Stock Code: 2368

Gold Circuit Electronics

2025 Annual report

Publish Date: March 31 , 2026

Annual report inquiry website: http://mops.twse.com.tw/

http://www.gce.com.tw

I. Company Spokesperson:

Name: Chen-Jung Yang
Title: Director of Legal Department
Tel: (03)461-2541 #22588
E-mail: Tina_Yang@gce.com.tw
Deputy Spokesperson:
Name: Chang-Chin Yang
Title: Vice President, Finance Department
Tel: (03)461-2541 #22500
E-mail: Huck_Yang@gce.com.tw

II. Address and telephone number of the company and factory:

Zhongli Factory Address: No. 113, Xiyuan RD., Jhongli Industrial Park, Jhongli District, Taoyuan City 320, Taiwan (R.O.C.)
Tel: (03)461-2541

Suzhou Plant Address: No. 238, Jinfeng Road, New District, Suzhou City
Tel: 86-512-66612238

Changshu Plant No. 1 Address: No. 9, Jiulong Rd., Changshu Southeast Economic Development Zone, Jiangsu Province
Tel: 86-512-52355235

Changshu Plant No. 2 Address: No. 816, southeast Avenue, Changshu hi tech Industrial Development Zone, Jiangsu Province
Tel: 86-512-52358899

III. Name and address of stock agency:

Name: CTBC Bank Co., Ltd., Agency Department
Address: 5F, No. 83, Sec. 1, Chongqing S. Rd., Taipei City
Tel: (02)6636-5566
Website: www.chinatrust.com

IV. CPAs of the Financial Report for the Last Year:

Name: Chao-Ling Chen and Chun-Yi Chang
CPA firm: Deloitte Taiwan
Address: 20F, No. 100, Songren Road, Xinyi District, Taipei City
Tel: (02)2725-9988
Website:www.deloitte.com.tw

V. Name(s) of the exchange(s) where the securities of the Company are traded offshore, and the method(s) by which the information of the offshore securities is accessed: No overseas securities are issued.

VI. Company website: http://www.gce.com.tw

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ONE. Letter to Shareholders:

<u>Business Status in 2025</u>

Clarification:

In 2025, as AI computing power products continue to evolve rapidly, major CSP providers have successively increased their future capital expenditures. Coupled with strong momentum from media coverage and the stock market, industries across sectors have begun launching their own AI applications. Most educational institutions have also incorporated AI learning and application as compulsory coursework, while government agencies and private enterprises have started to include AI literacy and application capabilities as performance evaluation criteria. Overall, most countries around the world have mobilized around the idea that computing power represents national strength. The Company’s core product – server boards – happens to be an indispensable component in this trend. As a result, in 2025, the Company’s revenue and profitability both experienced substantial growth compared to 2024.

In addition to competition in computing power, internet infrastructure is another domain where speed is critical. Currently, 400G and 800G have become mainstream products – highly sophisticated boards for internet applications. Through years of effort and the overcoming of multiple technical challenges, we have improved both product quality and yield, leading to a steady inflow of orders. The next-generation 1.6T products have also entered the sampling stage. Although internet application boards currently account for approximately 20% of the Company’s revenue, they still offer significant growth potential.

The above two product categories are the Company’s core offerings. In 2025, demand for server and internet application boards exceeded supply, driven by continuous infrastructure expansion by global CSP providers, with customers persistently requesting higher production volumes. As printed circuit board manufacturing is a capital-intensive industry, capacity expansion requires substantial investment and time. we expect to gradually bring new production capacity online during the year to meet customers’ phased demand.

The 2025 business results and the outlook for 2026 are as follows:

I. Business results in 2025:

(I) Business overview:

The Company’s total revenue in Taiwan for 2025 amounted to NTD 59,144,461 thousand, representing an increase of NTD 20,783,685 thousand, or 54.18%, compared to 2024. The sales volume was 16,642,752 square feet, an increase of 1,026,325 square feet or 6.57% from the same period in 2024.

The total sales value of the 2025 consolidated revenue in Taiwan was NTD 60,003,758 thousand, an increase of NTD 21,051,868 thousand or 54.05% compared with 2024.

(II) Profit and loss (Taiwan):

Gross profit:	Increased by 149.73% growth or NTD 7,118,200 thousand in 2025 compared to 2024
Net profit before tax:	Increased by 83.68% growth or NTD 5,759,808 thousand in 2025 compared to 2024

Item	2024	2025	Increase/decrease	Rate of change (%)
Operating income	38,360,776	59,144,461	20,783,685	54.18%
Operating costs	33,606,654	47,272,139	13,665,485	
Gross profit	4,754,122	11,872,322	7,118,200	149.73%
Operating expenses	1,695,439	3,373,450	1,678,011	
Other gains and losses	(13,511)	13,691	27,202	
Net operating profit	3,045,172	8,512,563	5,467,391	179.54%
Profit before income tax	6,883,056	12,642,864	5,759,808	83.68%
Net income for the period	5,615,607	9,606,531	3,990,924	71.07%

(III) Profit and loss (consolidated):

Gross profit: Increased by 72.72% growth or NT$8,286,844 thousand in 2025 compared to 2024

Net profit before tax: Increased by 66.93% growth or NT$5,682,933 thousand in 2025 compared to 2024

Item	2024	2025	Increase/decrease	Growth rate (%)
Operating income	38,951,890	60,003,758	21,051,868	54.05%
Operating costs	27,555,961	40,320,985	12,765,024	
Gross profit	11,395,929	19,682,773	8,286,844	72.72%
Operating expenses	3,315,375	5,653,226	2,337,851	
Other gains and losses	(13,511)	13,691	27,202	
Net operating profit	8,067,043	14,043,238	5,976,195	74.08%
Profit before income tax	8,490,402	14,173,335	5,682,933	66.93%
Net income for the period	5,615,607	9,606,531	3,990,924	71.07%

(IV) 2025 budget execution: Forecast not compiled

(V) Analysis of financial income/expenditure and profitability:

Item	2024	2025
Net operating profit	8,067,043	14,043,238
Net income after tax	5,615,607	9,606,531
Average total assets	38,842,819	60,165,371
Average total shareholders’ equity	19,071,665	27,396,682
Comparison of profitability:		
1. Return on assets (%)	14.80%	16.26%
2. Return on equity (%)	29.44%	35.06%
3. Profit margin (%)	14.42%	16.01%
4. Net profit ratio per share	NTD 11.54	NTD 19.47

II. Business plan for 2026

In response to customer-driven geopolitical considerations, the first phase of the Thailand plant commenced mass production as scheduled in the second half of 2025. Through early planning – specifically, dispatching Thai employees to Suzhou for advance training – operations are currently running smoothly, and yield rates are gradually catching up to those of the Suzhou plant. The facility is expected to make a significant contribution to the Company's overall revenue and profitability in 2026. Construction of the second phase of the Thailand plant has also begun, with mass production expected to commence in the fourth quarter of 2027.

Looking ahead, AI servers and internet application boards continue to present substantial growth opportunities. Over more than 40 years since its establishment, we have remained firmly committed to its core business and has continuously strived for excellence. Upholding its philosophy of staying rooted in Taiwan and supporting employees and their families, the Company has not only proceeded with the second-phase expansion of its Thailand plant but has also begun construction of its fifth plant in Zhongli, Taiwan, which is expected to significantly enhance domestic production capacity in the future.

Chairman Chen-Tse Yang

Manager Chen-Tse Yang

Accounting Supervisor: Chang-Chin Yang

TWO. Corporate Governance Report

I. Information on Directors, Supervisors, President, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branches:

(I) Directors and supervisors

Unit: share; % March 31 2026

Job title (Note 1)	Name	Gender Age	Nationality or place of registration	Date of election (accession)	Term of office	Date first elected	Shareholding upon elected		Current shareholding		Current shareholdings by spouse and minor child		Shareholding by nominee arrangement		Main education (experience)	Current positions held concurrently at the Company and other companies	Spouse or relative within the second degree of kinship of other managers, directors, or supervisors			Remarks
							Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding			Job title	Name	Affiliation	
Chairman and President	Chen-Tse Yang	Male Aged 51–60	R.O.C.	2024.05.30	3 years	1996.05.06	17,653,216	3.59%	17,893,216	3.46%	–	–	–	–	Department of Business Administration, Chinese Culture University MBA, Pace University, New York Business Specialist, Deputy Manager, Manager, Director, Assistant Vice President, and Senior Vice President, Gold Circuit Electronics Ltd. Chairman (current), Gold Circuit Electronics Ltd.	Chairman, Suzhou Gold Circuit Electronics Ltd., Changshu Gold Circuit Electronics Ltd., and Changshu Gold Circuit Technology Co., Ltd. Executive Director, Gold Circuit Electronics (Thailand) Co., Ltd. Chairman, King Hsiang Investment Co., Ltd. Chairman, Jiahui Investment Co., Ltd.	Director Director	Chang-Chih Yang Chen-Jung Yang	Father and son Brother and sister	Note 2
Director and shareholder holding at least 10% of the shares	Chang-Chih Yang	Male Aged 71–80	R.O.C.	2024.05.30	3 years	1981.09.05	96,622,217	19.65%	96,622,217	18.69%	27,651,870	5.35%	11,012,760	2.13%	Business Administration Department, Tamsui Vocational School Chairman (former), Gold Circuit Electronics Ltd.	Director, Suzhou Gold Circuit Electronics Ltd., Changshu Gold Circuit Electronics Ltd., and Changshu Gold Circuit Technology Co., Ltd. Director, King Hsiang Investment Co., Ltd. Chairman, Jiahui Investment Co., Ltd.	Chairman Director	Chen-Tse Yang Chen-Jung Yang	Father and son Father and daughter	None
Director and Special Assistant	Chang-Chin Yang	Male Aged 61–70	R.O.C.	2024.05.30	3 years	1987.01.06	2,652,400	0.54%	2,350,400	0.45%	–	–	–	–	Department of Mechanical Engineering, Tamkang University Deputy Manager of Manufacturing, Design Engineering, and Production Management; Manager, Computer Department; Special Assistant to the Chairman, Gold Circuit Electronics Ltd. Director, Gold Circuit Electronics Ltd.	Special Assistant to the Chairman, Suzhou Gold Circuit Electronics Ltd.	Finance Vice President	Chang-Chin Yang	Brothers	None
Director and Director	Chen-Jung Yang	Female Aged 51–60	R.O.C.	2024.05.30	3 years	1997.12.16	6,442,150	1.31%	6,442,150	1.25%	–	–	–	–	Department of Law, National Chung Hsing University Legal Manager, Gold Circuit Electronics Ltd. Spokesman, Gold Circuit Electronics Ltd. Director, Gold Circuit Electronics Ltd.	Director, Suzhou Gold Circuit Electronics Ltd., Changshu Gold Circuit Electronics Ltd., and Changshu Gold Circuit Technology Co., Ltd. Director, King Hsiang Investment Co., Ltd. Chairman, Jiahui Investment Co., Ltd.	Director Chairman	Chang-Chih Yang Chen-Tse Yang	Father and daughter Brother and sister	None
Director	King Hsiang Investment Co., Ltd.	–	R.O.C.	2024.05.30	3 years	1914.06.25	5,151,375	1.05%	5,151,375	1.00%	–	–	–	–	–	–	None	None	None	None
	Representative: Jung-Tung Tsai	Male Aged 71–80	R.O.C.	2024.05.30	3 years	2017.06.12	–	–	–	–	–	–	–	–	MBA, Indiana University, USA President, Taishin Bank President, Ta Chong Bank Director, Gold Circuit Electronics Ltd.	Representative of the institutional director of Chang Wah Technology Co., Ltd. Independent Director, Ali Corporation	None	None	None	None

Job title (Note 1)	Name	Gender Age	Nationality or place of registration	Date of election (accession)	Term of office	Date first elected	Shareholding upon elected		Current shareholding		Current shareholdings by spouse and minor child		Shareholding by nominee arrangement		Main education (experience)	Current positions held concurrently at the Company and other companies	Spouse or relative within the second degree of kinship of other managers, directors, or supervisors			Remarks
							Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding			Job title	Name	Affiliation	
Director	Lien-Mei Lin	Female Aged 71–80	R.O.C.	2024.05.30	3 years	2005.06.10	154,304	0.03%	154,304	0.03%	–	–	–	–	Ming Chuan Commercial College Business Department, Compeq Manufacturing Co., Ltd.	None	None	None	None	None
Independent Director	Shih-Chi Chen	Male Aged 71–80	R.O.C.	2024.05.30	3 years	2023.06.14	–	–	–	–	27,000	0.01%	–	–	Department of Medicine, National Taiwan University EMBA, College of Management, National Taiwan University President, Taiwan Society of Emergency & Critical Care Medicine Superintendent and deputy superintendent, National Taiwan University Hospital Independent Director, Gold Circuit Electronics Ltd.	Emeritus Professor of School of Medicine, National Taiwan University	None	None	None	None
Independent Director	Hung-Hsin Ling	Male Aged 71–80	R.O.C.	2024.05.30	3 years	2024.05.30	–	–	–	–	–	–	–	–	Department of Electronic Engineering, Taipei Institute of Technology Senior Vice President of Industrial Engineering Department and Advisor of Technology Center, Gold Circuit Electronics Ltd. Independent Director, Gold Circuit Electronics Ltd.	None	None	None	None	None
Independent Director	Ta-Ling Hu	Female Aged 71–80	R.O.C.	2024.05.30	3 years	2024.05.30	–	–	–	–	–	–	–	–	Department of Secretarial Science, Ming Chuan Commercial College Manager of Greater China Procurement Department and AVP, HP INTERNATIONAL PTE. LTD., TAIWAN BRANCH (SINGAPORE) Director, DIGITIMES Business Consultant, Gold Circuit Electronics Ltd. Independent Director, Gold Circuit Electronics Ltd.	None	None	None	None	None
Independent Director	Wen-dong Liu	Male Aged 51–60	R.O.C.	2024.05.30	3 years	2024.05.30	–	–	–	–	–	–	–	–	Department of Accounting, Soochow University AVP of Audit Department, Deloitte Taiwan Independent Director, Gold Circuit Electronics Ltd.	None	None	None	None	None

Note 1: Names of institutional shareholders and their representatives shall be listed separately (if the representatives are institutional shareholders, the names of said institutional shareholders shall be indicated) in Table 1 below.

Note 2: If the Chairman and CEO (or the equivalent position, i.e. the top executive) are the same person, or are spouses or first-degree relatives, the reasons, rationale, necessity, and corresponding measures (e.g. increasing the number of independent directors and ensuring that more than half of the directors are not concurrently employees or executives) should be explained: In November 2017, Mr. Chen-Tse Yang took over as the Company's CEO. He has worked with the Company for nearly 30 years and has rotated through various departments. Although the Chairman and CEO are the same person, Mr. Yang is the largest shareholder and possesses strong leadership and communication skills across different departments. The directors believe that this is currently the best arrangement for the Company. The Company has been profitable every year, and under his leadership, both revenue and profits have reached record highs. Starting in 2023, the Company increased the number of independent directors to four, complying with the legal requirement that independent directors must be no fewer than four. Once the transition period is complete, the Company will select new top executives from within its existing leadership team.

(II) If the director or supervisor is a representative of institutional shareholder, the name of the institutional shareholder and the names of the top ten shareholders of the institutional shareholder and their shareholding ratio shall be stated

Table 1: Major Shareholders of Institutional Shareholders

March 31, 2026

Name of institutional shareholder (Note 1)	Major shareholder of institutional shareholder (Note 2)	
King Hsiang Investment Ltd.	Gold Circuit Electronics Ltd.	99.997%
	Chang-Chih Yang	0.0005%
	Jui-Ching Li	0.0005%
	Chen-Tse Yang	0.0005%
	Chen-Jung Yang	0.0005%
	Chang-Wang Yang	0.0005%
	Tung-Yang Yang	0.0005%

Note 1: Where a director or supervisor is a representative of an institutional shareholder, the name of the institutional shareholder shall be entered.

Note 2: Name of the major shareholders of the institutional shareholder (shareholding ratios among the top ten) and their shareholding ratios. Where a major shareholder is a juridical person, Table 2 below shall be filled out.

Note 3: Where an institutional shareholder is not a company, the name of the shareholder and shareholding ratio that shall be disclosed as mentioned above is the name of the investor or donor and the ratio of capital contribution or donation.

Table 2: Information on Major Shareholders of the Major Shareholders in Table 1 Who are Juridical Persons

March 31, 2026

Name of institution (Note 1)	Name of the major shareholders of the juridical persons and their shareholding ratios (Note 2)	
Gold Circuit Electronics Ltd.	Chang-Chih Yang	18.69%
	New Labor Pension Fund	7.30%
	Jui-Ching Li	5.35%
	Chen-Tse Yang	3.46%
	Old Labor Pension Fund	2.21%
	Jiahui Investment Co., Ltd.	2.13%
	Fubon Life Insurance Co., Ltd.	1.61%
	Public Service Pension Fund Management Board	1.59%
	Yuanta/P-shares Taiwan Top 50 ETF Account	1.27%
	Chen-Jung Yang	1.25%

Note 1: Where the major shareholders in Table 1 above are juridical persons, the name of the juridical persons shall be entered.

Note 2: Name of the major shareholders of the juridical persons (shareholding ratios among the top ten) and their shareholding ratios.

Name of institutional shareholder (Note 1)	Major shareholder of institutional shareholder (Note 2)	
Jiahui Investment Co., Ltd.	Chang-Chih Yang	90.0%
	Jui-Ching Li	5.0%
	Chen-Tse Yang	2.5%
	Chen-Jung Yang	2.5%

Note 3: Where an institutional shareholder is not a company, the name of the shareholder and shareholding ratio that shall be disclosed as mentioned above is the name of the investor or donor and the ratio of capital contribution or donation.

(III) Disclosure of information on the professional qualifications of directors and supervisors and the independence of independent directors

Name/Identity (Note 2) \ Criteria		Professional qualifications and experience	Status of independence	Number of other public companies at which serving as an independent director concurrently
Chen-Tse Yang	Chairman and President	●Possessed business/marketing capability and related work experience in the industry. ●MBA, Pace University, New York, USA. ●Business Specialist, Deputy Manager, Manager, Director, Assistant Vice President, and Senior Vice President of the Company. ●Not in line with any of the conditions stated in Article 30 of the Company Act.	–	None
Chang-Chih Yang	Director	●Possessed business/marketing capability and related work experience in the industry. ●Graduated from Business Administration Department, Tamsui Vocational School ●Chairman (former), Gold Circuit Electronics Ltd. ●Not in line with any of the conditions stated in Article 30 of the Company Act.	–	None
Chang-Chin Yang	Director	●Possessed work experience in the commerce and industry ●Graduated from Department of Mechanical Engineering, Tamkang University ●Deputy Manager of Manufacturing, Design Engineering, and Production Management; Manager of Computer Department; Special Assistant of the Chairman ●Not in line with any of the conditions stated in Article 30 of the Company Act.	–	None

Name/Identity (Note 2) \ Criteria		Professional qualifications and experience	Status of independence	Number of other public companies at which serving as an independent director concurrently
Chen-Jung Yang	Director	●Possessed work experience in commerce and the ability to make adjustment to legal affairs and risks. ●Graduated from department of Law, National Chung Hsing University ●Concurrently acting as the spokesman of Gold Circuit Electronics Ltd. ●Legal Manager of Gold Circuit Electronics Ltd. ●Not in line with any of the conditions stated in Article 30 of the Company Act.	–	None
Jung-Tung Tsai	Representative of institutional director	●Possessed management capability and relevant work experience in the industry. ●MBA, Indiana University, USA ●Concurrently acting as the representative of the institutional director Chang Wah Technology Co., Ltd. and an independent director of ALi Corporation ●President of Taishin Bank and President of Ta Chong Bank ●Not in line with any of the conditions stated in Article 30 of the Company Act.	–	1
Lien-Mei Lin	Director	●Possessed work experience in commerce and industry. ●Graduated from Ming Chuan Commercial College. ●Business Department, Compeq Manufacturing Co., Ltd. ●Not in line with any of the conditions stated in Article 30 of the Company Act.	–	None

Name/Identity (Note 2) \ Criteria		Professional qualifications and experience	Status of independence	Number of other public companies at which serving as an independent director concurrently
Ta-Ling Hu	Independent director, Convener and Committee Member of Audit Committee	● Possessed business, management capability and relevant work experience in the industry. ● Graduated from the Department of Secretarial Science, Ming Chuan Commercial College. ● Manager of Greater China Procurement Department and AVP, HP INTERNATIONAL PTE. LTD., TAIWAN BRANCH (SINGAPORE), Director, DIGITIMES, retired from the position of marketing & sales advisor, Gold Circuit Electronics Ltd. ● Not in line with any of the conditions stated in Article 30 of the Company Act.	All independent directors meet the following circumstances: 1. The person and his/her spouse or relatives within the second degree of kinship are not the directors, supervisors or employees of the Company or any of its affiliates; 2. The number of the Company’s shares held by the person and his/her spouse or relatives within the second degree of kinship (or in the names of others) does not reach 1%; 3. The independent director is not a director,	None
Shih-Chi Chen	Independent director, Audit Committee member	● Possessed management capability and work experience in legal affairs and risk judgment. ● Graduated from the Department of Medicine, National Taiwan University; and EMBA, School of Management, National Taiwan University. ● Concurrently acting as a professor of School of Medicine, National Taiwan University ● Superintendent and deputy superintendent, National Taiwan University Hospital; President, Taiwan Society of Emergency & Critical Care Medicine ● Not in line with any of the conditions stated in Article 30 of the Company Act.		None

Criteria Name/Identity (Note 2)		Professional qualifications and experience	Status of independence	Number of other public companies at which serving as an independent director concurrently
Hung-Hsin Ling	Independent director, Audit Committee member	●Possessed business, management capability and relevant work experience in the industry. ●Graduated from the Department of Electronic Engineering, Taipei Institute of Technology ●Senior Vice President of Industrial Engineering Department, Gold Circuit Electronics Ltd.; retired from the position of technology center advisor. ●Not in line with any of the conditions stated in Article 30 of the Company Act.	supervisor or employee of any company that has a specific relationship with the Company (Note 1); 4. The independent director did not receive compensation for providing the Company or affiliates with commercial, legal, financial, accounting or related services in the most recent two years.	None
Wen-dong Liu	Independent director, Audit Committee	●Possessed business and finance management capability and relevant work experience in the industry. ●Graduated from the Department of Accounting, Soochow University. ●AVP of Audit Department, Deloitte Taiwan ●Not in line with any of the conditions stated in Article 30 of the Company Act.		None

Note 1: Directors, supervisors or employees of specific affiliates are based on Subparagraphs 5–8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies:

(1) A director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act.

(2) If a majority of the company's director seats or voting shares and those of any other company are controlled by the same person: a director, supervisor, or employee of that other company.

(3) If the chairperson, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: a director (or governor), supervisor, or employee of that other company or institution.

(4) A director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company.

Note 2: Jung-Tung Tsai is the representative of the institutional director King Hsiang Investment Co.

(IV) Diversity and independence of the Board of Directors:

The Board of Directors of the Company is responsible for guiding the Company's strategy, supervising management, and being accountable to the Company and its shareholders. The Company's corporate governance practices shall ensure that the Board exercises its powers in accordance with applicable laws, the Articles of Incorporation, or resolutions passed at shareholders' meetings. In line with the Company's "Corporate Governance Best-Practice Principles," the composition of the Board is designed to ensure diversity. Apart from possessing the necessary knowledge and skills for their duties, Board members should have a broad range of professional backgrounds, skills, and qualifications from the industry.

The Board consists of 10 members, including 4 independent directors, which makes up 40% of the Board. Employees also account for 40% of the Board, and female directors make up 30%. Due to the challenge of electing female directors, the proportion has not reached one-third; however, future plans aim to increase the representation of women on the Board during the next election. Currently, there are three directors aged 51–60 and seven directors over 61 years old. The four independent directors are selected based on their professional backgrounds (e.g. law, accounting, industry, finance, marketing, or technology) and professional skills (e.g. operational judgment, financial analysis, business management, industry knowledge, international market perspective, leadership, and decision-making). The Company also ensures a balance of diverse expertise and gender, allowing for more well-rounded decision-making. These directors bring rich knowledge, insights, and strong leadership skills, which are highly valued by the Company.

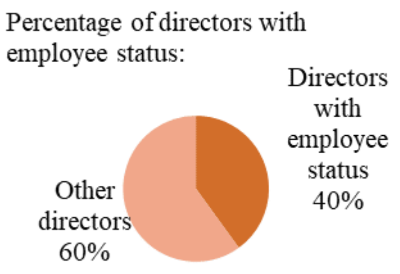
In addition to professional backgrounds and skills, directors shall possess expertise in the Company's business planning and core business activities. The courses on finances, risk management, sales, business, legal affairs, accounting, corporate social responsibility, or internal control systems, financial reporting responsibility, outside their own professional fields while related to the nature of the Company's industry, are selected to enhance the professionalism of the board members and enable them to continue to improve. Each director needs to take at least 6 hours of training per year to ensure that they have a considerable degree of industry knowledge and access to new information.

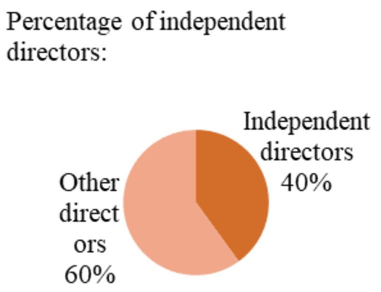
The composition of the Board of Directors emphasizes diversity, consisting of elites from the industry and academic community, and equipped with professional skills in business management, international market, risk management, accounting and financial analysis, law, ESG, etc.:

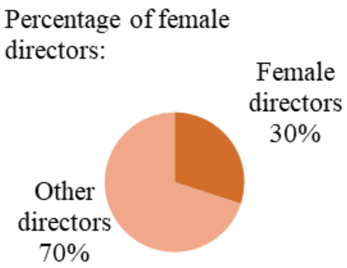
1. The analysis of the industry and professional capacity of the Company’s current directors is as follows:

	Name	Chen-Tse Yang	Chang-Chih Yang	Lien-Mei Lin	King Hsiang Investment Co., Ltd. Representative: Jung-Tung Tsai	Chang-Chin Yang	Chen-Jung Yang	Shih-Chi Chen	Hung-Hsin Ling	Ta-Ling Hu	Wen-dong Liu
	Job Title	Chairman	Director	Director	Director	Director	Director	Independent Director	Independent Director	Independent Director	Independent Director
	Gender	Male	Male	Female	Male	Male	Female	Male	Male	Female	Male
	An employee	✓	✓			✓	✓				
1	Business judgment capabilities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	Accounting and financial analysis capabilities				✓	✓					✓
3	Business management capabilities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4	Crisis management capabilities	✓	✓		✓	✓	✓	✓	✓	✓	✓
5	Industry knowledge	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6	International perspective	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7	Leadership	✓	✓		✓	✓	✓	✓	✓	✓	✓
8	Decision-making capabilities	✓	✓		✓	✓		✓	✓	✓	✓
9	Legal capabilities						✓				

2. There are 10 directors (independent directors included) in total. The breakdown is as follows:







Formulation of a succession plan for board members (including at least the Chairman) and important management personnel (including at least the top-level managers) and the operations:

In the Company's succession plan, the successors must have excellent work abilities and values consistent with the Company's, and shall be honest, good at communication, innovative, and reliable to win clients' trust.

Most of the Company's important management personnel are cultivated internally within the departments. They have solid technical and work capabilities, excellent communication skills across departments, and are trusted by their colleagues. They are familiar with the Company's operations and align with the Company's culture. In addition to the current managers, each department has identified and is developing potential managerial successors. In November 2017, Mr. Chen-Tse Yang took over as the Company's CEO. With nearly 30 years of experience at the Company, during which he rotated through different departments, Mr. Yang has extensive leadership and communication skills. Although the Chairman and CEO roles are held by the same individual, Mr. Yang is the largest shareholder in the Company and possesses the leadership ability to manage and communicate effectively across departments. The Board believes that this is currently the best arrangement for the Company, which has been profitable every year. In 2025, both revenue and profits reached record highs since the Company's establishment. Starting in 2023, the Company increased the number of independent directors to four, in compliance with the legal requirement that the number of independent directors should not be fewer than four.

(V) President, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branches

March 31, 2026
Unit: share; %

Job title	Name	Gender	Nationality	Inauguration date	Shareholding		Shareholdings by spouse and minor child		Shareholding by nominee arrangement		Main education (experience)	Current positions held concurrently at other companies	Managerial officers in a spousal relationship or within the second degree of kinship			Managerial officers' acquisition of employee stock warrants	Remarks
					Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding			Job title	Name	Affiliation		
President	Chen-Tse Yang	Male	R.O.C.	1996.05.06	17,893,216	3.46%	–	–	–	–	Department of Business Administration, Chinese Culture University MBA, Pace University, New York Business Specialist, Deputy Manager, Manager, Director, Assistant Vice President, and Senior Vice President, Gold Circuit Electronics Ltd. Chairman (current), Gold Circuit Electronics Ltd.	Chairman, Suzhou Gold Circuit Electronics Ltd., Changshu Gold Circuit Electronics Ltd., and Changshu Gold Circuit Technology Co., Ltd. Executive Director, Gold Circuit Electronics (Thailand) Co., Ltd. Chairman, King Hsiang Investment Co., Ltd. Chairman, Jiahui Investment Co., Ltd.	–	–	–	–	Note 2
Marketing & Sales Center President	Hsi-Kuei Huang	Male	R.O.C.	2012.07.04	642	0%	–	–	–	–	National Tsing Hua University Senior Vice President, Gold Circuit Electronics Ltd.	None	–	–	–	–	None
Senior Vice President	Te-Ming Yang	Male	R.O.C.	2015.09.09	–	–	–	–	–	–	MBA, University of Leicester, U.K. COO, Bull Will Co., Ltd. President, Suzhou Gold Circuit Electronics Ltd.	None	–	–	–	–	None
Senior Vice President	Min-Cheng Liu	Male	R.O.C.	2006.12.01	45,902	0.01%	–	–	–	–	Tatung University Manager, Director, and Assistant Vice President, Gold Circuit Electronics Ltd.	None	–	–	–	–	None
Senior Vice President	Chang-Chin Yang	Male	R.O.C.	1991.07.01	969,938	0.19%	31,354	0.01%	–	–	Department of Accounting, Tamkang University Manager, Director, and Assistant Vice President, Gold Circuit Electronics Ltd.	Executive Director, Gold Circuit Electronics (Thailand) Co., Ltd. Executive Director, Crystalwise Enterprise Co., Ltd.	Director	Chang-Chin Yang	Brothers	–	None
Senior Vice President	Chao-Ding Lin	Male	R.O.C.	2024.09.02	–	–	–	–	–	–	Graduate Institute of Chemistry, National Tsing Hua University Assistant Vice President/COO, Apex Circuit (Thailand) Co., Ltd. Assistant Manager/Manager/Deputy Plant Director, Pingzhen Plant, Tripod Technology Corporation	None	–	–	–	–	None
Vice President	Sheng-Hsien Lin	Male	R.O.C.	2014.08.01	100	0.00%	–	–	–	–	Manager, Director, and Assistant Vice President, Gold Circuit Electronics Ltd.	None	–	–	–	–	None

Job title	Name	Gender	Nationality	Inauguration date	Shareholding		Shareholdings by spouse and minor child		Shareholding by nominee arrangement		Main education (experience)	Current positions held concurrently at other companies	Managerial officers in a spousal relationship or within the second degree of kinship			Managerial officers' acquisition of employee stock warrants	Remarks
					Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding			Job title	Name	Affiliation		
Vice President	Ta-Kun Yang	Male	R.O.C.	2015.08.16	131,500	0.03%	–	–	–	–	Department of Industrial Management, Chung Hua University EMBA, National Chiao Tung University Manager and Director, Gold Circuit Electronics Ltd. Manager, Changshu Plant No. 2, Gold Circuit Electronics Ltd.	None	–	–	–	–	None
Vice President	Shun-Chien Li	Male	R.O.C.	2006.12.01	5,734	0.00%	–	–	–	–	Master's in Business Administration, Chung Yuan Christian University Manager and Director, Gold Circuit Electronics Ltd.	None	–	–	–	–	None
Vice President	Sheng-Kai Hsu	Male	R.O.C.	2024.10. 01	–	–	–	–	–	–	Department of Chemical Engineering, National Taiwan University of Science and Technology Chief of Quality Assurance Division, NAN YA PRINTED CIRCUIT BOARD CORPORATION	None	–	–	–	–	None
Vice President	Ching-Rui Wu	Male	R.O.C.	2025.03.03	–	–	–	–	–	–	Department of Chemical Engineering, Tamkang University Chief of Xintao Plant, Tripod Technology Corporation Director, Plant Affairs Department, ELITE MATERIAL CO., LTD. and KINSUS INTERCONNECT TECHNOLOGY CORP. Plant Director, Unimicron Technology Corp.	None	–	–	–	–	None
Assistant Vice President	Sung-Ying Li	Male	R.O.C.	2006.12.01	–	–	–	–	–	–	U. of Missouri-Columbia, USA, Chemical Engineering, Ph.D. Manager and Director, Gold Circuit Electronics Ltd.	None	–	–	–	–	None
Assistant Vice President	Cheng-Hsuan Chung	Male	R.O.C.	2016.09.01	–	–	–	–	–	–	Department of Business Administration, Fu Jen Catholic University Manager and Director, Gold Circuit Electronics Ltd.	None	–	–	–	–	None
Assistant Vice President	Jui-Pin Li	Male	R.O.C.	2018.08.16	–	–	–	–	–	–	Chien Hsin University of Science and Technology Manager and Director, Gold Circuit Electronics Ltd.	None	–	–	–	–	None
Assistant Vice President	Chih-Kung Hu	Male	R.O.C.	2019.01.11	–	–	–	–	–	–	Chien Hsin University of Science and Technology Manager and Director, Gold Circuit Electronics Ltd.	None	–	–	–	–	None

Job title	Name	Gender	Nationality	Inauguration date	Shareholding		Shareholdings by spouse and minor child		Shareholding by nominee arrangement		Main education (experience)	Current positions held concurrently at other companies	Managerial officers in a spousal relationship or within the second degree of kinship			Managerial officers' acquisition of employee stock warrants	Remarks
					Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding			Job title	Name	Affiliation		
Assistant Vice President	Bing-Fang Sun	Female	R.O.C.	2025.08.01	–	–	–	–	–	–	Graduated from Chien Hsin Junior College of Technology Manager, Deputy Director and Director, Gold Circuit Electronics Ltd.	None	–	–	–	–	Note 3
Assistant Vice President	Chun-Ning Huang	Male	R.O.C.	2025.08.01	3,000	0.00%	–	–	–	–	Graduated from Oriental Institute of Technology Engineer, Supervisor, Manager, Deputy Director and Director, Gold Circuit Electronics Ltd.	None	–	–	–	–	Note 3
Assistant Vice President	Mu-Chun Lin	Female	R.O.C.	2025.10. 01	–	–	–	–	–	–	Department of Electronic Data Processing, Taichung Institute of Commerce Deputy Manager, Manager, Deputy Director, Director and Senior Director, Information Center of Gold Circuit Electronics Ltd.	None	–	–	–	–	Note 3
Assistant Vice President	Jung-Hsin Chen	Male	R.O.C.	2025.10. 01	–	–	3,000	0.00%	–	–	Department of Electronic Engineering, Chien Hsin University of Science and Technology Sales Manager, Deputy Director, Director and Senior Director, Gold Circuit Electronics Ltd.	None	–	–	–	–	Note 3
Assistant Vice President	Ying-Shun Hsueh	Male	R.O.C.	2025.10. 01	3,695	0.00%	–	–	–	–	Master of Business Administration, Chung Yuan Christian University Deputy Manager, Manager, Deputy Director, Director and Senior Director, Safety Audit Center of Gold Circuit Electronics Ltd.	None	–	–	–	–	Note 3
Assistant Vice President	Li-Chung Wang	Male	R.O.C.	2025.10. 01	–	–	–	–	–	–	Department of Chemistry, Chung Yuan Christian University Manager, Deputy Director and Director, Customer Service of Gold Circuit Electronics Ltd.	None	–	–	–	–	Note 3
Assistant Vice President	Hsiu-Chi Ho	Male	R.O.C.	2025.10. 01	–	–	–	–	–	–	Department of Business Administration, Chang Gung University Sales Deputy Manager, Manager, Deputy Director, Director and Senior Director, Gold Circuit Electronics Ltd.	None	–	–	–	–	Note 3
Special Assistant	Yi-liang Lin	Male	R.O.C.	2023.01.09	–	–	–	–	–	–	Department of Chemical Engineering, National Cheng Kung University Marketing & Sales Vice President, ITEQ Corporation Vice President of Marketing, Taiwan Union Technology Corporation	None	–	–	–	–	None
Chief Auditor	Ming-Yuan Wu	Male	R.O.C.	2023.01.10	329	0.00%	–	–	–	–	Chin-Yi Institute of Technology Manager and Vice Director, Gold Circuit Electronics Ltd.	None	–	–	–	–	None

Note 1: Information on President, Vice Presidents, Assistant Vice Presidents, and Heads of Departments and Branches shall be included, and anyone holding a position equivalent to the President or Vice President, regardless of the job title, shall be disclosed.

Note 2: If the Chairman and the President (or an equivalent top executive) are the same person, or are spouses or first-degree relatives, the Company shall disclose the reasons, rationale, necessity, and corresponding measures (such as increasing the number of independent directors and ensuring that more than half of the directors do not concurrently serve as employees or executives): In November 2017, Mr. Chen-Tse Yang assumed the position of CEO. He has served in the Company for nearly 30 years and has rotated through various departments. Although the roles of Chairman and CEO are held by the same person, Mr. Yang is the largest shareholder and possesses strong leadership and communication abilities across departments. The Board considers this the most suitable arrangement for the Company at present. The Company has been profitable every year, and in 2022, both revenue and profit reached all-time highs since its founding. Beginning in 2023, the number of independent directors was increased to four, in compliance with the legal requirement that the number of independent directors shall not be fewer than four.

Note 3: Ms. Bing-Fang Sun and Mr. Chun-Ning Huang took office on August 1, 2025; Ms. Mu-Chun Lin, Mr. Jung-Hsin Chen, Mr. Ying-Shun Hsueh, Mr. Li-Chung Wang and Mr. Hsiu-Chi Ho took office on October 1, 2025.

(IV) Remuneration paid to Directors, Supervisors, President, and Vice Presidents in the last year

1. Remuneration paid to Directors, Supervisors, President, and Vice Presidents:

(1-2-1) Remuneration to directors (including independent directors)

Unit: NTD thousand

Job title	Name	Remuneration to directors								Sum of A, B, C, and D as percentage of net income after tax		Remuneration for concurrently servings as employees								Sum of A, B, C, D, E, F and G and the percentage in net income after tax		Remuneration from investee enterprises other than subsidiaries
		Remuneration (A)		Pension upon retirement (B)		Remuneration for directors (C)		Service expenses (D)				Salaries, bonuses and allowances (E)		Pension upon retirement (F)		Employee remuneration (G)						
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
																Amount of cash	Amount of stock	Amount of cash	Amount of stock			
Chairman	Chen-Tse Yang	2,160	2,160	0	0	46,800	46,800	0	0	0.51%	0.51%	54,310	54,310	0	0	7,636	0	7,636	0	1.15%	1.15%	None
Director	Chang-Chih Yang																					
Director	Lien-Mei Lin																					
Director	King Hsiang Investment Co., Ltd. Representative: Jung-Tung Tsai																					
Director	Chang-Chin Yang																					
Director	Chen-Jung Yang											Lien-Mei Lin and Jung-Tung Tsai did not serve as employees concurrently, so they did not receive relevant remuneration										
Independent Director	Shih-Chi Chen	1,860	1,860	0	0	31,200	31,200	0	0	0.34%	0.34%	Shih-Chi Chen, Hung-Hsin Ling, Ta-Ling Hu, and Wen-dong Liu did not serve as employees concurrently, so they did not receive relevant remuneration								0.34%	0.34%	None
Independent Director	Hung-Hsin Ling																					
Independent Director	Ta-Ling Hu																					
Independent Director	Wen-dong Liu																					

1. Per Article 7 of the Remuneration Committee Charter of the Company and the Rules of the Performance Evaluation of the Board of Directors, the remuneration of independent directors is determined with reference to the usual industry level, attendance rate, individual performance, and the Company's operating performance.

   According to the Company's Articles of Incorporation, if the Company makes a profit for the year, the Company may allocate no more than 1% of the profit amount above as director's remuneration by the resolution of the board meeting.
2. Except as disclosed in the table above, the remuneration received by the directors of the Company for providing services to all companies in the financial statements (such as serving as an advisor for the parent company/all companies included in the financial statements/investee) in the most recent year: None

(1-2-2) Range of remuneration

Range of remuneration paid to directors of the Company	Name of director			
	Sum of A, B, C, and D		Sum of A, B, C, D, E, F, and G	
	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements
Below NT$1,000,000	–	–	–	–
NT$1,000,000 (inclusive) – NT$2,000,000 (non-inclusive)	–	–	–	–
NT$2,000,000 (inclusive) – NT$3,500,000 (non-inclusive)	–	–	–	–
NT$3,500,000 (inclusive) – NT$5,000,000 (non-inclusive)	–	–	–	–
NT$5,000,000 (inclusive) – NT$10,000,000 (non-inclusive)	Chen-Tse Yang, Chang-Chi Yang, Lien-Mei Lin, Chang-Ching Yang, Cheng-Jung Yang, Jung-Tung Tsai, Shih-Chi Chen, Hung-Hsin Ling, Ta-Ling Hu, Wen-dong Liu	Chen-Tse Yang, Chang-Chi Yang, Lien-Mei Lin, Chang-Ching Yang, Cheng-Jung Yang, Jung-Tung Tsai, Shih-Chi Chen, Hung-Hsin Ling, Ta-Ling Hu, Wen-dong Liu	Lien-Mei Lin, Jung-Tung Tsai, Shih-Chi Chen, Hung-Hsin Ling, Ta-Ling Hu, Wen-dong Liu	Lien-Mei Lin, Jung-Tung Tsai, Shih-Chi Chen, Hung-Hsin Ling, Ta-Ling Hu, Wen-dong Liu
NT$10,000,000 (inclusive) – NT$15,000,000 (non-inclusive)	–	–	Chang-Chih Yang	Chang-Chih Yang
NT$15,000,000 (inclusive) – NT$30,000,000 (non-inclusive)	–	–	Chen-Jung Yang, Chang-Chin Yang	Chen-Jung Yang, Chang-Chin Yang
NT$30,000,000 (inclusive) ~ NT$50,000,000 (non-inclusive)	–	–	Chen-Tse Yang	Chen-Tse Yang
Total	10	10	10	10

(2-2) Remuneration of supervisors:

Not applicable as the Company held a comprehensive re-election on June 12, 2017, and set up an Audit Committee to replace the supervisors.

(3-2-1) Remuneration to President and Vice Presidents

Unit: NTD thousand

Job title	Name	Salary (A)		Pension upon retirement (B)		Bonuses, special allowances, etc. (C)		Employee compensation (D)				Sum of A, B, C, and D as percentage of net income after tax		Remuneration from investees other than subsidiaries or parent company
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Amount of cash	Amount of stock	Amount of cash	Amount of stock			
Marketing & Sales Center President	Hsi-Kuei Huang	28,589	30,224	0	0	227,248	227,248	23,169	0	23,169	0	2.90%	2.92%	None
Senior Vice President	Te-Ming Yang													
Senior Vice President	Min-Cheng Liu													
Senior Vice President	Chang-Chin Yang													
Senior Vice President	Chao-Ding Lin													
Factory Vice President	Ching-Rui Wu													
Vice President	Sheng-Hsien Lin													
Vice President	Shun-Chien Li													
Vice President	Ta-Kun Yang													
Vice President	Sheng-Kai Hsu													

* Regardless of job title, anyone holding a position equivalent to the President or Vice President (e.g. President, CEO, or director) shall be disclosed.

(3-2-2) Range of remuneration

Range of remuneration paid to the President and Vice Presidents of the Company	Name of the President and Vice Presidents	
	The Company	All companies included in the financial statements
Below NT$1,000,000	–	–
NT$1,000,000 (inclusive) – NT$2,000,000 (non-inclusive)	–	–
NT$2,000,000 (inclusive) – NT$3,500,000 (non-inclusive)	–	–
NT$3,500,000 (inclusive) – NT$5,000,000 (non-inclusive)	Te-Ming Yang	–
NT$5,000,000 (inclusive) – NT$10,000,000 (non-inclusive)	–	Te-Ming Yang
NT$10,000,000 (inclusive) – NT$15,000,000 (non-inclusive)	Ching-Rui Wu	Ching-Rui Wu
NT$15,000,000 (inclusive) – NT$30,000,000 (non-inclusive)	Chao-Ding Lin, Shun-Chien Li, Sheng-Kai Hsu	Chao-Ding Lin, Shun-Chien Li, Sheng-Kai Hsu
NT$30,000,000 (inclusive) – NT$50,000,000 (non-inclusive)	Hsi-Kuei Huang, Min-Cheng Liu, Chang-Chin Yang, Sheng-Hsien Lin, Ta-Kun Yang	Hsi-Kuei Huang, Min-Cheng Liu, Chang-Chin Yang, Sheng-Hsien Lin, Ta-Kun Yang
Total	10	10

* The content of the remuneration disclosed in this table is different from the concept of income as in the Income Tax Act, so this table is for the purpose of information disclosure and not for taxation purposes.

(4-1) Remuneration of the top five executives of the TWSE/TPEx listed company with the highest remuneration

Unit: NTD thousand

Job title	Name	Salary (A)		Pension upon retirement (B)		Bonuses, special allowances, etc. (C)		Employee compensation (D)				Sum of A, B, C, and D as percentage of net income after tax		Remuneration from investees other than subsidiaries or parent company
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Marketing & Sales Center President	Hsi-Kuei Huang	16,004	16,004	0	0	169,071	169,071	16,027	0	16,027	0	2.09%	2.09%	None
Senior Vice President	Min-Cheng Liu													
Senior Vice President	Chang-Chin Yang													
Vice President	Sheng-Hsien Lin													
Vice President	Ta-Kun Yang													

* The content of the remuneration disclosed in this table is different from the concept of income as in the Income Tax Act, so this table is for the purpose of information disclosure and not for taxation purposes.

2. The name of the manager who receives the employee remuneration and the distribution:

Unit: NTD thousand

	Job title	Name	Amount of stock	Amount of cash	Total	Proportion of total amount to net income after tax
Manager	Marketing & Sales Center President	Hsi-Kuei Huang	0	41,205	41,205	0.43%
	Senior Vice President	Te-Ming Yang				
	Senior Vice President	Chao-Ding Lin				
	Senior Vice President	Min-Cheng Liu				
	Senior Vice President	Chang-Chin Yang				
	Vice President	Sheng-Hsien Lin				
	Vice President	Ta-Kun Yang				
	Vice President	Shun-Chien Li				
	Vice President	Sheng-Kai Hsu				
	Special assistant to the chairman	Yi-liang Lin				
	Assistant Vice President	Sung-Ying Li				
	Assistant Vice President	Cheng-Hsuan Chung				
	Assistant Vice President	Jui-Pin Li				
	Assistant Vice President	Chih-Kung Hu				
	Assistant Vice President	Hsiu-Chi Ho				
	Assistant Vice President	Ying-Shun Hsueh				
	Assistant Vice President	Chun-Ning Huang				
	Assistant Vice President	Mu-Chun Lin				
	Assistant Vice President	Bing-Fang Sun				
	Assistant Vice President	Jung-Hsin Chen				
	Assistant Vice President	Li-Chung Wang				
21 people in total			0	41,205	41,205	0.43%

5. Analysis of the total remuneration paid to directors, supervisors, President, and Vice Presidents of the Company in the last two years by the Company and all companies in the consolidated financial statements as a percentage of the net income after tax, and the description of the relevance of the remuneration policy, standards, and packages, and the association of the remuneration determination procedure with the remuneration to operating performance and future risks.

(1) Analysis of the total remuneration paid to directors, supervisors, President, and Vice Presidents of the Company in the last two years by the Company and all companies in the consolidated financial statements as a percentage of the net income after tax:

Unit: NTD thousand

	The Company		All companies included in the financial statements	
	Director (Note 1)	President and Vice Presidents	Director (Note 1)	President and Vice Presidents
2025 remuneration	82,020	279,006	82,020	280,641
Net income after tax for 2025	9,606,531	9,606,531	9,606,531	9,606,531
Proportion to net income after tax	0.85%	2.90%	0.85%	2.92%
2024 remuneration	62,020	229,496	62,020	230,505
Net income after tax for 2024	5,615,607	5,615,607	5,615,607	5,615,607
Proportion to net income after tax	1.10%	4.09%	1.10%	4.10%

Note 1: Directors' remuneration includes remuneration for directors serving as managers concurrently.
Note 2: The Company set up an Audit Committee on June 12, 2017 to replace the supervisors.

(2) The relevance of the Company's remuneration policy, standards, and packages, and procedures for determining remuneration to business performance and future risks:

The Company provides competitive salary levels and various bonuses to attract, retain and inspire talent, and upholds the principle of sharing operating performance to establish the Company's remuneration policy, and to make timely adjustments from time to time depending on the actual operating situation and relevant laws and regulations, so that directors and managers do not engage in acts to pursue remuneration and exceed the Company's risk appetite in order to facilitate the Company's long-term development and achieve business goals.

The principle of remuneration policy formulation:

A. Employees

I. The Company's employees' overall remuneration includes monthly salary, year-end bonus, production bonus and performance bonus. The Company determines reasonable salary standards based on the market salary level, the Company's operating conditions, and internal organizational structure.

II. The Company will conduct salary adjustment plan in a timely manner in accordance with the external market industry dynamics and government regulations.

III. Year-end bonuses, production bonuses and performance bonuses are paid based on the Company's operating performance and individual performance. The Company's Articles of Incorporation Article 20 provides that employees' remuneration is paid to encourage employees' work performance.

B. Manager

I. The Company's Remuneration Committee operates in accordance with the Securities and Exchange Act and other relevant laws and regulations, as well as the "Remuneration Committee Charter of Gold Circuit Electronics Ltd." The

Committee is responsible for establishing and regularly reviewing the "Remuneration Policy for Directors and Functional Committees" and the "Remuneration Policy for Senior Executives," and for submitting recommendations and improvement proposals to the Board of Directors.

II. The remuneration policy for the Company's President, Vice Presidents, and managerial personnel is based on the Company's business strategy, profitability, individual performance, and other relevant factors. It also takes into account the prevailing market salary levels. The Remuneration Committee proposes appropriate recommendations, which are then submitted to and approved by the Board of Directors.

Short-term performance indicators should include the following three major aspects:

i. Personal indicators (work performance and achievement rate).
ii. Financial indicators (net income, growth rate).
iii. Management indicators (talent cultivation and social responsibility, compliance and risk prevention).

Long-term performance indicators are divided into the following six major aspects:

i. Personal indicators (work performance and achievement rate).
ii. Financial and operating performance (net income, growth rate).
iii. Corporate governance (including compliance, revenue and profit).
iv. Human resource cultivation and social responsibility (cultivation of human resource and improvement of employees' ability and quality).
v. Dimension of risk assessment (long-term risk assessment).
vi. Other special contributions or major negative events.

C. Director

According to Article 7 of the Remuneration Committee Charter, the evaluation of the performance of directors and the reference to the peer level are taken into consideration. The evaluation of individual performance is based on the performance evaluation results, responsibilities and the Company's financial position, and the correlation between individual performance and the Company's business performance and future risks.

The proposal contents of the 2025 Remuneration Committee are as follows:

Remuneration Committee	Proposal
2025.01.14	Formulated the first to fourth points of the year-end bonus payment regulations as per the version dated January 12, 2012 to issue 4.0 months of base pay as year-end bonus, and allocated the amount as per Article 8 of the regulations as a special bonus for retaining outstanding talents in each department.
2025.08.07	1. Regularly reviewed the proposal of the "Regulations on Remuneration of Directors and Functional Committees" and the "Remuneration Policy for Senior Managers." 2. Revision of the "Regulations on Remuneration of Directors and Functional Committees"
2025.01.22	1. Review of the 2025 distribution of remuneration to employees and directors 2. Discussion of performance of managerial officers and distribution of year-end bonus for 2025.

II. Corporate Governance Report

(I) Operation of the Board of Directors

Information on the operation of the Board of Directors

The Board of Directors held 8 meetings (A) last year as of the publication date of annual report. The attendance of the directors is as follows:

Job title	Name	Attendance in person (times) B	Attendance by proxy	Attendance in person (%) [B/A] (Note 1)	Remarks
Chairman	Chen-Tse Yang	8	0	100%	Re-elected after the re-election on 2024.5.30
Director	Chang-Chih Yang	8	0	100%	Re-elected after the re-election on 2024.5.30
Director	Lien-Mei Lin	8	0	100%	Re-elected after the re-election on 2024.5.30
Director	Chang-Chin Yang	8	0	100%	Re-elected after the re-election on 2024.5.30
Director	Chen-Jung Yang	8	0	100%	Re-elected after the re-election on 2024.5.30
Director	Representative of King Hsiang Investment Co.: Jung-Tung Tsai	8	0	100%	Re-elected after the re-election on 2024.5.30
Independent Director	Shih-Chi Chen	8	0	100%	Re-elected after the re-election on 2024.5.30
Independent Director	Hung-Hsin Ling	8	0	100%	Newly elected on 2024.5.30
Independent Director	Ta-Ling Hu	8	0	100%	Newly elected on 2024.5.30
Independent Director	Wen-dong Liu	7	0	88%	Newly elected on 2024.5.30

Note 1: The actual attendance (%) is calculated based on the number of meetings of the Board of Directors held during the term of office and the attendance in person (times).

Other additional information:

1. For board meetings that meet any of the following circumstances, specify the date, session, the content of the proposal, independent directors' opinions, and the Company's response to such opinions:

   (1) Matters under Article 14-3 of Securities and Exchange Act.

Board of Directors	Proposal	Independent director's opinions	Response to independent director's opinions
2025.1.14 (4th meeting)	1. Review of providing remuneration to employees and directors for 2024.	None	N/A
	2. Resolution of year-end bonus made by the 2nd meeting of the current Remuneration Committee (2024-2027).	None	N/A
	3. Review of capital expenditure for the Zhongli	None	N/A

	Plant, Thailand Plant and three plants in mainland China in 2025.		
	4. Application to the bank for financing facilities and guarantees.	None	N/A
2025.3.11 (5th meeting)	1. Review of the Company's 2024 financial statements and consolidated financial statements.	None	N/A
	2. Distribution of remuneration to employees and directors for 2024.	None	N/A
	3. Rectification of the Company's earnings distribution for 2024.	None	N/A
	4. Distribution of cash dividends for 2024.	None	N/A
	5. Amendment to the "Articles of Incorporation."	None	N/A
	6. Determination of the date, time, place, and main contents for the 2025 annual shareholders' meeting.	None	N/A
	7. Evaluation of CPA's independence for 2025.	None	N/A
	8. Issuance of the Statement on Internal Control.	None	N/A
	9. Increase investment in Golden Electronics (Thailand).	None	N/A
	10. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.	None	N/A
	11. Recognition of the Appointment of New Vice President, Ching-Rui Wu.	None	N/A
2025.05.08 (6Th meeting)	1. Review of Company's consolidated financial statements for Q1 2025.	None	N/A
	2. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.	None	N/A
2025.8.7 (7th meeting)	1. Appointment of CPAs and service fees.	None	N/A
	2. Review of the Company's financial statements for H1 2025.	None	N/A
	3. Establishment of the Sustainable Development Committee	None	N/A
	4. Establishment of the Nomination Committee.	None	N/A
	5. Review of the 2024 Corporate Sustainability Reports.	None	N/A
	6. Revision of the Issuance and Conversion Regulations of Second Domestic Unsecured Convertible Corporate Bonds	None	N/A
	7. Review of the resolutions adopted at the 4th meeting of the current (2024-2027) Remuneration Committee	None	N/A
	8. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.	None	N/A
2025.9.4 (8th meeting)	1. Proposal to purchase a land lot and factory in Jhongli Industrial Park.	None	N/A
	2. Proposal to issue the 3rd domestic unsecured convertible corporate bonds	None	N/A
	3. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.	None	N/A
2025.11.11	1. Review of Company's consolidated financial	None	N/A

(9th meeting)	statements for Q3 2025.		
	2. The motion for the Company's issuance of the second domestic unsecured convertible corporate bonds, application for conversion of common shares, and change of registration of capital stock.	None	N/A
	3. Redemption of the 2nd domestic unsecured convertible corporate bonds	None	N/A
	4. Periodic evaluation of the “scope entry-level employees”	None	N/A
	5. Formulation of the “Corporate Value Enhancement Plan”	None	N/A
	6. Amendments to the “Internal Control System” and the “Internal Audit Implementation Rules.”	None	N/A
	7. Review of the 2025 “Annual Audit Plan.”	None	N/A
	8. Capital expenditure for expansion of the plant and equipment in Taiwan.	None	N/A
	9. Capital expenditure for the second phase of the plant in Thailand.	None	N/A
	10. Amendment to the “Rules of Procedure for Board Meetings”	None	N/A
	11. Amendment to the “Audit Committee Charter”	None	N/A
	12. Recognition of the appointment of the newly promoted AVP	None	N/A
	13. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.	None	N/A
2026.1.22 (10th meeting)	1. Review of providing remuneration to employees and directors for 2025.	None	N/A
	2. Resolution of year-end bonus made by the 5th meeting of the current Remuneration Committee (2024–2027).	None	N/A
	3. The motion for the Company's issuance of the second domestic unsecured convertible corporate bonds, application for conversion of common shares, and change of registration of capital stock.	None	N/A
	4. Proposal to lease the Yangmei Plant.	None	N/A
	5. Review of the capital expenditure for the Taiwan Plant, Thailand Plant and three plants in mainland China in 2026.	None	N/A
	6. Application to the bank for financing facilities and guarantees.	None	N/A
2026.3.10 (11th meeting)	1. Review of the 2025 financial statements and consolidated financial statements.	None	N/A
	2. Distribution of remuneration to employees and directors for 2025.	None	N/A
	3. Rectification of the Company’s earnings distribution for 2025.	None	N/A
	4. Distribution of cash dividends for 2025.	None	N/A
	5. Amendment to the “Procedures for Acquisition and Disposal of Assets”	None	N/A
	6. Amendment to the “Table of Authorization Limits”	None	N/A
	7. Determination of the date, time, place, and main	None	N/A

	contents for the 2026 annual shareholders' meeting.		
	8. Internal adjustment of CPAs.	None	N/A
	9. Evaluation of CPA's independence for 2026.	None	N/A
	10. Issuance of the Statement on Internal Control.	None	N/A
	11. Syndicated loan for Golden Electronics (Thailand).	None	N/A
	12. Subsidiary's purchase of land lots.	None	N/A
	13. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.	None	N/A

(2) In addition to the matters mentioned above, any resolution of the Board of Directors for which dissent or reservation has been expressed by any independent director and recorded in the minutes or any written statement:
As of the publication dates of the annual reports in 2025 and 2026, the independent directors approve all major proposals of the Board of Directors unanimously, without objection or reservation.

2. Disclosure regarding recusal for interest-conflicting proposals, including the names of directors concerned, the content of proposals, reason for recusal, and the voting process:

(1) In the meeting on January 24, 2025, for the 2024 year-end bonus distribution proposal and the manager performance evaluation and remuneration proposal, the directors present, including Chairman Chen-Tse Yang, Director Cheng-Jung Yang, Director Chang-Chi Yang, and Director Chang-Ching Yang, were employees of Gold Circuit Electronics Ltd., and they recused themselves from the discussion and voting on said proposals. Chairman Chen-Tse Yang appointed Director Hung-Hsin Ling to preside over the discussion and voting of said proposals, which were passed without any objections.

(2) In the meeting on January 22, 2026, for the 2025 year-end bonus distribution proposal and the manager performance evaluation and remuneration proposal, the directors present, including Chairman Chen-Tse Yang, Director Cheng-Jung Yang, Director Chang-Chi Yang, and Director Chang-Ching Yang, were employees of Gold Circuit Electronics Ltd., and they recused themselves from the discussion and voting on said proposals. Chairman Chen-Tse Yang appointed Director Hung-Hsin Ling to preside over the discussion and voting of said proposals, which were passed without any objections.

3. Public companies shall disclose the evaluation cycle and period, scope, method, and content of the Board of Directors' self- (or peer) evaluation, and state the Board of Directors' evaluation implementation status: As shown in the table below:

Implementation Status of the Performance Evaluation of the Board of Directors and Functional Committees

(1) The internal performance evaluation of Board of Directors from 2023 to 2025 is as follows:

Evaluation Cycle: At least once a year			
Evaluation period: January 1 to December 31, 2025			
Scope	Method	Content	Result
Overall board performance evaluation	The unit in charge of board meeting affairs conducts evaluation as per	There are five aspects as described below: 1. Degree of participation in the Company's operations	The total score is 92 points. The evaluation results show that the overall operation of the Company's Board of Directors

	the actual operation of the Board of Directors	2. Improvement to the decision-making quality of the Board of Directors 3. Composition and structure of the Board of Directors 4. Election and continuing education of directors 5. Internal control	is still sound and complete in line with the spirit of corporate governance.
Performance evaluation of individual board members	Self-evaluation by each board member	There are six aspects as described below: 1. Keeping abreast of the Company's goals and mission 2. Awareness of director's duties 3. Degree of participation in the Company's operations 4. Internal relationship management and communication 5. Directors' professional and continuing education 6. Internal control	The overall average score is 95. The evaluation results show that the Company's directors have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.
Evaluation period: January 1 to December 31, 2024			
Scope	Method	Content	Result
Overall board performance evaluation	The unit in charge of board meeting affairs conducts evaluation as per the actual operation of the Board of Directors	There are five aspects as described below: 1. Degree of participation in the Company's operations 2. Improvement to the decision-making quality of the Board of Directors 3. Composition and structure of the Board of Directors 4. Election and continuing education of directors 5. Internal control	The total score is 96 points. The evaluation results show that the overall operation of the Company's Board of Directors is still sound and complete in line with the spirit of corporate governance.
Performance evaluation of individual board members	Self-evaluation by each board member	There are six aspects as described below: 1. Keeping abreast of the Company's goals and mission 2. Awareness of director's duties 3. Degree of participation in the Company's operations 4. Internal relationship management and communication 5. Directors' professional and continuing education 6. Internal control	The overall average score is 95. The evaluation results show that the Company's directors have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.
Evaluation period: January 1 to December 31, 2023			
Scope	Method	Content	Result
Overall board performance evaluation	The unit in charge of board meeting affairs conducts evaluation as per the actual operation of the Board of Directors	There are five aspects as described below: 1. Degree of participation in the Company's operations 2. Improvement to the decision-making quality of the Board of Directors 3. Composition and structure of the	The total score is 94 points. The evaluation results show that the overall operation of the Company's Board of Directors is still sound and complete in line with the spirit of corporate governance.

		Board of Directors 4. Election and continuing education of directors 5. Internal control	
Performance evaluation of individual board members	Self-evaluation by each board member	There are six aspects as described below: 1. Keeping abreast of the Company's goals and mission 2. Awareness of director's duties 3. Degree of participation in the Company's operations 4. Internal relationship management and communication 5. Directors' professional and continuing education 6. Internal control	The overall average score is 94. The evaluation results show that the Company's directors have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.

The content and results of the above performance evaluations were respectively reported to the Board of Directors meetings in March 2024, March 2025, and March 2026 as a basis for review and improvement.

(2) The internal performance evaluation of Audit Committee from 2023 to 2025 is as follows:

Evaluation Cycle: At least once a year			
Evaluation period: January 1 to December 31, 2025			
Scope	Method	Scoring	Result
Performance evaluation of individual committee members	Self-evaluation by individual committee members	There are five aspects as described below: 1. Degree of participation in the Company's operations 2. Awareness of Audit Committee's duties 3. Improvement of the Audit Committee's decision-making quality 4. Composition and structure of the Audit Committee 5. Internal control	The overall average score is 97. The evaluation results show that the Company's Audit Committee members have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.
Evaluation period: January 1 to December 31, 2024			
Scope	Method	Scoring	Result
Performance evaluation of individual committee members	Self-evaluation by individual committee members	There are five aspects as described below: 1. Degree of participation in the Company's operations 2. Awareness of Audit Committee's duties 3. Improvement of the Audit Committee's decision-making quality 4. Composition and structure of the Audit Committee 5. Internal control	The overall average score is 96. The evaluation results show that the Company's Audit Committee members have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.
Evaluation period: January 1 to December 31, 2023			
Scope	Method	Scoring	Result
Performance evaluation of individual	Self-evaluation by individual committee members	There are five aspects as described below: 1. Degree of participation in the Company's operations	The overall average score is 95. The evaluation results show that the Company's Audit Committee members

committee members		2. Awareness of Audit Committee's duties 3. Improvement of the Audit Committee's decision-making quality 4. Composition and structure of the Audit Committee 5. Internal control	have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.

The content and results of the above performance evaluations were respectively reported to the Board of Directors meetings in March 2024, March 2025, and March 2026 as a basis for review and improvement.

(3) The internal performance evaluation of Remuneration Committee from 2023 to 2025 is as follows:

Evaluation Cycle: At least once a year			
Evaluation period: January 1 to December 31, 2025			
Scope	Method	Scoring criteria	Result
Performance evaluation of individual Remuneration Committee members	Self-evaluation by individual committee members	There are five aspects as described below: 1. Degree of participation in the Company's operations 2. Awareness of Remuneration Committee's duties 3. Improvement of the Remuneration Committee's decision-making quality 4. Composition and structure of the Remuneration Committee 5. Internal control	The overall average score is 99. The evaluation results show that the Company's Remuneration Committee members have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.
Evaluation period: January 1 to December 31, 2024			
Scope	Method	Scoring criteria	Result
Performance evaluation of individual Remuneration Committee members	Self-evaluation by individual committee members	There are five aspects as described below: 1. Degree of participation in the Company's operations 2. Awareness of Remuneration Committee's duties 3. Improvement of the Remuneration Committee's decision-making quality 4. Composition and structure of the Remuneration Committee 5. Internal control	The overall average score is 97. The evaluation results show that the Company's Remuneration Committee members have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.
Evaluation period: January 1 to December 31, 2023			
Scope	Method	Scoring criteria	Result
Performance evaluation of individual Remuneration Committee members	Self-evaluation by individual committee members	There are five aspects as described below: 1. Degree of participation in the Company's operations 2. Awareness of Remuneration Committee's duties 3. Improvement of the Remuneration Committee's decision-making quality 4. Composition and structure of the	The overall average score is 94. The evaluation results show that the Company's Remuneration Committee members have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.

		Remuneration Committee 5. Internal control	

The content and results of the above performance evaluations were respectively reported to the Board of Directors meetings in March 2024, March 2025, and March 2026 as a basis for review and improvement.

(4) The internal performance evaluation of Nomination Committee in 2025 is as follows:

Evaluation Cycle: At least once a year			
Evaluation period: August 7, 2025 to December 31, 2025			
Scope	Method	Scoring criteria	Result
Performance evaluation of individual committee members	Self-evaluation by individual committee members	There are five aspects as described below: 1. Degree of participation in the Company’s operations 2. Awareness of Nomination Committee’s duties 3. Improvement of the Nomination Committee’s decision-making quality 4. Composition and structure of the Nomination Committee 5. Internal control	The overall average score is 95. The evaluation results show that the Company’s Nomination Committee members have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.

The contents and results of the performance evaluation above were submitted to the meeting of the Board of Directors in March 2026 as a basis for review and improvement.

(5) The internal performance evaluation of Sustainable Development Committee in 2025 is as follows:

Evaluation Cycle: At least once a year			
Evaluation period: August 7, 2025 to December 31, 2025			
Scope	Method	Scoring criteria	Result
Performance evaluation of individual committee members	Self-evaluation by individual committee members	There are five aspects as described below: 1. Degree of participation in the Company’s operations 2. Awareness of Sustainable Development Committee’ duties 3. Improvement of the Sustainable Development Committee’s decision-making quality 4. Improvement of Sustainable Development Committee’s composition and structure 5. Internal control	The overall average score is 92. The evaluation results show that the Company’s Sustainable Development Committee members have positive feedback on the efficiency and effectiveness of the evaluation indicators of the operation.

The contents and results of the performance evaluation above were submitted to the meeting of the Board of Directors in March 2026 as a basis for review and improvement.

(6) 2025 external performance evaluation:

Evaluation Cycle: At least once every three years			
Evaluation period: September 2024 to August 2025			
Scope	Method	Content	Overall evaluation comments
Performance evaluation of Board of	This includes online self-evaluation	1. Membership and structure of the Board of Directors	The Company has 10 directors, a suitable number. There are three female directors and four independent

Directors and individual board members	and on-site interview	2. Decision-making quality of the Board of Directors 3. Authorization made by the Board of Directors 4. Supervision conducted by the Board of Directors 5. Communication and message delivery of the Board of Directors 6. Risk management and crisis management 7. Others	directors; the latter represents more than one-third of the total board seats. The board members possess diverse expertise and continuously pursue further education. The Company's maintains open communication channels, and all of these make positive contribution to the quality of board decisions. The Company has a whistleblower system and sets up a reporting mailbox on the website to encourage employees to bravely report misconduct. In addition to the Remuneration Committee and Audit Committee, the Company has established a sustainable development committee and a nomination committee to strengthen the Board of Directors' functions. These committees assist the Board in providing professional oversight and making decisions in specific areas, and submit reports and recommendations to the Board to enhance corporate governance. Independent directors communicate with the chief auditor quarterly, and hold a closed-door meeting once a year to improve the quality and efficiency of internal controls. The Company has appointed a Chief Information Security Officer (CISO), established an information security committee, formulated management plans, established an ISO 27001 information security management system, and obtained certifications. The Company has adopted ISO 50001 Energy Management Systems and, embracing a green procurement approach, collaborated with suppliers to promote sustainable development. The Company was ranked the 8th in CommonWealth Magazine's "Carbon Competitiveness Top 100" in 2024. Overall, the performance of the Board of Directors was outstanding.

* Improvement recommendations and the Company’s response to future improvement plans or actions:

Item No.	recommendation	Response of the Company
1	The global ESG trends require companies to view ESG as their core competencies. Integrating sustainable development performance indicators into remuneration evaluation standards can deepen the culture of sustainable governance. It is recommended to balance short-term and long-term sustainable development goals, link director and manager compensation to sustainable performance, and conduct evaluations and reviews on a regular basis.	To be planned
2	For the long-term value and transformation of enterprises, TWSE/TPEx listed companies should formulate and disclose operational strategies and business plans, incorporate sustainability information, and analyze and evaluate this information in the Board of Directors. In addition, listed companies should proactively communicate with investors about information related to enhancing corporate value. The communication channels include the website, shareholders’ meetings, and investor conferences.	The Corporate Value Enhancement Plan of the Company was approved by the Board of Directors on November 11, 2025.

The contents and results of the above performance evaluations were reported to the Board of Directors meetings in November 2025 as a basis for review and improvement. The next external performance evaluation is expected to be held in the second half of fiscal year 2028.

4. Evaluation of the objective of strengthening the functions of the Board of Directors (such as setting up an audit committee or enhancing information transparency) and the implementation in the current year and the last year:
   (1) From 2023 to 2025, the Company's "Ethical Corporate Management Promotion Team" reported to the Board of Directors on the "ethical corporate management policy, prevention measures, and supervision of their implementation" during the Board meetings held on November 9, 2023; November 7, 2024; and November 11, 2025. The reports were unanimously approved by all attending directors.
   (2) From 2022 to 2025, the Company's "Sustainable Development Committee" reported multiple times to the Board of Directors on ESG implementation, including strategic direction, goal setting and progress updates, greenhouse gas inventory results, and green electricity procurement projects. Reports were made during the Board meetings on May 10, 2022; August 9, 2022; November 10, 2022; March 9, 2023; August 10, 2023; March 12, 2024; and August 7, 2024.
   (3) On August 7, 2024, and August 7, 2025, the Company reported the "Intellectual Property Management Plan" to the Board of Directors to assess future planning and execution of intellectual property management.
   (4) On March 10, 2026, the Company reported to the Board of Directors on the "Communication of Audit Planning and AQI Matters between CPAs and Corporate Governance Body."
   (5) The Company conducts annual assessments of the independence of its CPAs. The assessment process includes issuing a "CPA Independence Assessment Report," which evaluates 14 specific indicators. CPAs are also required to submit an Independence Statement. Additionally, the Company evaluates the suitability of its CPAs using Audit Quality Indicators (AQIs), which cover 5 major dimensions and 13 indicators. These evaluations are reviewed by the Audit Committee, and in the past two years, the assessments were discussed and approved at the Board meetings held on March 11, 2025, and March 10, 2026, following deliberation by the Audit Committee.

The 14 assessment items in the CPA Independence Assessment Report are as follows:

Item	Assessment criteria
1	The members of the audit team and their families, other professional CPAs and their families, the CPA firm and its affiliates have no direct or indirect material financial interests with the Company.
2	There is no mutual financing or guarantee between the Company or the Company's directors and the audit team members and their family members, other partners of the firm and their family members, CPA firms and any of their affiliates (except for normal commercial loaning activities involving a financial institution).
3	The members of the audit team or the CPA firm and its affiliates do not have close business relationship with the Company or its affiliates.
4	There is currently no potential employment relationship between the members of the audit team and the Company.
5	No member of the audit team has served as a director of the Company or held a position that had a significant influence on the audit in the last two years.
6	The Company pays CPA audit fees at a fixed amount. They are not contingent fees. There are no overdue fees that may affect the independence of the audit.
7	The non-audit services provided by the CPA firm and its affiliates to the Company include... None of the significant titles in audit cases are directly affected; the management function of the Company is not affected; no decision is made on behalf of the Company; the independence is not affected.
8	None of the audit team members is commissioned to act as the defender for the Company's position or opinion, or represent the Company to coordinate with a third party in case of conflict.
9	After the appointment this year, the CPA will have served 1, not exceeding 7 years.
10	None of the audit team members has any kinship with the Company's directors, managerial officers or persons holding a position that has a significant influence on the audit.
11	None of the Company's directors and managerial officers gives any gifts of great value to the members of the audit team.
12	None of the Company's directors, managerial officers, or persons holding a position that has a significant influence on the audit has retired / resigned from the CPA firm within one year.
13	None of the independent directors of the Company works for the CPA firm within two years prior to taking office and during his/her term of office. None of the Company's Remuneration Committee members was a professional who provided business, legal, financial, accounting services or consulting services within two years prior to taking office and during his/her term of office.
14	The Company does not makeaudit team members suffer intimidation or feel intimidated from the Company that makes them unable to maintain objectivity and clarify professional skepticism. For example: A. The Company's management has improper requirements for the choice of accounting policies or disclosure in the financial statements. B. The Company does not request to reduce the audit work that should be performed on the grounds of reducing service fees.

The 5 major aspects and 13 indicators of the AQIs (Audit Quality Indicators) are as follows:

Item	Aspect	Indicator
1	Professionalism	Audit experience, training hours, turnover rate and professional support
2	Quality control	CPA's load, audit input, EQCR review status, and quality control support capability
3	Independence	Non-audit service fees and client familiarity
4	Supervision	Defects in external inspections, penalties and improvements by letter of the competent authority
5	Innovation ability	Innovation plans or initiatives

(6) After the 2022 shareholders' meeting approved the amendments to the Articles of Association, the Company added one independent director in 2023 to achieve the goal of four seats of independent directors.

(II) Operation of the Audit Committee

Information on Audit Committee members

Identity	Name	Work experience and professional qualifications
Independent Director (Convener)	Ta-Ling Hu	Department of Secretarial Science, Ming Chuan Commercial College Manager of Greater China Procurement Department and AVP, HP International Pte. Ltd., Taiwan Branch (Singapore) Director, Digitimes Business Consultant, Gold Circuit Electronics Ltd. Independent Director, Gold Circuit Electronics Ltd.
Independent Director (member)	Shih-Chi Chen	Department of Medicine, National Taiwan University EMBA, College of Management, National Taiwan University President, Taiwan Society of Emergency & Critical Care Medicine Superintendent and deputy superintendent, National Taiwan University Hospital Independent Director, Gold Circuit Electronics Ltd.
Independent Director (member)	Hung-Hsin Ling	Department of Electronic Engineering, Taipei Institute of Technology Senior Vice President of Industrial Engineering Department and Advisor of Technology Center, Gold Circuit Electronics Ltd. Independent Director, Gold Circuit Electronics Ltd.
Independent Director (member)	Wen-dong Liu	Department of Accounting, Soochow University AVP of Audit Department, Deloitte Taiwan Independent Director, Gold Circuit Electronics Ltd.

Audit Committee's participation in the operation of the Board of Directors

The Board of Directors held eight meetings (A) last year as of the publication date of annual report. The attendance of the directors is as follows:

Job title	Name	Attendance in person (times) (in a non-voting capacity)	Attendance by proxy	Attendance in person (%) (in a non-voting capacity) (Note1)	Remarks
Independent Director	Shih-Chi Chen	8	0	100.0%	Re-elected after the re-election on 2024.5.30
Independent Director	Hung-Hsin Ling	8	0	100.0%	Newly elected on 2024.5.30
Independent Director	Ta-Ling Hu	8	0	100.0%	Newly elected on 2024.5.30
Independent Director	Wen-dong Liu	7	0	87.5%	Newly elected on 2024.5.30

Note 1: The actual attendance (%) is calculated based on the number of meetings of the Audit Committee held during the term of office and the attendance in person (times).

Other additional information:

I. Where any of the following circumstances occur to the operation of the Audit Committee, the date, term and proposal of the Board of Directors meeting as well as the Audit Committee resolution and how the company manage the Committee's opinions shall be described:

(I) Matters under Article 14-5 of Securities and Exchange Act.

Audit Committee meeting date	Proposal
2025.1.14 (4th meeting)	1. Review of capital expenditure for the Zhongli Plant, Thailand Plant and three plants in mainland China in 2025. 2. Application to the bank for financing facilities and guarantees.
2025.3.11 (5th meeting)	1. Review of the Company's 2024 financial statements and consolidated financial statements 2. Review of the 2024 distribution of remuneration to employees and directors. 3. Review of the Company's 2024 earnings distribution. 4. Review of the distribution of cash dividends for 2024. 5. Amendment to the "Articles of Incorporation." 6. Review of the CPA independence for 2024. 7. Issuance of the Statement on Internal Control. 8. Increase investment in Golden Electronics (Thailand). 9. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries. 10. Election of the convener and the chairperson of the meeting.
2025.05.08 (6Th meeting)	1. Review of the Company's consolidated financial statements for Q1 2025. 2. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.
2025.8.7 (7th meeting)	1. Appointment of CPAs and service fees. 2. Review of the Company's financial statements for H1 2025. 3. Revision of the Issuance and Conversion Regulations of Second Domestic Unsecured Convertible Corporate Bonds 4. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.
2025.9.4	1. Proposal to purchase a land lot and factory in Jhongli Industrial Park.

(8th meeting)	2. Proposal to issue the 3rd domestic unsecured convertible corporate bonds 3. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.
2025.11.11 (9th meeting)	1. Review of Company's consolidated financial statements for Q3 2025. 2. The motion for the Company's issuance of the second domestic unsecured convertible corporate bonds, application for conversion of common shares, and change of registration of capital stock. 3. Redemption of the 2nd domestic unsecured convertible corporate bonds 4. Amendments to the "Internal Control System" and the "Internal Audit Implementation Rules." 5. Review of the 2025 "Annual Audit Plan." 6. Capital expenditure for expansion of the plant and equipment in Taiwan. 7. Capital expenditure for the second phase of the plant in Thailand. 8. Amendments to the "Audit Committee Charter." 9. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.
2026.1.22 (10th meeting)	1. The motion for the Company's issuance of the second domestic unsecured convertible corporate bonds, application for conversion of common shares, and change of registration of capital stock. 2. Proposal to lease the Yangmei Plant. 3. Review of capital expenditure for the Zhongli Plant, Thailand Plant and three plants in mainland China in 2026. 4. Application to the bank for financing facilities and guarantees.
2026.3.10 (11th meeting)	1. Review of the Company's 2025 financial statements and consolidated financial statements 2. Review of the 2025 distribution of remuneration to employees and directors. 3. Review of the Company's 2025 earnings distribution. 4. Review of the distribution of cash dividends for 2025. 5. Amendment to the "Procedures for Acquisition and Disposal of Assets" 6. Amendment to the "Table of Authorization Limits" 7. Internal adjustment of CPAs. 8. Review of the CPA independence for 2025. 9. Issuance of the Statement on Internal Control. 10. Syndicated loan for Golden Electronics (Thailand). 11. Subsidiary's purchase of land lots 12. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries.

1. The dissent, reservation or major suggestion of any independent director: None
2. Audit Committee resolution and how the company manage the Committee's opinions shall be described: All the members of the Audit Committee unanimously approved all proposals; the Board of Directors approved all the proposals according to the recommendations of the Audit Committee.

(II) In addition to the matters mentioned above, any resolutions not approved by the Audit Committee but approved by more than two-thirds of all the directors: The Company acts in compliance with the requirements of Article 14-5 of the Securities and Exchange Act, and there are no resolutions as mentioned above that have not approved by the Audit Committee but approved by more than two-thirds of all the directors.

II. Disclosure regarding recusal for interest-conflicting proposals, including the names of independent directors concerned, the content of proposals, reason for recusal, and the voting process: None

III. The communication between independent directors and internal chief auditor and CPAs (shall include material issues, methods, and results in the communication in respect of the Company's financial and business status):

(I) Policy on communication between independent directors and internal chief auditor

1. The Audit Office implements the audit of the internal control cycle and management regulations as per the annual audit plan, and prepares an "internal audit plan," which will be submitted to the Chairman. The plan will be submitted to the members of the Audit Committee for review before the end of the following month after an audit project is completed.
2. The internal chief auditor reports on the status of the audit business and communicate face-to-face with independent directors at each (at least four) Audit Committee meeting.

3. Where internal auditors discover a material violation or the Company may suffer major damage, they shall prepare a report for review immediately and notify the members of the Audit Committee.

The summary of the communication between independent directors and internal chief auditor in 2025 is as follows:

Date	Communication method	Communication matter	Independent director's recommendation
2025.01.14	1. Chief Auditor's Report 2. Case Review	1. Reported the audit results of the three plants in mainland China for November and December 2024. 2. For the deficiencies identified in the audit, improvement plans have been proposed and submitted to the monthly audit meeting for discussion, and included in regular follow-ups for subsequent review.	None
2025.03.11	1. Chief Auditor's Report 2. Case Review	1. Reported the audit results of the three plants in mainland China for January and February 2025. 2. For the deficiencies identified in the audit, improvement plans have been proposed and submitted to the monthly audit meeting for discussion, and included in regular follow-ups for subsequent review.	None
2025.05.08	1. Chief Auditor's Report 2. Case Review	1. Reported the audit results of the three plants in mainland China for March and April 2025. 2. For the deficiencies identified in the audit, improvement plans have been proposed and submitted to the monthly audit meeting for discussion, and included in regular follow-ups for subsequent review.	None
2025.08.07	1. Chief Auditor's Report 2. Case Review	1. Reported the audit results of the three plants in mainland China for May, June and July 2025. 2. For the deficiencies identified in the audit, improvement plans have been proposed and submitted to the monthly audit meeting for discussion, and included in regular follow-ups for subsequent review.	None
2025.11.11	1. Chief Auditor's Report 2. Case Review	1. Reported the audit results of the three plants in mainland China for August, September and October 2025. 2. For the deficiencies identified in the audit, improvement plans have been proposed and submitted to the monthly audit meeting for discussion, and included in regular follow-ups for subsequent review.	None

(II) Policy on communication between independent directors and CPAs

1. CPAs report the results of the audit or review of the financial statements in the quarterly Audit Committee meeting, as well as other matters to be communicated as required by relevant laws and regulations. During the process, where independent directors have any opinion, they can bring it up for discussion, and the CPAs will explanation accordingly.

2. In case of material and special issues related to the Company’s finances and business, the CPAs will report to the Audit Committee immediately
3. Where the Board of Directors has relevant critical issues, it will also invite CPAs to attend the meeting in a non-voting capacity to provide professional advice so as to increase opportunities for CPAs to interact with directors/independent directors.
4. The communication channels between the Company’s independent directors and the CPAs are smooth.

The summary of the communication between independent directors and CPAs in 2025 and 2026 is as follows:

Date	Main points communicated
2025.3.11	(1) Summary of 113 audited consolidated financial statements (2) Audit Quality Indicator (QI) Report
2025.11.11	Communication of audit matters between CPAs and corporate governance body
2026.3.10	(1) Communication of 2025 key audit matters and results between CPAs and corporate governance body (2) Audit Quality Indicator (AQI) Report

Supervisors' participation in the operation of the Board of Directors

Not applicable as the Company held a re-election at the annual shareholders' meeting on June 12, 2017, and set up an Audit Committee as per the laws to replace the supervisors.

3. Corporate governance implementation and the deviation from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof

Assessment criteria	Implementation status			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
I. Has the Company formulated and disclosed the Corporate Governance Best-Practice Principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	Yes		The Company has formulated the Corporate Governance Best-Practice Principles as approved by the Board of Director on March 21, 2016, and published them on the official website and the Market Observatory Post System (MOPS).	No deviations
II. The Company's shareholding structure and shareholders' equity				
(I) Has the Company established internal operating procedures to handle shareholders' suggestions, doubts, disputes, and litigation matters, and implement them in accordance with the procedures?	Yes		The Company has set up a spokesperson/acting spokesperson system. In the case of shareholders' suggestions or disputes to the spokesperson, the spokesperson will handle such; in case of litigation, the legal affairs unit will handle the relevant legal matters.	No deviations
(II) Does the Company keep abreast of the list of major shareholders and the ultimate controlling parties of such shareholders?	Yes		The Company's major shareholders' shareholdings have been stable and concentrated over the years, and the interaction between major shareholders has been pleasant. Pursuant to Article 25 of the Securities and Exchange Act, the Company files a report on the changes in the shareholdings held by insiders (directors, managers, and shareholders holding more than 10% of the total shares) to the MOPS as designated by the Securities and Futures Bureau on a monthly basis.	No deviations
(III) Does the Company establish and implement a risk control mechanism and firewalls between its affiliates and itself?	Yes		All affiliates of the Company operate independently, and each affiliate has its own internal control system for compliance, and the Company also handles relevant matters as per relevant laws and regulations of the "Regulations on Supervision of Subsidiary Operations."	No deviations
(IV) Whether the Company established	Yes		The Company has established personnel	No deviations

Assessment criteria	Implementation status			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
internal regulations prohibiting insider trading against non-public information?			management rules and other internal regulations to prohibit company insiders from using undisclosed information on the market to buy and sell securities for profit. The Company has also formulated the Operating Procedures for the Processing of Internal Material Information and Prevention of Insider Trading to establish an adequate internal material information processing and disclosure mechanism, ensure the consistency and correctness of the Company's published information, and strengthen the regulations on insider trading. The requirements of the Operation Procedures include "during the closed period of 30 days before the announcement of the annual financial reports and 15 days before the announcement of the quarterly financial reports, the directors and managerial officers of the Company are not allowed to buy or sell the Company's securities on their own or in the name of others." Directors shall be informed prior to the announcement date of the financial reports that they shall not trade their shares during the 30 days prior to the announcement of the annual financial reports and 15 days prior to the announcement of the quarterly financial reports.	
III. Composition and responsibilities of the board of directors				
(I) Dose the board of directors formulate a diversity policy for the composition of the board members, establish specific objectives and implement them thoroughly?	Yes		The Company has established the Corporate Governance Best-Practice Principles, in which the diversity policy is stipulated in Chapter 3 "Enhancing the Functions of the Board of Directors." The current term of the Company's Board of Directors is composed of 10 directors, including 4 independent directors and 6 general ones, all of whom have extensive experience and expertise in finance, law, business, and PCB management. For the implementation of the diversity of the Board of Directors, please refer to Chapter Three (IV) Diversity and independence of the Board of Directors of this annual report.	No deviations
(II) In addition to the remuneration committee and the audit committee set up in accordance with the law, does the Company set up other functional committees voluntarily?	Yes		The Company has established the Remuneration Committee and Audit Committee. The Board of Directors approved the establishment of the Nomination Committee and Sustainable Development Committee on August 7, 2025.	No deviations
(III) Does the Company formulate the	Yes		The Company's Board of Director formulated	No deviations

Assessment criteria	Implementation status			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
board of directors' performance evaluation regulations and methods, and conduct annual and regular performance evaluations while reporting the results of the performance evaluation to the Board of Directors as a reference for individual directors' remuneration and nomination for re-election?			the Rules of the Performance Evaluation of the Board of Directors on March 25, 2019 and approved the amendment of these Rules to the "Rules of the Performance Evaluation of the Board of Directors and Functional Committees" on January 10, 2023. The 2025 evaluation of the Board of Directors was completed on January 22, 2026. The performance evaluation results were then reported to the Board of Director on March 10, 2026.	
(IV) Does the Company regularly assess the independence of CPAs?	Yes		The Company assesses the independence of CPAs annually and uses AQI information as the basis for appointment. The independence and competence of the CPAs are taken into account. The Company issues the "CPA Independence Assessment Report" for the independence of the CPAs. The assessment covers 14 indicators and the CPAs are requested to present a statement on independence. The competence of the CPAs is assessed in accordance with the AQIs, which include 13 indicators and 5 major aspects. The Audit Committee performs the assessment based on the aforementioned items. These items were discussed by the Audit Committee on March 10, 2026 and March 11, 2025 in the last two years, and were submitted to the Board of Directors for resolution and approval. The 5 major dimensions and 13 indicators are as follows: 1. Professionalism: Audit experience, training hours, turnover rate and professional support 2. Quality control: CPA's load, audit input, EQCR review status, and quality control support capability 3. Independence: Non-audit service fees and client familiarity 4. Supervision: Defects in external inspections, penalties and improvements by letter of the competent authority 5. Innovation ability: Innovation capability: Innovative planning or advocacy.	No deviations
IV. Dose the Company appoint an appropriate number of competent corporate governance personnel, and engage a corporate governance officer to be in charge of corporate governance-related matters (including but not limited to providing directors and supervisors	Yes		The Company has engaged a corporate governance officer as resolved by the Board of Directors on March 25, 2019. The officer's main responsibilities are to provide directors with materials needed to perform duties, assist directors with compliance, and to handle matters related to board meetings and shareholders' meetings as per the law.	No deviations

<table>
<tr><th rowspan="2">Assessment criteria</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>with materials required to perform duties, assisting directors and supervisors with compliance, handling matters related to the meetings of the Board of Directors and shareholders’ meetings as per the law, and preparing the minutes of the meetings of the Board of Directors and shareholders’ meeting)?</td><td></td><td></td><td>Chang-Chin Yang, Vice President of the Finance Department, is serving as the corporate governance officer concurrently, and has more than three years of management experience in stock affairs and the business related to board meetings and shareholders’ meetings at publicly listed companies.
<u>The implementation status of the business in 2025 is as follows:</u>
1. Provide materials required for directors to perform their duties
2. Arrange continuing education for directors (all directors completed the required training hours as per the regulations in 2025)
3. Draw up agenda of board meetings, notify the directors seven days in advance, convene the meeting and provide meeting materials, remind directors in advance in the case of recusal, if any, and complete the minutes of board meetings
4. Assist the Board of Directors and shareholders’ meeting with meeting procedures and compliance;
5. Responsible for the release of material information on critical resolutions adopted by the Board of Directors
6. Handle the pre-registration of the date of the shareholders’ meeting as per the law, and prepare the meeting notice, handbook, and minutes within the specified period
7. Conduct the annual performance evaluation of the Board of Directors and board members
8. Responsible for the Company’s information disclosure and website maintenance
9. Completed 12 hours of continuing education for the corporate governance officer in 2025. as shown below:
<table>
<tr><th>Class title</th><th>Date of class</th><th>Total Hours</th></tr>
<tr><td>Full Control of the Greenhouse Gas Inventory</td><td>2025.11.12</td><td>6</td></tr>
<tr><td>Full Analysis on the Preparation/Reporting of ESG Information</td><td>2025.11.26</td><td>6</td></tr>
</table></td><td></td></tr>
</table>

Assessment criteria	Implementation status			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
V. Does the Company establish communication channels with stakeholders (including but not limited to shareholders, employees, customers, suppliers), and set up an area dedicated to stakeholders on the Company's website, and respond to important corporate social responsibility issues that stakeholders are concerned about appropriately?				No deviations

Stakeholders	Issues about which stakeholders are concerned	Communication channels and response methods	Frequency of communication
Clients	Product quality Customer service Green product	High-level supervisors' mutual visits and development report on progress of new technology and new product Phone, email, mutual visits, and meetings	At least once a year Frequent on weekdays
Investors	Financial performance Corporate governance Company development and future prospects	MOPS Investor conference, seminar Section dedicated to stakeholders on the Company's website Shareholders' Meeting	From time to time At least 4 times /year From time to time Once a year
Employees	Labor–management relations Employee benefits Employee opinions and relevant suggestions Voluntarily participate in process improvement	Labor–management meetings Employee seminars Complaint and suggestion mailbox Quality Control Circle (QCC) and relevant activities	Quarterly Quarterly Daily Semi-annually
Suppliers	Supplier selection criteria Supplier sustainability management	Supply chain meeting Supplier training activities	Annually From time to time
Society	Social participation Environmental policy	Charity events and visits Audit of waste service provider	From time to time Once a month
Banks	Corporate governance Risk management Compliance	Mutual visits and meetings Written materials Market trend analyses	From time to time Frequent on weekdays At least twice a year

Assessment criteria	Yes	No	Summary	Deviations
V. Does the Company establish communication channels with stakeholders (including but not limited to shareholders, employees, customers, suppliers), and set up an area dedicated to stakeholders on the Company's website, and respond to important corporate social responsibility issues that stakeholders are concerned about appropriately?	Yes		Shareholders — Issues of concern: Financial performance/corporate governance 1. A shareholders' meeting is held every year in the middle of the year to communicate complete financial information and the Company's future development direction to all shareholders in detail 2. The Company has set up a spokesperson system and a section dedicated to stakeholders on the website to facilitate communication Employees — Issues of concern: Employee benefits/Labor relations	No deviations

Assessment criteria	Implementation status: Yes	Implementation status: No	Implementation status: Summary	Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
			1. A labor–management meeting is organized quarterly 2. An employee seminar is organized quarterly 3. The Company has set up a complaint and suggestion mailboxes (collected daily) to collect employees' opinions and relevant suggestions 4. There is a proposal improvement reward system to encourage employees to actively participate in various improvement activities in the plants 5. QCC-related events are held to motivate employees to participate in improvement voluntarily Clients — Issues of concern: Customer relationship management Hazardous substances/supply chain management 1. The current status of RBA self-inspection at each plant of the Company is disclosed to clients through the platform launched by RBA 2. The Company's development blueprint, new product development process, reliability, and delivery date are discussed with customers through various meetings Suppliers — Issues of concern: Supplier management Supplier selection criteria 1. The supply chain conference is held every year to communicate the prior year's operating performance and the coming year's business development targets to suppliers 2. Supplier training activities regarding RBA's requirements, greenhouse gas emissions inventory, and reduction requirements are held from time to time Community — Issues of concern: Social participation/Environmental policy The Company actively promotes social participation and environmental protection activities, subsidizes children from disadvantaged families for nutritional lunches or extracurricular activities, etc.	
VI. Does the Company appoint a professional stock affairs agency to handle the affairs of shareholders' meetings?	Yes		The Company has appointed CTBC Bank Co., Ltd., to assist the Company with matters related to shareholders.	No deviations
VII. Public Disclosure of Information (I) Does the Company set up a website to disclose financial business and corporate governance information? (II) Does the Company adopt other means for disclosure (such as setting up an English website, appointing personnel to collect and disclose	Yes Yes		The Company's website www.gce.com.tw is available in both Chinese and English languages. In addition to the relevant financial and business information, a policy statement on corporate social responsibility is disclosed to clearly state its codes of ethics. Relevant financial and business information is disclosed on the Company's website in both Chinese and English languages. The website is www.gce.com.tw. Each department has	No deviations No deviations

Assessment criteria	Implementation status			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
relevant information, properly implementing the spokesperson system, and placing the process of investor conferences on the website)?			appointed dedicated personnel to be responsible for collection and disclosure of the Company's information. The dedicated personnel at the information department are responsible for placing said information on the website regularly.	
(III) Does the Company publicly announce and file the annual financial report within two months after the end of each fiscal year and announce and file the financial reports for the first, second, and third quarters and the monthly operation status prior to the specified deadline?	Yes		The Company is currently in discussion with the CPA firm.	No deviations
VIII. Does the Company have any other important information that would facilitate a better understanding of its corporate governance operations? This may include, but is not limited to, information regarding employee rights, employee care, investor relations, supplier relations, stakeholder rights, directors' and supervisors' continuing education, the implementation of risk management policies and risk measurement standards, the implementation of customer policies, and the Company's purchase of liability insurance for directors and supervisors.	Yes		1. Employee rights: The Company has set up a section dedicated to human resources on its website, which will facilitate understanding of its human resources policy, employee benefits, manpower analysis of each plant, and current job vacancies. 2. Employee care: The Company has established a positive relationship, featuring mutual trust and mutual reliance, with employees through a welfare system to fulfill and stabilize their lives and a sound education and training system. For example, the Company subsidizes employees' club activities, organizes cultural and recreational activities and annual travel, provides health examination subsidies and medical consultation service, as well as providing employee dormitories, care for employees living in dormitories, and parking lots. 3. Investor relations: The Company has set up a spokesperson/acting spokesperson system to handle relevant matters. 4. Supplier relationship: The Company has established a sustainable partnership with suppliers to promote social responsibility, green supply chain and RBA to suppliers at the next tier, and regularly communicates relevant policy and offers education and training to suppliers. The content of training includes: A. Supply chain strategy and annual plan. B. Introduction to the sustainable development (ESG) of Gold Circuit Electronics Ltd. C. Sustainable environment (Introduction to greenhouse gas inventory) D. RBA and plant site requirements.	No deviations

Assessment criteria	Implementation status			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			E. Control standards of Gold Circuit Electronics Ltd. for prohibited and restricted substances. 5. Stakeholder's rights: Stakeholders may communicate with the Company and offer suggestions to safeguard their legal rights and interests. 6. Directors' continuing education: The Company's directors participate in training sessions every year regularly. The sessions in 2025 are as follows: Table 1 below. 7. The implementation of risk management policy and risk measurement standards: The Company's human resources department will compile the prior year's risk assessment results (risk points = frequency of occurrence * severity) before the end of January each year, and then regularly follow up on the improvement results and revise the operating procedures as per the risk control levels. 8. The Company purchases liability insurance for directors at the end of each year.	

Table 1: Directors and supervisors' continuing education: The Company's directors and independent directors participate in training sessions every year regularly, and all completed 6 hours of training sessions in 2025. The sessions are as follows:

Identity	Name	Organizer	Class title	Training hour
Chairman	Chen-Tse Yang	Taiwan Corporate Governance Association	Corporate Governance Officer and Management of the Board of Directors	3
		Securities and Future Institute	How Do Directors and Supervisors Supervise the Company to Establish and Promote a Sound Risk Management System?	3
Director	Chang-Chih Yang	Taiwan Corporate Governance Association	NVIDIA's Trillion-Dollar Miracle: A New Perspective on the Semiconductor Industry Revolution Behind Artificial Intelligence	3
		Securities and Future Institute	AI Development and Information Security Risks	3
Director	Chang-Chin Yang	Taiwan Corporate Governance Association	NVIDIA's Trillion-Dollar Miracle: A New Perspective on the Semiconductor Industry Revolution Behind Artificial Intelligence	3
		Securities and Future Institute	AI Development and Information Security Risks	3
Director	Chen-Jung Yang	Importers and Exporters Association of Taipei	From Workplace to Investment: Financial Indicators You Should Know	6
		Securities and Future Institute	2025 Listed Companies Business Promotion Conference	3

Assessment criteria	Implementation status			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	

		Taiwan Investor Relations Institute	New Concepts of Family Succession Tax Planning	3
Director	Lien-Mei Lin	Taiwan Corporate Governance Association	Risk Management and Strategy Analysis for Enterprise Sustainability	3
		Taiwan Corporate Governance Association	How Can Enterprises Optimize Innovative Intellectual Property Management and Link It to Sustainability Governance in the Face of the Digital Trend?	3
Representative of institutional director	Jung-Tung Tsai	Taiwan Corporate Governance Association	How the Board of Directors Responds to 12 ESG Risk Issues	3
		Securities and Future Institute	AI Development and Information Security Risks	3
Independent Director	Shih-Chi Chen	Taiwan Corporate Governance Association	Corporate Innovation and Angel Investment	3
		Taiwan Corporate Governance Association	International Trends and Experience Sharing of Ethical Corporate Management and the Top Management Accountability System	3
Independent Director	Hung-Hsin Ling	Taiwan Corporate Governance Association	Sustainable Development Advocacy Conference	3
		Taiwan Corporate Governance Association	Operation of the Remuneration Committee and the Performance-Based Remuneration System for Directors and Managers	3
Independent Director	Ta-Ling Hu	Accounting Research and Development Foundation	Crisis Alert, Key Indicators in Financial Statements	6
Independent Director	Wen-dong Liu	Taiwan Corporate Governance Association	Overview of the Sustainability Information, Sustainability Standards, and Reports for Publicly Listed Companies in Taiwan.	3
		Securities and Future Institute	Discussion of Employee and Director Remuneration – A Discussions on the Amendments to Article 14 of the Securities and Exchange Act	3

IX. On the basis of the results of the corporate governance evaluation released by TWSE's Corporate Governance Center in the most recent year, please describe the matters to which improvements have been made. Regarding the matters to which improvements have yet to be made, please list those which have been selected as priorities and the measures to be taken.

The improvements of the 11th (2024) “Corporate Governance Evaluation” of the Company are described as follows:

(1) Starting from 2024, the Company will convene the general shareholders’ meeting before the end of May.

(2) The Company will continue to assess consider possible improvement measures for the items that have not yet been scored.

4. Where the company has set up a remuneration committee or a nomination committee, it shall disclose the composition, responsibilities, and operation thereof:

(1) Information on Remuneration Committee members

<table>
<tr><th colspan="2">Criteria
Name/Identity</th><th>Professional qualifications and experience</th><th>Status of independence</th><th>Number of other public companies at which serving as an independent director concurrently</th></tr>
<tr><td>Hung-Hsin Ling</td><td>Independent director, Convener of Remuneration Committee</td><td>● Possessed business, management capability and relevant work experience in the industry.
● Graduated from the Department of Electronic Engineering, Taipei Institute of Technology
● Senior Vice President of Industrial Engineering Department, Gold Circuit Electronics Ltd.; retired from the position of technology center advisor.
● Not in line with any of the conditions stated in Article 30 of the Company Act.</td><td rowspan="2">All independent directors meet the following circumstances:
1. The person and his/her spouse or relatives within the second degree of kinship are not the directors, supervisors or employees of the Company or any of its affiliates;
2. The number of the Company’s shares held by the person and his/her spouse or relatives within the second degree of kinship (or in the names of others) does not reach 1%;
3. The independent director is not a director, supervisor or employee of any company that has a specific relationship with the Company (Note 1);</td><td>None</td></tr>
<tr><td>Ta-Ling Hu</td><td>Independent director, Remuneration Committee member</td><td>● Possessed business, management capability and relevant work experience in the industry.
● Graduated from the Department of Secretarial Science, Ming Chuan Commercial College.
● Manager of Greater China Procurement Department and AVP, HP INTERNATIONAL PTE. LTD., TAIWAN BRANCH (SINGAPORE), Director, DIGITIMES, retired from the position of marketing & sales advisor, Gold Circuit Electronics Ltd.
● Not in line with any of the conditions stated in Article 30 of the Company Act.</td><td>None</td></tr>
</table>

Name/Identity	Criteria	Professional qualifications and experience	Status of independence	Number of other public companies at which serving as an independent director concurrently
Wen-dong Liu	Independent director, Remuneration Committee member	●Possessed business and finance management capability and relevant work experience in the industry. ●Graduated from the Department of Accounting, Soochow University. ●AVP of Audit Department, Deloitte Taiwan ●Not in line with any of the conditions stated in Article 30 of the Company Act.	4. The independent director did not receive compensation for providing the Company or affiliates with commercial, legal, financial, accounting or related services in the most recent two years.	None

Note 1: Directors, supervisors or employees of specific affiliates are based on Subparagraphs 5–8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies:

(1) A director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act.

(2) If a majority of the company's director seats or voting shares and those of any other company are controlled by the same person: a director, supervisor, or employee of that other company.

(3) If the chairperson, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: a director (or governor), supervisor, or employee of that other company or institution.

(4) A director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company.

(2) Information on the operation of the Remuneration Committee

I. There are three members of the Company's Remuneration Committee.

II. The term of office of the current committee members: From May 30, 2024 to May 29, 2027, the Remuneration Committee held three meetings (A) in 2025 as of the publication date of the annual report. The attendance of the members is as follows:

The operation of the Remuneration Committee

Job title	Name	Attendance in person (times)(B)	Attendance by proxy	Attendance in person (%) (B/A)	Remarks
Convener	Hung-Hsin Ling	3	0	100.0%	Newly elected on 2024.5.30
Committee Member	Ta-Ling Hu	3	0	100.0%	Newly elected on 2024.5.30
Committee Member	Wen-dong Liu	3	0	100.0%	Newly elected on 2024.5.30

Other additional information:

I. Where the Board of Directors declines to adopt or modifies a suggestion of the remuneration committee, it shall specify the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the Company's response to the remuneration committee's opinion (e.g. the remuneration passed by the Board of Directors exceeds the suggestion of the Remuneration Committee, the circumstances and cause for the difference shall be specified): None.

II. Where there were resolutions of the Remuneration Committee regarding which members expressed objection or reserved opinions on record or in a written statement, the date of the meeting, session, content of the motion, all members' opinions, and the response to members' opinion shall be specified: None.

Remuneration Committee meeting date	Content of proposal and subsequent handling	Resolution results	The Company's response to Remuneration Committee member's opinion
2025.01.14	Review of distribution of remuneration to employees and directors for 2024 and discussion of performance of managerial officers and distribution of year-end bonus for 2024.	All members of the committee passed the proposal without objection	The proposal was submitted to the Board of Directors and approved by all the directors present at the meeting
2025.08.07	1. Regularly reviewed the proposal of the "Regulations on Remuneration of Directors and Functional Committees" and the "Remuneration Policy for Senior Managers." 2. Revision of the "Regulations on Remuneration of Directors and Functional Committees"	All members of the committee passed the proposal without objection	The proposal was submitted to the Board of Directors and approved by all the directors present at the meeting
2025.01.22	1. Review of the 2025 distribution of remuneration to employees and directors 2. Discussion of performance of managerial officers and distribution of year-end bonus for 2025.	All members of the committee passed the proposal without objection	The proposal was submitted to the Board of Directors and approved by all the directors present at the meeting

(3) Information on Nomination Committee members

Identity	Name	Work experience and professional qualifications
Independent Director (Convener)	Hung-Hsin Ling	Department of Electronic Engineering, Taipei Institute of Technology Senior Vice President of Industrial Engineering Department and Advisor of Technology Center, Gold Circuit Electronics Ltd. Independent Director, Gold Circuit Electronics Ltd.
Independent Director (member)	Ta-Ling Hu	Department of Secretarial Science, Ming Chuan Commercial College Manager of Greater China Procurement Department and AVP, HP INTERNATIONAL PTE. LTD., TAIWAN BRANCH (SINGAPORE) Director, DIGITIMES Business Consultant, Gold Circuit Electronics Ltd. Independent Director, Gold Circuit Electronics Ltd.
Director (member)	Chen-Tse Yang	Department of Business Administration, Chinese Culture University MBA, Pace University, New York Business Specialist, Deputy Manager, Manager, Director, Assistant Vice President, and Senior Vice President, Gold Circuit Electronics Ltd. Chairman (current), Gold Circuit Electronics Ltd.

(4) Information of Nomination Committee members and its operation status:

I. There are three members of the Company’s Remuneration Committee.

II. The term of office of the current committee members: From August 7, 2025 to May 29, 2027, the Nomination Committee held two meetings (A) in 2025 as of the publication date of the prospectus. The qualifications and attendance status of the members is as follows:

The operation of the Remuneration Committee

Job title	Name	Attendance in person (times)(B)	Attendance by proxy	Attendance in person (%) (B/A)	Remarks
Convener	Hung-Hsin Ling	2	0	100.0%	Newly elected on 2025.8.7
Committee Member	Chen-Tse Yang	2	0	100.0%	Newly elected on 2025.8.7
Committee Member	Ta-Ling Hu	2	0	100.0%	Newly elected on 2025.8.7

Other additional information:

I. Where the Board of Directors declines to adopt or modifies a suggestion of the Nomination Committee, it shall specify the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the Company's response to the Nomination Committee's opinion: None.

II. Where there were resolutions of the Nomination Committee regarding which members expressed objection or reserved opinions on record or in a written statement, the date of the meeting, session, content of the motion, all members' opinions, and the response to members' opinion shall be specified: None.

Nomination Committee meeting date	Content of proposal and subsequent handling	Resolution results	The Company's response to Nomination Committee member's opinion
2025.08.07	10. Election of the convener of the Nomination Committee and the chairperson of the meeting.	Hung-Hsin Ling was elected as the convener.	The proposal was submitted to the Board of Directors and approved by all the directors present at the meeting
2025.11.11	1. The 2025 external performance evaluation of the Board of Directors and functional committees. 2. Review of the appointment of the Company's new managers.	All members of the committee passed the proposal without objection	The proposal was submitted to the Board of Directors and approved by all the directors present at the meeting

(5) Information on the members of the Sustainable Development Committee:

Identity	Name	Work experience and professional qualifications
Director (Convener)	Chen-Tse Yang	Department of Business Administration, Chinese Culture University MBA, Pace University, New York Business Specialist, Deputy Manager, Manager, Director, Assistant Vice President, and Senior Vice President, Gold Circuit Electronics Ltd. Chairman (current), Gold Circuit Electronics Ltd.
Committee Member	Sheng-Hsien Lin	Manager, Director, and Assistant Vice President, Gold Circuit Electronics Ltd.
Committee Member	Ying-Shun Hsueh	Master of Business Administration, Chung Yuan Christian University Deputy Manager, Manager, Deputy Director, Director and Senior Director, Safety Audit Center of Gold Circuit Electronics Ltd.

(6) Information on the members of the Sustainable Development Committee and its operation status:

I. There are three members of the Company’ Sustainable Development Committee.

II. The term of office of the current committee members: From August 7, 2025 to May 29, 2027, the Sustainable Development Committee held 1 meeting (A) in 2024 as of the publication date of the annual report. The qualifications and attendance status of the members is as follows:

The operation of the Sustainable Development Committee:

Job title	Name	Possession of professional sustainability knowledge and competency	Attendance in person (times)(B)	Number of attendances by proxy	Attendance in person (%) (B/A)	Remarks
Convener	Chen-Tse Yang	Business operation and risk management Strategic planning and decision management Corporate governance and operation of the board of directors	2	0	100.0%	Newly elected on 2025.8.7
Committee Member	Sheng-Hsien Lin	Protection of human rights and employee rights Business ethics and ethical management Information security and trade secret protection	2	0	100.0%	Newly elected on 2025.8.7
Committee Member	Ying-Shun Hsueh	Greenhouse gas management and carbon reduction strategies Air pollution control, water resources, and waste management Occupational safety and health management	2	0	100.0%	Newly elected on 2025.8.7

Other additional information:

I. Where the Board of Directors declines to adopt or modifies a suggestion of the Sustainable Development Committee, it shall specify the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the Company’s response to the Committee’s opinion: None.

II. Where there were resolutions of the Sustainable Development Committee regarding which members expressed objection or reserved opinions on record or in a written statement, the date of the meeting, session, content of the motion, all members’ opinions, and the response to members’ opinion shall be specified: None.

Sustainable Development Committee meeting date	Content of proposal and subsequent handling	Resolution results	The Company’s response to Sustainable Development Committee member’s opinion
2025.08.07	Election of the convener of the Sustainable Development Committee and the chairperson of the meeting.	Chen-Tse Yang was elected as the convener.	The proposal was submitted to the Board of Directors and approved by all the directors present at the meeting
2025.12.22	Formulation of the Group’s green	All members of	The proposal was

	power plan for 2026.	the committee passed the proposal without objection	submitted to the Board of Directors and approved by all the directors present at the meeting

5. The promotion of sustainable development, the deviations from the sustainable development of listed companies, and the reasons:

Promotion item	Implementation status			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
I. Does your company have a governance structure that promotes sustainable development, and have a special unit or designate an existing unit for the task of sustainable development promotion? Does the Board of Directors of your company authorize the management to handle relevant matters and supervise the board?	Yes		The Company established the Gold Circuit Electronics Sustainable Development Committee on March 3, 2022. To enhance the structure of sustainability governance, the Company upgraded the Committee to a functional committee under the Board of Directors, with Chairperson Chen-Tse Yang serving as chair, and Vice President Sheng-Hsien Lin and AVP Ying-Shun Hsueh serving as committee members. AVP Ying-Shun Hsueh was appointed as the Sustainable Development Coordinator for promoting, planning, communicating, and coordinating operations among the teams of the Committee. The top executive of each department acts as a committee member to jointly examine the Company's core capabilities and set the medium-term and long-term strategic directions and development goals. We have set up seven teams for ESG topics, including the EHS team, energy management team, green supply chain team, innovation management team, corporate governance team, human rights and public welfare team, and information security team. Each team has a dedicated manager and members, covering the project leaders of all the business departments of the Company, and is responsible for confirming the implementation of business and management guidelines with respect to the ESG topic and collecting data in relation thereto. The Gold Circuit Electronics Sustainable Development Committee reports to the Board of Directors on the status of ESG implementation at least once a year, and this is reviewed and supervised by the Board of Directors. The most recent report to the Board of Directors was submitted on December 22, 2026. The contents of the report include overall strategic directions, goal setting and progress reporting, greenhouse gas inventory results, and the implementation of green electricity purchase projects. After hearing the management team's proposals on sustainability policies and management guidelines, the Board of Directors did not raise any questions or recommendations for changes regarding the sustainable development indicators or other related issues for this year.	No deviations
II. Does the Company implement the risk assessment of environmental, social, and corporate	Yes		The Company has conducted risk assessments on environmental, social, and corporate governance (ESG) issues based on the principle of materiality. The scope of the assessment extended to the premises over which the Company exercised operational control and was	No deviations

Promotion item	Implementation status			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
governance issues related to corporate operation and establish relevant risk management policies or strategies based on the principle of materiality?			consistent with the boundaries of the environmental and social issues disclosed in Section 6, "Implementation of Climate-Related Information", of this report. The Company identifies major issues every year through external observation, tracking, and analyzing market movements and industry trends, while internally through analysis of operational data, interview with the manager in charge of each department, and questionnaires. The Company has established procedures for financial risk assessment and handling, as well as for EHS hazard risk, labor risk, and ethical risk assessment and handling. We score these risks according to their risk level (high, medium, low, minor) and report and control them accordingly. The annual improvement targets are discussed, and the annual risk targets are set at the annual management review meeting. 6. For details, please refer to "6. Implementation of Climate-Related Information" of this report.	
III. Environmental issues (I) Does the Company establish an appropriate environmental management system based on its industrial characteristics?	Yes		The Company implements environmental safety and health activities in line with domestic environmental safety and health laws and regulations while adopting environmental safety and health management systems in line with international standards. In October 1997, it obtained ISO 14001 environmental management system certification to implement environmental protection activities and mitigate environmental impacts. Also, it obtained OHSAS 18001 occupational safety and health management system certification in April 2006 (now ISO 45001) to provide employees with a healthy, safe, and clean work environment. Both management systems are certified regularly and both are within the effective period. The Company has dedicated occupational safety and environmental protection units to take responsibility for the environment, safety, and health promotion and implementation activities.	No deviations
(II) Is the Company committed to improving energy efficiency and using recycled materials with a low impact on the environment?	Yes		To improve energy efficiency, an energy management system has been established since 2021, and the ISO 50001 energy management certification was obtained on November 23. The Company continues to improve and refine our energy efficiency management. The use of recycled materials is a part of the Company's promotion of sustainable development. When purchasing metal ore materials, preference is given to materials that have been certified by a third party. To reduce the environmental impact caused by mining, copper foil substrates were made from recycled materials in 2025.	No deviations
(III) Does the Company assess the present and future potential risk and	Yes		The Company has participated in the CDP supply chain questionnaire since 2013, including our strategy for climate change, identification of risks and opportunities of climate change, disclosure of greenhouse gas	No deviations

<table>
<tr><th rowspan="2">Promotion item</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>opportunities of climate change in relation to the Company and adopt related countermeasures?</td><td></td><td></td><td>emissions, reduction targets and performance, and our management policy on carbon issues. The Company responds to customers’/international investors’ concerns and expectations and further examines the impact of climate change on the Company and take relevant countermeasures.

Please refer to the chapter oon climate in the 2025 Corporate Sustainability Report and the implementation of climate-related information in this annual report for the details of the Company’s current and future potential risks and opportunities of climate change, and the relevant countermeasures.</td><td></td></tr>
<tr><td>(IV) Does the Company make statistics on greenhouse gas emissions, water consumption, and total waste weight in the past two years, and formulate policies for greenhouse gas reduction, water reduction, or other waste management?</td><td>Yes</td><td></td><td>The Company has set carbon/waste/water reduction targets and regularly reviewed the status of achievement. The Group conducts annual greenhouse gas inventory and subjects this to third-party verification. The emission statistics of the Group are as follows:
(Unit: tCO2e)
(The complete assurance information will be disclosed in the Sustainability Report)
<table>
<tr><th>Year</th><th>2023</th><th>2024</th><th>2025</th></tr>
<tr><td>Scope 1</td><td>49,830</td><td>56,804</td><td>50,592</td></tr>
<tr><td>Scope 2</td><td>226,627</td><td>208,159</td><td>164,480</td></tr>
<tr><td>Scope 3</td><td>679,947</td><td>392,378</td><td>287,802</td></tr>
<tr><td>Intensity (tCO2e/NT$ million)</td><td>31.81</td><td>16.95</td><td>8.42</td></tr>
</table>
Remarks: Carbon emission intensity (tons of CO2e/NT$1 million) = (Scope 1 + Scope 2) / annual operating revenue (NT$1 million) as reported in the financial statements.
<table>
<tr><th>GHG Protocol</th><th>Taiwan Plant</th><th>Suzhou Plant</th><th>Changshu Plant No. 1</th><th>Changshu Plant No. 2</th><th>Thailand Plant</th></tr>
<tr><td>Verification body</td><td>SGS</td><td>CQC</td><td colspan="2">CTI</td><td>SGS</td></tr>
<tr><td>Verification date</td><td>2026/3/27</td><td colspan="3">2026/03/20</td><td>2026/3/6</td></tr>
</table>
Carbon reduction targets and achievement rates (base year: 2019):
<table>
<tr><th rowspan="2">Year</th><th colspan="2">Carbon reduction rate</th><th colspan="2">Green electricity utilization</th></tr>
<tr><th>Target</th><th>Performance</th><th>Target</th><th>Performance</th></tr>
<tr><td>2025</td><td>35.07%</td><td>About 16%</td><td>35.07%</td><td>About 16%</td></tr>
<tr><td>2024</td><td>21%</td><td>22.49%</td><td>23.5%</td><td>30.31%</td></tr>
<tr><td>2023</td><td>8%</td><td>23.39%</td><td>8%</td><td>16.20%</td></tr>
</table>
The Company submitted its SBTi near-term commitment on August 15, 2023. The Company passed the SBTi near-term commitment review in November 2024, and</td><td>No deviations</td></tr>
</table>

<table>
<tr><th rowspan="2">Promotion item</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>set the reduction target by 2030. The Company also met the 1.5°C reduction target. Due to the Company’s participation in SBTi, a full inventory was conducted for Scope 3 in 2025, so the carbon emission intensity decreased from 10.17 tons CO2e to 8.42 (tons of CO2e/NT$1 million). As for the emission sources, electricity purchased is the main source of contribution, accounting for around 80%. In order to mitigate the environmental impact of greenhouse gas emissions from the Company’s operations, the Company continues to promote energy conservation and carbon reduction strategies. We have formulated a renewable energy purchase plan and started to use renewable energy in 2022 to achieve the net zero commitment and RE100 by 2050. Currently, the Group’s green power utilization rate in 2025 is estimated to be about 46% to effectively reduce greenhouse gas emissions. Specific measures have been established and are being tracked, such as eliminating high energy consumption equipment, optimizing manufacturing processes, and implementing smart manufacturing solutions.

In response to the principles of the circular economy, the Company actively promotes waste resource recovery and recycling, with the goal of achieving zero landfill.

Additionally, the Company is committed to minimizing the environmental impact of wastewater discharge, particularly in relation to heavy metal contamination in nearby water bodies. Specific reduction measures have been implemented to control copper ion concentrations in the discharged water.
The table below explains the Group’s water consumption and total waste: (Unit: tonnes)
<table>
<tr><th>Item</th><th>Water consumption</th><th>Total weight of waste</th></tr>
<tr><td>2023</td><td>6,932,929</td><td>56,463</td></tr>
<tr><td>2024</td><td>7,884,421</td><td>56,489</td></tr>
<tr><td>2025</td><td>9,333,490</td><td>76,391</td></tr>
</table>
For detailed greenhouse gas inventory, water consumption, and waste reduction data, please refer to our Sustainability Report.
(The complete assurance information will be disclosed in the Sustainability Report)</td><td></td></tr>
<tr><td>IV. Social issues
(I) Does the Company formulate relevant management policies and procedures in accordance with relevant laws and regulations and the</td><td>Yes</td><td></td><td>Per the internationally recognized standards and the RBA (Responsible Business Alliance), the Company establishes human resource policies, which apply to all managers and employees, suppliers, contractors, partners (customers, community), and other stakeholders, and is committed to safeguarding labor rights:
1. All work must be based on a voluntary basis (including interns), and workers have the right to</td><td>No deviations</td></tr>
</table>

<table>
<tr><th rowspan="2">Promotion item</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>International Bill of Human Rights?</td><td></td><td></td><td>resign or terminate their labor contracts at any time with reasonable notice and will not suffer from any form of retaliation.
2. No child labor
3. The Company is committed to complying with legal requirements and the RBA requirements. The Labor Standards Act stipulates that workers shall not work overtime for 46 hours per month. RBA requires that unless it is an emergency or unusual situation, the weekly working hours (including overtime) shall not exceed 60 hours, and workers shall be allowed to take at least one day off per week.
4. The Company pays employees salaries as per the wage laws. Relevant laws and regulations include laws on minimum wages, overtime hours, and legal benefits.
5. Humane treatment and prohibition of illegal harassment
6. No discrimination
7. Freedom of association
8. Diversity of composition
9. Offer equal job opportunities and prohibit any form of discrimination and harassment, and committed to a work environment free of discrimination and harassment
10. Motivate employees to report on discrimination, harassment, retaliation, or threats
11. Provide an appropriate workplace for employees
The Company has the “Labor Risk Assessment and Handling Procedures” in place to assess human rights risks every year and propose specific management plans for high risks. In terms of human rights education and training, the RBA course (including labor, business ethics, health and safety, and environmental issues) has been included in the training for new recruits and the annual mandatory training courses for all employees.
<table>
<tr><th>Training year</th><th>Class title</th><th>Participant</th><th>Training hours</th></tr>
<tr><td>2025</td><td>RBA (EICC) Code of Conduct</td><td>All employees</td><td>2643 hours/2643 employees</td></tr>
<tr><td>2025</td><td>Orientation for new recruits (RBA/trade secrets/information security)</td><td>New recruits</td><td>1307 hours/1307 employees</td></tr>
</table></td><td></td></tr>
<tr><td>(II) Does the Company formulate and implement reasonable</td><td>Yes</td><td></td><td>The Company has established the “Salary Management Rules” and the “Annual Salary Adjustment Procedures” to adjust the salary of employees based on their commitment, responsibilities, performance and</td><td>No deviations</td></tr>
</table>

Promotion item	Implementation status			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
employee benefits and measures (including salary, leave, and other benefits), and properly connect its operating performance or results to employee remuneration?			contribution and taking into account their future development and the market salary level. The Company has set out the “Year-end Bonus Payment Rules.” Where there is a surplus at the end of a year, it shall allocate an amount from the earnings after tax to thank employees’ efforts for the year. Where there is a surplus at the end of each month, the production/performance bonus will be distributed as per the “Performance Breakthrough Bonus Payment Rules.” Two days off each week are implemented for the indirect employees of the Company, while four workdays and two days off each week are implemented for the direct employees. Other leave regulations are handled in accordance with the Labor Standards Act and other relevant regulations.	
(III) Does the Company provide employees with a safe and healthy work environment, and provide employees with regular safety and health education?	Yes		To ensure employees’ health and safety, the Company provides a bright and clean work environment and conducts work environment inspections every half year as per laws and regulations. The inspections include temperature/humidity, lighting, noise, and toxic and hazardous substances. The results are all in line with national standards and within the allowable concentration range. The Company will review and make improvements based on the report results and historical records. It also provides employees with necessary education and training and protective equipment. Work safety and health personnel will also visit the plant sites from time to time to conduct inspections. They will inspect various firefighting equipment and measures, and guide employees for various hazardous operations and preventive measures to prevent employees from being exposed to dangerous work environment and workplace. Furthermore, it offers health examination and special health examination for employees every year, and provides employees with health knowledge and the information on the improvement to health promotion in the workplace as advised by professional physicians. In response to the implementation of laws related to maternity protection, the Company has set up several breastfeeding rooms so that employees can have a safe environment for milk pumping and storage in the plants. Meanwhile, pregnant and lactating female laborers are prohibited from engaging in dangerous or harmful work, and they are also not allowed to work night shifts to protect the safety of the mother and fetus. The Company had zero fire accidents and zero occupational injury fatalities last year. In response to possible risks such as fire, the Company has established emergency response management procedures, conducted regular inspection, and arranged personnel training. For information on occupational accidents and improvement measures, please refer to the Sustainability Report.	No deviations
(IV) Does the Company establish an	Yes		Employees are invaluable assets, and the Company puts great emphasis on a complete talent training plan. To	No deviations

Promotion item	Implementation status			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
effective career development and training program for employees?			provide employees with complete education and training, the training sessions below are offered, including the following three levels of sessions, new employee training, general training, and professional training. The types of training include on-the-job training, off-the-job training, and personal training. The Gold Circuit Book Club is organized to enhance the corporate culture and teamwork. The Company has introduced the e-learning My Class Academy to provide employees with more diversified and flexible learning methods in conjunction with the functional planning, so that employees can learn on their own.	
(V) Does the Company comply with relevant laws and international standards with regard to the issues such as customers' health, safety and privacy, marketing, and labeling for its products and services and establish relevant policies and complaint procedure to protect the rights of the consumers and customers?	Yes		The Company is a midstream PCB manufacturer for various electronic products, and its downstream customers are suppliers of various electronic products. Products are not sold directly to consumers. However, promotion materials and advertisements are subject to legal confirmation before they are released outward. Products are also inspected in accordance with regulations and customer requirements. All employees are required to participate in awareness training on personal information laws, business secrets, and information security awareness to protect customer privacy. Customer First has always been an important policy of the Group. We have established clear channels and procedures for customer complaints to achieve speedy response.	No deviations
(VI) Does the Company establish the supplier management policy to require suppliers to comply with relevant regulations on issues of environmental protection, occupational safety and health, or labor rights, and the status of implementation?	Yes		The Company not only requires itself to practice ESG, but also expects to work with suppliers to fulfill its social and environmental responsibilities and follow international procurement practices. Every year, suppliers are required to sign back the RBA letter of commitment. The rate of return from the top 40 suppliers is greater than 99%. For new suppliers, the Company will first evaluate whether they have passed ISO 9001, ISO 14001, and IATF 16949 certification and review their supporting documents, which shall be valid for at least one month before the expiration date, and audit the suppliers annually as per the "Supplier Evaluation Form." The purchasing unit shall proceed as per the "Procedures for the Control of the Prohibition of Hazardous Substances (HS)." If a supplier violates the relevant control regulations, it shall not be listed as a qualified HFS supplier. To promote social responsibility and RBA to suppliers at the next tier, the Company regularly communicates relevant policy and offers education and training to suppliers. The content of training includes: A. Introduction to RBA	No deviations

Promotion item	Implementation status			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	
			B. Greenhouse gas control targets C. RBA actions that should be taken by suppliers	
V. Does the Company refer to the international standards or guidelines for report preparation to prepare sustainability reports and other reports that disclose its non-financial information? Have the aforesaid reports been assured or certified by a third-party verification agency?	Yes		The Company prepares the Sustainability Report with reference to the internationally accepted GRI standards. The report has been certified by the third party BSI since 2023. For the certification information, please refer to the Sustainability Report on the website of the Company.	No deviations

VI. In the event that the Company has established sustainable development best-practice principles in accordance with the "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies," please describe the deviations between the implementation and the established principles: Compliance with the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies.
For the sustainable development and the implementation of corporate social responsibility of the Company, please refer to our Sustainability Report.

VII. Other important information helpful to understand the implementation status of the sustainable development:

1. Gold Circuit is committed to abiding by the RBA Code of Conduct (formerly known as the EICC), setting targets for labor, environment, health, safety, and ethics issues, and continually following up and improving. The Taiwan Plant, Suzhou Plant, Changshu Plant No. 1, and Changshu Plant No. 2 underwent RBA-VAP audits in 2024 and won silver medals. The Thailand plant passed the RBA-VAP90 audit in 2025. Additionally, the group audited 154 suppliers (including manpower dispatch agencies) in 2025, focusing on social and environmental aspects, and required them to continue implementing improvements to fulfill its commitment to corporate sustainable development together with its suppliers.
2. The company is actively implementing energy conservation and carbon reduction projects, updating the group's LED lighting equipment, and launching energy conservation improvement projects, such as the replacement of energy-consuming equipment. Through the awareness of energy conservation cultivated by providing training continuously, and the adjusted energy-efficient working mode, the total emissions of the Group increase slightly due to an increase in the production capacity, but we will make improvements continuously. The Company has purchased and used renewable energy since 2022. The relevant data are shown in the table below:

(Please refer to the Sustainability Report for the Company for other data on carbon reduction and related actions.)

Plant	Number of certificates	Total electricity consumption in 2025 (kWh)	Renewable energy consumption (kWh)	Proportion of renewable energy	Carbon reduction (tCO2e)
Taiwan	31,056	200,139,600	31,055,765	15.52%	14,720
Mainland China	287,520	438,081,080	287,520,000	65.63%	168,372
Thailand	0	54,371,833	0	0%	0

Plant	Number of certificates	Total electricity consumption in 2024 (kWh)	Renewable energy consumption (kWh)	Proportion of renewable energy	Carbon reduction (tCO2e)

Promotion item	Implementation status			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	

Taiwan	22,263	185,606,752	22,263,798	12%	10,998
Mainland China	145,110	368,620,298	145,110,000	39%	82,756

Plant	Number of certificates	Total electricity consumption in 2023 (kWh)	Renewable energy consumption (kWh)	Proportion of renewable energy	Carbon reduction (tCO2e)
Taiwan	11,373	177,346,371	11,373,000	6%	5,629
Mainland China	69,700	323,023,650	69,700,000	22%	39,750

3. It also continues to reduce and recycle waste electronic products and consumables (with an annual recycling rate of more than 90%) to mitigate environmental pollution and hazards.
4. For water resources, it continues to recycle and reuse the water discharged from the processes to reduce the impact on the environment, and is committed to achieving an annual recycling and reuse target of 12%. (For details, please refer to the Sustainability Report of the Company) .
5. Gold Circuit Electronics upholds the highest safety standards across its facilities and actively supports various fire safety initiatives promoted by both the Taiwanese and Chinese governments. In recognition of its commitment to occupational safety and health, the Taiwan Plant received the Outstanding Performance Award from the Industrial Development Bureau, Ministry of Economic Affairs in 2018. The Company was also awarded the Badge of Accredited Healthy Workplace – Health Start Label by the Ministry of Health and Welfare in 2019 and 2021. In 2024, the Company further earned the Health Promotion Label, acknowledging its outstanding efforts in creating a smoke-free environment and systematically advancing workplace health promotion programs – once again affirming Gold Circuit’s dedication to employee health and safety.
6. The Company puts great emphasis on the cultivation and development of talents. In 2025, it was recognized by the Bureau of Employment and Vocational Training, Council of Labor Affairs, Executive Yuan, and certified with the bronze certificate by the Taiwan Training Quality System (TTQS) as it improved the effectiveness of various internal training sessions and enhanced its overall competitiveness. The Company has launched a number of training projects to give employees the opportunity to be exposed to a variety of production tools and management approaches, and to increase the exchange of different learning experiences and experiences in technical services between departments, so as to continuously improve human resources.
7. Mainly supported the disadvantaged, offered emergency relief and disaster assistance, and engaged in education promotion. Put into practice the Company’s philosophy of humane care to reach the higher ground through the action below. The details of donations in the last two years are as follows:

2025

Organization	Amount (NT$)
Taiwan Little People Association	200,000
Syin-Lu Social Welfare Foundation	250,000
National Taiwan University Hospital	1,700,000
Catholic Diocese of Hsinchu	500,000
Professor Lin Fang-Yu Medical Education and Hygiene Foundation	200,000
Godot Theatre Company	885,300
Puli Christian Hospital	100,000
Buddhist Lotus Hospice Care Foundation	250,000
Christian Mountain Children’s Home	1,000,000
Taoyuan Christian Ailing Foundation	250,000
Hsinchu Ren-Ai Social Welfare Foundation	280,800
Ruth Society For Disability Services	250,000
TPCA Environment Foundation	40,000
Ditmanson Medical Foundation Chia-Yi Christian Hospital	500,000
Friends of the Police Association	200,000

Promotion item	Implementation status			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Summary	

Andrew Charity Association	1,000,000

2024

Organization	Amount (NT$)
Tse-Xin Organic Agriculture Foundation	2,240,000
National Taiwan University Hospital	1,700,000
Taiwan Little People Association	200,000
TPCA Environment Foundation	40,000
Christian Mountain Children’s Home	1,000,000
Friends of the Police Association	200,000
National Taiwan University	200,000
Andrew Charity Association	3,000,000
Ai-Heng Services Center	930,717
Chiangrai Chinese Language Teachers Association (Thailand)	1,000,000

8. In addition to its commitment to social welfare, the Company continues to value employees’ cultural enrichment and personal growth. In 2025, the Company supported a series of high-quality theatrical performances, including *3 idiots: I Work in a Scam Company*, and *The Miracles of the Namiya General Store*. Complimentary tickets were offered as a benefit to employees, encouraging them to enjoy meaningful family time amidst their busy work schedules. At the same time, we invited students from remote areas to participate so that cultural resources could be shared and a warm, humanistic corporate atmosphere could be created.
9. The Company actively participates in the activities organized by the district office, neighborhood office, and community development association to maintain good interaction. The treated effluents from Taiwan Plant are discharged into the nearby arena. The Company is aware of the environmental risks we may pose to the nearby community. Therefore, the Company provides regular effluent inspection reports to the head of the neighborhood and monitors residents’ health and environmental conditions at all times. The Company also works with the head of the neighborhood to actively participate in the adoption activity of Clean Air Quality Zones organized by the Environmental Protection Administration of the Executive Yuan. The Company received the 2021 Clean Air Zone Adoption – Sustainable Care Award from the Environmental Protection Administration, Executive Yuan.
10. In terms of gender equality, female employees accounted for approximately 45.3% at the Taiwan Plant, 35.5% at the plants in China, and 55.8% at the Thailand Plant in 2025. Female managers accounted for 20.7% at the Taiwan Plant, 6.4% at the Mainland China Plant, and approximately 6.4% at the Thailand Plant. In 2025, relevant indicators and plans were formulated to continue to promote protection measures for the working environment and health and safety of women, as well as education, training, and promotion mechanisms to enhance women’s strength in the workplace.
11. Related licenses of the Company and their effective periods

No.	Standard	Taiwan Plant	Suzhou Plant	Changshu Plant No. 1	Changshu Plant No. 2	Thailand Plant
1	IS0 9001:2015	2026.04.25	2027.06.04	2028.07.12	2026.04.24	2028.5.26
2	ISO 14001:2015	2027.08.20	2026.10.20	2025.08.09	2026.04.24	2028.6.11
3	ISO 45001:2018	2026.09.30	2029.01.12	2028.08.03	2026.04.25	2028.6.11
4	QC080000:2017	2025.05.21	2026.07.02	2028.09.22	2026.08.28	2028.6.4
5	ISO/IEC 27001: 2022	2029.01.07	2026.01.07	2026.01.07	2026.01.07	-
6	IATF 16949:2016	-	2026.10.20	2027.02.22	2027.02.22	-
7	ISO 50001:2018	2027.11.23	2028.12.18	2028.01.25	2027.12.11	-

6. Implementation of Climate-Related Information

<table>
<tr><th>Item</th><th>Implementation status</th></tr>
<tr><td>1. Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management.</td><td>Climate change has emerged as a critical factor impacting the Company’s long-term sustainability. In response, the Company has adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework and established a three-tier governance structure. Each level is assigned distinct responsibilities, ensuring top-down leadership and oversight, as well as bottom-up execution and reporting. This bidirectional approach enables effective monitoring of progress and challenges, fostering a management cycle focused on continuous improvement.
(1) Board of Directors
The Board of Directors is the highest governance body. Through the Company’s risk management mechanism, it receives regular reports on climate change action strategies and risk management measures, and confirms the reports, implementation obstacles, and performance results to effectively supervise the progress and resource allocation. For example, regarding greenhouse gas emission, the Board of Directors listens to the progress briefings and performance results every quarter to demonstrate effective supervision and control.
(2) Sustainable Development Committee
The Chairman appoints a Vice President-level executive as the Chairperson of the Sustainability Committee. Committee members consist of the highest-ranking executives from each department. The Committee is responsible for reviewing, formulating, and advancing climate change strategies and risk management measures based on environmental trends and the findings identified by each unit. It also confirms short-, medium-, and long-term action plans and oversees performance evaluations to ensure effective implementation. The results are then reported to the Chairman and the Board of Directors.
(3) “Environmental, Safety and Health Sector” and “Energy Management Sector”
The Sustainable Development Committee coordinator regularly summarizes the energy management, water resource utilization, greenhouse gas emissions, and climate and environmental trend issues proposed by the “EHS Team” and “Energy Management Team.” He/she also submits and summarizes the climate change risks and opportunities identified by all the units.</td></tr>
<tr><td>2. Describe how the identified climate risks and opportunities affect the business, strategy and finance of the Company (short term, medium term, and long term).</td><td>For the assessment of the financial or operational materiality of climate change risks and opportunities, the Company relies on professional expertise, industry characteristics, and analyses of climate-related issues provided by external consultants and experts. Based on this, the following topics have been identified in the table below:
<table>
<tr><th>Type</th><th>Issue</th><th>Schedule</th><th>Financial impact</th><th>Description</th></tr>
<tr><td>Transformation risks</td><td>Increase the pricing of greenhouse gas emissions</td><td>Short- to mid-term</td><td>Increase operating costs</td><td>The transportation of raw materials, process energy consumption, and market environment tax may increase operating costs. Even to respond to the price of greenhouse gas emissions, the low-carbon energy, clean technology or low-carbon raw material application will increase operating costs.</td></tr>
<tr><td>Physical risks</td><td>Persistent high temperature</td><td>Mid- and long-term</td><td>Increase operating costs</td><td>The continuous high temperature will affect energy consumption. When the purchased electricity continues to increase, it will directly affect the operating cost; in addition, the lack of power supply may be caused by</td></tr>
</table>
</td></tr>
</table>

Item	Implementation status				
					the lack of preparation for renewable energy, which will affect the stability of power consumption in the plant area, and the Company will invest in increasing the power consumption resilience.
	Opportunities	Using new technologies	Mid- and long-term	Increase in revenue due to market demand	The Company will actively evaluate and develop low-carbon material applications, low-carbon material development and design corresponding low-carbon technologies and processes, which help to reduce the carbon footprint of the Company's products, and may satisfy the market's expectations for carbon reduction trends, and respond to customer demand for low-carbon products.
3. Describe the financial impact of extreme climate events and transformation actions.	Please refer to the "Financial Impact" and related descriptions in the table above. The total financial impact is estimated to be approximately 0.1% to 0.5% of the Company's 2025 revenue. (1) Extreme climate events: According to the Company's comprehensive assessment, the estimated financial impact is approximately 0.1% to 0.5% of 2025 revenue. This level of impact remains within the Company's financial capacity to absorb. (2) Transition actions: Based on the Company's assessment, the financial impact of transition-related initiatives is estimated to be around 1% of 2025 revenue. Moreover, early deployment and proactive promotion of such measures may lead to partial or even substantial revenue growth through positive contributions to business and strategic development. Note: 0.1% of revenue is approximately NT$10 million.				
4. Describe how climate risk identification, assessment, and management processes can be integrated into the overall risk management system.	(1) The Company adopts the PDCA (Plan-Do-Check-Act) continuous management methodology as the core of its risk management philosophy and mechanism. Through a rolling assessment of potential business and operational impacts, the Company regularly reviews and adjusts its risk management measures in response to emerging risks. Following evaluation, decisions are made on whether to mitigate, transfer, or accept the risk. (2) Therefore, for climate change-related risks, the Company has established an independent identification, evaluation, and management process. This is controlled through the Company's existing internal risk management mechanism. Information is compiled and discussed by members from various business units, including the Environmental and Health Safety Group and the Energy Management Group. Based on these discussions, strategies and risk management measures are planned and implemented, taking into account short-, medium-, and long-term projects. The Company actively strives to achieve the climate action strategy. (3) The above points are regularly reported to the Sustainable Development Committee for review, and the management performance evaluation results are examined. (4) Finally, the Board of Directors, as the highest governing body, oversees the implementation of climate change action strategies and risk management measures by reviewing risk management reports, audit reports, and quarterly performance evaluation results. This ensures that the significant climate change risks are effectively controlled. A. Business Units, Environmental and Health Safety Group, and Energy Management Group: Considering the current operational activities and market trends, these groups inventory risk management measures and the short-, medium-, and long-term plans, ensuring the implementation of climate action strategies. B. Sustainable Development Committee: Regularly evaluates the management				

<table>
<tr><th>Item</th><th>Implementation status</th></tr>
<tr><td></td><td>performance results and adjusts risk management responses as needed, such as handling, transferring, or accepting risks.
C. Board of Directors: Regularly reviews performance evaluation results, assesses the Company’s resources and personnel, and provides oversight and direction.</td></tr>
<tr><td>5. If a scenario analysis is used to evaluate the resilience in the face of climate change risks, the scenarios, parameters, assumptions, analysis factors and main financial impacts used shall be stated.</td><td>The Company will use the TaiESM1 climate calculation model from the Taiwan Climate Change Adaptation Information and Knowledge Platform, applying the SSP2-4.5 greenhouse gas stabilization scenario to estimate temperature and rainfall trends. The projections are as follows: 2030: Average temperature of 24.9℃, with rainfall of 6.3 mm/day; 2050: Average temperature of 25.1℃, with rainfall of 5.2 mm/day. These projections, along with the analysis of business locations, regulatory trends, and technological developments, are expected to impact the Company. The financial impact is estimated to be between 1% and 1.5% of the Company’s revenue in 2025, which remains within the Company’s capacity to manage financially.
Note: 0.1% of revenue is approximately NT$10 million.</td></tr>
<tr><td>6. If there is a transformation plan in response to the management of climate-related risks, describe the contents of the plan, and the indicators and targets used to identify and manage physical risks and transformation risks.</td><td><table>
<tr><th>Type</th><th>Issue</th><th>Transition plan</th><th>Indicators and targets</th></tr>
<tr><td>Transformation risks</td><td>Increase the pricing of greenhouse gas emissions</td><td>(1) The Company continues to commission a third-party independent unit to conduct greenhouse gas (GHG) emission verification in accordance with GHG Protocol (ISO 14064-1), fully consolidating the organization’s overall GHG emissions data. In alignment with the Science Based Targets Initiative (SBTi), the Company sets concrete and feasible carbon reduction targets based on scientifically proven reduction methods.
(2) The Company has already been recognized by SBTi and will establish specific carbon reduction targets following scientifically based methods.
(3) Establish the Company’s carbon fee, greenhouse gas emission quota, and evaluate the internal carbon pricing strategy. Assess GHG reduction plans while continuing to advocate for preferential policy incentives.
(4) Procure competitive renewable energy, and for the GHG emissions that cannot be reduced, purchase carbon credits as a mitigation</td><td>(1) Achieve a 47.5% green power target by 2030.
(2) Conduct annual greenhouse gas inventories and verification, gradually expanding the scope of the inventory.
(3) Greenhouse gas emissions (Scope 1 and Scope 2) are expected to decrease by 46.8% by 2030 compared to the baseline year (2019).</td></tr>
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<table>
<tr><th>Item</th><th>Implementation status</th></tr>
<tr><td></td><td>
<table>
<tr><td></td><td></td><td>measure.
(5) Allocate budgets and execute process improvement projects to continue replacing high-energy-consuming equipment and improving operational efficiency.</td><td></td></tr>
<tr><td>Physical risks</td><td>Persistent high temperature</td><td>(1) Continue to plan energy storage equipment or UPS (Uninterruptible Power Supply) facilities to address electricity shortages during power rationing periods.
(2) Plan the proportion of renewable energy to reduce or avoid production downtime or scope due to power rationing.
(3) Strengthen the stability of manufacturing process equipment or systems to minimize product waste caused by unexpected incidents.
(4) Strengthen the stability of manufacturing process equipment or systems to reduce the level of product waste caused by sudden accidents.
(5) Regularly train employees on emergency response mechanisms.</td><td>(1) Actively promote the company's internal energy renewal plan to enhance energy efficiency.
(2) Invest in internal green energy and aim to achieve 47.5% green power by 2030.</td></tr>
</table>
</td></tr>
<tr><td>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</td><td>The Company has not yet used internal carbon pricing as a planning tool, so this is not applicable. However, the Company will continue to learn from the practical experience of the government authorities and the industry in the future, regularly evaluate the impact and feasibility of the climate action measure.</td></tr>
<tr><td>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</td><td>1. The Company submitted the SBTi near-term commitment on August 15, 2023. The Company passed the SBTi near-term and close-range target review in November 2024. The reduction target is set to be reduced by 1.5℃ by 2030.
2. Greenhouse gas-related goals:
<table>
<tr><th>Item</th><th>Description</th></tr>
<tr><td>Baseline year of greenhouse gas</td><td>(1) Scope 1 and 2: 2019
(2) Scope 3: 2023</td></tr>
<tr><td>Activities covered</td><td>Taiwan Plant, Suzhou Plant, Changshu Plant 1, Changshu Plant 2, Thailand Plant</td></tr>
<tr><td>Greenhouse Gas Emission Scopes</td><td>Scope 1, Scope 2, Scope 3.</td></tr>
<tr><td>Reduction Target</td><td>(1) Scope 1 and Scope 2: Expected to decrease by 46.7%</td></tr>
</table>
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Item	Implementation status
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.	by 2030 compared to the baseline year (2019). (2) Scope 3: Expected to decrease by 25% by 2030 compared to the baseline year (2019). (3) The greenhouse gas emission reduction target for 2025 decreased by 35.0% compared to the baseline year (2019). 3. The Company continues to promote its energy-saving and carbon-reduction strategy, began using renewable energy in 2022, and has increased its purchases each year to achieve the net-zero commitment by 2050. Currently, it is estimated that the Group's green power consumption rate in 2025 will be about 46%, with a total of 31,857 kWh of green power and 318,575 RECs purchased, amounting to a total investment of approximately NT$80,000,000. The target for green electricity usage in 2025 was 35.0%, and the actual achievement was 46%.
9. Greenhouse gas inventory and assurance, reduction goals, strategies and concrete action plans	For the greenhouse gas inventory and assurance, reduction goals, strategies and concrete action plans, please refer to 7 below.

7. Greenhouse gas inventory and assurance in the last two years (The complete assurance information will be disclosed in the Sustainability Report)

(1) Greenhouse gas inventory information

Describe the greenhouse gas emissions in the last two years (tons of CO2e), intensity (tons of CO2e/NT$ million), and data coverage.

Year	Scope 1	Scope 2	Total (Scope 1+2)	Intensity (tons of CO2e/NT$ million)	Scope 3	Data coverage
2023	49,830	226,627	276,457	9.19	679,947	Taiwan Plant, Suzhou Plant, Changshu Plant No. 1, Changshu Plant No. 2
2024	56,804	208,159	264,963	6.83	392,378	Taiwan Plant, Suzhou Plant, Changshu Plant No. 1, Changshu Plant No. 2
2025	50,592	194,141	244,733	3.60	287,322	Taiwan Plant, Suzhou Plant, Changshu Plant 1, Changshu Plant 2, Thailand Plant

(2) Greenhouse Gas assurance information

Describe the assurance status in the last two years up to the date of publication of the annual report, including the scope of assurance, the assurance organization, the assurance standards and the assurance opinions.
1. The 2025 GHG Protocol and third-party inspection were completed in Q1 of 2026. (1) Assurance institution: SGS. (2) Assurance standards: GHG Protocol. (3) Assurance opinion: Reasonableness assurance. (4) Scope of assurance: 2025; the organization boundary is Taiwan. 2. The 2025 GHG Protocol and third-party inspection were completed in Q1 of 2026. (1) Assurance institution: CQC. (2) Assurance standards: GHG Protocol. (3) Assurance opinion: Reasonableness assurance. (4) Assurance interval: 2025; the organization boundary is the Suzhou factory. 3. The 2025 GHG Protocol and third-party inspection were completed in Q1 of 2026. (1) Assurance institution: CTI. (2) Assurance standards: GHG Protocol. (3) Assurance opinion: Reasonableness assurance. (4) Assurance interval: 2025; the organization boundaries are Changshu Plant No. 1 and Changshu Plant No. 2 4. The 2025 GHG Protocol and third-party inspection were completed in Q1 of 2026. (1) Assurance institution: SGS. (2) Assurance standards: GHG Protocol. (3) Assurance opinion: Reasonableness assurance. (4) Assurance interval: 2025; the organization boundary is the Suzhou factory.

(3) Greenhouse gas reduction goals, strategies and concrete action plans

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.	
Item	Description
Baseline year of greenhouse gas	(1) Scope 1 and 2: 2019 (2) Scope 3: 2023
Activities covered	Taiwan Plant, Suzhou Plant, Changshu Plant 1, Changshu Plant 2, Thailand Plant
Emission Scopes	Scope 1, Scope 2, Scope 3.
Reduction Target	(1) Scope 1 and Scope 2: Expected to decrease by 46.7% by 2030 compared to the baseline year (2019); emissions were reduced by 35% in 2025 compared to the baseline year (2019). (2) Scope 3: Expected to decrease by 25% by 2030 compared to the baseline year (2019).
Reduction strategy	Submitted the SBTi near-term commitment on August 15, 2023. The Company passed the SBTi near-term and close-range target review in November 2024. The reduction target is set to be reduced by 1.5℃ by 2030.
Concrete Action Plan	(1) Actively promote the company's internal energy renewal plan to enhance energy efficiency. (2) Continue to conduct annual greenhouse gas (GHG) inventories and commission a third-party independent entity to inspect emissions in accordance with the GHG Protocol. The overall GHG emission profile of the organization is comprehensively compiled, with a gradual expansion of the inventory scope. (3) Procure competitive renewable energy, and for the GHG emissions that cannot be reduced, purchase carbon credits as a mitigation measure. (4) Allocate budgets and execute process improvement projects to continue replacing high-energy-consuming equipment and improving operational efficiency. (5) Please refer to the 2025 Sustainability Report – Climate Chapter and Greenhouse Gas Chapter for details. (6) The Company holds a supplier conference each year and maintains ongoing communication with suppliers, requiring them to conduct GHG inventories and establish carbon reduction paths.
Achievement of reduction targets	(1) Scope 1 and Scope 2: The emissions in 2025 were actually reduced by 40%.

8. Implementation of ethical management and deviation from the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and the reasons thereof.

Assessment criteria	Implementation status			Deviations from Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and the reasons thereof
	Yes	No	Summary	
I. Enactment of ethical management policy and program				
(I) Does the Company formulate an ethical management policy approved by the board of directors and clearly indicate the ethical management policy and practice in rules and external documents? Are the board of directors and the senior management committed to implementing said policy actively?	Yes		The Company has formulated the Ethical Corporate Management Best-Practice Principles, which clearly stipulates that directors, managers, and employees shall not directly or indirectly provide, promise, request, or accept any improper benefits in the course of doing business. Both the Board of Directors and the management are actively committed to the management policy.	No deviations
(II) Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and establish a prevention program accordingly with the inclusion of the preventive measures against each behavior specified in Paragraph 2, Article 7 of the “Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies”?	Yes		The Company has set out the “Ethical Risk Assessment and Handling Procedures” and rates each risk high/medium/low/minor as per the risk level, and reports and controls them in accordance with the operating procedures. The annual improvement targets are discussed and the annual risk targets are set at the annual management review meeting.	No deviations
(III) Does the Company specify the operating procedures, behavior guidelines, disciplinary actions for violation, and complaint system in the prevention program for unethical conduct, and implement the program accordingly? Does the Company review and modify the program mentioned above regularly?	Yes		To implement the business philosophy and the policy of the preceding article, the Company has formulated the Business Ethics and the “Ethical Risk Assessment and Handling Procedures” to establish the operating procedures, behavior guidelines, disciplinary actions for violations, and a grievance system so as to strengthen relevant preventive measures.	No deviations
II. Implementation of ethical corporate management				
(I) Does the Company assess if its counterparties’ record of ethical conduct and specify the ethical conduct clause in the contracts that it signs with its counterparties?	Yes		The Company’s business ethics, procurement policy, and work rules for employees all contain the clauses of ethical conduct.	No deviations

Assessment criteria	Implementation status			Deviations from Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and the reasons thereof
	Yes	No	Summary	
(II) Does the Company establish a dedicated unit under Board of Directors to promote ethical corporate management and to report on the ethical management policy, prevention program of unethical conduct, and status of supervision to Board of Directors regularly (at least once a year)?	Yes		The Company's Chairman's Office compiled the information on the ethical corporate management policy, prevention program, supervision, and implementation thereof and reported it to the Board of Directors on November 11, 2025.	No deviations
(III) Does the Company formulate policies to prevent conflicts of interest, provide appropriate channels for opinions, and implement them accordingly?	Yes		The Chairman's Office completed the investigation report within one month after accepting a suspected bribe acceptance/bribery case, and put forth disciplinary actions.	No deviations
(IV) Does the Company establish an effective accounting system and internal control system to implement ethical management and draft relevant audit plans by the internal audit unit based on the risk assessment results of the unethical conduct? Does the compliance of prevention program for the unethical conduct audited accordingly by the internal audit unit or CPAs appointed?	Yes		The Company formulated Business Ethics Supervision Operation Regulations on September 1, 2004 and other relevant operating procedures: 1. It also conducts the risk assessment of labor and corporate ethics every year, and the result of the 2025 assessment was low risk. 2. The number of reports received through internal and external whistleblowing and grievance channels in 2025 was 0. 3. The number of reports received related to violations of business ethics and ethical corporate management in 2025 was 0.	No deviations
(V) Does the Company organize internal and external education and training on ethical corporate management regularly?	Yes		The Company's human resources department puts forth execution plans and reports them to the management every year as per the business ethics policy to engage in continuous improvement. The Company organizes internal training sessions regularly, such as Business Ethics and RBA training sessions to suppliers.	In line with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies
III. The operation of the whistleblowing system (I) Does the Company formulate a specific whistleblowing and reward system, and establish an accessible whistleblowing channel, while designating personnel to be responsible for investigating accused parties?	Yes		The Company has established a whistleblowing and reward system to clearly stipulate the whistleblowing channels to accept reports of suspected bribe acceptance/bribery and other unethical conduct: Point of contact: The top-level manager of the ethics office Hotline:03-4612541-21211 Email: hr@gce.com.tw	No deviations

Assessment criteria	Implementation status			Deviations from Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and the reasons thereof
	Yes	No	Summary	
(II) Does the Company formulate standard operating procedures for the investigation of the matters reported, follow-up measures to be taken after the investigation is completed, and relevant confidentiality mechanisms?	Yes		The Company has formulated the Ethical Risk Assessment and Handling Procedures and the Rules of Reporting Violations and Protective Measures for Whistleblowers. The specific measures to protect the whistleblowers include: confidentiality of the whistleblower reports, investigation records and other information that can sufficiently identify the whistleblower, with appropriate notes on the file and kept separately for retention. Any unreasonable disclosure of the Company's related rights and interests shall be punished according to the Company's Employee Work Rules.	No deviations
(III) Does the Company take measures to protect whistleblowers from being improperly handled due to whistleblowing?	Yes		The Company's Rules of Reporting Violations and Protective Measures for Whistleblowers contain clear provisions regarding whistleblowers' identity and safety. Anyone who informs in good faith about a breach of ethics, suspected violation of the law, or any other improper act will be kept confidential of the whistleblowing contents and identity information, and will not suffer any form of retaliation (or threat of retaliation) or unfair treatment. If anyone believes that he/she has suffered retaliation (or threats or harassment) due to the abovementioned behavior, he/she shall report to the Human Resources Department, which shall take appropriate measures to protect the whistleblower.	No deviations
IV. Enhanced information disclosure Does the Company disclose on its website and MOPS the content and effectiveness of implementation of its Ethical Corporate Management Best-Practice Principles?	Yes		The Company discloses its ethical corporate management policy and procurement policy on its website, which clearly stipulate that all business interactions shall be conducted as per the standards of honesty and integrity. Any and all forms of corruption, extortion, and embezzlement of public funds are explicitly prohibited.	No deviations
V. Where a company has established its own Ethical Corporate Management Best-Practice Principles in accordance with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies, please specify the difference between its operations and the principles formulated: The Company has established the Business Ethics in accordance with the Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and the Business Ethics Policy. The directors, managerial officers, and all employees of the Company have adhered to the ethics without any violation.				

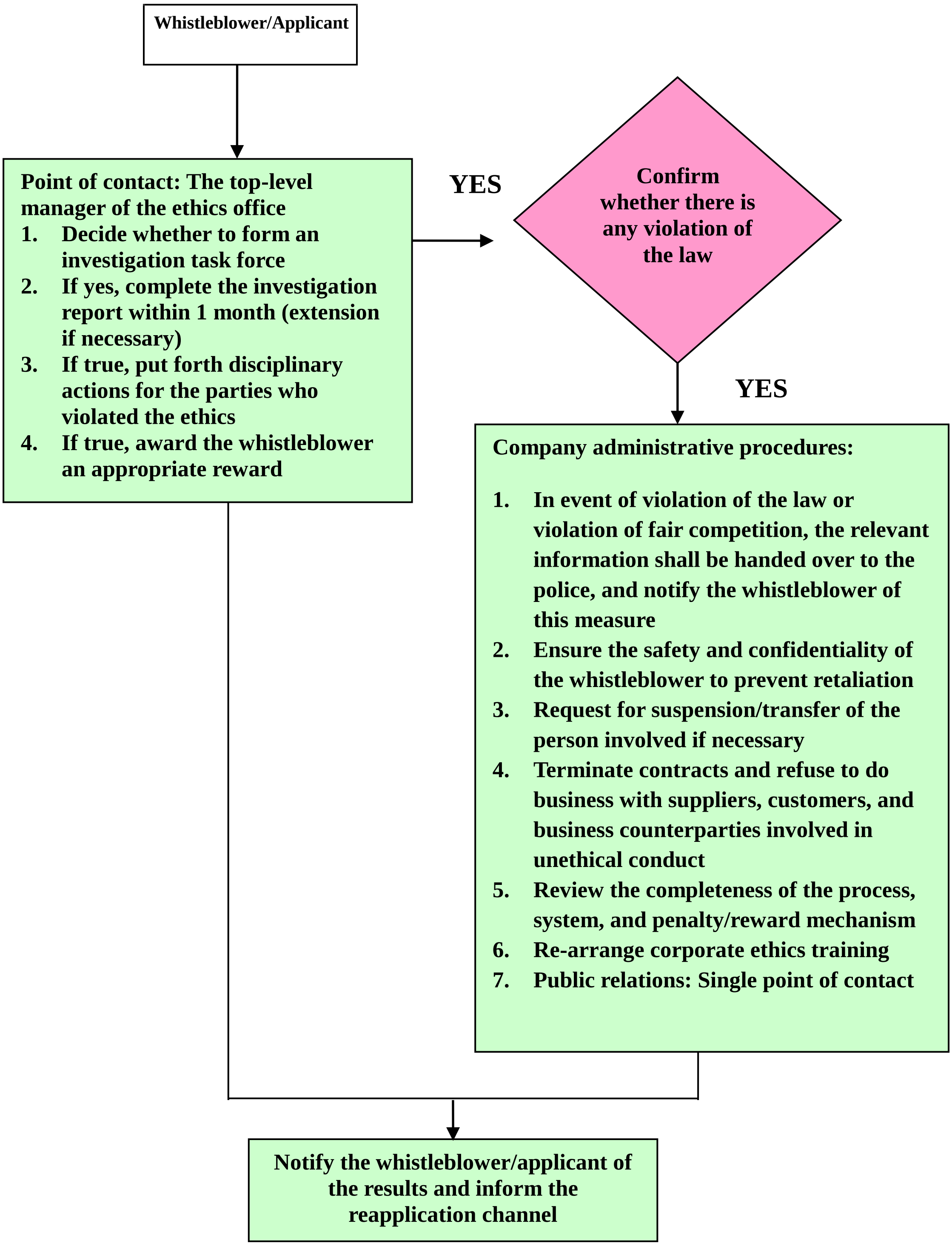
<table>
<tr><td rowspan="2">Assessment criteria</td><td colspan="3">Implementation status</td><td rowspan="2">Deviations from Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and the reasons thereof</td></tr>
<tr><td>Yes</td><td>No</td><td>Summary</td></tr>
<tr><td colspan="5">
VI. Other important information to facilitate better understanding of the Company’s implementation of ethical corporate management (e.g. the Company promotes its determination and policy of ethical management to its business partners, invites them to participate in education and training, or reviews and amends its ethical corporate management principles):

The Company’s human resources department puts forth execution plans and reports them to the management every year as per the Business Ethics Policy to engage in continuous improvement. The Company organizes internal training sessions regularly, such as Business Ethics and RBA training sessions to top 40 suppliers.

<table>
<tr><th>Education and training date</th><th>Class title</th><th>Participant</th><th>Training hours/person-time</th></tr>
<tr><td>2025</td><td>RBA (EICC) Code of Conduct (including labor, business ethics, health and safety, and environmental issues)</td><td>All employees</td><td>2643 hours/2643 employees</td></tr>
<tr><td>2025</td><td>Advocacy of corporate ethics awareness among employees</td><td>All employees</td><td>2625 hours/2625 employees</td></tr>
<tr><td>2025/8/19</td><td>New Knowledge in Law–Business Ethics (including business secret and insider trading)
(Online and digital courses)</td><td>Supervisors, administrator, and engineers (job rankings at level 4 and above)</td><td>812 hours/812 employees</td></tr>
<tr><td>2025/3/7</td><td>Supplier conference</td><td>Top 40 suppliers, on-site service providers, and manpower dispatch/human resources agencies</td><td>88.5 hours/59 employees</td></tr>
</table>
The Company has established the “Labor Behavior and Ethics Correction and Preventive Measures Management Procedures” to handle and investigate the actual or potential non-compliance of labor behaviors and ethics. It shall apply to matters in violation of the Company’s requirements of labor behavior and ethical standards, laws and regulations, the RBA (EICC) Code of Conduct, and the social responsibility requirements as in the customer contracts.

VII. Other important information to facilitate better understanding of the operation of corporate governance shall be disclosed together: Please refer to paragraph 7 below “Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons thereof.”
</td></tr>
</table>

<u>Flow chart for investigation of any violation of ethics (including suspected one):</u>



8. The matters below shall be disclosed for implementation status of the internal control system:
   (1) Statement on Internal Control: Please refer to the "Single Company/Corporate Governance/Company Rules/Internal Control/Internal Control Statement Notice" on the MOPS website (https://mops.twse.com.tw/mops/#/web/t06sg20).
   (2) Where CPAs are appointed to conduct ad-hoc review of the internal control system, the review report issued by the CPAs shall be disclosed: None.

9. Important resolutions of the shareholders' meeting and board meetings in the last year and as of the date of the publication of the annual report:
   (1) Important resolutions of the 2025 shareholders' meeting, attendance, and implementation:

Item No.	Resolution	Attendance	Implementation status
1	Ratified the Company's 2024 financial statements	Attending shareholders representing 93.22% of the voting rights present passed the proposal as proposed	Announced and reported in accordance with the regulations.
2	Ratified the Company's 2024 earnings distribution as cash dividend of NT$6	Attending shareholders representing 93.3% of the voting rights present passed the proposal as proposed	The ex-dividend date was set on June 30m 2025, and the payment was completed on July 23, 2025.

   (2) Important resolutions of the Board of Directors:

Date of meeting	Important resolution
2025.1.14 (4th meeting)	1. Review of providing remuneration to employees and directors for 2024. 2. Resolution of year-end bonus made by the 2nd meeting of the current Remuneration Committee (2024-2027). 3. Review of capital expenditure for the Zhongli Plant, Thailand Plant and three plants in mainland China in 2025. 4. Application to the bank for financing facilities and guarantees. Independent director's opinions: None The Company's response to such opinions: The independent directors have no other opinions on this case. Resolution: Approved unanimously by all directors present at the meeting; implemented in accordance with the resolution and the laws and regulations.
2025.3.11 (5th meeting)	1. Review of the Company's 2024 financial statements and consolidated financial statements. 2. Distribution of remuneration to employees and directors for 2024. 3. Rectification of the Company's earnings distribution for 2024. 4. Distribution of cash dividends for 2024. 5. Amendment to the "Articles of Incorporation." 6. Determination of the date, time, place, and main contents for the 2025 annual shareholders' meeting. 7. Evaluation of CPA's independence for 2025. 8. Issuance of the Statement on Internal Control. 9. Increase investment in Golden Electronics (Thailand).

Date of meeting	Important resolution
	10. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries. 11. Recognition of the Appointment of New Vice President, Ching-Rui Wu. Independent director’s opinions: None The Company’s response to such opinions: The independent directors have no other opinions on this case. Resolution: Approved unanimously by all directors present at the meeting; implemented in accordance with the resolution and the laws and regulations.
2025.05.08 (6th meeting)	1. Review of Company’s consolidated financial statements for Q1 2025. 2. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries. Independent director’s opinions: None The Company’s response to such opinions: The independent directors have no other opinions on this case. Resolution: Approved unanimously by all directors present at the meeting; implemented in accordance with the resolution and the laws and regulations.
2025.8.7 (7th meeting)	1. Appointment of CPAs and service fees. 2. Review of the Company’s financial statements for H1 2025. 3. Establishment of the Sustainable Development Committee 4. Establishment of the Nomination Committee. 5. Review of the 2024 Corporate Sustainability Reports. 6. Revision of the Issuance and Conversion Regulations of Second Domestic Unsecured Convertible Corporate Bonds 7. Review of the resolutions adopted at the 4th meeting of the current (2024–2027) Remuneration Committee 8. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries. Independent director’s opinions: None The Company’s response to such opinions: The independent directors have no other opinions on this case. Resolution: Mr. Chen-Tse Yang was elected as the Chairperson of the Board of Directors by all directors present.
2025.9.4 (8th meeting)	1. Proposal to purchase a land lot and factory in Jhongli Industrial Park. 2. Proposal to issue the 3rd domestic unsecured convertible corporate bonds 3. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries. Independent director’s opinions: None The Company’s response to such opinions: The independent directors have no other opinions on this case. Resolution: Approved unanimously by all directors present at the meeting; implemented in accordance with the resolution and the laws and regulations.
2025.11.11 (9th meeting)	1. Review of Company’s consolidated financial statements for Q3 2025. 2. The motion for the Company's issuance of the second domestic unsecured convertible corporate bonds, application for conversion of common shares, and change of registration of capital stock. 3. Redemption of the 2nd domestic unsecured convertible corporate bonds 4. Periodic evaluation of the “scope entry-level employees” 5. Formulation of the "Corporate Value Enhancement Plan”

Date of meeting	Important resolution
	6. Amendments to the “Internal Control System” and the “Internal Audit Implementation Rules.” 7. Review of the 2025 “Annual Audit Plan.” 8. Capital expenditure for expansion of the plant and equipment in Taiwan. 9. Capital expenditure for the second phase of the plant in Thailand. 10. Amendment to the “Rules of Procedure for Board Meetings” 11. Amendment to the “Audit Committee Charter” 12. Recognition of the appointment of the newly promoted AVP 13. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries. Independent director’s opinions: None The Company’s response to such opinions: The independent directors have no other opinions on this case. Resolution: Approved unanimously by all directors present at the meeting; implemented in accordance with the resolution and the laws and regulations.
2026.1.22 (10th meeting)	1. Review of providing remuneration to employees and directors for 2025. 2. Resolution of year-end bonus made by the 5th meeting of the current Remuneration Committee (2024–2027). 3. The motion for the Company's issuance of the second domestic unsecured convertible corporate bonds, application for conversion of common shares, and change of registration of capital stock. 4. Proposal to lease the Yangmei Plant. 5. Review of the capital expenditure for the Taiwan Plant, Thailand Plant and three plants in mainland China in 2026. 6. Application to the bank for financing facilities and guarantees. Independent director’s opinions: None The Company’s response to such opinions: The independent directors have no other opinions on this case. Resolution: Approved unanimously by all directors present at the meeting; implemented in accordance with the resolution and the laws and regulations.
2026.3.10 (11th meeting)	1. Review of the 2025 financial statements and consolidated financial statements. 2. Distribution of remuneration to employees and directors for 2025. 3. Rectification of the Company’s earnings distribution for 2025. 4. Distribution of cash dividends for 2025. 5. Amendment to the “Procedures for Acquisition and Disposal of Assets” 6. Amendment to the "Table of Authorization Limits” 7. Determination of the date, time, place, and main contents for the 2026 annual shareholders’ meeting. 8. Internal adjustment of CPAs. 9. Evaluation of CPA’s independence for 2026. 10. Issuance of the Statement on Internal Control. 11. Syndicated loan for Golden Electronics (Thailand). 12. Subsidiary's purchase of land lots 13. Application to the bank for financing facilities and provision of endorsement/guarantee to subsidiaries. Independent director’s opinions: None The Company’s response to such opinions: The independent directors have no other opinions on this case. Resolution: Approved unanimously by all directors present at the meeting; implemented in accordance with the resolution and the laws and regulations.

III. Information on CPA’s Professional Fees:

(I) Non-audit fees and audit fees for the CPAs, the CPA’s firm, and its affiliates

Unit: NTD thousand

CPA firm	Name of CPA	Audit period	Audit fees	Non-audit fees	Total	Remarks
Deloitte Taiwan CPA firm	Chao-Ling Chen Chun-Yi Chang	2025.01.01 – 2025.12.31	9,443	849	10,292	Note 1

Note 1: The content of non-audit fees is mainly due to the review of transfer pricing projects, tax audits, etc.

(II) Where the CPA firm is replaced and the audit fee in the year in which replacement occurs is less than that in the prior year: None, N/A

(III) Where the audit fees decreased by at least 15% compared with that in the prior year, the amount, proportion, and reasons for the decrease shall be disclosed: None, N/A

IV. Information on Change of CPAs

CPAs have been replaced in the last two years and the subsequent periods: Due to the adjustment of the internal job positions of Deloitte & Touche, CPAs Shih-Lan Chu and Sheng-Hsiung Yao have served as the Company’s CPAs since Q1 2026.

(I) About the former CPAs

<table>
<tr><td>Date of change</td><td colspan="5">March 10, 2026 as approved by the Board of Directors</td></tr>
<tr><td>Reason for the change and description</td><td colspan="5">Due to a internal reorganization of the accounting firm, CPAs Chao-Ling Chen and Chun-Yi Chang were substituted with CPAs Shih-Lan Chu and Sheng-Hsiung Yao.</td></tr>
<tr><td rowspan="3">Description of the termination by the client or CPA or non-acceptance by the CPA</td><td colspan="3">Party
Status</td><td>CPA</td><td>Client</td></tr>
<tr><td colspan="3">Voluntary termination of the appointment</td><td>N/A</td><td>N/A</td></tr>
<tr><td colspan="3">No longer accepting (renewing) the appointment.</td><td>N/A</td><td>N/A</td></tr>
<tr><td>Audit opinions other than unmodified opinions issued in the most recent two years and the reasons thereof</td><td colspan="5">No such situation</td></tr>
<tr><td rowspan="6">Any disagreements with the issuer</td><td rowspan="4">Yes</td><td></td><td colspan="3">Accounting principles or practices</td></tr>
<tr><td></td><td colspan="3">Disclosure of financial statements</td></tr>
<tr><td></td><td colspan="3">Audit coverage or procedure</td></tr>
<tr><td></td><td colspan="3">Others</td></tr>
<tr><td>None</td><td colspan="4">✓</td></tr>
<tr><td colspan="5">Description</td></tr>
<tr><td>Other disclosures (matters to be disclosed in accordance with Article 10, Subparagraph 6(iv) to 6(vii) of the Regulations)</td><td colspan="5">No such situation</td></tr>
</table>

(II) About the successor CPAs

CPA firm	Deloitte & Touche
Name of CPA	CPAs Shih-Lan Chu and Sheng-Hsiung Yao.
Date of appointment	March 10, 2026 as approved by the Board of Directors
Consultation regarding accounting treatment or accounting principles applicable to a specific transaction, and the opinions on the financial statements to be released prior to the appointment	None
Written opinions of the successor CPAs regarding the disagreements of the former CPAs on any matters	None

(III) The former CPAs's response to the matters specified in Article 10, Subparagraph 6(iv) to 6(vii) of the Regulations: None

V. Any of the Company's chairperson, president, managers of finance or accounting held a position in the CPA's firm or its affiliates in the last year: None

VI. Changes in the equity transferred or pledged by directors, supervisors, managers, and the shareholders who hold more than 10% of the total shares in the last year and as of the publication date of the annual report:

(I) Changes in the equity transferred or pledged by directors (including independent directors), managerial officers, and the shareholders who holds more than 10% of the total shares

Unit: share

Job title	Name	2025		As of March 31 of the current year	
		Increase (decrease) of shares held	Increase (decrease) of shares pledged	Increase (decrease) of shares held	Increase (decrease) of shares pledged
Chairman and President	Chen-Tse Yang	240,000	0	0	0
Director and shareholder holding at least 10% of the shares	Chang-Chih Yang	0	0	0	0
Director	Chang-Chin Yang	(275,000)	0	(27,000)	0
Director	Chen-Jung Yang	0	0	0	0
Director	Lien-Mei Lin	0	0	0	0
Director	Representative of King Hsiang Investment Co.: Jung-Tung Tsai	0	0	0	0
Independent Director	Shih-Chi Chen	0	0	0	0
Independent Director	Hung-Hsin Ling (Date of inauguration: 2024/5/30)	0	0	0	0
Independent Director	Wen-dong Liu (Date of inauguration: 2024/5/30)	0	0	0	0
Independent Director	Ta-Ling Hu (Date of inauguration: 2024/5/30)	0	0	0	0

Job title	Name	2025		As of March 31 of the current year	
		Increase (decrease) of shares held	Increase (decrease) of shares pledged	Increase (decrease) of shares held	Increase (decrease) of shares pledged
Senior Vice President	Te-Ming Yang	0	0	0	0
Vice President/ Head of Corporate Governance/Chief Accounting Officer	Chang-Chin Yang	(31,000)	0	0	0
President of Sales Division	Hsi-Kuei Huang	0	0	0	0
Vice President	Min-Cheng Liu	(18,000)	0	0	0
Vice President	Chao-Ding Lin	0	0	0	0
Vice President	Sheng-Kai Hsu	0	0	0	0
Vice President	Sheng-Hsien Lin	0	0	0	0
Vice President	Ta-Kun Yang	(5,000)	0	0	0
Vice President	Shun-Chien Li	0	0	0	0
Vice President	Ching-Rui Wu (Date of inauguration: 2025/3/3)	0	0	0	0
Assistant Vice President	Sung-Ying Li	0	0	0	0
Assistant Vice President	Bing-Fang Sun (Date of inauguration: 8/1/2025)	0	0	0	0
Assistant Vice President	Chun-Ning Huang (Date of inauguration: 8/1/2025)	0	0	0	0
Assistant Vice President	Jung-Hsin Chen (Date of inauguration: 10/1/2025)	0	0	0	0
Senior Manager of Sales Division	Cheng-Hsuan Chung	0	0	0	0
Assistant Vice President	Jui-Pin Li	0	0	0	0
Assistant Vice President	Chih-Kung Hu	0	0	0	0
Special Assistant	Yi-liang Lin	0	0	0	0
Assistant Vice President	Hsiu-Chi Ho (Date of inauguration: 10/1/2025)	0	0	0	0
Assistant Vice President	Mu-Chun Lin (Date of inauguration: 10/1/2025)	0	0	0	0
Assistant Vice President	Li-Chung Wang (Date of inauguration: 10/1/2025)	0	0	0	0
Assistant Vice President	Ying-Shun Hsueh (Date of inauguration: 10/1/2025)	0	0	3,000	0
Deputy Director/Chief Auditor	Ming-Yuan Wu	0	0	0	0
Vice President	Chin-Sung Tsai (Date of dismissal: 2025/1/25)	0	0	0	0

(II) Changes in the equity transferred and pledged by directors (including independent directors), managerial officers, and the shareholders who holds more than 10% of the total shares (transferred for a related party):

1. Changes in equity of directors, supervisors, managerial officers and shareholders holding more than 10 percent of the total shares: The relevant information has been disclosed on the MOPS website.

Equity transfer: MOPS > Single Company > Equity Change > Equity Transfer Information Query > Post-declaration of Insider Shareholding Change (website:https://mops.twse.com.tw/mops/#/web/query6_1)

Changes in equity pledges: MOPS > Single Company > Equity Change/Securities Issuance > Insider Pledge/Release > Insider Pledge/Release Notice (website:https://mopsov.twse.com.tw/mops/web/STAMAK03_1)

2. Information on the counterparty as a related part involved in equity transfer or pledge: None

(III) Changes in the equity pledged by directors (including independent directors), managerial officers, and the shareholders who holds more than 10% of the total shares (pledged for a related party): None

VII. Top 10 shareholders who hold the highest shareholding percentages are the related parties, or spouses, or relatives within the second degree of kinship to each other.

<u>The relationship between the top 10 shareholders who hold the highest shareholding percentages</u>

March 31, 2026

Name	Shareholding		Shareholdings by spouse and minor child		Total shareholding by nominee arrangement		Where the top 10 shareholders who hold the highest shareholding percentages are related parties as defined in Statement of Financial Accounting Standards No.6, spouses, or relatives within the second degree of kinship to each other, the name and relationship.		Remarks
	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding	Number of shares	Percentage of shareholding	Title (Title)	Affiliation	
Chang-Chih Yang	96,622,217	18.69%	27,651,870	5.35%	11,012,760	2.13%	Jui-Ching Li Chen-Tse Yang Chen-Jung Yang	Couple Father and son Father and daughter	
New Labor Pension Fund	37,764,892	7.30%	—	—	—	—	None	None	
Jui-Ching Li	27,651,870	5.35%	96,622,217	18.69%	11,012,760	2.13%	Chang-Chih Yang Chen-Tse Yang Chen-Jung Yang	Couple Mother and son Mother and daughter	
Chen-Tse Yang	17,893,216	3.46%	—	—	—	—	Chang-Chih Yang Jui-Ching Li Chen-Jung Yang	Father and son Mother and son Brother and sister	
Old Labor Pension Fund	11,413,364	2.21%	—	—	—	—	None	None	
Jiahui Investment Co., Ltd. Representative: Chang-Chi Yang	11,012,760	2.13%	—	—	—	—	Jui-Ching Li Chen-Tse Yang	Couple Father and son	
Fubon Life Insurance Co., Ltd.	8,318,900	1.61%	—	—	—	—	None	None	
Public Service Pension Fund Management Board	8,246,000	1.59%	—	—	—	—	None	None	
Yuanta/P-shares Taiwan Top 50 ETF Account	6,578,709	1.27%	—	—	—	—	None	None	
Chen-Jung Yang	6,442,150	1.25%	—	—	—	—	Chang-Chih Yang Jui-Ching Li Chen-Jung Yang	Father and daughter Mother and daughter Brother and sister	

VIII. The number of shares held by the Company, its directors, supervisors, managers, and businesses directly or indirectly controlled by the Company in the same investee, and the combined shareholdings shall be calculated.

December 31, 2025
Unit: share; %

Investee	Investment by the Company		Investment by directors, supervisors, managers, or businesses directly or indirectly controlled		Combined investment	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
King Hsiang Investment Co., Ltd.	19,999,400	99.997%	300	0.0015%	19,999,700	99.999%
Goldex Holding Limited	161,910,000	100.00%	—	—	161,910,000	100.00%
Gold Circuit International Limited	—	—	98,000,000	100.00%	98,000,000	100.00%
GoldCircuit Enterprise Limited	—	—	63,010,000	100.00%	63,010,000	100.00%
Suzhou Gold Circuit Electronics Ltd.	—	—	98,000,000	100.00%	98,000,000	100.00%
Changshu Gold Circuit Electronics Ltd.	—	—	30,010,000	100.00%	30,010,000	100.00%
Changshu Gold Circuit Technology Co., Ltd.	—	—	33,000,000	100.00%	33,000,000	100.00%
Gold Circuit Electronics (Thailand) Co., Ltd.	205,064,543	59.18%	141,435,457	40.82%	346,500,000	100.00%
Crystalrock Enterprise Co., Ltd.	—	—	8,750,000	100.00%	8,750,000	100.00%

THREE. Capital and Shares

I. Sources of capital stock

(I) Type of share

March 31, 2026

Type of share	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Registered common shares	517,016,714	232,983,286	750,000,000	

(II) Formation of capital stock

Unit: NTD thousand

Year/ Month	Issuing price	Authorized capital		Paid-in capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Sources of capital stock	Investment by property other than cash	Others
September 1981	10	1,000,000	10,000	1,000,000	10,000	Established	—	Note 1
December 1984	10	3,000,000	30,000	3,000,000	30,000	Capital increase in cash 20,000	—	Note 2
October 1987	10	6,000,000	60,000	6,000,000	60,000	Capital increase in cash 30,000	—	Note 3
October 1988	10	9,000,000	90,000	9,000,000	90,000	Capital increase in cash 30,000	—	Note 4
August 1989	10	12,000,000	120,000	12,000,000	120,000	Capital increase in cash 30,000	—	Note 5
December 1989	10	16,000,000	160,000	16,000,000	160,000	Capital increase in cash 40,000	—	Note 6
June 1990	10	19,800,000	198,000	19,800,000	198,000	Capital increase in cash 38,000	—	Note 7
October 1991	10	30,000,000	300,000	24,348,000	243,480	Capital increase from earnings 45,480	—	Note 8
August 1992	10	30,000,000	300,000	30,000,000	300,000	Capital increase from earnings 56,520	—	Note 9
September 1996	10	60,000,000	600,000	60,000,000	600,000	Capital increase in cash 49,500 Capital increase from earnings 250,500	—	Note 10
August 1997	10	99,000,000	990,000	99,000,000	990,000	Capital increase in cash 48,000 Capital increase from earnings 342,000	—	Note 11
June 1998	10	300,000,000	3,000,000	177,300,000	1,773,000	Capital increase in cash 265,000 Capital increase from earnings 396,000 Capital reserve 99,000 Employee bonus 23,000	—	Note 12

Year/ Month	Issuing price	Authorized capital		Paid-in capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Sources of capital stock	Investment by property other than cash	Others
July 1999	10	480,000,000	4,800,000	268,880,000	2,688,800	Capital increase from earnings 531,900 Capital reserve 354,600 Employee bonus 29,300	—	Note 13
August 2000	10	480,000,000	4,800,000	324,766,000	3,247,660	Capital increase from earnings 403,320 Capital reserve 134,440 Employee bonus 21,100	—	Note 14
August 2001	10	650,000,000	6,500,000	390,870,000	3,908,700	Capital increase from earnings 454,672.4 Capital reserve 162,383 Employee bonus 43,984.6	—	Note 15
October 2002	10	650,000,000	6,500,000	410,413,500	4,104,135	Capital reserve 195,435	—	Note 16
July 2004	10	650,000,000	6,500,000	443,747,500	4,437,475	Capital increase in cash 333,340	—	Note 17
October 2004	10	650,000,000	6,500,000	443,932,684	4,439,327	Corporate bond conversion 1,851.84	—	Note 18
September 2005	10	650,000,000	6,500,000	479,862,631	4,798,626	Capital increase from earnings 221,966.34 Corporate bond conversion 137,333.13	—	Note 19
November 2005	10	650,000,000	6,500,000	488,916,811	4,889,168	Corporate bond conversion 90,541.8	—	Note 20
February 2006	10	650,000,000	6,500,000	504,575,660	5,045,756	Corporate bond conversion 156,588.49	—	Note 21
April 2006	10	650,000,000	6,500,000	511,691,920	5,116,920	Corporate bond conversion 71,162.60	—	Note 22
June 2006	10	650,000,000	6,500,000	511,808,199	5,118,082	Corporate bond conversion 1,162.79	—	Note 23
August 2008	10	650,000,000	6,500,000	552,752,855	5,527,529	Capital increase from earnings 409,446.56	—	Note 24
October 2009	10	650,000,000	6,500,000	569,175,841	5,691,758	Capital increase from earnings 164,229.86	—	Note 25
November 2011	10	650,000,000	6,500,000	564,912,841	5,649,128	Cancellation of treasury stocks 42,630.00	—	Note 26
August 2016	10	650,000,000	6,500,000	552,246,841	5,522,468	Cancellation of treasury stocks 126,660.00	—	Note 27
October 2018	10	650,000,000	6,500,000	546,487,841	5,464,878	Cancellation of treasury stocks	—	Note 28

Year/ Month	Issuing price	Authorized capital		Paid-in capital		Remarks		
		Number of shares	Amount	Number of shares	Amount	Sources of capital stock	Investment by property other than cash	Others
						57,590.00		
July 2022	10	750,000,000	7,500,000	491,839,057	4,918,391	Capital reduction in cash 546,487.84	—	Note 29
March 2024	10	750,000,000	7,500,000	491,839,505	4,918,395	Corporate bond conversion 448	—	Note 30
December 2025	10	750,000,000	7,500,000	505,129,993	5,051,300	Corporate bond conversion 13,290,488	—	Note 31
February 2026	10	750,000,000	7,500,000	510,529,876	5,105,299	Corporate bond conversion 5,399,883	—	Note 32
March 2026	10	750,000,000	7,500,000	517,046,936	5,170,469	Corporate bond conversion 6,517,060		Note 33

Note 1: Approved by the Ministry of Economic Affairs through No. 107315 dated 9.5.1981.
Note 2: Approved by the Ministry of Economic Affairs through Jing-(82)-Shang No. 125704 dated 7.13.1984.
Note 3: Approved by the Ministry of Economic Affairs through Jing-(76)-Shang No. 44559 dated 8.31.1987.
Note 4: Approved by the Ministry of Economic Affairs through Jing-(77)-Shang No. 34248 dated 11.8.1988.
Note 5: Approved by the Ministry of Economic Affairs through Jing-(78)-Shang No. 131555 dated 10.24.1989.
Note 6: Approved by the Ministry of Economic Affairs through Jing-(78)-Shang No. 100972 dated 2.22.1990.
Note 7: Approved by the Ministry of Economic Affairs through Jing-(79)-Shang No. 116164 dated 8.15.1990
Note 8: Approved by the Ministry of Economic Affairs through Jing-(80)-Shang No. 128213 dated 12.16.1991.
Note 9 Approved by the Ministry of Economic Affairs through Jing-(80)-Shang No. 119429 dated 10.20.1993.
Note 10 Approved by the Ministry of Economic Affairs through Jing-(85)-Shang No. 123399 dated 9.26.1996.
Note 11 Approved by the Ministry of Economic Affairs through Jing-(86)-Shang No. 124415 dated 8.21.1997.
Note 12 Approved by the Ministry of Economic Affairs through Jing-(87)-Shang No. 123590 dated 8.11.1998.
Note 13 Approved by the Ministry of Economic Affairs through Jing-(88)-Shang No. 128130 dated 8.13.1999.
Note 14 Approved by the Ministry of Economic Affairs through Jing-(089)-Shang No. 128241 dated 8.9.2000.
Note 15 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09001321030 dated 8.15.2001.
Note 16 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09101441560 dated 10.30.2002.
Note 17 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09301128880 dated 7.19.2004.
Note 18 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09301196590 dated 10.11.2004.
Note 19 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09401176420 dated 9.13.2005.
Note 20 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09401216300 dated 11.4.2005.
Note 21 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09501018770 dated 2.3.2006.
Note 22 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09501072250 dated 4.21.2006.
Note 23 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09501128120 dated 6.29.2006.
Note 24 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09701216680 dated 8.27.2008.
Note 25 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 09801279430 dated 12.3.2009.
Note 26 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 10001265870 dated 10.22.2011.
Note 27 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 10501207710 dated 8.29.2016.
Note 28 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 10701133250 dated 10.23.2018.
Note 29 Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 11101139950 dated 8.4.2022.

Note 30: Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 11330086770 dated 6.5.2024.
Note 31: Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 11430187010 dated 12.26.2025.
Note 32: Approved by the Ministry of Economic Affairs through Jing-Shou-Shang-Tzi No. 11530017350 dated 2.6.2026.
Note 33: The change has not yet been registered.

II. List of major shareholders

March 31, 2026

Shares / Name of major shareholder	Number of shares held	Shareholding ratio
Chang-Chih Yang	96,622,217	18.69 %
New Labor Pension Fund	37,764,892	7.30 %
Jui-Ching Li	27,651,870	5.35 %
Chen-Tse Yang	17,893,216	3.46 %
Old Labor Pension Fund	11,413,364	2.21 %
Jiahui Investment Co., Ltd.	11,012,760	2.13 %
Fubon Life Insurance Co., Ltd.	8,318,900	1.61 %
Public Service Pension Fund Management Board	8,246,000	1.59 %
Yuanta/P-shares Taiwan Top 50 ETF Account	6,578,709	1.27 %
Chen-Jung Yang	6,442,150	1.25 %

III. Dividend policy and implementation status: The dividend policy stipulated in the company's Articles of Incorporation and the dividend distribution proposed by the shareholders' meeting should be disclosed. Anticipated significant changes to dividend policy, if any, should be stated:

(I) The Company's dividend policy:

If the Company makes a profit in the year, it shall allocate 5% to 10% as employees' remuneration, with at least 10% of this amount designated for grassroots employees. This remuneration shall be distributed in stock or cash by resolution of the board meeting, and the recipients shall include employees of subordinate companies that meet certain conditions. The Company may allocate no more than 1% of the profit amount as directors' remuneration by resolution of the board meeting. The distribution of employees' remuneration and directors' remuneration shall be reported to the shareholders' meeting.

However, when the Company still has a cumulative loss, it shall reserve the compensation amount in advance, and then allocate employees' remuneration and directors' remuneration according to the proportion in the preceding paragraph.

If there is a surplus in the Company's annual final accounts, the Company shall first pay taxes and make up for the cumulative loss over the years, and then allocate 10% as the legal reserve and make a provision for or reverse the special reserve in accordance with the law or regulations of the competent authority. If there is still a surplus, the balance shall be added to the accumulated undistributed earnings of the previous year, for the board of directors to draft a distribution proposal and submit it to the shareholders' meeting for a resolution on the distribution.

The Company's dividend policy takes the long-term business growth and investment projects into consideration, and also attends to a robust financial structure. The Board of Directors is required to propose a motion for allocation of earnings. The dividends will be distributed in the form of stock dividend or cash dividend subject to the future funding needs and level of dilution of capital stocks. Among other things, the cash dividend shall be no less than 10% of the total distribution for the current year.

(II) Dividend distribution proposed at the current shareholders' meeting:

For the Company's 2025 earnings distribution, the Board of Directors resolved on March 10, 2026 to distribute shareholder dividends from earnings of approximately NT$10 per share, totaling NT$5,113,109,810, and will be reported to the shareholders' meeting.

IV. The influence of the stock grants proposed at the current shareholders' meeting on the operation performance and EPS of the Company: There is no issuance of stock grants time, so this is not applicable.

V. Remuneration to employees and directors

(I) The percentage or scope of remuneration to employees and directors as set forth in the Company's Articles of Incorporation:

According to Article 20 of the Articles of Incorporation, if the Company makes a profit in the year, it shall allocate 5% to 10% as employees' remuneration, with at least 10% of this amount designated for grassroots employees. This remuneration shall be distributed in stock or cash by resolution of the board meeting, and the recipients shall include employees of subordinate companies that meet certain conditions. The Company may allocate no more than 1% of the profit amount above as directors' remuneration, by resolution of the board meeting. The distribution of employees' remuneration and directors' remuneration shall be reported to the shareholders' meeting.

However, when the Company still has a cumulative loss, it shall reserve the compensation amount in advance, and then allocate employees' remuneration and directors' remuneration according to the proportion in the preceding paragraph.

According to Article 20-1 of the Company: If there is a surplus in the Company's annual final accounts, the Company shall first pay taxes and make up for the cumulative loss over the years, and then allocate 10% as the legal reserve and make a provision for or reverse the special reserve in accordance with the law or regulations of the competent authority. If there is still a surplus, the balance shall be added to the accumulated undistributed earnings of the previous year, for the board of directors to draft a distribution proposal and submit it to the shareholders' meeting for a resolution on the distribution.

According to Article 20-2 of the Articles of Incorporation, in the Company's dividend policy, consideration shall be given to the Company's mid and long-term operational growth and investment plan, and the board of directors shall draw up a profit distribution plan while taking into account the goal of a sound financial structure. The decision on the distribution of stock or cash dividend shall be made appropriately depending on the Company's future capital needs and the degree of equity dilution. The cash dividend shall not be less than 10% of the total amount of distribution for the current year.

(II) The basis of the calculation for the remuneration to employee and directors, the calculation of the number of shares for the share-based remuneration to employees, and the accounting treatment of any discrepancies between the actually distributed calculated amounts: No stock dividend is distributed in the current period, so this is not applicable.

(III) Distribution of remuneration approved by the Board of Directors:

1. The amount of the remuneration to employees and directors distributed in cash or share:

According to Article 20 of the Articles of Incorporation, if the Company makes a profit in the year, it shall allocate 5% to 10% as employees' remuneration, with at least 10% of this amount designated for grassroots employees. This remuneration shall be distributed in stock or cash by resolution of the board meeting, and the recipients shall include employees of subordinate companies that meet certain conditions. The Company may allocate no more than 1% of the profit amount above as directors' remuneration, by resolution of the board meeting.

The Company intends to appropriate NT$724,000,000 as remuneration to employees (from which 36.6% will be allocated as remuneration to grassroots employees, to a total of NT$262,778,904), and NT$78,000,000 as remuneration to directors for 2025.

2. The amount of the remuneration to the employees in the form of stocks, and share of that amount as a percentage of the sum of the net income after tax stated in the separate or individual financial reports for the current period and total employee remuneration: No employee remuneration is distributed in share for the current period, so this is not applicable.

(IV) The actual distribution of the remuneration to employees and directors in the previous year (including the number and amount of shares distributed and the stock price); if there is any difference from the recognized amount of the remuneration to the employees and directors, the difference, the reason for the difference, and the treatment shall be disclosed: The Company does not have this situation, so this is not applicable.

VI. Repurchase of the Company’s shares in the most recent year and up to the publication date of the annual report: The Company did not repurchase any shares in the most recent year or up to the publication date of the annual report; therefore, this is not applicable.

VII. Corporate bond issuance:

(I) Issuance of corporate bonds

Type of corporate bond		Third domestic unsecured corporate bonds
Issue date		November 24, 2025
Face value		NTD 100 thousand
Issuance and trading location		N/A
Issuing price		NTD 112.88
Total amount		NT$9 billion
Interest rate		0%
Term		5 years; maturity date: November 24, 2030
Guaranteeing institution		None
Trustee		Taipei Fubon Commercial Bank Co., Ltd.
Underwriter		Fubon Securities Co., Ltd.
CPA		Ya-Wen Chiu
CPA		Chao-Ling Chen and Chun-Yi Chang
Terms of repayment		Lump-sum repayment of principal upon maturity
Outstanding principal		As of March 31, 2026, NT$6,067,300 thousand of the principal has not been repaid.
Terms of redemption or early repayment		Please refer to Articles 18 and Article 19 of the Issuance and Conversion Regulations
Restrictive clause		N/A
Name of credit rating institution, rating date,		None
Other rights	Amount of converted (exchanged or subscribed) common shares, overseas depositary receipts or other securities up to the publication date of the annual report	As of March 31, 2026, 6,517,060 common shares have been converted, with an amount of NT$2,932,700 thousand.
	Regulations governing the issuance and conversion (exchange or subscription)	Please refer to the Regulations Governing the Issuance and Conversion for details
Possible equity dilution due to the regulations governing the issuance, conversion, exchange or subscription as well as the issuance terms and conditions, and the impact on the equity of the existing shareholders		The total face value of the convertible bonds issued is NT$9 billion. Since the Company’s bond issuance period is 5 years, the creditors may request a conversion at different times, and the results of the deferred earnings per share will not have a significant impact on the existing shareholders’ equity.
Name of custodian for underlying shares		N/A

Information on convertible corporate bonds

Unit: NTD thousand

Type of corporate bond		Third domestic unsecured corporate bonds	
Item \ Year		2025 years	As of March 31, 2026 of the current year
Market price of convertible bonds	Max.	163	224
	Min.	124.15	142.25
	Average	149.32	175.12
Conversion price		450	450
Issue date		November 24, 2025	
Conversion price at issuance		450	
Method of performing conversion obligation		Issuance of new shares	

VIII. Status of preferred stock: The Company does not issue any preferred stock, so this is not applicable.

IX. Issuance of overseas depository receipts: The Company does not issue overseas depository receipts, so this is not applicable.

X. Application for employee stock options:

(I) Employee Stock Option Certificates: The Company does not issue any employee stock option certificates, so this is not applicable.

(II) Status of new restricted employee shares: The Company does not issue any of such shares so this is not applicable.

XI. Mergers and acquisitions (including mergers, acquisitions and demergers): The Company has no mergers and acquisitions, so this is not applicable.

XII. Implementation status of financing plans:

Unit: NTD thousand

<table>
<tr><td>Issuance plan</td><td colspan="4">Third domestic unsecured convertible corporate bonds</td></tr>
<tr><td>Issuance amount</td><td colspan="4">90,000 certificates issued, each with a face value of NT$100,000, and the total amount issued is NT$9 billion. (Accumulated amount: NT$10,159,093 thousand)</td></tr>
<tr><td rowspan="2">Planning</td><td colspan="4">Utilization of funds</td></tr>
<tr><td>Amount to be drawn down</td><td>Amount actually drawn down</td><td>Expected period</td><td>Progress</td></tr>
<tr><td>Purchase of land</td><td>1,600,000</td><td>1,600,000</td><td>2025 Q4</td><td>100%</td></tr>
<tr><td>Plant construction</td><td>4,200,000</td><td>25,357</td><td>2029 Q2</td><td>0.6%</td></tr>
<tr><td>Purchase of machinery & equipment</td><td>3,000,000</td><td>0</td><td>2029 Q3</td><td>0%</td></tr>
<tr><td>Repayment of bank loan</td><td>2,200,000</td><td>2,200,000</td><td>2025 Q4</td><td>100%</td></tr>
<tr><td>Replenishment of working capital</td><td>2,159,093</td><td>2,159,093</td><td>2025 Q4</td><td>100%</td></tr>
<tr><td>Expected benefits</td><td colspan="4">The Company's planned use of capital for this project totaled NT$ 13,159,093 thousand, and was intended for the purchase of land, construction of plants, acquisition of machinery and equipment, repayment of bank loans, and enrichment of working capital. The anticipated benefits are detailed below:
(1) Purchase of land, construction of plants, and acquisition of machinery and equipment: To meet market demand and support long-term operational development, the Company plans to construct a plant and acquire production equipment for PCBs on newly purchased land at Zhonggong Section in Zhongli District, Taoyuan City. Upon completion construction, the maximum monthly capacity of multilayer printed circuit boards is expected to increase by 123,431 square feet. The plant construction is expected to require an investment of NT$8,800,000thousand, and the estimated increase in production volume, sales volume, operating revenue, gross profit, and operating profit are shown below. The new plant is expected to begin mass production in the third quarter of 2026, with a payback period of approximately 4.55 years from the start of the mass production.
Unit: Square feet/NTD thousand
<table>
<tr><th>Year</th><th>Production</th><th>Production volume</th><th>Sales volume</th><th>Operating income</th><th>Gross profit</th><th>Operating gain</th></tr>
<tr><td>2029</td><td rowspan="6">Multi-layer PCB</td><td>740,586</td><td>740,586</td><td>6,006,893</td><td>901,034</td><td>540,620</td></tr>
<tr><td>2030</td><td>1,481,172</td><td>1,481,172</td><td>12,013,786</td><td>2,162,481</td><td>1,441,654</td></tr>
<tr><td>2031</td><td>1,481,172</td><td>1,481,172</td><td>12,013,786</td><td>2,162,481</td><td>1,441,654</td></tr>
<tr><td>2032</td><td>1,481,172</td><td>1,481,172</td><td>12,013,786</td><td>2,162,481</td><td>1,441,654</td></tr>
<tr><td>2033</td><td>1,481,172</td><td>1,481,172</td><td>12,013,786</td><td>2,162,481</td><td>1,441,654</td></tr>
<tr><td>2034</td><td>1,481,172</td><td>1,481,172</td><td>12,013,786</td><td>2,162,481</td><td>1,441,654</td></tr>
</table>
Note: The plant is depreciated over an estimated useful life of 20 years. Machinery and equipment are depreciated over an estimated useful life of 8 years, with a residual value equivalent to one year, calculated using the straight-line method.</td></tr>
</table>

	(2) With respect to the repayment of bank borrowings, the funds raised, amounting to NT$2,200,000 thousand, will be used to repay the Company's bank borrowings. The Company received the funds from the issuance of the third domestic unsecured convertible corporate bonds in November 2025. Based on the interest rate of the bank borrowings, the interest expense was reduced by NT$3,721 thousand in 2025, and is expected to be reduced by NT$44,654 thousand in the coming years. (3) Regarding the enrichment of working capital, the funds from the Company's current financing plan were fully received in November 2025. The Company intends to allocate NT$2,159,093 thousand to enrich working capital in the fourth quarter of 2025. If the raised funds were used to replace bank financing, based on the Company's current average borrowing rate of 2.02%, it is estimated that the annual interest expense will be reduced by NT$43,614 thousand in the coming years.

FOUR. Operational Overview

I. Scope of Operation:

(I) Scope of business

1. Main business:

(1) CC01080 Electronic Components Manufacturing.
(2) CC01110 Computer and Peripheral Equipment Manufacturing.
(3) CC01990 Other Electrical Engineering and Electronic Machinery Equipment Manufacturing.
(4) CA04010 Surface Treatments.
(5) F119010 Wholesale of Electronic Materials.
(6) F219010 Retail Sale of Electronic Materials.
(7) F401010 International Trade.
(8) I501010 Product Designing.
(9) ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval.

2. Weight of revenue: (consolidated)

Unit: NTD thousand

Business items	2024 (consolidated)		2025 (consolidated)	
	Turnover	Weight of revenue	Turnover	Weight of revenue
PCB	38,951,890	100.00%	60,003,758	100.00%
Total	38,951,890	100.00%	60,003,758	100.00%

3. Current products of the Company and new products planned to be developed:

(1) Current products of the Company

The Company's current product is PCB. The Company's products are mainly focused on communication and computer-related products, such as servers, network communication boards, notebook boards, base stations, mobile phones, and tablets. In recent years, the Company has been developing high-end products, including AI and cloud computing Servers, network communication PCBs , low-orbit satellite antenna PCBs , storage equipment PCBs, connected internet equipment PCBs, down to consumer products such as notebook computer PCBs and automotive PCBs and other high value-added products.

(2) New products planned to be developed

A. Development of multiple net via technology

B. Development of the technology for heterogeneously bond sintered paste
C. Development of technology for local electroplating and fine circuits (VIPPO design)
D. Development of 1.6T network communication board technology and research on electrical property
E. Development of HDI PCB for high-end AI servers
F. Development of technology for thick PCB (300 mil) high vertical and horizontal grid and communication board
G. Development of technology for the hole conductivity of the residual copper foil tank
H. Development of technology for connecting the connector to the press-fit hole of the stairs case
I. Development of 67GHz high-frequency, high-speed measurement technology
J. Development of technology to improve the backdrill residual copper control capability

(II) Industry overview:

1. Current status and development of the industry

Despite uncertainties related to geopolitical issues, U.S. tariff policy, and exchange rate fluctuations in 2025, demand for AI servers and high-performance computing (HPC) continued to grow, driving the PCB industry toward the development of high-end and high-value products. According to the analysis conducted by TPCA (Taiwan Printed Circuit Association) and ITRI ISTI, the global PCB production value is expected to reach US$92.36 billion in 2025, with an annual growth rate of 15.4%.

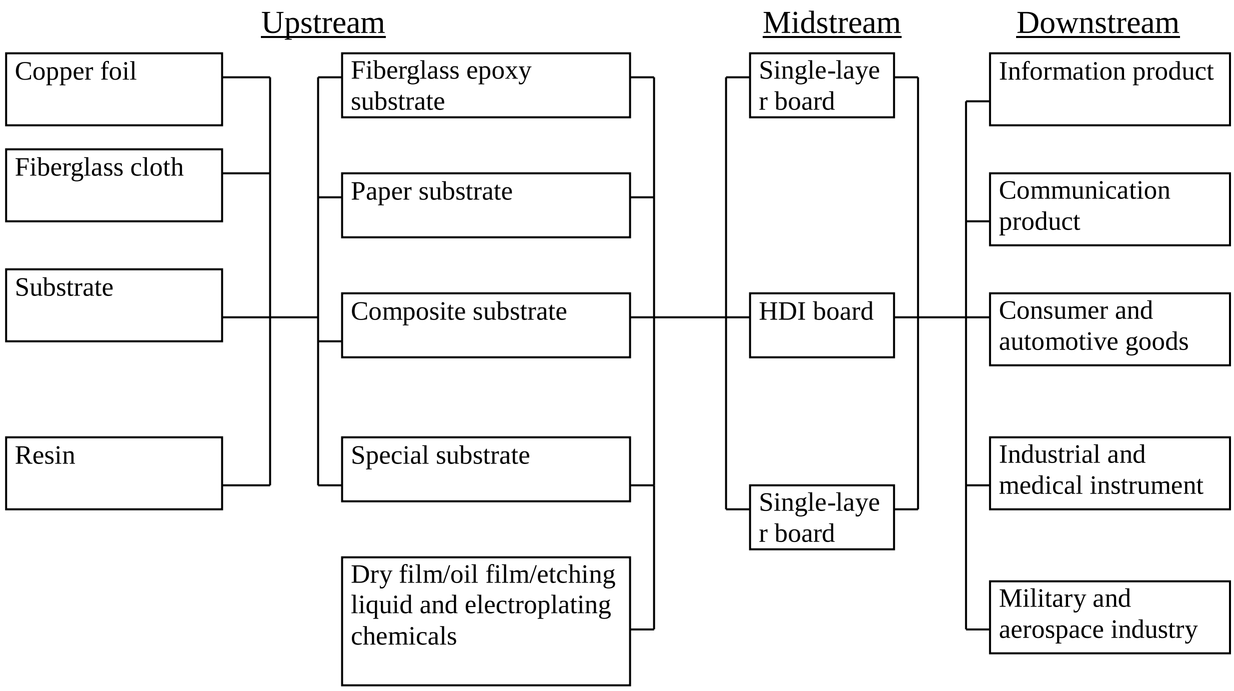
With sustained demand for high-end AI applications, rising prices and volumes driven by customer specification upgrades, and contributions from new production capacities and products, the output value is expected to increase further to US$105.2 billion in 2026, representing a year-over-year growth of 13.9%. This demonstrates that AI is a key driver of the upgrade and value reconstruction in the industry.

In the medium term and long term, the global PCB industry is developing in the direction of high precision, high density, high integration and high reliability. Among them, the technology upgrades of 5G communication, autonomous driving, smart wearables, and IoT products have become more demanding for advanced semiconductor packaging. The rapid and iterative computing and application of new artificial intelligence, such as ChatGPT, have increased the demand for global computing power, and the PCB downstream industries such as cloud computing and edge computing have also flourished. The proportion of high-end products such as multi-layer, HDI and IC substrate continues to increase. Looking to the future, with the weakening marginal impact of inflation and the steady recovery of the economy and consumer demand, the PCB industry is expected to grow again.

2. Correlation of upstream, midstream and downstream industries

The Company mainly manufactures and sells PCB products. The main upstream raw materials include chemical materials such as substrate, film, copper foil, dry film, oil film, and etching liquid, covering the petrochemical, metal, and electronic components industries. The downstream customers include the information industry, communication industry, consumer electronics, industrial and medical instruments and other industries. PCBs play the loading and relaying roles for electronic components. For example, information, communication and consumer products need PCBs to play the role of support and connection for electronic components. They are indispensable part of all electronic products.

The upstream, midstream and downstream industries related to the Company are presented below:



3. Product development trends

According to the forecasts presented by the research institution Prismark, the global PCB market production value reached approximately US$85.1 billion in 2025, with an annual increase of around 15.8%. The main growth momentum came from the construction of AI servers and high-speed network infrastructure, while demand from military and aerospace applications remained strong. In addition, the gradual recovery of the smartphone and personal computer markets also drove a rise in demand for related PCBs.

From the viewpoint of product structure, the multilayer board market demonstrated the most significant growth momentum. The overall output value increased by approximately 18%, with high-end boards of 18 layers or more increasing by as much as 72.8%. The demand for 8 to 16 layer boards for servers and PCs continued to grow. However, intense market competition still put pressure on pricing.

In the case of high-density interconnection boards (HDI), growth is expected to reach approximately 26% annually, driven by emerging applications such as AI servers, network equipment, satellite communications, and automotive electronics, as HDI technology continues to penetrate high-end applications.

Looking ahead to 2026, Prismark forecasts that the global PCB market will grow to around US$95.7 billion, a yearly increase of about 12.5%. HDI will continue to be driven by demand for AI servers and high-speed networks and is expected to maintain a growth rate of about 14.5%. The multilayer board market will be boosted by demand for AI and network communication equipment. Supported by advanced materials and complex designs, high-end boards with 18 or more layers are expected to grow by about 62.4%.

PCB plants have also increased their investment in capacity expansion driven by the growing demand for AI-related applications. Statistics show that Taiwanese PCB capital expenditures are expected to reach NT$162.4 billion in 2026, a record annual growth of 63.7%. From the product investment structure, multilayer boards accounted for about 37%, carrier boards and HDI each accounted for about 29%, and flexible boards for about 5%.

In summary, Taiwan's PCB industry continues to demonstrate stable growth and is poised to benefit from the expanding adoption of AI technologies and emerging application markets. However, in the face of rapidly changing global market dynamics, PCB manufacturers must remain agile and proactively diversify their application portfolios.

4. Industry competition

The global economic and trade development continues to be supported by the policies of major economies. However, uncertainties remain in customer demand, product lines, application technologies, and even the overall industrial environment and development prospects. In order to meet the high-precision requirements of future electronic products, the demands for high-frequency performance and anti-interference capabilities in printed circuit boards (PCBs) are becoming increasingly stringent. Due to the harsher application environments, the requirements for the precision and reliability of PCBs are also becoming higher. The significant increase in the specifications and prices of production equipment is bound to directly impact companies' operating capital costs and production technology costs.

The end-product market continues to raise the bar on technology and specification requirements, driving increasingly intense competition among global PCB manufacturers. The terminal product market is continuously raising its technical and specification requirements, and global competition among PCB manufacturers remains fierce. In addition to competition from Japanese and Korean manufacturers, rivals from Europe and China are also not to be underestimated. Taiwanese manufacturers maintain investment in high-end processes and enhance product competitiveness and production efficiency through technical cooperation with leading market customers. They also demonstrate good production flexibility in responding to shifts in customer demand.

As PCB products remain highly homogeneous, continued capacity expansion has led to intense price competition, leaving little room for profit. Additionally, changes in environmental regulations, industrial and tax policies, and labor conditions continue to impact PCB manufacturers' operations. The business environment remains difficult and challenging. Therefore, apart from accelerating the enhancement of technological capabilities and refining production and sales strategies, managing production and operating capital is becoming increasingly important. Only by continuously strengthening operational efficiency and developing niche products and markets can companies enhance their competitiveness.

(III) Overview of technology and R&D:

1. R&D investment and successfully developed technologies or products in the most recent year

R&D investment in the most recent year

Unit: NTD thousand

Item \ Year	2023	2024	2025
R&D investment (consolidated)	802,580	974,222	1,256,442
Operating revenue (consolidated)	30,043,950	38,951,890	60,003,758
R&D investment as a percentage of operating revenue	2.67%	2.5%	2.1%

2. Successfully developed technologies or products

(1) Development of high-density wafer test board technology
(2) Development of material applications and technologies for next-generation servers
(3) Development of multi-signal wire technology with dual-sided press-fit holes
(4) Blind slot electroplating capacity test
(5) Development of ellipse blind via "1-to-3" technology

3. The direction of future research and development and the expected investment in research and development:

Unit: NTD thousand

	Item	Estimated investment in R&D
1	Development of multiple net via technology	45,000
2	Development of the technology for heterogeneously bond sintered paste	55,000
3	Development of technology for local electroplating and fine circuits (VIPPO design)	45,000
4	Development of 1.6T network communication board technology and research on electrical property	100,000

	Item	Estimated investment in R&D
5	Development of HDI PCB for high-end AI servers	100,000
6	Development of technology for thick PCB (300 mil) high vertical and horizontal grid and communication board	55,000
7	Development of technology for the hole conductivity of the residual copper foil tank	45,000
8	Development of technology for connecting the connector to the press-fit hole of the stairs case	45,000
9	Development of 67GHz high-frequency, high-speed measurement technology	45,000
10	Development of technology to improve the back drill residual copper control capability	45,000
	Total amount	580,000

(IV) Long-term and short-term business development plans:

1. Short-term business development plan:

(1) Continuous improvement of the production technology for more layers, thick copper and HDI products

Development of high-layer and high value-added products. As electronic systems develop toward lightness, thinness, compactness, and high reliability, PCB technology upgrades toward a polar direction of high-density wiring, thinness, fine lines, small vias, and highly reliable thick copper. In line with the demand for cloud technology, the demand for high-layer servers and network communication PCBs will increase.

With the long-term effort of the professional R&D personnel, the Company’s production technology has been continuously improved. At present, the Company has the mass production capability to produce micro vias, fine lines, 52-layer boards, and thick copper with difficult processes.

(2) Improvement of the on-time delivery rate

Delivery time is as important as quality to customers and it shall not be allowed for the customers to stop the operation of their production lines and suffer significant tangible and intangible losses. Most of our customers are world-renowned manufacturers. However, too many customers may make us unable to provide attentive services and thus be unable to win more orders. Only by carefully selecting customers can we provide the best customer service and improve production scheduling to increase the on-time delivery rate for customers.

(3) Improvement of the process yield rate to reduce production costs

Improving production efficiency, shortening manufacturing time, and improving process yields will help reduce scrap rate and production costs, and accelerate the delivery to meet customer needs.

(4) Reduction of operating expenses

We will continue to develop new suppliers and materials to reduce the price of raw materials. R&D and production of higher value-added products will still be implemented in Taiwan, while low-end high-volume products will be transferred to factories in Mainland China, where production costs are lower.

(5) Streamlining of manpower and increase of productivity

In the future, the Zhongli Factory will focus on producing high value-added products and quality will be emphasized more than quantity. The number of employees will not be increased, but the output value of each employee will be increased. At the same time, the product structure of the factories in Mainland China will be optimized toward the direction of smart production featuring less labor, more automation, and more environmental protection.

2. Long-term business development plan:

(1) We will continue to dedicate ourselves to higher-end PCBs. The products are as follows:

* Information board – 20 to -52 layer boards for workstation, servers and AI Servers.
* Internet – Networking, 800G network communication board, high-end storage equipment.
* 20 to 52 Layer – Backplane, industrial computer, and Low-orbit satellite PCBs
* Communication board – Build up board, 5G base station board
* Wafer testing board – Wafer test tooling board, semiconductor equipment board, IC test board

(2) We will strive for more orders for high value-added AI products, cloud server boards, network communication, and base station boards.

(3) Shortening lead time and improvement of customer satisfaction

II. Market, production and sales overview:

(I) Market analysis:

1. Locations where products and services are provided:

Unit: NTD thousand; %

Sales region	2024		2025	
	Amount	ratio	Amount	ratio
Taiwan	13,761,301	35.33%	25,914,637	43.18%
America	5,548,415	14.24%	4,800,097	8.00%
Asia	6,963,269	17.88%	18,600,131	31.00%
Mainland China	12,273,560	31.51%	10,300,191	17.17%
Other regions	405,345	1.04%	388,702	0.65%
Total	38,951,890	100.00%	60,003,758	100.00%

Source: Compiled by the Company

2. Market share

Share of PCB manufacturers in the sales of all the TWSE/GTSM listed companies

Unit: NTD 100 million

Manufacturer	2023	Share	2024	Share	2025	Share
Compeq	670	9.56%	725	9.52%	760	8.80%
GCE	301	4.30%	388	5.10%	597	6.91%
WUS	35	0.50%	33	0.43%	37	0.43%
Unimicron	1,040	14.84%	1,154	15.16%	1,312	15.19%
Hannstar Board	430	6.14%	416	5.46%	572	6.62%
Unitech	150	2.14%	185	2.43%	162	1.88%
Tripod	589	8.40%	658	8.64%	734	8.50%
Chinpoon	167	2.38%	164	2.15%	158	1.83%
TPT	189	2.70%	177	2.32%	184	2.13%
Kinsus	268	3.82%	305	4.01%	394	4.56%
Others	3,169	45.22%	3,408	44.78%	3,727	43.15%
Total	7,008	100.00%	7,613	100.00%	8,637	100.00%

Source: PCB Information Magazine; ITRI Economic and Trade Center; TPCA

3. Future supply, demand and growth of the market:

The consulting firm Prismark predicts that the global PCB market production value will increase by about 5.8% in 2024 and 6.8% in 2025, and that the PCB industry will continue to grow in the following years. By 2029, the global PCB production value is expected to be approximately US$94.66 billion, with an annual compound growth rate of approximately 5.2% during this period. Prismark also predicted that the annual compound growth rate of HDI related to AI servers from 2023 to 2028 will reach 16.3%, making it the fastest-growing category in the AI server PCB market.

Taiwan's PCB industry continues to show stable growth and will benefit from the expansion of AI technologies and emerging application markets. However, given the fast-changing global market landscape, PCB companies must stay agile and proactively diversify their application portfolios.

In general, the main growth drivers were the construction of AI servers and high-speed network infrastructure, along with continued strong demand from military and aerospace applications. In addition, the steady recovery of the smartphone and personal computer markets also drove the rebound in the demand for related PCBs, which bodes well for the outlook of electronic end products in 2026. The industry is optimistic about growth driven by AI, high-performance computing (HPC), and electric vehicles, which are set to continuously fuel consumer demand.

4. Competitive niches

(1) Outstanding production technologies and R&D capabilities

The Company has professional and technical personnel, and continuous improvement of process capabilities. R&D personnel prepare technical deployment for new product applications in advance. In addition to various approved patents, the Company has many new patents pending. The outstanding production technologies and R&D capabilities are one of the key factors that distinguish the Company from the competitors in the industry.

(2) High business strength and good long-term cooperative relationship with customers

The Company is the largest server PCB manufacturer in Taiwan with the world-class server companies as the main customers. In recent years, the export ratio is over 80% and the sales targets are mostly well-known manufacturers and assembly companies. The customers are engaged in business in different industries across different continents, including information, communication, and internet. The Company has established good long-term cooperative relationships with customers

(3) Regional division of labor for production and flexible production and management

In line with the establishment of factories in Mainland China and Southeast Asia, after setting up the factory in Zhongli, a plant was established in Suzhou, China, in 2000, and Changshu Plant began mass production in 2006. In 2011, the second HDI production facility, Changshu Plant No. 2, was established. Currently, the total monthly production capacity in China has reached 1.70 million square feet, accounting for more than 70% of the Group's total monthly production capacity of 2 million square feet. In addition to effectively reducing costs, the Company can adjust the shipping location in alignment with the customer's operating model to ensure the stability of orders. The Company established a factory in Thailand in 2023; Plant 1 has started mass production, and Plant 2 is currently under construction. It is expected to relieve the current production capacity in the future and meet customers' needs for diversified supply chains.

5. Favorable and unfavorable factors for development prospects and countermeasures

(1) Favorable factors:

A. The domestic industry has a complete upstream, midstream and downstream integration system, and is highly competitive in the industry.

B. The application market of new products is focused on servers and network communication, and can grow tremendously with the development of cloud technologies.

C. Most of the customers are world-renowned companies in the information and communication electronics industry, which helps the Company to obtain the latest R&D information and define future development directions.

(2) Unfavorable factors and countermeasures:

A. The industry is highly polluting with high environmental protection standards and high pollution prevention costs.

Countermeasures:

a. Reduce the impact of greenhouse gas emissions. Reduce greenhouse gas emissions by eliminating high energy-consumption equipment, introducing low-carbon technologies and improving processes.
b. Reduce the impact of effluents on the environment: Particular attention is given to the impact of heavy metals on the river, and the copper ion concentration control and reduction measures have been established.
c. In response to the circular economy, promote waste recycling and reuse, and actively achieve the waste zero landfill target.

B. The capital expenditure is high, the depreciation is high, and the return is slow.

Countermeasures:

a. Prevent excessive capital expenditure and respond to temporary production shortages through outsourcing.
b. Sell idle equipment to reduce the pressure from fixed depreciation,

C. PCB manufacturers have expanded their production capacity in China and Southeast Asia, resulting in price competition with other companies in the industry.

Countermeasures:

a. Improve the on-time delivery rate of orders to meet customer needs.
b. Strengthen target management to reduce scraps.
c. Upgrade technology and strive for higher value-added board sales.

D. The labor costs in overseas is rising and labor shortage remains.

Countermeasures:

a. Improve automation productivity to reduce reliance on labor.
b. Stabilize quality and improve management efficiency.

E. The growth of end products is slow

Countermeasures:

a. Develop new application areas.
b. Enter niche markets

(II) Supply of main raw materials:

The Company is a professional manufacturer of printed circuit boards, mainly including substrates, films, copper foil, dry film and various electroplating chemicals. The procurement sources are major domestic manufacturers and the long-term supply relationship is good and stable. In terms of the most important raw materials – substrates and films, all of them are sourced from famous leading domestic manufacturers with good reputation. They have good long-term stable supply and demand relationships with the Company and the price can appropriately reflect the market conditions of the information and electronics industry. In addition, the above-mentioned companies are all located in neighboring cities and counties in the northern region. This is convenient for the timely delivery of goods and the Company can save warehousing costs.

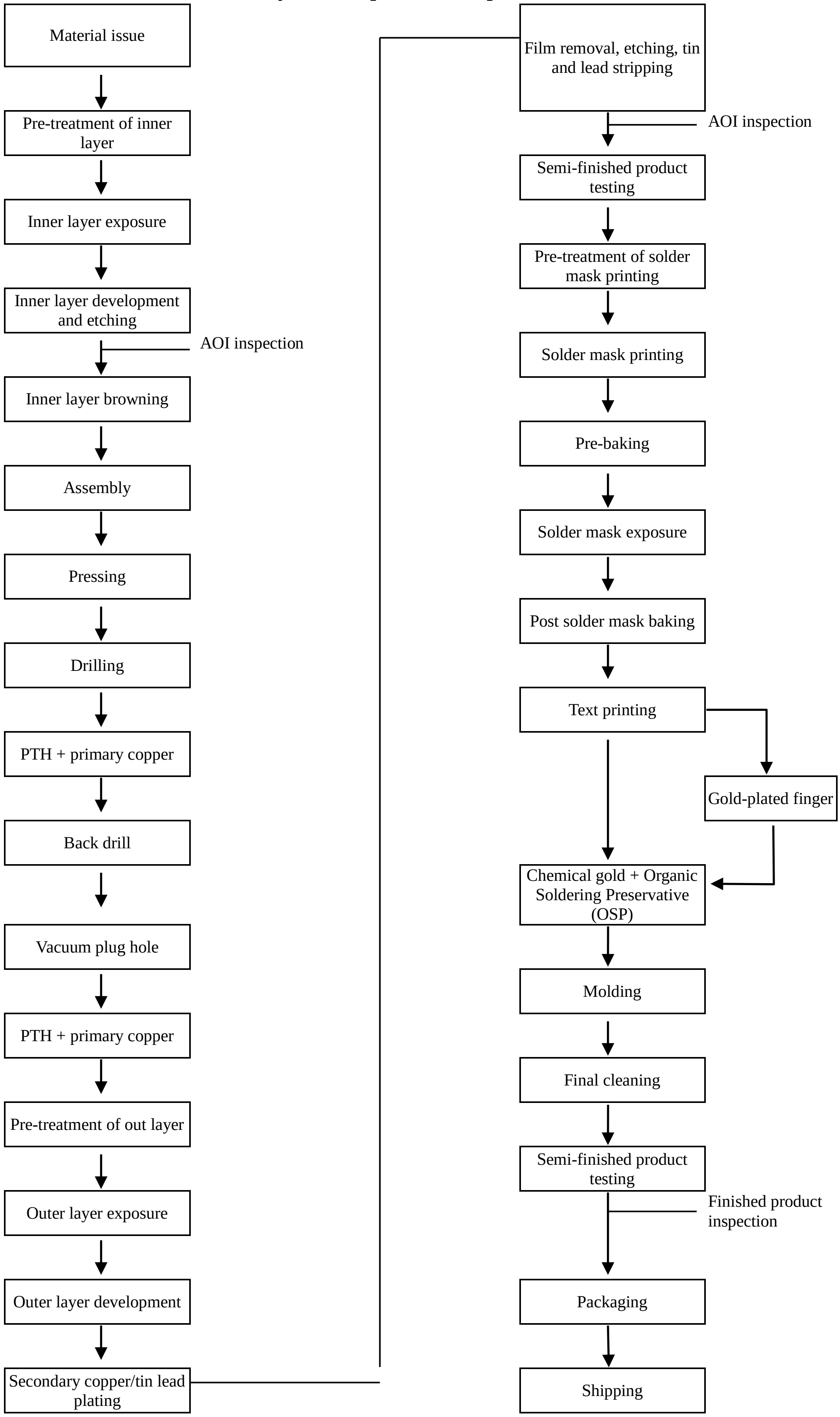
(III) Purpose of main products and production process:

1. Purpose of main products

Main product	Main purpose
PCB	Personal computers, industrial automation related equipment, numerical control equipment, communication equipment, smart phones, servers, AI servers and internet devices, industrial computers, semiconductor testing equipment

2. Production process

Multi-layer PCB production process introduction



(IV) Major suppliers and customers in the last two years:

1. List of major suppliers in the most recent two years (accounting for more than 10% of net purchase)

Unit: NTD thousand

	2024 (consolidated)				2025 (consolidated)			
Item	Title	Amount	Proportion to the net purchase of the year (%)	Relationship with the issuer	Title	Amount	Proportion to the net purchase of the year (%)	Relationship with the issuer
1	Company A	4,596,758	23.44%	None	Company A	10,917,499	37.51%	None
2	Company B	3,180,884	16.22%	None	Company B	3,655,707	12.56%	None
	Others	11,835,111	60.34%		Others	14,533,696	49.93%	
	Net purchase	19,612,753	100.00%		Net purchase	29,106,902	100.00%	

Note 1: List the names of the suppliers accounting for more than 10% of the total purchase in the most recent two years, and the amount and proportion of the purchase. However, a code can be used if the contract stipulates that the name of the supplier shall not be disclosed or if the transaction partner is an individual and not a related party, and may be given a code name.

2. List of major customers in the most recent two years (accounting for more than 10% of net sales)

Unit: NTD thousand

	2024 (consolidated)				2025 (consolidated)			
Item	Title	Amount	Proportion to the net sales of the year (%)	Relationship with the issuer	Title	Amount	Proportion to the net sales of the year (%)	Relationship with the issuer
1	Company A	7,063,510	18.13%	None	Company D	19,188,836	31.98%	None
2	Company B	6,742,084	17.31%	None	Company A	6,699,693	11.17%	None
3	Company C	4,528,298	11.63%	None	Company B	6,516,597	10.86%	None
4					Company C	4,880,610	8.13%	None
	Others	20,617,998	52.93%		Others	22,718,022	37.86%	
	Net purchase	38,951,890	100.00%		Net purchase	60,003,758	100.00%	

Note 1: List the names of the customers accounting for more than 10% of the total sales in the most recent two years, and the amount and proportion of the sales. However, a code can be used if the contract stipulates that the name of the customer shall not be disclosed or if the transaction partner is an individual and not a related party, and may be given a code name.

III. Information on employees in the most recent two years and up to the date of publication of the annual report:

Year		2024	2025	2026.02.28
Number of employees (consolidate)	Indirect employee	2,177	2,510	2,507
	Direct labor	5,973	8,485	8,490
	Total	8,150	10,995	10,997
Average age		33.88	32.95	32.92
Average service years		5.00	4.31	4.25
Education background	Doctoral degree	1	1	1
	Master's degree	140	181	178
	University/college	2,789	3,625	3,605
	Senior high school	4,229	5,518	5,372
	Below high school	991	1,670	1,841

IV. Information on environmental protection expenditure:

(I) Losses due to environmental pollution in the most recent year and up to the date of annual report and countermeasures:

Year / Item	2024	2025	Current year up to the publication date of the annual report
Pollution status	None	None	None
Punishment	None	None	None
Countermeasure	None	None	None

(II) Estimated environmental protection expenditure in the next two years

Year / Item	2026	2027
Proposed purchase of pollution control equipment or the scope of expenses	1. Expenses on additional wastewater equipment, consumables and chemicals 2. Expenses on additional installation and maintenance of air pollution control equipment 3. Purchase of green electricity	1. Expenses on additional wastewater equipment, consumables and chemicals 2. Expenses on additional installation and maintenance of air pollution control equipment 3. Purchase of green electricity
Expected	Compliance with	Compliance with

improvements	environmental standards and cost reduction	environmental standards and cost reduction
Amount	NT$448,504 thousand	NT$1,094,755 thousand

V. Labor–management relations

(I) Employee welfare measures, continuing education, training, retirement system and the implementation thereof, and the agreement between labor and management.

1. Employee welfare:

Gold Circuit Electronics hopes to work with all employees to create profits. We attach importance to sharing profit with colleagues. When the Company achieves its operational goals, employees can share in the results of the Company's success. Therefore, a certain percentage of profit is allocated as production and year-end bonuses to encourage employees to continue making effort. We implement the employee salary adjustment and production bonus systems and provide allowances for weddings, funerals, and festivals.

Scholarships and scholarships are provided to employees and their children; travel allowances are provided to employees so that they can relax after work; subsidies are provided for various events and club activities held in the plant.

The Welfare Committee provides subsidies for weddings, funerals, hospitalization, and childbirth. It also provides cash gifts for birthdays, three major festivals, and Labor Day to express condolences to employees. The Company continues to negotiate with contractors and canteen and for in-plan exhibitions and sales activities to provide more discounts and privileges to employees.

We attach great importance to employee education and training, provide pre-service, on-the-job training, career development planning, and diversified learning channels and content, organize on-the-job training on labor safety, environmental protection, and quality control education every year, and introduce an e-learning platform to increase the flexibility and efficiency of study. The Company encourages employees to learn actively and provides external training on their skills to enhance their professional ability and core competitiveness.

2. Work environment and personal safety

The Company attaches great importance to the welfare planning for employees, and is committed to creating a work environment that takes care of employees' physical and mental health, meets personal needs, and is worry-free.

In addition to providing social insurance in accordance with the Labor Standards Act and related laws and regulations, the Company provides employees with group medical insurance and regular health checkups. The Company Includes all the employees who require Level 2 health management in the worker health guidance project to provide a more robust and comprehensive health and safety management system.

To ensure employees' health and safety, the Company provides a bright and clean work environment and conducts work environment inspections every half year as per laws and regulations. The inspections include temperature/humidity, lighting, noise, and toxic and hazardous substances. The results are all in line with national standards and within the allowable concentration range. The Company will review and make improvements based on the report results and historical records. It also provides employees with necessary education and training and protective equipment. Work safety and health personnel will also visit the plant sites from time to time to conduct inspections. They will inspect various firefighting equipment and measures, and guide employees for various hazardous operations and preventive measures to prevent employees from being exposed to dangerous work environment and workplace. Furthermore, it offers health examination and special health examination for employees every year, and provides employees with health knowledge and the information on the improvement to health promotion in the workplace as advised by professional physicians.

To support female employees in balancing work and childcare, the Company has established several breastfeeding rooms, ensuring that employees have a safe environment to pump and store breast milk within the plant. Meanwhile, pregnant and lactating female laborers are prohibited from engaging in dangerous or harmful work, and they are also not allowed to work night shifts to protect the safety of the mother and fetus. During the maternal health protection period, the factory nurse takes the initiative to care for the mothers by providing breastfeeding, childcare, and health education information to meet personal needs. In addition to providing friendly maternal protection equipment and space, the Company provides on-site medical services to ensure the operation and work environment for employees during and after pregnancy. The Company also arranges for employees, unit heads, physicians, nurses, and industrial safety personnel to jointly conduct maternal protection evaluations to ensure that maternal employees are well taken care of.

In addition, the on-site services of general and occupational physicians are provided six times a month, so that employees have professional consultation channels for their physical healthcare. The Company also conducts on-site improvements and evaluations in response to physicians' suggestions. The infirmary provides employees with healthcare information from time to time, so that employees can absorb and obtain correct and effective health and safety information.

In response to the labor regulations and the 40-hour workweek adjustment, the company implemented a “Four Days On, Two Days Off” system, which exceeds the statutory number of rest days. This system, introduced on December 23, 2016, gives employees more time to spend with their families or enjoy personal leisure time. Additionally, the company adjusted the shift schedules and increased manpower to ensure smooth operations under this new system.

3. Retirement system and its implementation status:

In compliance with the Labor Standards Act and the Labor Pension Act, the Company contributes 2% of the total salary on a monthly basis as the employee pension reserve fund under the old system. For employees subject to the new labor retirement system, the Company contributes 6% of the insured salary on a monthly basis to the individual pension fund account.

4. Status of agreements between labor and management and measures for protecting employee’s rights and benefits:

The Company has always been based on the management philosophy of labor–management integration, co-existence, and mutual prosperity to handle labor relations. Therefore, the Company attaches great importance to the opinions of employees. They can always reflect the situation encountered at the workplace or in their lives through the Company’s formal or informal communication channels. The two-way communication between the Company and the employees helps both understand each other better, build consensus, and create great results together.

(1) Departmental meetings: Focusing on the communication of work problems, the allocation of manpower, the discovery of key issues, and the dissemination government orders and the evaluation of their implement, so that employees can fully understand the production technology, safety and health, and quality management. and achieve consistent decision-making and cohesion at the meetings in and between the departments and outside the factory.

(2) Employee Welfare Committee meetings: Members of the committee are elected from among the Company’s employees who are more knowledgeable, experienced, and capable in communication. Therefore, during the welfare committee meeting, employees and employers can

engage in extensive and in-depth topical discussions on welfare measures; the meetings can be used to discuss employees' work and life issues more deeply and listen to relevant opinions on these issues. Through this mode of negotiation and communication, both parties can strengthen mutual trust and understanding, and provide important references for management and administration.

(3) Labor–management meeting: This is a bridge of communication between labor and management in order to coordinate labor–management relations, promote labor–management cooperation, and improve work efficiency. Labor status reports, production plans, and business overview can be discussed at the meeting, including labor conditions, labor welfare planning, revision of work rules, work environment, production status, etc.

5. List the total amount of losses due to labor disputes during the last two years and as of the publication of this annual report. Also, disclose estimated amounts and countermeasures for current and potential future events: None.

The details of violations of the Occupational Safety and Health Act and the Labor Standards Act by the Company and its subsidiaries in the past two years and up to the publication date of this annual report are as follows. The fines have been paid within the required timeframe, and corrective actions have been completed:

Date of Regulatory Notice	Regulatory Notice No.	Violated Regulations	Summary of Violation	Penalty Amount	Countermeasure
2025/06/15	Lao-Zhi-Shou-Zi No. 1140252481	Article 287 of the Regulations for the Occupational Safety and Health Equipment and Measures and Article 6, Paragraph 1 of the Occupational Safety and Health Act	Appropriate personal protective equipment, such as safety masks, protective glasses, and protective clothing, was not provided to workers who may be exposed to other hazardous substances, and its use was not ensured.	100,000	Reassess the risks, amend the operating procedures, and provide relevant training and communication of hazards to the operating personnel.
202410/04	Fu-Lao-Jian-Zi No. 1130274146	Article 32, Paragraph 2 of the Labor Standards Act	Overtime work exceeded statutory limits.	300,000	Implemented an overtime warning system to notify supervisors of employees' working hours during shift scheduling, preventing violations

Date of Regulatory Notice	Regulatory Notice No.	Violated Regulations	Summary of Violation	Penalty Amount	Countermeasure
					of legal limits.
2024/10/04	Fu-Lao-Jian-Zi No. 11302741461	Article 36, Paragraph 1 of the Labor Standards Act	Employees did not receive two rest days within seven consecutive workdays.	50,000	Implemented an overtime warning system to notify supervisors of employees' working hours during shift scheduling, preventing violations of legal limits.
2024/07/17	Lao-Ju-Na-Zi No. 11301825431	Article 17, Labor Occupational Accident Insurance and Protection Act	Reported insured salary amounts were inaccurate, or salary adjustments were not filed within the statutory deadline.	20,000	All employees (including new hires) undergo a salary review and bracket adjustment by the end of February and August each year.
2024/02/20	Fu-Lao-Tiao-Zi No. 1130045192	Article 32, Paragraph 2 of the Labor Standards Act	Overtime work exceeded statutory limits.	150,000	Implemented an overtime warning system to notify supervisors of employees' working hours during shift scheduling, preventing violations of legal limits.

VI. Cyber security management:

(I) Information security risk management framework

1. Information security management system framework

The Company’s information security management system adopts the “Plan-Do-Check-Act (PDCA)” cycle operation model as described as follows:

(1) Planning and establishment (Plan)

Based on the overall strategy and goals, by establishing an information security management organization, the Company controls potential threats and vulnerabilities, and plans risk assessment and security control mechanisms to establish an information security management system.

(2) Implementation and operation (Do)

Based on the results of the assessment and planning, the Company establishes or modifies the required information security control mechanism.

(3) Supervision and audit (Check)

The Company supervises the implementation of various operations of the information security management system and checks its effectiveness to ensure the implementation of information security management.

(4) Maintenance and improvement (Act)

The Company implements corrective and preventive measures based on the results of supervision and audit and recommendations, and improves and implements the required control mechanism to continuously maintain the operation of the information security management system.

2. Information security goals

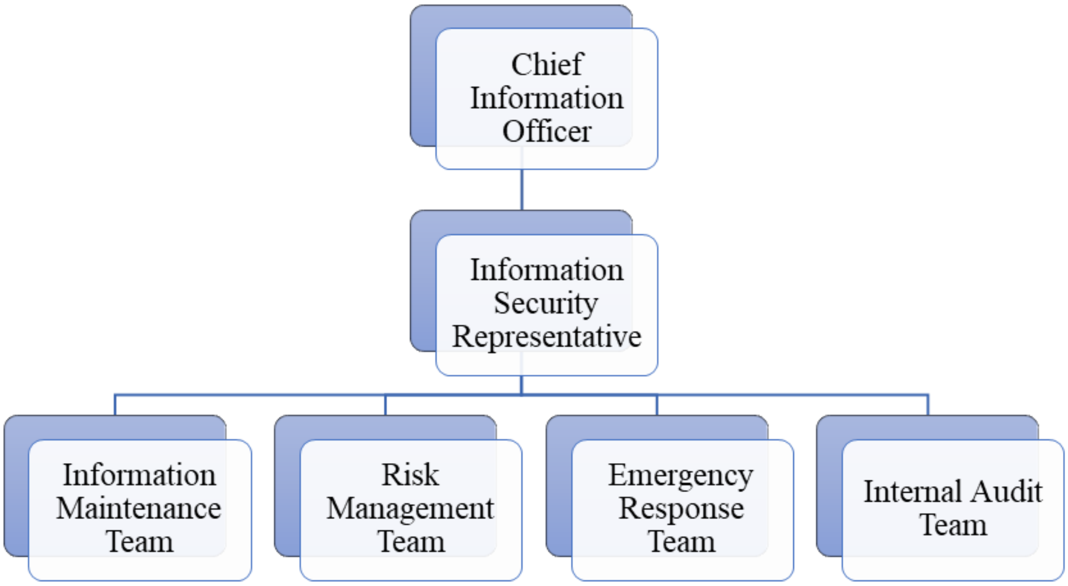
Based on the information security policy, the objectives of the information security management system are defined, and statistics for each objective are reported every year to confirm the achievement of the objectives as described below:

(1) Ensure the protection and storage of the data of the Company and customer to prevent improper intentions or illegal circumstances.
(2) Comply with legal requirements, the orders of the competent authority, and the requirements of customer contracts or professional duties.
(3) Ensure the accuracy and completeness of the information provided.
(4) Take appropriate actions when an information security incident causes damage to the rights and interests of the stakeholders.
(5) Ensure the continuity and timeliness of the services provided.

3. Risk management

With reference to the international standards ISO31000 and ISO27005, the Company conducts panoramic analysis of the organization and risk assessment of key information assets in order to plan risk response plans. The effectiveness of risk management is verified through the management review conducted by the “Information Security Committee” to check whether the risk protection measures can effectively reduce the relevant risks and achieve the expected goals.

4. Information Security Committee



(II) Information security policy

This information security policy is formulated and an information security management system is established to ensure the security of information data, systems, equipment and network communication, and to effectively reduce the risks such as theft of information assets, improper use, leakage, tampering, or damage due to human negligence, deliberate actions or natural disasters.

1. Assure the confidentiality, integrity, availability and legality of all information and assets collected, processed and utilized.
2. Continue to operate the informatization of core business, maintain the effectiveness of the information security management system, and improve the quality of internal and external information services.

(III) Specific management plan

Network Safety	● Implemented real-time alert monitoring and abnormal behavior trend analysis systems (MDR, EDR) ● Enhanced firewall systems and network control to prevent the spread of computer viruses across production lines and facilities ● Deployed multi-factor authentication (MFA) to strengthen identity verification and overall cybersecurity posture ● Conduct monthly threat intelligence risk assessments and annual cybersecurity exposure analysis to continuously

	improve attack surface management ● Developed an SCM supplier data exchange platform to ensure secure information exchange with partners ● Deploy a Zero Trust VPN architecture to strengthen VPN connection security
Device Safety	● Installed endpoint antivirus solutions based on device type to enhance malware detection ● Established a virus scanning mechanism for incoming equipment to prevent devices carrying malware from entering the facility ● Enforced the principle of least privilege for access control ● Implemented a machine equipment management system for visibility into hardware and software configurations
Application Security	● Adopted Secure Software Development Life Cycle (SSDLC) practices to reduce software vulnerabilities ● Conduct monthly vulnerability scanning and patch management; conduct annual third-party penetration testing ● Continuously enhance application security controls, integrating security throughout development workflows and platforms
Data Protection and Information Security Enhancement	● Enforced trade secrets management systems to safeguard confidential and proprietary information ● Implemented document classification and encryption with tracking capabilities for effective data control ● Strengthened email security with outbound control, audit mechanisms, backup solutions, and advanced threat defense ● Enhanced offsite backup mechanisms and initiated phased replacement of outdated equipment ● Built secure physical server rooms featuring facial recognition access control, CCTV surveillance, environmental monitoring, and intrusion detection systems ● Established configuration baselines to ensure secure and compliant operation of hardware, software, services, and networks
Education, Training, and Awareness	● Increased employee awareness of phishing and social engineering via phishing simulation exercises ● Regularly conduct training sessions on trade secret protection and cybersecurity awareness – at least twice per year with a minimum of two hours per session ● Periodically send cybersecurity risk alerts and awareness emails to employees

- Strengthen internal control system and organize internal audit training of talents on a regular basis
- Expand business continuity planning (BCP) drills annually, with a tiered incident reporting and escalation process for cybersecurity events

(IV) Invest resources in information security management

Certification

- Obtained ISO/IEC 27001:2013 Information Security Certification [Initial certification on January 7, 2020]
- Obtained ISO/IEC 27001:2013 Information Security Certification [Recertification on January 8, 2023]
- Obtained ISO/IEC 27001:2022 Information Security Certification [Version upgrade certification on January 8, 2025]
- *The certification issued by the certification body is valid until 1/7/2029*

Policy

- ISMS Information Security Management System– 36 copies
- The Information Security Committee was established and the Chief Information Officer was appointed.
- Business Confidentiality Management Regulations– 10 copies
- Intellectual Property Rights Management Regulations– 7 copies

Training and education

- Trade Secret and Information Security Awareness Courses (2 times in 2025)
- Phishing Email Social Engineering Attack Drills for Employees (2 times in 2025)
- Information Security Risk Alert Notifications and Awareness Emails (12 times in 2025)
- Emergency Response Drill for Trade Secret Infringement Incidents (1 time in 2025)
- Information Security Disaster Recovery Drills (26 times in 2025)
- Advanced ISMS Training for IT Personnel (3 times in 2025)

(V) Losses due to information security incidents: None.

VII. Important contracts:

Nature of the contract	Party	Dates of commencement and expiration of the contracts	Main Content	Restrictive clause
Trading contract	Kunshan Jingming Machinery Co., Ltd.	2025/6/21~2028/12/31	Automated pulse plating line for panel plating	None
Trading contract	Tongtai Machine & Tool Co., Ltd.	2025/12/10~2028/12/31	Gantry-type pulse plating line (12 copper)	None
Trading contract	Tongtai Machine & Tool Co., Ltd.	2025/5/26~2028/12/31	5-axis drilling machine x 21 sets/6-axis CCD drilling machine x 6 sets	None

FIVE. Discussion and Analysis of Financial Standing and Financial Performance and Risks

I. Analysis and comparison of financial position

Unit: NTD thousand

Item \ Year	2024	2025	Deviation	
			Amount	%
Current assets	31,474,058	56,337,465	24,863,407	79.00%
non-current assets	13,110,336	19,408,883	6,298,547	48.04%
Total assets	44,584,394	75,746,348	31,161,954	69.89%
Current liabilities	16,969,401	27,553,834	10,584,433	62.37%
Non-current liabilities	6,302,788	14,711,355	8,408,567	133.41%
Total liabilities	23,272,189	42,265,189	18,993,000	81.61%
Share capital	4,918,395	5,105,289	186,894	3.80%
Additional paid-in capital	2,135,760	7,638,945	5,503,185	257.67%
Retained earnings	13,707,099	20,356,883	6,649,784	48.51%
Other equity items	550,951	380,042	(170,909)	(31.02%)
Total shareholders' equity	21,312,205	33,481,159	12,168,954	57.10%

Analysis of increase and decrease:

1. Increase in current assets: Mainly due to the increase in orders in 2025, which caused an increase in accounts receivable and inventories.
2. Increase in non-current assets: Mainly due to the increase in property, plant and equipment from the construction of the factory in Thailand.
3. The increase in current liabilities: Mainly due to the increase in inventories in 2025, resulting in an increase in accounts payable.
4. Increase in non-current liabilities: Mainly due to issuance of convertible corporate bonds in 2025
5. Increase in capital reserve: Mainly due to issuance of convertible corporate bonds in 2025.
6. Increase in retained earnings: Mainly due to profit in 2025.
7. Increase in other equity items: Mainly due to the translation difference in the financial statements of foreign operations.

II. Review and analysis of financial performance and risk issues

(II) Review of financial performance

Unit: NTD thousand

Item \ Year	2024	2025	Deviation	
			Amount	%
Net operating revenue	38,951,890	60,003,758	21,051,868	54.05%
Operating costs	27,555,961	40,320,985	12,765,024	46.32%
Gross profit	11,395,929	19,682,773	8,286,844	72.72%
Operating expenses	3,315,375	5,653,226	2,337,851	70.52%
Other gains and losses	(13,511)	13,691	27,202	(201.33%)
Net operating profit	8,067,043	14,043,238	5,976,195	74.08%
Non-operating income and expenditure	423,359	130,097	(293,262)	(69.27%)
Net profit before tax from continuing operations	8,490,402	14,173,335	5,682,933	66.93%
Continuing operation net profit for the year	5,615,607	9,606,531	3,990,924	71.07%
Other comprehensive income	568,794	(176,619)	(745,413)	(131.05%)
Total comprehensive income for current year	6,184,401	9,429,912	3,245,511	52.48%

Analysis of increase and decrease:

1. Increase in operating revenue, operating cost and gross profit: Mainly due to the increase in orders in 2025.
2. Operating expense: Mainly due to increased orders and thus increased operating expenses in 2025.
3. Decrease in other gains and losses: Mainly due to the decrease in other income.
4. Decrease in non-operating revenue and expense: Mainly due to the decrease in foreign exchange gains.
5. Increase in continuing operation net profit for the year and comprehensive income: Mainly due to decrease in revenue for current period
6. Increase in other comprehensive income: Mainly due to the exchange difference of translation in the financial statements and the difference in the remeasurement of defined benefit plans.

(II) Analysis of changes in gross profit:

It was 32.8% this year and 29.26% last year, with the percentage of change of 12.12%; the change was less than 20%.

(III) Expected sales volume (consolidated)

Year	Unit	2025	2026
Sales volume	SQFT	18,293,839	19,000,000

III. Cash flow analysis

(I) Liquidity analysis for the last two years (consolidated)

Item \ Year	December 31, 2024	December 31, 2025	Percentage of increase (decrease) (%)
Cash flow ratio	33.15%	8.20%	(75%)
Net cash flow adequacy ratio	100.08%	64.28%	(36%)
Cash flow reinvestment ratio	8.82%	(1.02%)	(112%)
Analysis of percentage of increase and decrease: 1. Decrease in cash flow ratio: Mainly due to the increase in current liabilities. 2. Decrease in net cash flow adequacy ratio: Mainly due to a significant increase in capital expenditures and dividends during the period. 3. Decrease in cash reinvestment ratio: Mainly due to net cash flow from operating activities being lower than dividends.			

(II) Analysis of cash liquidity in the coming year (consolidated)

Unit: NTD thousand

Cash balance at the beginning of the period	Estimated annual net cash flow from operating activities	Estimated annual cash outflow	Estimated amount of cash surplus (deficit) ＋ －	Remedial measures for estimated cash deficit	
				Investment plan	Financing plan
18,114,483	5,155,846	13,923,962	14,299,126		4,952,759

The data above is a financial budget that has not been reviewed by a CPA.

IV. Impact of major capital expenditures on financial operations in the last year

Unit: NTD thousand

Item	Actual or expected Sources of funds	Actual or expected completion date (as of 2025)	Total funds required	Actual utilization of funds	
				2024	2025
Production equipment	Self-owned funds and bank loans	Completed	5,155,187	5,155,187	
Production equipment	Self-owned funds and bank loans	Completed	6,797,557		6,797,557

V. The most recent investment policy, the main reason for profit or loss thereof, improvement plan, and investment plan for the coming year

(I) The most recent investment policy

The Company's investment policy is mainly to expand production capacity in consideration of the Company's long-term development, instead of engaging in investment in other businesses. The long-term investment strategy focuses on enhancing the core competitiveness of our business, strengthening technical capabilities, and satisfying overall customer services.

(II) The main reasons for the profit or loss of investment in the last year

Unit: NTD thousand

Investment item	Investment income in the last year	Description
King Hsiang Investment	(1,505)	Investee, mainly due to recognition of investment loss.
Goldex Holding Limited	4,323,056	Recognized gains/losses on investment in the investee, mainly due to profits earned by all the three factories in Mainland China.
Gold Circuit Electronics (Thailand) Co., Ltd.	(234,127)	The subsidiary is still under construction and has not yet started production or received orders.

(III) Investment plan for the coming year

The Company will continue to invest in the subsidiary in Thailand in the next year to meet the needs of customers' orders.

VI. Matters to be analyzed and evaluated in risk management

(I) The impact of recent annual interest rate, changes in exchange rates, and inflation on the Company's losses and future countermeasures.

The main risks of the Company's operating activities arise from the risk of changes in foreign currency exchange rates and the risk of changes in interest rates.

Exchange rate risk

Several subsidiaries of the Company engaged in foreign currency-denominated sales and purchases, which exposed the Company the risk of foreign exchange rate changes therefor. About 99.83% of the Company Company's sales were not denominated in the functional currency. About 96.86% of the costs of goods sold were not denominated in the functional currency. Insofar as it is permitted by policies, the Company utilized forward foreign exchange contracts to help manage the risk.

For the book value of the Company's non-functional currency-denominated monetary assets and liabilities, and the value of the Company's monetary liabilities, on the balance sheet date.

Interest rate risk

The interest rate risk arose as a result of the loans bearing interest accruing at fixed interest rate and floating interest rate borrowed by the Company. The Company maintains an adequate combination of fixed and floating interest rates to manage the interest rate risk.

Operation-related credit risk

The outstanding accounts receivable of the Company are mainly from customers around the world, and most of them are not provided as collaterals or credit guarantees. Although the Company has procedures in place to monitor and reduce the credit risk of accounts receivable, there is no guarantee that such procedures can completely prevent the loss caused by the credit risk. Such credit risk will increase when economic conditions deteriorate. As of December 31, 2025 and 2024, the accounts receivable balances of the top ten customers accounted for 85% and 80%, respectively, of the Company's total accounts receivable balance; the credit risk concentration of the remaining accounts receivable is relatively insignificant.

(II) The policy, main reasons for profit or loss, and future countermeasures for high-risk and high-leverage investments, loans to others, endorsements/guarantee provided, and derivatives trading in the last year.

The Company did not engage in high-risk or high-leverage investments in 2025. The total amount of loans to external parties was NT$0. The financing endorsements/guarantees were provided by the Company for its wholly owned subsidiaries: Gold Circuit International Limited, Goldex Holding Limited, Gold Circuit Enterprise, Suzhou Gold Circuit, Changshu Gold Circuit, and Changshu Gold Circuit Technology, with a total guaranteed amount of NT$11,073,927 thousand. Therefore, said transactions have been handled in accordance with the Company's Regulations Governing Loaning of Funds and Making of Endorsements/Guarantees. In addition, the trading in derivative financial products by the Company are for the purpose of hedging risks arising from exchange rate changes, rather than for trading or speculative operations.

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

Unit: NTD thousand

	Item	Amount
1	Development of multiple net via technology	45,000
2	Development of the technology for heterogeneously bond sintered paste	55,000
3	Development of technology for local electroplating and fine circuits (VIPPO design)	45,000
4	Development of 1.6T network communication board technology and research on electrical property	100,000
5	Development of HDI PCB for high-end AI servers	100,000
6	Development of technology for thick PCB (300 mil) high vertical and horizontal grid and communication board	55,000
7	Development of technology for the hole conductivity of the residual copper foil tank	45,000
8	Development of technology for connecting the connector to the press-fit hole of the stairs case	45,000
9	Development of 67GHz high-frequency, high-speed measurement technology	45,000
10	Development of technology to improve the back drill residual copper control capability	45,000
	Total amount	580,000

(IV) The impact of material political and legal changes at home and abroad in recent years on the Company's financial business and countermeasures: None

(V) The impact of recent technological changes (including cybersecurity risks and industry changes) on the Company's financial business and countermeasures: To address technological changes and industry shifts, the Company stays informed about market changes by participating in exhibitions, utilizing the internet, and attending industry, trade, and union-sponsored conferences. The Company also focuses on enhancing R&D technologies and leveraging its competitive advantages to expand its business and accurately track industry trends, aiming to generate better performance in the future. Respective information security management requirements of the Company have to be based on applicable governmental laws and regulations (such as the Criminal Code, the Patent Act, the Trademark Act, the Copyright Act, the Personal Data Protection Act, and the Trade Secrets Act). The "Information Security Promotion Organization" is responsible for the establishment and promotion of the information security system. The Organization periodically implements information security education and training to promote information security policies and related implementation regulations.

(VI) The impact of the changes in corporate image in recent years on corporate crisis management and countermeasures: The Company has a positive corporate image and continues to expand its business actively, and there is no relevant negative media report on the Company.

(VII) The expected benefits, potential risks, and countermeasures in respect of any merger and acquisition (M&A): From the beginning of 2025 to the publication date of the annual report, the Company had not engaged in any M&A.

(VIII) The expected benefits, potential risks, and countermeasures in respect of plant expansion: From the beginning of 2025 to the publication date of the annual report, the benefits of the Company's plant expansion and purchase of machinery and equipment to increase production capacity were aligned with its expectations.

(IX) Risks arising from customer and supplier concentration and countermeasures: The Company purchases raw materials from different suppliers as much as possible to ensure that the supply of raw materials is sufficient for mass production and to reduce the risk of supplier concentration. It continues to seek other purchase methods to reduce the risk of supplier concentration.

(X) The impact of the massive transfer or replacement of shares by directors, supervisors, or major shareholders holding more than 10% of the shares on the Company, risks thereof, and countermeasures: The Company's directors and supervisors hold a certain percentage of shares stably, and since the stock was listed on Taiwan Stock Exchange in 1998, there have been no major changes in shareholdings and pledges. The Company's operations are simple with the focus on its core business, and there has never been a massive transfer of shares.

(XI) The impact, risks, and countermeasures of the changes in the management rights on the Company: The Company's directors and supervisors hold a certain percentage of shares stably, and the collaboration between major shareholders is smooth, and there is no risk arising from changes in the management rights.

(XII) For major litigation and non-litigious proceedings, any major litigation, non-litigious, or administrative disputes finalized or pending in court, involving the Company and its directors, supervisors, president, de facto persons in charge, major shareholders holding more than 10% of the shares, and affiliated companies, shall be specified. Where the outcome thereof may have a significant impact on shareholders' equity or securities prices, the facts in dispute, the amount of the matter concerned, the start date of the litigation, the major parties involved, and the handling situation as of the publication date of the annual report shall be disclosed: From the beginning of 2025 to the publication date of the annual report, the Company had not been involved in major litigation or non-litigious proceedings.

(XIII) Information security risks Potential risks and countermeasures:

In addition to the cyber attack risk in the Company and the group, inadequate information security awareness and knowledge, malicious software, viruses, spyware, and other information threats that will lead to abnormal or interrupted operation of the core information systems, as well as data theft and malicious damage are all information security risk factors that affect the Company's normal operations. Therefore, for information security, the Company's information security management system adopts the circular operation model of PDCA. In addition to specifying the information security policy as the highest guide, an information security management organization is established and at least one internal audit and one external audit (third-party verification unit) are arranged every year. Information security meetings are held monthly by information security representatives to review the Company's existing information security practices and formulate improvement plans. A description of potential risks in the Company's operations and countermeasures are provided below.

I. Enhance employees' awareness of information security

As the data, information, and systems handled by internal employees are directly related to the Company's operations, malware may be downloaded or the Company's systems may be infected with malware due to carelessness, which may in turn affect the Company's internal information security. Therefore, the Company enhances various hosts and protection measures, as well as occasionally makes internal announcements and conducts various information security drills in response to current information security attack methods with higher risks, to strengthen employees' information security awareness.

II. Virus and malware threats

The sources of computer viruses may be the websites visited, e-mails containing malware, portable storage devices, and malware downloads. Therefore, the Company has established multi-layer defense and inspection mechanism, and equipped internal computers with anti-virus systems, and managed and controlled portable storage devices, while adopting a central control model for monitoring and protection so as to reduce the risk of malware infection and attacks.

III. Cyber attacks

Internet hacking will have the most direct impact on business operations. Therefore, the Company has developed necessary protective measures, including important network segmentation and access control, firewall, and intrusion detection; meanwhile, it conducts vulnerability detection and targets penetration tests for important hosts on a regular or irregular basis, and reviews the information security vulnerability reporting mechanism and repair work regularly, to minimize the chance for the vulnerabilities to be compromised.

IV. Operational interruption

For major operating services and data, the Company has placed important hosts in remote server rooms, and conducts on-site/off-site backups daily, and performs restoration drills regularly. In the event of major damage to or interruption of operating systems or databases, their operations can be resumed based on the schedules for different services.

From the beginning of 2025 until the publication date of the annual report, the Company has taken appropriate countermeasures to respond in a timely manner (e.g. analysis of sources of malicious emails, firewall blocking, virus detection, virus scanning, and system reinstallation), except for continuous attacks from malicious emails. There were no material information security incidents affecting the Company’s operations throughout the year.

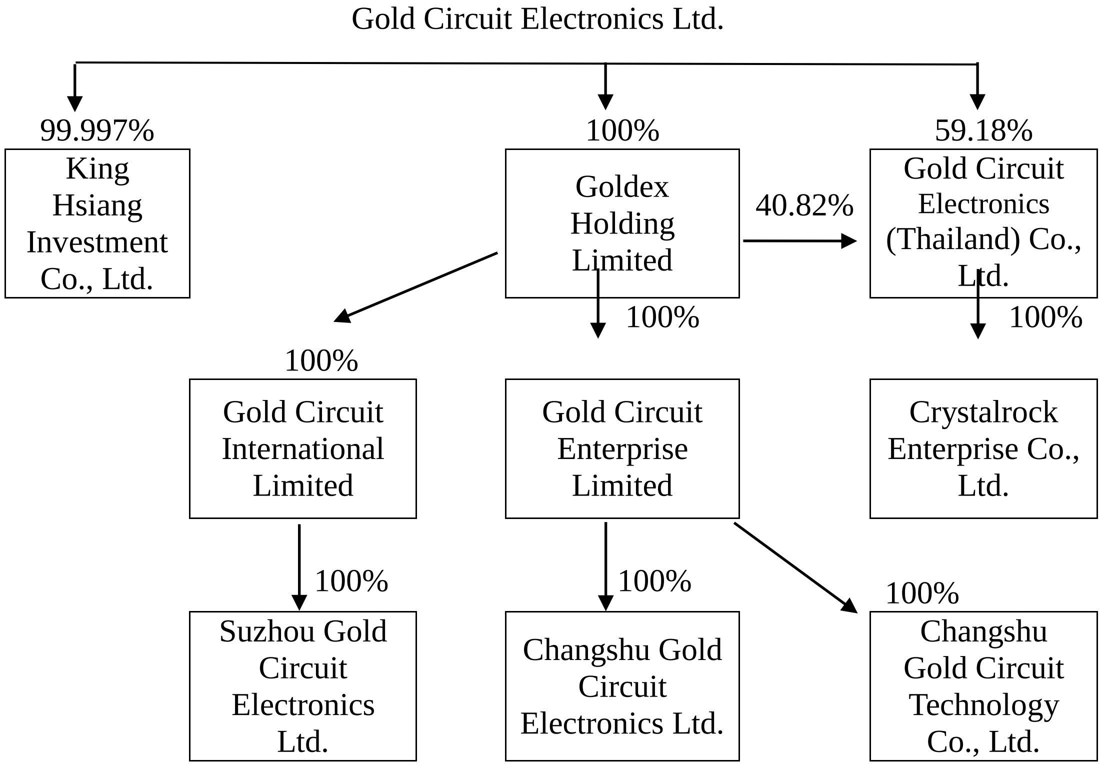
(XIV) Other important risks and countermeasures: From the beginning of 2025 to the publication date of the annual report, the Company has not faced other material risks.

VII. Other important matters: None

SIX. Special Notes

I. Information of affiliated enterprises:

(I) Organization Chart of Affiliated Enterprises (Compilation base date: December 31, 2025)



(II) Basic information of each affiliated enterprise (compilation base date December 31, 2025)

	Company Name	Date of establishment	Address	Paid-in capital	Main business or production items
Controlling company	Gold Circuit Electronics Ltd.	1981.05.05	No. 113, Xiyuan Road, Zhongli City	5,051,300 thousand	Manufacturing, processing and trading of printed circuit boards
Subsidiaries	King Hsiang Investment Co., Ltd.	1998.05.24	No. 149-1, Zhongzheng Road, Tamsui District, New Taipei City	NT$200,000 thousand	General investment business
	Gold Circuit International Limited	1999.05.8	3rd Floor, J&C Building W PO Box 362, Road Town, Tortola, British Virgin Islands VG1110	US$ 98,000 thousand	General investment business
	Goldex Holding Limited	2005.05.10	Portcullis Chambers, P.O. Box 1225, Apia, Samoa	US$ 161,910 thousand	General investment business

	Company Name	Date of establishment	Address	Paid-in capital	Main business or production items
	Gold Circuit Enterprise Limited	2006.12.31	Portcullis Chambers, P.O. Box 1225, Apia, Samoa	US$ 63,010 thousand	General investment business
	Suzhou Gold Circuit Electronics Ltd.	2000.08.08	No. 238, Jinfeng Road, Suzhou New District	US$ 98,000 thousand	Manufacturing, processing and trading of printed circuit boards
	Changshu Gold Circuit Electronics Ltd.	2006.3.15	No. 9, Jiulong Road, Southeast Economic Development Zone, Changshu, Jiangsu Province	US$ 30,010 thousand	Manufacturing, processing and trading of printed circuit boards
	Changshu Gold Circuit Technology Co., Ltd.	2010.5.15	No. 816, southeast Avenue, Changshu hi tech Industrial Development Zone, Jiangsu Province	US$ 33,000 thousand	Manufacturing, processing and trading of printed circuit boards
	Gold Circuit Electronics (Thailand) Co., Ltd.	2023.5.25	613 Moo. 5, Nong Phrong Subdistrict, Sri Maha Phot District, Prachin Buri Province 25140	US$ 101,000 thousand	Manufacturing, processing and trading of printed circuit boards
	Crystalrock Enterprise Co., Ltd.	2024.11.12	No.238/7, 6th Floor, Ratchadaphisek Road, Huai Khwang Subdistrict, Huai Khwang District, Bangkok 10310, Thailand	THB 87,500 thousand	General investment business

(III) Information of the same shareholders of companies presumed to have control or affiliation relationship with the Company: None.

(IV) Industries covered by the businesses of all affiliated enterprises: manufacturing, investment, and trading.

(V) Information of directors, supervisors and presidents of all affiliated companies:

Unit: share; % December 31, 2025

<table>
<tr><th>Company Name</th><th>Job title</th><th>Name or representative</th><th>Number of shares</th><th>Shareholding ratio</th></tr>
<tr><td rowspan="4">King Hsiang Investment Co., Ltd.</td><td>Chairman</td><td>Chen-Tse Yang</td><td>100</td><td>0.0005%</td></tr>
<tr><td>Director</td><td>Chang-Chih Yang</td><td>100</td><td>0.0005%</td></tr>
<tr><td>Director</td><td>Chen-Jung Yang</td><td>100</td><td>0.0005%</td></tr>
<tr><td>Supervisor</td><td>Jui-Ching Li</td><td>100</td><td>0.0005%</td></tr>
<tr><td>Gold Circuit International Limited</td><td>Chairman</td><td>Chen-Tse Yang</td><td>—</td><td>—</td></tr>
<tr><td>Goldex Holding Limited</td><td>Chairman</td><td>Chen-Tse Yang</td><td>—</td><td>—</td></tr>
<tr><td>Gold Circuit Enterprise Limited</td><td>Chairman</td><td>Chen-Tse Yang</td><td>—</td><td>—</td></tr>
<tr><td rowspan="3">Suzhou Gold Circuit Electronics Ltd.</td><td>Chairman</td><td>Chen-Tse Yang</td><td rowspan="3">Note</td><td rowspan="3">—</td></tr>
<tr><td>Director</td><td>Chang-Chih Yang</td></tr>
<tr><td>Director</td><td>Chen-Jung Yang</td></tr>
<tr><td rowspan="3">Changshu Gold Circuit Electronics Ltd.</td><td>Chairman</td><td>Chen-Tse Yang</td><td rowspan="3">Note</td><td rowspan="3">—</td></tr>
<tr><td>Director</td><td>Chang-Chih Yang</td></tr>
<tr><td>Director</td><td>Chen-Jung Yang</td></tr>
<tr><td rowspan="3">Changshu Gold Circuit Technology Co., Ltd.</td><td>Chairman</td><td>Chen-Tse Yang</td><td rowspan="3">Note</td><td rowspan="3">—</td></tr>
<tr><td>Director</td><td>Chang-Chih Yang</td></tr>
<tr><td>Director</td><td>Chen-Jung Yang</td></tr>
<tr><td rowspan="2">Gold Circuit Electronics (Thailand) Co., Ltd.</td><td>Executive Director</td><td>Chen-Tse Yang</td><td>—</td><td>—</td></tr>
<tr><td>Executive Director</td><td>Chang-Chin Yang</td><td>—</td><td>—</td></tr>
<tr><td>Crystalrock Enterprise Co., Ltd.</td><td>Executive Director</td><td>Chang-Chin Yang</td><td>—</td><td>—</td></tr>
</table>

Note: It is a limited company with no shares

(VI) Operation status of each affiliated enterprise (compilation base date December 31, 2025)

Unit: NTD thousand

Company Name	Capital	Total assets	Total liabilities	Net worth	Operating income	Operating profit (loss)	Current profit and loss (after tax)	Earnings per share (after tax)
Gold Circuit Electronics Ltd.	5,051,300	70,973,082	37,491,923	33,481,159	59,144,461	8,512,563	9,606,531	19.47
King Hsiang Investment Co., Ltd.	200,000	3,545,572	1,397	3,544,175	0	(182)	2,324,342	116.22
Gold Circuit International Limited	3,239,310	10,244,422	188,863	10,055,559	0	3,273,681	3,273,681	33.56
Goldex Holding Limited	5,191,133	15,537,068	0	15,537,068	0	4,348,935	4,348,935	26.99
Gold Circuit Enterprise Limited	1,751,829	3,416,492	0	3,416,492	0	1,262,212	1,262,212	20.05
Suzhou Gold Circuit Electronics Ltd.	3,239,310	22,161,721	11,926,056	10,235,665	26,258,102	4,449,006	3,282,004	Note
Changshu Gold Circuit Electronics Ltd.	959,724	6,505,316	3,406,986	3,098,330	8,023,488	994,199	787,823	Note
Changshu Gold Circuit Technology Co., Ltd.	980,105	2,731,071	2,553,875	177,196	3,180,824	661,831	468,529	Note
Gold Circuit Electronics (Thailand) Co., Ltd.	3,249,490	9,923,587	6,999,263	2,924,324	1,691,229	(491,329)	(432,992)	—
Crystalrock Enterprise Co., Ltd.	84,201	87,276	6	87,270	0	(548)	(401)	—

Note: It is a limited company with no shares

(I) Consolidated business report and consolidated financial statements of affiliated enterprises:

The companies to be included in the Company’s consolidated financial reports for affiliated enterprises in 2025 (from January 1, 2025, to December 31, 2025) according to the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises” are the same as those required to be included in the parent-subsidiary consolidated financial statements under International Financial Reporting Standards (IFRS) No. 10. Moreover, the relevant information to be disclosed in the affiliated enterprise consolidated financial reports has already been disclosed in the parent-subsidiary consolidated financial reports. Therefore, the Company does not need to separately prepare consolidated financial reports for affiliated enterprises.

(II) Relationship report: Not applicable

II. Private placement securities handling situation in the most recent year and as of the printing of the annual report: Not applicable.

III. Other necessary supplementary Clarification: None.

IV. Matters that have a significant impact on shareholders’ equity or securities prices in the most recent year and as of the date of publication of the annual report:
None.

GOLD CIRCUIT ELECTRONICS LTD.

Chairman Chen-Tse Yang