable assurance level

Management policy

In order to ensure proper management of climate-related risks and opportunities, the Board of Directors is designated by the Company as the highest governing body for risk management. The Board of Directors supervises the Company's overall decision-making on climate change-related issues. In June 2024, the Board of Directors resolved to establish the Sustainable Development and Risk Management Committee. The Sustainable Development and Risk Management Committee serves as the main management level. The "Sustainable Development Promotion Team" and "Risk Management Promotion Team" are established under the

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

Committee. The Chairman and the President of the Company act as the convener of each team, and the CFO as the Executive Chief of each team to manage the climate change issues through the cross-department management. The related data and results are regularly reported to the Sustainable Development and Risk Management Committee based on the promotion results. The Sustainable Development and Risk Management Committee reports the discussion results to the Board of Directors.

5. Water consumption and total weight of withdrawal (ton)

The Company has monitored environmental protection issues such as water resources and waste for a long time. Currently, all major production bases have obtained the certification of ISO14001 environment management system. The Company primarily uses water for general domestic purposes, with no process water usage or wastewater generated during production. The only wastewater generated is from the office building's general domestic use. We will continue to implement various water conservation measures and promote awareness to reduce and control water resource consumption. The Company does not generate hazardous waste. Routine promotion of recycling, sorting, plastic reduction and waste reduction is carried out in support of environmental protection. The output of non-hazardous waste has also been reduced year by year. Information about water withdrawal by the production sites (Taipei Plant/Kunshan Plant/Vietnam Plant):

Year/ Item	Water withdrawal (Million liters)	water withdrawal intensity	Note
2025	195.2168	0.0437	Intensity of water withdrawal= Total water withdrawal for the year／Consolidated operating revenue of Nishoku;
2024	199.8060	0.0470	

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	

			Unit: Million liters／NT$ million

Though Nishoku is not considered as a water-heavy industry, it spares no effort in water resource management. Water intensity in 2025 decreased by 7.02% compared with 2024. We will continue to promote measures to improve water resource utilization efficiency. For related water resource management, please refer to the 2025 Sustainability Report.

Information about waste of production sites (Taipei Plant/Kunshan Plant/Vietnam Plant):

Year	hazardous waste Ton (t)	non-hazardous waste Ton (t)	Total waste (t)
2025	251.8970	1,771.7833	2,023.6803
2024	143.8980	1,323.1926	1,467.0906

The total amount of waste in 2025 increased by 38% compared to the previous year, mainly due to wastewater from the coating line at the Vietnam Factory being discharged by malicious employees, causing pollution in the industrial park's drainage ditches, which resulted in the cleanup of 350 tons of ditch sludge. For related waste management, please refer to the 2025 Sustainability Report.

Nishoku’s process focuses molding and plastic injection. The waste generated may be categorized to the employees’ domestic waste and industrial waste primarily.

The Company adopts the recycling and reuse of waste as the first priority. Waste reduction at the source is also taken seriously. Waste that cannot be recovered or reused will be removed, burned and buried by the relevant certified service providers contracted by the Company in accordance with environmental protection laws. Waste concentration treatment is intended

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			for classification and safety. Local waste management is performed by designated units to effectively verify the source of waste and control the output volume, thereby increasing the value of resource utilization and achieving the annual waste reduction goal of 1%. Nishoku will continue to promote resource management and efficiency improvement measures. Please refer to the 2025 Sustainability Report for the relevant resource management.	
4. Social Issues (1) If the Company followed relevant laws, and internationally recognized human rights principal, and established appropriate management policies and procedures?	V		(I) 1. Policy formulation and reference conventions Nishoku Technology firmly believes that respect for human rights is the foundation of corporate operations. The Company refers to internationally recognized human rights standards, including **the Universal Declaration of Human Rights (UDHR), the Ten Principles of the United Nations Global Compact, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work** and other international human rights conventions, to formulate and amend the "Group Human Rights and Employee Policy". This policy is signed by the Group's Chairman as a human rights policy statement and is publicly disclosed on the Company's official website. 2. Scope of application and responsible unit • Applicability: This policy applies to stakeholders in all business operations of the Group, including all employees, customers, suppliers, and business partners. • Responsible unit: The Group Human Resources and Administration Department is responsible for the Company's human rights issues. This department is responsible for formulating human rights and labor policies, monitoring implementation progress, reviewing effectiveness, and regularly reporting implementation status and results to management. 3. Specific human rights policy initiatives and implementation status	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			The Company fulfills its commitment to various human rights issues through concrete management plans: • Prohibition of forced labor and protection of labor rights: (1) Working hours are strictly controlled in accordance with the "Plant Rules and Work Rules", and a 40-hour workweek is implemented. (2) Overtime work requires the consent of the labor-management meeting, and overtime pay or compensatory leave shall be provided in accordance with the law; a leave system is in place for employees to check special leave information in real time, ensuring work-life balance. • Prohibition of child labor: The "Group Human Rights and Employee Policy" clearly stipulates the prohibition of employing child labor under the age of 16 to ensure compliance with international labor standards. • Diversity, equality, and elimination of discrimination: (1) The Company is committed to non-discriminatory treatment on the basis of race, age, religion, disability, pregnancy, political affiliation, or marital status. (2) Workplace sexual harassment is strictly prohibited, and the Company is committed to improving workplace facilities and regularly conducting prevention education and training to provide a safe working environment. • Human rights due diligence and communication mechanisms: (1) Human rights due diligence: Potential human rights risk groups in operations and the value chain are identified annually through questionnaires and social trend monitoring. For disclosure of the survey results, please refer to the 2025 Sustainability Report. (2) Diverse communication channels: Suggestion boxes, email mailboxes, and a reporting system are established to protect employees' rights to report unfair conduct. (3) Legal compliance and training: Internal legal compliance	

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			announcements are made quarterly, awareness sessions on anti-discrimination, anti-sexual harassment, and anti-bullying are held from time to time, and labor-management meetings are regularly convened to ensure the rights and interests of both parties.	
(2) If the Company followed relevant laws and regulations and international guidelines on consumer health and safety, customer privacy, marketing and labeling of products and services and established relevant consumer protection policy and grievance channel?	V		(II) 1. The Company's Articles of Incorporation clearly states that "In case the company has yearly profit, at least 1% shall be appropriated as employee remuneration. In the amount of employees' remuneration as mentioned in the preceding paragraph, no less than 20% of the amount shall be distributed as remuneration to non-executive employees". Moreover, performance of various business groups and personal performance are used as reference base for determination, and after the approval of authorization manager is gained, reasonable reward shall be given to employees. 2. The Company's vacation and leave policies are primarily established in accordance with the Labor Standards Act. 3. For the status of the Company's employee welfare measures and implementation include of the support programs for female employees, please refer to "V. Operation Overview and Labor-Management Relations" (pages 147~156). 4. Diversity and equality in workplace The Company is committed to providing employees with a dignified and safe working environment. We have implemented diversity in employment, fairness in remuneration and promotion opportunities, and formulated relevant management measures, including " Group Human Rights and Employee Policies ", "Appointment Management Methods", "Factory Rules and Working Codes", "Application Guidelines for Employee Care and Welfare Programs", and "Wage Administration Guidelines". These policies ensure that employees are not subject to discrimination, harassment, or unequal treatment based on race, gender, religion, age, political affiliation, or any other condition protected by	None

<table>
<tr><th rowspan="2">Items</th><th colspan="3">Implementation Status</th><th rowspan="2">Non-implementation and its reason(s)</th></tr>
<tr><th>Y</th><th>N</th><th>Summary</th></tr>
<tr><td>(3) If the Company provided safe and healthy working environment to employees and conducted relevant training on safety and health management to employees periodically?</td><td>V</td><td></td><td>applicable laws and regulations.; provided, where the certain job is only suitable for certain gender, this shall not apply.
In 2025, the average weight of female employees was 51%, and 39% for the female managers, please refer to page 146 of the Annual Report, Gender distribution by position category
<table>
<tr><th rowspan="2">items</th><th colspan="2">male</th><th colspan="2">female</th></tr>
<tr><th>Number of People</th><th>Percentage</th><th>Number of People</th><th>Percentage</th></tr>
<tr><td>managers</td><td>87</td><td>61%</td><td>55</td><td>39%</td></tr>
<tr><td>total employees</td><td>1,396</td><td>47%</td><td>1,461</td><td>53%</td></tr>
</table>
(III) The Company and the subsidiaries all have been certified for the ISO 45001 occupational health and safety management system. “Providing a safe and health workplace for employees” is the Company’s fundamental obligation. Aside from establishing a Labor Safety and Health Management Committee to implement necessary workplace environmental inspection, various safety and health facilities for labors and improvement or proposal of suggestions are also provided. Additionally, the health and safety education and trainings are conducted every year. Given the importance of protection measures for workplace and personal safety, the Company carries out related educational training on an unscheduled basis. The “Safety and Health Education for Labors” educational training is performed on employees containing courses such as: general safety and health educational training and classes regarding how to provide awareness of safety, and enhancement of health in workplace. Learning evaluation is also carried out in the process of educational training to ensure the correctness of the learning direction of employees while at the same time confirming the implementation of the working environment and personal safety, for the zero-disaster environment.
In 2025, there were 6 occupational disasters, with 6 people involved</td><td>None</td></tr>
</table>

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			(accounting for 0.20% of the total employees at the end of 2025), and the goal of zero-disaster was not achieved. For occupational hazard improvement measures, the department will conduct internal training for relevant employees, and require the implementation of occupational safety and health, to ensure the safety of colleagues in the work environment and continue to achieve zero occupational hazards. There was 0 case of fire in 2025. Relevant measures in response to fire: 1. Replacement of old equipment and regular inspections. 2. Strengthen the lighting and monitoring in the fire risk area at night. 3. Regular firefighting courses every year, including firefighting evacuation drills. The Company has implemented the monitoring of the work environment for the protection of the employees from hazards in the workplace, and provide them with a healthy and comfortable working environment. The Company also conducts the monitoring of the work environment twice a year to gradually understand the exposure of the employees.	
(4) If the Company provided career planning, relevant raining and skill development for employees?	V		(IV) The Company values the importance of employees' competitiveness and is dedicated to talent development. Annual education and training plans are arranged according to the education and training Measures. Flexible adjustment may be made according to the nature of work to meet expectations of duty and career development. The employees' further education training system in 2025 and execution status,please refer to page 147 ~ 156 of the Annual Report.	None
(5) If the Company followed relevant laws and regulations and international guidelines on consumer health and safety, customer privacy, marketing and labeling of products and services	V		(V) The Company is in the manufacturing industry; products are not directly sold to consumers. Even though there are no compliant procedures in terms of R&D, procurement, manufacturing, production and service to protect consumers' rights and interests, a section dedicated to stakeholders can be found on the Company's website in accordance with the Business Integrity Rules. There is also a compliant management to prevent product or service	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
and established relevant consumer protection policy and grievance channel?			from directly or indirectly damaging the rights and interests, health and safety of consumers or other stakeholders. Meanwhile, the Company follows the customer management and service procedures to understand the needs of our customers and make internal adjustments, reviews, and improvements. These management and service procedures include the handling of customer complaints. At the same time, all internal units follow the "Correction, Prevention, and Continuous Improvement Procedures" to ensure that when significant quality abnormalities occur, they can be corrected and improved. Potential problems found through analysis and statistics can also be prevented and continuously improved.	
(6) If the Company established suppliers management policy requesting suppliers to comply with relevant regulations on EHS and human rights issues and monitored suppliers' execution status.	V		(VI) The Company evaluates and inspects the condition of suppliers in accordance with the Company's "Supplier Management Measures", "Supplier Evaluation Management Procedures", "Supplier Questionnaire", and "Inspection Form of Environmental Quality Assurance System for Suppliers". The Company performs an evaluation on new suppliers to determine whether it can become a qualified manufacturer; in terms of existing suppliers, the Company carries out regular evaluation to ensure they are adequate and provide guidance on supplier compliance with human rights、matters namely environmental management, restricted substance control, non-hazardous substances and non-conflict miners. All suppliers signed the contract with the commitment of complying with the Company's environmental policies including compliance of laws and regulations, reduction of impact, continuous improvement, implementation of education, and communication. If a supplier is involved with unlawful incident, the Company may terminate its contract. Where a supplier, customer or an entity which the Company does business with is suspected to have violated the Company's CSR policies which has made a significant impact on the environment and society, the business relationship between 2 parties may be considered to be terminated. In light of the important issue of environmental protection, countries in the	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			EU and other countries have passed acts including the Restriction of Hazardous Substances Directive (RoHS) and Waste Electrical and Waste Electric and Electronic Equipment (WEEE). As a member of the green product supply chain, not only does Nishoku Technology promote products that are lead-free but is also dedicated to fulfilling the needs of customers regarding heavy metal and banned chemical substances. We are currently promoting forbidden substance control and have released statement that all suppliers must meet the standard prescribed by laws and regulations. Supplier Evaluation System The purpose of the system is to carefully select qualified suppliers to ensure that the raw materials, equipment, and components provided meet the product specifications, and that they are available at reasonable prices and in the right quality, quantity, and timeliness to meet production needs. New suppliers for the first time shall be selected through appropriate investigation for long-term partnerships with suppliers with good credit, quality and commitment which have entered agreements on compliance with laws and regulations, labor and human rights, environmental protection, health and safety, conflict minerals management, and sustainability management, etc. An annual evaluation of suppliers of raw materials and components related to production shall be conducted to review the conformity of each evaluation item. Annual evaluation method: Annual evaluations on the suppliers of raw materials and components related to the production are conducted, and the emphasis on product quality and delivery, as well as on sustainable development management in the production process is the focus of the review statistics, and the related disposal is handled according to the evaluation conclusion. Supplier evaluation and subsequent actions: The evaluation results are divided into grades of A, B, C and D, as shown in the following table. The evaluation results shall be submitted by the purchasing department to the president for review and subsequent actions.	

<table>
<tr><th rowspan="2">Items</th><th colspan="2">Implementation Status</th><th rowspan="2">Non-implementation and its reason(s)</th></tr>
<tr><th>Y</th><th>N</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td></td></tr>
</table>

Evaluation Grading

Grade	Score	Action
A	90 or above	1. Increase the order quantity or commissioning quantity as appropriate. 2. Give priority to produce the Company's development samples.
B	89~75	No action.
C	74~60	1. Decrease the order quantity or commissioning quantity as appropriate. 2. The purchasing shall will notify the supplier of a deadline for improvement, and if no improvement is made within the deadline, the supplier will be disqualified.
D	59 or below	Disqualify the vendor and do not work together for 2 years.

Implementation of the group evaluation in 2025

Year of Evaluation	Total Number of Suppliers Evaluated	Evaluation Grade			
		Number of Suppliers Graded A	Number of Suppliers Graded B	Number of Suppliers Graded C	Number of Suppliers Graded D
2025	133	83	50	0	0
	%	62%	38%	0%	0%

For related supplier risk assessments and surveys, please refer to the 2025 Sustainability Report.

5. If the Company's CSR report prepared based on international recognized standard and if the report verified by the third party?	V		「The 2024 Sustainability Report」The Report is prepared in reference to the Global Reporting Initiative (GRI) and Task Force on Climate-related Financial Disclosures (TCFD). Compilation of SASB Industry Standards To ensure the transparency and accuracy of the information disclosed in the	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			sustainability report, Horizon Certified Public Accountants was commissioned to conduct independent limited assurance on selected information, in accordance with ROC Assurance Standard No. 3000, “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information.”	

6. If the Company established any guideline of corporate social responsibility in accordance with “Corporate Social Responsibility Best-Practice Principles for Listed Companies”?

To fulfill its corporate social responsibility and promote balanced and sustainable development in the economic, social, and environmental dimensions, the Company’s Board of Directors approved the adoption of the Company’s “Corporate Social Responsibility Best Practice Principles” in November 2015. In August 2023, the Board of Directors further approved amendments to certain provisions of the Principles and renamed them the “Sustainable Development Best Practice Principles” for compliance. The Company regularly reviews the implementation status in accordance with these Principles and makes improvements accordingly. To date, no material abnormal deviations have been identified in its implementation.

7. Other material information that helps to understand the operation of corporate social responsibility:

(I) As a means to fulfill corporate responsibility in protecting the environment, the raw materials currently used by the Company all comply with the RoHS regulations prescribed in July 2006. The dangerous substances stipulated in the RoHS are strictly prohibited in the production, and relevant information is also delivered to all departments, ensuring that all products of the Company comply with the RoHS or meet the needs of our customers.

(II) In order to prevent employees from being exposed to hazards and reduce the risk of occupational diseases, the Company carries out annual regular health examinations and keeps track of employees’ health, while regularly carrying out workplace inspection and providing protective equipment.

(III) Establishment of Lactation Room: As a means to provide convenience for female workers to collect milk, a comprehensive lactation room was established to encourage the nature of breastmilk, ensuring the health of our next generation.

(IV) Safety and health: in addition to complying with the Occupational Safety and Health Act and related subordinating regulations, and handling matters accordingly, the Company also continues to promote the occupational health and safety management system (ISO 45001) to implement various health and safety management.

(V) Caring for the local community:

(1)The Group is headquartered in Xinzhuang, New Taipei City. Since the completion of the factory in 2011, the Group has participated in the "Xinzhuang District United Scholarship Program" through the Xinzhuang District Office (subsidy targets are mainly public/private universities and public/private high schools), to encourage the spirit of diligence and improvement of the outstanding, poor, and needy students in Xinzhuang District, and to cultivate talent for the country, society and the region. The Company has been supporting this talent cultivation program for 14

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	

years. The Company sponsored NT$50,000 (to 7 persons) in 2025.The cumulative sponsorship amounted to NT$ 900 thousand, and a total of 135 people received scholarships.

(2)In order to implement community care, the Company's Vietnam Plant donated fund to the temple fairs in 2 villages and 15 poverty-stricken villagers.The cumulative amount of donations for temple fair activities was VND 20 million, with a cumulative total of 35 impoverished villagers receiving assistance, and the cumulative total donation amount was VND 15 million.

In addition, we make unscheduled visits to representatives of local groups and fire brigades adjacent to the plant to learn about material topics of concern to the local community. We also implement fire safety countermeasures and implement precautions for employees in the plant, hoping to keep the community safe and happy, and prevent risks of major hazards inside or outside the plant.

(VI) Rural community care: In line with our corporate social responsibility of taking care of disadvantaged groups and narrowing the gap between urban and rural areas, Nishoku Technology Inc., has participated in KPMG’s second-hand computer donation event for 18 years straight. We have donated a total of 443 second-hand computers to remote digital opportunity centers, schools, and welfare organizations. This not only provides more learning opportunities and resources for people in rural areas but also enhances the quality of care provided by welfare organizations to disadvantaged individuals. At the same time, through participating in this event, we hope we can lead by example and inspire other enterprises to join in effort to narrow the gap between urban and rural areas.

In December 2025, participated in the "Corporate Warmth" Christmas donation event to bring love to Guangfu Township, Hualien, where colleagues enthusiastically donated second-hand items as Christmas gifts for local children and families, hoping to bring the most sincere holiday surprise and warmth.

(VII)With a certain amount of money, the Company engages in events of social care and disadvantaged groups. Employees of the Company are also encouraged to take part in doing charities and make a difference in order to give back to the society.

2025/12/31

Number	Name of the Recipient	Amount
1	Genesis Social Welfare Foundation	100,000
2	Mennonite Social Welfare Foundation	59,164
3	Yilan County Private Puxian Social Welfare and Charity Foundation	63,200
4	Hualien Bethesda Home	60,000
5	Taiwan Fund for Children and Families	65,000
6	Xinzhuang District Office, New Taipei City	50,000
7	Taichung Huiming Home for Blind Children	60,000

Items			Implementation Status			Non-implementation and its reason(s)
			Y	N	Summary	
	8	Sacred Heart Home, Chiayi County, Catholic Diocese of Chiayi			60,000	
	9	Huashan Social Welfare Foundation			200,000	
	10	Happy Mount Social Welfare Charity Foundation			30,000	
	11	Hsiang-Yuan Memorial Home			30,000	
	12	Jing-Ren Disability Care Home			2,000	
	13	Jiuming Community Development Association, Jiuru Township, Pingtung County			10,000	
	14	Sanwan Township Farmers' Association, Miaoli County			2,000	
	15	Qiaotou Elementary School, Yunlin County			6,000	
	16	Guangfu Digital Opportunity Center (Guangfu Library			10,000	
	17	Zhi-Shan Foundation Taiwan			50,000	
	18	World Vision Taiwan			42,000	
	19	Renewal Foundation			50,000	
	20	Nantou County Private Xuankuan Love Care Home			59,760	
	21	ANDREW Charity Association			170,000	
	22	Taitung County Indigenous Kawulahan Cultural and Educational Development Association			50,000	
	23	Bookhouse Educational Foundation			50,000	
	24	MacKay Medical Foundation, Presbyterian Church in Taiwan			380,000	
	25	Tzu Chi Foundation			100,000	
	26	Tainan City Government Bureau of Social Affairs			100,000	
	27	Social Affairs Bureau of Chiayi County			100,000	
	28	Social Assistance Division, Social Affairs Department, Hualien County Government			150,000	
	29	International Community Health Care Association			56,000	
	30	Hsiang-Yuan Social Welfare Foundation			52,800	
	31	Two temple fairs held in a small village in Vietnam			VND10,000,000 about $11,750	
	32	15 people from the poor villages in Vietnam			VND9,000,000	

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	

		about 10,575
	Total (TWD)	2,240,249

(VIII) International quality certification:

Item		Kunshan Plant	Vietnam Plant	Taipei Plant
TS 16949 Certification of quality and quantity management system	Date of issuance	2014/6/18		
	Date of this issuance From to	2024/7/2~2027/7/1		
ISO 9001 Certification of quality and quantity management system	Date of first issuance	2002/10/29	2011/2/16	1998/5/6
	Date of this issuance From to	2024/7/2~2027/7/1	2026/2/16~2029/2/16	2023/8/9~2026/8/14
ISO 14001 Environment management system	Date of first issuance	2015/7/22	2011/2/17	2011/8/15
	Date of this issuance From to	2024/7/10~2027/7/21	2026/2/17~2029/2/17	2023/8/9~2026/8/14
ISO 45001 Occupational health and safety management system	Date of first issuance	2020/8/14	2020/3/6	
	Date of this issuance From to	2023/8/14~2026/8/13	2026/3/6~2029/3/6	
ISO 13485 Medical device quality management system	Date of first issuance	2019/3/27		
	Date of this issuance From to	2025/3/27~2028/3/26		

2.3.7 Climate-related information of TWSE/TPEx-listed companies

1. Implementation status of Climate-related information implementation

Items	Implementation Status
1.Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The potential financial impacts arising from climate change risks have become one of the material issues of concern to stakeholders. Nishoku is fully aware of the importance of climate risk management and has proactively established Group-wide response measures to address climate change, with the aim of mitigating the climate impact of its industry value chain. In accordance with the TCFD disclosure framework, the Company discloses climate-related financial risks and opportunities based on the four core elements of governance, identification of and response strategies for climate-related risks and opportunities, risk management, and metrics and targets. The Company also assesses the potential impacts on its operating activities and formulates corresponding response measures and management approaches, in order to achieve the goal of sustainable corporate operations. To ensure the effective management of climate-related risks and opportunities, the Company has designated the Board of Directors as the highest governing body for risk management, responsible for overseeing the Company’s overall decision-making on climate change-related issues. On June 27, 2024, the Board of Directors approved the Sustainable Development and Risk Management Committee Charter and resolved to establish the Sustainable Development and Risk Management Committee. The Committee members are appointed pursuant to a resolution of the Board of Directors and consist of three independent directors and two directors. The Committee serves as the primary management-level body, under which the Sustainable Development Promotion Team and the Risk Management Promotion Team have been established. The Chairman and the President serve as the conveners of the respective teams, while the CFO serves as the Executive Officer of the teams, convening relevant working groups to manage climate change-related issues through cross-departmental collaboration. Based on the implementation progress and results, relevant information and response outcomes are reported to the Committee at least once a year, and the Committee then submits the discussion results to the Board of Directors. Operations of the Climate Risk Management Organizatio

	 Status of operation: (1) The Sustainable Development Promotion Team discusses and identifies the climate change risk and opportunity issues, and provide them to the Risk Management Promotion Team for formulation of risk countermeasures and followup. (2) The Risk Management Promotion Team reports to the Sustainable Development and Risk Management Committee the identified risks and implementation result thereof, and related countermeasures. (3) The Sustainable Development and Risk Management Committee reviews and deliberates on climate risk management results reported at least once a year, and regularly reports to the Board of Directors on the implementation of relevant decisions and management measures. (4) The Board of Directors decides the strategy and supervises and governance.
2.Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	In terms of the identification of climate-related risks and opportunities, Nishoku follows the suggestions of TCFD to have the Sustainable Development Promotion Team to collect the information about international trends and take an inventory of the climate-related risks and opportunities among peers and compile the climate-related risk and opportunity checklist; then, according to the measurement by questionnaire, the Sustainable Development Promotion Team and Risk Management Promotion Team engages in the discussion. The impact lengths relating to the strategy and operation of Nishoku are defined as short-term as 1-3 years, medium-term as 3-5 years, and long-term as 5-10 years. The key climate risks and opportunities are identified as follows:

3.Describe the financial impact of extreme weather events and transition actions.

Key climate risks and opportunities identified

Types of risks and opportunities		Risk items	Possible time of occurrence	Impact on the Company's strategy, operation and finance	Response strategies of the Company	Potential financial impact of the response plan
Transformation risks	Policies and regulations	Requirements and supervision of existing products and services	Short-term	In response to GHG reduction and management regulations, it is necessary to improve the energy efficiency of business locations and increase the cost of green electricity certificate subscription	Phase out high-energy-consuming production, air-conditioning, and office equipment, and promote in-plant carbon reduction; increase operational efficiency through routine operational improvements to achieve energy conservation.	Increase in capital expenditure, increase or disposals of assets, increase in liabilities
	Technology	Costs of low-carbon technology transformation	Medium-term	Increased capital expenditures for technology development	Introduce the Manufacturing Execution System (MES) into the manufacturing process to automate and manual labor reporting, precisely control the processing time and scheduling, and effectively improve production efficiency.	Increase in capital expenditure

		Market	Changes in customer behavior	Short-term	Products and services currently provided do not meet market demand and are phased out if energy-intensive or carbon-emissions are high, resulting in loss of customers.	Expand sources of low-carbon procurement and seek out renewable energy suppliers Integrate upstream and downstream industries, formulate a process emission reduction plan, and develop green manufacturing processes	Increase in capital expenditure
	Physical risk	Immediacy	Power interruption caused by extreme weather events such as typhoons, floods, and flooding (heavy rainfalls)	Long-term	Production capacity decline (such as production suspension, extension of planning consent, transportation difficulties, supply chain interruption)	Review plans to install solar power generation equipment and purchase energy storage cabinets; or moderately increase the inventory	Increase in capital expenditure
	Opportunities	Resource efficiency	Use more efficient production and distribution processes	Medium-term	Reduce operating costs (e.g. through efficiency improvement and cost reduction)	Replace energy-intensive forklifts and vehicles Process equipment and introduction of low-carbon manufacturing process Opt for low-carbon	Decrease in operating costs, increase in capital expenditure, increase in or scrapping of assets, increase in liabilities

						transportation products	
		Products and services	R&D and innovation for developing new products and services	Short-term	Increase revenue through demand for low-carbon products and services	Reduce carbon emissions and energy costs through the application, investment or development of new energy technologies	Increase in capital expenditure and revenue
		Market	Entrance into new markets	Short-term	Entering new and emerging markets (e.g. working with the government and development banks) to increase revenue	Expand new markets and industrial transformation through innovation of products or services Work with suppliers and customers to develop low-carbon and sustainable products	Increase in operating revenue

<table>
<tr>
<td>4.Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</td>
<td>To implement climate risk management, the Sustainable Development Promotion Team and Risk Management Promotion Team jointly conduct regular risk identification and evaluation and relevant response measures and plans based on the timeline of the possible impacts of climate change, the possibility of risk occurrence, and the impact on the Company's operations and finances to ensure sustainable development. The Sustainable Development Promotion Team provides the identification of climate change to the Risk Management Team. The Risk Management Team tracks the progress of promotion and reports to the Sustainable Development and Risk Management Committee. The Committee in turn reports the matters to the Board of Directors for decision-making.

Identification and assessment procedures for climate change-related risks and opportunities
Based on the TCFD framework, we have compiled a list of relevant risks and opportunities based on the external environment such as the current international attitudes to climate change, local government regulations, and the impact of climate change on internal company strategic goals, products and services, and the supply chain. In the medium and long term, the likelihood of risk occurrence and its impact on the Company's strategy, operation and finance will be assessed and the key risks and opportunities determined after internal discussions.

<table>
<tr><td>Risk collection/identification</td><td>Sustainability Promotion Team</td><td>List/screen climate risks and opportunities
Based on the Company's industrial characteristics and current operation status, the Sustainable Development Promotion Team collected relevant climate risk and opportunity issues. After internal discussions, various departments screened out the Company’s risks and opportunities.</td></tr>
<tr><td>Risk assessment</td><td>Sustainability Promotion Team
Risk Management Promotion Team</td><td>Identify key risks and opportunities
Based on the content of the research and analysis and the significance of the impact assessment, the Sustainable Development Promotion Team and the Risk Management Promotion Team</td></tr>
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<tr><td></td><td><table>
<tr><td></td><td></td><td>summarized the key climate risks and opportunities of the Company.</td></tr>
<tr><td>Risk response</td><td>Sustainability Promotion Team
Risk Management Promotion Team</td><td>Response plans for key risks and opportunities
The Sustainable Development Promotion Team and Risk Management Promotion Team examine the impacts of climate-related risks and opportunities on the Company's strategy, operations, and finance, and formulate corresponding strategic plans after internal discussions.</td></tr>
<tr><td>Risk tracking</td><td>Risk Management Promotion Team</td><td>Followup on the countermeasures against key risks and opportunities
For the identified major risks and opportunities, the Company shall formulate risk mitigation plans for high-risk items or necessary report items based on the risk response steps under the Company's "Risk Management Policy and Procedure," and carry out continuous monitoring and improvement. The internal audit unit will include the implementation of important plans into the internal audit plan and regularly review the implementation.</td></tr>
</table></td></tr>
<tr><td>5.If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</td><td>The Company has not yet adopted the scenario analysis of climate change.</td></tr>
</table>

6.If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.

Types of risks and opportunities		Risk items	Impact on the Company's strategy, operation and finance	Response strategies of the Company
Transformation risks	Policies and regulations	Requirements and supervision of existing products and services	In response to GHG reduction and management regulations, it is necessary to improve the energy efficiency of business locations and increase the cost of green electricity certificate subscription	Phase out high-energy-consuming production, air-conditioning, and office equipment, and promote in-plant carbon reduction; increase operational efficiency through routine operational improvements to achieve energy conservation.
	Technology	Costs of low-carbon technology transformation	Increased capital expenditures for technology development	Introduce the Manufacturing Execution System (MES) into the manufacturing process to automate and manual labor reporting, precisely control the processing time and scheduling, and effectively improve production efficiency.
	Market	Changes in customer behavior	Products and services currently provided do not meet market demand and are phased out if energy-intensive or carbon-emissions are high, resulting in loss of customers.	Expand sources of low-carbon procurement and seek out renewable energy suppliers

	Physical risk	Immediacy	Power interruption caused by extreme weather events such as typhoons, floods, and flooding (heavy rainfalls)	Production capacity decline (such as production suspension, extension of planning consent, transportation difficulties, supply chain interruption)	Integrate upstream and downstream industries, formulate a process emission reduction plan, and develop green manufacturing processes
7.If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Please refer to the official website: Investor Relations\Corporate Governance\Status of implementation of various corporate governance operations\Internal carbon pricing Website: https://www.nishoku.com.tw/zh-TW/Investor/Governance				
8.If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified	Nishoku Group promised that setting 2023 as the baseline year, it will reduce the greenhouse gas emission intensity by 20% under Scope 1 and Scope 2 and by 5% under Scope by the recent target year, 2030. Meanwhile, with respect to the emission reduction action under Scope 3, we will demand that the suppliers should provide the carbon emission data related to their power consumption as the reference for future carbon emission management. For related activities, GHG emission scope, and planning process, please refer to 9. GHG Reduction Targets, Strategies and Specific Action Plans. For details on the Group's use of renewable energy, please refer to "(2) Status of renewable and non-renewable energy use at production sites" on page 74 of this annual report.				
9. Greenhouse gas inventory and assurance status (filled out separately below in 1-1).	Assurance of GHG emissions for 2025 and 2024 is shown in the following table				

1-1 Greenhouse Gas Inventory and Assurance Status in Recent Two-year

1-1-1 Greenhouse Gas Inventory Information Instructions for Completing the Table:

Inventory year：2025/01/01 ~ 2025/12/31

Scope 1	metric tons of CO2e	Density (metric tons of CO2e per million dollars)	Assurance Institution	Description of Assurance Status
Parent company	4.2110		Internal inventory	NA
Subsidiary (Kunshan)	695.7015		ASIM Certification (Shanghai) Co., Ltd.	It is expected to be executed in May 2026 (All assurance data will be disclosed in the sustainability report.)
Subsidiary (Vietnam)	132.9385		Internal inventory	NA
Emission (tCO2e) Total	832.8510	0.1863	Intensity based on 2025 consolidated revenue of NT$ 4,471.195 million	
Scope 2	metric tons of CO2e	Density (metric tons of CO2e per million dollars)	Assurance Institution	Description of Assurance Status
Parent company	847.6637		Internal inventory	NA
Subsidiary (Kunshan)	19,469.9791		ASIM Certification (Shanghai) Co., Ltd.	It is expected to be executed in May 2026 (All assurance data will be disclosed in the sustainability report.)
Subsidiary (Vietnam)	15,488.3768		Internal inventory	NA
Emission (tCO2e) Total	35,806.0196	8.0082	Intensity based on 2025 consolidated revenue of NT$ 4,471.195 million	
Scope 3	metric tons of CO2e	Density (metric tons of CO2e per million dollars)	Assurance Institution	Description of Assurance Status
Subsidiary (Kunshan)	160.9272		ASIM Certification (Shanghai) Co., Ltd.	It is expected to be executed in May 2026 (All assurance data will be disclosed in the sustainability report.)
Subsidiary (Vietnam)	363.0514		Internal inventory	NA
Emission (tCO2e) Total	523.9786	0.1172	Intensity based on 2025 consolidated revenue of NT$ 4,471.195 million	

Note	1. The parent company did not conduct the inventory under Scope 3. 2. Subsidiary (Kunshan) Scope 3 inventory items are categorized as follows: Category 3: Indirect GHG emissions from transportation 140.9441 tCO2e, Category 4: Indirect GHG emissions from products used by the organization 19.9831 tCO2e。 3. Subsidiary (Vietnam) Scope 3 inventory items are categorized as follows: Category 3: Indirect GHG emissions from transportation244.5994 tCO2e、 Category 4: Indirect GHG emissions from products used by the organization 118.4520 tCO2e。

Inventory year：2024/01/01 ~ 2024/12/31

Scope 1	metric tons of CO2e	Density (metric tons of CO2e per million dollars)	Assurance Institution	Description of Assurance Status
Parent company	8.408		Internal inventory	NA
Subsidiary (Kunshan)	495.044		ASIM Certification (Shanghai) Co., Ltd.	The Company follows the ISO14064-1:2018 verification standard.
Subsidiary (Vietnam)	184.706		Internal inventory	NA
Emission (tCO2e) Total	688.158	0.162	Intensity based on 2024 consolidated revenue of NT$ 4,259.658 million	
Scope 2	metric tons of CO2e	Density (metric tons of CO2e per million dollars)	Assurance Institution	Description of Assurance Status
Parent company	608.584		Internal inventory	NA
Subsidiary (Kunshan)	20,767.126		ASIM Certification (Shanghai) Co., Ltd.	The Company follows the ISO14064-1:2018 verification standard.
Subsidiary (Vietnam)	14,198.531		Internal inventory	NA
Emission (tCO2e) Total	35,574.241	8.351	Intensity based on 2024 consolidated revenue of NT$ 4,259.658 million	
Scope 2	metric tons of CO2e	Density (metric tons of CO2e per million dollars)	Assurance Institution	Description of Assurance Status
Subsidiary (Kunshan)	156.823	0.037	ASIM Certification (Shanghai) Co., Ltd.	The Company follows the ISO14064-1:2018 verification standard.

Note	1. Intensity based on 2024 consolidated revenue of NT$ 4,259.658 million 2. The parent company, subsidiary (Vietnam) did not conduct the inventory under Scope 3. 3. Subsidiary (Kunshan) Scope 3 inventory items are categorized as follows: Category 3: Indirect GHG emissions from transportation 133.4022tCO2e, Category 4: Indirect GHG emissions from products used by the organization 23.421 tCO2e.

1-2 GHG Reduction Targets, Strategies and Specific Action Plans

(I) Corporate strategies in response to climate change or GHG management

In addition to the Company, the overseas production locations of Nishoku Group - Kunshan, Shenzhen and Vietnam all uphold the notion of co-existence with the Earth by continuing to promote energy-saving and GHG emission reduction measures.

The CO2 emission from power consumption is the main source of the Company's greenhouse gas emission. Therefore, the Company's energy-saving and carbon-reduction plan is prepared based on energy conservation as the focus. Meanwhile, the Company has established relevant provisions for polices on the energy saving and carbon reduction, greenhouse gas emission reduction, reduction of water usage or other waste management in the "Corporate Sustainable Development Best Practice Principles," and also implements such polices thoroughly.

(II) Corporate GHG emission reduction targets

Nishoku Group promised that setting 2023 as the baseline year, it will reduce the greenhouse gas emission intensity by 20% under Scope 1 and Scope 2 and by 5% under Scope by the recent target year, 2030. Meanwhile, with respect to the emission reduction action under Scope 3, we will demand that the suppliers should provide the carbon emission data related to their power consumption as the reference for future carbon emission management under Scope 3.

(III) Budgets and plans for the reduction of corporate GHG emissions

1. Energy-saving measures at the production end: Reduction of process energy consumption, increase of equipment efficiency and energy management, etc.
2. Office energy saving measures:
   (1) Group's headquarter building obtained the U.S. Green Building Council LEED green building golden class certification in June 2012.
   (2) Office environment adjusts the air conditioning depending upon the season and the temperature is set at 26 degree Celsius constantly in order to reduce the power load.
   (3)The office machine will shut down automatically for 15 minutes.
   (4) Promote the habit of turning off lights whenever they don't need the lights, closing power sources, and using natural light sources as much as possible.

(5) The Company regularly maintains and repairs lighting and air-conditioning equipment with large power consumption in the office, and continuously reviews and replaces high energy-consumed equipment and energy-saving measures.

(6) Enhance the maintenance and regular maintenance of various electrical appliances, and replace electrical equipment with expired user life and daily regular energy saving inspections, in order to reduce power consumption and carbon dioxide emissions.

(7) Promote employees to use stairs instead of elevators.

(8) Employees are encouraged to reduce the use of disposable cutlery and bring their own cutlery to reduce waste.

3. Others:

(1) Use document electronic signing and approval system to perform electronic signing approval, thereby reducing the paper usage amount, and promote the use of recycled papers.

(2) Properly execute recycle management and resource classification of wastes, such kitchen wastes, metal/aluminum/glass bottles, waste papers and plastic bottles, etc., and appoint professional personnel to be responsible for the treatment and classification of wastes.

(IV) Carbon reduction effect brought by the Company's products or services to customers or consumers

In 2025, the Company officially joined the "Private Sector and Group Green Procurement" promoted by the Ministry of Environment. In the future, the Company's Procurement Department will be required to purchase products or services that meet the requirements of the Ministry of Environment, including 9 types of labels and 34 types of labels, in order to reduce environmental impact and support the green life together. The total amount of green procurement in 2025 was NT$6,546,115.

2.3.8 Implementation of Ethical Corporate Management Best Practice Principles:

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
1. Ethical Corporate Management Policy (1) If the Company established ethical corporate management policy approved by the Board and specified procedures in its internal policies and external document? If the Board of Directors and the management team committed to enforce such policies rigorously and thoroughly?	V		(I) The board of directors has approved the "Ethical Corporate Management Best Practice Principles" in 2011, and the "Procedures for Ethical Management and Guidelines for Conduct" in 2021, to clearly specify the policies and conduct regulations for ethical management. For the directors and executives of the Company to understand and implement the ethical management philosophy better, while incorporating the "Commitment of Ethic and Integrity" in the documents required to be signed by the new directors and executives, the major contents include: no unethical conduct, not providing or receive improper benefits, not providing illegal political contributions or improper charitable donations or sponsorships, recusal for conflict of interests, performing the confidentiality obligation and no infringement to the intellectual property rights, complying with NDA, not engaging insider trading, performing the explanation obligation, not receiving improper benefits, nor conducting business with unethical operators; the re-elected or newly elected directors and supervisors are required to sign the "Commitment of Ethic and Integrity." In 2025, the directors and executives of the Group complied the requirement in the above paragraphs, and no violation as of now.	None
(2) If the Company established a system to periodically evaluate business activities which are possibly at a higher risk of being involved in an unethical conduct and if relevant prevention policy covering business activities specified in	V		(II) The Company regularly analyses the forms of the whistle-blowing system for unethical conducts. An effective accounting system and internal control system are established for business activities with high risks, and the following procedures have been formulated in the "Ethical	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
the second paragraph of Article 7 of Ethical Corporate Management Best Practice Principles for TWSE/GTSE Listed Companies established thereof?			Management Best Practice Principles": ● No providing or acceptance of bribes. ● No providing illegal political contributions. ● No improper charitable donations or sponsorship. ● No offering or acceptance of unreasonable presents or hospitality, or other improper benefits. ● No misappropriation of trade secrets and infringement of trademark rights, patent rights, copyrights, and other intellectual property rights. ● No engaging in unfair competitive practices. ● No damage directly or indirectly caused to the rights or interests, health, or safety of consumers or other stakeholders in the course of research and development, procurement, manufacture, provision, or sale of products and services.	
(3) If the Company executed any measures to prevent unethical conduct and clearly prescribed the specific ethical management practice including operational procedures, guiding principles, penalties and grievance channels? If the Company reviewed the execution of these measures periodically and revised the measures where necessary.	V		(III)The Company has established the "Ethical Management Best Practice Principles", which has clearly stated its operating procedures, conduct guidelines, penalties for violation and reporting system, such as channels including dedicated contact personnel, contact number and e-reporting mailbox on the Company's website and internal website. For Company employees involving in ethical conduct, it shall be handled according to the reporting procedures of the "Handling Measures for Reporting Illegal and Unethical and Dishonest Conducts".	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
2. Implementation of Ethical Corporate Management				
(1) If the Company checked whether the respective counterparty holds any record of unethical misconduct and if the contract terms required the compliance of ethical corporate management policy?	V		(I) The Company has established the "Supplier Evaluation Management Procedures" and "Supplier Questionnaire" for approving trading objects for which the Company does business activities with. For suppliers/contractors which the Company is already in cooperation with, regular audits and inspections are carried out. Related terms and conditions between the Company and trading objects are also specified in the contact.	None
(2) If the Company set up a unit, under the direct supervision of the Board of Directors, to handle the implementation and supervision of ethical corporate management as well as prevention of unethical conduct and reported to the Board of Directors periodically (annually)?	V		(II) 1.The Human Resources and Administration Department, Legal Affairs Office and Finance Department jointly formed the "Task Force for Promoting Ethical Management" with Vice President Wu, Ying-lan as the convener, conducting business pursuant to relevant management regulations, to ensure the implementation of the Ethical Corporate Management Best Practice Principles. The dedicated unit reported the implementation to the board of directors on December 19, 2025. 2. The operation and implementation in 2025 are as following: A. Education and training Participated in external education and training related to ethical management issues (including courses related to （including courses related to practice and management of fraud risk, corporate governance, professional ethics and legal responsibility, accounting system, and internal control) with a total of 176 hours. B. Legal compliance The Group-wide legal education and training was conducted by the Legal Office, focusing on ethical	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			management, integrity commitment, commercial bribery, and intellectual property, The training has been held eleven times in 2025, 4 sessions in total, 87 participants，with 111 hours of promotion. C. Commitment of Ethics and Integrity Based on the principles of fairness, honesty, trustworthiness and transparency, the Company conducts the business. In order to implement the ethical corporate management policy, and actively prevent unethical conducts, suppliers or contractors are required to sign the "Commitment of Ethics and Integrity," as many as 92.54%. D. Regular inspection The Company has established the "Reward and Punishment Management Regulations," incorporating ethical management into employee performance appraisal and human resources policies, to establish a clear and effective discipline system. There will be no corruption and anti-competitive behavior in 2025.	
(3) If the Company established a policy on prevention of conflict of interests, provided appropriate reporting channel and executed rigorously and thoroughly?.	V		(III) The Company has established the "Ethical Management Best Practice Principles" and when a proposal at a given Board of Directors meeting concerns the personal interest of, or the interest of the juristic person represented by any of the directors, managerial officers, and other stakeholders attending or present at Board Meetings of the Company, the concerned person shall state the important aspects of the relationship of interest at the given Board Meeting. If his or her participation is likely to prejudice the interest of the company, the concerned person may not participate in discussion of or voting on the proposal and shall recuse himself or herself from the discussion or the voting, and may not exercise voting rights as a proxy for another director.	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			As a means to avoid improper leaks of internal material information, the “Operating Procedures for the Prevention of Insider Trading” has also been established for the compliance of the Company’s directors, managerial officers, employees and shareholders holding more than 10% of the Company’s shares as well as spouses, minor children and holding shares using another person’s name stated previously. There is also a stakeholders section on the Company's website, providing a channel for making statements.	
(4) If the Company established an effective accounting system and internal control system and if internal auditing department formulated auditing plan based on the result of risk evaluation on unethical conduct and audited the compliance of prevention plan or authorized external accounting firm to conduct auditing?	V		(IV) The accounting system and internal control system established by the Company are able to control relevant operation risks. However, with the change of economic environment and the Company's expanding business scales, the Company adheres to its ethical management while at the same time making appropriate reviews and improvements. The internal audit personnel carries out audits on the compliance of the systems stated previously, and shall make an audit report to submit to the Board meeting. CPAs are appointed to execute audits, and when it is necessary, professionals may be appointed for assistance.	None
(5) If the Company organized training and awareness programs on ethical corporate management to internal and external parties?	V		(V) As required by the “Regulations Governing Establishment of Internal Control Systems by Public Companies” and the “Operating Procedures for the Prevention of Insider Trading” passed by the Board, an Education Promotion Handbook is produced quarterly and courses are carried out by external education institutions for assistant general manger-level and above. Trainings relating to Professional Ethics for Employees and Conduct of Conduct are arranged for the Company's general employees.	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
			On January 2, 2025, April 1, 2025, July 1, 2025, and October 1, 2025, the directors, managerial officers, and employees were informed with the common violations of insiders' equity transfer and related education, for total of 130 readers. The contents included the scope of internal material information, classification operation, disclosure operations and handling of violations of the insiders' equity transfer; the promotional materials were sent to all directors, managerial officers and employees for reference. The Company reminds directors in its annual insider trading prohibition program that they should not trade their shares during the closed period of 30 days before the annual financial report announcement and 15 days before the quarterly financial report announcement. The directors were informed on January 24, 2025, April 9, 2025, July 9, 2025, and October 15, 2025 that there the Company's shares may not be traded during the closed period of 30 days prior to the announcement of each quarterly financial report, in order to avoid any unintentional violation of such regulation by the directors.	
3.Implementation of whistleblowing system (1) If the Company established a whistleblowing and reward system? Upon receiving a reported case, is there a dedicated personnel handling the reported case?	V		(I) The Company has established the "Ethical Corporate Management Best Practice Principles", as well as independent whistle-blowing mailbox for internal and external personnel. A whistle-blower may send the reporting matter directly to such mailbox. The authorization unit appoints suitable dedicated personnel to handle the matter according to the nature of such matter, and the identity and reporting content will be kept confidential. An internal audit may be carried out according to needs.	None

Items	Implementation Status			Non-implementation and its reason(s)
	Y	N	Summary	
(2) If the Company established standard operational procedures and relevant information confidentiality policy for investigation of reported cases and recommendation of preventive measures?	V		(II) The Company has established applicable standard operating procedures investigation in terms of reporting matters and an investigation is conducted under a confidential document.	None
(3) If the Company established any measures for protecting whistleblowers from inappropriate disciplinary actions?	V		(III) The Company's "Handling Measures for Reporting Illegal and Unethical and Dishonest Conducts" clearly specifies that the handling personnel shall keep confidential of the identity of the whistle-blower as well as the content, and shall protect such person from suffering any consequences of reporting an incident.	None
4. Information Disclosure If the Company disclosed ethical corporate management policy and its status of implementation via corporate website or Market Observation Post System?	V		The Company has disclosed information relating to ethical management on its website and annual report for relevant personnel.	None
5. If the Company established any guideline of ethical business conduct in accordance with "Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies" and please state the implementation status of the guideline and any reasons for non-implementation? The Company's "Ethical Management Best Practice Principles" has been approved by the Board Meeting and has been publicly announced on the Company's website and MOPS for compliance of employees. The concurrent unit, Finance Department, is responsible for the promotion of corporate ethical management.				
6. If any other information that helped to understand the operation of ethical business conduct and its implementation. (ie. Declarations, trainings and conventions held with vender to promote ethical business conduct)? (I) For to complye with laws and regulations as wellas be in line with the current practice ,on October 28, 2021,the Company's Board of Directors approved the amendment of the "Ethical Corporate Management Best Practice Principles" and "Handling Measures for Reporting Illegal and Unethical and Dishonest Conducts" .				

2.3.9 Other important may be disclosed regarding information to improve the understanding of the Company's corporate governance operation:
The Company has a corporate governance section on the website for the disclosure of related information on corporate governance.

Company website:https://www.nishoku.com.tw/zh-TW/Investor/ Governance

2.3.10 The following items related to the implementation of internal control systems shall be disclosed:

(1) Internal Control Statement

Please refer to" Public Information Observation Station" >Single Company>Corporate Governance > Company Regulations/Internal Control > Internal Control Statement Announcement.

Website：https://mops.twse.com.tw/mops/#/web/t06sg20.

(2) Where a CPA is entrusted to carry out a special audit of the internal control system, furnish the CPA audit report: None.

2.3.11 Major Resolutions of Shareholders' Meeting and Board Meetings

2.3.11.1 The 2025 major Resolutions of Shareholders' Meeting and its Implementation Status:

1. Approval of the 2024 Business Report and Financial Statements.
   Execution status: according to the resolution.
2. Approval of the 2023 earnings distribution.
   Execution status: a cash dividend of NT$10 per share was issued. Base date: June 18, 2025. The distribution was completed on July 9, 2025.
3. Discussion of the proposed amendments to the Company's Articles of Incorporation.
   Execution status: according to the resolution.
4. Proposal for the full re-election of nine directors (including three independent directors).
   Execution status: The full re-election of nine directors has been completed. The term of office is three years, from May 29, 2025 to May 28, 2028.

2.3.11.2 Major Resolutions of Board Meetings

Date	Major resolutions	Matters listed in §14-3 of the Securities and Exchange Act	Independent director holding any dissent or qualified opinion
February 27, 2025 (1st session in 2025)	1. Motion for the Company's 2024 parent only and consolidated financial statements	✓	None
	2. Motion for the Company's 2024 remuneration to directorsand employees, and year-end bonus for managerial officers	-	None
	3. Motion for the Company's 2024 business report	✓	None
	4. Motion for the Company's 2024 internal control	✓	None

Date	Major resolutions	Matters listed in §14-3 of the Securities and Exchange Act	Independent director holding any dissent or qualified opinion
	system statement		
	5. Motion for the Company's 2024 earnings distribution	✓	None
	6. The Company’s shareholder dividends from the 2024 earnings distribution are proposed to be distributed in cash.	-	None
	7. Proposal for Defining the Scope of Entry-Level Employees.	✓	None
	8. Proposal for the Amendment of the Company’s Articles of Incorporation.	✓	None
	9. Proposal for the Amendment of the Computerized Processing Cycle.	✓	None
	10. Motion for the proposal of the time, location and agendas for the Company's 2025 General Meeting of Shareholders	-	None
	11. Proposal for the Full Re-election of Nine Directors of the Company (including Three Independent Directors).	✓	None
	12. Proposal for Approval of the List of Director and Independent Director Candidates Nominated by the Board of Directors.	✓	None
	13. Proposal for Lifting the Non-competition Restrictions on Newly Elected Directors.	✓	None
	14. Proposal for The company provided the bank credit line endorsement guarantee to the subsidiary Nishoku Technology Vietnam Co., Ltd.	✓	None
	Opinion of the independent directors: None.		
	How the company responded to these opinions: None.		
	Resolution: The motion was passed without objections after the Chair consulted with all attending independent directors and directors.		
	No other motions or extraordinary motions		
April 25, 2025 (2nd session in 2025)	1. Motion for the Consolidated Financial Statements for the first quarter of 2025.	✓	None
	2. Proposal to Increase the Investment in Nishoku Technology Vietnam Co., Ltd.	✓	None
	Opinion of the independent directors: None.		
	How the company responded to these opinions: None.		
	Resolution: The motion was passed without objections after the Chair consulted with all attending independent directors and directors.		
	No other motions or extraordinary motions		
May 29, 2025 (3th session in 2025)	1. Proposal for the Election of the Chairman.	✓	None
	Opinion of the independent directors: None.		
	How the company responded to these opinions: None.		
	Resolution: The motion was passed without objections after the Chair consulted with all attending independent directors and directors.		
	No other motions or extraordinary motions		

Date	Major resolutions	Matters listed in §14-3 of the Securities and Exchange Act	Independent director holding any dissent or qualified opinion
June 19, 2025 (4th session in 2025)	1. Proposal for the Appointment of Members of the Company's Remuneration Committee.	✓	None
	2. Proposal for the Appointment of Members of the Company's Sustainable Development and Risk Management Committee.	✓	None
	3. Proposal for the Amendment of the Company's Group Approval Authority Table.	✓	None
	Opinion of the independent directors: None.		
	How the company responded to these opinions: None.		
	Resolution: The motion was passed without objections after the Chair consulted with all attending independent directors and directors.		
	No other motions or extraordinary motions		
July 25, 2025 (5th session in 2025)	1. Motion for the Consolidated Financial Statements for the second quarter of 2025.	✓	None
	2. Proposal for the Company to Cancel the Loan Facility Granted to Its Overseas Subsidiary, Nishoku Technology Vietnam Co., Ltd.	✓	None
	3. Proposal for the loaning of funds to the offshore company Nishoku Technology Vietnam Co. Ltd. with 100% equity directly held by the Company.	✓	None
	Opinion of the independent directors: None.		
	How the company responded to these opinions: None.		
	Resolution: The motion was passed without objections after the Chair consulted with all attending independent directors and directors.		
	No other motions or extraordinary motions		
October 31, 2025 (6th session in 2025)	1. Motion for the Consolidated Financial Statements for the third quarter of 2025.	✓	None
	2. Proposal for The company provided the bank credit line endorsement guarantee to the subsidiary Nishoku Technology Vietnam Co., Ltd.	✓	None
	3. Proposal for the Amendment of the Company's Payroll Cycle.	✓	None
	Opinion of the independent directors: None.		
	How the company responded to these opinions: None.		
	Resolution: The motion was passed without objections after the Chair consulted with all attending independent directors and directors.		
	No other motions or extraordinary motions		
December 19, 2025 (7th session in 2025)	1. Motion for reporting the Company's 2026 budgets and business plans.	✓	None
	2. Motion for reporting the Company's 2026 audit plans.	✓	None
	3. Motion for the Company's 2026 independence evaluation of CPAs appointed by the CPA firm.	✓	None
	4. Proposal of establishment of the general principles for the Company's 2026 pre-approved non-assurance service policy.	✓	None

Date	Major resolutions	Matters listed in §14-3 of the Securities and Exchange Act	Independent director holding any dissent or qualified opinion
	5. Motions resolved implementation of managerial officers ' Remuneration by The 1st meeting of the 6th term Remuneration Committee.	-	None
	6. Proposal for the Amendment of the Employee Performance Management and Evaluation Measures.	✓	None
	7. Proposal for The company provided the bank credit line endorsement guarantee to the subsidiary Nishoku Technology Vietnam Co., Ltd.	✓	
	Opinion of the independent directors: None.		
	How the company responded to these opinions: None.		
	Resolution: The motion was passed without objections after the Chair consulted with all attending independent directors and directors.		
	No other motions or extraordinary motions		
February 26, 2026 (1st session in 2026)	1. Motion for the Company's 2025 parent only and consolidated financial statements	✓	None
	2. Motion for the Company's 2025 remuneration to directorsand employees, and year-end bonus for managerial officers	-	None
	3. Motion for the Company's 2025 business report	✓	None
	4. Motion for the Company's 2025 internal control system statement	✓	None
	5. Motion for the Company's 2025 earnings distribution	✓	None
	6. Proposal for the Distribution of Shareholder Dividends from the Company’s 2025 Earnings in Cash.	-	None
	7. Motion to Regularly Review the Scope of Rank-and-file Employees.	-	None
	8. Motion for the proposal for the Company’s 2026 General Meeting of Shareholders	-	None
	9. Proposal for the Amendment of the Board Performance Evaluation Measures.	-	None
	10. Proposal for the Major Subsidiary, Nishoku Technology Vietnam Co., Ltd., to Lease a Second Industrial Site.	-	None
	11. Proposal for the Change of Accountants of KPMG, due to Internal Job Rotation, Effective from the First Quarter of 2026.	✓	None
	12. Proposal for The company provided the bank credit line endorsement guarantee to the subsidiary Nishoku Technology Vietnam Co., Ltd.	✓	None
	Opinion of the independent directors: None.		
	How the company responded to these opinions: None.		
	Resolution: The motion was passed without objections after the Chair consulted with all attending independent directors and directors.		

Date	Major resolutions	Matters listed in §14-3 of the Securities and Exchange Act	Independent director holding any dissent or qualified opinion
	No other motions or extraordinary motions		

2.3.12 Major Issues of Record or Written Statement Made by Any Director Dissenting to Important Resolutions Passed by the Board of Directors in 2025 and to the date of the annual report: None.

2.4 CPA Fees

Information on CPA fees

unit: NT$ thousand

CPA Firm	CPA		Auditing Period	Auditing Fees	Non-Auditing Fees	Total	Note
KPMG	Yung-Hua Huang	Sheng-Ho Yu	2025/01/01 | 2025/12/31	4,070	1,175	5,245	Sustainability report consulting services, transfer pricing tax services fees, etc.

Please specify the content of non-audit professional services: (such as taxation certification, assurance or other financial advisory services)

Non-audit fees mainly consisted of fees for sustainability report consulting services, transfer pricing tax services, and other related services.

2.4.1 Audit fee for the change of accounting firms paid in the year is less than the previous year, the decreased amount, percentage and reason of the audit fee shall be disclosed: None.

2.4.2 Over 10% decrease in audit fee on a year-to-year basis: Not applicable.

2.5 Information on Change of CPA: None

2.6 If the chairman, president, and financial or accounting manager of the Company who had worked for the independent auditor or the related party in the most recent year, the name, title, and the term with the independent auditor or the related party must be disclosed: None.

2.7 Information on Net Change in Shareholding and Net Change in Shares Pledged by Directors, Department Heads and Shareholders of 10% Shareholding or More

2.7.1 Equity transfer：

Please refer to the homepage of "Public Information Observatory" > Single Company

> Equity Change/Securities Issuance > Equity Transfer Information Inquiry > Post-declaration Form for Insider Shareholding Changes.

Website：https://mops.twse.com.tw/mops/#/web/query6_1

2.7.2 Changes in equity pledges:

Please refer to the homepage of " Public Information Observatory" > Single Company > Equity Changes/Securities Issuance > Internal Pledge Release > Announcement of Internal Pledge Release..

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

2.8 The Relations of the Top Ten Shareholders as Defined in the Finance Standard Article 6:

Unit: shares; %; As of 03/31/2026

Name	Shareholding		Spouse & Minor		Shareholding by Nominee Arrangement		The relationship between any of the Company's Top Ten Share holders		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relation	
Yi Feng Investment Co., Limited	4,736,000	7.51%	0	0%	0	0%	Jhan Yu Investment Limited	Same as the Chairperson	None
Rep..Hsieh, Xin-Yi	47,968	0.08%	38,400	0.06%	2,683,082	4.26%			
Ji Teng Investment Co., Limited	4,500,000	7.14%	0	0%	0	0%	Heng heng Investment Co., Limited	Same as the Chairperson	
Rep.: Tsai, Chien-Sheng	1,202,130	1.91%	31,805	0.05%	2,263,956	3.59%			
Yun Ding Investment Co., Limited	4,050,000	6.43%	0	0%	0	0%	Cyuan Guan Investment Limited	Same as the Chairperson	
Rep.:Chang, Wen-Hsien	117,309	0.19%	9,316	0.01%	1,855,308	2.94%			
Jin Hong Investment Co., Limited	3,600,000	5.71%	0	0%	0	0%	Ghi Yang Investment Co., Limited	Same as the Chairperson	
Rep.: Chen, Piao-Fu	222,682	0.35%	118,708	0.19%	1,880,621	2.98%			
Chang Shun Investment Limited	2,705,932	4.29%	0	0%	0	0%	None	None	
Rep.: Fan, Zhen-Yi	360,021	0.57%	0	0%	0	0%			
Jhan Yu Investment Limited	2,683,082	4.26%	0	0%	0	0%	Yi Feng Investment Co., Limited	Same as the Chairperson	
Rep.: Hsieh, Hsin-I	47,968	0.08%	38,400	0.06%	4,736,000	7.51%			
Heng Sheng Investment Co., Limited	2,263,956	3.59%	0	0%	0	0%	Ji Teng Investment Co., Limited	Same as the Chairperson	
Rep.: Tsai, Chien-Sheng	1,202,130	1.91%	31,805	0.05%	4,500,000	7.14%			
CTBC Bank is entrusted with the custody of the investment account of Rui Bo Lian Limited	1,996,360	3.17%	0	0%	0	0%	None	None	
Ghi Yang Investment Co., Limited	1,880,621	2.98%	0	0%	0	0%	Jin Hong Investment Co., Limited	Same as the Chairperson	
Rep.: Chen, Piao-Fu	222,682	0.35%	118,708	0.19%	3,600,000	5.71%			
Cyuan Guan Investment Limited	1,855,308	2.94%	0	0%	0	0%	Yun Ding Investment Co., Limited	Same as the Chairperson	
Rep.:Chang, Wen-Hsien	117,309	0.19%	9,316	0.01%	4,050,000	6.43%			

2.9 Long-Term Investment Ownershi

Unit: thousand shares; %; As of 12/31/2025

Long-Term Investment（Note1）	Ownership by Pegatron		Direct/Indirect Ownership by Directors and Management		Total Ownership	
	Shares	%	Shares	%	Shares	%
SUN NICE LTD. (SAMOA)	11,181	100%	0	0%	11,181	100%
NISHOKU BOUEKI CO., LTD.	300	100%	0	0%	300	100%
SUN NICE LTD.(B.V.I)	0	0%	15,697	100%	15,697	100%
NISHOKU TECHNOLOGY VIETNAM CO., LTD.	(Note 2)	100%	0	0%	(Note 2)	100%
SAME START LTD. (ANGUILLA)	0	0%	0	100%	0	100%
NISHOKU HONG KONG HOLDING LIMITED	0	0%	39,010	100%	39,010	100%
KUNSHAN NISHOKU PLASTIC ELECTRONIC CO., LTD.	0	0%	(Note 2)	100%	(Note 2)	100%

Note 1: Refers to the Company’s investments accounted for under equity method.

Note 2: No shares issued.

3. Capital and Shares

3.1 Capital and Shares

3.1.1 Type of Stock

As of the publication date of the annual report; unit: thousand shares;

NT$ thousand

Year/ Month	Issue Price	Authorized Capital		Paid-In Capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of Capital	Capital Increase by Assets Other than Cash	Others
May 1980	1,000	2.5	2,500	2.5	2,500	Founding capital	None	Note 1
Nov 1983	1,000	10	10,000	10	10,000	Cash Capital Increase - NT$7,500 thousand	None	Note 2
Jun 1988	1,000	20	20,000	20	20,000	Cash Capital Increase - NT$10,000 thousand	None	Note 3
Mar 2008	10	22,000	220,000	22,000	220,000	Cash Capital Increase - NT$200,000 thousand	None	Note 4
May 2008	20	100,000	1,000,000	32,000	320,000	Cash Capital Increase - NT$100,000 thousand	None	Note 5
Sep 2008	35	100,000	1,000,000	37,714	377,143	Cash Capital Increase - NT$57,143 thousand	None	Note 6
Dec 2008	40	100,000	1,000,000	54,214	542,143	Cash Capital Increase - NT$165,000 thousand	None	Note 7
Jan 2009	10	100,000	1,000,000	59,214	592,143	Capitalized earnings - NT$50,000 thousand	None	Note 8
May 2009	40	100,000	1,000,000	64,964	649,643	Cash Capital Increase - NT$57,500 thousand	None	Note 9
Jun 2009	45	100,000	1,000,000	70,964	709,643	Cash Capital Increase - NT$60,000 thousand	None	Note 10
Dec 2010	2021	100,000	1,000,000	73,964	739,643	Cash Capital Increase - NT$30,000 thousand	None	Note 11
Oct 2011	55	150,000	1,500,000	81,164	811,643	Cash Capital Increase - NT$72,000 thousand	None	Note 12
Feb 2014	10	150,000	1,500,000	80,265	802,653	Cancellation of Treasury Shares - NT$8,990 thousand	None	Note 13
Aug 2016	10	150,000	1,500,000	79,303	793,033	Cancellation of Treasury Shares - NT$9,620 thousand	None	Note 14
Aug 2018	10	150,000	1,500,000	63,442	634,426	Cash Capital Increase - NT$158,607 thousand	None	Note 15
Nov 2018	10	150,000	1,500,000	62,296	622,962	Cancellation of Treasury Shares - NT$11,464 thousand	None	Note 16

Nov 2020	10	150,000	1,500,000	62,446	624,462	Employee stock option certificate conversion shares 1,500 thousand	None	Note 17
Mar 2021	10	150,000	1,500,000	62,491	624,912	Employee stock warrants converted to common shares NT$450 thousands	None	Note 18
May 2021	10	150,000	1,500,000	62,561	625,612	Employee stock warrants converted to common shares NT$700 thousands	None	Note 19
Nov 2021	10	150,000	1,500,000	62,671	626,712	Employee stock warrants converted to common shares NT$1,100 thousands	None	Note 20
Jun 2022	10	150,000	1,500,000	62,676	626,762	Employee stock warrants converted to common shares NT$50 thousands	None	Note 21
Sep 2022	10	150,000	1,500,000	63,048	630,482	New Restricted Employee SharesNT$3,720 thousands	None	Note 22
May 2023	10	150,000	1,500,000	63,024	630,242	Redemption and cancellation of Restricted Employee SharesNT$240 thousands	None	Note 23
Jul 2023	10	150,000	1,500,000	63,048	630,482	New Restricted Employee SharesNT$240 thousands	None	Note 24
Jan 2024	10	150,000	1,500,000	63,040	630,402	Redemption and cancellation of Restricted Employee SharesNT$80 thousands	None	Note 25
Nov 2024	10	150,000	1,500,000	63,022	630,222	Redemption and cancellation of Restricted Employee SharesNT$180 thousands	None	Note 26

Note 1：Approved by Taiwan Provincial Government on May 20, 1980.
Note 2：11/10/1983 Jing-Shou-Shang-Zi No.246628
Note 3：06/17/1988 Jing-Shou-Shang-Zi No.304680
Note 4：07/20/2007 Jing-Shou-Shang-Zi No.09632459260 and 03/20/2008 Jing-Shou-Shang-Zi No.09731903470
Note 5：05/16/2008 Jing-Shou-Shang-Zi No.09732260590
Note 6：09/23/2008 Jing-Shou-Shang-Zi No.09733121770
Note 7：12/15/2008 Jing-Shou-Shang-Zi No.09701315730
Note 8：01/14/2009 Jing-Shou-Shang-Zi No.09801004840
Note 9：05/13/2009 Jing-Shou-Shang-Zi No.09801094360
Note 10：06/04/2009 Jing-Shou-Shang-Zi No.09801111260
Note 11：12/13/2010 Jing-Shou-Shang-Zi No.09901274890
Note 12：10/17/2011 Jing-Shou-Shang-Zi No.10001239610
Note 13：02/06/2014 Jing-Shou-Shang-Zi No.10301021820
Note 14：08/10/2016 Jing-Shou-Shang-Zi No.10501189160
Note 15：08/16/2018 Jing-Shou-Shang-Zi No.10701102870
Note 16：11/27/2018 Jing-Shou-Shang-Zi No.10701145000

Note 17：11/19/2020 Jing-Shou-Shang-Zi No.10901214520
Note 18：03/23/2021 Jing-Shou-Shang-Zi No.11001047370
Note 19：05/26/2021 Jing-Shou-Shang-Zi No. 11001085760
Note 20：11/22/2021 Jing-Shou-Shang-Zi No.11001208860
Note 21：06/09/2022 Jing-Shou-Shang-Zi No.11101097450
Note 22：09/07/2022 Jing-Shou-Shang-Zi No.11101161330
Note 23：05/25/2023 Jing-Shou-Shang-Zi No.11230082370
Note 24：27/07/2023 Jing-Shou-Shang-Zi No.11230133640
Note 25：01/16/2024 Jing-Shou-Shang-Zi No.11330003350
Note 26：11/12/2024 Jing-Shou-Shang-Zi No.11330197260

Units: share

Share Type	Authorized Capital			Remarks
	Issued Shares (Note)	Un-issued Shares	Total Shares	
Common Share	63,022,229	86,977,771	150,000,000	None

Note: The Company's stocks are publicly-traded. 5,000 Shares refer to employee stock option conversion but alternation registration has not been performed.

3.1.2 Information for Shelf Registration: None

3.2 List of Major Shareholder

Unit: shares; %; As of 03/31/2026

Shareholding / Shareholder's Name	Shares	Percentage
Yi Feng Investment Limited	4,736,000	7.51%
Ji Teng Investment Limited	4,500,000	7.14%
Yun Ding Investment Co., Limited	4,050,000	6.43%
Jin Hong Investment Limited	3,600,000	5.71%
Chang Shun Investment Limited	2,705,932	4.29%
Jhan Yu Investment Limited	2,683,082	4.26%
Heng Sheng Investment Limited	2,263,956	3.59%
CTBC Bank is entrusted with the custody of the investment account of Rambo Land Limited	1,996,360	3.17%
Ghi Yang Investment Limited	1,880,621	2.98%
Cyuan Guan Investment Limited	1,855,308	2.94%

Note: refers to top 10 shareholders of the Company

3.3 Dividend Policy and Execution Status

3.3.1 Dividend Policy Stipulated in the Company’s Articles of Incorporation

In case the Company has yearly profit, at least 1% shall be appropriated as staff reward and less than 5% as rewards for directors and supervisors. In case the company has accumulative losses (including adjusted unappropriated earnings), reserve shall be made as compensation.

In the amount of employees’ remuneration as mentioned in the preceding paragraph, no less than 20% of the amount shall be distributed as remuneration to non-executive employees. Employees' remunerations may be paid in the form of stock or cash, the objects of payment shall consist of employees of controlling and affiliated company meeting

certain criteria determined by the Board. The preceding rewards for directors and supervisors shall only be paid by cash dividends.

The preceding 2 items shall be resolved in a board meeting attended by two-thirds of the Directors and a majority of the vote before implementation. And the shareholders meeting shall be reported.

The policy of cash dividends of the company is formed to match present and future development plan. In consideration of investing environment, demand of fund, competition at home and abroad, and interest of shareholders, every year at least 10% of distributable surplus for stock or cash dividends shall be appropriated as rewards for shareholders. However, when the annual distributable earnings have been all appropriated for stock and cash dividends for shareholders at less than NT$0.5 per share, the distributable surplus may be fully retained without any distribution. The distribution of surplus can be cash or stock dividends. Among the dividends, cash shall be at least 30% of total.

3.3.2 Dividend distribution resolved by this Board Meeting

Item	NT$ per share	Source
Cash dividend	9	Undistributed earnings

3.3.3 Explanation shall be given if there were expected materials changes in the dividend policy:

There were no expected materials changes in the Company’s dividend policy, so there is not impact.

3.4 Impact to 2025 Business Performance and EPS resulting from Stock Dividend Distribution:

Not Applicable, Cash dividends are distributed this time.

3.5 Compensation to Employees and Remuneration to Directors:

3.5.1Compensation to employees and remuneration to directors stipulated in the Company’s Articles of Incorporation

In case the company has yearly profit, at least 1% shall be appropriated as staff reward and no more than 5% as rewards for directors and supervisors. However, the Company’s accumulated losses shall first have been covered.

In the amount of employees’ remuneration as mentioned in the preceding paragraph, no less than 20% of the amount shall be distributed as remuneration to non-executive employees. Employees' remunerations may be paid in the form of stock or cash, the objects of payment shall consist of employees of controlling and affiliated company meeting certain criteria determined by the Board. The preceding rewards for directors and

supervisors shall only be paid by cash dividends.

The preceding 2 items shall be resolved in a board meeting attended by two-thirds of the Directors and a majority of the vote before implementation. And the shareholders meeting shall be reported.

3.5.2 Accounting treatment applied to the difference between actual and estimated compensation to employees and remuneration to directors.

Where there are still changes on the resolution day of Shareholders meeting, they shall be recognized as accounting estimate changes and will be accounted on the annual shareholders resolution day.

3.5.3 Approving status of remuneration distribution by the Board of Directors:

1. Remuneration to employees and remuneration to directors, supervisors are distributed in cash or stocks. Any discrepancy between the annual recognized distributed amount and figure, the difference, reason and response should be disclosed:

   For 2025, the Company distributed employees' remuneration of NT$27,000 thousand and directors' remuneration of NT$10,200 thousand, both in cash. There was no discrepancy between the aforementioned distribution amounts and the estimated amounts recognized as expenses for the year.

2. Amount of stock distributed as employee remuneration and as a percentage to net income of parent company only or individual financial statements and aggregate remuneration to employees:

   Not applicable because the Company did not distribute any employee remuneration in stocks.

3.5.4 If there's any discrepancy between actual distribution (including the number of shares distributed, amount and stock price) and the recognized remuneration for employees, directors and supervisors for the previous year, please specify the discrepancy, cause, and how it is treated:

(1) The actual amounts of employees' remuneration and directors' remuneration distributed by the Company for 2024 were NT$30,000 thousand and NT$12,075 thousand, respectively, which were the same as the distribution amounts approved by the Board of Directors. Both employees' remuneration and directors' remuneration were paid entirely in cash.

(2) The actual distribution of employees' remuneration and directors' remuneration totaled NT$42,075 thousand, which was the same as the amount estimated in the 2023 financial statements.

3.6 Buyback of Common Stock: None.

3.7 Issuance of Corporate Bond: None.

3.8 Preferred Shares (with stock option) : None.

3.9 Issuance of Global Depository Receipts : None.

3.10 Employee Restricted Stocks：None.

3.11 Issuance of Employee Restricted Stocks :

(I) The new restricted employee shares that have not fully met the vesting conditions, and the impact on the shareholders' equity.

Issuance of Employee Restricted Stocks

March 31, 2026

Type of New Restricted Employee Shares	First RSA	
Date of Effective Registration and total shares	Jul. 15, 2022，Total number of shares scheduled to be issued (unit: shares) 400,000 Shares	
Issuance date	Aug. 3, 2022	Jul. 5, 2023
No. ofNew Restricted Employee Shares issued	372,000 Shares	24,000 Shares
Number of shares of restricted stock awards available for issuance	0 Shares	
Issued Price (NT$)	NT$ 0	
New Restricted Employee Shares as a Percentage of Shares Issued	0.63	
Vesting Conditions of New Restricted Employee Shares	From the date the employees are granted the restricted stocks for employees, these employees are in service at the expiry of each of the following vesting period, and the personal working performances achieve the performance criteria prescribed by the Company (i.e at each expiry of the vesting period, the latest annual performance appraisal is grade A or higher. If not in service, it is deemed failed to achieve), and the employees have not violate the Company’s labor agreement or working rules. The shareholding percentage at each vesting period is described below: Two full year services since being granted: 50% of the granted shares. Three full year services since being granted: 25% of the granted shares.	

	Four full year services since being granted: 25% of the granted shares.	
Restricted Rights of New Restricted Employee Shares	1. Employees granted new restricted employee shares, before fulfi lling the vesting conditions, shall not sell, pledge, transfer, or donate them to others or perform any other means of disposal. 2. During the vesting period, the rights of attending shareholders' meeting, proposal, speech, resolution and voting right, etc., are inaccordance with the Company's issued common shares and exercised by trust agency, or any other method of custody as determined by the Company. 3. Before achieving the vesting conditions, share distribution (including the dividends from surplus to capital increase and reserve to capital increase) and cash dividend (including cash dividend and capital reserve distributed in cash) derived from the restricted stocks for employees issued pursuant to the Procedures are distributed to the employees in the same year, not subject to the same restrictions of the restricted stocks for employees.	
Custody Status of New Restricted Employee Shares	After new restricted employee shares are issued, the shares must immediately be deposited in trust.	
Measures to be Taken When Vesting Conditions are not Met	For new restricted employee shares granted to employees, when the vesting conditions are not fully met, the shares will be fully withdrawn by the Company and canceled without any compensation.	
Number of New Restricted Employee Shares that have been Redeemed or Bought Back	50,000 Share	0 Share
Number of Released New Restricted Employee Shares	246,000 Share	12,000 Share
Number of Unreleased New Restricted Shares	76,000 Shares	12,000 Shares
Ratio of Unreleased New Restricted Shares to Total Issued Shares (%)	0.14	
Impact on possible dilution of shareholdings	Dilution of original shareholders' holding is limited	

(Note) Total share issued is 63,022,229 Shares on March 31,2026.

(II) As of the publication of the annual report, list of Executives Receiving New Restricted Employee Shares and the Top Ten Employees with New Restricted Employee Shares

March 31, 2026

Title		Name	New restricted Employee shares acquired	Ratio of new Restricted employee sharesissued to the total sharesissued	Released				Unreleased			
					Number of Released restricted shares	Issue price	Issue Amount	Ratio of released Restricted shares to the total shares issued	Number of Unreleased restricted shares	Issue price	Issue Amount	Ratio of unreleased restricted shares to the total shares issued
Managerial Officer	CFO Accounting Officer	Lin, Tzu-Husan	84	0.13%	63	10	630	0.10%	21	10	210	0.03%
	Audit Officer	Cheng, Chao-Ming										
Employee	Assistant General Manager	Chen, Wei-Zhong	264	0.42%	183	10	1m830	0.29%	81	10	810	0.13%
	Assistant General Manager	Li, Ming-Li										
	Assistant General Manager	Li, Bei-Ping										
	Assistant General Manager	Tsai, Pao-Lien (Note3)										
	Manager	Chan, Chien-Wei										
	Manager	Lo,Chin-Yi										
	Assistant manager	Teng, Chien-Chun										
	Assistant manager	Wang,Pin										
	Assistant manager	Lu, Hou-Chun (Note3)										

(Note1) The top ten employees who received restricted employee shares refer to employees other than managers.

(Note2) The number of current outstanding shares refers to the data registered with the Ministry of Economic Affairs

(Note3) As Tsai Pao-Lien and Lu Hou-Jun have resigned from the Company, 30,000 restricted shares were recalled and cancelled accordingly.

3.12 Status of New Shares Issuance in connection with Mergers and Acquisitions:Not Applicable.

3.13 Financing Plan and Implementation Rebecca: None.

4. Overview of Business Operation

4.1 Business Activities

4.1.1 Business Scope

4.1.1.1 Operating Scope

(1) CQ01010 Die Manufacturing.

(2) F106030 Wholesale of Die.

(3) F206030 Retail Sale of Die.

(4) C805990 Other Plastic Products Manufacturing.

(5) F401010 International Trade.

(6) ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval.

4.1.1.2 Breakdown of Sales by Major Products

Unit: NT$ thousand

Product Category \ Year		2024		2025		First quarter of 2026	
		Operating Revenue Amount	Proportion (%)	Operating Revenue Amount	Proportion (%)	Operating Revenue Amount	Proportion (%)
Plastic Components	3C Products	2,712,527	63.68%	3,867,310	86.49%	863,643	84.08%
	Other	1,240,311	29.12%	313,435	7.01%	68,104	6.63%
	Subtotal	3,952,838	92.80%	4,180,745	93.50%	931,747	90.71%
Die		301,242	7.07%	269,075	6.02%	95,454	9.29%
Other		5,578	0.13%	21,375	0.48%	0	0%
Total		4,259,658	100.00%	4,471,195	100.00%	1,027,201	100.00%

4.1.1.3 Product Lines

Our primary products include the design and development of precision plastic dies, and single and double injection components. The main application for plastic injection components include NB-use components, computer peripheral equipment components, tablet computer accessories, headphones and their components, audio, video equipment, POS card readers, barcode scanners, GPS device components, home appliance components, automotive lamp housing, dashboards components, etc.

4.1.1.4 Product Development

Our Company is a professional plant for designing and manufacturing dies as well as single and double injection plastic components injection with its primary products covering manufacturing different types of plastic components and assembly. With the accumulation of years of expertise and experience on injection, not only do we offer our customers professionalism in terms of plastics, techniques and skills to solve difficult

issues encountered by the industry, we also offer our customers extended surface treatment processes including electroplating, printing, painting and ultrasonic fusion technology and assembly. Different hardening and spraying process technology of inserted injection and soft plastics are being used and our development of all process technologies have matured and are continuing to improve.

4.1.2 Industry Overview

4.1.2.1 Progress and Development of the Industry

(1) Die Industry

The die industry is categorized as a special industry with intensive technology and capital and at the same time high-added values. It is also a crucial basic tool in terms of mass production of various end products; it therefore is also known as the "Mother of Industry." The semiconductor industry, 5+2 industry, electric vehicles, self-driving cars, aerospace satellites and medical biotechnology, etc., to be developed in Taiwan in the future, all need precision mold technology to move towards mass production. The development of the die industry not only improves the precision degree of industrial products, it also drives the overall progress of the entire manufacturing industry, accelerating the upgrading of industries. Consequently, the die industry is regarded as a paramount basic industry for flourishing manufacturing sectors. There are many types of die products with a wide range of applications, 75% of the rough-processed industrial product parts and 50% of finished parts are mostly shaped by dies and most plastic products are also molded by dies. As the basic industry of the national economy, dies are involved in industries such as machinery, automobiles, light industry, electronics, chemical industry, metallurgy, and building materials. Products from high-tech industries to people's livelihood industries all use dies as basic tools for mass production. At the moment, of all downstream application industries, 3C related industries have the highest proportion in terms of applications, followed by the transportation tool industry. The total of both industries account for 70% of the overall applications. With regard to die types, the stamping and plastic molding are the main supplies for 3C related industries followed by the supplies for shell production of automobiles, motorbikes and die-casting mold; the downstream industries are mainly automobiles, motorbikes and forging dies for automobiles, motorbikes and bicycle industries. The Company is a manufacturer of plastic dies.

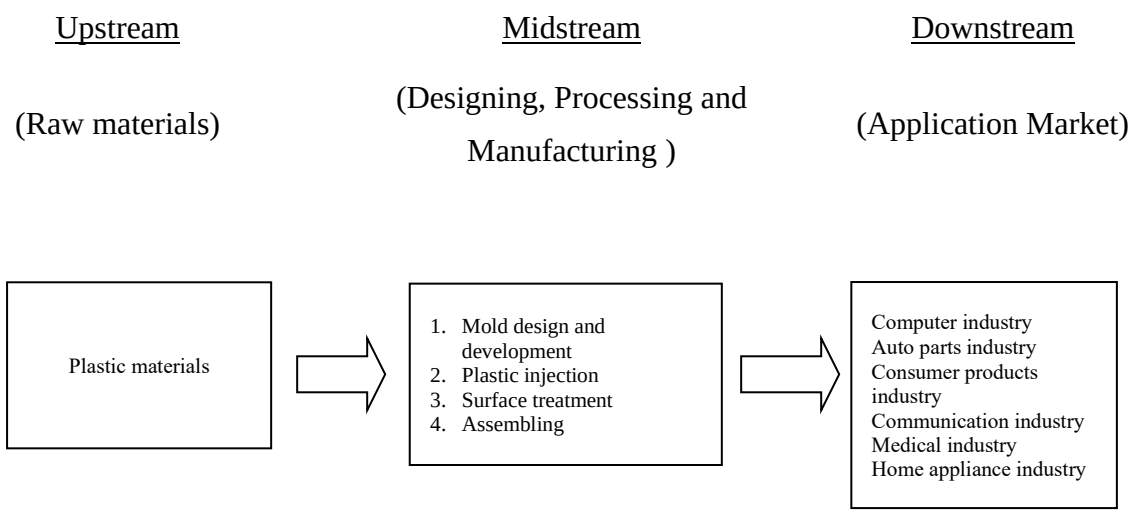
(2) Plastic Component Application Industry

Plastic injection products have a relatively wide range of applications which include: consumer electronics, medical equipment, automotive industry, information industry, etc. At the moment, industrial plastic products in the domestic market used in information process equipment account for approximately 1/4 of the overall applications; household electrical appliances, motors and other electrical appliances

and audiovisual small household appliances each account for approximately 13% - 14%. However, the development of the plastic injection industry is closely related to manufacturers' needs of plastic shells or plastic injection components. With the drive of 3C electronics industry needs, Taiwan's production and sale of plastic products have been steadily growing year by year. The Company's products are mainly information products such as parts for notebooks as well as automotive parts.

4.1.2.2 Correlation of the Upstream, Midstream, and Downstream of the Industry

Aside from the design and development of precision molds, we also engage in products with plastic injection components. Plastic injection components of upstream raw materials are high temperature resistant plastic raw materials including PP (polypropylene), ABS ((propylene-butadiene-styrene copolymer), PMMA (polymethyl methacrylate), PC (polycarbonate) and PU (Polyurethane). The raw material suppliers are mainly well-known domestic and foreign manufacturers and given by the long-term well-maintained supply relationship the Company has built with its suppliers over the years, the situation of material shortages is unlikely to happen. In addition, the application of the Company's plastic components products is wide including information, communications, consumer electronics, household appliance industry, medical equipment and automotive components industry, etc. The connection between upstream and downstream industries is shown as follows:



4.1.2.3. Development Trends of Products and Competition Situation

(I) Trends of Product Development

A. Die Industry

In the face of the micro era, the life cycle of all types of products are getting shorter and shorter, especially in the 3C electronics industry. The die industry will therefore encounter the challenge of tight delivery and profit reduction. In

order to response to such trend, sectors must use process automation to replace manual processing while at the same time using systems including CAD/CAM/CAE (computer-aided drawing/ computer-aided processing/computer-aided engineering) to reduce trial molds to further reach the precision required by the development of molds. In addition, due to the fact that molds are being produced by orders, it is therefore unlikely to be mass-produced on an economic scale; the sales for mold production is mostly regional, hence the reason for the establishment of overseas subsidiaries or joint ventures by mold manufacturers as a means to deploy business globally. As a result, the original die industry that only dominates regionally may transfer into a global industry. With the mold industry moving towards internationally, only by early deployment globally may domestic manufacturers seize the first business opportunity.

Molds are products that are customized which cannot be mass-produced and they require close cooperation and coordination with customers in order to perform design adjustments. Consequently, the industry focused mainly on sales of domestic customers or for their own use then it would move onto the neighboring countries which limited sales. Nevertheless, as a means to reduce inventory, decrease production costs and quickly respond to market demands, many downstream information manufacturers of mold industry have adopted the production and sales strategy of global operation. In order to meet customer requirements in the market, mold manufacturers have also established overseas subsidiaries or joint ventures to accompany their customers to conduct a global deployment so as to face and respond to the challenges encountered in various locations.

B. Plastic Component Application Industry

Along with the continuous improvement of digital technology and manufacturing technology, communications, information and consumer electronics products have gradually been integrated into a 3C industry. While at the same time products are developing into a trend which allows them to be lighter, thinner, shorter, smaller, and the exterior design is appealing to the eye. With the constant introduction of new products, it has prompted rapid replacement of products. Hence, it is no doubt that the future development of industry will focus on automated production equipment, rapid production, high-quality products and diversification. Judging from the inevitable development trend of high-tech productions moving towards lighter, shorter and smaller of the global electronics, information and communication, requirements for precision components have also somewhat increased. The manufacturing

technology and surface treatment application of precision components have become the goal for all manufacturers to proactively research and develop.

(II) Competition Situation of Products

The Company is a production manufacturer for design and development of professional precision dies and precision plastic injection components. The Company's main competitors include Coxon Group, TaiHan Precision Technology Co., Ltd., Ways Technical Corp., Ltd. and Megaforce Company with main competitions such as die development and various plastic injection components. Many mold manufacturers and plastic injection plants perform lower-level production with simple machinery and equipment. Nevertheless, the Company's advantages can be summarized as follows:

A. High degree of vertical integration - it can effectively connect the supply chain to provide products needed by customers at one time in order to increase the market share while making a stop for the entering of new manufacturers, adding more virtual barriers for competitors to enter the market.

B. Effectively grasping the key technology capabilities of new products by participating in projects and joint development discussion with end customers at the beginning stage of a product development; providing customers diversified services so as to effectively shorten the production cycle and reduce production costs.

C. Adopting automated production and double injection machines which have been regarded as a leading advantage in the industry. When faced with price competition, regardless of cost or quality, the Company poses the benefit of economic scale which is unlikely to be replaced by new manufacturers in the short and medium period of time.

4.1.3 Research and Development

4.1.3.1 Research and Development Expense in Recent Year

Unit: NT$ thousand

Item \ Year	2024	2025	First quarter of 2026
R&D expenses	95,866	107,410	25,689
Net operating income	4,259,658	4,471,195	1,027,201
R&D expenses to net revenue ratio	2.25%	2.40%	2.50%

4.1.3.2 Research and Development Accomplishments in the Recent Year

The Company has achieved several key advancements in the fields of composite processes and materials science, with specific results as follows:

- Advanced composite processes: The Company successfully integrated carbon fiber hot-press molding with insert molding technology, and introduced laser engraving and precision coating processes to provide customers with high-strength surface treatment solutions featuring refined aesthetics.
- Metal replacement solutions: Through high-precision processing technology for engineering plastics, the Company has successfully replaced traditional metal components, achieving both lightweight design and high strength. These solutions are widely applied to high-end products with strict weight requirements.
- Advanced elastomer applications: The Company introduced special materials such as TPR, TPU, and LSR (liquid silicone rubber), significantly enhancing product waterproof performance, anti-slip texture, and surface tactility, thereby strengthening overall product functionality.
- Electronic component integration: The Company promoted embedded molding technology combining FPCs (Flexible Printed Circuits) with plastic components to meet the stringent requirements of miniaturization and precision manufacturing for electronic devices.

4.1.4 Long Term and Short Term Business Development Plans

4.1.4.1 Short-term plans

(1) Deepen the layout of diversified products and proactively extend popular products in terms of automotive and information products.
(2) Accelerate the expansion of the Vietnamese market development and production scale to achieve synergy in the production economy.
(3) Seek strategic partners in connection to business and technology improvement, deepening and widening corporate core competitiveness.
(4) Accelerate the development of automation and replacement of electronics to improve efficiency and streamline manpower.
(5) Build standard and modeled designs and carryout process improvement, increasing production efficiency.
(6) Continue to invest in R&D funds, and recruit and cultivate professional R&D personnel as a means to develop key technologies and new products, constructing a strong R&D team.
(7) Deepen cultivation of compound process and develop automotive exterior decorative parts and manufacturing process.

4.1.4.2 Long-term plans

(1) Proactively develop new market applications, expand product width, and maintain the market competitiveness.

(2) Become strategic alliance with industry's key technology manufacturers to carry out technical cooperation so as to accelerate new applications between the combination of plastic material development and other products.

(3) Strengthen the technical position of key components for new products in the market, increasing the market share and competitiveness.

(4) Emphasize product profitability; products with low margins will not be produced; insist on making products that are different.

(5) Operation model is high-end technologies and know-how oriented in terms of R&D and marketing.

(6) Establish a plant that contains consistent, automatic and comprehensive manufacturing processes; ensure stable quality via strict and inclusive process management.

(7) Continue to expand global product lines and sales regions to reduce the operational risk of excessively concentrated product development.

4.2 Market and Sales Overview

4.2.1 Market Analysis

4.2.1.1 Sales (Service) Regions

Unit: NT$ thousand; %

Item \ Year		2024		2025		First quarter of 2026	
		Sales Amount	To revenue ratio	Sales Amount	To revenue ratio	Sales Amount	To revenue ratio
Export Sales	North America	2,210,259	51.89%	2,716,024	60.74%	585,511	57.00%
	Europe	1,761,631	41.36%	1,598,975	35.76%	403,471	39.28%
	Asia	253,005	5.94%	56,907	1.27%	24,118	2.35%
	Subtotal	4,224,895	99.19%	4,371,906	97.77%	1,013,100	98.63%
Domestic Sales		34,763	0.81%	99,289	2.23%	14,101	1.37%
Total		4,259,658	100.00%	4,471,195	100.00%	1,027,201	100.00%

4.2.1.2 Market Share

The Company has been focusing on the production of mold design and development and plastic components which is highly recognized in the industry. The Company has diversified products to meet market requirements. Our products are being widely used on components for notebooks, computer-related components, phone cases, MP3 cases, earphones and their parts, household appliances parts, wearable bracelets, existing light housings, dashboards, fan outlets, and grips in automotive fields. The Company's total turnover of 2025 and amounted to NT$4,471,195 thousand, of which the main income from plastic injection components amounted to approximately NT$4,180,745 thousand; operating amount for molds accounted for approximately NT$269,075 thousand. The final products of plastic injection components are considerably different, hence there is no complete and objective analysis for market shares provided for reference.

4.2.1.3 Market Demand, Supply, and Growth

Given that the Company’s main products consist of plastic components for information products, the supply and demand situation is easily influenced by changes in the sales of end products and the product lifecycle.

According to the latest PC shipment outlook published by market research agency IDC, it believes that the PC market is deteriorating, and PC shipments in 2026 may shrink by as much as 9%; even under a more moderate downturn, shipments will still decline by about 5%, both of which are more pessimistic than the expectations from a few weeks ago.

As hyperscalers aggressively build AI infrastructure, demand for memory has surged, leading to a restructuring of DRAM and NAND production capacity, shifting from consumer devices to high-margin data center-grade components, such as HBM and high-density DDR5. This is a rational choice for memory manufacturers. IDC clearly pointed out that this is not a typical business cycle, but a strategic reallocation of silicon production capacity, and the impact may continue for years rather than only a few quarters.

The memory shortage is also in direct conflict with two industry forces, including a replacement cycle brought about by the end of support for Windows 10, as well as manufacturers' strong promotion of AI PCs. Under normal circumstances, 2026 should have benefited from the replacement cycle driven by Windows 10 and the continuing wave of AI PCs and become an important year of growth, but this is not the case.

As DRAM and NAND costs rise, suppliers have generally signaled price increases. IDC estimates that the average selling price of PCs may increase by 6% to 8% in 2026; meanwhile, the year-over-year decline in unit shipments may approach 9%, representing a further downward revision from the November estimate.

During the global financial crisis in 2009, the PC market declined by 11.9%, which was the most severe shipment decline in history at that time; an even worse situation occurred in the post-pandemic stage several years ago, when the market declined by nearly 15% due to market saturation. A 9% decline may not seem apocalyptic, but it is still quite severe.

Large OEM vendors such as Dell, HP, Lenovo, and ASUS are expected to be better able to withstand such difficulties than smaller vendors due to their economies of scale, inventory preparation, and long-term supply agreements. Small regional brands, white-label manufacturers, and the PC DIY assembly market are exposed to higher risks, especially in the gaming PC segment, where high memory configurations are standard and price sensitivity is high, and this warrants continued observation. Even if the overall market shrinks, this market change may further shift market share toward large OEM vendors.

It is worth noting that against such a backdrop, manufacturers' continued promotion of AI PCs appears particularly ironic. AI PCs are typically defined as having a high-

performance NPU, with computing power required to reach a certain TOPS threshold, and in practice, such computers also require more memory. Microsoft has set a minimum threshold of 16GB of memory for Copilot+ PCs, and many high-end designs are even targeting 32GB of memory or more. Memory is precisely the component that is currently in the shortest supply and also the most expensive.

To make matters worse, the marketing push for AI PCs has not delivered the growth manufacturers expected, consumer response has been lukewarm, and dissatisfaction with the rapid evolution of AI functions, or even their coercive nature, has become increasingly apparent. This has forced AI PCs to increase in price, making them look like an "additional tax" imposed on consumers and reducing the incentive to upgrade.

As for smartphones, the impact brought about by memory truly exists; however, the effects are not evenly distributed. Memory accounts for a considerable proportion of smartphone bill-of-material costs, especially in mid-range models where gross margins are already relatively low. IDC warns that OEM vendors are likely to respond by raising selling prices, lowering specifications, or both, which will significantly change the trend in recent years of bringing flagship smartphone memory configurations down to mid-range models. Therefore, IDC believes that there are downside risks in the global smartphone market in 2026. Under a pessimistic scenario, the contraction may be as much as 5%, while the average selling price rises and replacement cycles lengthen.

The prosperity originally driven by AI infrastructure is reshaping the consumer device market in unexpected ways. Memory supply falling short of demand and pushing up prices is forcing manufacturers to rethink their product roadmaps at this moment.

According to the latest TrendForce survey, against the backdrop of limited momentum in the overall economic recovery and increasingly conservative consumer behavior, rapidly rising memory prices are quickly eroding notebook brands' profitability and pricing flexibility. Therefore, TrendForce has again lowered its forecast for global notebook shipments in 2026 to a year-over-year decline of 5.4%, down to nearly 173 million units, to reflect the conservative attitudes adopted by brands toward inventory, promotions, and product configurations amid expanding cost pressures.

If memory price increases in Q2 2026 do not reasonably converge, and brands are unable to smoothly pass on costs, demand for low-end consumer notebooks may further weaken. It cannot be ruled out that full-year shipments in 2026 will move toward the bear case, declining by 10.1% year-over-year.

TrendForce stated that the notebook market is highly dependent on supply chain relationships, product mix, channel strategies, and demand from corporate customers. If brand vendors maintain long-term and stable cooperation with major original memory manufacturers, have a higher proportion of business and mid-to-high-end products, and possess mature channel and price management capabilities, they will have better

resilience against this round of memory price increases and be able to maintain shipment stability.

TrendForce pointed out that the notebook market has been impacted by memory price increases, which in turn has undermined the shipment momentum of notebook panels in 2026, with current estimates projecting a year-over-year decline of approximately 7.9%. In addition to facing downward revisions in demand from the notebook market, LCD panels also face the dual threat of increasing OLED panel penetration, and shipments are expected to decline more significantly. Although OLED notebook panels are still expected to maintain positive growth in shipments in 2026 due to brands actively increasing the proportion of OLED models, because brands must to a certain extent reflect memory costs in end-market selling prices, consumer willingness to purchase will be affected, and the growth of OLED notebook panels may accordingly slow.

Global laptop shipment forecast for 2025–2026

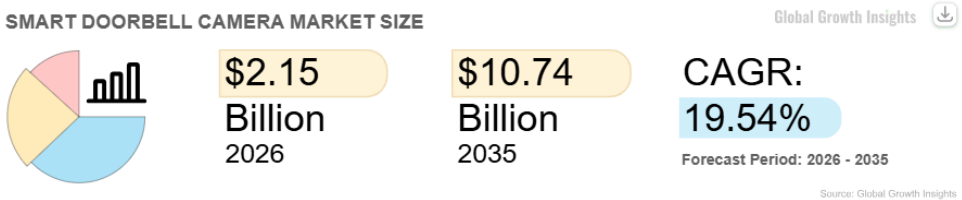
	2025	2026	
		Revised	Previous
Shipment	182.9	172.9	178.5
YoY	3.6%	-5.4%	-2.4%

Source: TrendForce, Dec. 2025

Source: TrendForce, Dec. 2025

Market size of smart video doorbells

The global smart video doorbell market size was USD 1.8 billion in 2025 and is expected to reach USD 2.15 billion in 2026 and USD 2.58 billion in 2027, further expanding to USD 10.74 billion by 2035, with a compound annual growth rate of 19.54% during the forecast period (2026-2035). As smart home adoption steadily increases, nearly 68% of households worldwide are integrating smart video doorbells to enhance security. Driven by growing demand for AI-based video analytics and real-time monitoring, global product installations increased by 47%.



Source: Global Growth Insights

4.2.1.4 Competitive Advantages

The analysis of various competitive niche points is as follows:

(1) Consistent Production Process with High-Integration

Effectively grasping the key technology capabilities of new products by participating in projects and joint development discussion with end customers at the beginning stage of a product development; providing customers diversified services so as to effectively shorten the production cycle and reduce production costs.

(2) Production Scales and Best Equipment in the Industry

The high-speed precision mold processing equipment made in Switzerland and the development of design software have been introduced to greatly improve process precision and efficiency which satisfies the needs of customers in terms of product quality improvement and development time shortening. Industry-leading in the number of double injection equipment. Operating procedures including R&D design, mold making or production are carried out in the plant of the Company to improve production efficiency and reduce the production costs while at the same time satisfying the vast demand of customers. The Company has mold manufacturing plants and plastic molding plants in China, Taiwan and Hanoi, Vietnam. The Company also has crucial technical resources for plastic molding and R&D capabilities for molds which enable the completion of mold development and plastic injection production in the shortest time possible.In addition, since 2015, automation of the production process has been implemented gradually. Through product combination adjustment and acceleration of process automation, in addition to the significant reduction of manpower, the gross profit is also increased relatively.

(3) The Company continues to strengthen its R&D capabilities. Through co-design with end customers, it keeps abreast of market trends and product development opportunities in real time, and, combined with its existing mature technologies, actively invests in the R&D of new materials and multiple composite processes. At the same time, through the introduction of artificial intelligence (AI) and automation equipment, it has not only effectively improved production yield and capacity efficiency, but also gradually established a highly intelligent manufacturing system.

(4) Leading Others of the Same Industry with the Deployment in China and Vietnam markets

The Company’s production bases are located in Taiwan, China and Vietnam. These 3 locations have substantial production scales and rapid capacity scheduling flexibility. Nearby customers are quickly served with the geographic advantage, offering high-quality and high-efficient supplying services. This robust production resource has also become the Company’s vital competitive advantage for receiving OEM orders from large internationally known manufacturers.

4.2.1.5 Advantages, Disadvantages and its Responsive Strategies Advantages

(1) Favorable Factors

A. Outstanding Technology Development and Manufacturing Process Innovation Capability

Since the establishment, the Company has been investing in double injection composite molding technology, therefore, the Company has the crucial technology to double injection plastic molding and precision mold design and development, and has successfully entered the supply chain systems such as Japanese, American and domestic well-known manufacturers. It is evident that the Company's R&D technology and product quality have reached international standards. Furthermore, the Company is persistent with investment of process improvement. The semi automated machine is used for process production with the leading process technology developed by our R&D team. The production time and work procedures are greatly reduced, improving production yield while reducing production costs.

B. Wide Range of Product End-Use Applications - A Promising Future is to be Expected

Plastic injection molding products can be applied to many daily necessities, including communications, information, electronics industry, home multimedia, medical, automotive, household appliances and office equipment. With a wide range of applications, not only management costs can be reduced, potential business opportunities can also be discovered to distribute management risks of market development for single products. In light of the consistent product growth in the application market, the demand of plastic injection molded products also continues to increase. Mold manufacturing and plastic injection molding sectors still have substantial growing room.

C. Consistent Manufacturing Process - Reaching Effective Production Scales with High Efficiency

The Company has adopted the “consistent” production method which means that all operations can be done within the plant from having joint discussions with end customers in the early stage of R&D to the precision of surface treatment technology, coating and assembly, reaching the goal of time control and the maintenance of quality. As a means to serve customers close-by to obtain more OEM business and reduce production costs, the Company has established production bases in China and Hanoi, Vietnam, so as to provide customers the most comprehensive and timely services.

(2) Unfavorable Factors and Corresponding Measures

A. The life-cycle of products shortens

Corresponding Measures:

Due to the quick replacement of consumer electronic products and new products forever being launched, the product life-cycle is becoming shorter and shorter. For the past few years, the Company has been proactively developing businesses in terms of fields such as information products and automotive products, gradually achieving synergies of product economic scale.

B. Lowering of Product Price

Corresponding Measures:

(A) Research and develop the possibility of new technology and the use of new manufacturing processes. Continue to invest in the R&D of new products as a means

to improve product quality while at the same time providing products that are integrated and have high added values, allowing them to increase competitiveness.

(B) Expand production capabilities and increase yield to reach production economic scale that lowers the production costs of units.

C. Constant New Competitors

Corresponding Measures:

(A) Build strategic partnership with customers to maintain long-term yet stable cooperation.

(B) Self-develop technologies and apply for product patent rights to hold a competitive advantage.

(C) Keep a close eye on development trends in the market; develop customized products to meet customers' needs, further improving their satisfaction.

D. Rise of Labor Cost

Corresponding Measures:

(A) Aside from the continuous introduction of automated production equipment with high-precision, reasonable working hours will also be facilitated to reduce the dependence on labor and at the same time reducing production costs.

(B) Improve personnel's skills through adequate training.

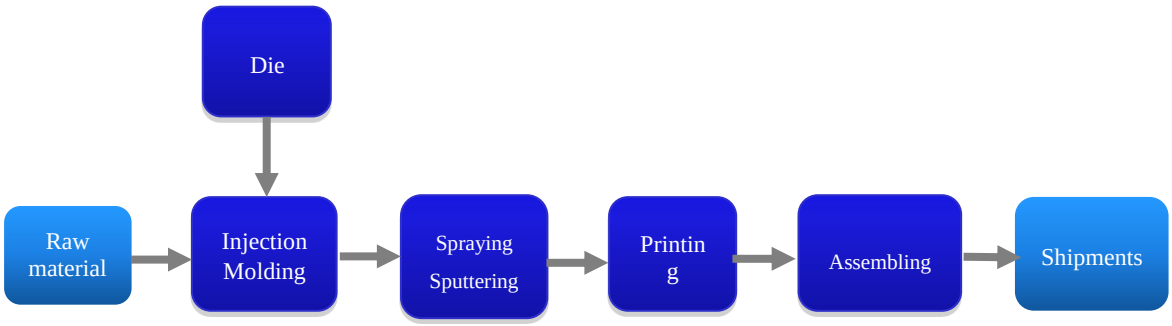
4.2.2 Application of Major Products

1. Important Purposes of Primary Products

Products	Product Purpose
Die	Including plastic parts such as: phone cases, MP3 cases, earphones and their parts, notebook components, household appliances parts, computer peripherals components, existing light housings, dashboards, central control panels, fan outlets and grips in automotive fields.
Plastic Components	

2. Manufacturing Process of Primary Products

The semi automated manufacturing process technology developed by the Company only requires one manufacturing process to complete production. The Company has more production efficiency compared with the production technology with others of the same industry.



4.2.3 Supply of Major Material

The Company's primary raw materials are billet steel and plastic particles such as PC (polycarbonate), ABS (acrylonitrile, butadiene and styrene), TPU (thermoplastic polyurethane). The raw material suppliers are mostly domestic and overseas well-known manufacturers that provide stable and quality supply. Meanwhile, not only the Company keeps a close eye on the market situation in order to stabilize the purchase price for key raw materials but also creates long-term strategic cooperation with manufacturers.

4.2.4 The names of the suppliers who have accounted for more than 10% of the total purchase (sales) amount in any of the previous 2 years, and the amount and proportion of the purchase (sales) amount, and explain the reasons for such increase or decrease:

1. The names of the suppliers who have accounted for more than 10% of the total purchase amount in any of the previous 2 years, and the amount and proportion of the purchase amount, and explain the reasons for such increase or decrease:

	2024				2025				First quarter of 2026			
Item	Name	Amount	Ratio to net annual purchase (%)	Relation to the issuer	Name	Amount	Ratio to net annual purchase (%)	Relation to the issuer	Name	Amount	Ratio to net purchase as of the first quarter of the current year (%)	Relation to the issuer
1	Others	1,515,988	100	None	Others	1,440,359	100	None	Others	342,309	100	None
	Net purchase amount	1,515,988	100		Net purchase amount	1,440,359	100		Net purchase amount	342,309	100	

There have been no significant changes to supplier accounting for 10% or more of the net purchase amount in the past 2 years. The Company's procurement of other raw materials is based on the needs of customers' products, to purchase the most suitable raw materials for production, while being committed to raw material cost control. Other than procuring from the international renown manufacturers, the self-supply rate of domestic raw material is increased, and the raw material procurement costs are reduced.

2. The names of the suppliers who have accounted for more than 10% of the total sales amount in any of the previous 2 years, and the amount and proportion of the sales amount, and explain the reasons for such increase or decrease:

Unit: NT$ thousand

	2024				2025				First quarter of 2026			
Item	Name	Amount	Ratio to net annual sales (%)	Relation to the issuer	Name	Amount	Ratio to net annual sales (%)	Relation to the issuer	Name	Amount	Ratio to net sales as of the first quarter of the current year (%)	Relation to the issuer
1	Customer A	872,304	20.48	None	Customer D	1,310,900	29.32	None	Customer D	264,823	25.78	None
2	Customer D	785,465	18.44	None	Customer A	694,034	15.52	None	Customer A	169,940	16.54	None
3	Customer C	555,275	13.04	None	Customer C	571,197	12.78	None	Customer E	123,547	12.03	None
4	Customer B	432,075	10.14	None	Customer B	532,196	11.90	None	Customer B	120,727	11.75	None
5									Customer C	108,732	10.59	None
6	Other	1,614,539	37.90	-	Other	1,362,868	30.48	-	Other	239,432	23.31	-
	Net sales	4,259,658	100.00	-	Net sales	4,471,195	100.00	-	Net sales	1,027,201	100.00	-

There have been no significant changes to customers accounting for 10% or more of the net sales amount in the past 2 years. Aside from strengthening the existing customer base, the Company will proactively expand and develop all types of different applications in the future by using its outstanding double injection mold technology and molding R&D capabilities to further continue developing new customer groups to increase the market share.

4.3 Status of Employees

(1)Age distribution by position category

March 31, 2026 Unit: Persons

Year		2024 December 31, 2024	2025 December 31, 2025	During 2026 until the printing date of the annual report on March 31, 2026
Number of Employees	Managers	136	142	160
	Professional/assistants	841	903	866
	Technicians	2,266	1,954	1,963
	Total	3,243	2,999	2,989

Year		2024 December 31, 2024	2025 December 31, 2025	During 2026 until the printing date of the annual report on March 31, 2026
Average age		35	35	34
Average Years of Service		3.2	3.7	3.4
Academic qualification (%)	Ph.D.	0%	0%	0%
	Master's Degree	3%	0%	0%
	Bachelor's Degree	24%	13%	13%
	High School	26%	52%	56%
	Less than High School	47%	35%	31%

(2)Gender distribution by position category

Complying with the Act of Gender Equality in Employment, to protect the equal right of working regardless gender. For recruitment, examination, employment, appraisal, promotion, education and training, and benefit measures, the Company do not differ due to genders; provided, where the certain job is only suitable for certain gender, this shall not apply.

In 2025, the average weight of female employees was 51%, and 39% for the female managers

Year		SEX	2024 December 31, 2024	%	2024 December 31, 2024	%
Number of Employees	Managers	Male	83	61%	87	61%
		Female	53	39%	55	39%
	Managers Subtotal		136		142	
	Professional/assistants	Male	510	61%	545	60%
		Female	331	39%	358	40%
	Professional/assistants Subtotal		841		903	
	Technicians	Male	1,045	46%	851	28%
		Female	1,221	54%	1,103	72%
	Technicians Subtotal		2,266		1,954	
	Total	Male	1,638	51%	1,483	49%
		Female	1,605	49%	1,516	51%
Total			3,243		2,999	

4.4 Expenditure on Environmental Protection

As of the printing date of the annual report, the losses caused from environmental pollution (including compensation and an environmental audit outcome that resulted in a violation of the environmental laws and regulations - the date of penalty, penalty reference, the violation of provision, the content of the violation, penalty content). The current and future possible

estimated amount and countermeasures shall also be disclosed. If it cannot be reasonably estimated, facts of the reason shall be given: None.

4.5 Employee Relations

4.5.1 Employee's Welfare and Benefit

4.5.1.1 Employee welfare and benefit

Aside from following the Labor Standards Act and other applicable acts and regulations, the Company has established the Staff Welfare Committee with a welfare fund set aside each month. Representatives are selected by both sides of the labor and the management to be in charge of matters in connection to employee welfare so as to reach the goal of a harmonious working environment as well as bringing all employees together. Welfare provided by the Company and the Welfare Committee:

(1) The purchase of labor insurance, National Health Insurance and Group Insurance.

(2) Periodic health examinations.

(3) Employee canteen, providing meals for employees

(4) Allowance for employee marriages, childbirths, three major festivals and birthdays，the wedding and childbirth incentives are paid additionally.

(5) Funeral and hospital subsidies

(6) Free car and motorbike parking spaces for colleagues.

(7) Periodical employee trips

(8) Year-end parties and lucky draws

(9) Year-end parties and lucky draws。

(10) Advanced health check for senior employees and managers

(11) In addition to the pension fund issued in accordance with the Labor Standards Act, the Company also provides a pension fund for employees who apply for retirement in accordance with the Labor Standards Act, and organizes the retirement farewell party.

(12) In addition to the menstruation leave that women are entitled to under the Labor Standards Act, the Company also provides the following support programs for female employees:

Pregnancy and childbirth: 56 days of maternity leave in accordance with the law, 7 days of maternity examination leave, and the leave of rest in accordance with the doctor's orders.

Childcare: The Company provides family care leave of 7 days/year, breastfeeding time, and a baby-sitting system, with a 100% return rate of parental leave without pay. The Company also provides post-natal staff with reinstatement assistance measures and appropriate work arrangements depending on needs.

Annual Employee Benefit Implementation in 2025

Unit: NT$

Item	The operation and implementation in 2025
(1) The purchase of labor insurance, National Health Insurance and Group Insurance.	Group insurance were fully purchased in May 2025
(2) Periodical health check for employees	1. The Taipei plant regularly arranged on-site health consultation and care services, with a total of 29 service instances scheduled this year. 2. A total of 1,313 employees at the Kunshan plant underwent health examinations. 3. A total of 974 employees at the Vietnam plant underwent health examinations
(3) Advanced health check for senior employees and managers.	3 people.
(4) Employees are given wedding, childbirth, holiday and birthday cash gifts, plus wedding and childbirth incentives.	Employees' wedding：1 people / $8,800 Holiday cash gifts：1230 people / $115,000 Birthday cash gifts：74 people / $37,000
(5) Funeral and hospital subsidies	4 people / $11,400
(6) Year-end parties and lucky draws	The year-end banquet for 2024 was held in January 2025 at the Sheraton Grand Taipei Hotel.
(7) Periodical employee trips	Two overseas employee trips were organized in September 2025
(8) Organize the Christmas celebration party for employees.	Organize the dinner party in November 2025
(9) Organization of the Charity Auction Event.	In November 2025, the Company organized a supply donation campaign for remote areas, with the hope of bringing warmth and joy to local schoolchildren during the Christmas season.

4.5.1.2 Training program

"People are the Company's valuable assets" - In order to improve employees' knowledge and skills, we have planned a training and development system as well as the Educational Training Promotion Committee to ensure training needs and annual training plans. By continuous innovation and improvement, educational training is able to meet the organizational needs. At Nishoku, we improve employees' professional skills and core competitiveness through providing them comprehensive training and further education channels and while cultivating professionals and corporate management talents.

2025 employees' further education training system and its actual execution (group)

Unit: NT$

Item	Total number of people	Total hours	Total expenses
1. New recruit training	6,843	29,009	117,710
2. Professional job skills training	6,420	12,949	
Total	13,263	41,958	117,710

Implementation of important professional competency training programs in the current year

Item	Detail
Project Name1	Internal audit training program
Descriptions of the project	In order to strengthen the professional competence of internal auditors, so as to reasonably ensure the effective and continuous implementation of the internal control system and risk management mechanism. The target of the project is the personnel of the internal audit department. As of the end of 2025, the total number of hours of the internal audit training program courses have reached 60 hours. 2 people for the external training courses for a total of 24 hours; For the internal training courses, the personnel of the Headquarters' Audit Office provides the training session to 3 internal auditors of overseas subsidiaries for a total of 36 hours each month.
Engagement	In 2025, the participation rate of employees in the Audit Office was 100%.
Project Name2	Internal promotion and preparation of the sustainability-related reports to disclose training plans
Descriptions of the project	In order to improve the professional ability of the internal team in preparing the report on sustainability and ensure the reasonableness and integrity of the data on sustainability. The target of the project is the personnel of the financial accounting department. As of the end of 2025, the total number of hours of the internal promotion and preparation of sustainability-related report to disclose the training plans have reached 68 hours. 10 sessions for the external training courses for a total of 54 hours; The internal training courses are mainly contracted to professional consultants, and supervisors who complete external training, for a total of 3 sessions and 13 hours.
Engagement	In 2025, the participation rate of employees from the financial accounting department was 100%.
Project Name3	Internal Cybersecurity Training Program
Descriptions of the project	In order to improve the information personnel's expertise, maintain the confidentiality, integrity and availability of the Company's information, and build a continuous and improved information security environment.

	The target of the project is the personnel of the information department. As of the end of 2025, the total number of hours of the internal cybersecurity training program courses have reached 78 hours. The external training course for cybersecurity consists of 15 sessions for total 71 hours. 7 sessions for the external/internal general education training courses on information for a total of 7 hours;
Engagement	In 2025, the participation rate of employees from the information department was 100%.
Project Name4	Plant affairs - Environmental safety
Descriptions of the project	Fire safety and occupational safety and health education and training were conducted to enhance colleagues' knowledge related to disaster prevention and fire prevention, as well as their response capabilities. In 2025, 2 education and training sessions were held, totaling 8 hours.
Engagement	A total of 40 participations were recorded in 2025.
Project Name5	Prevention and communication of unlawful infringement in the course of performing duties
Descriptions of the project	Relevant laws and regulations, preventive measures, and practical cases were provided, and colleagues were guided to understand appropriate communication and response methods in the workplace, helping to establish correct concepts and self-protection capabilities, effectively reduce the risk of workplace conflicts, and create a safe and respectful working environment. The course totaled 1.5 hours, and 66 participations were recorded at the Taipei Plant.
Engagement	Participation of Taipei Plant employees reached 100% in 2025
Project Name6	Human rights and personal information management policy
Descriptions of the project	Through advocacy and education and training related to human rights and personal data protection, employees' awareness of human rights protection, privacy rights, and personal data management was enhanced to ensure that operations comply with laws and regulations. In 2025, a total of 17 new employees at the Taipei Plant participated in the course, and the post-training test pass rate was 100%.
Engagement	Participation of Taipei Plant employees reached 100% in 2025

4.5.1.3 Retirement system

The Company has established the Employee Retirement Management Measures in accordance with provisions stipulated in the Labor Standards Act and Labor Pension Act. The Measures regulate the retirement terms for employees and pension distribution standard as a means to implement the retirement system and at the same time looking after our employees after they retire. In accordance with the regulations stipulated in the “Labor Retirement Reserve Fund and Management Measures” published by Ministry of the Interior, a certain ratio of retirement reserve fund is allocated on a monthly basis from employees’ salaries and wages to be deposited into Bank of Taiwan for safekeeping; or according to the provisions of the labor retirement pension system, no less than 6%

of the monthly salaries and wages of employees shall be allocated to be deposited into employees' labor pension account; if there is a voluntary contribution to the retirement pension, the voluntary contribution will be debited from the employee's monthly salary to the individual retirement pension account of the Labor Insurance Bureau；recently, group annuity insurance and retirement award fund have been planned to achieve the goal of providing our employees with a retirement long-term plan that is more diverse and comprehensive.

Meanwhile, for other foreign subsidiaries included in the main body of the consolidated financial statements, pension contributions shall be made according to the labor laws and regulations of the respective countries of incorporation and shall be recognized based on the pension amount that should be contributed in the current period. The pension expenses of the consolidated company under the pension allocation policy for 2025 are NT$42,207 thousand.

Retirement age extended upon the negotiation:

According to local labor laws, the statutory retirement age at the Kunshan Plant in China is 60 for male employees, 50 for female workers, and 55 for female managerial staff, and the Company may negotiate and agree with individual employees to continue working.

In 2025, the Kunshan Plant had negotiated with 2 female employees to postpone retirement.

4.5.1.4 Employee rights

The Company keeps a harmonious labor-management relationship. Employees may communicate with the Company through labor-management meetings regarding issues of the various system and working environment so as to maintain healthy interaction between the labor and management. In addition, the Company's Staff Welfare Committee is responsible for matters in relation to the welfare of employees and organizes various events from time to time so as to reach the goal of a harmonious working environment as well as bringing all employees together.

(1) Implementation of personal data protection

The Company complies with the "Personal Data Protection Act" to establish the "Personal Data Security Management Regulations" and strictly protect the personal data privacy security management and protection measures. The Company has also established a data governance system, implemented data access authority control and data owner's review mechanism, ensured that data access and sharing are properly governed and protected, and data availability, integrity and confidentiality. The application scope covers all subsidiaries, customers, and suppliers. The Company's human resources department is responsible for the implementation and supervision

of privacy-related risks for more effective management. The Company's personal data protection management measures are as follows:

To ensure the protection and management of personal data, the collection, processing or use of personal data must respect the rights and interests of the concerned party, be done in good faith and credibility, and refrain from exceeding the necessary scope of the specific purposes, and reasonable association with the purpose of collection.

In order to improve the personal data and file information system access security, prevent the access without authorization, manage the privacy of personal data, and manage the relevant management matters such as account number, password, access control, and access records of the personal data file information system, the Company's "Information Security Policy" shall apply.

The quantitative data and management indicators related to the personal data protection policy in 2025 are as follows

◎Employee Personal Data Protection Training Course

Digital courses on employee personal data protection were included in the onboarding courses for new hires. In 2025, a total of 17 new hires at the Taipei Plant participated in the course, and the post-training test pass rate was 100%.

◎Response to incidents and risk management

No relevant incidents occurred in 2025.

(2) Employment policy and training program of senior employees, and employment status

The Company upholds the people-oriented philosophy as its core value. In the face of an aging society and low birth rate, the employment of middle-age and senior employees is an inevitable trend. For this the Company builds a friendly and happy workplace.

The Company's policy in the workplace does not allow differential treatment based on age. For recruitment, promotion, performance evaluation, training, salaries or retirement, the Company creates a friendly working and welfare measure such as barrier-free working area, barrier-free environment, friendly toilets, and the easy-to-read versions of various work guidances.

For the senior employees' training plan, the Company provides flexible and free work arrangement, such as flexible employment and working hours arrangement, and diverse selection plans based on the job requirements, and diverse training to improve the work skills of the employees.

Employment of senior employees: There were no such employment arrangements in 2025.

(3) Execution of the collective bargaining agreements

Taipei Plant has not yet established a labor union, so it has not signed the collective

bargaining agreement with the Company.

Kunshan Plant and Vietnam Plant have established labor unions, but the labor unions of the two plants have not yet proposed to the Company for collective agreement negotiation. Therefore, they have not yet signed the collective bargaining agreement with the Company.

(4) Friendly and flexible commuting measures

To foster a friendly workplace, the Company offers flexible working hours that allow employees to avoid peak commuting hours, thereby helping them better balance work and family life.

4.5.1.5 Employees Code of Conduct: To regulate employees conduct and ethics

The Company's "Regulations of Professional Ethics and Conducts" have been promulgated as a means to regulate professional conduct and ethics of all employees; it has been disclosed on the Company's website/Investor Relations/Governance/Organizational Operations Regulations. The Company's website: http://www.nishoku.com.tw/Investor/Investor/Company.

4.5.2 Any current or potential loss resulting from labor disputes and prevention actions for the past year and as of the date of this annual report.

1Any violation of the Labor Standards Act found in labor inspection

Date of disposition	Reference No. of the penalty document	Provisions of law violated	Content of law violation	Content of the punishment	Current Losses	Estimated amount of future loss
2025/02/10	New Taipei City Labor Inspection No. 1144663061	Article 24 of the Labor Standards Act	The employer failed to pay overtime wages for employees who worked beyond normal working hours.	The fine was reduced to NT$50,000 and the name and responsible person were announced.	NT$50,000	None
2025/02/10	New Taipei City Labor Inspection No. 11446630611	Paragraph 2, Article 32 of the Labor Standards Act	The work hours of the employees exceeded 12 hours in one day and the work hours of the employees exceeded 46 hours in one month.	The fine was reduced to NT$50,000 and the name and responsible person were announced.	NT$50,000	None
2025/02/10	New Taipei City Labor Inspection No. 11446630612	Paragraph 1, Article 36 of the Labor Standards Act	The employer failed to provide workers with at least one rest day in a seven-day period.	The fine was reduced to NT$50,000 and the name and responsible person were announced.	NT$50,000	None

2025/05/19	New Taipei City Labor Inspection No. 1144675152	Paragraph 2, Article 22 of the Labor Standards Act	Failure to pay wages directly and in full to employees.	The fine was reduced to NT$24,000 and the name and responsible person were announced.	NT$24,000	None
Countermeasures: (1) Thoroughly comply with the working hours defined under the labor laws and regulations. (2) Establish the correct work efficiency and attitude of employees. (3) Combine the supervisors' care for colleagues and reasonable adjustment of the workload. (4) Any amounts to be returned by resigning employees and the Company's salary payments should be handled separately as two distinct matters.						

2. Estimated amount of the current and future losses, and countermeasures: None.

4.5.3 Work environment and personal safety protection

As a means to protect the safety of employees, we insure labor and health insurance for all our employees. We also provide group insurance and business travel insurance and carry out periodical employee health examinations in accordance with acts and regulations. Company associates also enjoy health examinations specifically for associates to ensure the health of all employees.

We also have public accident liability insurance covered on working places such as the Company and the plant. Public safety equipment checks of buildings and fire equipment are reported to the competent authority in accordance with acts and regulations. The Company also selects employees who have obtained fire management personnel qualification certificate to maintain the safety of fire equipment in the workplace.

In order to prevent occupational accidents and protect the safety and health of employees, the Company has established the "Labor Safety And Health Code" required by the Occupational Safety and Health Act and applicable acts and regulations. Safety and health management personnel and first-aid personnel for Labors have also been set up in accordance with laws. A safety and health educational training is organized on an annual basis.

In 2025, there were 6 occupational disasters, with 6 people involved (accounting for 0.20% of the total employees at the end of 2025), and the goal of zero-disaster was not achieved. For occupational hazard improvement measures, the department will conduct internal training for relevant employees, and require the implementation of occupational safety and health, to ensure the safety of colleagues in the work environment and continue to achieve zero occupational hazards.

Region	Taipei Plant		Kunshan Plant		Vietnam Plant		Improvement measures
	Times	people	Times	people	Times	people	
Onsite	0	0	3	3	3	3	The department will conduct internal training for relevant employees, and require the implementation of occupational safety and health.

Given the importance of protection measures for workplace and personal safety, the Company carries out related educational training on an unscheduled basis. The “Safety and Health Education for Labors” educational training is performed on employees containing courses such as: general safety and health educational training, how to enhance awareness of safety, fire safety and hygiene, occupational health promotion and how to prevent sexual harassment in the workplace. Learning evaluation is also carried out in the process of educational training to ensure the correctness of the learning direction of employees while at the same time confirming the implementation of the working environment and personal safety.

The number of safety and health training sessions held at each plant and the number of participants in 2025 are as follows:

Plant	Number of Training Sessions	Times
Kunshan Plant	2	40
Taipei Plant	58	14,350
Vietnam Plant	2	1,448
Total	62	15,838

Workplace Environment Monitoring, to protect workers from exposure to hazardous substances in the workplace and provide them with a healthy and comfortable working environment, the Company conducts workplace environment monitoring twice a year to gradually understand employees’ actual exposure conditions. The Taipei Plant conducted workplace environment monitoring on July 9 and December 31, 2025, and completed the required reporting to the Ministry of Labor on August 4 of the same year and January 30 of the following year, respectively. The Kunshan Plant conducts annual testing of occupational disease hazard factors in the workplace.

In terms of environmental testing within plant premises, the Kunshan Plant conducts quarterly noise testing, semi-annual rainwater testing, and annual testing of exhaust emissions and domestic wastewater. The Vietnam Plant conducts regular quarterly testing of both exhaust emissions and domestic wastewater to ensure that all environmental indicators comply with applicable local regulatory standards.

No fire incidents occurred in 2025. All fire prevention measures were regularly reviewed and duly implemented.

Specific measures included:

（1） Continuing to replace outdated equipment and conducting regular inspections.

（2） Strengthening nighttime lighting and monitoring measures in areas with higher fire risks.

（3） Conducting regular fire safety education and training each year, including fire evacuation drills.

All the Company's overseas production sites have obtained ISO 45001 certification.

Item		Kunshan Plant	Vietnam Plant
ISO 45001 Occupational health and safety management system	Date of first issuance	2020/8/14	2020/3/6
	Date of this issuance From ~ To	2023/8/14~2026/8/13	2026/3/6~2029/3/6

4.6. Cyber security management

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

In 2023, the Company has established a dedicated unit for information security, appointing an Information Security Supervisor and Information Security Personnel.; they are in charge of establishing the information security policies for the Company, planning the information security measures, and implementing the related information security operations.

In view of the importance of information security, the dedicated information security unit regularly reports to the Board of Directors on the Company's information security governance and implementation status every year (at least once a year).Date of the most recent report to the Board of Directors: December 19, 2025.

Dedicated information security unit

Considering the Company's scale and operating conditions, the current staffing consists of 1 dedicated information security supervisor and 1 dedicated information security staff member. The dedicated information security staff member has obtained the Ministry of Economic Affairs Information Security Engineer - Junior and Intermediate competency certifications, and obtained the Fortinet Certified Fundamentals in Cybersecurity certification in 2025.

In addition, audit personnel of the Audit Office (who have obtained ISO 27001 Information Security Auditor certification) also regularly audit the control operations of information security inspections. In consideration of strengthening DDoS protection services, the Company also completed joining the TWCERT cybersecurity alliance as a member in 2024.

I. Targets of the information security policy:

1. Maintain the continuous operations of various information systems.
2. Prevent hackers and various viruses from invading and destructing.
3. Prevent intentional improper and illegal use by humans.
4. Prevent the leakage of confidential and sensitive data.
5. Avoid negligence and incidents made by humans.
6. Maintain security in the physical environment.

II. information security control measures

1. Computer device security management

(1) The Company's computer mainframes and various application servers, as well as other equipment are installed in the dedicated data centers. The access control of the data centers adopts the induction card for entrance and exit, and the access are logged for reference.

(2) The air conditioners in the data centers have the backup mechanism, to keep the computer equipment running in an environment with appropriate temperature and humidity; the HFC-23 environmental gas automatic computer fire extinguishing system is placed, which can be applied to fires caused by general factors or appliances.

(3) The mainframes in data centers are equipped with uninterruptible power supply and voltage stabilization equipment, and are connected to the power supply system of generators provided by the Company’s building, to avoid crash caused by sudden power failure from Taipower, or to ensure that the operation of the computer application systems will not be interrupted during a temporary power failure.

2. Network security management

(1) The entrance to connect the external network is installed with the enterprise-level firewalls to prevent illegal intrusion by hackers.

(2) Taipei Group Headquarter and overseas plants: the connection operation of Kunshan, Shenzhen and Vietnam plants uses MPLS VPN to prevent illegal capture during data transmission.

(3) When logging into the Company's intranet remotely to access the ERP system, an SSLVPN account must be applied for. Login is only valid for use through the secure method of SSLVPN, and the use records are left for audit.

(4) The internet conduct management and filtering equipment are configured to control the internet access, block access to harmful or network addresses and content prohibited by policy, to strengthen network security and prevent bandwidth resources from being improperly occupied.

(5) The Company's corporate website is maintained by a third party contracted by the Company, and the Company's cloud server is protected by a comprehensive information security protection mechanism.

In addition to the IDS and IPS, in order to prevent the DDoS attack, the Cloud WAF network application program is adopted to set up a firewall. Based on the realization of the big data capability of cloud security, the Company has set up a defense mechanism for OWAS attacks such as SQL injection, cross-site scripting xss, common Web server add-on bugs, trojan horses uploading, and unauthorized core resource access, to prevent malicious traffic from intruding into the website by filtering massive malicious CC attacks. In the face of the threat of DDoS attacks, the Company has established traffic monitoring, static page switching, traffic cleaning and other defense mechanisms to ensure the normal operation of the website.

3. Antivirus and management

(1) Endpoint protection software is installed in the server and the terminal computer devices, and the virus codes are automatically updated to ensure that the latest viruses would be blocked, while detecting and preventing the installation of potentially threatening system execution files.

(2) The email server is equipped with email anti-virus and spam filtering mechanisms, to prevent viruses or spam from entering the user's PC.

4. Access control

(1) For using of each application system, the system access application procedure stipulated by the Company must be followed; upon the approval of the accountable officer, the information department will establish a system account, and each system administrator will authorize the access based on the applied functions before the access is granted.

(2) The password setting of an account requires appropriate strength and digits; the password must contain alphabets, numbers, and symbols for being valid.

(3) When implementing the resignation (leave) procedures, the Information Department must be informed to delete the accounts at each system.

5. Ensuring the sustainable operation of systems

(1) System backup: a cloud-based backup system is built, and a daily backup mechanism is adopted. In addition to uploading a copy to the cloud-based storage service, Microsoft OneDrive, another set of copy is stored in the data center, to ensure the security of the system and data.

(2) Disaster recovery drills: the drill is conducted for each system annually. After the restoration datum point is selected, the data are sent from the backup media to be restored in the system mainframe, and the user unit will confirm the accuracy of the restored data in writing, to ensure the accuracy and validity of the backup media.

(3)Two data lines are leased from the telecommunication provider. Through the bandwidth management equipment, the two lines are used in parallel to backup each other, to ensure that the network communication is not interrupted.

6. Cybersecurity Awareness Promotion, Education and Training, and Resources Invested in Information Security Management

The Company continues to promote cybersecurity awareness, education and training, and information security management measures to strengthen its overall information security protection capabilities. In terms of cybersecurity awareness and education and training, in addition to requiring employees to change their system passwords regularly to maintain account security, the Company also conducts information security-related training courses each year to enhance employees' cybersecurity awareness and protection capabilities. All new employees are required to complete training courses on information security and personal data protection.

In 2025, the implementation of the Company's information security measures included daily off-site backup operations, one email social engineering drill, one disaster recovery drill, and one vulnerability scan or penetration test for core systems.

To continuously strengthen the professional capabilities of information security personnel, employees of the information security unit continued to participate in relevant training courses. In 2025, they attended a total of five external training courses, with eight attendances and accumulated training

hours of 18 hours. The courses included the “Guidelines on Cybersecurity Controls for TWSE/TPEx Listed Companies” E-Course, “Information Security Awareness, Essential Knowledge and Responsibilities” E-Course, “Cybersecurity Incident Explanation and Preventive Measures” E-Course, “ISO 27001 Control Measures and Verification Practices for Information and Communication System Protection Baselines,” and “Vulnerability Notification Mechanism for Information and Communication Security (VANS).”

In addition, the Company held a total of six information security training courses in 2025, covering topics such as “Spam Filtering Software and Email System Operation Training,” “Antivirus Server Center Management,” “How ISO 27001 Strengthens Corporate Defense Systems,” “Basic Concepts of VMware,” “Basic Concepts and Practices of Enterprise Networks,” and “Social Engineering and Information Security Education and Training.” A total of 47 attendances were recorded, with accumulated training hours of 128.5 hours.

(II) List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: no such circumstance.

4.7 Important Contracts

Sales contract, technical cooperation contracts, engineering contracts, long term loans contracts and other significant contracts that are active or ending within a year which are sufficient to affect the interests of shareholders as of the end of the printing date of the annual report: None.

4.8 Intellectual property plan

The Nishoku Group continues to expand and deepen its domestic and overseas markets, continuously urges employees to maintain the concept and awareness of protecting the Company's trade secrets, and also actively studies management skills and protection mechanisms integrating innovation with business activities, and reports its operational status to the Board of Directors once a year. Date of the most recent report to the Board of Directors: February 26, 2026.

(I) Trade secret protection measures

The Company established the "Intellectual Property Rights Management Regulations" in 2017, and the scope of application covers the Company, the Group's subsidiaries, all employees of the Group, and external persons, subcontractors, sub-subcontractors, suppliers, and customers participating in various activities and projects of the Company and the Group's subsidiaries.

◎ Internal management

(1) All new hires are required to sign an "Employee Confidentiality Agreement" upon onboarding, requiring employees to strictly observe confidentiality obligations. Relevant precautions are communicated to employees from time to time to enhance their awareness and understanding of protecting the Company's confidential information, and personnel management, access control management, and controls over the storage locations of confidential materials are implemented to strengthen the protection of confidential materials; colleagues who apply for resignation/retirement are clearly informed of confidentiality obligations and matters related to rights and interests and legal compliance, including non-compete restrictions.

(2) Continue to strengthen information security and adopt relevant specific measures, and set up firewalls or anti-virus software for information systems, or prohibit employees from remotely accessing, copying, or downloading trade secrets through external computer networks, continuously maintain the operation of information security facilities, and according to the importance of trade secrets, distinguish different levels and establish document confidentiality classifications, adopt custody regulations and access restrictions of varying intensity, and at the same time establish system authority management, control the access to confidential materials, and conduct regular internal audits to prevent confidential materials from being stolen, tampered with, damaged, lost, or disclosed.

◎ External management

(1) Suppliers obtain drawings and confidential and specialized technical data from the Company for the supply of specific goods or services. To regulate relevant disclosure and confidentiality matters, such suppliers shall sign a non-disclosure agreement if necessary, and shall be bound by the terms and provisions of the "Non-disclosure Agreement".

(2) The Legal Affairs Office strictly reviews the confidentiality clauses of various business contracts to safeguard the Company's rights and liability limits.

(II) Patent protection measures

Innovation is the most critical core competitiveness of an enterprise. Through innovation,

enterprises continuously reduce costs, increase product differentiation, improve corporate structure, enhance product value, and create competitive advantages; accordingly, the Company addresses patent application, maintenance, and responses to potential risk prevention, for example, before products are launched, it fully evaluates relevant patents and first conducts patent searches and comparisons to safeguard the Company's own patent rights, strictly prevent infringement of others' patent rights, and effectively defend against patent litigation.

(III) Implementation of intellectual property management in 2025

1. All new employees of the Group in 2025 have signed employee confidentiality agreements.
2. To implement supplier code of conduct compliance management, the status of newly added suppliers in 2025 signing the DNA non-disclosure agreement and integrity and honesty commitment letter is as follows:

Year		2025
Region		Suppliers/third-party suppliers
Taiwan	Number of participating companies	39
	Total number of new suppliers	42
	Participation percentage	92.86%
Kunshan	Number of participating companies	53
	Total number of new suppliers	55
	Participation percentage	96.36%
Vietnam	Number of participating companies	8
	Total number of new suppliers	8
	Participation percentage	100.00%
Total	Number of participating companies	100
	Total number of new suppliers	105
	Participation percentage	95.24%

Note: Signature completion rate = Number of suppliers that have signed ÷ Total number of suppliers required to sign

3. Regular education and training promotion

   The Legal Affairs Office conducted Group-wide legal education and training covering ethical corporate management, integrity commitments, commercial bribery, and intellectual property rights; a total of 4 sessions were held in 2025, with a total of 87 participants and 111 cumulative training hours.

5. Review of Financial Position, Management Performance and Risk Management

5.1 Financial Status

5.1.1 Analysis of Financial Status – Consolidated

Unit: NT$ thousands; %

Item \ Year	2025	2024	Difference	
			Amount	%
Current Assets	6,635,161	5,687,690	947,471	16.7%
Property, plant and equipment	1,476,334	1,574,471	(98,137)	-6.2%
Non-current assets	1,037,356	1,669,800	(632,444)	-37.9%
Total Assets	9,148,851	8,931,961	216,890	2.4%
Current Liabilities	2,359,015	2,363,692	(4,677)	-0.2%
Long-term liabilities	1,000,000	800,000	200,000	25.0%
Other liabilities	803,697	784,603	19,094	2.4%
Total Liabilities	4,162,712	3,948,294	214,418	5.4%
Capital stock	630,222	630,222	0	0.0%
Capital Surplus	940,899	940,899	0	0.0%
Retained earnings	3,599,113	3,614,031	(14,918)	-0.4%
Total Stockholders' Equity	4,986,136	4,983,667	2,469	0.0%

The reasons of the material change (significant current variations amounting to 20% and the amount of changes reached NT$ 10 million) of assets, liabilities and equity above in the later period and within 2 years and the responses of the Company. Please specify the future countermeasures if the effects are significant:

(1) Decrease in other non-current assets: The decrease was mainly attributable to the reclassification of financial assets measured at amortized cost－non-current as current assets due within one year.

(2) Increase in long-term liabilities: The increase was mainly due to the appreciation of the U.S. dollar amid U.S. tariff policies and market concerns over trade tensions. As the Company refrained from selling its U.S. dollar holdings, it obtained bank loans to support its operating needs.

Future countermeasures: None.

5.1.2 Analysis of Financial Status - Individual

Unit: NT$ thousand; %

Item \ Year	2025	2024	Difference	
			Amount	%
Current Assets	2,087,635	1,418,571	669,064	47.2%
Refers to investments accounted for under equity method.	5,236,753	4,852,756	383,997	7.9%
Property, plant and equipment	289,436	291,223	(1,787)	-0.6%
Non-current assets	914,684	1,533,730	(619,046)	-40.4%
Total Assets	8,528,508	8,096,280	432,228	5.3%
Current Liabilities	1,738,672	1,528,011	210,661	13.8%
Long-term liabilities	1,000,000	800,000	200,000	25.0%
Other liabilities	803,697	784,602	19,095	2.4%
Total Liabilities	3,542,369	3,112,613	429,756	13.8%
Capital stock	630,222	630,222	0	0.0%
Capital Surplus	940,899	940,899	0	0.0%

Retained earnings	3,599,113	3,614,031	(14,918)	-0.4%
Total Stockholders' Equity	4,986,139	4,983,667	2,472	0.0%

The reasons of the material change (significant current variations amounting to 20% and the amount of changes reached NT$ 10 million) of assets, liabilities and equity above in the later period and within 2 years and the responses of the Company. Please specify the future countermeasures if the effects are significant:

(1) Increase in current assets and decrease in other assets: This was mainly because the non-current asset item “financial assets measured at amortized cost－non-current” was reclassified as financial assets due within one year and therefore presented as a current asset, resulting in an increase in current assets.

(2) Increase in long-term liabilities: The increase was mainly due to the appreciation of the U.S. dollar amid U.S. tariff policies and market concerns over trade tensions. As the Company refrained from selling its U.S. dollar holdings, it obtained bank loans to support its operating needs.

Future countermeasures: None.

5.2 Operating Results

5.2.1Analysis of Operating Results - Consolidated

Unit: NT$ thousand; %

Item \ Year	2025	2024	Difference	
			Amount	%
Net Sales	4,471,195	4,259,658	211,537	5.0%
Cost of Sales	2,297,131	2,944,014	(646,883)	-22.0%
Gross Profit	1,474,064	1,315,644	158,420	12.0%
Operating Expense	470,921	492,789	(21,868)	-4.4%
Results from operating activities	1,003,143	822,855	180,288	21.9%
Non-operating Income and Expenses	(104,012)	425,255	(529,267)	-124.5%
Profit Before Tax	899,131	1,248,110	(348,979)	-28.0%
Income Tax Expense	283,827	378,991	(95,164)	-25.1%
Profit for the year	615,304	869,119	(253,815)	-29.2%

The main reasons and expected sales volume of the significant changes (significant current variations amounting to 20% and the amount of changes reached NT$ 10 million) in operating income, operating net profit and net profit before tax in the last two years that may affect the company's future financial business and plan for the response:

(1) Decrease in operating costs and increase in operating income: This was mainly due to increased demand from consolidated customers in 2025 and higher shipments of high-margin models, which led to a decrease in operating costs and an increase in gross profit.

(2) Decrease in non-operating income and expenses, income before tax, income tax expense, and net income for the period: This was mainly attributable to the greater appreciation of the New Taiwan dollar and Renminbi against the U.S. dollar in 2025 compared with 2024, resulting in an increase in foreign exchange losses from the previous year.

5.2.2Analysis of Operating Results - Individual

Unit: NT$ thousand; %

Item \ Year	2025	2024	Difference	
			Amount	%
Net Sales	1,016,192	1,218,099	(201,907)	-16.6%
Cost of Sales	747,127	874,776	(127,649)	-14.6%
Gross Profit	281,656	329,877	(48,221)	-14.6%
Operating Expense	160,149	170,481	(10,332)	-6.1%
Results from operating activities	121,507	159,396	(37,889)	-23.8%
Non-operating Income and Expenses	642,894	967,095	(324,201)	-33.5%
Profit Before Tax	764,401	1,126,491	(362,090)	-32.1%
Income Tax Expense	149,097	257,372	(108,275)	-42.1%
Profit for the year	615,304	869,119	(253,815)	-29.2%

The main reasons and expected sales volume of the significant changes (significant current variations amounting to 20% and the amount of changes reached NT$ 10 million) in operating income, operating net profit and net profit before tax in the last two years that may affect the company's future financial business and plan for the response:

(1) Decrease in operating income: This was mainly due to the decrease in customer demand in 2025.

(2) Decrease in non-operating income and expenses, income before tax, income tax expense, and net income for the period: This was mainly attributable to the greater appreciation of the New Taiwan dollar and Renminbi against the U.S. dollar in 2025 compared with 2024, resulting in an increase in foreign exchange losses from the previous year.

5.2.3The possible impact and response plans regarding the expected sales volume and their basis:

The Company's sales in 2025 was based on the condition of overall supply and demand of the industry, and used the production capacity planning and past operating performance as basis which shall not pose any effect on the Company's future financial business.

5.3 Analysis of Cash Flow

5.3.1 Analysis of cash flows in the most recent year:

1. Consolidated Financial Statements

Unit: NT$ thousand

Beginning Cash Balance	Net Cash Flow From Operating Activities Throughout The Year	Annual Cash inflow	Cash Surplus (Deficit)	Remedial Measures for Cash Deficit	
				Investment Plan	Financial Plan
3,351,920	841,545	68,763	4,262,228	None	None

1. Analysis of changes in cash flows
(1) Operating business: Net cash inflows of NT$ 841,545 thousand was mainly due to operating profits.
(2) Investing activities: Net cash inflows of NT$ 292,933 thousand were mainly attributable to the disposal of financial assets measured at amortized cost.
(3) Financing activities: Net cash outflows of NT$ 282,642 thousand was mainly due to the distribution of cash dividends.
(4) Impact on cash and cash equivalents：NT$ 58,472 thousand。

2. Expected remedies for cash deficits and liquidity analysis:
No occurrence of cash deficits and liquidity.

2. Non-Consolidated Financial Statements

Unit: NT$ thousand

Beginning Cash Balance	Net Cash Flow From Operating Activities Throughout The Year	Annual Cash inflows	Cash Surplus (Deficit)	Remedial Measures for Cash Deficit	
				Investment Plan	Financial Plan
326,721	(71,528)	745,815	1,001,008	None	None

1. Analysis of changes in cash flows
(1) Operating activities: Net cash outflows of NT$71,528 thousand were mainly attributable to the payment of income tax.
(2) Investment activities:Net cash inflows of NT$ 864,532 thousand was mainly due to the profit repatriation from subsidiaries.
(3) Financing activities: Net cash outflows of NT$ 118,717 thousand was mainly due to the distribution of cash dividends and repaid the bank borrowings.

2. Expected remedies for cash deficits and liquidity analysis: No occurrence of cash deficits and liquidity.

5.3.2 Remedy for Cash Deficit and Liquidity Analysis: Not applicable.

5.3.3 Cash Flow Analysis for the Coming Year:

1. Consolidated Financial Statements

Unit: NT$ thousand

Beginning Cash Balance	Net Cash Flow From Operating Activities Throughout The Year	Annual Cash Outflows	Cash Surplus (Deficit)	Remedial Measures for Cash Deficit	
				Investment Plan	Financial Plan
4,262,228	777,310	(990,212)	4,049,326	None	None

1. Analysis of changes in cash flows
(1) Operating business: Mainly due to the estimated stable coming year that generates cash inflows.
(2) Investment activities: purchase of machinery and equipment.
(3) Financing activities: Mainly due to the estimated cash dividends being distributed.

2. Expected remedies for cash deficits and liquidity analysis: No occurrence of cash deficits and liquidity.

2. Non-Consolidated Financial Statements

Unit: NT$ thousand

Beginning Cash Balance	Net Cash Flow From Operating Activities Throughout The Year	Annual Cash Outflows	Cash Surplus (Deficit)	Remedial Measures for Cash Deficit	
				Investment Plan	Financial Plan
1,001,008	705,082	(569,700)	1,136,390	None	None

1. Analysis of changes in cash flows
(1) Operating activities: Mainly due to the return of earnings from offshore subsidiary in the coming year.
(2) Investment activities: Mainly due to the expected repatriation of surplus of overseas subsidiaries in the coming year.
(3) Financing activities: Mainly due to the estimated distribution of cash dividends.

2. Expected remedies for cash deficits and liquidity analysis: No occurrence of cash deficits and liquidity.

5.4 Major Capital Expenditure Items:

The Company does not have material capital expenditure plans, it is therefore not applicable.

5.5 Investment Policy in the Last year, Main Causes for Profits or Losses, Improvement Plans and the Investment Plans for the Coming Year

5.5.1 Investment policy

The Company's decision-making authority makes investments in consideration of operational needs or Company's future growth. Professional information is first provided by related units and after the Finance Unit compiles information and makes suggestions to the Authorization Manager, a motion of investment suggestion is produced. The investee Company's history and future prospects, market situation and management shall be evaluated to be used as the basis for decision-making authority to proceed with the investment.

5.5.2 Investment policies, main reasons for investment gains or losses, improvement plans in the most recent year

Unit: NT$ thousand

Name of Subsidiary	Recognized in 2025 Amount of gains or losses (Note 1)	Main reason for gains or losses	Improvement plan
SUN NICE Ltd. (SAMOA)	591,603	Due to the profit from the investment company.	None

Name of Subsidiary	Recognized in 2025 Amount of gains or losses (Note 1)	Main reason for gains or losses	Improvement plan
NISHOKU BOUEKI CO., LTD.	(0)	Has entered court liquidation proceedings.	NA
Nishoku TechnologyVietnam Co.,Ltd.	96,070	The operating conditions are good and profits are stable.	None
SAME START Ltd. (Anguilla)	(157)	The operating condition was fair.	None
NISHOKU HONG KONG HOLDING LIMITED	419,803	The operations of the subsidiaries invested in mainland China are good and their profits are stable.	None
SUN NICE Ltd. (B.V.I)	166,008	The operations of the subsidiaries invested in mainland China are good and their profits are stable.	None
KUNSHAN NISHOKU PLASTIC ELECTRONIC CO., LTD.	582,563	The operating conditions are good and profits are stable.	None

Note 1: The amounts stated in the 2025 financial report were certified by the CPAs.

5.5.3Investment plan for the coming year: The Company does not have new investment plans for the coming year.

5.6 Analysis of Risk Management

5.6.1 Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation of Corporate Finance, and Future Response Measures

1. Impact of interest rate changes

Unit: NT$ thousand

Item	2025 Consolidated		
	Amount	As a percentage of operating income	As a percentage of pre-tax net profit
Interest expenses	42,556	0.95%	4.73%

A. The balance of the Group's consolidated long-term and short-term borrowings was NT$2,400,000 thousand and interest expenses was NT$42,556 thousand at the end

of 2025. The above table shows that the ratio of interest expenses to the Company's profit and loss is relatively small. The Company also regularly evaluates bank borrowing rates and maintains good relations with banks in order to obtain a more favorable interest rate and at the same time reducing interest expenses.

B. If the interest rate had increased / decreased by 1 basis points, the Group' s net income would have decreased / increased by $635 thousand and $1,207 thousand for the year ended December 31, 2025 and 2024, with all other variable factors remaining constant. This is mainly due to the Group' s borrowing at variable rates and bank deposits in variable-rate bills. ◦

2. Impact of exchange rate changes

A. For years 2025, foreign exchange loss (including realized and unrealized portions) amounted to $218,157 thousand, respectively., 4.88% of net operating income，The overall exchange rate factor has a certain degree of risk burden of profitability◦ exposure to foreign currency risk arises from the translation of the foreign currency exchange gains and losses on cash and cash equivalents, accounts receivables, accounts payable and other payables that are denominated in foreign currency ◦

B. A weakening (strengthening) of 1% of the NT$ against the USD、JPY、EUR and VND at December 31, 2025 and 2024, would have increased or decreased the net profit before tax by $45,921 thousand and $45,871 thousand, respectively. The analysis assumes that all other variables remain constant and ignores any impact of forecasted sales and purchases. The analysis is performed on the same basis for both periods.

C. Future countermeasures: In order to respond to external complex changes, the Company uses its basic strategy and aims to offset assets and liabilities to reduce its exposure to net positions of exchange rate fluctuations. Hedging operation: The main principle is to flatten the above net positions.

3. Impact on inflation

According to the increase rate of 2.68% of Consumer Price Index (BPI) in 2025 released by the Directorate General of Budget, Accounting and Statistics, the inflation situation does not impose material impact on the Company's profit or loss. The Company keeps a close eye on the fluctuation of market prices, and makes adjustments of sales prices, raw materials and inventory amount accordingly. The Company currently does not have any immediate material impact due to inflation.

5.6.2 Policies, Main Causes of Gain or Loss and Future Response Measures with Respect to High-Risk, High-Leverage Investment, Loaning or Endorsement Guarantees and Derivatives Transactions

1. Engagement of high-risk and highly-leveraged investments

The Company and its subsidiaries focus on the management of the industry and do not make any investment in high-leveraged industry.

2. Engagement of lending fund to others or endorsement guarantees, and derivatives transactions:

The Company's lending fund to others or endorsement guarantees, and derivatives transactions are handled according to policies and countermeasures in the Company's "Operating Procedures for Lending Funds to Others", "Operating Procedures for Endorsements/Guarantees", and "Acquisition or Disposal of Assets". Related operations are executed in the consideration of risk situation and applicable regulations.

(1) Lending funds to others in the end of 2025:

December 31, 2025, unit: NT$ thousand

Creditor	Borrower	Whether the borrower is a related party	Balance of lending funds to others in the end of the period	Actually amount provided	Fund lending and its nature
Nishoku Technology Inc.	Nishoku Technology Vietnam Co., Ltd.	Yes	220,010	125,720	The necessity of short-term financing

The object who the Company loans funds to are all subsidiaries which the Company directly or indirectly holds 100% shares of, and there is no limit as to the amount of when providing a loan. However, the loaning of fund may not exceed the net worth of the Company's most recent financial statements.

(2) The status Of Endorsement And Guarantee of the company and its subsidiaries in 2025 is stated as follows:

December 31, 2025 Unit: NT$ thousand

Company Name Of Endorser	Endorsees		Balance Of Endorsements -End	Accumulative Endorsement as a Percentage of current net worth (%)
	Company Name	Relation		
Nishoku Technology Inc.	Nishoku Technology Vietnam Co., Ltd.	Subsidiary, 100% owned by Nishoku Technology Inc.	1,093,764	21.94%
Total (the Company)			1,093,764	21.94%

The object of endorsement/guarantee of the Company and its subsidiaries are all subsidiaries to be directly or indirectly 100% owned by the Company. The purposes of endorsements and guarantees for subsidiaries are the derivative liabilities of guarantee

resulting from group sharing of credit line of bank; the purpose of subsidiaries making endorsements and guarantees for affiliates is to be liable for the responsibility derived from guarantee purchases

(3) Derivatives in the end of 2025:

The Company did not engage in derivatives in the end of 2025.

5.6.3 Future Research & Development Projects and Corresponding Budget

The Company's 2026 R&D plans include application products such as the development of IMF and OMD. The proportion of R&D expenses the Company and its subsidiaries expect to invest in is approximately 2 to 3% of the Company's operating income. With the growth of the future turnover, the annual R&D expenses may be gradually increased. By supporting our future R&D plans, we hope to improve the Company’s competitiveness in the market.

5.6.4 Effects of and Response to Changes in Policies and Regulations Relating to Corporate Finance and Sales

Under the issue of the trade war initiated by the USA and fierce product competition, the overall industrial competition is even more challenging. Aside from continuing to facilitate automation and process optimization of various operations, we will also accelerate the expansion of market development and production economic scales. We will make every effort to understand customer needs and try our utmost to develop strategically positioned star products while focusing on external competitions in order to make response measures according to the market change. We will strive to grasp the change of relevant laws and regulations in order to make preparation and adapt applicable countermeasures to reduce operational risks of future industry and the overall environment.

5.6.5 Effect on the company's financial operations of developments in science and technology (including cyber security risks) as well as industrial change, and measures to be taken in response.

The Company and its subsidiaries also pay attention and collect and analysis the application market and technological development changes of various plastic products to reduce the impact brought with the change of technology. At the same time, we will also improve the R&D of high value-added and high-profit products, allowing the Company’s products to be more diverse, stable and ensure the source of profit. With our outstanding manufacturing process technology, we will continue to expand our strategic alliance in terms of design, mass production, logistic support, distribution, and after-sales service to our existing customers to strengthen the relationship of co-existence and prosperity. As of now,

technological changes and industrial changes have not yet posed any impact on the Company's financial business.

To implement the cyber security management, the Company has established the “Information Security Policy and Regulations” and the enforcement rules pursuant to Article 8 and 9 of the Regulations Governing Establishment of Internal Control Systems by Public Companies, requiring the establishment of the control activities for the management of personal information protection and computerized information processing system, to be implemented accordingly; the “Management Procedures for the Personal Information Protection” is established to manage the use of data and maintenance of security rigorously; and the “Management Procedures for E-Mail Accounts” is established to specify the rules of using email and the confidential and sensitive mails. As the information security is a emerging trend valued by corporates, the Company continues to enhance the implementation and mechanism of the information security protection policies. As of now, technological changes and industrial changes have not yet posed any impact on the Company's financial business.

5.6.6 The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company’s Response Measures

In recent years, the Company strives to strengthen corporate governance in order to respond to any possible corporate crisis. We also disclose various material information immediately in accordance with laws and regulations while continuing to invest in the environment and corporate responsibility, building a positive corporate image. In order to achieve the goal of environment and social responsibility, we integrate corporate social responsibility with our management strategy, including company policy, internal operation management, various business execution and education and training planning.

1. Environmental protection: Implement the Company’s core value through the establishment of the ISO14001 system - "team, service, innovation, quality, and efficiency" to enhance the internal culture of the corporate, increase the quality of the workplace while being dedicated to the design and R&D of green products. Not only to meet the trend of environmental protection in the international market, we also treat the green concept as the basic obligation and duty as a corporate citizen.
2. Human rights protection: The Company implements human rights policies, On April 26, 2024, the Company amended some provisions of its "Labor

Management Policy and Implementation Regulations" and renamed it as "Group Human Rights and Employee Policy", including but not limited to prohibiting forced labor, child labor, discrimination, and ensuring occupational health and safety. We have established and regularly update relevant management regulations to safeguard human rights. In addition to the “Labor Management Policy and Implementation Regulations”, we have established the “Employment Management Regulations”, “Factory Rules and Working Codes”, “Employee Care and Welfare Program Application Methods”, and “Salary Management Methods” to ensure the rights of employees in terms of working hours and rest, wages and insurance benefits, and prevention of harassment.

Employees are the Company’s most valuable assets, aside from the basic company rules; we also value our employees’ opinions. We hope to provide the space that employees can make the most of. The Company’s employees may express their views with respect to their personal rights, welfare, management and workplace environment through department managers, senior managers and Management Department at any time. In addition, the Management Department conducts a Group-wide employee opinion survey each year to collect employees’ feedback on the work environment, workplace safety, welfare measures, education and training, internal communication, management systems, and other matters related to employee rights and interests. The survey results serve as an important reference for the continuous improvement of the work environment and the optimization of management measures.

3. Safety and health: In order to show the determination of protecting the environment and maintaining employees’ safety and health, the Company has formulated the “Company Environmental Safety and Health Policy”. The Company integrates the implementation of environmental management, green products, occupational safety and health management to achieve the goal of corporate

sustainable development.

4. Caring for the local community: (1) The Group is headquartered in Xinzhuang, New Taipei City. Since the completion of the factory in 2011, the Group has participated in the "Xinzhuang District United Scholarship Program" through the Xinzhuang District Office (subsidy targets are mainly public/private universities and public/private high schools), to encourage the spirit of diligence and improvement of the outstanding, poor, and needy students in Xinzhuang District, and to cultivate talent for the country, society and the region. The Company has been supporting this talent cultivation program for 14 years. The cumulative sponsorship amounted to NT$ 900 thousand, and a total of 135 people received scholarships.

(2) In order to implement community care, the Company's Vietnam Plant donated fund to the temple fairs in 2 villages and 15 poverty-stricken villagers.The cumulative amount of donations for temple fair activities was VND 20 million, with a cumulative total of 35 impoverished villagers receiving assistance, and the cumulative total donation amount was VND 15 million.

In addition, we make unscheduled visits to representatives of local groups and fire brigades adjacent to the plant to learn about material topics of concern to the local community. We also implement fire safety countermeasures and implement precautions for employees in the plant, hoping to keep the community safe and happy, and prevent risks of major hazards inside or outside the plant.

5. Rural community care: The Company adheres to its principle of “taking from the society and using in the society” and is devoted to the

promotion of a variety of welfare activities. We try our best to fulfill corporate society responsibility and continues to improve the Company's environment and culture by promoting corporate sustainable development as a means to further inspire other people in the society to facilitate social care and take importance of their living quality. Aside from the efforts in terms of talent cultivation and technology R&D, the Company uploads the spirit of being a corporate citizen to maintain the social culture while making a contribution with respect to the education of the next generation. In line with our corporate social responsibility of taking care of disadvantaged groups and narrowing the gap between urban and rural areas, Nishoku Technology Inc., has participated in KPMG's second-hand computer donation event for 18 years straight. We have donated a total of 443 second-hand computers to remote digital opportunity centers, schools, and welfare organizations. This not only provides more learning opportunities and resources for people in rural areas but also enhances the quality of care provided by welfare organizations to disadvantaged individuals. At the same time, through participating in this event, we hope we can lead by example and inspire other enterprises to join in effort to narrow the gap between urban and rural areas.

In December 2025, the Company participated in the "Corporate Warmth Initiative: Bringing Love to Christmas in Guangfu Township, Hualien" donation campaign. Employees actively donated second-hand items as Christmas gifts for local children and families, hoping to deliver heartfelt holiday surprises and warmth to the community.

6. Support cultural sustainability: Nishoku Technology Inc. upholds the corporate philosophy of promoting social inclusion and cultural sustainability and supports the preservation and development of local religious culture. During this event, the Company provided NT$50,000 in supplies for incense lamp bearers, hoping to deepen the connection

between the enterprise and the community through concrete actions, support the sustainable inheritance of local culture, and jointly realize the goals of positive impact and sustainable development with the community.

7. Donations to public welfare groups: In order to put together the power of the society, and the aim of caring for the lives of vulnerable groups, the Company proactively promotes welfare events in forms of money or donations, including facilitating environmental protection, caring for vulnerable groups, charitable events and development plans of communities. Each year, Nishoku allocates a certain amount of funds each year to regularly donate to charity, including official donation channels such as the MacKay Memorial Hospital, the Genesis Social Welfare Foundation, Mennonite Social Welfare Foundation, Taiwan Fund for Children and Families, the Christian Home for the blind, affiliated with the Huiming Blind Children's Nursery in Taichung, World Vision Taiwan, and Children Are Us Foundation, etc. Additionally, in September 2025 Joint response to donations for Typhoon Danas. As of the end of 2025, the total amount of donation reached NT$ 2.24 million.

5.6.7 Expected Benefits and Risks Relating to and Response to Merger and Acquisition Plans

As of the publication date of the annual report, the Company and its subsidiaries do not have any M&A plan. If evaluation and execution of relevant plans are in consideration, they shall be handled according to applicable laws and regulations, and applicable management measures established by the Company.

5.6.8 Expected Benefits and Risks Relating to and Response to Factory Expansion Plans

In order to meet the need for continuous expansion of the subsidiary's business in Vietnam, the subsidiary is expected to build the 4th-phase factory premises in Vietnam in 2026. The Company has evaluated the risk factors such as possible insufficient funds, delayed

construction, and business orders before the investment, and formulated relevant countermeasures to mitigate the impact posed by various risks on the Company's operations.

5.6.9 Risks Relating to and Response to Excessive Concentration of Purchasing Sources and Excessive Customer Concentration

1. Risks associated with concentration of purchases, and countermeasures:

The Company has established production base in China through investment and purchases products after the production is completed in China, so there is a concentration of purchases, a result of labor division between 2 countries in the industry. Other than the purchase of finished products, most of the raw materials purchased by the Company are designated by customers. The Company maintains 2 or more qualified suppliers for each raw material, ensuring uninterrupted supply while at the same time posing an advantage of negotiating the price, reaching the goal of reducing costs. In summary, the Company should not have any risk with respect to purchase concentration or interruption of materials.

2. Risks associated with concentration of sales, and countermeasures:

The Company will proactively expand and develop all types of different applications in the future by using its outstanding double injection die technology and die R&D capabilities to further continue developing different customer groups. The risk of concentration of sales is therefore very low.

5.6.10 Effects of Risks Relating to and Response to Large Share Transfer or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholding of over 10%

In the most recent year and as of the publication date of the annual report, there are no events of large shares transfer or changes by directors, supervisors, and shareholders with 10% shareholdings or more to cause the operating risk.

5.6.11 Effects of Risks Relating to and Response to Changes in Control over the Company

In the most recent year and as of the publication date of the annual report, the structure of directors and supervisors remains stable; there are no events for the change of management.

5.6.12For all litigious and non-litigious events, please expressly enumerate the involved facts, target amounts, starting dates of the litigation, major parties involved and the progress as of the printing date of this Annual Report for the cases where the Company, the ompany’s directors and supervisors, general manager, substantial responsible persons, key shareholders holding over 10% of the total outstanding shares and the auxiliary firms in the major litigious, non-litigious or administrative events the outcome of which might have a significant impact upon the shareholders’ equity or stock prices:

1. For litigations and non-litigations with conclusive judgment or proceedings litigations, non-litigations, or administrative disputes with outcomes that might have major influence on the interest of shareholder or price of securities, the disputed facts, subject-matter amount, initial date of litigation, main litigants, and the status on current proceedings in the past 2 years and as of the publication date of the public report: None.

2. The directors, supervisors, managerial officers and substantial principals of the company, the major shareholders and affiliated companies with a shareholding ratio of more than 10% have been determined or are included in the lawsuit; non litigation or administrative litigation results may have a significant effect on the company's shareholders' equity or securities price in the past 2 years and as of the publication date of the public report: None.

3. The directors, supervisors, managerial officers of the company, the major shareholders with a shareholding ratio of more than 10%, any occurrence of events stipulated in Article 157 of the Securities and Exchange Act in the past 2 years and as of the publication date of the public report: None.

5.6.13 Other important risks：None.

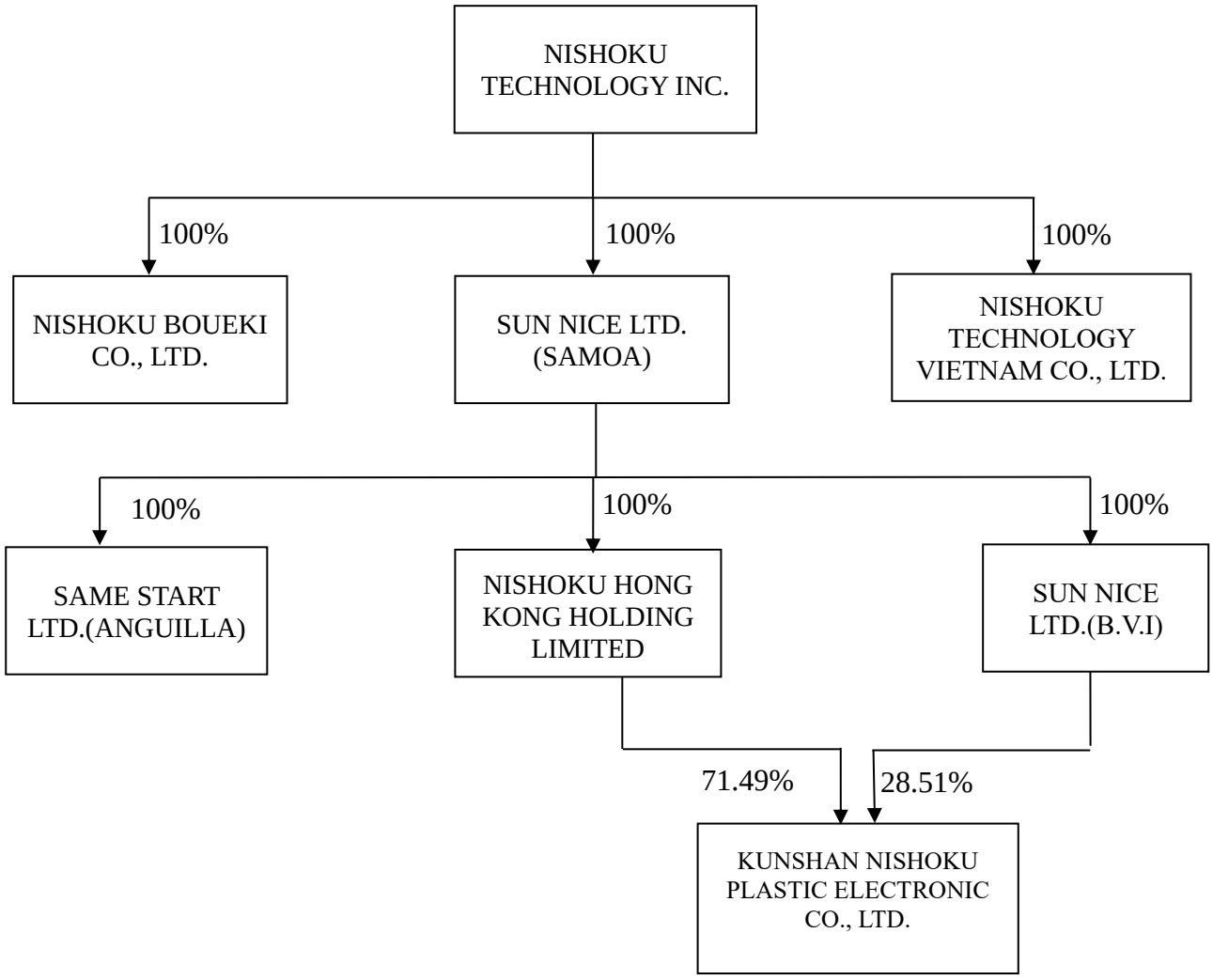
5.7 Other Major Risks: None.

6. Other Special Notes

6.1 Summary of Affiliated Companies

6.1.1 Consolidated Business Report of Affiliated Companies

6.1.1.1 Affiliated Companies Chart



6.1.1.2Basic Information on Affiliates

December 31, 2025 Unit: NT$ thousand

Name of subsidiary	Relation to the Company	Principal Activities	Location	Amount of paid-in capital	Percentage of shareholding
SUN NICE LTD. (SAMOA)	The Company's subsidiary	Holdng Company	Samoa	384,762	100%
NISHOKU BOUEKI CO., LTD.	The Company's subsidiary	Trading Company	Taiwan	3,000	100%
NISHOKU TECHNOLOGY VIETNAM CO.,LTD.	The Company's subsidiary	Produces dies and plastic products	Vietnam	1,119,034	100%
SAME START LTD.(ANGUILLA)	Subsidiary invested by the Company through SUN NICE (SAMOA)	Trading Company	Anguilla	0	100%
NISHOKU HONG KONG HOLDING LIMITED	Subsidiary invested by the Company through SUN NICE (SAMOA)	Holdng Company	HongKong	1,088,929	100%
SUN NICE LTD.(B.V.I)	Subsidiary invested by the Company through SUN NICE (SAMOA)	Holdng Company	British Virgin Islands	585,292	100%
KUNSHAN NISHOKU PLASTIC ELECTRONIC CO., LTD.	Subsidiary invested by SUN NICE (SAMOA) NISHOKU HONG KONG HOLDING LIMITED	Manufacturing and sales of plastic products and dies	Kunshan, China	1,531,330	100%

6.1.1.3 Shareholders presumed to have control and subordinate relationship with the same information: None.

6.1.1.4 Industries in which the affiliates operate

(1) CQ01010 Die Manufacturing.
(2) F106030 Wholesale of Die.
(3) F206030 Retail Sale of Die.
(4) C805990 Other Plastic Products Manufacturing.
(5) F401010 International Trade.
(6) ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval

6.1.1.5 Information on Directors, Supervisors, and President of Affiliates

December 31, 2025, unit: thousand shares, %

Company Name	Title	Name or Representative	Shares Held	
			Shares	%
NISHOKU BOUEKI CO., LTD.	Director	Nishoku Technology Inc. Rep.: Wu, Ying-Lan	300	100.00%
	Director	Nishoku Technology Inc. Rep.: Chen, Piao-Fu	300	100.00%
	Director	Nishoku Technology Inc. Rep.: Tsai, Chien-Sheng	300	100.00%
	Supervisor	Nishoku Technology Inc. Rep.: Chang, Wen-Hsien	300	100.00%
SUN NICE LTD.(SAMOA)	Director	Nishoku Technology Inc. Rep.: Chen, Piao-Fu	11,181	100.00%
	Director	Nishoku Technology Inc. Rep.: Tsai, Chien-Sheng	11,181	100.00%
	Director	Nishoku Technology Inc. Rep.: Chang, Wen-Hsien	11,181	100.00%
NISHOKU TECHNOLOGY VIETNAMCO. LTD.	Director	Nishoku Technology Inc. Rep.: Chen, Piao-Fu	0	100.00%
	Director	Nishoku Technology Inc. Rep.: Tsai, Chien-Sheng	0	100.00%
	Director	Nishoku Technology Inc. Rep.: Chang, Wen-Hsien	0	100.00%
SAME START LTD. (ANGUILLA)	Director	SUN NICE LTD. (SAMOA) Rep.: Chen, Piao-Fu	0	100.00%
	Director	SUN NICE LTD. (SAMOA) Rep.: Tsai, Chien-Sheng	0	100.00%
	Director	SUN NICE LTD. (SAMOA) Rep.: Chang, Wen-Hsien	0	100.00%
NISHOKU HONG KONG HOLDING LIMITED	Director	SUN NICE LTD. (SAMOA) Rep.: Chen, Piao-Fu	39,010	100.00%
	Director	SUN NICE LTD. (SAMOA) Rep.: Tsai, Chien-Sheng	39,010	100.00%
	Director	SUN NICE LTD. (SAMOA) Rep.: Chang, Wen-Hsien	39,010	100.00%

Company Name	Title	Name or Representative	Shares Held	
			Shares	%
SUN NICE LTD.(B.V.I)	Director	SUN NICE LTD. (SAMOA) Rep.: Tsai, Chien-Sheng	15,697	100.00%
KUNSHAN NISHOKU PLASTIC ELECTRONIC CO., LTD.	Director	NISHOKU HONG KONG HOLDING LIMITED Rep.: Chen, Piao-Fu	0	100.00%
	Director	NISHOKU HONG KONG HOLDING LIMITED Rep.: Tsai, Chien-Sheng	0	100.00%
	Director	NISHOKU HONG KONG HOLDING LIMITED Rep.: Chang, Wen-Hsien	0	100.00%
	Supervisor	NISHOKU HONG KONG HOLDING LIMITED Rep.:Zheng, Qing-Wen	0	100.00%

6.1.1.6 Operational Overview of Affiliates

December 31, 2025, Unit: NT$ thousand; (net earnings per shares $)

Company Name	Capital	Total Assest	Total Liabilitties	Net Value	Revenues	OPerting Incomes	Net Incomes	EPS
NISHOKU BOUEKI CO., LTD.	3,000	10,125	33	10,092	0	(51)	0	(Note 1)
SUN NICE LTD.(SAMOA)	384,762	4,272,318	0	4,272,318	0	(185)	591,603	(Note 1)
NISHOKU TECHNOLOGY VIETNAM CO. LTD.	1,119,034	1,399,406	386,974	1,012,432	1,351,153	125,416	96,070	(Note 1)
SAME START LTD. (ANGUILLA)	0	29,948	28,845	1,103	141,613	(171)	(157)	(Note 1)
NISHOKU HONG KONG HOLDING LIMITED	1,088,929	3,062,034	0	3,062,034	75	(340)	419,803	(Note 1)
SUN NICE LTD. (B.V.I)	585,292	1,206,093	0	1,206,093	0	(122)	166,008	(Note 1)
KUNSHAN NISHOKU PLASTIC ELECTRONIC CO., LTD.	1,531,330	4,831,231	609,063	4,222,168	3,162,512	744,851	588,156	(Note 1)

Note 1: Refers to unlisted and limited companies, profit (loss) per share is therefore not calculated.

Note 2: The foreign exchange rate is based on the exchange rate on December 31, 2025. The exchange rate for balance sheet: USD31.430, income statement rate: 31.1797

Representation Letter

The entities that are required to be included in the combined financial statements of NISHOKU TECHNOLOGY INC. as of and for the year ended December 31, 2025 under the Criteria Governing the Preparation of Affiliation Reports, Consolidated Business Reports, and Consolidated Financial Statements of Affiliated Enterprises are the same as those included in the consolidated financial statements prepared in conformity with International Financial Reporting Standards No. 10 by the Financial Supervisory Commission, "Consolidated Financial Statements." In addition, the information required to be disclosed in the combined financial statements is included in the consolidated financial statements. Consequently, NISHOKU TECHNOLOGY INC. and Subsidiaries do not prepare a separate set of combined financial statements.

Company name: NISHOKU TECHNOLOGY INC.

Chairman: Chen, Piao-Fu

Date: February 26, 2026

6.1.3 Affiliation Reports：NA。

6.2 Private Placement Securities in the Most Recent year: None.

6.3 Any Other Special Notes to be specify: None.

Nishoku Technology Inc.

Chairman: Chen, Piao-Fu